



**CAMBRIDGE**  
CITY COUNCIL

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**INFORMATION PACK**

**Date:** Thursday, 14 April 2016

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## **Note for Council: Meeting on 14 April 2016: Changes to the rules for debating motions.**

At its meeting on 23 February, the Council agreed some changes to the procedure for debating motions. These changes take effect at this meeting. Please note that these changes **ONLY** apply to debating motions. They do not apply to consideration of committee or executive recommendations or to other business of the Council.

### **1. Length of speeches**

The mover and seconder of a motion may speak for a total of **10 minutes** between them; i.e. they share the ten minutes speaking time.

The mover and seconder of an amendment also share ten minutes speaking time.

All other speakers are limited to **3 minutes each**.

The Mayor has discretion to extend the time for which members may speak, and the Council can also extend speaking time by resolution.

### **2. Debating motions and amendments**

Members should have given notice of substantive amendments in advance of the meeting. Under the new procedure, amendments shall be treated as having been formally moved and seconded at the commencement of debate on the main motion, subject to identifying a seconder for the amendment.

The motion and amendment (or amendments) will be debated at the same time. This means that members may only speak once in the debate unless they have a right of reply. The only members with a right of reply are the relevant executive councillor and the mover of the principal motion. The mover of an amendment, as previously, does not have a right of reply.

At the conclusion of the debate, a vote will be taken on the amendment and then on the motion without further debate.

Simon Pugh, Monitoring Officer  
14 April 2016

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## Briefing note Council motion on New National Minimum Wage

### 1.0 Motion

#### 1.1 The motion proposed by Councillor Robertson is:

*This Council welcomes the new national minimum wage of £7.20 per hour but recognises that it is nonsense to call it a living wage. The real cost of living was analysed last year independently of the government by Loughborough University for the Living Wage Foundation and an hourly rate of at least £8.25 was set for areas outside London.*

*Workers in Cambridge already have to face much higher costs of living than almost any area outside London, particularly with regard to housing costs and especially those renting from private landlords, and buying a home in the city is beyond the reach of most people who work here.*

*In Cambridge, there are 72 employers committed to paying all their workers this real living wage. Many of them are accredited and are also requiring companies contracting with them to supply goods and services, to pay their workers at least the £8.25. The City Council is one of these accredited Living Wage employers.*

*The £7.20 minimum wage is also only payable to workers aged over 25 whereas living wage employers pay the £8.25 to all workers aged 18 or more. Those employers recognise the value to them of paying their workers a wage they can live on, not the poverty wage of £5.30 per hour which is the new minimum wage for 18 to 20 year olds or the £6.70 per hour for 21 to 24 year olds.*

*This Council is committed to continue its efforts to persuade all employers in Cambridge to recognise and pay their workers at least the Living Wage currently assessed as £8.25 per hour and due for review each year in October.*

*The Council also asks the Chief Executive to write to George Osborne and the city's two MPs sharing our views on the failure of the new national minimum wage to match the local cost of living faced by local Cambridge workers.*

### 2.0 Background

2.1 The Living Wage is an hourly rate of pay based on the amount a person needs to earn to cover the basic costs of living. The UK Living Wage for outside London is currently £8.25, while the rate for London is currently £9.40 per hour.

2.2 Both the UK and London Living Wage rates are set annually in November by the independent national Living Wage Foundation, based on calculations by

the Centre for Research in Social Policy at Loughborough University. It is likely therefore that the Living Wage rates will increase further in November 2016, in line with increases in the cost of living.

- 2.3 Employers can choose to become accredited by the Living Wage Foundation. To achieve accreditation, employers must commitment to pay at least the Living Wage to all directly employed staff aged 18 or over, and also to agency staff and staff employed by their contractors.
- 2.4 The Government has introduced a compulsory National Living Wage, which requires all businesses from 1 April 2016 to pay £7.20 per hour to all their direct employees that are aged over 25. The National Living Wage will not be reviewed on an annual basis.
- 2.5 The Council's Anti-Poverty Strategy shows that, despite the success of the Cambridge economy as a whole, a significant proportion of people living in the city are living on low incomes. 15% of Cambridge employees earned less than the Living Wage in 2014<sup>1</sup>. A fifth of households in the city have annual earnings of £19,169 or less, and one in ten households earn £16,518 or less each year<sup>2</sup>.
- 2.6 It can be particularly difficult to manage on a low income due to the high cost of living in Cambridge, resulting from rising housing, energy, food and transport costs. For example:
  - Cambridge had the highest increase in average house prices (10.7%) between 2012 and 2013 of any city in the UK.
  - In March 2014, the lower quartile house price was £216,500, which was 14.08 times the lowest quartile of earnings.
  - The lower quartile private rent in 2013/14 for the same period was £563 per month<sup>3</sup>, which is equivalent to 28% of lower quartile household earnings<sup>4</sup>.
  - Between 2008 and 2014, nationally the cost of domestic energy has increased by 45%, the cost of travel by 37% and the cost of food by 26%<sup>5</sup>.
- 2.7 Promoting the Living Wage is one of the key measures in the Anti-Poverty Strategy that is designed to increase incomes of residents on low incomes. Cambridge City Council was awarded official accreditation as a Living Wage Employer in 2014, and the Council has employed a dedicated Living Wage

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<sup>1</sup> Office of National Statistics

<sup>2</sup> NOMIS, 2012, Annual Survey of Household Earnings – resident analysis

<sup>3</sup> Valuation Office, Private Rental Market Statistics

<sup>4</sup> Calculated using lower quartile earnings figure for 2013 from NOMIS, 2012, Annual Survey of Household Earnings – resident analysis

<sup>5</sup> Abigail Davis, Donald Hirsch, and Matt Padley (Loughborough University, commissioned by the Joseph Rowntree Foundation), 2014, A Minimum Income Standard for the UK in 2014 <http://www.jrf.org.uk/publications/minimum-income-standard-2014?gclid=CLb29-6Lqb8CFWPItAodrQsAbw>

Co-ordinator to actively promote Living Wage accreditation to other employers in Cambridge since November 2014.

2.8 The Living Wage Co-ordinator has engaged in extensive promotion of the Living Wage, using a wide range of approaches, including:

- direct contact with 683 organisations through telephone calls, emails and distributing promotional material
- face-to-face meetings with over 40 interested employers
- making direct approaches to all tenants of City Council commercial properties; all grant-funded organisations; and all organisations (such as homeless voluntary organisations) with a connection to the City Council
- organising a range of high profile events including: a seminar for high-tech businesses at St John's Innovation Centre in May 2015; an event for Cambridge employers held at the Open University in June 2015; an event targeted at Cambridge employers at the Science Park in November 2015; a celebration event at the Guildhall at the start of Living Wage week in November 2015; and an event organised jointly with the British Institute of Facilities Management in November 2015 for facilities managers and cleaning companies.
- attending and speaking at local business networks, including the Chamber of Commerce, Institute of Directors, and Business Networks International.
- media activity, including media releases and providing articles for media outlets
- promoting the Living Wage campaign to residents and consumers at the Big Weekend, the Anglia Ruskin Freshers Fair and the Cambridge University Freshers Fair.

2.9 This promotional and engagement activity has led to an increase in the number of employers accredited in the city to 37, and the Living Wage Coordinator has identified a further 35 employers who are seriously considering applying for accreditation. 26 more employers have also confirmed that they pay above the Living Wage to all directly employed staff and comply with the annual increase in the Living Wage rate, but have taken a business decision not to pursue Living Wage accreditation.

2.10 Experience to date suggests that continued promotional activity and “handholding” of businesses through the accreditation process by the Living Wage Coordinator will be required to increase the number of accreditations further. There are a number of new opportunities that the Coordinator will be exploring to take forward the campaign, including supporting the Living Wage Foundation’s national consumer campaign in Cambridge.

2.11 However, it should be noted that there are also number of factors which could make it more challenging to secure further accreditations in future, including:

- The Government's decision to introduce a new compulsory National Living Wage, which could make Living Wage accreditation less attractive to employers. There may be less reputational benefit to becoming an accredited Living Wage employer, if all businesses are required pay the National Living Wage rate.
- It may be harder for the Council to engage businesses in discussions about accreditation, if they are confused by the distinction between the National Living Wage and the higher Living Wage. Since the announcement of the National Living Wage, the Living Wage Coordinator has spent a large amount of time explaining the differences between the two rates to local employers.
- Some employers have indicated that, while they are willing to pay their direct employees the current Living Wage they are reluctant to pursue accreditation. This can be a for a variety of reasons, from: concern that the Living Wage rate increase significantly on an annual basis, which takes control of their pay policy out of their hands; to concerns about the costs and difficulty of ensuring that contractors pay their staff the Living Wage.

**David Kidston**  
**Strategy and Partnerships Manager**  
**7 April 2016**

## **Labour Amendment to Motion 6B: Rough Sleeping in the City** (deleted text struck through and additional wording underlined).

### **Proposed by Councillor Price and seconded by Councillor Ratcliffe**

~~Council notes with concern the big spike in rough sleeping in the city over the past 2 months on top of an already worsened annual picture, together with the particularly unhelpful backcloth of government welfare and NHS policies. It nevertheless regards Cambridge as an affluent and humane city whose people would expect its local services to do whatever is practicable and in their power to respond and mitigate the situation. It therefore calls for an urgent examination of further measures that could be taken or instigated by the city council or shared with partner agencies to alleviate the problem~~ the increase of over 12% in the number of rough sleepers in Cambridge over the last year. It further notes that the national picture is even worse with rough sleeping numbers doubling since 2010 including a rise of 30% over the last 12 months alone, and that recent research by the Cambridge Centre for Housing and Planning Research on youth homelessness nationally estimates that 9% of 16 - 25 year olds have slept rough in the last year.

The Council acknowledges the key role that our homelessness services, and those we fund from partners, play in preventing or ending rough sleeping by individuals including the Single Homelessness Service, support for the Chronically Excluded Adults team, the Street and Mental Health Outreach Team, and the Rapid Response Team.

Rough sleeping is the most visible form of homelessness and homelessness in all forms has become a significant and increasing pressure on the Council, and one we are determined to continue to prioritise. The Council welcomes the strategic report on homelessness already planned for the June Housing Scrutiny Committee along with a Homelessness Strategy Action Plan which will outline specific initiatives to help prevent people sleeping rough.

The structural causes of housing instability in Cambridge arise directly from national housing and welfare policies under the Conservative and Liberal Democrat Coalition and subsequent Government since 2015, generating cumulative damage due to cuts in housing benefit and other welfare reforms, the accelerating loss of social housing, and the reliance of housing policy on an unregulated private sector which is unaffordable for many.

The Council agrees it will continue to press Government for the freedoms it needs to build social rented homes and tackle the lack of affordable housing which is the root cause of homelessness in Cambridge. The Executive Councillor for Housing will write, again, to the Secretary of State for Local Government, as well as to the City's two MPs, to make the case for the need for social rented housing, to include social rented housing in discussions on devolution proposals, to seek agreement to mitigate or reverse damaging national welfare and housing policy changes impacting on Cambridge and to request additional funding for homelessness prevention and rough sleeping in the City.

## **BRIEFING NOTE TO CITY COUNCILLORS**

**FULL COUNCIL 14 APRIL 2016**

### **NOTICE OF MOTION**

#### **NORTHERN FRINGE EAST – FUTURE OF WASTE WATER TREATMENT WORKS**

##### **Background**

An Area Action Plan for land at Northern Fringe East is being prepared jointly by the City Council and South Cambridgeshire District Council.

A number of options have been prepared for the redevelopment of the land. Two particular Options relate to the Notice of Motion and these are:

**Option 2A.** Redevelopment for employment and residential without the relocation of the Waste Water Treatment Works (shown in attachment).

**Option 4A .** Redevelopment for employment, residential and requiring the relocation of the Waste Water Treatment Works (shown in attachment).

A meeting of the Development Plan Scrutiny Sub Committee of the City Council took place on 17 November 2015 when it was resolved to note the summary and conclusions of responses to an Area Action Plan Issues and Options Consultation paper. The Committee also recommended that further work be undertaken on testing and examining Option 2A. The Committee did not propose further work by the City Planning Authority on Option 4A. These recommendations were approved by the Executive Councillor for Planning Policy and Transport.

A related report was considered by South Cambridgeshire District Council Planning Portfolio Holders Meeting on 17 November 2015 when it was resolved to undertake further testing and examination of both Options 2A and 4A

##### **Current Position**

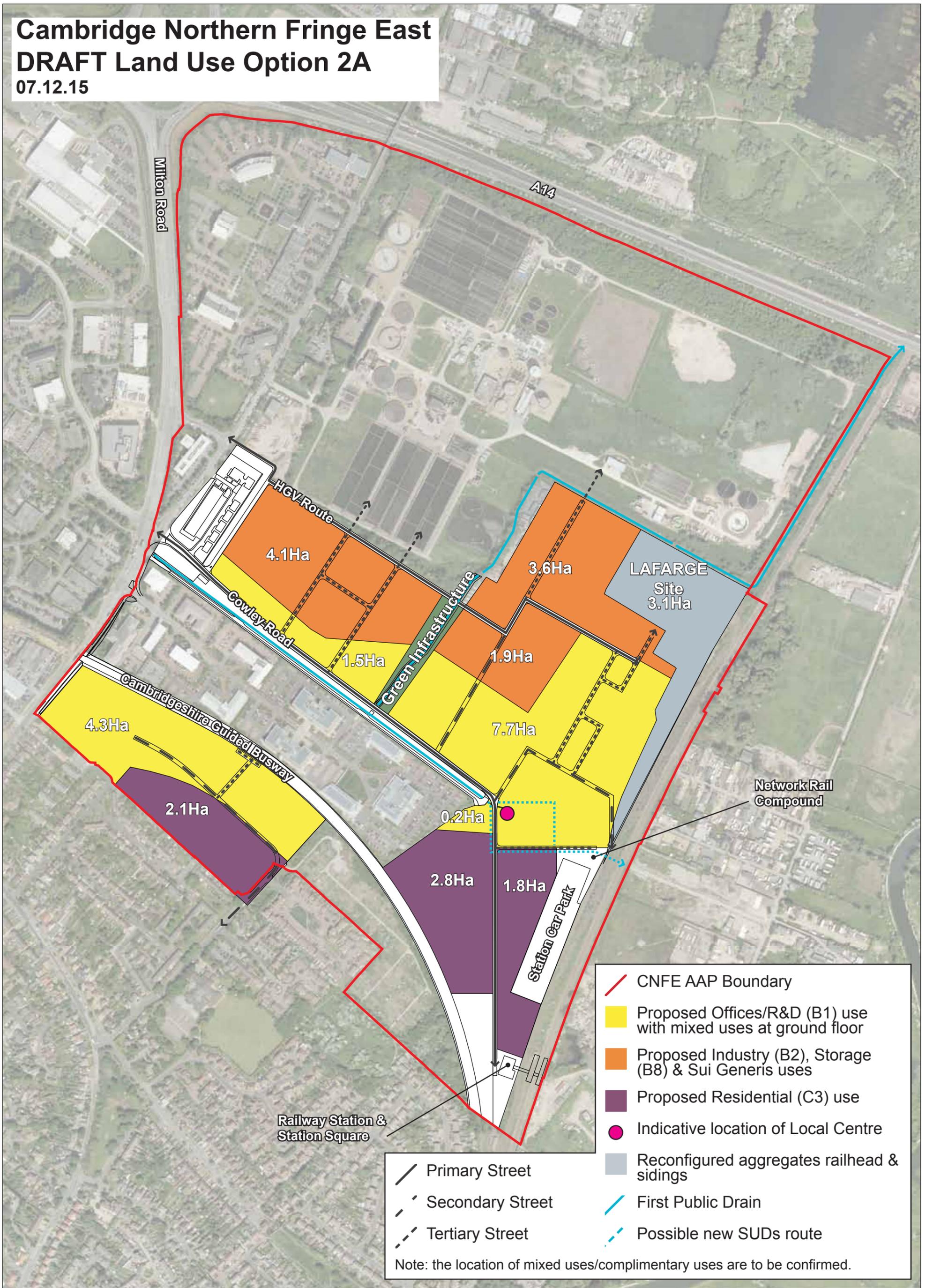
Officers of both the City Council and South Cambridgeshire District Council continue to work together on the Northern Fringe East Area Action Plan in line with the principles of 'Duty to Co-operate'. Given the different resolved positions of both Councils the City Council is supporting the work on Option 2A whilst South Cambridgeshire is supporting consideration of both Options. It is expected that the results of this work will be reported to both Councils in early 2017.

Simon Payne  
Director of Environment  
7 April 2016

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# Cambridge Northern Fringe East DRAFT Land Use Option 2A

07.12.15

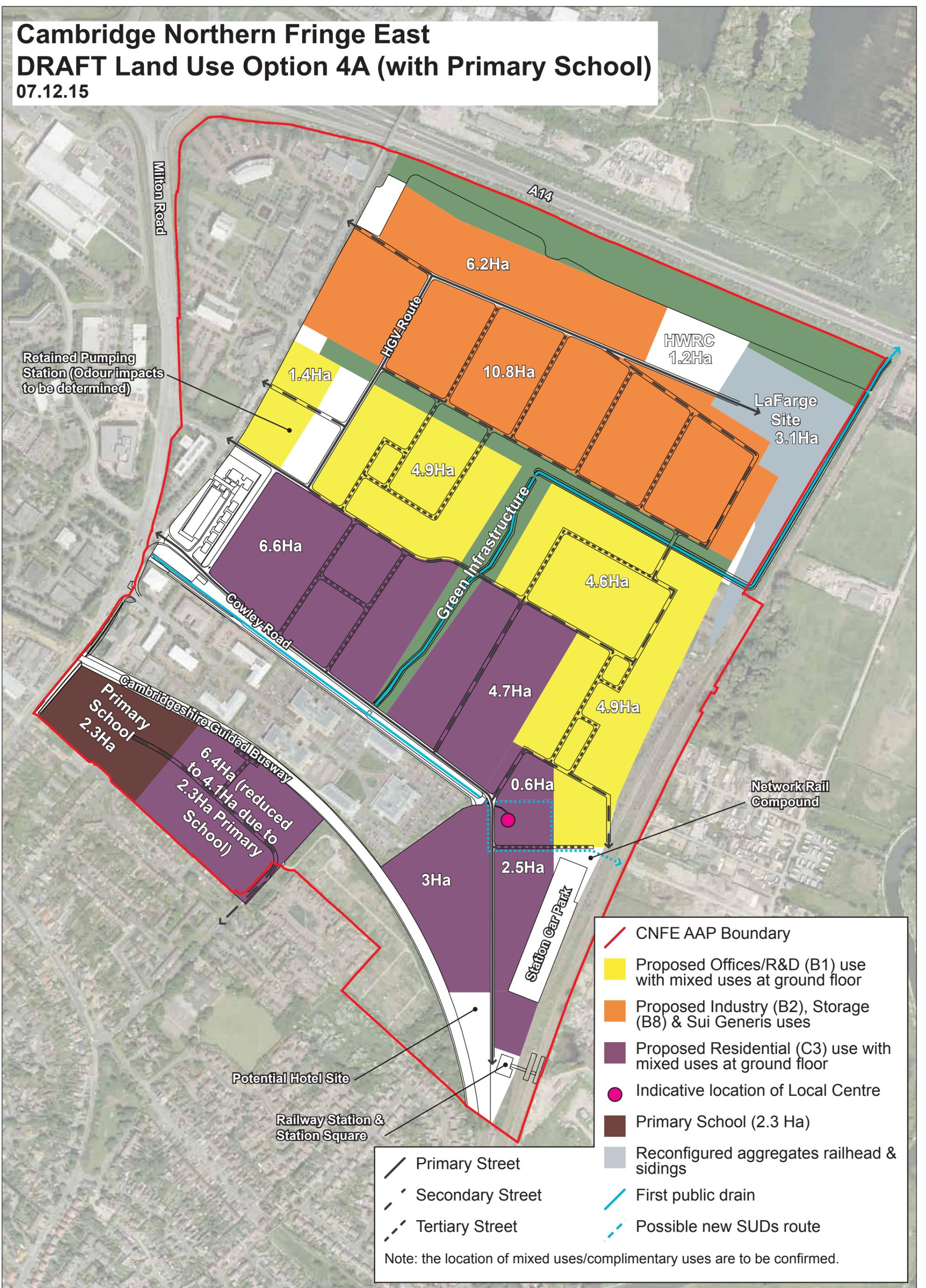


- CNFE AAP Boundary
- Proposed Offices/R&D (B1) use with mixed uses at ground floor
- Proposed Industry (B2), Storage (B8) & Sui Generis uses
- Proposed Residential (C3) use
- Indicative location of Local Centre
- Reconfigured aggregates railhead & sidings
- First Public Drain
- Possible new SUDs route

- Primary Street
  - Secondary Street
  - Tertiary Street
- Note: the location of mixed uses/complimentary uses are to be confirmed.

# Cambridge Northern Fringe East DRAFT Land Use Option 4A (with Primary School)

07.12.15



0 50 100 200 300 400 500 Metres 1:5,000

## **Labour Amendment to Motion 6c: Anglian Water Site**

(deleted text struck through and additional wording underlined).

### **Proposed by Councillor Blencowe and seconded by Councillor Sarris**

~~Council recognises the established ambition to secure a physical relocation of the Anglia Water plant at Cambridge Northern Fringe East. Relocation would enable the full potential of that area to be realised through its redevelopment as a new quarter of the city, including much needed housing.~~

~~It notes with disappointment that the Executive Councillor for Planning has rejected the recommendation of officers, going against the views of both the Joint Strategic Transport and Planning Group and South Cambridgeshire District Council. His decision ruled out any further investigation of the relocation of Anglian Water as well as planning the area so that the Anglian Water site can be incorporated at a future date.~~

~~Considering it to be essential to the city that this Council works ambitiously, for the long term and engages partner organisations in so doing, Council calls on the Executive Councillor to reconsider his decision importance of strategic city planning.~~

It also recognises the importance of site allocation planning policies that underpin such strategy being both viable and deliverable.

This Council notes that policies 9/4 and 9/6 of the existing 2006 local plan allocated thousands of new homes to be built at Cambridge East (primarily on the Airport site) and at Northern Fringe East. One required relocation of the airport, one required relocation of the Water Treatment Works.

This Council notes that no houses have yet been built on these two major sites, the policies have turned out to be fundamentally flawed and any planned development of the Northern Fringe East stalled as a result.

This Council believes that any future master planning of the Northern Fringe East by the City Council should be founded on a realistic, deliverable vision. It believes that development of the area, vitalised by the new Cambridge North rail station with the Water Treatment Works still in situ is the realistic scenario.

We appreciate that our South Cambs colleagues wish to explore both this option and the ambitious option to develop the site with the Water Treatment Works relocated. We respect their right to do so and if a viable, deliverable proposal to support the ambitious option comes forward from their investigations then clearly the City Council will reconsider its position and play a full part in enabling the enlarged site to be brought forward for appropriate and viable sustainable development.

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## Council Meeting: Oral Questions in Order for Council

14 April 2016

### Primary Questions

#### **1) Councillor Austin to the Executive Councillor for City Centre and Public Places**

What benefits will independent market stall holders get from the rent increase of up to 30% which they are now expected to pay?

#### **2) Councillor Avery to the Executive Councillor for Housing**

Given recent media comment, does the Executive Councillor for Housing remain confident that the Lettings Policy for the Housing Company and the business plan for Town Hall Lettings, to the extent that it relates to the Housing Company, are appropriate in the particular context of Cambridge?

#### **3) Councillor Gehring to the Executive Councillor for Environment and Waste**

Could the Executive Councillor for Environment and Waste explain the achievements that the Council has made in recycling in the 2016 council report delivered to residents recently?

#### **4) Councillor Ashton to the Leader**

How has the change worked on the Council taking over the funding of overnight street lighting from 2am to 6am?

#### **5) Councillor Moore to the Executive Councillor for Environment and Waste**

Why have no Community Clean Up days been scheduled for South Area this year?

### **6) Councillor M. Smart to the Leader**

What are the Government plans for councils to retain business rates and how will Cambridge have a say, and be affected?

### **7) Councillor Ratcliffe to the Leader**

What potential improvements to plans for receiving further Syrian refugees will be possible after the meeting the Leader arranged with Home Office Minister Richard Harrington MP last Monday?

### **8) Councillor Gillespie to the Executive Councillor for City Centre and Public Places**

The Executive Councillor said at community services committee that she would love nothing more than to regenerate the market square. The heavy increase in charges for market traders will bring in a lot more income, so can the executive councillor please tell me if she has asked officers to prioritise a report on options for regenerating the marketplace and giving something back to the traders?

### **9) Councillor Perry to the Leader**

Can you update the Council on the further meetings on the devolution proposals in the Budget and will the 'three county plan' that the Council opposed at its last meeting still be going ahead?

### **10) Councillor Cantrill to the Executive Councillor for Communities**

Could Exec Cllr Johnson indicate what action the council is taking regarding the NHS proposals to cut by 6% the funding for provision of drugs by pharmacies across Cambridge?

### **11) Councillor Bick to the Executive Councillor for City Centre and Public Places**

Based on the feedback that has been received and the physical aftermath, what specific instructions has she issued or will she be issuing to the North Pole Experience about the running of ice rink on Parker's Piece over next Christmas?

### **12) Councillor Pitt to the Executive Councillor for Communities**

Could the Exec Cllr please give an update on recent discussions between himself, officers, Cambridge Live, and the Showmans Guild (and any others!) about Midsummer Fair?

### **13) Councillor Sinnott to the Leader**

What is the updated position on the Council's review of consultation responses on the proposed Public Spaces Protection Order to tackle anti-social punt touting?

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### **Secondary Questions**

#### **1) Councillor Gillespie to the Executive Councillor for Environment and Waste**

Graffiti is becoming an increasingly visible problem in the city, and Market Ward is suffering badly. The last wave of street cleaning didn't successfully remove the tags. Can you tell us if more staff resource is needed to get on top of the cleaning, and if there are options open for contributing to the clean up of graffiti on upper storeys?

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