

County Council – Minutes

Please note the meeting can be viewed on YouTube at the following link:

[Cambridgeshire Full County Council Meeting 15/03/22 - YouTube](#)

Date: Tuesday 15 March 2022

Time: 10.30 a.m. – 2:40 p.m.

Present:

D Ambrose Smith	R Fuller	E Meschini
M Atkins	I Gardener	B Milnes
H Batchelor	N Gay	E Murphy
A Beckett	D Giles	L Nethsingha
G Bird	M Goldsack	C Rae
C Boden	B Goodliffe	T Sanderson
A Bradnam	N Gough	D Schumann
A Bulat	J Gowing	J Schumann
D Connor	R Hathorn	N Shailer
S Corney	A Hay	A Sharp
A Costello	M Howell	P Slatter
S Count	R Howitt	M Smith
P Coutts	S Hoy	S Taylor
H Cox Condron	S Kindersley (Vice-Chair)	F Thompson
C Daunton	M King	S Tierney
D Dew	S King	S van de Ven
L Dupré	P McDonald	A Whelan
S Ferguson (Chair)	M McGuire	G Wilson
J French		

It was proposed by the Chair of the Council, Councillor Ferguson, and agreed unanimously, to suspend standing orders for Section 19.1 – Standing to Speak, Part 4.1, Council Procedure Rules, Part 4 Rules of Procedure, to enable Members to sit while speaking so that their voices could be picked up by the microphone system.

Apologies for Absence:

Apologies were received from Councillors Billington, Bywater, Criswell, J King, Prentice and Reynolds.

53. Minutes – 8 February 2022

The minutes of the meeting held on 8 February 2022 were agreed as a correct record and signed by the Chair.

54. Chair's Announcements

The Chair made a number of announcements, as set out in Appendix A.

55. Declarations of Interest

Councillor Bulat declared a disclosable interest under the Code of Conduct in relation to Minute 9b), as she worked in part-time employment on non-political campaigns on democratic engagement and participation, including on residence-based voting rights and as a Co-Manager for the Young Europeans Network. The Monitoring Officer had exercised her discretion to grant a dispensation to allow Councillor Bulat to take part in the debate.

Councillors Beckett, Milnes and Shailer declared non-statutory disclosable interests regarding Agenda Item 9.e) as members of the Greater Cambridge Partnership Joint Assembly.

Councillors Gough and Meschini declared non-statutory disclosable interests regarding Agenda Item 9.e) as members of the Greater Cambridge Partnership Executive Board.

Councillor McDonald declared a non-statutory disclosable interest regarding Agenda Item 9.e) as Chair of the Highways and Transport Committee and a substitute member on the Greater Cambridge Partnership Executive Board.

Councillor McGuire declared a non-statutory disclosable interest regarding Agenda Item 9.e) as Conservative Spokes for the Highways and Transport Committee.

56. Public Question Time

The Chair reported that no public questions had been received from members of the public.

57. Petitions

The Chair reported that no petitions had been received from members of the public.

58. Section 85 Local Government Act 1972 - Recommendation to Extend Six Month Rule

The Chair welcomed Councillor Bird back to full Council and withdrew the motion with the consent of the meeting.

59. Items for Determination from Staffing and Appeals Committee

(a) Senior Manager Pay Data and Pay Policy Statement 2022-2023

It was moved by the Chair of the Staffing and Appeals Committee, Councillor Murphy, and seconded by the Vice-Chair of the Staffing and Appeals Committee, Councillor Shailer, that the recommendations from the Staffing and Appeals Committee, as set out in the report on the Council agenda, be approved.

It was resolved unanimously to approve the Pay Policy Statement 2022-2023 (attached at Appendix 2).

(b) Pay Gap Reporting

It was moved by the Chair of the Staffing and Appeals Committee, Councillor Murphy, and seconded by the Vice-Chair of the Staffing and Appeals Committee, Councillor Shailer, that the recommendations from the Staffing and Appeals Committee, as set out in the report on the Council agenda, be approved.

It was resolved unanimously to approve the Pay Gap Report 2021 (Appendix 1).

60. Proposed Changes to the Council's Constitution

It was moved by the Chair of the Constitution and Ethics Committee, Councillor Kindersley, and seconded by the Vice-Chair of the Constitution and Ethics Committee, Councillor Bulat, that the recommendations from the Constitution and Ethics Committee, as set out in the report on the Council agenda, be approved.

Following discussion, it was resolved by a majority to approve:

- (i) proposed amendments to the Constitution, as set out in Section 2.12 of the report;

[Voting pattern: Liberal Democrats, Labour and Independents in favour; Conservatives against.]

It was resolved unanimously to approve:

- (ii) incorporation of the Officers' Code of Conduct into the Constitution, as set out in Appendix 2 of the report; and
- (iii) the authorisation to the Monitoring Officer, in consultation with the Chair of the Constitution and Ethics Committee, to make any other minor or consequential amendments to the Constitution necessary for, or incidental to, the implementation of these proposals.

61. Motions submitted under Council Procedure Rule 10

a) Motion from Councillor Ros Hathorn

The following motion was proposed by Councillor Hathorn and seconded by Councillor Goldsack. The motion included alterations from the version included on the agenda, which were agreed by the meeting without discussion and were unanimously agreed without discussion (additions in bold and deletions shown in strikethrough).

Repair Cafes and other reuse, recycling and upcycling initiatives

This Council notes that:

- to address the Climate Emergency our relationship with consumer goods has to change.
- Repair, ~~eafes~~ **reuse, recycling and upcycling initiatives** are one of the ways this council can support this transition.

- Repair Cafes **for example** offer a service where local people take broken items to community cafes and have those items repaired by other members of the community whilst they watch. **There are other community repair, reuse, recycling and upcycling initiatives.**

The Council also notes that beyond simply saving ~~the repaired items from going to landfill,~~ **becoming household waste, Repair Cafes, recycling, reuse, and upcycling initiatives can:**

- bring people together providing community forums many people who don't identify with other groups feel relaxed about attending
- allow people to do something concrete to respond to the climate emergency
- allow people to put their skills to good use and can create individual feelings of self worth and self esteem
- can bring pride and a feeling of achievement to a community
- they teach skills of mending and can facilitate cross generational relationships which help strengthen communities
- provide opportunities to learn how things work and can be repaired which can lead people to start out on a career in repair or related fields
- enable us to re-educate many people in manual skills which have been lost
- raise the profile of Repair, increasing understanding of what can be mended and encouraging people to get items mended ~~outside the café or reused~~ **or reused**
- enable a wide range of items to be repaired, as determined by the skills of the volunteers
- provide a relaxed forum where other issues could be addressed, for example mental health or recycling schemes
- respond to a widespread community demand for this type of event

This Council acknowledges that:

- it is vitally important that officers based in communities work with the waste disposal officers and **Cambridgeshire and Peterborough Waste Partnership (RECAP)** to formulate an effective, efficient and sustainable model which considers the opportunities for addressing other waste issues alongside supporting communities.
- reducing waste and supporting people to live more sustainably must be viewed as a key way in which this council engages with the communities of Cambridgeshire.
- the current model of ~~funding for~~ Repair Cafes **and other repair, recycling, upcycling and reuse initiatives cannot access funding** within the Innovate and Cultivate Fund **and this therefore needs review. This might be changes to the Innovate and Cultivate Fund or a small sum allocated for these initiatives within the Just Transition fund.**

This Council requests that a report is brought to the meeting of the Communities, Social Mobility and ~~Integration~~ **Inclusion** Committee on 21 July 2022 with a model whereby the County Council can support the rollout of new ~~Repair Cafes~~ **repair, recycling, upcycling and reuse initiatives** and ~~offer any necessary to support to Repair cafes already operating.~~ **existing schemes, and consider the efficient use of limited funds and suitable scheme evaluation criteria.**

Following discussion, on being put to the vote the motion was carried unanimously.

b) Motion from Councillor Alex Bulat

The following motion was proposed by Councillor Bulat and seconded by Councillor Slatter.

The Council notes that:

- The Elections Bill is a major piece of national legislation which will have local level impacts for many Cambridgeshire residents.
- The Bill will introduce measures which will impact electors and local authorities, including mandatory photographic voter ID, overseas voting, and changing the voting and candidacy rights of EU citizens who arrived after 1 January 2021.
- Cambridgeshire is a proudly diverse and welcoming county, with a third of Cambridge residents born abroad, and significant migrant communities across all our districts.
- Our EU and Commonwealth residents can vote in local elections. However, non-EU and non-Commonwealth residents, despite being subject to the same local taxes, do not have a direct democratic say in electing local representatives.

The Council welcomes that:

- The Elections Bill preserves the voting and candidacy rights of EU citizens with pre-settled and settled status who entered the UK before 1 January 2021.
- The London Assembly passed a motion in support of residence-based voting rights on the 11th of November 2021 and that over 30 organisations in the UK democracy and immigration sector have signed a joint statement in support of local voting rights based on residence, not on nationality.

The Council expresses concern that:

- Cambridgeshire EU residents who enter the UK from 1 January 2021 and are not covered by the Withdrawal Agreement, or by bilateral treaties covering voting rights (currently only existing with Poland, Luxembourg, Spain and Portugal), will not have voting and candidacy rights in local elections after the Elections Bill is implemented. This will create an unequal situation where some EU citizens working, studying and living in our county will have the right to vote where others will not.
- The complexity in voter eligibility creates confusion, contributing to the significantly lower voter registration rates for Commonwealth and EU voters and, for many, complete lack of awareness of democratic rights.

- Introducing photo voter ID will pose challenges for some residents, both British and non-British citizens, who do not have valid photo ID, likely to disproportionately affect those with limited digital skills. The implementation of this Bill will create an immediate need for local information provision and outreach.
- The Government's voter ID plans state that councils will be required to provide free voter cards for people without correct identification, but there is little detail on the cost or strategy of implementing this policy. It is key for the County to work with Districts to advocate for sufficient funding to be available to adequately inform our residents.

The Council is recommended to commit to:

- a) Work collaboratively with District Councils to develop a strategy of communications on voter eligibility including accessible information about changes in eligibility for EU citizens and the range of voter ID options that can be used.
- b) Use this programme to increase its efforts to encourage eligible voters who are not registered to vote. For instance, but not limited to, working collaboratively with District Councils who can include information about voter registration and eligibility in council tax letters, council social media communications, local magazines, and through using our County's networks of local partners and community groups where appropriate.
- c) Disseminate information on the Council's channels and through its partnership work, such as collaborating with Community Connectors and relevant organisations working in partnership with the Council.
- d) Ask the Chief Executive to write to the Minister of State for the Cabinet Office, asking that the Elections Bill be amended to extend local election voting rights in England and Northern Ireland to all qualifying foreign nationals in line with voting rights in Scotland and Wales. This would be a UK-wide approach and fair to all our residents who are council tax payers and deserve the right to be represented.

Following further discussion, on being put to the vote the motion was carried by a majority.

[Voting pattern: Liberal Democrats, Labour, Independents in favour; sixteen Conservatives against; six Conservatives abstained.]

c) Motion from Councillor Hilary Cox Condron

The following motion was proposed by Councillor Cox Condron and seconded by Councillor Sanderson.

This Council notes that:

- The Equality Act 2010 brought together 116 pieces of anti-discrimination - legislation in order to tackle disadvantage more effectively. Section 149 The Public Sector Equality Duty also called 'the general equality duty' requires public bodies in the course of exercising their functions, including developing policies and delivering services, to have due regard to the need to:
 - Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act;

- Advance equality of opportunity between people who share a protected characteristic and those who do not;
 - Foster good relations between people who share a protected characteristic and those who do not.
- In Cambridgeshire we demonstrate our commitment to our responsibilities under this Act by publishing our workforce equality data, gender pay gap reports, and our equality objectives. Our Single Equalities Strategy 2018-2022 commits us to three equalities objectives:
- To promote equality and inclusion within our workforce, our Members and through our employment and procurement practices;
 - To promote equality and inclusion through fair and accessible services;
 - To promote equality, inclusion and celebrate diversity in our communities.

Our delivery against these three objectives is supported by a detailed action plan, which has been reviewed and updated throughout the life of the strategy.

This Council recognises that:

- Although the 'general equality duty' drives sound decision-making in relation to equalities, encouraging public bodies to understand how different groups of people with particular protected characteristics will be affected by their activities, it does not require public bodies to consider the impact of these decisions on those individuals who experience socio-economic disadvantage.
- The COVID 19 pandemic has exposed inequalities in our communities. National data shows it disproportionately affecting people who are Black, Asian or come from another Minority Ethnic background, disabled people and those who are living with a long-term health condition. In addition, local data provided by Cambridgeshire Insight shows it disproportionately impacting those who live in care homes, homes with communal living between households, those who live in high occupancy homes and/or those in our communities on the lowest incomes. Poverty in the UK remains a significant issue with 14% of people in Fenland living in poverty in 2019 (the most recent data set from Central Government). South Cambridgeshire has the lowest rate of poverty in the County at 5.6%.
- People who are not included in the protected characteristics can also face significant challenges related to socio-economic inequalities.
- We have a powerful tool in the form of the Public Sector Duty Regarding Socio-economic Inequalities, Section 1 of The Equality Act 2010, which would help us in our commitment to reduce these inequalities. Whilst government has yet to enact this duty as law, a number of local authorities have adopted this duty to help them address the inequalities in their communities.
- The Public Sector Duty Regarding Socio-economic Inequalities states that,

"An authority to which this section applies must, when making decisions of a strategic nature about how to exercise its functions, have due regard to the

desirability of exercising them in a way that is designed to reduce the inequalities of outcome which result from socio-economic disadvantage.”

This Council therefore resolves to:

- a) adopt the Public Sector Duty regarding Socio-economic Inequalities so that when the County Council is making decisions of a strategic nature, about how it exercises its functions, it has due regard to the desirability of exercising these functions in a way that is designed to reduce the inequalities of outcome which result from socio-economic disadvantage.
- b) adapt our equality impact assessment tools and processes to take account of this duty so that Members and Officers are assisted in their decision-making and assured that changes in Council policy and practice take into account the impact of decisions on those with protected characteristics as well as the impact of those decisions on those who experience socio-economic disadvantage.
- c) regularly review and update the data we have about socio-economic inequality across the county, including as it relates to the experiences of our communities living in rural isolation and/or poverty/deprivation, working with our communities and our partners to publish this data in an accessible and transparent way through the website Cambridgeshire Insight.
- d) review, develop, and implement training and communications for staff and Members to raise awareness of this duty within our wider Equality, Diversity and Inclusion work, and to develop our understanding of how it applies to our policies and practices, in the services we deliver, and in the services we commission from others.

Councillor Count moved an amendment, seconded by Councillor Boden, as set out in Appendix B.

Following discussion, the amendment on being put to the vote was lost.

[Voting pattern: Conservatives in favour; Liberal Democrats, Labour, and three Independents against; one Independent abstained.]

Following discussion, on being put to the vote the motion was carried unanimously.

d) Motion from Councillor Edna Murphy

The following motion was proposed by Councillor Murphy and seconded by Councillor Shailer.

This Council notes that:

- when the A14 project was completed, part of the legacy of the project was a large tree planting initiative.
- following an agreement between the County Council and what is now National Highways, tens of thousands of tree saplings were planted alongside the new roads built to create much needed noise barriers and make a positive environmental contribution.

- the environmental benefits are critical for reducing the impact of increased vehicle use, and helpful in reducing some of the flooding that is a risk, for example in Oakington to Fenstanton. We need the contribution these trees can make to the absorption of new greenhouse gases generated as a result of creating significant new roadspace.

This Council expresses concern that:

- residents of Longstanton and Girton currently believe they can hear the A14 more than they did before the upgrade.
- residents report many trees are dying. On inspection it is obvious that many tree saplings are failing to thrive.
- if you ask National Highways for an update on the situation they only say they are counting how many trees need replacing.

This Council recognises the need to:

- focus more on the challenge of ensuring that these trees thrive, and that those that do not are replanted, with changes to their management to ensure that they do thrive in future.
- be more proactive in its dealings with National Highways to ensure this project can make a real contribution to mitigating the effects of the climate emergency. It is vital the situation is gripped, and the County Council corporately views this as a critical environmental project, not just a legacy compliance issue from a road building project.

The Council therefore resolves to:

- a) ask that National Highways publish facts and figures on a regular basis about the tree planting work – for example
 - how many trees were planted originally o how many alive after periods of time eg quarterly, annually
 - how many are replanted and when o what changes to management should be made to ensure more will thrive
 - what annual processes are engaged with in relation to tree management
 - what is the estimated and actual contribution to carbon reduction
- b) report regularly the progress of tree planting and its contribution to reducing the County's carbon footprint from motorised vehicles to the Environment and Green Investment Committee, and the details of the contract to the Strategy and Resources Committee.
- c) ensure that the relevant officers dealing with environment, decarbonisation and flooding are engaged in ensuring the tree planting project is successful, and that the project continues to operate within the Council's decarbonisation goals.

Councillor Count moved an amendment, seconded by Councillor Dew, as set out in Appendix C.

Following discussion, the amendment on being put to the vote was lost.

[Voting pattern: Conservatives and one Independent in favour: Liberal Democrats, Labour, and three Independents against.]

Following discussion, on being put to the vote the motion was carried by a majority

[Voting pattern: twenty-one Conservatives, Liberal Democrats, Labour, and Independents in favour; one Conservative against.]

e) Motion from Councillor Alan Sharp

The following motion was proposed by Councillor Sharp and seconded by Councillor McGuire.

Core purpose: To position the County Council towards immediately stopping proposals, which enable moving towards a goal of bringing in any form of road pricing.

This Council:

- opposes the use of congestion charging in greater Cambridge, as a way of resolving the traffic issues in and around Cambridge city.

This Council expresses concern that:

- charging, if implemented, will have the effect of adversely penalising the lower paid workers who work unsocial hours and need their vehicle to be able to get to and from work whilst more affluent employees will be able to pay the charge with little impact on their income.
- this proposal disproportionately targets the poorer elements of our society, who are least able to pay the charge and whose important work during unsocial hours keeps the city running.
- the proposal will, in addition, have a negative impact on the number of visitors to the city and any reduction in visitors will adversely affect the many retail businesses, both independent and national, as well as bars, restaurants and hotels. All of this comes at a time when businesses are recovering from the financial pressures that the last two years of the pandemic has caused.

Therefore, this Council resolves to:

- a) oppose road pricing in all its forms in the Greater Cambridge area.
- b) ask its Member representatives on the Greater Cambridge Partnership (GCP) and Cambridgeshire and Peterborough Combined Authority (CPCA) to take into account the views of the Council when voting on any advancement of road pricing and congestion charging proposals.

- c) ask the Chief Executive, Stephen Moir, to write to the Chief Executives of the GCP and the CPCA and the Mayor of the CPCA, to inform them of the County Council's position.

Following discussion under Part 4 Rules of Procedure, Part 4.1 – Council Procedure Rules, paragraph 15.5 of the Constitution, more than 14 Members requested a recorded vote on this matter.

After further discussion, the motion on being put to the vote was lost, as set out in the voting record at Appendix D.

62. Questions

- (a) Cambridgeshire and Peterborough Combined Authority and Overview and Scrutiny Committee (Council Procedure Rule 9.1)

No questions were submitted under Council Procedure Rule 9.1 of the Council's Constitution.

- (b) Questions on Fire Authority Issues

No questions were submitted under Council Procedure Rule 9.1 of the Council's Constitution.

- (c) Written Questions (Council Procedure Rule 9.2)

No questions were submitted under Council Procedure Rule 9.2 of the Council's Constitution.

Chair
10th May 2022

County Council – 15th March 2022

Chair's Announcements

People

Terri Henry

It is with deep regret that the Chair reports the recent death of Terri Henry. Terri started working for the Council in 1993 and was part of the IT Desktop Team. The Council's thoughts are with her family, friends and colleagues at this very sad time.

Retirement of the Assistant Director: Education Capital & Place Planning, Hazel Belchamber

After a 35-year career in local government, Hazel Belchamber, Cambridgeshire and Peterborough's Assistant Director: Education Capital & Place Planning retires at the end of March 2022. Hazel began her career in Cambridgeshire in 1987 as an Administrative Assistant in the Further Education team before working through a number of roles as she rose through the council including being an Education Officer, Head of Schools Organisation and Planning and finally being appointed as an Assistant Director in 2018. This illustrates the career opportunities offered in Cambridgeshire County Council.

She has led many high profile projects including:

- The special school review in early 2003/4 which resulted in the closure of 4 small special schools in the south of the County and the opening of Castle and Granta Area Special Schools
- The move from 3 tier to two tier education in Gamlingay which took over a decade to complete.

During her career she has moved through cycles of falling rolls, amalgamation and closing schools to a prolific phase of building new schools in the last 10 years. Hazel has left a huge mark on Education in Cambridgeshire. We wish her well in her retirement when she will have the time to indulge her passions for travel, nature watching and scuba diving.

Assistant Directors in Education

Following a competitive recruitment process the Council has appointed two new assistant Directors in Education who will be joining in April. Carley Holliman joins as Assistant Director, School and Settings Improvement from an Executive Headteacher role in the London Borough of Brent. Fran Cox takes on the role of Assistant Director, Education Capital and Place Planning from the London Borough of Hackney where she worked as an Assistant Director providing strategic leadership across school organisation, capital, SEND and Inclusion services. We wish them well with their new roles at the County Council.

Awards

Excellence in People Management Awards (PPMA) 2022

Cambridgeshire County Council has been shortlisted for the PPMA awards for the best health and wellbeing Initiative (including mental health, general health and safety). Winners will be announced on 28 April.

First Cambridgeshire Apprenticeship Awards success!

Cambridgeshire County Council and Peterborough City Council hosted the first Cambridgeshire Apprenticeship Awards to recognise, showcase, and celebrate the commitment, hard work and achievements of individuals completing and supporting an apprenticeship within both areas. The winners were decided by a panel of independent judges.

The Apprentice of the Year award was presented by Mrs Sue Freestone, Deputy Lieutenant for Cambridgeshire. The awards ceremony was hosted by Al Kingsley – Chief Executive Officer of the EdTech company, NetSupport, an Apprenticeship Ambassador, academy chair and the chair of the Employment and Skills Board at the Cambridgeshire and Peterborough Combined Authority. The category winners and highly commended awards were presented by Dr Nik Johnson, Mayor of Cambridgeshire and Peterborough.

On Friday 11 February, during National Apprenticeship Week, the winners of Cambridgeshire's first Apprenticeship Awards were announced.

The Apprentice of the Year award was presented by Mrs Sue Freestone, Deputy Lieutenant for Cambridgeshire, and went to Faith Akinbo who works for Softwerx. Faith works as a Microsoft Research Analyst and is completing a degree level apprenticeship in digital marketing.

Faith won the overall Apprentice of the Year award as well as being the winner in the Personal Achievement category, Faith was nominated for her remarkable work, determination, and natural talent.

Category Winners and Highly Commended

Apprentice Ambassador/Champion:

Winner: Hollie Setchell, Morgan Sindall Construction Plc

Highly Commended: Donya Taylor, South Cambridgeshire District Council

Apprentice Manager/Mentor:

Winner: Robin Lipscombe, Marshall Aerospace and Defence Group

Highly Commended: Shelley Kane, Cambridgeshire County Council

Behind the Scenes:

Winner: Sam Cox, Cambridgeshire Fire and Rescue

Highly Commended: Sema Aydin, Cambridgeshire County Council

Personal Achievement:

Winner: Faith Akinbo, Softwerx

Highly Commended: Hannah Shimmens, Castle School

Highly Commended: Jeremy Franks, Marshall Aerospace and Defence Group

Team Working:

Winner: Cathy Taylorson, Cambridgeshire County Council

Highly Commended: Phoebe Ward, Softwerx

Highly Commended: Mari Caruso Corrado, Cambridgeshire County Council

Working with People:

Winner: Joanne Tagg, Cambridgeshire County Council

Highly Commended: Michelle Millwood, Cambridgeshire County Council

Congratulations to all of the Apprentices whose passion and commitment for their apprenticeship was celebrated through this process and thank you to all the managers, mentors, employers, and training providers who offer excellent support throughout their learning.

Messages

Invasion of Ukraine

Like most of the world, Cambridgeshire watched in horror as Russia launched a full-scale invasion of Ukraine in the early hours of 24th February. As a council we condemn this assault on Ukraine and the devastating impact on the way of life of ordinary Ukrainian people.

The Russian military is even as we speak, using tanks, aircraft and artillery to target major Ukrainian cities and population centres, some of which are now under occupation. Despite assurances that civilians would not be targeted, many - including children and vulnerable older people - have already lost their lives and it is estimated that more than 1.5 million people have fled to seek safety elsewhere.

There are many Ukrainians or people with Ukrainian heritage here in the United Kingdom, including those who live in Cambridgeshire, as well as from, or with connections to nearby Baltic States and Russia too, who have been profoundly affected by this war. As such, there is justifiable fear in our communities and from our own councillors and staff about the safety of family and friends in Ukraine and in neighbouring areas.

The United Kingdom is Ukraine's strategic partner and long-standing friend. In Cambridgeshire, we have a long and honourable history in supporting people fleeing conflict, and we are poised to do so again, as we have already done for those families most recently fleeing the restrictive regime in Afghanistan.

We in Cambridgeshire support the actions of the UK, EU and wider international community in backing Ukraine's democratically elected government against this unprovoked invasion.

Agenda Item No. 9 - Motions Submitted Under Council Procedure 10

c) Motion from Councillor Hilary Cox Condron

Councillor Count moved an amendment seconded by Councillor Boden, as follows (additions in bold and deletions shown in strikethrough):

This Council notes that:

- The Equality Act 2010 brought together 116 pieces of anti-discrimination-legislation in order to tackle disadvantage more effectively. Section 149 – The Public Sector Equality Duty also called ‘the general equality duty’ requires public bodies in the course of exercising their functions, including developing policies and delivering services, to have due regard to the need to:
 - Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act;
 - Advance equality of opportunity between people who share a protected characteristic and those who do not;
 - Foster good relations between people who share a protected characteristic and those who do not.
- In Cambridgeshire we demonstrate our commitment to our responsibilities under this Act by publishing our workforce equality data, gender pay gap reports, and our equality objectives. Our Single Equalities Strategy 2018-2022 commits us to three equalities objectives:
 - To promote equality and inclusion within our workforce, our Members and through our employment and procurement practices;
 - To promote equality and inclusion through fair and accessible services;
 - To promote equality, inclusion and celebrate diversity in our communities.

Our delivery against these three objectives is supported by a detailed action plan, which has been reviewed and updated throughout the life of the strategy.

This Council recognises that:

- Although the ‘general equality duty’ drives sound decision-making in relation to equalities, encouraging public bodies to understand how different groups of people with particular protected characteristics will be affected by their activities, it does not require public bodies to consider the impact of these decisions on those individuals who experience socio-economic disadvantage.
- The COVID 19 pandemic has exposed inequalities in our communities. National data shows it disproportionately affecting people who are Black, Asian or come from another Minority Ethnic background, disabled people and those who are living with a

long-term health condition. In addition, local data provided by [Cambridgeshire Insight](#) shows it disproportionately impacting those who live in care homes, homes with communal living between households, those who live in high occupancy homes and/or those in our communities on the lowest incomes. Poverty in the UK remains a significant issue with 14% of people in Fenland living in poverty in 2019 (the most recent [data set from Central Government](#)). South Cambridgeshire has the lowest rate of poverty in the County at 5.6%.

- People who are not included in the protected characteristics can also face significant challenges related to socio-economic inequalities.
- We have a powerful tool in the form of the Public Sector Duty Regarding Socio-economic Inequalities, Section 1 of The Equality Act 2010, which would help us in our commitment to reduce these inequalities. Whilst government has yet to enact this duty as law, a number of local authorities have adopted this duty to help them address the inequalities in their communities.
- **Furthermore, the Government has established the Commission on Race and Ethnic Disparities to examine all aspects of continuing racial and ethnic disparities in Britain. The Commission published its report in March 2021 and is awaiting a response from the Government.**
- The Public Sector Duty Regarding Socio-economic Inequalities states that,

"An authority to which this section applies must, when making decisions of a strategic nature about how to exercise its functions, have due regard to the desirability of exercising them in a way that is designed to reduce the inequalities of outcome which result from socio-economic disadvantage."

This Council therefore resolves to:

- a) adopt the Public Sector Duty regarding Socio-economic Inequalities so that when the County Council is making decisions of a strategic nature, about how it exercises its functions, it has due regard to the desirability of exercising these functions in a way that is designed to reduce the inequalities of outcome which result from socio-economic disadvantage.
- b) adapt our equality impact assessment tools and processes to take account of this duty so that Members and Officers are assisted in their decision-making and assured that changes in Council policy and practice take into account the impact of decisions on those with protected characteristics as well as the impact of those decisions on those who experience socio-economic disadvantage.
- c) regularly review and update the data we have about socio-economic inequality across the county, including as it relates to the experiences of our communities living in rural isolation and/or poverty/deprivation, working with our communities and our partners to publish this data in an accessible and transparent way through the website Cambridgeshire Insight.
- d) review, develop, and implement training and communications for staff and Members to raise awareness of this duty within our wider Equality, Diversity and Inclusion work, and to develop our understanding of how it applies to our policies and practices, in the services we deliver, and in the services we commission from others.

- e) **ask the Communities and Social Mobility and Inclusion Committee to review the Commission on Race and Ethnic's report along with the Government's response when received, making any further recommendations to full council as considered necessary at that time.**

Agenda Item No. 9 - Motions Submitted Under Council Procedure 10

d) Motion from Councillor Edna Murphy

Councillor Count moved an amendment seconded by Councillor Dew, as follows (Additions in bold and deletions shown in strikethrough):

This Council notes that:

- when the A14 project was completed, part of the legacy of the project was a large tree planting initiative.
- following an agreement between the County Council and what is now National Highways, tens of thousands of tree saplings were planted alongside the new roads built to create much needed noise barriers and make a positive environmental contribution.
- the environmental benefits are critical for reducing the impact of increased vehicle use, and helpful in reducing some of the flooding that is a risk, for example in Oakington to Fenstanton. We need the contribution these trees can make to the absorption of new greenhouse gases generated as a result of creating significant new roadspace.

This Council expresses concern that:

- residents of Longstanton and Girton currently believe they can hear the A14 more than they did before the upgrade.
- residents report many trees are dying. On inspection it is obvious that many tree saplings are failing to thrive.
- if you ask National Highways for an update on the situation they only say they are counting how many trees need replacing.

This Council recognises the need to:

- focus more on the challenge of ensuring that **National Highways ensure** these trees thrive, and that those that do not are replanted, with changes to their management to ensure that they do thrive in future.
- be more proactive in its dealings with National Highways to ensure this project can make a real contribution to mitigating the effects of the climate emergency. It is vital the situation is gripped, and the County Council corporately views this as a critical environmental project, not just a legacy compliance issue from a road building project.

The Council therefore resolves to **ask that officers:**

- engage with National Highways to agree a detailed report and action plan.**

- ii) ensure that the report contains a tree management regime agreed and implemented by National Highways that ensures and measures the successful growth of the planted trees.

~~a) National Highways publish facts and figures on a regular basis about the tree planting work — for example~~

- ~~○ how many trees were planted originally~~
- ~~○ how many alive after periods of time eg quarterly, annually~~
- ~~○ how many are replanted and when~~
- ~~○ what changes to management should be made to ensure more will thrive~~
- ~~○ what annual processes are engaged with in relation to tree management~~
- ~~○ what is the estimated and actual contribution to carbon reduction~~

iii**b**) report regularly the progress of tree planting and its contribution to reducing the County's carbon footprint from motorised vehicles, **and on the details of the maintenance contract and action plan** to the Environment and Green Investment Committee, ~~and the details of the contract to the Strategy and Resources Committee.~~

iv**e**) ensure that the relevant officers dealing with environment, decarbonisation and flooding are engaged in ensuring the tree planting project is successful, and that the project continues to operate within the Council's decarbonisation goals.

Agenda Item No. 9 - Motions Submitted Under Council Procedure 10

e) Motion from Councillor Alan Sharp

COUNCILLOR	Party	For	Against	Abstain	Absent / No Vote		COUNCILLOR	Party	For	Against	Abstain	Absent / No Vote
AMBROSE-SMITH D	Con	X					HAY A	Con	X			
ATKINS M	Lib Dem		X				HOWELL M	Con	X			
BATCHELOR H	Lib Dem		X				HOWITT R	Lab		X		
BECKETT A	Lib Dem		X				HOY S	Con	X			
BILLINGTON K	Con				X		KINDERSLEY S	Lib Dem		X		
BIRD G	Lab		X				KING JONAS	Con				X
BODEN C	Con	X					KING MARIA	Lib Dem		X		
BRADNAM A	Lib Dem		X				KING SIMON	Con	X			
BULAT A	Lab		X				MCDONALD P	Lib Dem		X		X
BYWATER S	Con				X		MCGUIRE M	Con	X			
CONNOR D	Con	X					MESCHINI E	Lab		X		
CORNEY S	Con	X					MILNES B	Lib Dem		X		
COSTELLO A	Con	X					MURPHY E	Lib Dem		X		
COUNT S	Con	X					NETHSINGHA L	Lib Dem		X		
COUTTS P	Lib Dem		X				PRENTICE K	Con				X
COX CONDRON H	Lab		X				RAE C	Lab		X		
CRISWELL S	Con				X		REYNOLDS K	Con				X
DAUNTON C	Lib Dem		X				SANDERSON T	Ind		X		
DEW D	Con				X		SCHUMANN D	Con	X			
DUPRE L	Lib Dem		X				SCHUMANN J	Con	X			
FERGUSON S	Ind		X				SHAILER N	Lab		X		
FRENCH J	Con	X					SHARP A	Con	X			
FULLER R	Con	X					SLATTER P	Lib Dem		X		
GARDENER I	Con	X					SMITH M	Con	X			
GAY N	Lab		X				TAYLOR S	Ind		X		
GILES D	Ind				X		THOMPSON F	Lib Dem		X		
GOLDSACK M	Con	X					TIERNEY S	Con	X			
GOODLIFFE B	Lab		X				VAN DE VEN S	Lib Dem		X		
GOUGH N	Lib Dem		X				WHELAN A	Lib Dem		X		
GOWING J	Con	X					WILSON G	Lib Dem		X		
HATHORN R	Lib Dem		X				Total		10	17		4
Total		11	15		5		Complete Total		21	32		9

