

Cambridge City Council

Notice of Council

Date: Thursday, 15 February 2024

Time: 6.00 pm

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

Contact: democratic.services@cambridge.gov.uk, tel:01223 457000

Dear Councillor,

A meeting of Cambridge City Council will be held in the Council Chamber, The Guildhall, Market Square, Cambridge, CB2 3QJ on Thursday, 15 February 2024 at 6.00 pm and I hereby summon you to attend.

Dated 7 February 2024

Yours faithfully

Robert Pollock

Chief Executive

Agenda

- 1 Apologies
- 2 Declarations of Interest
- 3 Minutes (Pages 11 - 28)
- 4 Mayor's announcements
- 5 Public questions time
- 6 To consider the recommendations of the Executive for adoption
- 6a Executive Councillor for Housing: HRA Budget Setting Report (BSR) 2024/25 (Pages 29 - 146)

- 6b Executive Councillor for Finance and Resources: (Pages 147 -
Capital Strategy 2024/25 182)
- 6c Executive Councillor for Finance and Resources: (Pages 183 -
Treasury Management Strategy Statement 2024/25 to 2026/27 214)
- 6d Leader of the Council: Hartree - Proposed Early
Stage Development and Possible Acceleration (Pages 215 -
(Subject to Permissions) 236)
- The report relates to information which following a public interest test the public is likely to be excluded by virtue of paragraph 3 of Part 1 of Schedule 12A of the Local Government Act 1972 ie. Information relating to the financial or business affairs of any particular person (including the authority holding that information)
- 7 To consider Budget Recommendations of the
Executive for adoption
- 7a Budget Setting Report (General Fund) 2024/25 to (Pages 237 -
2028/29 356)
- Part of appendix G to the report contains exempt information during which the public is likely to be excluded from the meeting subject to determination by the Council following consideration of a public interest test. This exclusion would be made under paragraph 3 of Part 1 of Schedule 12A of the Local Government Act 1972.
- 8 To consider the recommendations of Committees for
adoption
- 8a Civic Affairs Committee: Pay Policy Statement (Pages 357 -
2024/25 370)
- Recommendation from Committee to follow.
- 8b Licensing Committee: Cumulative Impact Statement (Pages 371 -
460)
- 9 To deal with oral questions
- 10 To consider the following notices of motion, notice of
which has been given by:
- 10a Councillor Holloway - Care Experience as Protected
Characteristic
- This Council notes that:

- care experienced people face significant barriers that impact on them throughout their lives. One in five care leavers feels lonely most or all of the time (Baker et al. 2019, p. 6), care leavers make up 25% of Britain’s homeless population (Mackie and Thomas 2014, p. 27), and adults who have spent time in care are far more likely than their peers to die prematurely (Sacker et al. 2021, p. 33).
- despite the resilience of many care experienced people, society too often does not take their needs into account. Josh Macalister wrote in The Independent Review of Children’s Social Care that “The disadvantage faced by the care experienced community should be the civil rights issue of our time” (Macalister 2022, p. 24).
- care experienced people often face direct and indirect discrimination, and need to be protected against both. This discrimination occurs in many areas of life, including housing, health, education, relationships, employment and criminal justice.
- care experienced people may encounter inconsistent support in different geographical areas.
- councillors should be champions of care experienced people and challenge the negative attitudes and prejudices that exist in all aspects of society.
- the Public Sector Equality Duty requires public bodies, such as councils, to eliminate unlawful discrimination, harassment, and victimisation of people with protected characteristics.
- Current Care Leaver provisions end at age 25, whereas recognition of care experience as a protected characteristic would mean that care experience would be taken into account for a lifetime – in the same way as the discrimination and hardships resulting from care experience last a lifetime.
- Cambridgeshire County Council and Cambridgeshire and Peterborough Combined Authority have passed motions recognising care experience as if it were a protected characteristic, on 16 May 2023 and 29 November 2023 respectively.

This Council therefore resolves that:

- it recognises that care experienced people are a group who are likely to face discrimination.
- it recognises that councils have a duty to put the needs of disadvantaged people at the heart of decision-making through co-production and collaboration.
- future decisions, services and policies made and adopted by this Council should be assessed through Equality Impact Assessments to determine the impact of changes on people with care experience, alongside those who formally have a protected characteristic.
- in its delivery of the Public Sector Equality Duty, this Council will include care experience in the publication and review of Equality Objectives and the annual publication of information relating to people who have a protected characteristic in services and employment.
- this Council will treat care experience as if it were a protected characteristic.
- this Council formally calls upon all other bodies, including other local authorities in Cambridgeshire, to treat care experience as a protected characteristic until such time as this recognition may be introduced by legislation.
- this Council will continue proactively seeking out and listening to the voices of care experienced people when developing new policies.

Notes (not part of active motion)

1. 'Care experience' is an umbrella term used to describe individuals who are, or who have at any time been, in the care of a local authority. Care experience currently has no statutory basis and is not deemed to be a 'protected characteristic' within the existing protected characteristics under the Equality Act (2010).
2. 45% of children in care suffer from a mental illness, including 72% of children in residential care. Children and young people in care, and care leavers, are 4-5 times more likely than the general population to attempt suicide in adulthood (Children and

Young People's Health Outcomes Forum – Mental Health Sub-Group 2012).

3. An ONS study found that more than half of a cohort of care experienced young people had a criminal conviction by age 24, compared to 13% of their peers who had not been in care (ONS, 2022). Just under half of under 21-year-olds in contact with the criminal justice system have spent time in care (The Centre for Social Justice, 2008, p. 129).
4. Local housing registers often require applicants to have a 'local connection'. One way to qualify as having a local connection is by having a close family member who lives in the area - putting care experienced people at a disadvantage. When trying to find rental accommodation, care experienced people are much less likely than the general population to have a guarantor, which some landlords require.

References (not part of active motion)

Baker, C., Briheim-Crookall, L., Magnus, L., and Selwyn, J. (2019), 'Our Lives beyond Care', *Coram Voice*. <https://coramvoice.org.uk/wp-content/uploads/2019/09/OLBC-Snapshot-online-2018.pdf>

Children and Young People's Health Outcomes Forum – Mental Health Sub-Group (July 2012), *Report of the Children and Young People's Health Outcomes Forum – Mental Health Sub-Group*. <https://assets.publishing.service.gov.uk/media/5a7caf00ed915d7c983bc471/CYP-Mental-Health.pdf>

Macalister, J. (2022), 'Final Report – May 2022', *The Independent Review of Children's Social Care*. https://assets.publishing.service.gov.uk/media/640a17f28fa8f5560820da4b/Independent_review_of_children_s_social_care_-_Final_report.pdf

Mackie, P., and Thomas, I., (2014), *Nations Apart?: Experiences of Single Homeless People across Great Britain*, London: Crisis. https://www.crisis.org.uk/media/20608/crisis_nations_apart_2014.pdf

ONS (2022), *The Education Background of Looked-after Children Who Interact with the Criminal Justice System: December 2022*.

<https://www.ons.gov.uk/peoplepopulationandcommunity/educationandchildcare/articles/theeducationbackgroundoflookedafterchildrenwhointeractwiththecriminaljusticesystem/december2022>

Sacker, A., Lacey, R., Maughan, B., Murray, E. (2021), *The Lifelong Health and Wellbeing Trajectories of People Who Have Been in Care*, Nuffield Foundation. <https://www.nuffieldfoundation.org/wp-content/uploads/2021/07/The-lifelong-health-and-wellbeing-trajectories-of-people-who-have-been-in-care.pdf>

The Centre for Social Justice (2008), *Couldn't Care Less: A Policy Report from the Children in Care Working Group*. <https://www.centreforsocialjustice.org.uk/wp-content/uploads/2018/03/CouldntCareLess.pdf>

10b Councillor Bennett - Equality Training 2024

Cambridge City Council provides training on certain protected characteristics. This helps councillors to provide the best support we can to residents and make the best policy choices.

However, we don't provide this training on all protected characteristics.

The purpose of this motion is to correct that omission and also extend cover to care leavers who do not yet enjoy statutory protection under the Equality Act 2010

This council reaffirms its commitment to supporting all its residents to the best of its ability.

In particular, it notes the importance of ensuring appropriate training for councillors so that they can provide the best support to all residents.

It notes that to date training has been provided on aspects of some but not all protected characteristics or on care leaver status.

In particular, no training has been provided for councillors to help them support those residents who have the protected characteristics of age and disability. Yet both of these characteristics have a significant impact on how residents use the services we provide as a council.

This council commits to introducing appropriate disability training for councillors in 2024.

Appropriate disability training should as a minimum cover:

The social model of disability

Hidden disabilities

The stigma attached to disability

The disability services provided by the council and its partner agencies..

An understanding of how attitudes to disability can prevent residents seeking appropriate help.

The council also commits to reviewing the training on protected characteristics that it provides with group leaders to provide the most appropriate programme for councillors so that as comprehensive training as possible can be provided within the time and budgetary constraints applicable.

End of Active Motion

Background Notes (not part of active motion):

The Equality Act 2010 introduced 9 protected characteristics and made it illegal to discriminate against them. It imposes a particular duty of care on public bodies.

The current protected characteristics are:

- Age
- gender reassignment
- being married or in a civil partnership
- [being pregnant](#) or on maternity leave
- [disability](#)
- race including colour, nationality, ethnic or national origin
- religion or belief
- sex
- sexual orientation

There is a current proposal to give care leavers protected

characteristics (see Labour motion)

Green Group wishes to thank officers of the Local Government Association and Disability Rights UK as well as a number of individuals for their help and support in putting this motion together. Any errors or omissions are of course our own.

- 11 Written questions
No discussion will take place on this item. Members will be asked to note the written questions and answers document as circulated around the Chamber.
- 12 To note Urgency Action Taken by Officer
- 12a Cambridgeshire and Peterborough Combined Authority- Appointment of the Council's Overview and Scrutiny Committee reserve (substitute) member (Pages 461 - 462)

Information for the public

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Those wishing to address the meeting will be able to do so virtually via Microsoft Teams, or by attending to speak in person. You must contact Democratic Services democratic.services@cambridge.gov.uk by 12 noon two working days before the meeting.

The full text of any public question must be submitted in writing by noon two working days before the date of the meeting or it will not be accepted. All questions submitted by the deadline will be published on the meeting webpage before the meeting is held.

Further information on public speaking will be supplied once registration and the written question / statement has been received.