



CAMBRIDGE CITY COUNCIL

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THURSDAY 24 MAY 2018

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
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Key:
Lab - Labour
Lib Dem – Liberal Democrats
I&G – Independent and Green




The Mayor's
Chaplain



The Deputy
Mayor

Gerri Bird

The
Mayor
Nigel
Gawthrop



Democratic
Services
Manager



The Chief Executive

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Labour Group Appointment for Lead Councillors

Anti-poverty	Councillor Ann Sinnott
Community safety and domestic violence	Councillor Ann Sinnott
Climate change and recycling	Councillor Patrick Sheil
Cycling	Councillor Martin Smart
Disability	Councillor Gerri Bird
Equalities	Councillor Baiju Thittala
Health and Well-being	Councillor Nicky Massey
Homelessness and refugees	Councillor Carla McQueen
Standards	Councillor Russ McPherson
New Communities	Councillor Katie Thornburrow
Sustainable Food	Councillor Katie Thornburrow
Public Transport	Councillor Mike Sargeant
Public Art	Councillor Carina O'Reilly

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Liberal Democrat Appointments for Opposition Spokes

Strategy and External Partnerships	Councillor Tim Bick
Finance and Resources	Councillor Jamie Dalzell
Communities	Councillor Zoe O'Connell
Streets and Open Spaces	Councillor Colin McGerty
Environmental Services and City Centre	Councillor Anthony Martinelli
Planning Policy and Transport	Councillor Tim Bick
Housing	Councillor Rod Cantrill

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Revised Nominations for Committees for the Municipal Year 2018/19

Planning Committee: Councillor Gillespie as an alternate member for Councillor Hipkin and Councillor Baigent as a Labour alternate member.

Planning and Transport Scrutiny Committee: Councillor Gillespie as an alternate member for Councillor Hipkin and Councillors Sinnott and Massey as Labour alternate members.

Environment and Community Scrutiny Committee: Councillor Hipkin as an alternate member for Councillor Gillespie

Licensing Committee: Councillor Richard Johnson as a Labour alternate member

Strategy and Resources Scrutiny Committee: Councillor Thornburrow as a Labour alternate member.

Revised Nominations for Outside Bodies and Working Parties for the Municipal Year 2018/19

Nominations for outside bodies on the Strategy and Resources Scrutiny Agenda had listed Councillors Price and Robertson as being nominated to the Housing Development Agency this was incorrect and should have read Cambridge Investment Partnership.

	Number of allocation
Cambridge Investment Partnership	2 Labour
Councillor – Price, Robertson	

Joint Staff Employment Forum : Councillor Blencowe as a Labour alternate member.

Employment Appeals Sub Committee: Councillors McQueen and Johnson

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Further clarification of proposed Amendments to Part 3 Section 2.3, of Constitution, additional text underlined.

2.3 The Leader and Executive Councillor for Strategy and External Partnerships

2.3.1 The Leader shall be responsible for exercising functions on behalf of the Executive in the circumstances set out in the Council's Executive Procedure Rules in Part 4 of this Constitution.

2.3.2 The Leader shall have the power to determine which Executive Councillor shall have responsibility for the exercise of executive functions in cases of doubt or in cases for which provision has not been made in the Constitution. Where the Leader decides to lead, or to co-ordinate work with one or more Executive Councillors, or take decisions on a matter within another executive portfolio (e.g. a major project), it will be identified in the Forward Plan.

2.3.3 The development, implementation and monitoring of the Council's plans, policies and strategies relating to:

- corporate objectives, policies and strategies of the Council subject, where necessary, to the approval of the Council and excluding those objectives, policies and strategies which are the responsibility of another Executive Councillor
- programmes which give direction to, and co-ordinate, the implementation of the Council's corporate policies and priorities.
- the need for, and the development of, new services and policy not within the terms of reference of other Executive Councillors
- matters falling substantially within the Terms of Reference of more than one other Executive Councillor, where not otherwise delegated.

The exercise of the Council's functions and the delivery of services including

- Strategy and Partnerships - including the devolution Combined Authority, City Deal, and the expansion of joint working with other councils, the Universities and other partners
- All matters concerning national local government associations and corporate projects with Government, including council-wide bids for resources

- The giving of any guarantee or incurring of any other commitments not specifically referred elsewhere
- The exercise of compulsory purchase powers except where these are allocated to Executive Councillors relating to their portfolio responsibilities.

The development, implementation and monitoring of the Council's plans, policies and strategies relating to:

- Data protection and freedom of information.

Functions and Services

The exercise of the Council's functions and the delivery of services in respect of the areas listed in Paragraph 1 including, by way of illustration:

Corporate And Other Services

- The Independent Complaints Investigator Service
- The Council's emergency planning functions
- Democratic Services
- Other responsibilities which do not fall within the remit of another Executive Councillor.

Civic functions (insofar as these are not within the remit of the Civic Affairs Committee)

- Matters relating to the democratic functions of the Council, including
 - The mayoralty
 - Civic hospitality and town twinning and other partnerships with local authorities overseas

Relationships, including the appointment or nomination of Council representatives, with outside organisations not directly related to the programme area of any committee or other Executive Councillor.

Cambridge City Council

Civic Affairs

Date: Thursday, 24 May 2018

Time: 1.00 pm

Venue: Council Chamber, The Guildhall, Market Square, Cambridge, CB2 3QJ

Contact: democratic.services@cambridge.gov.uk, tel:01223 457013

Agenda

- 1 Appointment of Working Parties
To agree membership of the following:

	Number of allocation
Chief Officer Performance Review	4 Labour 2 Liberal Democrat
Councillors – Bird, Hart, Herbert, Price, Bick, Nethsingha	

	Number of allocation
Boundary Review Working Party	3 Labour 2 Liberal Democrat
Councillors – Herbert, Price, Benstead, Bick, Cantrill	

- 2 Appointment to Sub Committee
To agree membership of the following:

	Number of allocation
Employment Appeals Sub Committee	Total 6 4 Labour 2 Liberal Democrat
Councillors – Price, Bird, TBC, TBC, Page-Croft, Holt.	

Civic Affairs Members: McPherson (Chair), Benstead (Vice-Chair), Dalzell, Gawthrope, Holt, O'Connell and Robertson

Alternates: Martinelli and Sargeant

Information for the public

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Cambridge City Council

Environment and Community Scrutiny Committee**Date:** Thursday, 24 May 2018**Time:** 1.00 pm**Venue:** Council Chamber, The Guildhall, Market Square, Cambridge, CB2 3QJ**Contact:** democratic.services@cambridge.gov.uk, tel:01223 457013**Agenda**

1 Appointment to Outside Bodies

The Scrutiny Committee recommended appointment to the outside bodies listed below.

The Executive Councillor for Streets and Open Spaces, Executive Councillor for Communities and the Executive Councillor for Environmental Services and City Centre agreed the following appointments.

	Number of allocation
The Junction (Observer Status)	1 Labour 1 Liberal Democrat
Councillors – Moore, O’Connell	

	Number of allocation
Cambridge Live	1 Labour 1 Liberal Democrat
Councillors – Benstead, Holt	

	Number of allocation
Visit Cambridge and Beyond DMO	1 Labour
Councillor – Moore	

	Number of allocation
Cambridge BID	1 Labour
Councillor – Moore	

	Number of allocation
Health and Wellbeing Board	1 Labour
Councillor – Massey	

	Number of allocation
Health Committee	1 Labour 1 Liberal Democrat Opposition Spokes
Councillor – Johnson Opposition Spokes – Martinelli	

	Number of allocation
City and South Cambs Children's and Young People's Area Board	1 Labour
Councillor – Johnson	

CCTV Shared Service Board	1 Labour – Leader
Councillors – Johnson	

Cambridge Community Safety Partnership	1 Labour
Councillor – Johnson	

	Number of allocation
Cambridgeshire Police and Crime Panel	1 Labour 1 Labour Alt
Councillor – Baigent	
Alternate Councillor - Sinnott	

	Number of allocation
Cambridge University Hospitals NHS Foundation Trust Council of Governors	1 Labour
Councillor - Massey	

	Number of allocation
Cambridgeshire and Peterborough Military Covenant Board	1 Labour
Councillor – McPherson	

	Number of allocation
North West & West Quadrant Community Forum	1 Councillor
Councillor – Blencowe	

Southern Fringe Community Forum	Number of allocation
	1 Councillor
Councillor – Thornburrow	

Cambridge East Community Forum	Number of allocation
	1 Councillor
Councillor – Johnson	

	Number of allocation
Clay Farm Advisory Group	2 Labour
Councillors – Thornburrow, Johnson	

	Number of allocation
Storey's Field Community Trust	2 Labour 1 Lib Dem
Councillors – Blencowe, Thittala, Holt	

	Number of allocation
Recycling in Cambridge and Peterborough (RECAP)	1 Labour
Councillor – Moore	

Environment and Community Scrutiny Committee Members: Smart (Chair), Bird (Vice-Chair), Massey, Sheil, Barnett, Thittala, O'Connell, McGerty, Martinelli and Gillespie

Alternates: Sargeant, O'Reilly, Gehring and Nethsingha

Executive Councillors: Johnson, R. Moore and Smith

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Cambridge City Council

Planning and Transport Scrutiny Committee

Date: Thursday, 24 May 2018

Time: 1.00 pm

Venue: Council Chamber, The Guildhall, Market Square, Cambridge, CB2 3QJ

Contact: democratic.services@cambridge.gov.uk, tel:01223 457013

Agenda

- 1 Appointment to Outside Bodies
To recommend appointments to the outside bodies listed below.

The Executive Councillor for Planning Policy and Transport will be asked to agree the appointments.

	Number of allocation
Members Cycling and Pedestrian Steering Group	4 Labour 2 Liberal Democrat
Councillors - Blencowe, Barnett, Sargeant, Smart, McGerty, Dalzell	
Alternate: Sheil	

Planning and Transport Scrutiny Committee Members: Sargeant (Chair), Smart (Vice-Chair), Hipkin, Baigent, Thornburrow, McQueen, Bick and Payne

Alternates: Dalzell

Executive Councillors: Blencowe

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Cambridge City Council Licensing Committee

Date: Thursday, 24 May 2018

Time: 1.00 pm

Venue: Council Chamber, The Guildhall, Market Square, Cambridge, CB2 3QJ

Contact: democratic.services@cambridge.gov.uk, tel:01223 457013

Agenda

- 1 Appointment of Sub Committees (Pages 3 - 4)
The Committee is asked to agree membership of 4 Sub Committees of 3 members each:

Sub Committee A: Bird, Sargeant, Gehring

Sub Committee B: Gawthroe, Moore, Holt

Sub Committee C: Benstead, McQueen, Pippas

Sub Committee D: McPherson, Thittala, Page-Croft

If any member is unable to attend a scheduled Sub Committee they will be substituted by another member of the Committee.

The responsibilities delegated to the Sub Committees are set out over the page.

Licensing Committee Members: Bird (Chair), Thittala (Vice-Chair), Benstead, Gawthrope, Gehring, Holt, McPherson, McQueen, R. Moore, Page-Croft, Pippas and Sargeant

Alternates:

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Subject area	Licensing Committee Decision	Sub Committee Decision	Officer Decision
Licensing Act 2003	<p>To determine/ amend Statement of Licensing Policy</p> <p>To approve changes to delegation to officers and there by amendment to the constitution</p>	<p>To determine any licensing application where a relevant representation has been made.</p> <p>To determine an application to review a Premises Licence / Club Premises Certificate.</p> <p>To determine an application for the Grant or Renewal of a Personal Licence if a Police objection is made.</p>	<p>To grant any licensing application where no relevant representation has been made.</p> <p>To determine an application for the Grant or Renewal of a Personal Licence if no Police objection is made.</p>
Gambling Act 2005	<p>To determine/ amend Statement of Gambling Principles</p> <p>To approve changes to delegation to officers and there by amendment to the constitution</p>	<p>To determine any application where a representation from the responsible authorities and/or person(s) has been made</p>	<p>To grant any application where no representation from the responsible authorities has been made</p>
Hackney Carriage/ Private Hire vehicles	<p>To determine/ amend policies</p> <p>To set fare charges for Hackney carriages</p>	<p>To determine to suspend, revoke, refuse to issue or renew a vehicle licence, if the vehicle is not fit for purpose or does</p>	<p>To issue licences that do not need a sub committee decision</p>

		not meet the criteria set out in the policy	
Hackney / Private Hire Drivers	To determine/ amend policies	To determine to suspend, revoke, refuse to issue or renew a driver licence, if the driver is not fit and proper or does not meet the criteria set out in the policy	To issue licences that do not need a sub committee decision
Private Hire Operators	To determine/ amend policies	To determine to suspend, revoke, refuse to issue or renew an operator's licence, if the operator is not fit and proper or does not meet the criteria set out in the policy	To issue licences that do not need a sub committee decision
Sex Establishment Venues	To determine/ amend policy	To determine an application, where relevant objections have been received	To determine an application, where no relevant objections have been received
Market and Street Trading	To determine/ amend policy	To determine a application for a consent if there is a contested application for street trading	To determine a application for a consent if there is no contested application
Miscellaneous	If there is a requirement to make by-laws or have a particular policy To agree licensing fees where required to be locally set		All delegated to Officers

Cambridge City Council

Strategy and Resources Scrutiny Committee

Date: Thursday, 24 May 2018

Time: 1.00 pm

Venue: Council Chamber, The Guildhall, Market Square, Cambridge, CB2 3QJ

Contact: democratic.services@cambridge.gov.uk, tel:01223 457013

Agenda

- 1 Appointment of Equalities Panel
The Scrutiny Committee is requested to agree the nominations below:

	Number of allocation
Equalities Panel	3 Labour 2 Liberal Democrat
Councillors – Massey, Sheil, Thittala, O'Connell, Holt	

- 2 Appointment of Joint Staff Employment Forum (JSEF)
The Scrutiny Committee is requested to agree the nominations below:

	Number of allocation
Joint Staff Employment Forum	3 Labour 2 Liberal Democrat 2 Alternates
Councillors – Bird (Chair), Moore, Johnson, Dalzell, TBC Lib Dem	
Robertson (Ex-Officio)	
Alternate Councillor – TBC Lab, TBC Lib Dem	

- 3 Appointment to Outside Bodies
The Scrutiny Committee is requested to recommend appointments to the outside bodies listed below.

The Leader and the Executive Councillor for Finance and Resources will be asked to agree the appointments.

	Number of allocation
Greater Cambridge Partnership Executive Board	1 Labour 1 Labour Alternate
Councillor – Herbert Alternate Councillor - Blencowe	

	Number of allocation
Local Government Information Unit	1 Labour
Councillor – Herbert	

	Number of allocation
East of England Local Government Association	1 Labour
Councillor – Herbert	

	Number of allocation
LGA General Assembly	1 Labour – Leader
Councillor – Herbert	

	Number of allocation
Horizons Board	1 Labour – Leader
Councillor – Herbert	

	Number of allocation
Cambridge Investment Partnership	2 Labour
Councillor – Price, Robertson	

Strategy and Resources Scrutiny Committee Members: Barnett (Chair), Baigent (Vice-Chair), Bick, Dalzell, Sinnott and Sargeant

Alternates: Cantrill and Massey

Executive Councillors: Herbert (Executive Councillor for Strategy and Transformation) and Robertson (Executive Councillor for Finance and Resources)

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2018 Annual Statement – Liberal Democrat Group

Cambridge Liberal Democrats campaigned in the recent election under the manifesto “An Open, Inclusive City – a council working for all” bit.ly/cld2018manifesto.

From the opposition benches, the invigorated group of Liberal Democrat city councillors will be championing the arguments developed in this manifesto and holding the majority Labour administration to account on theirs.

Our priorities are:

To put housing first – to keep Cambridge an inclusive city

- Address the overall housing shortage by working now to bring forward major brownfield sites in the city
- 500 new council homes to be additive not substitutes for other social housing
- Provision of key worker housing using a ‘Living Rent’

A transformation of transport – to keep Cambridge connected

- Frank consultation on all options to fund first class public transport and reduce congestion
- Combat pollution with an anti-idling campaign, electric buses and a Clean Air Zone
- Strategy for residential on-street electric vehicle charging and cycle parking

For the council to get its basics right – and, in particular, keep Cambridge clean

- Reverse cutbacks in Streets & Open Spaces service – raise, not reduce cleaning standards: including expansion of environmental patrols, improved litter picking frequency in residential areas around shopping centres, an additional summer litter collection team for the city centre and intensified collection on open spaces, increased frequency of litter bin cleaning and supervision of set-up and take-down of events on open spaces
- Proper care, repair and cleaning of the city’s public toilets - and extended opening hours
- Accelerated refurbishment of common and communal areas within council housing

We consider this administration has been falling short on all three priorities.

In addition, over the coming year we will be arguing:

- For a withdrawal and rethink of the council’s recently introduced charges for Shop Mobility in the city centre, predicted to exclude 20% of disabled and elderly users
- For seamless waste and recycling service in the handover of newly-built homes to their first residents and better bin collection problem-solving for all residents
- For a positive response to the report and recommendation on rough sleeping and street life issues published by our city and county ward councillors for the city centre in February

- For an energy investment scheme for shops, offices and industrial units in the council's commercial property portfolio, accelerating Cambridge's achievement of carbon neutrality
- For the opening to the community of small woodland areas in the council's ownership, with suitable management regimes and physical access arrangements
- For more action to increase the Cambridge's tree cover, including the adoption of the Children's Tree Scheme, involving the city's primary schools
- Against plans to charge tenants of sheltered housing schemes for everyday running repairs
- For a proportion of the 500 new council homes to be let at the lower, 'local authority rent level' to ensure the most vulnerable to welfare benefit cuts can still find a place in social housing
- For reinforcement of the Housing department with an extra officer to assist tenants who claim benefits with the upcoming transfer to Universal Credit, which no longer permits direct payment to landlords as standard
- For empty properties to be brought into use as rapidly as possible, including those owned by the council itself, and the utilisation of all tools available including penal council tax levels, so far rejected by the council
- To defend the role of elected councillors in determining planning applications and resist delegating more decisions to officers to make in private
- For the project to improve the Market Square, which has eventually been adopted after its previous rejection, to be thorough-going both in fabric and management, and to involve the public and other stakeholders fully
- For the so-called Devolution Deal to conform to promises made by its advocates to bring central government powers and resources closer to Cambridge, rather than to centralise powers and resources already available to our city

Council Meeting: Oral Questions

24 May 2018

1) Councillor Gillespie to the Executive Councillor for Environment and City Centre.

When the procurement process for a new car club provider for the city takes place this year, does the Executive Councillor feel that it's worth some degree of financial outlay to make sure the fleet is all electric?

2) Councillor Cantrill to the Executive Councillor for Housing

Does the Executive Councillor believe that this council's duty to tenants in its social housing goes beyond its legal obligations.

3) Councillor Martinelli to the Executive Councillor for Environmental Services

What is the City Council planning, to mark National Clean Air Day on 21st June?

4) Councillor Smart to the Leader

At the last Council meeting on 19 April Cambridge City Council unanimously supported a motion to reduce the maximum bet on Fixed Odds Betting Terminals to £2. The Council then wrote to the Prime Minister and Secretary of State for Culture, Media and Sport, to the Chair of the Gambling Commission and the Chief Executive of the Gambling Commission and to the two Cambridge MP's, Daniel Zeichner MP to support him in his resolve to champion this issue, and to Heidi Allen MP to ask her to put pressure on government to call for the maximum bet on Fixed Odds Betting Terminals be set at £2. Did we receive any replies from them?

5) Councillor Barnett to the Executive Councillor for Communities

What will be the arrangements for this year's summer programme of events for young people?

6) Councillor Nethsingha to the Executive Councillor for Finance and Resources

Please could the Executive Councillor tell me what further action is being taken to reduce the amount of punting, and the serious disruption to pedestrian and cycle traffic which is a consequence of large numbers of people waiting for punt tours taking place from Garret Hostel Bridge?

7) Councillor McGerty to the Executive Councillor for Planning Policy and Transport

Does the Executive Councillor for Planning Policy and Transport share my dismay at the proposed pre-emptive demolition of two period houses of significant character at

291 and 292 Hills Road and the planning authority's inability to prevent the rapidly changing character of the Cambridge approaches?

8) Councillor Gehring to the Executive Councillor for Planning Policy and Transport

Which reform steps for planning decisions will be agreed with South Cambs as part of the new shared planning service?

9) Councillor Dalzell to the Executive Councillor for Finance and Resources

Is the Executive Councillor satisfied with the performance of the city's commercial property portfolio?

10) Councillor Sheil to the Executive Councillor for Streets and Open Spaces

Can the Executive Councillor update us on the measures being taken over the summer to ensure that our public spaces are kept free of litter?

11) Councillor McQueen to the Executive Councillor for Communities

Can the Executive Councillor for Communities confirm what the Council's future aspirations are in improving and enhancing swimming facilities in Cambridge?

12) Councillor Bick to the Leader

What does the Leader see as the significance of the finding of the Cambridgeshire and Peterborough Independent Economic Commission that Greater Cambridge sits at the centre of a local economy that is quite distinct within the broader Cambridgeshire and Peterborough area?

13) Councillor Page-Croft to the Executive Councillor for Housing

How does the Executive Councillor for Housing intend to tackle the problem with the empty properties in the private and public sector?

14) Councillor O'Connell to the Leader

In his capacity as member of the Greater Cambridgeshire Partnership Executive Board, does the Leader share my concerns about imminent dramatic increases in traffic in the South of the city caused by growth of the Biomedical Campus?

15) Councillor Pippas to the Executive Councillor for Finance and Resources

Will the Executive Councillor responsible for the Cambridge City council's customer support service provide us with an update on that team's performance?

Labour amendment to the Plastics motion proposed by Cllr Moore and seconded by Cllr Thornburrow (additional text underlined and deleted text ~~struck through~~)

“This Council welcomes both the efforts of our residents in helping the council recycle materials, and the success of the ‘Plastic Bag Levy’ which has led to an 85% reduction in disposable plastic bag usage.

However, the council notes, with concern, that a 2015 study indicated that of the 270 million tons of new plastic made each year, 8 million tons ends up washed into the ocean. Plastic which ends up in the River Cam and other watercourses locally contributes to this total, and can release toxic chemicals which harm the health of wildlife. It also notes the growing problem of microfibre pollution caused by the washing of synthetic textiles which has resulted in trillions of tiny threads of plastic being washed into our waterways. These microfibres have been found in rivers, oceans, in our drinking water and in all forms of sea life, including birds, fish and plankton.

This Council believes that to stem the global tide of plastic pollution requires international commitment and regulation so we will write to both of our MPs and the Secretary of State for the Environment, Food and Rural Affairs asking them to act quickly to protect us and our planet by introducing legislation to prevent unnecessary damage to the environment from avoidable plastics and to reduce the amount of plastic waste. Including but not limited to; although reducing damage to the environment requires action by everyone, it can take a leading role. It therefore commits to:

- ~~Wherever possible, reduce or eliminate the use of single-use plastics such as bottles, plastic cups, cutlery and drinking straws in council buildings and council-commissioned services, in favour of reusable or environmentally friendly alternatives and to report the initial results of this initiative to the Environment & Community Services Scrutiny Committee in the next 12 months.~~
- ~~asking for a 5p charge for disposable coffee cups, including plastic cups, be introduced to follow on from the success of the 5p charge for plastic bags.~~
 - Ban disposable coffee cups that can't be recycled and introduce a 25p charge for disposable cups.
 - To prevent further microfibre pollution of our water and food chain by requiring the washing machine industry to develop filters which prevent microfibres washing into the water cycle, alongside legislation on the textile industry requiring the development of fabrics that shed less fibre in the first place.
 - To introduce a tax on packaging which uses only virgin plastics.
 - To ban disposable plastic glasses and introduce a nationwide deposit-and-return-scheme for plastic glasses such as we have at The Folk Festival.
 - To require all black plastic food trays and plant pots to be dyed using detectable black inks so that they can be fully recycled.

This council notes that organisations and individuals also need to take an active role in combating plastic pollution and we believe that we should lead by example which is why we have been looking at reducing our waste across the council. Some of the work that we have done so far includes:

- As part of the Office Accommodation Strategy, we will be providing glasses and crockery in kitchens together with water dispensers so that staff do not have to use single-use plastic cups in the office.
- Encouraging all caterers working on City commissioned events to approach the event in as sustainable a way as possible.
- We have updated the Charter Market Regulations (CMR) this year and included the following new regulation: “All Traders selling take away hot food or drinks must use cardboard or paper-based cups, trays, dishes or other biodegradable/ re-usable packaging for their products.”
- We are currently working on developing and launching a water bottle refill scheme in Cambridge.
- We are Members of RECOUP (Recycling Of Used Plastics) a charity and not-for-profit member based organisation, which works in collaboration with all stakeholders to promote, develop, and increase the levels of plastics recycling within the UK. We are meeting with a RECOUP representative in the coming week to help formulate a residents’ engagement and education campaign to increase the capture of plastics in our recycling bins.

This Council will continue our waste reduction work and bring a report to the Environment & Community Services Committee within the next year, which will look at the options for further reducing waste across the council and the city as a whole, making progress towards a Zero Waste strategy. This will include public information campaigns and working with local schools, businesses, organisations and the two universities.

- ~~Include information for the public on reducing plastic waste in both online and written materials including, but not only, on the council website and “Cambridge Matters” magazine.~~
- ~~Liaise with local schools to raise awareness of this Council campaign and to encourage local pupils to promote the scheme with their families.~~
- ~~To write to major local education establishments, retailers and employers, asking them to adopt similar measures to reduce single-use plastic usage and educate their customers and staff on how they can help.~~

Labour amendment to the Living Wage Motion proposed by Cllr Johnson and seconded by Cllr Bird (additional text underlined and deleted text ~~struck through~~)

Cambridge is a dynamic and successful city. However, the cost of living is higher than almost anywhere else in the UK

~~The Liberal Democrat administration introduced the Real Living Wage in the City Council in 2012/2013 and initiated the process for the council to be accredited with the Living Wage Foundation~~

In 2012 the then Labour opposition proposed the City Council pay the Real Living Wage rate to its employees, staff employed by its contractors and subcontractors, and to promote it widely amongst local businesses – a proposition which was enacted, and eventually led to the authority completing the Living Wage Foundation’s formal accreditation process in 2014

One of the key goals of the council introducing the Real Living Wage was to act as an example to other employers across Cambridge and to encourage them to also pay the Real Living Wage

Since 2014 the number of Cambridge businesses becoming accredited by the Living Wage Foundation as paying the Real Living Wage has increased from 16 to 59. The council has directly supported 26 of the 43 additional employers accredited since 2014

In the last few years, the cost of living in Cambridge has continued to increase, particularly the cost of housing (both buying and renting), whilst wages have not kept pace for the majority of employees

In acknowledging this fact, the council recently introduced a minimum wage rate of £10 per hour to its directly employed staff. The council will now seek the support of partner councils for this minimum payment rate to be extended to those employees who assist in delivering shared services for Cambridge residents

To further demonstrate its commitment to being an exemplar employer, the council should now also consider the possibility of extending its minimum wage rate to staff of contractors and subcontractors in the scope of the Real Living Wage

Furthermore, the council will continue its work in encouraging local businesses, and major employers like the colleges of the University of Cambridge, to pay their employees the Real Living Wage rate.

In promoting the Real Living Wage, the council believes this rate ought to be the absolute starting point when setting pay, and employers should consider going beyond this rate if it is possible for them to do so

~~The council's recent introduction of a minimum wage of £10 per hour helps council staff, but does not address the broader issue of many residents still struggling to make ends meet because of the cost of living~~

~~This council therefore believes that, building on the real living wage campaign the council has undertaken, the council should explore the introduction of a Cambridge Living Wage~~

~~The Cambridge Living Wage would be a voluntary rate promoted by Cambridge City Council to reflect the higher costs of living in Cambridge. The rate would be higher than the Real Living Wage (currently at £8.75 per hour) and be pegged to the London Living Wage (currently £10.20 per hour)~~

~~The Cambridge Living Wage would be paid to all directly employed Council employees, contracted and subcontracted staff and the council would promote the wage to other employers in Cambridge~~

~~The Council asks the Executive Councillor for Communities to bring forward:~~

- ~~• proposals for how the Cambridge Living Wage would be introduced by the council, the rate that should be adopted and a basis for it, together with a timeline for its introduction~~
- ~~• an action plan for promoting the Cambridge Living Wage to other employers within Cambridge building on the track record established by the Real Living Wage campaign~~

The council therefore resolves to:

- ask officers to bring a report to Strategy and Resources Scrutiny Committee on the feasibility of the council extending its minimum payable wage rate to all its contracted and subcontracted staff
- discuss with partner councils its aspiration for the minimum payable rate to be extended to those employees who deliver shared services for Cambridge residents
- continue its work in encouraging local businesses to pay their employees a rate that properly takes into consideration the cost of

living in Cambridge using, as its starting point, the Real Living Wage

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Briefing note on the Cambridge Living Wage motion for Council 24th May

Cambridge City Council's commitment to the Living Wage has been stated and reiterated a number of times in recent years.

However, in considering this motion is important to bear in mind not only the additional costs to the Council itself that would be implied by the recommendation in the motion, but also the fact that the Council does not have any powers or levers to impose a Cambridge Living Wage on any other employer.

Background

Cambridge City Council has been an accredited Living Wage employer since 2014 and had been paying the real Living Wage since April 2013. The Council also employs an officer to work with employers to encourage them to sign up to the real Living Wage as calculated by the Living Wage Foundation with a current minimum rate of £8.75.

There are currently 59 employers in Cambridge City that are accredited with the Living Wage Foundation. A wide range of approaches have been used by the Council to reach out to employers, and raise awareness of the real Living Wage including:

- organising a range of high profile events during national Living Wage Week each year and further events targeted at employers in different sectors;
- direct contact with more than 1,000 organisations through telephone calls and emails, and distributing promotional material to all businesses in Cambridge along with letters regarding business rates;
- face-to-face meetings with interested businesses and other major employers in the city;
- direct approaches to all organisations with a connection to the Council;
- attending, networking at and speaking at local business networks; and
- undertaking media activity, including regular press releases and articles and arranging and carrying out interviews on Look East, Radio Cambridgeshire and community radio stations.

From 1st April 2018, Cambridge City Council also uprated the minimum wage for staff up to £10 per hour and 27 employees were affected by this.

Oxford City Council Living Wage

Oxford City Council has a new Oxford Living Wage rate of £9.69 an hour, which applied from April 2018. The Oxford Living Wage is the minimum wage the Council pays its staff and agency workers. The Council also requires all contractors with contracts over £100,000 to pay the Oxford Living Wage to their staff and subcontractors. Oxford City Council reports that they introduced the Oxford Living Wage because of the high costs of living in Oxford but have calculated the rate in relation to the Living Wage Foundation's UK Living Wage rate and London Living Wage rate: the Oxford Living Wage is higher than the UK Living Wage, and it is set at 95% of the London Living Wage. Oxford City Council still supports the Living Wage Foundation campaign and encourages Oxford employers to sign up for accreditation, but it is unclear to what extent the Council is encouraging other employers to pay the Oxford Living Wage rate. (For further information, please see: https://www.oxford.gov.uk/info/20027/welfare_reform/1011/the_living_wage_and_oxford_living_wage.)

Implications of adopting a higher rate Cambridge Living Wage

Costs to the council

If the Council adopted the proposed Cambridge Living Wage rate of £10.20, 30 employees would be impacted, which would have a financial cost to the Council of approximately £3,500. In addition to the rise to £10.20, there will be associated extra on costs in relation to pension contributions and National Insurance.

The Council currently requires all its contractors to pay qualifying staff the Real Living Wage. (Qualifying staff are those working on our premises for 2 or more hours on any given day of the week for 8 consecutive weeks or more.)

There would be significant additional costs to the Council in covering the increased wages of staff employed by contractors and their sub-contractors to the proposed £10.20 per hour rate, particularly in contracts where there are high volumes of people paid at the lower end of pay scales. In the time available, it has not been possible to quantify these costs.

It would take a number of years to ensure that the £10.20 amount applies to all necessary contracts. This is because we would only be able to enforce the £10.20 amount once contracts come to an end and are retendered or when contracts are renegotiated where there is an option for extension. (It is for this reason that the £10.00 minimum applied to directly employed staff does not apply to contractors).

Implications for the Living Wage campaign

Introducing the Cambridge Living Wage of £10.20 per hour could have the following implications related to effectiveness of the Council's campaign around fair pay, based on what employers have told officers over the course of the campaign to date:

- Employers we have been in touch with about the Living Wage Foundation's campaign have often expressed confusion as to the difference between the real Living Wage and the Government's national living wage (currently £7.83 for people aged over 25), which all businesses are required by law to pay their staff.
 - The complexity of having two different living wage rates (and the fact that one is statutory, the other voluntary) has made it harder to persuade employers to commit to the higher, voluntary rate. Introducing a Cambridge Living Wage (effectively a third rate) may cause further confusion and, based on our experience to date, may make the job of influencing/persuading employers to sign up, more challenging.
- The Living Wage Foundation has shared with us their view that developing a Cambridge Living Wage might splinter a recognisable brand. This argument is supported by experience in the US showing that the proliferation of multiple rates and methodologies in different cities caused uncertainty amongst employers and weakened the clarity of the living wage movement's message (Hirsch and Moore 2011).
- It is already difficult to persuade companies to implement the £8.75 lowest rate, as many claim they cannot afford this. There are 59 Living Wage accredited employers out of around 4,500 in the city. The rise to £10.20 per hour would represent an increase of just over 16% to the Living Wage Foundation's rate of £8.75 (and over 30% on the National Living Wage for over-25s).
- The chief obstacles employers have reported to us around costs of accreditation have been:
 - Uncertainty related to whether they will continue to afford the annual uplift in the Real Living Wage
 - Costs related to the number of employees who will experience a pay uplift to the Real Living Wage.
 - The impact that uplifting wages of the lowest paid would have on pay differentials (such as the gap between lowest rate and supervisor

salaries). Related to pay differentials, in Cambridge, the wide gap between the national living wage of £7.83 for over 25s and the London living wage rate of £10.20 would mean a high percentage of supervisor rates (and potentially pay scales up the chain) would need to increase as well, with the additional consequent costs.