

Summons to attend meeting of Full Council



Date: Tuesday, 15 March 2022

Time: 6.00 pm

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

To: All Members of Council

Issued by: Sam Wilcock, Democratic Services

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

Tel: 0117 92 23846

E-mail: democratic.services@bristol.gov.uk

Date: Friday, 4 March 2022



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. Lord Mayor's Business

To note any announcements from the Lord Mayor

5. Public Forum (Public Petitions, Statements and Questions)

Public Forum (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 11th March 2022** 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 9th March 2022** 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

6. 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 14th March 2022.**

7. The Council's Pay Policy Statement for the period 1st April 2022 to 31st March 2023

To approve the Pay Policy Statement for 2022/2023

(Pages 11 - 20)

8. Political Proportionality and Allocation of Committee Seats

To review and approve the allocation of seats on committees in accordance with the statutory requirements concerning political balance and to approve the allocation of Committee Seats as set out in the report.

(Pages 21 - 27)

9. Motions

Note:

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.

(Pages 28 - 46)

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 listed at the end of the agenda pack attached to this item.

MOTIONS RECEIVED FOR FULL COUNCIL



Golden Motion - Green Mass Transit for Bristol

Full council notes that:

1. WECA has committed £5 million to conduct a feasibility study for an underground rail network for (Greater) Bristol, for 'pinch points' such as Temple Meads and the Gloucester Road.
1. This is an ambitious idea which could potentially help with efficiently moving large volumes of people in Bristol.
2. The proposed mass transit system represents a huge investment.
3. Significant challenges will need to be overcome to deliver subterranean tunnels, such as flood risk, ensuring it serves enough people to justify the cost, and that large scale construction projects of this nature also generate significant carbon emissions.
4. A mass transit system that relies on underground tunnels, as currently proposed will take many years to complete, well beyond the IPCC warning that we have just 8 years to make significant reductions in carbon emissions.
5. We are in a Climate Emergency and decarbonising transport has to be implemented as soon as possible.

Full council believes that:

1. Due to the "once in a generation" size of investment involved, the proposed underground mass transit system is a potential opportunity cost both financially and in terms of carbon emissions.
1. There is a risk that alternative mass transit options, which might be at least as effective or have a better benefit to cost ratio, may not be taken forwards if all political focus is on underground rail.
2. Only by comparing all options will Bristol be able to most wisely spend funding and deliver a world class mass transit system in a timely manner.
3. Other mass transit system options such as: improving, increasing and greening bus infrastructure; a tram system or similar mass transit such as electric trolley cars, should be assessed alongside the underground network.
4. This comparative approach is entirely consistent with all project and programme management approaches, including the latest Governmental guidance (i.e. Infrastructure and Projects Authority: assurance review toolkit) that suggests that the business case of projects of this sort should be kept under constant review.
5. If the study were to show that different transport systems would be more impactful than the underground proposal then these will need to be implemented instead.



Full council resolves that:

1. The Council and WECA must include in the £5million plan a strategic review of the business case by assessing the feasibility of other strategic options such as those listed above.
1. The review must assess the ongoing business case with comparisons of other options, with an independent assessment of what the options are and the criteria to be considered. This is likely to include (but not be limited to):
 - Cost
 - Delivery time
 - Environmental impact of project, to include construction as well as eventual impact
 - How many cars it would take off the road
 - How many areas/people of Bristol it could serve
 - Impact on deprived areas
 - How much space for active travel it could also deliver
 - Accessibility
 - Expected passenger numbers
 - Public interest and enthusiasm
 - Return on investment

Motion proposed by: Emma Edwards

Motion submitted: 3 March 2022

Silver Motion - Ukraine and the Borders and Nationalities Bill**This Council notes**

1. The Russian Federation has launched an unprovoked, full-scale invasion of Ukraine – a sovereign, democratic country. The brutality of the Russian invasion, notably, the alleged use of cluster munitions, thermobaric weaponry, and the direct targeting of civilians in Ukraine.
2. Ukraine's longstanding ambitions to join the European Union (EU) and North Atlantic Treaty Alliance (NATO), and believes these ambitions are legitimate, and that Russia has no right to dictate whether Ukraine can enter these organisations if Ukraine democratically chooses to do so.
3. There is currently a Bill in Parliament titled the 'Nationalities and Borders' Bill that would reform the asylum system and make it much more difficult for people seeking sanctuary to claim asylum in the UK, and will create a two-tier system, penalising people seeking safety based on the journeys they make.

This Council believes

4. Russia's invasion of Ukraine should be condemned in the strongest possible terms, and Bristol should stand in solidarity with the people of



Ukraine against Russian aggression.

5. President Putin’s claim that “Ukraine has never had any real claim to statehood”, and that it is just an “administrative region created by the Russian/Soviet Empires” is abhorrent and an attempt to assimilate Ukrainian identity with Russian identity – while the two are distinct.
6. The invasion highlights the need to introduce measures that tackles the influence of Russian oligarchs on British politics and prevents them from being able to launder money in the UK.
7. Proposals for the strongest possible sanctions imposed by the UK, the EU, and its allies, such as removing Russia from the SWIFT financial system are necessary.
8. This conflict has already displaced over a half million Ukrainians, and as a City of Sanctuary, Bristol has a duty to accept as many refugees as possible – Ukrainian or otherwise. The Government’s Nationality and Borders Bill would hinder these efforts, as it would treat such people forced to make dangerous journeys to safety as criminals, and should not become law.
9. The Nationality and Borders Bill will lead to greater poverty and homelessness in Bristol and will undermine people’s ability to rebuild their lives. This Bill also risks undermining our obligations in international law.
10. The UK needs an asylum system that empowers people seeking safety to rebuild their lives and enables communities to welcome them;

Full Council resolves to:

1. Call on Party Group Leaders to collectively write a public letter to the Government stating the views laid out in this motion, calling on it to scrap the Nationality and Borders Bill, legislate to allow more refugees to be granted asylum in the UK, provide Councils with the necessary funding to support them, and call on the UK Government to work with Local Authorities and communities to build a fairer and more effective asylum system.
2. Use Council resources to support drives providing aid to the over half a million refugees that have been forced to leave Ukraine.
3. Support, where possible, the Russian citizens who have bravely protest their Government’s actions, - knowing full well of the potential consequences of protest in President Putin’s Russia - and look at ways to offer political asylum to outspoken critics of Putin’s regime, if given the support of the UK Government in these efforts.

Motion to be moved by: Cllr Bennett

Date of Submission: 1st March 2022



Signed

A handwritten signature in black ink, appearing to read 'T. Oliver'.

Proper Officer
Friday, 4 March 2022



Public Information Sheet - Full Council

Public meetings include Cabinet, Full Council, regulatory meetings (where planning and licensing decisions are made) and scrutiny are 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.

Fire Safety Information

In event of alarm please calmly leave by the nearest fire exit. The assembly point is by the side of the Cathedral.

COVID-19 Prevention Measures at City Hall (from March 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 (from March 2022)

Government advice remains that anyone testing positive for COVID-19 should self-isolate for 10 days (unless they receive two negative lateral flow tests on consecutive days from day five).

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

- are suffering from symptoms of COVID-19 or
- have tested positive for COVID-19

Public Forum – Full Council

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

Members of the public who live or own a business in Bristol may present a petition, make a written statement or ask a question at Full Council meetings. Please submit it to democratic.services@bristol.gov.uk.

Petitions, Statements and Questions must be about a matter the Council has responsibility for or which directly affects the city. For further information about procedure rules please refer to our Constitution <https://www.bristol.gov.uk/how-council-decisions-are-made/constitution>



Petitions from members of the public

- Petitions will be presented to the Council first.
- Petitions must include name, address and details for the wording of the petition.
- The person presenting a petition will be asked to read out the objectives of the petition with one minute allowed.
- A written reply will be provided to the lead petitioner within 10 working days of the Full Council meeting.

Statements

- Statements should be received no later than **12.00 noon two working days before the meeting**.
- There can be one statement per person and subject to overall time constraints, a maximum of one minute is allocated for presentation.
- Any statement submitted should be no longer than one side of A4 paper.
- For copyright reasons, we are unable to reproduce or publish newspaper or magazine articles that may be attached to statements.

Questions

- Questions should be received no later than **three clear working days before the meeting**.
- A maximum of two written questions per person can be submitted.
- At the meeting, a maximum of one supplementary question per question may be asked, arising directly out of the original question or reply.

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. Committee information on the council's website may be searchable on the internet.

The information contained within public forum submissions are the views of those individuals and do not reflect the views of Bristol City Council.

Process during the meeting:

- The Lord Mayor 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.
- If there are a large number of submissions on one matter a representative may be requested to speak on the groups behalf.
- There will be no debate on statements or petitions.
- 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.
- 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.



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.

Arrangements for Full Council

The allocated public gallery for Full Council is available for members of the public to observe the Full Council meeting.

The Lord Mayor has determined:

- Attendees should please be quiet and not interrupt proceedings.
- Large bags will be left at reception.
- All loud hailers, banners, and placards must be left at the main entrance and will not be permitted to be brought into the building.
- The Council reserves the right to remove any person who disrupts the proceedings. In appropriate circumstances, the police may be called.

Under our security arrangements, all members of the public (and bags) will be searched. This applies to all members of the public attending the meeting in the interests of helping to ensure a safe meeting environment for all attending. Visitors' bags are liable to be searched prior to entry, and entry is conditional upon visitors consenting to be searched. Searches are carried out to ensure that no items which may interrupt proceedings are brought into the building. Small notices may be acceptable if they are not obstructive or offensive (no more than A4 size).

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





Full Council

17th March 2022

Report of:	Human Resources Committee
Title:	The Council's Pay Policy Statement for the period 1 st April 2022 to 31 st March 2023
Ward:	N/A
Officer Presenting Report:	Councillor Tim Wye (Chair of Human Resources Committee)
Contact Telephone Number:	(0117) 92 22000

Recommendation

That the full Council approves the Pay Policy Statement for 2022/23.

Summary

The Localism Act 2011 requires local authorities to agree and publish a pay policy statement annually before the start of the financial year to which the statement relates.

The significant issues in the report are:

- As at 31 December 2021, the pay ratio between the highest and lowest paid employee is 1:9.36. This is an improvement on the pay ratio on 31 December 2020 which was 1:9.45.
- The Pay Policy Statement includes a new provision which states that the pay of the highest paid employee should be no more than 10 times that of the lowest full time equivalent paid employee.
- In line with practice in other Councils, the Pay Policy Statement for 2022/23 enables national pay settlements agreed by the Joint Negotiating Committee for Chief Executives of Local Authorities and the Joint Negotiating Committee for Chief Officers of Local Authorities to the Chief Executive to be automatically applied to Chief Executive, Executive Directors and Directors as appropriate.
- The Real Living Wage is £9.90 per hour (40p increase) with effect from 1st April 2022, which equates to a minimum salary of £19,100 (based on a full-time week of 37 hours).

Policy

1. The Localism Act 2011 requires local authorities (the Full Council) to agree and publish a pay policy statement annually before the start of the financial year to which the statement relates. It is recommended to full Council by the HR Committee.

Consultation

2. **Internal**
Not applicable.
3. **External**
None required.

Context

4. The Pay Policy Statement explains the Council pay policies for its highest and lowest-paid employees. It is written and published in accordance with the Localism Act 2011 and guidance issued by the Secretary of State.
5. The Pay Policy Statement includes a new provision which states that the pay of the highest paid employee should be no more than 10 times that of the lowest full time equivalent paid employee. This is considered by the HR Committee to be an important addition to our Policy which enshrines as policy requirement the maintenance of a pay ratio of 1:10. The HR Committee will review this annually.
6. Pay awards are nationally determined in accordance with the Joint Negotiating Committee (JNC) for Chief Executives and the Joint Negotiating Committee (JNC) for Chief Officers. Current practice has been that the HR Committee determines whether to apply a pay settlement locally. For all other staff groups the Council applies pay settlements automatically. Given this and the fact that the Council supports national collective bargaining, the HR Committee recommend that the same arrangements should apply to the Chief Executive, Executive Directors and Directors. This is reflected in the proposed Pay Policy Statement. For information, all West of England councils have confirmed they apply national pay settlements automatically to their chief officers and chief executives. Core Cities in England adopt the same approach. Annual pay settlements will be reported to the Human Resources Committee for information so there is appropriate oversight.
7. From 1st April 2022 pay of our lowest paid workers will be increased to the UK Living Wage (as set by the Living Wage Foundation). Increasing the rate will improve the attractiveness of the Council to younger people seeking entry level roles. The number of young people working in the organisation is likely to increase. Currently only 12.5% of the workforce are aged 29 or under.
8. The Real Living Wage will be increasing to £9.90 per hour (40p increase) with effect from 1st April 2022, which equates to a minimum salary of £19,100 (based on a full-time week of 37 hours).
9. The Council aims to ensure we have a competitive offer to attract and retain the best talent. As a key priority in our Workforce Strategy, we will support our managers to develop and implement

their workforce and succession plans, forecasting the type and number of roles, skills and pay needed for the future. We will also continue to remove any unfair barriers which staff may face and work to address the under-representation of staff groups, including senior roles.

Proposal

10. That full Council approves the Pay Policy Statement for 2022/23.

Other Options Considered

11. None.

Risk Assessment

16. Failure to pay in line with market rates is likely to hamper the Council's ability to recruit and retain effective leaders and managers.

Public Sector Equality Duties

- 17a) 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.
- 17b) An Equality Impact Assessment has not been completed as no major change to policy is

proposed by this report.

Legal and Resource Implications

Legal

The Pay Policy Statement 2022/23 fulfils the legal requirement placed on the Council by s.38(1) of the Localism Act 2011 to produce an annual pay policy statement.

Husinara Jones, Solicitor/Team Leader, 15 March 2022

Financial

(a) Revenue

The pay policy sets out information regarding how pay is set for the Council. Generally pay increases are agreed as part of National negotiations of the National Joint Council, and assumptions on this are included in the budget as part of the annual budget setting process, so any increase in pay award is reflected in the budget each year. To fund the increase in costs the budget sets out how this is achieved through a range of savings, efficiencies and increases in funding.

Michael Pilcher (Chief Accountant), 8 February 2022

(b) Capital

Not applicable

Land

Not applicable.

Personnel

The proposed Pay Policy is largely unchanged from 2021/22. The Pay Policy will ensure we are paying in line with markets rates and will support Council ability to retain effective leaders and managers. The Council will continue to pay no less than the real Living Wage to all of its staff.

Mark Williams, Head of HR, 25 February 2022

Appendices:

A – Draft Pay Policy Statement

B – Draft Minutes of HR Committee - 17 February 2022

LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985

Background Papers:

None.

Bristol City Council

Pay Policy Statement for the period 1st April 2022 to 31st March 2023

1. Introduction

- a. It is essential that the Council attracts and keeps people with the right talents and commitment to lead and deliver great services to Bristol's citizens. At the same time the Council has to get the best value for the taxpayer.
- b. This Statement explains the Council pay policies for its highest and lowest-paid employees. It is written and published in line with the Localism Act 2011 (the Act) and guidance issued by the Secretary of State (the Guidance).
- c. The Guidance is clear that decisions on pay policies should be made by councillors. The Council is committed to making sure that all councillors have a say on how pay decisions are made, especially about its highest-paid employees. To achieve this, the Statement is reviewed every year. The Mayor is consulted, and any proposals made are taken into account. The draft statement is considered by the Human Resources Committee and approved by full Council. Both meetings are open to the public.
- d. In line with the law (the Local Authorities (Elected Mayor and Mayor's Assistant) (England) Regulations 2002), the pay of the Mayor's Assistant is set as the Mayor thinks fit, within the financial resources available to the Council. The Mayor's Assistant is currently paid at Director (Level 1).
- e. As recommended by the Guidance, this Statement sets out clearly and separately its policies on each of the requirements listed in the relevant sections of the Act. The Guidance says that this is to help enable taxpayers to decide whether they are getting value for money in the way that public money is spent on local authority pay and reward.
- f. The Council is committed to equal pay for all its employees and to removing any bias in its pay systems related to age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership and pregnancy and maternity. Equal pay applies to all contractual terms and conditions as well as pay.
- g. The Council became an accredited Living Wage Employer with effect from 5th November 2018. The Council has paid its own employees no less than the Real Living Wage since 1st October 2014.
- h. Apprentices aged 18 years and over are paid the Real Living Wage (as set by the Living Wage Foundation); those under 18 are paid 80% of the Real Living Wage.

2. Development priority for 2022/23

- a. The Council aims to ensure we have a competitive offer to attract and retain the best talent. As a key priority in our Workforce Strategy, we will support our managers to develop and implement their workforce and succession plans, forecasting the type and number of roles, skills and pay needed for the future. We will also continue to remove any unfair barriers which staff may face and work to address the under-representation of staff groups, including senior roles.

3. Pay of the Council's highest-paid employees

- a. The Council's highest-paid employees are the Chief Executive, Executive Directors and Directors. These roles are graded using the Hay methodology and the salaries are informed by market data and annual pay awards. For the period covered by this Statement the salary range for the Chief Executive will be £174,073 to £185,238 with a mid-point of £179,655.
- b. Executive Director roles will range from £140,794 to £172,081 with a mid-point of £156,437.
- c. The salary for Director (Level 2) roles will range from £98,034 to £124,135 with a mid-point of £111,592. The salary for Director (Level 1) roles will range from £88,648 to £109,506 with a mid-point of £99,077.

4. Pay of the Council's lowest-paid employees

- a. The Council's lowest-paid employees are those who are paid the Real Living Wage. The Council has adopted this definition because it has decided that none of its employees should be paid less than the Real Living Wage. The Real Living Wage is £9.90 per hour with effect from 1st April 2022, which equates to a minimum salary of £19,100 (based on a full-time week of 37 hours). The rate of the Real Living Wage is refreshed each November, and the Council applies the new rate from the following 1st April.
- b. From 1st April 2020 apprentice pay levels increased to the Real Living Wage rate for apprentices 18 years old and over and 80% of the Real Living Wage for apprentices under 18 years old. An additional allowance of £25 per week is paid to apprentices who have left local authority care, and this is paid throughout their apprenticeship for as long as they live in independent accommodation.
- c. Interns, student placements and trainees will be paid at least the Real Living Wage.

5. Relationship between the pay of the Council's highest and lowest-paid employees

- a. Will Hutton's 2011 Review of Fair Pay in the Public Sector recommended that all public service organisations publish their top to median pay ratio to allow the public to hold them to account. The Government's terms of reference for the Hutton review suggested that no public sector manager should earn more than 20 times the lowest paid person in the organisation.
- b. The Council policy is that the pay of the highest paid employee should be no more than 10 times that of the lowest full time equivalent paid employee. This will be reviewed annually by the Human Resources Committee.

- c. The change in these ratios at the Council over recent years is shown in the following table:

Date	Top to median pay ratio	Top to lowest salary ratio
31 st March 2014	6.68:1	12.87:1
31 st March 2015	6.29:1	11.85:1
31 st December 2015	6.75:1	11.33:1
31 st December 2016	6.23:1	10.05:1
31 st December 2017	5.24:1	8.34:1
31 st December 2018	6.03:1	9.77:1
31 st December 2019	5.89:1	9.50:1
31 st December 2020	5.73:1	9.45:1
31 st December 2021	5.63:1	9.36:1

6. Pay of Chief Executive, Executive Directors and Directors when they start

- a. Pay on commencement of employment will be within 10% of the minimum of the range unless otherwise agreed by the Selection Committee. Payment above the mid-point is reserved for roles where there is clear evidence that the market rate is significantly higher than the mid-point.
- b. The Guidance says that full Council or a meeting of Members should have the opportunity to vote before salary packages totaling £100,000 or more are offered for new appointments. Through its Constitution full Council delegates this to the Selection Committee.

7. Increases and additions to pay for Chief Executive, Executive Directors and Directors

- a. The salary ranges for Chief Executive, Executive Director and Director roles will be reviewed each year through this Pay Policy Statement. The Council will apply national pay settlements agreed by the Joint Negotiating Committee for Chief Executives of Local Authorities and the Joint Negotiating Committee for Chief Officers of Local Authorities to the Chief Executive, Executive Directors and Directors as appropriate.
- b. With the exception of the above, any other changes to the pay of the Chief Executive will be determined by the Human Resources Committee. Any other requests for increases in pay for, Executive Directors and Directors during employment that are within 10% of the minimum of the pay range can be approved by the Chief Executive and Director: Workforce & Change. All other increases above this will require Human Resources Committee approval.

8. Performance-related pay for Chief Executive, Executive Directors and Directors

- a. There is no performance-related pay for Chief Executive, Executive Directors and Directors.

9. Bonuses for Chief Executive, Executive Directors and Directors

- a. There are no bonuses for Chief Executive, Executive Directors and Directors.

10. Pay of Chief Executive, Executive Directors and Directors when they leave

- a. When a Chief Executive, Executive Director or Director leaves they will be paid in line with what they are entitled to under their contract of employment (their notice period is three months) and the Council's policies.
- b. The Public Sector Exit Payments Regulations 2020 which came into force on 4 November 2020, were revoked on 12 February 2021. This Pay Policy Statement will be updated to reflect any new legislation which may be introduced to replace these regulations. The Council's constitutional arrangements in relation to any exit payments will continue to apply as set out below.
- c. The dismissal and/or compensation for loss of office of Chief Executive, Executive Directors and Directors is determined by the Human Resources Committee (except for the Head of Paid Service, Chief Finance Officer and Monitoring Officer, where this is a matter for Full Council).
- d. Employees who leave due to voluntary severance will not be re-employed by the Council in a paid job or engaged directly or through a company on an "off-payroll" basis for 12 months after they leave. (Off-payroll means a person who is paid via a company rather than through the payroll as an employee). Employees who leave due to compulsory redundancy are free to apply for re-employment with the Council at any point after they've left.

11. Paying Chief Executive, Executive Directors and Directors "off-payroll"

- a. Any Executive Director or Director appointed on an interim basis and supplied by a third party are regarded as employees for tax purposes.

12. Returning Officer fees

- a. The Council's Returning Officer for elections and referenda is appointed by full Council. Fees are paid for these duties. They vary depending on the type of poll and are published prior to each election. Fees for most polls (including national elections and referenda) are set and paid by the Government (rather than the Council).

13. More information about the pay of Chief Executive, Executive Director and Directors

- a. The Council is committed to being open about its policies on pay. Approved pay policy statements are published on the Council's website at www.bristol.gov.uk/council-spending-performance/senior-officers-pay. Other information that the Council has to publish under the Local Government Transparency Code 2015 is available via that webpage.

14. More information about Pay Gap Reporting

- a. We publish our gender, ethnicity and disability pay gap every 12 months on the Council's website at <https://www.bristol.gov.uk/people-communities/measuring-equalities-success>

Public Document Pack

Bristol City Council
Minutes of the Human Resources Committee
(Zoom Meeting)



17 February 2022 at 5.00 pm

Members Present:

Councillors: Sarah Classick, Lorraine Francis, Farah Hussain, Steve Pearce, Tim Wye (Chair), Chris Windows (substitute for Cllr Eddy)

Officers in Attendance:

Mark Williams (Head of Human Resources), James Brereton (Human Resources Business Partner), Joanne White (Senior Programme Manager), Mark Jefferson (Reward and Workforce Analytics Manager), Steve Gregory (Democratic Services).

DRAFT EXTRACT

9. The Council's Pay Policy Statement for the period 1st April 2022 to 31st March 2023

The Committee received a report of the Head of Human Resources to consider the Pay Policy Statement for 2022/23. The Localism Act 2011 required local authorities to agree and publish a pay policy statement annually before the start of the financial year to which the statement related.

Key facts emphasised in the report were –

1. As of 31 December 2021, the pay ratio between the highest and lowest paid employee was 1:9.36. This was an improvement on the pay ratio on 31 December 2020 which was 1:9.45.
2. National pay settlements agreed by the Joint Negotiating Committee for Chief Executives of Local Authorities and the Joint Negotiating Committee for Chief Officers of Local Authorities to the Chief Executive, would be automatically applied to Chief Executive, Executive Directors and Directors as appropriate, subject to Full Council approval of the Pay Policy Statement on 15th March 2022.
3. The Real Living Wage was £9.90 per hour (40p increase) with effect from 1st April 2022, which equated to a minimum salary of £19,100 (based on a full-time week of 37 hours. Reducing the Council's top to lowest salary ratio to 8.98:1 based on current pay level. It also meant that the lowest paid had an increase of 3.5% in addition to the pending nationally negotiated pay settlement.

Following discussion and in response to Members questions the following points were raised/clarified:

1. Care workers employed outside of the Council were not legally protected in the same way as council employees however the Council strongly encouraged employers to align with the council pay

structures and took every opportunity to implement this when drawing up new contracts with external providers.

2. Regarding the pay ratio members asked if there was an ambition/target to get to 1:10. The Head of Human Resources explained that was not the case at the current time however the Council was aligned to the Government's Terms of Reference regarding the Will Hutton review (2011) which had suggested that no public sector worker should earn more than 20 times the lowest paid person in the organisation.
3. In pursuant of an improved pay ratio target the Head of Human Resources proposed that an amendment be made to the Pay Policy Statement and put to Full Council to explicitly achieve a target of a 1:10 pay ratio. An exclusion clause might have to be included regarding Chief Executive/Chief Officer posts. The draft amendment would be circulated to members for their input prior to the Full Council meeting in March. Members endorsed the proposal.
4. Members queried if the 'real living wage' had an impact on pay differentials. Head of Human Resources acknowledged that it did at lower pay levels however as there were fewer employees at that level and there was significantly more turnover the impact had been largely mitigated. Noted that this was a national issue amongst council employers not just Bristol City Council.

Resolved –

That Full Council be recommended to approve the Pay Policy Statement 2022/23, to take effect from 1 April 2022 subject to an additional clause being included to achieve a target pay ratio of 1:10 as soon as possible.

Meeting ended at 6.30 pm

CHAIR

Full Council

15 March 2022



Report of: Tim O’Gara, Director – Legal and Democratic Services

Title: **Political Proportionality and Allocation of Committee Seats**

Ward: Citywide

Summary

On 17 February 2022 a by-election took place which updates the Council’s political proportionality.

Recommendation

To review and approve the allocation of seats on committees in accordance with the statutory requirements concerning political balance and to approve the allocation of Committee Seats as set out in the report.

The significant issues in the report are:

As set out in the main report.



Policy

1. Not applicable

Consultation

2. **Internal**
Party Group Whips
3. **External**
Not applicable

Context

4. On 17 February a by-election took place which updates the Council's political proportionality.

Background / Proposal

5. Under Section 15 of the Local Government and Housing Act 1989 and the Local Government (Committees and Political Groups) regulations, the Full Council has a duty to review the representation of different political groups in respect of bodies to which the section applies (for example, the section applies to the Council's ordinary committees and Scrutiny Commissions). The section does not apply to the statutory Licensing Committee or the Health and Wellbeing Board and so the political balance rules are not applied to these. Section 15 of the Act provides that, in performing this duty, the Council has a duty to make only such determinations as give effect **so far as reasonably practicable** to the following principles:
 - a. That not all the seats on the body are allocated to the same political group.
 - b. That the majority of the seats on the body are allocated to a particular political group if the number of persons belonging to that group is a majority of the authority's membership.
 - c. Subject to a. and b. above, that the number of seats on the ordinary committees of a relevant authority which are allocated to each political group bears the same proportion to the total of all the seats on the ordinary committees of the authority as is borne by the number of Members of that group to the membership of the authority; and
 - d. Subject to a. to c. above, that the number of seats on the body which are allocated to each political group bears the same proportion to the number of all the seats on that body as is borne by the numbers of that group to the membership of the authority.
6. The current councillor membership of political groups represented on the City Council is set out below and the names of the councillors in each group are set out in Appendix A to this report:

Labour group	24 Members
Green group	24 Members
Conservative group	14 Members
Liberal Democrat group	6 Members

Knowle Community Party 2 Members

7. For the purposes of calculating the entitlement of each political group to seats on committees, it is proposed that the following be included:
- Development Control Committee A
 - Development Control Committee B
 - Overview and Scrutiny Management Board
 - People Scrutiny Commission
 - Growth and Regeneration Scrutiny Commission
 - Communities Scrutiny Commission
 - Resources Scrutiny Commission
 - Public Safety and Protection Committee
 - Public Rights of Way and Greens Committee
 - Audit Committee
 - Human Resources Committee
 - Selection Committee
8. Alternative arrangements for appointments to these committees can be approved provided no Member of the Council votes against.
9. Full Council has appointed and agreed the sizes of committees described in the paragraph below. The total number of seats available on these committees is 105.
10. The number of Council Members for each political group expressed as a percentage of the total Councillor membership of political groups on the City Council (70) is as follows:

Labour	24 Members (% of 70) = 34.29 %
Green	24 Members (% of 70) = 34.29 %
Conservative	14 Members (% of 70) = 20 %
Liberal Democrat	6 Members (% of 70) = 8.57 %
Knowle Community Party	2 Members (% of 70) = 2.86 %

Following discussion with the Party Group Whips, the following committee sizes are proposed:

	LAB	GREEN	CON	LD	KCP
9 Member Committees:					
Development Control Committee A	3	3	2	1	
Development Control Committee B	3	3	2	1	
Overview and Scrutiny Management Board	3	3	2	1	
People Scrutiny Commission	3	3	2	1	
Growth and Regeneration Scrutiny Commission	3	3	2	1	
Communities Scrutiny Commission	3	3	2		1
Resources Scrutiny Commission	3	3	2		1
Public Safety and Protection Committee	3	3	2		1

Public Rights of Way and Greens Committee	3	3	2	1	
Audit Committee	3	3	2	1	
Human Resources Committee	3	3	2	1	
6 Member Committee					
Selection Committee	2	2	1	1	
TOTAL = 105 seats, breaking down as	36	36	24	9	3
	LAB	GREEN	CON	LD	KCP
The % which this distribution gives each party:	33.33%	33.33%	22.22%	8.57%	2.86%
As compared with the entitlement %	34.29%	34.29%	20%	8.57%	2.86%

11. These totals reflect, as far as is reasonably practicable, the aggregate entitlement of the political groups to committee seats.

Other Options Considered

Not applicable.

Risk Assessment

Not applicable.

Public Sector Equality Duties

Not applicable.

Legal and Resource Implications

Legal

As indicated in the report, in determining the allocation of committee seats and the appointment of Members to serve on Committees, the Full Council must comply with the requirements of Section 15 of the Local Government and Housing Act 1989 and the Local Government (Committee and Political Groups) regulations.

(Legal advice provided by Tim O’Gara, Director – Legal and Democratic Services)

Financial

(a) Revenue

Not applicable.

(b) Capital

Not applicable.

Land

Not applicable.

Personnel

Not applicable.

RECOMMENDATION:

Full Council is recommended to:

- 1. Approve the allocation of committee seats as set out above.**

Appendices:

Appendix A – Councillor membership of political groups

LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985

Background Papers: None

Councillor membership of political groups

Labour Group (24)

Councillor Don Alexander
Councillor Amal Ahmed Ali
Councillor Kerry Bailes
Councillor Nicola Beech
Councillor Marley Bennett
Councillor Mark Bradshaw
Councillor Fabian Breckels
Councillor Craig Cheney
Councillor Amirah Cole
Councillor Asher Craig
Councillor Kye Dudd
Councillor Paul Goggin
Councillor Zoe Goodman
Councillor Helen Holland
Councillor Katja Hornchen
Councillor Philippa Hulme
Councillor Farah Hussain
Councillor Christopher Jackson
Councillor Hibaq Jama
Councillor Ellie King
Councillor Brenda Massey
Councillor Steve Pearce
Councillor Thomas Renhard
Councillor Timothy Rippington

Green Group (24)

Councillor Jenny Bartle
Councillor Carla Denyer
Councillor Tony Dyer
Councillor Emma Edwards
Councillor Jude English
Councillor Lily Fitzgibbon
Councillor Tessa Fitzjohn
Councillor Martin Fodor
Councillor Lorraine Francis
Councillor Katy Grant
Councillor Fi Hance
Councillor Tom Hathway
Councillor Heather Mack
Councillor Mohamed Makawi
Councillor Yassin Mohamud
Councillor Paula O'Rourke

Councillor Barry Parsons
Councillor Ed Plowden
Councillor Guy Poultney
Councillor Ani Stafford-Townsend
Councillor Lisa Stone
Councillor Christine Townsend
Councillor David Wilcox
Councillor Tim Wye

Conservative Group (14)

Councillor Lesley Alexander
Councillor Richard Eddy
Councillor John Geater
Councillor Geoff Gollop
Councillor John Goulandris
Councillor Jonathan Hucker
Councillor Henry Michallat
Councillor Graham Morris
Councillor Kevin Quartley
Councillor James Scott
Councillor Sharon Scott
Councillor Steve Smith
Councillor Mark Weston
Councillor Chris Windows

Liberal Democrat Group (6)

Councillor Andrew Brown
Councillor Jos Clark
Councillor Sarah Classick
Councillor Alex Hartley
Councillor Tim Kent
Councillor Andrew Varney

Knowle Community Party (2)

Councillor Chris Davies
Councillor Gary Hopkins

MOTIONS TO FULL COUNCIL 15th March 2022

1. Borders and Nationalities Bill

This Council notes that:

1. Bristol is proud of our history of welcoming people seeking safety;
2. As a City of Sanctuary, Bristol is committed to being a safe and welcoming place for all those fleeing persecution
3. There are significant problems with the UK asylum system that affect people in Bristol.
4. The Government's Nationality and Borders Bill ('the bill') does not address these issues, and will instead create a two-tier system, penalising people seeking safety based on the journeys they make;
5. People seeking sanctuary, including Afghan refugees, who reach the UK via unofficial routes will be criminalised and threatened with deportation under this Bill;
6. The Bill will create longer backlogs, warehouse people in large accommodation centres, and leave many refugees with a temporary and precarious status;
7. This bill has been condemned by the Mayor, the Deputy Mayor, Bristol's four Labour Members of Parliament, other local government leaders across the UK, as well as the United Nations Refugee Agency.
8. Clause nine of the bill gives the Home Secretary power to revoke citizenship at their discretion. This clause has been deemed 'exorbitant, ill-defined and unconstitutional (1)'

This Council believes that:

1. This Bill is effectively an 'anti-refugee' Bill, undermines the right to seek safety, and undermines civil liberties.
2. This Bill will lead to greater poverty and homelessness in Bristol and will undermine people's ability to rebuild their lives;
3. The UK should uphold our obligations in international law and our responsibilities as a global nation;
4. The UK needs an asylum system that empowers people seeking safety to rebuild their lives and enables communities to welcome them;
5. Clause nine of the bill raises particular concern, as it, in effect, allows the Home Secretary to deprive a person of their citizenship at their discretion, without notice and retrospectively. The communities most likely to be targeted would be our Muslim and minority communities, and severely undermines the civil liberties of all UK citizens. This Council notes that the Home Office has already acted unlawfully when

using revoking citizenship (2), and believes the Government's power to revoke citizenships needs to be curtailed.

This Council resolves to call on Party Group to Group leaders to:

1. Make the Council's views known to the UK government, and lobby it to throw out the Nationality and Borders Bill;
2. Call on the UK Government to work with Local Authorities and communities to build a fairer and more effective asylum system.

Motion to be moved by: Cllr Hussain

Date of submission: 17th February 2022

- (1) [Legal opinion by leading immigration barristers finds clause 9 of Nationality and Borders Bill gives Home Secretary "exorbitant, ill-defined and unconstitutional" power to remove citizenship | Electronic Immigration Network \(ein.org.uk\)](#)
- (2) [Appeal judges rule that the Home Office acted unlawfully stripping woman of citizenship – The Justice Gap](#)

2. Democracy Motion

This Council notes plans by the Conservative Government to replace the Supplementary Vote system used to elect Mayors, Metro Mayors and Police and Crime Commissioners with First Past The Post.

This Council also notes the Government's plans to bring in compulsory photo ID for people wanting to vote, well aware that three and a half million people in this country do not have any photo ID.

This Council also congratulates the Welsh Senedd for passing the Local Government and Elections (Wales) Bill on 21 January this year which delivers 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, Mayors and Metro Mayors and others to:

- Oppose the scrapping of the Supplementary Vote system that ensures more votes count;
- Oppose the introduction of compulsory photo ID for voters
- Demand new legislation to allow:
 - English Councils to switch to STV if they so chose
 - Votes at 16
 - Automatic Voter Registration

Finally this Council 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.

Motion to be moved by: Cllr Breckels

Date of Submission: 25th February 2022

RENEWAL OF BRISTOL'S COMMITMENT TO TOWN TWINNING

This Council is proud of our city's long association with town twinning.

Town twinning started in Europe after the second world war. The idea was simple: to repair damaged relationships between France, Germany, and the UK.

Since the 1940s, the twinning associations have extended this reach of friendship beyond Bordeaux and Hannover. It now includes Porto, Tbilisi, Puerto Morazan, Beira and Guangzhou.

There is presently no formal twinning link with any city in Ukraine, but many Ukrainians have made Bristol their home. Informal family ties have therefore already been established. In the wake of the humanitarian disaster currently unfolding in Eastern Europe and the limited intervention by the international community to restore peace to that region, the role of fellowship and solidarity between countries has once again come to prominence and importance.

Council deplores unreservedly the unlawful and brutal Russian occupation of sovereign Ukraine territory. Our thoughts are with those who have suffered loss in this needless conflict. Events in Ukraine are an appalling human tragedy.

Council requests the Mayor: -

- 1) Consider, at an appropriate time, twinning with a city in Ukraine.
- 2) Contact the mayor of Kyiv expressing our support for his city and the Ukraine at this dark and difficult time
- 3) Write to the Prime Minister urging him to do everything possible to provide tangible help for the brave people of Ukraine

Motion to be moved by:- Councillor John Goulandris

Date of submission 3rd March 2022

PROMOTING BETTER FINANCIAL EDUCATION

“This Council notes the concern which has been expressed by many professionals and finance institutions over the standard of financial education given under the National Curriculum or through Academy schools.

Critics of the existing system of training have argued that much more comprehensive, ‘bespoke’ and relevant material needs to be given to all age ranges. They maintain that children and young people should be taught more than the basic mathematics involved in understanding different forms of credit and debt.

As citizens of a highly competitive consumer society, with easy access to all kinds of complicated investment and saving instruments, the next generation must also be equipped with the tools or methodologies required to evaluate risk.

Council is aware that various schemes for teaching these essential skills have been run by individuals like the moneysaving expert Martin Lewis and some of the high street banks. However, much more systematic work is required.

Accordingly, the Mayor is asked to liaise with his Director of Education & Skills to establish, examine, and evaluate the current level of financial literacy being taught in state-funded schools. Following such an audit, Headteachers should be consulted on how this provision can be improved and built upon.”

Motion to be moved by:- Councillor John Geater

Date of submission 3rd March 2022

RE-INVENTING THE PUBLIC REALM THROUGH TRANSPORT INITIATIVES

“Council is disappointed by the way the Mayor is choosing to unveil controversial and potentially damaging transport proposals. The current Administration seems intent on provoking a hostile political reaction rather than seeking to engage constructively with opposition parties to achieve consensus and positive change.

Council is particularly concerned at the radical plan to close off Park Street (a major thoroughfare) to private vehicles, Queens Road (at the Victoria Rooms) and North View (at White Tree roundabout). Such a move would inevitably harm the various remaining businesses on each of those roads. Making access to the city centre and North View much more difficult for shoppers will continue to reduce the attractiveness of Broadmead as a retail destination and thereby accelerate its continuing economic decline and will also jeopardise the businesses in Westbury Park.

Council fully understands that changes need to be made to improve air quality and reduce carbon emissions but following a unilaterally determined policy that puts many more jobs at risk without proper consideration of alternative strategies is not acceptable.

Accordingly, Council asks for the Mayor to give a commitment that there will be a genuine chance of changing any finalised scheme now that the ‘Have Your Say’ public engagement exercise on the proposed designs to improve the A37/A4018 (no.2 bus route) has closed. For consultation to be meaningful, the Mayor and his transport planners should be prepared to take notice of the public’s views and act on them.”

Motion to be moved by: – Councillor Mark Weston

Date of submission: 3rd March 2022

MARKING OF THE PLATINUM JUBILEE

"This year, Her Majesty Queen Elizabeth II will become the first British Monarch to celebrate a Platinum Jubilee. Celebrations are to be held throughout the United Kingdom and The Commonwealth to mark this historic occasion.

To honour this magnificent milestone, a four-day Jubilee weekend will take place from Thursday 2nd - Sunday 5th June. The UK Government have confirmed four days of events are to be held which will "mix the best of British ceremonial splendour and pageantry with cutting edge artistic and technological displays".

Celebrations will recognise The Queen's impact over the course of her remarkable reign, which has featured fourteen Prime Ministers since taking the throne on 6th February 1952.

Accordingly, this Council, in the spirit of national appreciation and praise, calls upon the Mayor to: -

1. Write to the Royal Household, to express our congratulations to Her Majesty on seventy years of distinguished service.
2. In conjunction with other senior civic figures arrange a local ceremony to celebrate this landmark.
3. Task officers to identify an area of Council-owned land which would be suitable for tree planting to form a large coppice – accompanied with a commemorative plaque. Such action is consistent with The Queen's Green Canopy Project and would provide an enduring tribute to Her Majesty's lifetime of public service and devotion to The Commonwealth."

Motion to be moved by: - Councillor Mark Weston

Date of submission: 3rd March 2022

Electronic Waste and Rare Earth Mineral Recycling

Full Council Notes:

- The current global efforts for developed economies to decarbonise is leading to increased electrification and digitisation within those economies.
- A consequence of this is the growth in the production of electronic devices, many of which eventually become Electronic Waste.
- This type of waste poses a more significant challenge in terms of recycling compared to simpler materials such as plastic and metal recycling. This is due to the presence of potentially harmful substances within Electronic Waste, many of which are from Rare Earth Elements (REEs).
- Extracting and refining REEs as well as the challenge of addressing Electronic Waste presents logistical problems for national and local governments globally. There are also significant carbon costs associated with these.
- The development of a Circular Economy, where waste is minimised and in some where possible completely eliminated, necessitates bold advances both in REE and Electronic Waste recycling.
- REE recycling in particular is in its infancy globally and significant advances need to be made in order to keep pace with the electrification and digitisation of the global economy.
- Market manipulation practices in the REE market by the government of the People's Republic of China (PRC), including price hiking, is a source of strategic concern internationally. The PRC Government is able to do this due to years of investment in REE mining development and acquiring REE mining rights on an unprecedented scale internationally.

Full Council Believes:

- Bristol, as a city with a demonstrated environmental ethos, has a responsibility to do its part to tackle the growing problems of Electronic Waste and the wastage of REE.
- That efforts need to be made to reduce the carbon cost of producing more electronic devices with utilise REEs. Ultimately REEs recycling processes will need to be researched, developed, and tested to stop this exacerbating the Climate Emergency.
- Electronic Waste, and that related to REEs, needs to be dealt with in a way that is environmentally sustainable and keeps those individuals processing such waste safe from harm.
- Bristol, and the country, have a moral responsibility in terms of environmental justice to increase the capacity for Electronic Waste and REE related waste to be processed domestically. This should be done with a particular view to ultimately putting an end to the environmental injustice of sending such waste to be processed in questionable conditions abroad, including in developing countries.
- Mutual support and aid groups that promote the sharing and donating of Electronic Devices are an unacknowledged source of community support. Their efforts during

recent lockdowns have helped keep many Bristolian citizens, educated, connected and supported.

- Enforcement of the “Right to Repair” in principle is ultimately beneficial to: consumers, the environment, the wider community, and the economy (local and national), as well as promoting innovation.
- The UK Government’s current goal to ban the sale of petroleum fuelled vehicles by 2030 will likely lead to an increase in electric vehicle purchases. Because of this REE use and wastage is likely to increase exponentially as this deadline gets closer.

Full Council Resolves that:

The Mayor and Council Leadership should:

- Engage with Bristol Waste, our local Universities, and other relevant bodies with a view to establishing electronic waste recycling services that will be able to recycle certain REEs from electronic devices and electric vehicles in a way which is safe to refuse workers and the environment and allows for the expansion of the range of electronic devices eligible for recycling on the BCC list for “small electrical items recycling”.
- Explore best practice, and monitor ongoing research and technological advances in the area, including the University of Birmingham’s developing SUSMAGPRO (Sustainable Recovery, Reprocessing and Reuse of Rare-Earth Magnets in a Circular Economy) project with regard to the above efforts. More advanced programmes and systems for REE recycling in other countries including but not exclusively those in the Asia-Pacific region should be carefully researched.
- Establish a reporting mechanism to allow for regular updates on the above actions to be made to Council through the relevant Scrutiny bodies.
- Lobby the UK Government, in co-operation with other concerned local authorities, to enhance the “Right to Repair” law passed 8th July 2021. This should be expanded to specifically include laptops and Smart Phones in particular within its remit, and to make repair services and resources more affordable and accessible. The law should also enhance end-user “Right to Repair” and provide protection from “planned obsolescence” in electronic devices.

Bristol City Council should:

- Help to promote, publicise (including via the BCC website), and encourage community mutual aid schemes that help recycle electronic devices between users and including those on low incomes.

Motion to be moved by : Cllr Andrew Brown

Date of Submission 3rd March 2022

Support Carbon Tax-And-Dividend

This Council Notes:

1. That while the COP (Conference of the Parties) is over, Britain still has the presidency for a year, so an opportunity to take real action to attempt to 'keep 1.5 alive' exists;
2. Man-made climate change is widespread, rapid, and intensifying, affecting every part of the globe. Since the second half of the 19th century, the release of greenhouse gases (GHGs) from human activities has warmed the planet by 1.1C. Rapid reductions in GHGs are needed immediately otherwise limiting global warming to 1.5C or even 2C will be impossible;
3. These are the stark conclusions from the latest Intergovernmental Panel on Climate Change (IPCC) report, released in August 2021[1]. The report presented the findings from years of in-depth work from over 200 scientists in 66 countries. It provided key evidence for the 2021 United Nations Climate Change Conference (COP26), which is hosted by the UK Government in Glasgow from October 31st to November 12th 2020;
4. Last year already saw record extreme heat in both North America and Europe, the hottest July globally since records began, catastrophic floods in Europe and China, and raging wildfires in Siberia, Europe, and California. And this is with only 1.1C warming. It will get worse, but how much worse depends on how quickly GHG emissions are reduced;
5. It is estimated that the UK will be responsible for ~800 million tonnes of CO2 equivalent in 2021[2]. We need mechanisms to reduce GHG use quickly. One potentially 'game changing' mechanism is a carbon tax that covers all GHGs emitted in the provision goods and services. For the tax to be socially and economically fair, the money raised should be used to pay a 'citizen dividend'. A carbon tax dividend, starting at £100 per tonne of CO2, would generate up to £80 billion, which could make the necessary changes for a rapid transition to a zero-carbon economy, while supporting UK residents[3].

This Council Believes:

1. The moral and economic case for a comprehensive carbon tax with citizen dividends lies in the 'polluter pays' principle;
2. Currently the costs of climate breakdown are not borne by the industries and activities that are causing the damage but by people and communities coming under increasing pressure and danger;
3. Outdoor air pollution from fossil fuels causes 3 million deaths globally each year and up to 36,000 in the UK. [4];
4. A carbon tax, set at the right level, will drive fossil fuel consumption out of the economy and promote investment in clean alternatives;
5. A citizen dividend from the carbon tax, returned directly to UK citizens through equal lump sum rebates, would ensure that the less well-off actually benefit financially;
6. There is widespread support for a comprehensive carbon tax with a citizen dividend. In 2019, the Wall Street Journal published a call for such a tax from US economists, including 27 Nobel Laureates and 4 former Chairs of the Federal reserve[5]. They stated, "a carbon tax should increase every year until emissions reductions goals are met". In the UK, an Opinium survey revealed that two thirds of UK voters support a

tax on carbon emissions[6]. A 2019 study from the Economic and Social Research Institute, reported in The Times[7], found that a carbon tax could reduce GHG emissions and reduce income inequality;

7. Despite the failure of last year's COP26 meeting in Glasgow to do so, the UK can and should introduce its own comprehensive carbon tax, paying dividends raised back to citizens. A carbon 'border adjustment mechanism' should be applied to goods imported into the UK to ensure that the GHGs emitted in their production are also taxed. A border adjustment mechanism would protect more cleanly produced UK made goods and incentivise other economies to lower emissions.

This Council Resolves:

For all Council members who support this motion to sign a letter to those named below, calling for a comprehensive carbon-tax-and-dividend:

1. The UK Prime Minister Boris Johnson,
2. MP Alok Sharma, President of COP26 (the Glasgow 26th United Nations Climate Change Conference), and to
3. Our four Bristol MPs.

This letter will call for the UK government to:

1. Propose an international carbon tax framework during the year of the COP presidency which ends when we hand the Presidency over to an African country at the end of 2022.
2. Introduce a UK-wide carbon tax by the end of 2022, this tax to be applied to imports as well as to domestic production (and/or "carbon border adjustment mechanism" / tax / tariffs).
3. Include a citizens' dividend mechanism to fairly return carbon tax earnings and support our transition to a cleaner economy.

FOOTNOTES

[1] IPCC, 2021. Climate Change Widespread, Rapid, and Intensifying.

[2] The Climate Change Committee, 2020. The Sixth Carbon Budget – The UK's part to Net Zero; Department for Business, Energy & Industrial Strategy, 2018. Methodology Paper for Emission Factors; Department for Environment, Food & Rural Affairs, 2018. UK's Carbon Footprint 1997-2018 report. [3] PERILS catastrophe insurance data provider, Zurich, 2021.

PERILS sets final £368mn estimate for Feb 2020 UK floods; Royal College of Physicians, 2020. Outdoor air quality in the UK - position statement.

[4] Public Health England.2019. Review of interventions to improve outdoor air quality and public health.

[5] The Wall Street Journal. 2019. Economists' Statement on Carbon Dividends. Bipartisan agreement on how to combat climate change.

[6] The Guardian, Opinion Survey 2021. Carbon tax would be popular with UK voters, poll suggests.

[7] The Times, 2019. Higher carbon taxes 'could cut income divide and emissions'.

FURTHER READING

<https://citizensclimatelobby.uk/climate-income/policy-makers/carbon-fee-dividend/>

MOTION PROPOSED BY: Paula O'Rourke

DATE SUBMITTED: 3rd March 2022

Bristol Living Rent

Full Council notes that:

1. Around a third of Bristol residents are private renters, yet our broken housing market makes renting in Bristol increasingly unaffordable.
2. Private rents have increased by an average of 52% since 2011 and continue to increase faster than the rate at which incomes rise.
3. The 2021 quality of life report indicates that a third of renters are unsatisfied with their landlord, yet weak protections for renters and the fear of retaliatory evictions make it difficult to challenge poor quality, unsafe accommodation, or discrimination based on protected characteristics or type of income.
4. Many letting agents have an informal but well-observed practice of periodically encouraging all their landlord clients to increase rents, contributing to rent inflation.
5. Local authorities have no means to enforce rent controls, and currently have limited influence on private sector rental values or powers over private landlords.
6. Both the Green and Labour Party manifestos in the 2019 General Election supported rent controls, and the Mayor of London has pledged to lobby central government for local authority powers to control rent levels.
7. The high cost of rent disproportionately affects younger people and marginalised people in the city.

Full Council believes that:

1. High private rental costs push people into poverty, debt, and homelessness, contribute to overcrowding, and negatively impact the mental and physical health of renters.
2. Rent increases can be unfair on tenants and can directly lead to housing insecurity.
3. Genuinely affordable rents give people the freedom to live a decent life, helping to lift families out of poverty and not just manage each month.
4. Local authorities should be granted powers to control rents and regulate the private rental market.
5. A “living rent” should be defined relative not to the housing market but to the household income of a region.
6. People on lower incomes should typically not have to spend more than around a third of take-home pay on rent, as recommended by the housing charity Shelter.

Full Council resolves:

1. To support the Mayor to publicly lobby central government for direct powers to control rents and regulate the private rental market of Bristol.
2. To further ask the Mayor to lobby the government for direct powers to give tenants increased rights pertaining to negotiating their minimum tenancy agreements.

3. To research, publish and promote an annual “Bristol living rent” for the private rented sector with a view to exerting influence on the rental market within Bristol. The “living rent” will be specified with consideration of dwelling size.
4. To include in the report the “living rent increase” per annum.
5. To include in this report the current actual average rent rates in each area of Bristol.
6. To define “living rent” as a proportion of median income for Bristolians. The report will make use of existing ONS data on household income.

Motion Proposer: Councillor Barry Parsons

Motion Submitted: 3rd March 2022

Nationality and Borders Bill

Full Council notes that:

1. Bristol City Council is proud of our history of welcoming people seeking safety in Bristol and of Bristol's status as a city of sanctuary.
2. There are significant problems with the UK asylum system that affect people in Bristol, including a record backlog of cases awaiting a decision, an effective ban on working, and enforced poverty and homelessness.
3. The Government's Nationality and Borders Bill does not address these issues, and will instead create a two-tier system, penalising people seeking safety based on the journeys they make.
4. People seeking sanctuary, including Ukrainian & Afghani refugees, who reach the UK by themselves via unofficial routes, will be criminalised and threatened with deportation under this Bill.
5. The Bill will create longer backlogs, warehouse people in large accommodation centres, and leave many refugees with a temporary and precarious status.
6. The Government's proposals have been condemned locally by the Mayor, the Deputy Mayor, Bristol City Councillors, Bristol's four Members of Parliament and, as demonstrated in the Bristol City of Sanctuary Open Statement, an impressive number of refugee, faith, trades union, community groups and individuals across the city. It is also opposed by local government leaders across the UK, the Welsh and Scottish Assemblies as well as the United Nations Refugee Agency.
7. Clause 9 of the bill that gives the Home Secretary power to deprive a person of UK citizenship at her/his discretion without notice and retrospectively threatens the civil liberties of us all.
8. The Bill is at a critical stage, at its third reading in the House of Lords where it is facing significant opposition and has already suffered four defeats.

Full Council believes that:

1. This Bill is effectively an 'anti-refugee' Bill and undermines the right to seek safety; criminalising people purely because of the way they've arrived in Britain is wrong and unjust, it ignores their reason for fleeing here and makes it harder for the victims of trafficking to come forward to seek help for fear of being imprisoned for "illegal entry".
2. This Bill will lead to greater poverty and homelessness in Bristol and will undermine people's ability to rebuild their lives.
3. The UK should uphold our obligations in international law and our responsibilities as a global nation. In the longer term we are likely to see more refugees, not only as a result of war but as the climate crisis unfolds. We should be making more provision for both the number of refugees and the support they receive, not less.
4. The refugee "problem" needs to be put into perspective as it is not even filling the gap of a declining birth rate. In the year to March 2020 there were 35,099 asylum applications. In the same period there were 44,000 fewer births than the previous 12 months.

5. The UK needs an asylum system that empowers people seeking safety to rebuild their lives and enables communities to welcome them.

Full Council resolves to:

1. Publicly restate its commitment to refugees both through its website, public statements and its partnership with City of Sanctuary.
2. Call on the UK Government to throw out the Nationality and Borders Bill.
3. Call on the UK Government to work with Local Authorities and communities to provide the necessary resources, enabling them to build a fairer and more effective asylum system.
4. Review our policies in regard to housing, social care and education in particular to ensure we are helping asylum seekers and refugees to the maximum of our legal ability in settling in Bristol. In particular regarding resettlement programmes as outlined in LGA guidance on resettling refugees.
5. Encourage partners through the One City partnership to pledge any active measures they can take to support any asylum seekers and refugees who live in our City and to report back in an agenda item at the One City partnership in a similar approach to the “One City Climate Ask”.

Motion Proposer: Cllr Mohamed Makawi

Motion Submitted: 3 March 2022

A Universal Basic Income Trial for Bristol

This council notes:

The drastic impacts of the Covid Pandemic on employment and household incomes in the city;

1. The threat to income and employment from automation and artificial intelligence, which could affect a great many more jobs in future;
2. 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;
3. That a trial of UBI was promised by the Labour party had the party won the last general election;
4. The resolutions of other local authorities including Sheffield, Birmingham, Lewes, and Brighton and Hove [with cross party support] calling for trials of UBI;
5. 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.
6. Birmingham City Council has issued a briefing on UBI. (1)
7. 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: 3rd March 2022

Sources

- 1) Birmingham City Council's official UBI briefing - see https://birmingham.cmis.uk.com/Birmingham/Document.ashx?czJKcaeAi5tUFL1DTL2UE4zNRBcoShgo=nb28HJzZZy8R6UE9qsv3LHJckreeBwn50Tbzb0riXhiHQcf3zr1WGQ%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&d9Qjj0ag1Pd993jsyOJqFvmyB7X0CSQK=ctNJFf55vVA%3D&WGewmoAfeNR9xqBux0r1Q8Za60lavYmz=ctNJFf55vVA%3D&WGewmoAfeNQ16B2MHuCpMRKZMwaG1PaO=ctNJFf55vVA%3D&fbclid=IwAR3v5XWzNYc_KENecR4_O6k4xSFL847QcMyKppBD6IUO5x2gLp5E3Gdl3_M
- 2) <https://www.bristol247.com/opinion/your-say/otherpartieswillriudiculegreenpolicies/>

Large Telecoms Ground Station and Pole in Redcatch Park

Council notes the huge public concern at proposals to site a large telecoms ground station and 20 metre pole in the much loved Redcatch Park. Infrastructure and services in the park are very popular and have largely been provided by local effort. A very large protest group are reflecting the public anger at this move and, although significant powers have been given to telecoms companies, the council is in a position to resist this move, and will have the opportunity to do so at a meeting of the executive director later this month.

The operator claims emergency need, but as there is more than significant doubt about their claimed date for the cessation of service from a nearby mast, their “rollover “claim is undermined. The proposed new mast would also be an upgrade not a replacement. In addition, ward members have identified a suitable alternative site on the Broadwalk Shopping Centre and the owners have offered their building for use. There may be a further alternative to share facilities at the water tower in Knowle.

It is regrettable that, following questions to the Mayor in January, no communications have been received to reassure a very anxious local public.

This council calls for the application to be rejected.

Motion submitted by : Councillor Hopkins

Date of Submission: 3rd March 2022