

Summons to attend meeting of Full Council



Date: Tuesday, 12 September 2023

Time: 6.00 pm

Venue: The Council Chamber - City Hall, College Green,
Bristol, BS1 5TR

To: All Members of Council

Issued by: Oliver Harrison, Democratic Services

City Hall, PO Box 3399, Bristol, BS1 9NE

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Date: Friday, 1 September 2023



Agenda

1. Welcome and Introductions

(Pages 8 - 10)

2. Apologies for Absence

3. Declarations of Interest

To note any declarations of interest from the Councillors. They are asked to indicate the relevant agenda item, the nature of the interest and in particular whether it is a **disclosable pecuniary interest**.

Any declarations of interest made at the meeting which is not on the register of interests should be notified to the Monitoring Officer for inclusion.

4. Minutes of the Previous Meeting

To agree the minutes of the previous meeting as a correct record.

(Pages 11 - 23)

5. Lord Mayor's Business

To note any announcements from the Lord Mayor

6. Public Petitions, Statements and Questions

Public forum items can be about any matter the Council is responsible for or which directly affects the city. Submissions will be treated in order of receipt and as many people shall be called upon as is possible within the time allowed within the meeting (normally 30 minutes).

Further rules can be found within our Council Procedure Rules within the Constitution.

Please note that the following deadlines apply to this meeting:

a. Public petitions and statements: Petitions and written statements must be received by **12 noon on Friday 8 September 2023** at latest. One written statement per member of the public is permitted.

b. Public questions: Written public questions must be received by **5pm**



on **Wednesday 6 September 2023** at latest. A maximum of 2 questions per member of the public is permitted. Questions should be addressed to the Mayor or relevant Cabinet Member.

Public forum items should be e-mailed to democratic.services@bristol.gov.uk

7. Petitions Notified by Councillors

Please note: Up to 10 minutes is allowed for this item.

Petitions notified by Councillors can be about any matter the Council is responsible for or which directly affects the city. The deadline for the notification of petitions to this meeting is **12 noon on Monday 11 September 2023**

8. Annual Report of Audit Committee

Recommendation: That Full Council notes the Annual Report of the Audit Committee. **(Pages 24 - 33)**

9. HR Committee Annual Report

Recommendation: That Full council notes the Human Resources Committee Annual Report. **(Pages 34 - 40)**

10. Extension of Chief Executive and Head of Paid Service Appointment

Recommendation: That the appointment of Stephen Peacock as Chief Executive and Head of Paid Service is extended until 31 December 2024. **(Pages 41 - 44)**

11. Motions

Note: **(Pages 45 - 67)**
Under the Council's constitution, 30 minutes are available for the consideration of motions. In practice, this realistically means that there is usually only time for one, or possibly two motions to be considered.

With the agreement of the Lord Mayor, motion 1 below will be considered at this meeting, and motion 2 is likely to be considered, subject to time.



Details of other motions submitted, (which, due to time constraints, are very unlikely to be considered at this meeting) are also set out for information.

MOTIONS RECEIVED FOR FULL COUNCIL

GOLDEN MOTION (CONSERVATIVE PARTY): COMPREHENSIVE REVIEW OF HIGHWAYS PRIORITIES & PRACTICES

“This Council recognises that much of the city’s vital infrastructure is crumbling and in need of substantial repair. The deteriorating and worsening condition of our highways from neglected potholes demonstrates that far more resources need to be invested in restoring, renovating, and resurfacing the road network.

Council acknowledges the positive news of additional Government funding – nearly £1m from the Pothole Action Fund – which recognises that the ‘curse of potholes’ is not only an inconvenience to road users, but also a danger to life, limb, and property. However, much more needs to be done locally if the Authority is to meet its statutory obligations. Aside from the threats posed by the poor physical state of our roads, Council is concerned over the delays in reinstating white markings to surfaces following redressing. The absence of such features can cause safety issues.

Council accepts that a more equitable funding allocation for minor traffic schemes in Area Committees is necessary to end the current system whereby some wards benefit at the expense of others within these groupings. This can be particularly unfair on those parts of the city which do not benefit from CIL funding.

Council endorses the introduction of lane rental charging of third parties which would levy a fee for each day that a road is closed for work. At present, utility companies pay a single small sum to get a Temporary Traffic Regulation Order (TTRO) which lasts for 18 months. In practice, this situation provides no incentive for them to get upgrades or repairs done quickly.

Furthermore, Council notes that the latest schematics for the upgraded A37/4018 and A4 strategic bus corridors still requires further mitigation measures if this major transport route is to deliver real improvements to the travelling public.

Accordingly, Council calls on the Mayor to undertake the following actions:-

1. Conduct an urgent review of the Highways Department’s operating practices and procedures to expedite or provide more timely



interventions.

2. Reconsider his Administration’s current corporate priorities and the capital programme to identify where greater investment can be found for the better upkeep of carriageways across Bristol.
3. Introduce a lane rental scheme to expedite works on our roads – something which has previously been considered by Highways Officers.
4. Support the convening of a dedicated Scrutiny Inquiry Day tasked with finding realistic and workable solutions to these challenges.
5. Consider implementing any or all recommendations which arise out of such deliberations.”

To be moved by Cllr Steve Smith

Date of submission: 31st August 2023

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SILVER MOTION (LABOUR): SAVE OUR TICKET OFFICES

This council notes:

- The proposals from the Department for Transport and the Rail Delivery Group to close almost all railway ticket offices nationwide, including all ticket offices in the South West region.
- There are many stations in the South West which do not have ticket machines.
- The proposed closures have caused particular concern amongst unions, disabled-led campaign groups and metro-mayors, including West of England Combined Authority Mayor Dan Norris.
- The Labour-led council and WECA’s work to improve rail travel in Bristol. Portway Park and Ride, the first new station in Bristol for 96 years, is now open. Ashley Down station is under construction and Henbury station has had planning documents submitted. In the wider region, Filton North station has had planning permission approved; Pill and Portishead stations are set to open in 2025.
- The Temple Quarter regeneration project – which is set to double Temple Meads’ capacity – and its ongoing work with the Temple Quarter Accessibility Advisory Group, to ensure this landmark station is as accessible as possible.
- Lawrence Hill and Parson street stations both have stepped access to each platform.

This Council believes:

- The closure of ticket offices will disproportionately affect older



people, disabled people and people who do not have regular access to the internet.

- The council and its partners have a duty to ensure that our railway stations are accessible for all.
- The lack of staff in the station will likely lead to more antisocial behaviour, making stations feel more unsafe, leading people to use alternate forms of travel.
- The closure of ticket offices should be condemned.

This Council resolves to:

- Publicly oppose the proposal to close ticket offices and make further representations to both the Department for Transport and the Rail Delivery Group.
- If the Government is intent on moving ahead with these plans, call on the Mayor to instruct officers to work with partners to ensure every station in the South West has ticket machines installed.
- Refer this issue to Growth and Regeneration Scrutiny Committee with the recommendation that representatives from Great Western Railways are invited to attend a Scrutiny Meeting at the earliest possible point to discuss future plans for ticket offices and staffing.
- Call on Party Group Leaders to ask the West of England Combined Authority to bring forward plans to improve accessibility at Lawrence Hill and Parson Street stations as a priority, and look to improve accessibility at Bedminster and Stapleton Road.

Proposed by Councillor Tim Ripington (Labour Party)

Received 30 August 2023

Signed



Proper Officer
Friday, 1 September 2023



Public Information Sheet

Inspection of Papers - Local Government (Access to Information) Act 1985

You can find papers for all our meetings on our website at www.bristol.gov.uk.

Public meetings

Public meetings including Cabinet, Full Council, regulatory meetings (where planning and licensing decisions are made) and scrutiny will now be held at City Hall.

Members of the press and public who plan to attend City Hall are advised that you may be asked to watch the meeting on a screen in another room should the numbers attending exceed the maximum occupancy of the meeting venue.

COVID-19 Prevention Measures at City Hall (June 2022)

When attending a meeting at City Hall, the following COVID-19 prevention guidance is advised:

- promotion of good hand hygiene: washing and disinfecting hands frequently
- while face coverings are no longer mandatory, we will continue to recommend their use in venues and workplaces with limited ventilation or large groups of people.
- although legal restrictions have been removed, we should continue to be mindful of others as we navigate this next phase of the pandemic.

COVID-19 Safety Measures for Attendance at Council Meetings (June 2022)

We request that no one attends a Council Meeting if they:

- are required to self-isolate from another country
- are suffering from symptoms of COVID-19 or
- have tested positive for COVID-19

Other formats and languages and assistance for those with hearing impairment

You can get committee papers in other formats (e.g. large print, audio tape, braille etc) or in community languages by contacting the Democratic Services Officer. Please give as much notice as possible. We cannot guarantee re-formatting or translation of papers before the date of a particular meeting.

Committee rooms are fitted with induction loops to assist people with hearing impairment. If you require any assistance with this please speak to the Democratic Services Officer.



Public Forum

Members of the public may make a written statement ask a question or present a petition to most meetings. Your statement or question will be sent to the Committee Members and will be published on the Council's website before the meeting. Please send it to democratic.services@bristol.gov.uk.

The following requirements apply:

- The statement is received no later than **12.00 noon on the working day before the meeting** and is about a matter which is the responsibility of the committee concerned.
- The question is received no later than **5pm three clear working days before the meeting**.

Any statement submitted should be no longer than one side of A4 paper. If the statement is longer than this, then for reasons of cost, it may be that only the first sheet will be copied and made available at the meeting. For copyright reasons, we are unable to reproduce or publish newspaper or magazine articles that may be attached to statements.

By participating in public forum business, we will assume that you have consented to your name and the details of your submission being recorded and circulated to the Committee and published within the minutes. Your statement or question will also be made available to the public via publication on the Council's website and may be provided upon request in response to Freedom of Information Act requests in the future.

We will try to remove personal and identifiable information. However, because of time constraints we cannot guarantee this, and you may therefore wish to consider if your statement contains information that you would prefer not to be in the public domain. Other committee papers may be placed on the council's website and information within them may be searchable on the internet.

During the meeting:

- Public Forum is normally one of the first items on the agenda, although statements and petitions that relate to specific items on the agenda may be taken just before the item concerned.
- There will be no debate on statements or petitions.
- The Chair will call each submission in turn. When you are invited to speak, please make sure that your presentation focuses on the key issues that you would like Members to consider. This will have the greatest impact.
- Your time allocation may have to be strictly limited if there are a lot of submissions. **This may be as short as one minute.**
- If there are a large number of submissions on one matter a representative may be requested to speak on the groups behalf.
- If you do not attend or speak at the meeting at which your public forum submission is being taken your statement will be noted by Members.
- Under our security arrangements, please note that members of the public (and bags) may be searched. This may apply in the interests of helping to ensure a safe meeting environment for all attending.



- As part of the drive to reduce single-use plastics in council-owned buildings, please bring your own water bottle in order to fill up from the water dispenser.

For further information about procedure rules please refer to our Constitution <https://www.bristol.gov.uk/how-council-decisions-are-made/constitution>

Webcasting/ Recording of meetings

Members of the public attending meetings or taking part in Public forum are advised that all Full Council and Cabinet meetings and some other committee meetings are now filmed for live or subsequent broadcast via the council's [webcasting pages](#). The whole of the meeting is filmed (except where there are confidential or exempt items). If you ask a question or make a representation, then you are likely to be filmed and will be deemed to have given your consent to this. If you do not wish to be filmed you need to make yourself known to the webcasting staff. However, the Openness of Local Government Bodies Regulations 2014 now means that persons attending meetings may take photographs, film and audio record the proceedings and report on the meeting (Oral commentary is not permitted during the meeting as it would be disruptive). Members of the public should therefore be aware that they may be filmed by others attending and that is not within the council's control.

The privacy notice for Democratic Services can be viewed at www.bristol.gov.uk/about-our-website/privacy-and-processing-notice-for-resource-services



Bristol City Council Minutes of the Full Council

11 July 2023 at 6.00 pm



Members Present:-

Councillors: Mayor Marvin Rees, Donald Alexander, Lesley Alexander, Kerry Bailes, Jenny Bartle, Nicola Beech, Marley Bennett, Fabian Breckels, Andrew Brown, Jos Clark, Sarah Classick, Amirah Cole, Asher Craig, Carla Denyer, Kye Dudd, Richard Eddy, Emma Edwards, Jude English, Tessa Fitzjohn, Martin Fodor, Lorraine Francis, John Geater, Geoff Gollop, Zoe Goodman, John Goulandris, Katy Grant, Fi Hance, Helen Holland, Gary Hopkins, Katja Hornchen, Jonathan Hucker, Philippa Hulme, Farah Hussain, Chris Jackson, Ellie King, Tim Kent, Heather Mack, Mohamed Makawi, Brenda Massey, Patrick McAllister, Henry Michallat, Yassin Mohamud, Graham Morris, Barry Parsons, Steve Pearce, Guy Poultney, Kevin Quartley, Tom Renhard, Tim Rippington, Steve Smith, Ani Stafford-Townsend, Christine Townsend, Andrew Varney, Mark Weston, David Wilcox, Chris Windows and Tim Wye

1 Welcome and Introductions

Cllr Steve Smith chaired the meeting in substitute of the Lord Mayor and Deputy Lord Mayor.

The Chair welcomed all attendees to the meeting and issued the safety information.

2 Apologies for Absence

Apologies for absence were heard from the Lord Mayor and Deputy Lord Mayor, along with Councillors Ali, Bradshaw, Cheney, Davies, Dyer, Hathway, Plowden, James Scott, Sharon Scott and Stone.

3 Declarations of Interest

None received.

4 Minutes of the Previous Meeting

On the motion of the Lord Mayor, seconded by Councillor Parsons, it was

RESOLVED:



That the minutes of the meeting of Full Council held on the 9th May 2023 be confirmed as correct record and signed by the Lord Mayor.

5 Lord Mayor's Business

Council noted the sad news that Doug Naysmith had recently passed away. Doug had served as Councillor from 1981 to 1998 and MP for Bristol North West from 1997 to 2010. Members paid tribute to his service.

Council also noted 11 July as the anniversary of the Srebrenica massacre.

A minutes' silence was observed.

6 Public Petitions, Statements and Questions

Public Statements:

Full Council received and noted the following statements (which were referred to the Mayor for his consideration)

Ref No	Name	Title
PS01	Jen Smith	Equity and Inclusion Policy and Strategic Framework 2023–2027
PS02	Sian Ellis Thomas	Member Complaints
PS03	Emma Harvey	Community Asset Transfers
PS04	Suzanne Audrey	Bristol Harbour Community
PS05	Steve Duddell	Support of Golden Motion (Green Party)
PS06	Emma Wales	Broadwalk Development
PS07	WITHDRAWN	
PS08	WITHDRAWN	
PS09	Matthew Loucks	Process/procedures of Development Control A Committee (5th July) – Broadwalk Shopping Centre
PS10	Rachael Fagan	change of process for arts funding
PS11	Gaynor Bridge	Broadwalk redevelopment - reversal of committee decision
PS12	Angela Mayhew	Broadwalk Development
PS13	David Redgewell	public transport
PS14	TAMSIN OLIVER MESSAGE	Broadwalk Development in Knowle
PS15	Trevor Simpson	Broad Walk Redevelopment Planning Committee Decision Reversal 5.7.23
PS16	TRESA	The Seven Principles of Public Life



PS17	Doug Honeker	Redevelopment of Broadwalk Shopping Centre in Knowle
PS18	Diane Jenkins	Broadwalk Redevelopment
PS19	Mark Hayward Jenkins	Reversal of Decision against the Broadwalk development
PS20	Alex Oliver	Broadwalk Planning Application 22/03924/P
PS21	Anna Fry	Silver Motion "Valuing the Community Sector"
PS22	Katherine Evans-Linsell	overturning of the Broadwalk planning decision
PS23	Zachary Barker	Broadwalk Shopping Centre Development
PS24	Martin Glancy	Broad Walk Redevelopment Planning Committee Decision Reversal 5 July 23
PS25	Linda Tuff	Broadwalk Development decision
PS26	Helen Evans-Morris	Redcatch Quarter proposal
PS27	James Martin	Planning Committee Decision Reversal Broad Walk Redevelopment 5.7.23
PS28	Kelly McGrath	Broad Walk Redevelopment Planning Committee Decision Reversal 5.7.23
PS29	Carol MacDonald	Broadwalk Statement for Full Council
PS30	Jim Houlihan	Broadwalk
PS31	SHINE Health Integration Team	Golden Motion (Green Party): Adopt a Vision Zero Approach to Eliminate Road Deaths in Bristol
PS32	Bristol Walking Alliance	GOLDEN MOTION (GREEN PARTY): Adopt a Vision Zero Approach to Eliminate Road Deaths in Bristol
PS33	James Charles	Broadwalk Shopping Centre
PS34	Derrick Williams	Broadwalk Redevelopment and the reversal of the vote against that redevelopment
PS35	Mike Sadler	Broadwalk Shopping Centre
PS36	Gemma Attwell	Knowle Broadwalk redevelopment planning application
PS37	Lesley Powell	BROADWALK / REDCATCH QUARTER PLANNING U TURN
PS38	Laura Chapman	Broadwalk planning application
PS39	Phil Gingell	Broadwalk Shopping Centre
PS40	Rob Harnan	Broadwalk redevelopment



PS41	Sandra Morris	Broadwalk Redevelopment
PS42	Michelle Tedder	Broadwalk Planning Application
PS43	Georgia Goodyer	Broadwalk Redevelopment
PS44	Jenni Rogers	Broadwalk Development
PS45	Roger Jenkins	Broadwalk redevelopment
PS46	Ian Beckey Living Easton	Transport
PS47	Avril Baker	Redcatch Quarter
PS48	Rachel Harrison	Redcatch Quarter
PS49	Jen Chequer	Broadwalk Redevelopment
PS50	Sasha Leigh	Broadwalk Redevelopment
PS51	Ben Skingley	Broadwalk Development
PS52	Adblock Bristol	Bond Street South
PS53	Stephen Reynolds	Redcatch Quarter
PS54	Neil Dakeyne	Redcatch Quarter
PS55	Mark Ashdown	SNCI Boundaries

Within the time available, statements 2, 10, 20, 21, 23, 26, 35, 38, 42, 51, 52 and 55 were presented by individuals at the meeting.

Public Questions

Full Council noted that the following questions had been submitted:

Ref No	Name	Title
PQ01	Martin Rands	Traffic Regulation Order
PQ02	Vassili Papastavrou	Otters on Hartcliffe Way
PQ03	Jen Smith	Investigation into Social Media
PQ04	Lynda Rooke	Funding to Cultural Organisations
PQ05	Ian Harris	Cultural Investment
PQ06	Lena Wright	Developer Funds Allocated for RPZ in Windmill Hill
PQ07	Janet Adams	Independent Arts Panel
PQ08	Charlotte Gage	Digital Advertising Screen
PQ09	Haydn Gill	Golden Motion Vision Zero
PQ10	Gerard Cooke	Cultural Investment
PQ11	Naomi Campbell	Cultural Investment
PQ12	Kim Hicks	Independent Arts Panel
PQ13	Cliff Evans	Cultural Investment
PQ14	Clarissa Payne	Trans Inclusion Policy
PQ15	Sian Ellis-Thomas	Member Complaints
PQ16	Claire Gronow	Net Zero Bristol



PQ17	Rick Alden	One City Climate Strategy
PQ18	Greg Cooper	Net Zero Bristol
PQ19	Stephen McNamara	Equity and inclusion Policy
PQ20	Emma Harvey	Community Asset Transfers
PQ21	Wendy Stephenson	Equity and inclusion Policy
PQ22	Rob Bryher	Liveable Neighbourhoods
PQ23	David Redgewell	Buses and Rail
PQ24	Simon Rees	One City Climate Strategy
PQ25	Dan Ackroyd	Social Media
PQ26	Suzanne Audrey	Bristol Harbour Community
PQ27	Rob Dixon	MetroWest Station
PQ28	Dan Ackroyd	YTL Arena
PQ29	Margaret Page	Equity and inclusion policy
PQ30	Mark Ashdown	Tree Preservation Order
PQ31	Mark Ashdown	SNCI Boundaries

Within the time available, the Mayor responded verbally to questions 4, 15, 20 and 25 also responding to supplementary questions.

7 Petitions Notified by Councillors

Full Council received and noted the following petitions:

Ref No	Name	Title	Number of signatures
CP01	Cllr Varney	Stop Pavement Parking on Sandy Park Road	129

8 Mayor's Address to Full Council with PGL Responses

The Full Council received and noted the annual statement from the Mayor of Bristol, Marvin Rees.

Councillors Edwards, Pearce, Weston, Clark and Hopkins then responded to the Mayor's statement on behalf of their respective political groups.

The Mayor then made a final response and summed up.

9 Equity and Inclusion Policy and Strategic Framework



Full Council considered a report on the Equity and Inclusion Policy and Strategic Framework.

Councillor Asher Craig moved the reports for item 9 and item 10.

With the agreement of Party Group Leaders, there would be one round of debate for both items.

10 Equality and Inclusion Annual Progress Report 2022-23

Full Council considered a report on the Equality and Inclusion Annual Progress Report 2022-23.

Following debate, it was

RESOLVED:

Full Council NOTED the Equity and Inclusion Policy and Strategy Framework.

Full Council NOTED the Equality and Inclusion Annual Progress Report 2022-23.

11 Committee Model of Governance Working Group Update

Full Council considered a report on the Committee Model of Governance Working Group Update.

Councillor Jenny Bartle moved the report and recommendations. Councillor Geoff Gollop seconded the report.

Following debate, upon being put to the vote, the recommendations were APPROVED and it was:

RESOLVED: That Full Council approves the matters set out in paragraph 5 of this report.

5.1. Local decision making will continue to take place through Area Committees, noting that the final detail relating to the role and responsibilities of Area Committees will be the subject of further work by a Sub-group, which will report back to the Working Group in the Autumn.

5.2. The terms of reference for a Policy Committee will cover the matters set out in Appendix A.

5.3. A standing Finance Sub-committee will be established as a sub-committee of the Strategy and Resources Committee. It will be responsible for the development of the Council's annual budget which will be presented to the Strategy and Resources Committee and then Full council for approval. There will remain a need for private Task and Finish meetings to take place as part of the formal budget



development cycle. This Sub-committee will also have responsibility for crosscutting financial monitoring. These arrangements will be reflected in the Budget and Policy Framework Procedure Rules.

5.4. A Health Scrutiny Sub-committee will be established as a Sub-committee of the Public Health and Communities Committee. It will be responsible for the exercise of the statutory scrutiny functions under sections 244 and 245 of the National Health Service Act 2006 and the Local Authority (Public Health, Health and Wellbeing Boards and Health Scrutiny) Regulations 2013.

5.5. The Policy Committee Procedure Rules will cover the matters set out in Appendix B.

5.6. The Escalation Panel Procedure Rules will cover the matters set out in Appendix C.

5.7. Forward Plans for the Policy Committees will be published at least 28 days in advance of the first meeting of each Policy Committee and on a rolling monthly basis thereafter. Forward Plans for the Policy Committees will be prepared through regular cross-party work programme setting and in consultation with the Chair and Vice-chair of the relevant committee through Policy Committee Chair/Vice-chair briefings. Action and decision logs from Policy Committee Chair/Vice-chair briefings will be maintained and these will be shared with all members of the relevant committee. Forward Plans will include decisions that will need to be taken that are above the financial threshold and decisions that are 'significant in terms of its effects on communities living or working in two or more wards in the city', items of business that roll over from the current scrutiny work programmes and standard items of business for noting, such as risk reporting, financial management reports and performance reports.

5.8. The arrangements for Member Forum will continue under the Committee Model of governance. Councillors will be able to ask questions of the Leader of the Council or the Chair of a Policy or Regulatory Committee.

5.9. Policy Committees will have the ability to have debate petitions where a petition has reached a signature threshold of 1,000 signatories.

12 Motions

Following a short adjournment, it was then moved by the Chair that standing order CPR2.1(xi) be suspended to allow the meeting to go past the 30 minutes time limit for motions. Following a vote, this motion was rejected.

Councillor Weston moved that the meeting be extended by 15 minutes to hear the Golden Motion only. Following a vote, this motion was carried.

Golden Motion: Adopt a Vision Zero Approach to Eliminate Road Deaths in Bristol

Councillor David Wilcox moved the following motion:



This Council notes:

1. Statistics from the Department for Transport state that between 2017 and 2021 – the last period with complete data, 36 people were killed and 636 seriously injured by vehicle collisions within the city boundary. On average, 134 people were injured every year.
2. The One City Plan aims to achieve zero people killed or seriously injured (KSI) due to incidents on Bristol's roads by 2040 – Goal 360 - and as part of this, the council has a performance target (BPPM120) to reduce the number of road casualties on our transport network – the current KSI target is ninety-five people per year.
3. Vision Zero is a proven strategy to eliminate all traffic fatalities and severe injuries while increasing safe, healthy, and equitable mobility for all. Key principles include:
 - Safe speeds - encouraging speeds appropriate to the street;
 - Safe streets - designing an environment forgiving of mistakes;
 - Safe vehicles - reducing risks posed by the most dangerous vehicles;
 - Safe behaviours - improving the behaviours of people using our roads;
 - Post-collision response - learning from collisions and improving justice and care for victims.
4. The council has adopted both the children's charter and being an age-friendly city, these are two of the most vulnerable groups in our society to road traffic collisions.
5. Councils and organisations that have adopted Vision Zero include: Kent, Devon, Cornwall, Brighton and Hove, Blackpool, Leeds, Hackney, Transport for London, National Fire Chiefs Council, The AA, and RAC.
6. The Vision Zero approach is endorsed by international organisations, including the World Health Organisation (WHO) and Organisation for Economic Co-operation and Development (OECD), and is led by an ethical stance that it is not acceptable that people should be killed or seriously injured as a price for mobility. These are avoidable events – not accidents.
7. Actions that can be taken to achieve vision zero often include:
 - Road Design, including separation of cycle users and pedestrians from vehicles;
 - Enforcement of Speed Limits and the Highway Code;
 - School Streets;
 - Liveable Neighbourhoods;
 - Education;
 - A cohesive network of walking and cycling routes.

This Council believes:

1. The vast majority of road deaths are avoidable, and the only acceptable long-term casualty target for road deaths and serious injuries in Bristol is Zero.
2. It is vitally important to provide consistent, accessible active travel infrastructure for people to use across the city. Yet, fear of injury suppresses the demand for walking and cycling. This adversely affects



children, older people and people with disabling conditions and prevents them from moving around our city.

3. Although there is currently a One City target of zero deaths/serious injuries by 2040, The council and its partners do not have a published plan to meet this target.

4. The council produced a Safe Systems Plan in 2015 to reduce road casualties and was well placed nationally, given advanced work on city-wide 20mph speed limits.

5. By separating people walking, cycling, and using vehicles, casualties will be reduced. Work is ongoing to connect routes such as in Old Market and Victoria Street, but currently, much of Bristol's active travel infrastructure is disconnected and does not meet the accessibility requirements of a modern diverse society in our city.

6. High-quality, consistent road design can reduce road deaths. Local Transport Note 1/20 is the current best practice design guideline for all transport schemes and is endorsed by Active Travel England.

7. While there are a number of actions that will require joined-up work with partner organisations, there are some steps to reduce road casualties that the Council could take or investigate (subject to funding) including:

- Speed Limiters in all council vehicles to act as pace vehicles for the whole city;
- Roll out of 'vision zero' training to all council employees who drive as part of their role;
- Investigate actions with One City partners, such as the Police, to enforce 20mph and safer driving practices as part of their operations;
- Identify the ten most dangerous junctions in the city and implement coordinated and evidence-based changes to make them safer;
- Re-deployable average speed cameras at hotspots;
- A public awareness campaign on #VisionZeroBristol with targeted education programmes that change road user attitudes and behaviour;
- Reduce risk through intelligence-led enforcement;
- Run an "Exchanging Places" programme to make HGV drivers, bus drivers and cyclists more aware of one another;
- Investigate the use of safer HGVs based on the Transport for London (TfL) policy;
- Accelerate the rollout of School Streets and provide a road safety forum for schools.

This Council resolves to:

1. Set a Vision Zero target for road deaths and serious injuries by 2030.

2. Include consideration of this target in all relevant council decisions and strategies e.g. road design and procurement, by implementing LTN1/20 when building any new walking, cycling and road projects or providing diversions around highway maintenance work.



3. Develop supplementary planning documents and/or other guidance to support the delivery of Vision Zero via Bristol's Local Plan process and the Joint Local Transport Plan.
4. Work with One City partners and other organisations including Arcadis – our strategic delivery partner, West of England Combined Authority, Major Employers, Avon & Somerset Police, Avon Fire and Rescue, South West Ambulance Trust, Bristol Health Partners, Bristol Blue Licensed Taxi Association, FirstBus, Stagecoach, Transpora, Voi, TIER, Developers and residents to achieve Vision Zero.
5. Work with the West of England Combined Authority and the surrounding Unitary Authorities to promote a joined-up approach to Vision Zero across the region.
6. OSMB to hold an inquiry day with relevant stakeholders, including One City partners and citizen groups.
7. Report back in six months on progress towards implementing a plan to achieve Vision Zero by 2030.'

The motion was seconded by Councillor Emma Edwards.

Following debate, upon being put to the vote, the motion was CARRIED (52 For, 0 against, 0 abstentions) and it was

RESOLVED:

This Council notes:

- 1. Statistics from the Department for Transport state that between 2017 and 2021 – the last period with complete data, 36 people were killed and 636 seriously injured by vehicle collisions within the city boundary. On average, 134 people were injured every year.**
- 2. The One City Plan aims to achieve zero people killed or seriously injured (KSI) due to incidents on Bristol's roads by 2040 – Goal 360 - and as part of this, the council has a performance target (BPPM120) to reduce the number of road casualties on our transport network – the current KSI target is ninety-five people per year.**
- 3. Vision Zero is a proven strategy to eliminate all traffic fatalities and severe injuries while increasing safe, healthy, and equitable mobility for all. Key principles include:**
 - **Safe speeds - encouraging speeds appropriate to the street;**
 - **Safe streets - designing an environment forgiving of mistakes;**
 - **Safe vehicles - reducing risks posed by the most dangerous vehicles;**
 - **Safe behaviours - improving the behaviours of people using our roads;**
 - **Post-collision response - learning from collisions and improving justice and care for victims.**
- 4. The council has adopted both the children's charter and being an age-friendly city, these are two of the most vulnerable groups in our society to road traffic collisions.**



5. Councils and organisations that have adopted Vision Zero include: Kent, Devon, Cornwall, Brighton and Hove, Blackpool, Leeds, Hackney, Transport for London, National Fire Chiefs Council, The AA, and RAC.

6. The Vision Zero approach is endorsed by international organisations, including the World Health Organisation (WHO) and Organisation for Economic Co-operation and Development (OECD), and is led by an ethical stance that it is not acceptable that people should be killed or seriously injured as a price for mobility. These are avoidable events – not accidents.

7. Actions that can be taken to achieve vision zero often include:

- **Road Design, including separation of cycle users and pedestrians from vehicles;**
- **Enforcement of Speed Limits and the Highway Code;**
- **School Streets;**
- **Liveable Neighbourhoods;**
- **Education;**
- **A cohesive network of walking and cycling routes.**

This Council believes:

1. The vast majority of road deaths are avoidable, and the only acceptable long-term casualty target for road deaths and serious injuries in Bristol is Zero.

2. It is vitally important to provide consistent, accessible active travel infrastructure for people to use across the city. Yet, fear of injury suppresses the demand for walking and cycling. This adversely affects children, older people and people with disabling conditions and prevents them from moving around our city.

3. Although there is currently a One City target of zero deaths/serious injuries by 2040, The council and its partners do not have a published plan to meet this target.

4. The council produced a Safe Systems Plan in 2015 to reduce road casualties and was well placed nationally, given advanced work on city-wide 20mph speed limits.

5. By separating people walking, cycling, and using vehicles, casualties will be reduced. Work is ongoing to connect routes such as in Old Market and Victoria Street, but currently, much of Bristol's active travel infrastructure is disconnected and does not meet the accessibility requirements of a modern diverse society in our city.

6. High-quality, consistent road design can reduce road deaths. Local Transport Note 1/20 is the current best practice design guideline for all transport schemes and is endorsed by Active Travel England.



7. While there are a number of actions that will require joined-up work with partner organisations, there are some steps to reduce road casualties that the Council could take or investigate (subject to funding) including:

- Speed Limiters in all council vehicles to act as pace vehicles for the whole city;
- Roll out of 'vision zero' training to all council employees who drive as part of their role;
- Investigate actions with One City partners, such as the Police, to enforce 20mph and safer driving practices as part of their operations;
- Identify the ten most dangerous junctions in the city and implement coordinated and evidence-based changes to make them safer;
- Re-deployable average speed cameras at hotspots;
- A public awareness campaign on #VisionZeroBristol with targeted education programmes that change road user attitudes and behaviour;
- Reduce risk through intelligence-led enforcement;
- Run an "Exchanging Places" programme to make HGV drivers, bus drivers and cyclists more aware of one another;
- Investigate the use of safer HGVs based on the Transport for London (TfL) policy;
- Accelerate the rollout of School Streets and provide a road safety forum for schools.

This Council resolves to:

1. Set a Vision Zero target for road deaths and serious injuries by 2030.
2. Include consideration of this target in all relevant council decisions and strategies e.g. road design and procurement, by implementing LTN1/20 when building any new walking, cycling and road projects or providing diversions around highway maintenance work.
3. Develop supplementary planning documents and/or other guidance to support the delivery of Vision Zero via Bristol's Local Plan process and the Joint Local Transport Plan.
4. Work with One City partners and other organisations including Arcadis – our strategic delivery partner, West of England Combined Authority, Major Employers, Avon & Somerset Police, Avon Fire and Rescue, South West Ambulance Trust, Bristol Health Partners, Bristol Blue Licensed Taxi Association, FirstBus, Stagecoach, Transpora, Voi, TIER, Developers and residents to achieve Vision Zero.
5. Work with the West of England Combined Authority and the surrounding Unitary Authorities to promote a joined-up approach to Vision Zero across the region.
6. OSMB to hold an inquiry day with relevant stakeholders, including One City partners and citizen groups.
7. Report back in six months on progress towards implementing a plan to achieve Vision Zero by 2030.'



Meeting ended at 9.15 pm

CHAIR _____





Full Council

12th September 2023

Report of: Audit Committee

Title: Audit Committee Annual Report 2022/23

Ward: N/A

Member Presenting Report: Councillor Andrew Brown – Chair of Audit Committee

Recommendation

The Council notes the Annual Report of the Audit Committee.

Summary

The Committee's Terms of Reference include a requirement to provide Full Council with an Annual Report summarising the work it has undertaken during the year and the conclusions it has drawn. The report is provided in Appendix A.

The significant issues in the report are:

The requirement of the Audit Committee's Terms of Reference to provide Full Council with an Annual Report.

The Committee's role to ensure that governance, risk management and internal control systems are robust. The Committee's work during 2022/23 has identified some areas where improvements are required. These areas are detailed in section 4 of Appendix A for Full Council and improvements in these areas are being monitored by the Committee in 2023/24.

Policy

1. The Audit Committee's Terms of Reference are determined by Full Council. The City Council has a duty to ensure adequate and effective risk management, internal control and governance arrangements and the economy, efficiency and effectiveness of its activities. The Audit Committee has a key role in assessing the extent to which this responsibility is being met and advising the Council on the adequacy and effectiveness of these arrangements.

Consultation

2. **Internal**
Audit Committee Members including independent members
Internal Audit
3. **External**
Not applicable

Context

4. The Audit Committee was established by the Council at its meeting on 16th May 2006 and is a core component of effective governance.

Proposal

5. Full Council notes the report of the Audit Committee and the conclusions from its work during 2022/23.

Other Options Considered

6. Not Applicable

Risk Assessment

7. The work of the Audit Committee mitigates against any failure by the Council to obtain independent assurance in relation to the governance processes underpinning:
 - an effective risk management framework and internal control environment
 - the effectiveness of financial and non-financial performance (to the extent it affects exposure to risk and poor internal control)
 - the Annual Governance Statement, and
 - the review and approval of the annual statement of accounts

Summary of Equalities Impact of the Proposed Decision

No equality impact is anticipated from this report. The report provides details of the Audit Committee’s work and their conclusions in respect of control and governance processes.

Legal and Resource Implications

Legal	– N/A
Financial	– N/A
Land	– N/A
Personnel	– N/A

Appendices:

Appendix A – Audit Committee Annual Report 2022/23

LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985

Background Papers:

Audit Committee papers throughout 2022/23



BRISTOL CITY COUNCIL

AUDIT COMMITTEE

ANNUAL REPORT 2022-23

1. Introduction:

- 1.1 It is important that the Council has an independent and effective Audit Committee that follows best practice. The Audit Committee is the primary means by which Full Council obtains assurance that governance, risk management and control systems are in place and effective. It ensures that these are regularly reviewed and reflect regularity and propriety. The Audit Committee's responsibilities are additional to and supportive of those of the Section 151 Officer.

2. Terms of Reference:

- 2.1 The Committee's approved Terms of Reference for 2022/23, which are detailed on the Bristol City Council website, can be summarised as providing independent assurance to the Council in relation to the:
- Effectiveness of the Council's governance arrangements, risk management framework and internal control environment;
 - Overseeing the work of Internal and External Audit, while at the same time enhancing the profile, status and authority of the Internal Audit function and its independence;
 - Effectiveness of the Council's financial and non-financial performance to the extent it affects exposure to risk and poor internal control;
 - Reviewing and approving the Annual Statement of Accounts and the Annual Governance Statement and monitoring the Council's compliance with its Code of Corporate Governance.
- 2.2 The Committee should operate in an 'apolitical' environment. To support this, Political Group Leaders do not sit on the Audit Committee and this is reflected in the Committee's Terms of Reference.

3. Membership and Meetings of the Committee:

- 3.1 The Committee was chaired during 2022/23 by Councillor Andrew Brown. The Committee comprised of nine members as indicated in the table below with two independent members, Adebola Adebayo and Simon Cookson. Councillor Grant was a member of the Committee for the first part of the year only and was replaced by Councillor Poultney.
- 3.2 The Committee met formally on six occasions during 2022/23. All meetings were quorate and face to face in line with government requirements for all committee meetings. Attendance at the meetings is recorded below:

Member	No. of meetings Held	No. of Meetings Attended	Percentage of meetings attended
Andrew Brown (Chair)	6	5*	83%
Tony Dyer (Vice Chair)	6	5*	83%
John Geater	6	3**	50%
Zoe Goodman	6	5	83%
Katy Grant	3	1*	33%
Jonathan Hucker	6	5*	83%
David Wilcox	6	6	100%
Hibaq Jama	6	0	0%
Fabian Breckels	6	4	67%
Guy Poultney	3	2	67%
Adebola Adebayo	6	6	100%
Simon Cookson	6	5	83%

**Councillors Kent, Stafford-Townsend, Gollop, Eddy (twice) or Mack substituted at meetings where members of the Audit committee were not available.*

- 3.3 In addition to the Committee Members, the Section 151 Officer, Chief Internal Auditor, Deputy Chief Internal Auditor, Monitoring Officer, representatives from the External Auditors (Grant Thornton) and other officers, as appropriate, attended Committee meetings.
- 3.4 A total of thirty-nine reports were considered during the year, the details of which are provided in Appendix 1. Additionally, at each meeting, the Committee’s work programme was reviewed for continued relevance and progress against actions required by the Committee was monitored. Public forum was also received at some meetings.
- 3.5 The Value and Ethics Committee (a subcommittee of the Audit Committee) met twice receiving reports detailing Members Development and dispensations. This subcommittee was chaired by one of the independent members, Adebola Adebayo.

4. The Work and Activity of the Audit Committee in 2022/23:

- 4.1 The specific objectives of the Committee relate to overseeing arrangements in the following areas. Papers received by the Committee to enable them to provide that oversight are recorded below:

Area	Papers Considered to Enable Oversight
Internal Control Environment	<ul style="list-style-type: none"> Internal Audit Annual Report 2021/22 and Half Year Update 2022/23 Internal Audit Activity reports through the year with Exception Reporting and Management Action Tracking Independent Review of Whistleblowing Arrangements 2022/23
Corporate Risk Management	<ul style="list-style-type: none"> Q4 2021/22 Corporate Risk Report, Q1 – Q3 2022/23 Corporate Risk Reports Risk Management Annual Report 2021/22 Review of Specific Corporate Risk - Emergency Planning Measures Digital Transformation Change and Governance Update
Regulatory Framework	<ul style="list-style-type: none"> Draft Annual Governance Statement 2021/22 Annual Report of Local Government and Social Care Ombudsman Summary of External Inspections Bristol Holding Ltd Audit & Risk Committee Annual Assurance Report
Internal Audit Effectiveness	<ul style="list-style-type: none"> Internal Audit Planning and Draft Plan 2023/24 – Quarter 1 Internal Audit Annual, Half Year and in year activity reports. Internal Audit Quality Assurance and Improvement Plan, Charter and Strategy External Review of Bristol City Council Internal Audit Service Compliance with professional standards for public sector auditor.
External Audit Effectiveness	<ul style="list-style-type: none"> External Audit Plan External Audit Progress Report and Sector Update Grant Thornton Value for Money Audit Plan 2021/22 and 2022/23 Estimated External Audit Fees 2020/21 Informing the Audit Risk Assessment Report
Financial Reporting and Value for Money	<ul style="list-style-type: none"> Interim External Auditors Annual Report on Bristol City Council External Audit Findings Report for 2020/21 Draft Financial Statements 2021/22 Avon Pension Fund Revised Financial Scheme of Delegation
Treasury Management	<ul style="list-style-type: none"> Treasury Management Annual Report 2021/22 Treasury Management Mid-Year Report 2022/23
Anti-Fraud Arrangements	<ul style="list-style-type: none"> Fraud Annual Report 2021/22 Counter Fraud Half Year Update Report 2022/23

Key Messages from the Work of the Committee:

- 4.2 As well as this annual report to Full Council, a half year report was provided on issues identified from its work during the first half of the year. The aim was to provide Council with early sight of emerging issues. This annual report captures key messages from the work of the Committee during the full year but should be read alongside the half year report for fuller details.

Internal Control Environment:

- 4.3 The Committee received an Annual Report from the Chief Internal Auditor at the start of the municipal year in line with the requirements of the Public Sector Internal Audit Standards (PSIAS). For 2021/22, the Chief Internal Auditor concluded 'Reasonable Assurance' that the Council's systems of internal control, governance and risk management were adequate and operating effectively. In noting this opinion, the Chief Internal Auditor acknowledged that the lasting impact of covid and other global and national events have created significant risk for the Council and emphasised the importance of prioritising governance, risk and control improvements to support delivery of the council's ambitions.
- 4.4 In the Annual Report and through the year, a number of areas, noted below, were identified as requiring improvement and the Committee continue to monitor these areas via regular reports from Internal Audit.
- Information Governance, resilience and IT Transformation
 - Compliance with Procurement Rules
 - Risk Management
 - Management of Conflicts of Interest
 - Adult Social Care Direct Payments
 - Special Educational Needs and Disability (SEND)
 - Delivery of financial savings
 - Financial scheme of delegation.
- 4.5 Where audit work identifies weaknesses in control, governance and risk management arrangements, actions are agreed by management to address these matters. The Committee has been advised by the Chief Internal Auditor that satisfactory progress is being made in the implementation of these actions but has emphasised the need to ensure these improvements are given priority.
- 4.6 Additionally, the Director: Policy, Strategy and Digital provided a report that summarised activity undertaken or planned to address the root causes of the limited assurance reports in respect of digital transformation and governance.

Internal Audit:

- 4.7 The Committee has a role in reviewing the effectiveness of Internal Audit. During 2022/23, the Audit Committee oversaw an external assessment of the Internal Audit Team's compliance with the Public Sector Internal Audit Standards. The external assessment is required every five years and concluded that the Internal Audit Service conforms with the requirements of the Standards. This positive outcome reflects the improvements made by the whole team in respect of its approach and process over the last few years.
- 4.8 For 2023/24, the Team has moved to quarterly audit planning. Local government sector challenges and significant levels of organisational change are creating uncertainty, complexity and increasing risk. Quarterly planning enables the team, and the Committee, to ensure audit plans are flexible and adaptive to new and emerging risks in this environment.

Risk Management:

- 4.9 The Committee has received a report from the Council's Risk and Insurance Manager detailing the progress being made to embed risk management at the Council. The risk management arrangements continue to embed. In addition, the Committee received quarterly risk reports which identify the key risks to the Council and how they are being managed.
- 4.10 Detailed briefings in relation to the following risk areas have also been received by the Committee:
- Emergency Planning Measures
 - Avon Pension Fund including a presentation from the Fund administrators.

Regulatory Framework:

- 4.11 The Annual Governance Statement is a key consideration for the Committee each year. It outlines the governance arrangements at the Council and concludes on how effectively those arrangements have been operating. The Committee was assured by the review process and approved the 2021/22 Annual Governance Statement as a fair reflection of the Council's governance arrangements. The Statement identified a number of issues that had significantly impacted the Council's governance arrangements. These were detailed in the Committee's half year report and related to:
- The Dedicated Schools Grant (DSG) Deficit
 - The level of breaches of the Council's procurement rules
 - Under-delivery of planned savings.
- 4.12 As part of their consideration of the Annual Governance Statement, the Committee reviewed a self-assessment of compliance with the Chartered Institute of Public Finance and Accountancy (CIPFA) Financial Management Code which noted a reasonable level of compliance. Areas for improved compliance were identified and will be monitored annually by the Committee.

External Audit:

- 4.13 The Committee received a number of reports from the Council's external auditors relating to progress of audits in relation to the audit of 2020/21 and 2021/22 accounts. Additionally, the Committee received reports relating to value for money and the Council's arrangements for securing economy, efficiency and effectiveness. While a number of improvement recommendations were made, their work did not conclude significant weaknesses in these arrangements for the years reviewed.

Counter Fraud Arrangements and Whistleblowing:

- 4.14 The Committee received regular updates on the counter-fraud work undertaken by Internal Audit and noted the robust approach taken in respect of counter-fraud arrangements.
- 4.15 The Committee has monitored continual improvements being made to whistleblowing arrangements. Notably, an independent review of whistleblowing arrangements at the Council has concluded substantial assurance that arrangements are in place and effective.

5. Audit Committee Development and Effectiveness

- 5.1 In October 2022, CIPFA published its updated guidance to Audit Committees: 'Practical Guidance for Local Authorities and Police'. A workshop was held with Committee members in February 2023 to reflect on the Committee's practice and review this guidance. A number of improvement opportunities were identified and will be implemented during 2023/24 to support the Committees continual improvement.
- 5.2 In addition, the Chair has attended LGA training and also participated in South West Councils' Audit Committee Chairs Forum.

6. CONCLUSION

- 6.1 Bristol City Council continues to face significant financial challenges creating risk to delivery of the Councils objectives. Delivery of savings and transformation programmes going forward will be key mitigations in managing some of these risks and robust governance, control and risk management will be vital to support this. The Committee works to help ensure that Governance, Control, Risk Management and Audit systems which underpin the work of the Council are sound, reliable, robust and secure.
- 6.2 This report gives an overview of the range of work undertaken by the Committee, which has enabled it to fulfil its terms of reference and conclude that there are some areas where the Council's system of checks and balances are not as robust as required. The Committee's forward work programme will include monitoring of these to ensure improvement.
- 6.3 The Audit Committee would like to extend its thanks and appreciation to all the officers who have contributed reports and responded to questions from committee members. Audit Committee has a vital role to play and this is greatly enhanced by a high standard of input from all those who contribute.

Appendices:

Appendix 1 – Reports considered by the Audit Committee in 2022/23 including reports considered by the Values and Ethics Committee.

Meeting date	Papers considered
27 th June 2022	<ul style="list-style-type: none"> • Interim External Auditors Annual Report on Bristol City Council • Internal Audit Annual Report 2021/22 • Fraud Annual Report 2021/22 • Draft Annual Governance Statement 2021/22 • Q4 2021/22 Corporate Risk Report Update
26 th July 2022	<ul style="list-style-type: none"> • Draft Financial Statements 2021/22 - To follow • Estimated External Audit Fees 2020/21 • Bristol Holding Limited Audit & Risk Committee Annual Assurance Report • Q1 - Strategic Risk Report • Internal Audit Exception Reporting including Management Action Tracking • External Review of Bristol City Council Internal Audit Service
26 th September 2022	<ul style="list-style-type: none"> • External Audit Plan • Treasury Management Annual Report 2021/22 • Risk Management Annual Report 2021/22 • Q2 Corporate Risk Report • Annual Report of Local Government and Social Care Ombudsman • Internal Audit Activity Report • Audit Committee Annual Report to Full Council
21 st November 2022	<ul style="list-style-type: none"> • Grant Thornton Value for Money Audit Plan 2021/22 • Informing the Audit Risk Assessment Report • Treasury Management Mid-Year Report • Avon Pension Fund • Review of Specific Corporate Risk - Emergency Planning Measures • Counter Fraud Half Year Update Report • Draft Audit Committee Half Year Report to Full Council • Internal Audit Quality Assurance and Improvement Plan, Charter and Strategy • Internal Audit Half Year Update
30 th January 2023	<ul style="list-style-type: none"> • Grant Thornton Value for Money Plan 2022/23 • Audit Findings Report for 2020/21 • Internal Audit Update Report • Internal Audit Exception Report • Digital Transformation change and governance update • Q3 Corporate Risk Report
6 th March 2023	<ul style="list-style-type: none"> • External Audit Progress Report and Sector Update • Internal Audit Draft Plan 2023/24 - Quarter 1 • Independent Review of Whistleblowing Arrangements 2022/23 • Internal Audit External Professional Standards Assessment • Summary of External Inspections • Revised Financial Scheme of Delegation
Value and Ethics Sub-Committee Meetings	
27 th June 2022	<ul style="list-style-type: none"> • Member Development Update Report • Summary of Complaints against Councillors - March 2021- May 2022
30 th January 2023	<ul style="list-style-type: none"> • Dispensations



Full Council

12 September 2023

Report of: Chair of the HR Committee

Title: HR Committee Annual Report for the Civic Year 2022/23

Ward: N/A

Member Presenting Report: Councillor Lorraine Francis

Recommendation

That members note the Human Resources Committee Annual Report.

Summary

The report sets out the work of the committee in the last civic year.

The significant issues in the report are:

- The report summarises the work of the Committee in the last civic year and the key issues that the Committee considered.



Policy

1. The terms of reference for the Committee require the production of an Annual Report, which will be considered by Full Council.

Consultation

2. Internal

None.

3. External

None.

Context

4. The Committee is required to produce an Annual Report for presentation to Full Council. The report is provided at Appendix A.

Proposal

5. That members note the Human Resources Committee Annual Report.

Other Options Considered

6. None.

Risk Assessment

7. Not required because the report is a summary of the work of the committee.

Public Sector Equality Duties

- 8a) Before making a decision, section 149 Equality Act 2010 requires that each decision-maker considers the need to promote equality for persons with the following “protected characteristics”: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation. Each decision-maker must, therefore, have due regard to the need to:
 - i) Eliminate discrimination, harassment, victimisation and any other conduct prohibited under the Equality Act 2010.
 - ii) Advance equality of opportunity between persons who share a relevant protected characteristic and those who do not share it. This involves having due regard, in particular, to the need to --
 - remove or minimise disadvantage suffered by persons who share a relevant protected characteristic;

- take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of people who do not share it (in relation to disabled people, this includes, in particular, steps to take account of disabled persons' disabilities);
 - encourage persons who share a protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.
- iii) Foster good relations between persons who share a relevant protected characteristic and those who do not share it. This involves having due regard, in particular, to the need to –
- tackle prejudice; and
 - promote understanding.

8b) Not required because the report is a summary of the work of the Committee.

Legal and Resource Implications

Legal

Not required because the report is a summary of the work of the Committee.

Financial

(a) Revenue

Not applicable.

(b) Capital

Not applicable.

Land

Not applicable.

Personnel

Not required because the report is a summary of the work of the Committee.

Appendices:

Human Resources Committee – Annual Report – 2022/23

LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985

Background Papers: None.



BRISTOL CITY COUNCIL

HUMAN RESOURCES COMMITTEE

ANNUAL REPORT 2022-23

1. Introduction

- 1.1 The Human Resources Committee is a non-executive committee of the Council. The committee is the primary means by which Full Council obtains assurance in relation to workforce management in the Council. The committee also has some non-executive powers which are set out in its terms of reference. The Human Resources Committee's primary responsibilities relate to the Chief Executive, Executive Directors and Directors. The Chief Executive is responsible for all other staffing matters and the day-to-day management of the organisation as the Head of Paid Service.

2. Terms of Reference

- 2.1 The Committee's approved Terms of Reference for 2022/23, which are published on the Bristol City Council website, can be summarised as:
- The employment and remuneration of the Chief Executive (Head of Paid Service), Executive Directors and Directors.
 - Full Council has delegated to the Committee the power to determine the terms and conditions on which employees hold office including procedures for their dismissal (s.112 Local Government Act 1972) and functions relating to local government pensions (regulations under s.7, 12 and 24 Superannuation Act 1972).
 - The oversight and scrutiny of the wellbeing, performance and employment practices of the council and its workforce, and the implementation of its equality policies relating to employees.

3. Membership and Meetings of the Committee

- 3.1 The Committee was chaired during 2022/23 by Councillor Lorraine Francis. The Committee comprised of nine members as indicated in the table below. Councillor Farah Hussain was the Vice Chair.
- 3.2 The Committee met formally on five occasions during 2022/23 and extraordinary meetings were held on a further two separate occasions. All meetings were quorate and held at City Hall.

Table 1- Human Resources Committee Attendance 2022/23:

Member	No. of Meetings Held	No. of Meetings Attended
Lorraine Francis (Chair)	7	7
Farah Hussain– Vice Chair	7	5
Lesley Alexander	7	3
Kerry Bailes	7	6
Sarah Classick	7	7
Amirah Cole	7	3
Richard Eddy	7	5
Mohamed Makawi	7	1
Tim Wye	7	6

- 3.3 In addition to the Committee Members, the Director of Workforce and Change and the Head of Human Resources supported the work of the Committee. Other officers, as appropriate, attended Committee meetings.

- 3.4 A range of reports were considered during the year, the details of which are provided in Appendix 1. Additionally, at each meeting, the Committee's work programme was reviewed for continued relevance and progress against actions required by the Committee was monitored. Public and Trade Union forum was also received at some meetings.

4. The Work and Activity of the Human Resources Committee in 2022/23

- 4.1 This annual report captures key messages from the work of the Committee during the full year.

Equalities and Inclusion

- 4.2 The Committee received reports from officers on the work taking place in the organisation, namely the activities of the Staff-Led-Groups; the actions being taken to close pay gaps in relation to gender, race, disability and LGB; recruitment and retention and the impact on improving workforce diversity, including apprenticeships; Health, Safety and Well-being; and the views of staff on equality and inclusion through the staff survey. The Committee also welcomed the opportunity to meet informally with representatives of the Council's Staff-Led Groups.

Health Safety and Wellbeing

- 4.3 The Committee received an annual report from the Head of Health, Safety and Wellbeing regarding corporate arrangements for how health, safety and wellbeing was managed to provide assurance on key areas of work and the improvement plan for 2023/24. The Committee also received a report and presentation on sickness absence trends, which highlighted the impact it has on the wellbeing of the workforce.

Pay for Senior Officers

- 4.4 The 2023/24 Pay Policy Statement was considered and recommended to Full Council in March 2023. Members of the Committee have divergent views on the Pay Policy Statement. The Committee also agreed the terms and conditions of employment for the role of Interim Chief Executive and received updates on national pay negotiations.

Armed Forces Covenant

- 4.5 The Committee welcomed the organisation's application for the Armed Forces Covenant Bronze Award. The Council demonstrates its ongoing commitment to support members of the armed forces, veterans and wider armed forces community both in the workplace and the City by joining the Defence Employer Recognition Scheme. The Committee also recommended that officers develop an implementation plan to progress towards becoming a Silver Award employer by November 2023.

Budget Savings

- 4.6 The Committee received reports from officers on the workforce implications of the 2023/24 budget. Officers explained the measures in place to reduce or remove the need for compulsory redundancies. The Committee also received information on staff changes to Localities and Community Teams within Adult Social Care. Recommendations from the report have been incorporated into Council good practice guidance on managing change.

Annual Pensions Report

- 4.7 The Committee received the annual report on the work of the Avon Pension Fund. Councillor Pearce (the Council's representative on the Fund Committee) presented the report to the Committee. Concerns were expressed by the Committee in relation to the Fund's ethical investment strategy. At the request of the Committee, the Chief Executive made representations to the Fund with the support of Councillor Pearce regarding the members survey. In response, the Fund confirmed it will primarily use its committee and pension board members (including our representative – currently Councillor Pearce) to help frame questions in future surveys. The Fund also committed to exploring (primarily through the Council's Section 151 Officer) how appropriate feedback processes to the Fund can be put in place.

5. CONCLUSION

- 5.1 The Committee's has discharged its obligations under its terms of reference.
- 5.2 The Committee believes the organisation is making progress in the areas that fall within its purview.
- 5.3 The Committee would like to record its thanks to all officers who have assisted and supported in its work.

Appendices:

Appendix 1 – Reports considered by the Human Resources Committee in 2022/23

21 July (AGM)	<ul style="list-style-type: none">• Work Programme• Annual Report to Full Council• Staff Led Groups Annual Work programme• Gender/Race/Disability/LGB Pay Gap
22 September	<ul style="list-style-type: none">• Staff Survey Results 2022• Information report on HR policy consultations, national status pay negotiations.• Update on Council Wide Change Programmes (Common Activities, Management and Capacity Review, Succession Planning)• HR dashboard
15 December	<ul style="list-style-type: none">• Armed Forces Covenant• Sickness – thematic review• HR dashboard
16 February	<ul style="list-style-type: none">• Health Safety & Wellbeing Annual Report• HR dashboard - Contingent Workforce (Interim, Agency & Consultancy)• Pay Policy Statement• Update on Budget Savings Proposals
27 April	<ul style="list-style-type: none">• Apprentice Annual Report• Avon Pension Fund annual report• HR dashboard - Recruitment Thematic Review

2 Extraordinary meetings of the HR Committee were also held on 11 August 2022 and 1 March 2023

Full Council

12 September 2023



Report of: Selection Committee

Title: Extension of Chief Executive and Head of Paid Service appointment

Ward: n/a

Officer Presenting Report: Councillor Craig Cheney (Chair of Selection Committee)

Recommendation

That the appointment of Stephen Peacock as Chief Executive and Head of Paid Service is extended until 31 December 2024.

Summary

The report seeks the agreement of Full Council to extend the appointment of Stephen Peacock as Chief Executive and Head of Paid Service until 31 December 2024.

The significant issues in the report are:-

- The Council's Constitution requires that the Full Council approves the appointment of the Head of Paid Service before an offer is made to the nominated candidate.
- The pay for the role is set by the Selection Committee within the range specified in the Pay Policy Statement.
- The terms and conditions for the role are set by the Human Resources Committee.

Policy

1. The Human Resources Committee is responsible for determining the terms and conditions of employment of the Chief Executive and Chief Officers.
2. The Selection Committee is responsible for recommending the appointment of the Head of Paid Service to the Full Council.

Consultation

3. **Internal**
The “Executive Objections Procedure” (Annex 1 to the Officer Employment Rules within the Council’s Constitution) has been followed.
4. **External**
Not applicable.

Context

5. On 18 October 2022, Full Council approved the appointment of Stephen Peacock as Chief Executive and Head of Paid Service from 21 October 2022 until 30 June 2024.
6. At its meeting of 13 July 2023, the Selection Committee agreed an extension to this appointment until 31 December 2024, to cover the remaining period of the Mayoral administration and the transition to the new Committee system.
7. At its meeting of 20 July 2023, the HR Committee approved the terms and conditions for the extension of the appointment until 31 December 2024.

Proposal

8. **That the appointment of Stephen Peacock as Chief Executive and Head of Paid Service is extended until 31 December 2024.**

Other Options Considered

9. None.

Risk Assessment

10. None.

Public Sector Equality Duties

- 11a) Before making a decision, section 149 Equality Act 2010 requires that each decision-maker considers the need to promote equality for persons with the following “protected characteristics”: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation. Each decision-maker must, therefore, have due regard to the

need to:

- i) Eliminate discrimination, harassment, victimisation and any other conduct prohibited under the Equality Act 2010.
 - ii) Advance equality of opportunity between persons who share a relevant protected characteristic and those who do not share it. This involves having due regard, in particular, to the need to --
 - remove or minimise disadvantage suffered by persons who share a relevant protected characteristic;
 - take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of people who do not share it (in relation to disabled people, this includes, in particular, steps to take account of disabled persons' disabilities);
 - encourage persons who share a protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.
 - iii) Foster good relations between persons who share a relevant protected characteristic and those who do not share it. This involves having due regard, in particular, to the need to –
 - tackle prejudice; and
 - promote understanding.
- 11b) An equality impact assessment has not been undertaken in relation to this proposal because it concerns one individual.

Legal and Resource Implications

Legal

“In accordance with Part II of the Local Authorities (Standing Orders) (England) Regulations 2001, the Council’s Constitution requires that the appointment of the Head of Paid Service must be agreed by Full Council before an offer of appointment is made.”

Advice provided by Husinara Jones (Lawyer), 21 August 2023

Financial

(a) Revenue

The role is provided for within the Councils Revenue Budget.

Advice provided by Olubunmi Kupoluyi (Finance Business Partner -Resources Division), 23 August 2023

(b) Capital

Not applicable.

Land

Not applicable.

Personnel

“The HR implications of the recommendation are as set out in the body of the report.”

James Brereton (Head of Human Resources), 21 August 2023

Appendices:

None.

LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985

Background Papers:

None.

Motions received for 12 Sep 2023 Full Council

GOLDEN MOTION (CONSERVATIVE PARTY): COMPREHENSIVE REVIEW OF HIGHWAYS PRIORITIES & PRACTICES

“This Council recognises that much of the city’s vital infrastructure is crumbling and in need of substantial repair. The deteriorating and worsening condition of our highways from neglected potholes demonstrates that far more resources need to be invested in restoring, renovating, and resurfacing the road network.

Council acknowledges the positive news of additional Government funding – nearly £1m from the Pothole Action Fund – which recognises that the ‘curse of potholes’ is not only an inconvenience to road users, but also a danger to life, limb, and property. However, much more needs to be done locally if the Authority is to meet its statutory obligations. Aside from the threats posed by the poor physical state of our roads, Council is concerned over the delays in reinstating white markings to surfaces following redressing. The absence of such features can cause safety issues.

Council accepts that a more equitable funding allocation for minor traffic schemes in Area Committees is necessary to end the current system whereby some wards benefit at the expense of others within these groupings. This can be particularly unfair on those parts of the city which do not benefit from CIL funding.

Council endorses the introduction of lane rental charging of third parties which would levy a fee for each day that a road is closed for work. At present, utility companies pay a single small sum to get a Temporary Traffic Regulation Order (TTRO) which lasts for 18 months. In practice, this situation provides no incentive for them to get upgrades or repairs done quickly.

Furthermore, Council notes that the latest schematics for the upgraded A37/4018 and A4 strategic bus corridors still requires further mitigation measures if this major transport route is to deliver real improvements to the travelling public.

Accordingly, Council calls on the Mayor to undertake the following actions:-

1. Conduct an urgent review of the Highways Department’s operating practices and procedures to expedite or provide more timely interventions.
2. Reconsider his Administration’s current corporate priorities and the capital programme to identify where greater investment can be found for the better upkeep of carriageways across Bristol.
3. Introduce a lane rental scheme to expedite works on our roads – something which has previously been considered by Highways Officers.
4. Support the convening of a dedicated Scrutiny Inquiry Day tasked with finding realistic and workable solutions to these challenges.
5. Consider implementing any or all recommendations which arise out of such deliberations.”

To be moved by Cllr Steve Smith

Date of submission: 31st August 2023

SILVER MOTION (LABOUR): SAVE OUR TICKET OFFICES

This council notes:

- The proposals from the Department for Transport and the Rail Delivery Group to close almost all railway ticket offices nationwide, including all ticket offices in the South West region.
- There are many stations in the South West which do not have ticket machines.
- The proposed closures have caused particular concern amongst unions, disabled-led campaign groups and metro-mayors, including West of England Combined Authority Mayor Dan Norris.
- The Labour-led council and WECA's work to improve rail travel in Bristol. Portway Park and Ride, the first new station in Bristol for 96 years, is now open. Ashley Down station is under construction and Henbury station has had planning documents submitted. In the wider region, Filton North station has had planning permission approved; Pill and Portishead stations are set to open in 2025.
- The Temple Quarter regeneration project – which is set to double Temple Meads' capacity – and its ongoing work with the Temple Quarter Accessibility Advisory Group, to ensure this landmark station is as accessible as possible.
- Lawrence Hill and Parson street stations both have stepped access to each platform.

This Council believes:

- The closure of ticket offices will disproportionately affect older people, disabled people and people who do not have regular access to the internet.
- The council and its partners have a duty to ensure that our railway stations are accessible for all.
- The lack of staff in the station will likely lead to more antisocial behaviour, making stations feel more unsafe, leading people to use alternate forms of travel.
- The closure of ticket offices should be condemned.

This Council resolves to:

- Publicly oppose the proposal to close ticket offices and make further representations to both the Department for Transport and the Rail Delivery Group.
- If the Government is intent on moving ahead with these plans, call on the Mayor to instruct officers to work with partners to ensure every station in the South West has ticket machines installed.
- Refer this issue to Growth and Regeneration Scrutiny Committee with the recommendation that representatives from Great Western Railways are invited to attend a Scrutiny Meeting at the earliest possible point to discuss future plans for ticket offices and staffing.
- Call on Party Group Leaders to ask the West of England Combined Authority to bring forward plans to improve accessibility at Lawrence Hill and Parson Street stations as a priority, and look to improve accessibility at Bedminster and Stapleton Road.

Proposed by Councillor Tim Rippington (Labour Party)
Received 30 August 2023

VALUING THE COMMUNITY SECTOR

This council is facing a considerable financial shortfall and there is general concern that even more valued community services will be closed. In some cases, a much better solution is to encourage the community to take over the service with an asset transfer or to let the community become involved in managing the venture or facility.

Too often the option of community management is considered late in the day after the salami slicing council department has made the task twice as hard.

Cllrs from all parties will no doubt have examples from their own wards of ventures that are working or others that could be given a chance. I have added in notes a list of the ventures within Knowle ward as an example.

Asset transfers give the new owners access to grants that the council could not and are able to tap into enthusiasm and willingness to volunteer. Customers become more flexible and forgiving of small errors.

This Council has the services of a very good specialist officer to deal with asset transfers but there is concern that the back-up is not always as positive as it should be and a short consideration of asset transfers by Communities Scrutiny has led to the need for a second report. This could be done by extending time available to Communities Scrutiny or even better by a scrutiny enquiry day.

In the meantime, some positive factors that should provide encouragement:

1. We should look at the community value and not just a narrow and potentially misleading financial calculation as it affects the council in the short term.
2. we should look at how partners (e.g. police and NHS) can be involved.
3. we should be encouraged if the income is commercial from the public and not purely grants.
4. we must have the option of a responsive licensing facility prior to actual CAT.
5. we should be encouraged if a recognised problem is being tackled that has not been effectively up until now.
6. help in kind in early stages should be considered by the council.

This Council therefore calls for the Administration to show a more positive attitude towards asset transfers and community management and taking into account points 1-6, calls for action to follow a scrutiny enquiry and that a regular review be set up to consider progress and potential new opportunities.

NOTES

Examples from Knowle Ward:

1. Arnos Vale Cemetery - compulsorily purchased for £1 from "developer" and handed to trust formed by campaigners. Huge grants attracted and successful commercial and community activity. Voted one of the best cemeteries in the country.
2. The Park Daventry Road - old Merrywood school on closure 20+ years ago given to trust that brought together charities investing in training, education and community

benefit. Turbo charged by asset transfer and recently completed a new £10M + new community building and a key partner in new secondary school opening shortly on part of the site. A good example of council cooperation.

3. Redcatch community centre - some 20+ years ago a group of local people took over a dilapidated unwanted council building and with grants and local effort turned it into a massively popular, high quality community centre with low hourly charges. All volunteer, no wages taken by anybody involved. Asset transfer followed and used as an example by officers of a successful CAT in report to scrutiny.
4. Jubilee pool - council failed to run this much-loved community facility efficiently. Despite unfriendly conditions imposed by Mayor and severe challenges of energy costs memberships has doubled and there is a trading profit. Cat completed 30/9/22.
5. Redcatch Community Garden - took over redundant bowling green 5 years ago. Have attracted grants, despite failure of council to extend license efficiently and attract 200,000 visits a year for training, social activity and environmental and horticultural education. Asset transfer finally after much delay getting started.
6. Redcatch Park Pavillion- parks department a few years back aborted investment plans for urgent repairs and said they wanted to asset transfer instead. Partnership formed between community garden and The Park football club who needed extra facilities because of Daventry Rd developments. Parks department have failed to progress CAT or even licence and sports changing facilities unusable. In the biggest irony, the football club had previously done exactly the sort of renovation needed and the lowest bidder for the aborted scheme is a local sponsor of the club and stands ready to do the work for them for free. One of the most successful sporting organisations in Bristol with an emphasis on disabled and female teams frozen out.
7. There are many other community organisations, including our parks group, that have transformed Redcatch Park, that do excellent work and what binds the vast majority of them together is a desire to benefit the local community, roll up their sleeves and contribute positively. Being held back by the council is very frustrating.

Proposed by Councillor Gary Hopkins (Knowle Community Party)

Received 28 July 2023

Democracy Motion

This Council notes that the Conservative Government's Elections Act replaced the Supplementary Vote system used to elect Metro Mayors and Police and Crime Commissioners with First Past The Post.

First Past the Post (FPTP) originated when land-owning aristocrats dominated parliament and voting was restricted to property-owning men.

In Europe, only the UK and authoritarian Belarus still use archaic single-round FPTP for general elections. Meanwhile, internationally, Proportional Representation (PR) is used to elect parliaments in more than 80 countries. Those countries tend to be more equal, freer, and greener.

PR ensures all votes count, have equal value, and that those seats won match votes cast. Under PR, MPs, Parliaments, and other bodies better reflect the age, gender mix and protected characteristics of local communities and the nation.

MPs (and other representatives) better reflecting their communities leads to improved decision-making, wider participation, and increased levels of ownership of decisions taken. PR would also end minority rule. In 2019, 43.6% of the vote produced a government with 56.2% of the seats and 100% of the power. PR also prevents 'wrong winner' elections such as occurred in 1951 and February 1974.

PR is already used to elect the parliaments and assemblies of Scotland, Wales, and Northern Ireland. So why not English Local Government or Westminster?

The Elections Act also brought in compulsory photo ID for people wanting to vote, despite the fact that three and a half million people in this country do not have any photo ID, while those forms of ID that are acceptable have been rigged to disadvantage and deter younger voters.

In contrast the Welsh Senedd passed the Local Government and Elections (Wales) Bill on 21 January this year which delivered the following:

- The right of Local Councils to scrap First Past the Post and instead elect Councillors using the Single Transferable Vote
- Votes at 16 - extending the franchise to 16 and 17 year olds and to all foreign citizens legally resident in Wales.
- Automatic Voter Registration - The bill also paves the way for an overhaul of Wales' outdated and ineffective system of voter registration. The bill could lead to a new system where registration officers can identify people missing from the register and let them know they'll be added.

English voters are already disadvantaged compared to voters in Northern Ireland, where STV has been used to elect Councils for decades, Scotland, where the same move was made in 2007, and now Wales is making the same changes.

This Council agrees to join the campaign by the Electoral Reform Society to demand the same rights for English voters that are already enjoyed by voters in Northern Ireland where STV has been used for years, Scotland, where STV came in for Council elections in 2007 and in Wales where Councils will, inevitably, make the move to fair voting.

This Council also commits to working with other Councils, Core Cities, and others to amend and if necessary repeal the Elections Act in order to:

- Reverse the scrapping of the Supplementary Vote system that ensures more votes count in Metro Mayor and PCC elections;
- Demand the list of acceptable photo ID for voters in the Elections Act is amended so younger and poorer voters are not excluded; including fully funding the cost of providing voter ID cards for voters with no other valid forms of ID
- Allow:
 - English Councils to switch to STV if they so chose
 - Votes at 16 for all UK elections
 - Automatic Voter Registration enabling registration officers to identify people missing from the register and let them know they'll be added.

Finally this Council acknowledges that British democracy is broken and calls on all UK political parties to embrace electoral reform for all elections so everyone can vote for the candidates or parties they truly believe in, safe in the knowledge that their vote will always count. Council therefore resolves to write to H.M. Government calling for a change in our outdated electoral laws to enable Proportional Representation to be used for all UK elections.

Proposed by: Cllr Fabian Breckells (Labour Party)

Received: 31 August 2023

Standing up for Responsible Tax Conduct

Full Council notes that:

1. The pressure on organisations to pay their fair share of tax has never been stronger.
2. Polling from the Institute for Business Ethics finds that “corporate tax avoidance” has, since 2013, been the clear number one concern of the British public when it comes to business conduct.
3. Almost two thirds of people (64%) agree that the Government and local councils should consider a company’s ethics and how they pay their tax, as well as value for money and quality of service provided, when awarding contracts to companies.
4. Around 17.5% of public contracts in the UK have been won by companies with links to tax havens.
5. It has been conservatively estimated that losses from multinational profit-shifting (just one form of tax avoidance) could be costing the UK some £17bn per annum in lost corporation tax revenues.
6. The Fair Tax Mark offers a means for business to demonstrate good tax conduct, and has been secured by a wide range of businesses across the UK, including FTSE-listed PLCs, co-operatives, social enterprises and large private businesses.

Full Council believes that:

1. Paying tax is often presented as a burden, but it shouldn’t be.
2. Tax enables us to provide services from education, health and social care, to flood defence, roads, policing and defence. It also helps to counter financial inequalities and rebalance distorted economies.
3. As recipients of significant public funding, local authorities should take the lead in the promotion of exemplary tax conduct; be that by ensuring contractors are paying their proper share of tax, or by refusing to go along with offshore tax dodging when buying land and property.
4. Where councils hold substantive stakes in private enterprises, influence should be wielded to ensure that such businesses are exemplars of tax transparency and tax avoidance is shunned.
5. More action is needed, however, as current and proposed new UK procurement law significantly restricts councils’ ability to either penalise poor tax conduct (as exclusion grounds are rarely triggered) or reward good tax conduct, when buying goods or services.

6. UK cities, counties and towns can and should stand up for responsible tax conduct - doing what they can within existing frameworks and pledging to do more given the opportunity, as active supporters of international tax justice.

Full Council resolves to:

1. Approve the Councils for Fair Tax Declaration.
2. Lead by example and demonstrate good practice in our tax conduct, right across our activities.
3. Ensure IR35 is implemented robustly and contract workers pay a fair share of employment taxes.
4. Not use offshore vehicles for the purchase of land and property, especially where this leads to reduced payments of stamp duty.
5. Undertake due diligence to ensure that not-for-profit structures are not being used inappropriately by suppliers as an artificial device to reduce the payment of tax and business rates.
6. Demand clarity on the ultimate beneficial ownership of suppliers UK and overseas and their consolidated profit & loss position, given lack of clarity could be strong indicators of poor financial probity and weak financial standing.
7. Promote Fair Tax Mark certification especially for any business in which we have a significant stake and where corporation tax is due.
8. Support Fair Tax Week events in the area, and celebrate the tax contribution made by responsible businesses are proud to promote responsible tax conduct and pay their fair share of corporation tax. .
9. Support calls for urgent reform of UK procurement law to enable local authorities to better penalise poor tax conduct and reward good tax conduct through their procurement policies.

Proposed by: Councillor Tom Renhard (Labour Party)

Submitted: 31 August 2023

Release Arts and Culture funding

Full Council notes:

1. Since the pandemic, many arts and cultural organisations have closed, including Theatre Bristol who played a key part in opening doors to those with less socioeconomic privilege.
2. That Arts and Culture organisations in Bristol should have had applications for the Council's funding grants approved in October 2022, however at the date of submission of this motion, these applications were yet to be approved.
3. The Arts and Cultural sector in Bristol is an intrinsic and vital part of the city, with a social value which goes far beyond its significant economic value.
4. That for every £1 of investment into the sector, £4-7 is returned into the economy.
5. The creative Arts and Cultural sector in our city is of national and international significance; without Bristol creatives many major events elsewhere would not be the success and create the sense of wonder that they do.

Full Council believes:

1. Arts and Culture are in every part of our lives, from the clothes we wear, our homes and the way we live our lives. The Covid Pandemic would have been significantly harder to endure without TV shows and music, although workers in the sector were least likely to receive furlough support.
2. That grass roots organisations require financial support in order to provide social value and that the Arts sector should not only be for those with economic privilege.

Full Council resolves:

1. To call upon the administration to approve applications and administrate the Arts & Culture Funding Grants immediately.

Motion submitted by: Andrew Brown (Liberal Democrats)

Date submitted: 31 August 2023

Boys Need Bins

Council notes Prostate Cancer UK's campaign of "boys need bins" which highlights the growing numbers of those who suffer with incontinence issues as a result of prostate treatment.

Prostate Cancer UK cites that 1 in 8 people with prostates will get prostate cancer and that 1 in 3 men over 65 are estimated to have a urinary incontinence problem. Council believes that it is important to make life more comfortable and dignified for those who suffer such problems.

Council also notes that some trans men and other gender identities who use men's toilets may require access to sanitary bins.

Council supports the provision of sanitary bins in all toilets so that waste products can be disposed of in a discreet and hygienic manner.

Council requests that a programme to provide sanitary bins, in all Council owned or managed toilets regardless of gender by the end of 2023. Council calls upon Cabinet to make the funding available to achieve this.

Council further requests that the Mayor writes to the MPs covering our Authority area to ask them to publicly back the campaign, as found on the Prostate Cancer UK website.

Motion to be moved by: Cllr Classick (Liberal Democrats)
Submitted 31st Aug 2023

ENDORSEMENT OF THE PLANT BASED TREATY

Full Council notes that:

1. In November 2018 Full Council declared a Climate Emergency and Bristol committed to becoming carbon neutral and climate resilient by 2030.
2. The sixth Intergovernmental Panel on Climate Change (IPCC) reported in 2021 in its Working Group 1 Assessment Report that it is “virtually certain” that heat waves have become more frequent and more intense since the 1950s, with human-caused warming being “the main driver” and some of the heat extremes seen over the past decade would have been “extremely unlikely to occur” without the climate crisis.
3. The earth's average surface temperature is projected to hit 1.5C above pre-industrial levels around 2030, a decade earlier than the IPCC predicted just three years ago.
4. Between 2014 and 2021 there has been faster growth of atmospheric concentrations of methane. Growth since 2007 is largely driven by emissions from fossil fuels and agriculture, with 32% of methane emissions attributed to animal agriculture.
5. The UN recommends 45% cuts to methane by 2030 in order to limit temperature rises to 1.5 degrees Celsius.
6. Data derived from the IPCC 2014 5th assessment reveals animal agriculture emissions as 35% of energy production, a figure which excludes deforestation emissions attributed to the growing of crops for farmed animals.
7. The Amazon rainforest is now a carbon source rather than a carbon sink as a direct result of deforestation, with around 80% of the deforestation caused by animal agriculture.
8. The 2019 Land Use report by Ritchie, H. and Roser, M. (2019), calculated that 78% of farmland is used to farm animals yet supplies just 18% of global calories and 37% of protein.
9. A global initiative is underway calling for a Plant Based Treaty that through its three Rs, Relinquish, Redirect and Restore aims to halt the accelerating expansion of animal agriculture, incentivise and promote a plant-based food system, rewild critical ecosystems in line with the global commitment to limit warming to 1.5°C, and work to mitigate the climate crisis with fair, equitable transition plans.
10. The Plant Based Treaty has been welcomed by 20 Members of the UK Parliament through EDM 434 which calls on the Government “to be a world leader in recognising the negative impact of industrial animal agriculture on climate change and commit to developing a global strategy to transition towards more sustainable plant-based food systems.”
11. Several local authorities across the UK have already made a commitment to move towards a plant-based future, including Lewisham Borough Council (fully plant-based in all

corporate events), Enfield Borough Council (does not serve meat at any meetings or events), Faversham Town Council (fully plant-based at events), Hythe Town Council (fully plant-based at all council functions), Leeds City Council (two meat free days per week in schools), Oxfordshire County Council (fully plant-based in all meetings & events), and Cambridge City Council (fully plant-based at meetings & promoting PB at events).

Full Council believes that:

1. The rapid, strong, and sustained reduction in the three greenhouse gases, namely Carbon Dioxide, Methane and Nitrous Oxide and zero deforestation is a climate imperative.
2. The Paris Climate Agreement is silent on the impact of animal agriculture, one of the largest sources of greenhouse gases, and that needs to be collectively addressed by other means.

Full Council resolves to:

1. Formally endorse the call for a Plant Based Treaty and write to the UK government to call for a global Plant Based Treaty.
2. Help mitigate the climate, ocean, and biodiversity crisis by addressing our food system, including promoting the benefits of locally grown, plant-based foods. For example, encouraging council-run schools to have regular, meat-free days.
3. Lead by example and follow other local authorities in making a commitment to plant-based food at all council meetings and events, where food is served.

Motion to be moved by: Cllr Varney (Liberal Democrats)

Date of submission: 31st Aug 2023

Women's Safety

Council Notes

1. Council notes with concern the detrimental impact that violence against women and girls by men has on individual women, their dependents, their communities and society as a whole. Council also notes that women living in poverty are particularly vulnerable to experiencing violence and face disproportionate challenges in accessing the necessary support to make them safe. Lack of access to secure housing, precarious employment, difficulty accessing social security and poverty work to keep women in abusive situations.
2. The Public Order Bill will potentially silence the right to protest in a meaningful or impactful way and make it difficult for women to be heard on this issue.
3. Council further notes there are already many excellent initiatives and campaigns by local and national organisations aimed at safeguarding the welfare of individuals, such as the work of Bristol Nights to tackle the issue of harassment facing women in the night time economy

Council Believes

1. Council believes everyone should have the right to be safe from violence and harassment on our streets and in our communities.
2. Council also acknowledges that it is not just women who are at risk but that any individual may be vulnerable to attack for various reasons.

Council Resolves

1. To have a zero-tolerance approach to misogyny
2. To work with schools, colleges, the University, and workplaces to ensure that consent and bystander intervention training are available as standard, which are known to be effective, and commits to offering such training to employees to set an example.
3. Council further calls for work with venues across Bristol to ensure they embody these values and staff are sufficiently trained to deal with vulnerable people, sexual violence and harassment, and security and measures such as CCTV are adequate and effective.
4. Council also accepts there are steps the Authority can take to help and calls for a review of street lighting to see where gaps and dark spots may exist across Bristol and for the improvements recommended in the review to be built into the Council's capital programme. Good street lighting will not just help people feel safer, but also make a valuable contribution towards improving their safety.
5. Council resolves to work with partners to ensure that non-contact sexual offences, such as voyeurism and indecent exposure, are treated as the serious crimes they are, with

support for victims, full investigations, and early intervention for perpetrators, as these crimes are known to be associated with an escalation to more serious offences.

6. Council instructs the Mayor to write to the Government to request funding into research into these offences and how they escalate and invest in local police forces to ensure they have access to the technology and other resources to enable them to link up related offences and catch perpetrators before their actions result in further incidents

Motion to be moved by: Cllr Classick (Liberal Democrats)

Date of submission: 31st Aug 2023

Release Arts and Culture funding

Full Council notes:

1. Since the pandemic, many arts and cultural organisations have closed, including Theatre Bristol who played a key part in opening doors to those with less socioeconomic privilege.
2. That Arts and Culture organisations in Bristol should have had applications for the Council's funding grants approved in October 2022, however at the date of submission of this motion, these applications were yet to be approved.
3. The Arts and Cultural sector in Bristol is an intrinsic and vital part of the city, with a social value which goes far beyond its significant economic value.
4. That for every £1 of investment into the sector, £4-7 is returned into the economy.
5. The creative Arts and Cultural sector in our city is of national and international significance; without Bristol creatives many major events elsewhere would not be the success and create the sense of wonder that they do.

Full Council believes:

1. Arts and Culture are in every part of our lives, from the clothes we wear, our homes and the way we live our lives. The Covid Pandemic would have been significantly harder to endure without TV shows and music, although workers in the sector were least likely to receive furlough support.
2. That grass roots organisations require financial support in order to provide social value and that the Arts sector should not only be for those with economic privilege.

Full Council resolves:

1. To call upon the administration to approve applications and implement the Arts & Culture Funding Grants immediately.

Motion submitted by: Ani Stafford-Townsend (Green Party)

Date submitted: 31 August 2023

Plant Based solutions for the climate

A motion for a debate at Bristol City Council on plant based solutions to the climate emergency.

This council:

Notes:

- A recent study found that it will be impossible for the EU to cut its methane emissions in line with what the science says is needed (45% reduction by 2030) without cutting emissions in the meat and dairy sector.[1]
- Producing a kilo of beef creates, on average, 12 times more CO₂e than a kilo of tofu or other soya based proteins; [2]
- Producing a litre of dairy milk uses, on average, at least four times as much land as producing a litre of plant milk. [3]
- Savings to the NHS will come from healthier, plant-based diets. Sustain estimates that meat over-consumption costs the NHS directly £1.2 billion, and 45,000 deaths annually. [4]
- A 2018 Oxford University study concluded that adopting a plant-based diet is the single biggest thing we can do to reduce emissions.
- Henry Dimbleby, in the National Food Strategy concluded that a 30% reduction in meat consumption is necessary for future food security. The National Food Strategy also states that obesity alone accounts for 8% of annual health spend in the UK, or £18bn. [5]
- In June 2021, the Committee on Climate Change (CCC) recommended that the consumption of beef, lamb and dairy should be reduced by at least 20% by 2030.
- Sir David Attenborough has said that we ‘must reduce our meat & dairy consumption for the sake of the planet’, & that the planet ‘simply cannot sustain billions of meat eaters’
- That a growing number of councils have made a commitment to plant-based catering or a shift away from meat:
 - o Lewisham Borough Council - fully plant-based in all corporate events
 - o Enfield Borough Council - does not serve meat at any meetings or events
 - o Faversham Town Council - fully plant-based at events
 - o Hythe Town Council - fully plant-based at all council functions
 - o Leeds City Council - two meat free days per week in schools
 - o Oxfordshire County Council - fully plant-based in all meetings & events
 - o Cambridge City Council - fully plant-based at meetings & promoting PB at events

Believes:

- We should act in line with the One City Climate Strategy which identifies consumption in the city as the leading source of global heating emissions to be tackled;
- Without meat and dairy consumption, global farmland use could be reduced by more than 75% – an area equivalent to the US, China, European Union and Australia combined – and still feed the world. Loss of wild areas to agriculture is the leading cause of the current mass extinction of wildlife. [6]
- What we do with land is important from a climate perspective because of its ‘opportunity cost’. If land wasn’t being used for livestock farming it could be used for something that is beneficial for the climate, like reforestation, which removes carbon from the air.

Therefore Council Calls on the Mayor to:

- Ensure that food provided at all council catered events and meetings is entirely plant-based, preferably using ingredients sourced from local food surplus organisations.
- Ensure that Council school meals services have plant-based menus available as part of their regular offer on at least two days per week
- Work on outreach to schools and young people to actively influence and inform of food choices and their impact on the environment, health and animal welfare.
- Encourage and empower students to make informed decisions about the food available in their school.
- Inspire, promote and support initiatives surrounding food growing, preparation and waste avoidance, especially as part of school and community projects.
- Recognise the benefit of sourcing food locally from producers who follow sustainable principles.
- Use City Council Civic events to promote and showcase plant-based food options, alongside displayed information about the climate benefits and relative cost of different protein/food sources.
- Ensure that there are plant-based food options available at all City Council run events which involve catering (ie minimum from at least one caterer), where reasonably possible.
- When events occur on City Council open spaces, and where catering is provided, ensure that plant-based options are available (ie minimum from at least one caterer), secured through the use of terms and conditions of hire (where reasonably possible).
- Secure through a contract specification when re-tendering for suppliers that plant-based food and drink options are to be available at kiosks on City Council open spaces and Council run cafes (where reasonably possible). Similarly when possible, via future contract specification when re-tendering for suppliers for Council run cafes, specify that vegetable/legume rich plant-based options are listed prominently on menus, above non plant-based options in line with Flexitarian principles.
- Endorse the Treaty locally and on behalf of the city write to the government to supporting UK signing the Plant Based Treaty, inviting all Party Group Leaders to sign the letter.

Motion submitted by: Cllr Martin Fodor (Green Party)

Date submitted: 31 August 2023

Footnotes

1. http://changingmarkets.org/wp-content/uploads/2022/06/CE_Delft_210502_Methane_reduction_potential_in_the_EU_Def.pdf
2. www.ethicalconsumer.org/food-drink/climate-impact-meat-vegetarian-vegan-diets
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4. <https://www.foodfortheplanet.org.uk/faqs>
5. National Food Strategy (published July 2021) - <https://www.nationalfoodstrategy.org/wp-content/uploads/2021/07/National-Food-Strategy-Recommendations-in-Full.pdf>
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Energy Crisis and Cost of Living

Full Council notes that:

1. We must take action to address the energy crisis and its impact on fuel poverty especially when the energy price cap keeps on rising.
2. We must be ready to protect our citizens from this crisis which will plunge people into poverty at no fault of their own.
3. We must protect the most vulnerable in our community who may be left out.
4. We must support the volunteers and action groups who will offer their help, with a well organised and well-informed action plan.
5. That this is a huge problem that needs to be addressed and that having an actionable plan sooner may not be conceivable. However, this problem is not going away.
6. There is a strong link between lifting people out of poverty and making real terms cost savings, especially in education, welfare, and criminal justice.
7. If you convince people who can afford implementing energy saving actions that are cost neutral, a model to facilitate change is created that can then be funded for lower income homes in the future.

Full Council believes that:

1. Support for households so far is very welcome - but it simply does not go far enough.
2. People are struggling to pay their bills and intervention is needed.
3. The support so far has not extended to businesses, schools, and other public institutions such as hospitals and care homes, who will not be able to afford electricity therefore either going under or seeing periods of closures.
4. Bristol is fortunate in having the Bristol Energy Network (BEN) which has the skills and expertise to resurrect their approaches around education and support outlined in the resolution.

Full Council resolves to:

1. Work with WECA and the Skills and Carbon Reduction Initiative (under the green recovery fund) to seek funding for a direct-action campaign with the "No Cold Homes" Bristol partnership including Bristol Energy network.
2. Work with BEN and the No Cold Homes partnership (subject to any procurement rules) to support them in delivering their programme of education and 'DIY' approach to low cost,

impactful measures open to homeowners and tenants. (e.g. draft-proofing, perplex secondary glazing etc).

3. Provide a dedicated tab and a web page on the Cost-of-Living Hub, with regularly updated details of all support available, including details of the Warm / Welcome Spaces Programme

4. Work with Bristol's energy suppliers to widely advertise the discounts and grants available to fixed or low-income Bristolians.

Motion submitted by: Councillor Lisa Stone (Green Party)

Date submitted: 31 August 2023

Notes

Reference - Warm Home Discount Scheme: Overview - GOV.UK (www.gov.uk)
About Us - Enough is Enough (wesayenough.co.uk)

On the warm home discount scheme:

If you live in England and Wales, you qualify if you either:

- get the Guarantee Credit element of Pension Credit - known as 'core group 1'
- are on a low income and have high energy costs - known as 'core group 2'

How you apply for the Warm Home Discount Scheme depends on how you qualify for the discount.

A Universal Basic Income Trial for Bristol

This council notes:

1. The drastic impacts of the Covid Pandemic on employment and household incomes in the city;
2. The threat to income and employment from automation and artificial intelligence, which could affect a great many more jobs in future;
3. The development of universal basic income (UBI) trials in other countries, which offer a non-means-tested sum paid by the state to cover the basic cost of living, which is paid to all citizens individually, regardless of employment status, wealth, or marital status, which has been widely debated in recent months;
4. That a trial of UBI was promised by the Labour party had the party won the last general election;
5. The resolutions of other local authorities including Sheffield, Birmingham. Lewes, and Brighton and Hove [with cross party support] calling for trials of UBI;
6. A network of Universal Basic Income Labs has been set up and works with local authorities across the UK developing UBI proposals to address problems such as poverty, inequality, discrimination and environmental damage, long-term and immediately, in relation to coronavirus. One is operating in Bristol.
7. Birmingham City Council has issued a briefing on UBI. (1)
8. UBI has been Green Party Policy since about 1973 and more recently taken up by other parties. (2)

This council believes:

1. That the current benefit system is failing citizens, with Universal Credit causing hardship to many communities;
2. A UBI is the fairest, most effective way to mitigate the effects of coronavirus on people's incomes as it does not discriminate between employment status, caring responsibilities, age, or disability when providing basic support;
3. There is a danger of increasing numbers of people facing poverty as a result of the coronavirus crisis;
4. Testing a UBI is needed, as a UBI has the potential to help address key challenges such as inequality, poverty, precarious employment, loss of community, and breach of planetary boundaries through:
 - i. Giving employers a more flexible workforce whilst giving employees greater freedom to change their jobs;

- ii. Valuing unpaid work, such as caring for family members and voluntary work;
- iii. Removing the negative impacts of benefit sanctions and conditionality;
- iv. Giving people more equal resources within the family, workplace and society;
- v. Breaking the link between work and consumption, thus helping reduce strain on the environment in line with the One City Climate Strategy;
- vi. Enabling greater opportunities for people to work in community and cultural activities or to train or reskill in areas that will be needed to transition to a lower-carbon economy.

5. The success of a UBI pilot should not be measured only by impact upon take-up of paid work, but also the impact upon communities and what the people within them do, how they feel, and how they relate to others and the environment around them; and,

6. Given its history of social innovation, wealth of expertise, and active networks across community, business and public services, Bristol is ideally placed to pilot a UBI.

This council calls on the Mayor to:

1. Send a joint letter with the other party leaders to the Secretary of State for Work and Pensions, the Chancellor of the Exchequer, the leader of the party in Government, their counterparts in all opposition political parties in parliament, and all local MPs, asking for a trial of Universal Basic Income in the city citing the above reasons.

**Motion proposer: Ani Stafford-Townsend
Central Ward Green Party Councillor**

Motion submitted: 31 August 2023

Sources

- 1) Birmingham City Council's official UBI briefing - see https://birmingham.cmis.uk.com/Birmingham/Document.ashx?czJKcaeAi5tUFL1DTL2UE4zNRBcoShgo=nb28HJzZZy8R6UE9qsv3LHJckreeBwn50TbZg0riXhiHQcf3zr1WGQ%3D%3D&rUzwRPf%2BZ3zd4E7lkn8Lyw%3D%3D=pwRE6AGJFLDNlh225F5QMaQWctPHwdhUfCZ%2FLUQzgA2uL5jNRG4jdQ%3D%3D&mCTIbCubSFfXsDGW9IXnlG%3D%3D=hFfIUdN3100%3D&kCx1AnS9%2FpWZQ40DXFvdEw%3D%3D=hFfIUdN3100%3D&uJovDxwdjMPoYv%2BAJvYtyA%3D%3D=ctNJFf55vVA%3D&FgPIIEJYlotS%2BYGoBi5oIA%3D%3D=NHdURQburHA%3D&d9Qjj0ag1Pd993jyOJqFvmyB7X0CSQK=ctNJFf55vVA%3D&WGewmoAfeNR9xqBux0r1Q8Za60lavYmz=ctNJFf55vVA%3D&WGewmoAfeNQ16B2MHuCpMRKZMwaG1PaO=ctNJFf55vVA%3D&fbclid=IwAR3v5XWzNYc_KENecR4_O6k4xSFL847QcMyKppBD6IUO5x2gLp5E3Gdl3_M
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