

17 July 2020

Committee	Council
Date	Tuesday, 28 July 2020
Time of Meeting	6:30 pm

This is a remote meeting in accordance with the Local Authorities and Police and Crime Panels (Coronavirus) (Flexibility of Local Authority and Police and Crime Panel Meetings) (England and Wales) Regulations 2020.

Members of the public will be able to view this meeting whilst it is in session by clicking on the link that will be available on the [Agenda publication](#) page immediately prior to the commencement of the meeting.

Agenda

1. ANNOUNCEMENTS

To receive any announcements from the Chair of the Meeting and/or the Chief Executive.

2. APOLOGIES FOR ABSENCE

3. DECLARATIONS OF INTEREST

Pursuant to the adoption by the Council on 26 June 2012 of the Tewkesbury Borough Council Code of Conduct, effective from 1 July 2012, as set out in Minute No. CL.34, Members are invited to declare any interest they may have in the business set out on the Agenda to which the approved Code applies.

4. MINUTES

1 - 7

To approve the Minutes of the meeting held on 30 June 2020.

5. ITEMS FROM MEMBERS OF THE PUBLIC

- a) To receive any questions, deputations or petitions submitted under Council Rule of Procedure.12.

(The deadline for public participation submissions for this meeting is 22 July 2020).



- b) To receive any petitions submitted under the Council's Petitions Scheme.

6. MEMBER QUESTIONS PROPERLY SUBMITTED IN ACCORDANCE WITH COUNCIL PROCEDURE RULES

To receive any questions submitted under Rule of Procedure 13. Any items received will be circulated on 28 July 2020.

(Any questions must be submitted in writing to Democratic Services by, not later than, 10.00am on the working day immediately preceding the date of the meeting).

7. RECOMMENDATIONS FROM EXECUTIVE COMMITTEE

The Council is asked to consider and determine recommendations of a policy nature arising from the Executive Committee as follows:

(a) Climate Change and Carbon Reduction Audit and Action Plan

8 - 93

At its meeting on 8 July 2020 the Executive Committee considered the climate change and carbon reduction audit and action plan and **RECOMMENDED TO COUNCIL** that:

1. the audit report be **AGREED** as having established the Council's current position and carbon baseline; and
2. the action plan be **NOTED**, and agreement given for detailed work and feasibility studies to commence in relation to the carbon reduction options set out in the action plan.

(b) Gloucestershire Economic Growth Joint Committee - Extension of Operating Period

94 - 100

At its meeting on 8 July 2020 the Executive Committee considered an extension to the operating period of the Gloucestershire Economic Growth Joint Committee and **RECOMMENDED TO COUNCIL**:

1. That the notice period of 12 months, contained in the Inter Authority Agreement of the Gloucestershire Economic Growth Joint Committee in respect of the extension of that agreement, be waived and removed.
2. That it works in partnership with all Gloucestershire local authorities to enable the Gloucestershire Economic Growth Joint Committee to continue to operate for a further 18 months from 30 September 2020 until 31 March 2022, with Tewkesbury Borough Council as a member, under the terms of the existing Inter Authority Agreement.
3. That authority is delegated to the Borough Solicitor to conclude the necessary legal agreements associated with recommendations 1 and 2 above.

8. GOLDEN VALLEY DEVELOPMENT - SUPPLEMENTARY PLANNING DOCUMENT 101 - 507

To approve the Golden Valley Development Supplementary Planning Document and to delegate authority to the Head of Development Services to make any minor editorial changes to the approved Supplementary Planning Document, in terms of formatting, presentation and accuracy, prior to final publication.

9. APPOINTMENTS

(a) COVID-19 Health Protection Board - Member Engagement Board

To note the Leader and Deputy Leader's representation on the Member Engagement Board of the COVID-19 Health Protection Board.

(b) Pensions Committee

To note Councillor Gray's appointment to the Pensions Committee as the Districts Councils representative.

10. NOTICES OF MOTION

(a) Support for Tech Talent Charter

Councillor Munro will propose, and Councillor Paul Smith will second:

The Council is asked to note that just 17% of Tech/ICT workers in the UK are female, only 1 in 10 females are taking A level computer studies and yet there is a looming digital skills gap where the UK needs one million more Tech workers by 2020.

The Tech Talent charter (<https://www.techtalentcharter.co.uk>) was founded by a number of organisations across the recruitment, tech and social enterprise fields and was supported in the Government's policy paper on the UK Digital Strategy in March 2017 (<https://www.gov.uk/government/publications/uk-digital-strategy>). The Tech Talent Charter is a non-profit organisation leading a movement to address inequality in the UK Tech sector and drive inclusion and diversity in a practical and measurable way. There is no charge to join the Tech Talent charter and over 300 organisations have signed up as signatories.

The Tech talent charter encourages and supports signatories to tackle this lack of diversity and inclusion by undertaking to:

- Support attraction, recruitment and retention practices that are designed to increase the diversity of their workforce.
- Define their own timetable of change and implement the strategy that is right for their organisation.
- Measure the diversity profile of their UK employees and to share this data for (anonymous) collective publication.

Signatories of the tech talent charter pledge to:

1. Have a senior-level, named representative with responsibility for charter commitments.
2. Adopt inclusive recruitment processes, working toward a goal that, wherever possible, women are included on the shortlist for interviews and diverse talent is actively encouraged to apply for roles.
3. Ensure that they have employment policies and practices that support the development and retention of an inclusive and diverse workforce.
4. Work collectively with other signatories to develop, share and implement protocols and best practice for the practical implementation of the aims of the charter.
5. Contribute their employment diversity data into a common central anonymised database, for sharing amongst signatories bi-annually and for publishing publicly in an annual report.

In light of the Council's investment in and commitment to the Cyber Park, the Council is asked to lead by example and strive to ensure that both its own IT services and industries within the Borough are diverse and all under-represented groups are fairly included.

Cheltenham Borough Council, our cyber park partner, has already signed up to this charter.

Accordingly, the Council is asked to:

- 1) Ask the Council's Human Resources Section to look at the Tech talent charter, identify what the Council could do better, the benefits to the Council in signing up to the Charter and how the Council can influence other shared service providers that the Council works with (including, but not limited to, UBICO, One Legal, Publica, South West Audit Partnership).
- 2) Receive a report back to a future meeting of the Council in 2020/21 with the findings and recommendations from the Human Resources Section.

(b) Making a Change to Improve the Borough as a Lasting Consequence of the COVID-19 Emergency

Councillor Munro will propose, and Councillor Jordan will second:

The COVID-19 emergency has been a difficult time for our country and our residents in Tewkesbury Borough. The Council has risen to the challenge and the officers are thanked for their hard work and determination to make services work as well as possible for local residents.

While life has been difficult, it is suggested that we use the opportunity to make a change to improve our Borough as a lasting consequence of the emergency. This does not have to be expensive but creative and beneficial to residents to make a change that matters for the future. Some years ago this Borough instigated a daffodil planting scheme and this could be built on to commemorate those in our Borough who died and other ideas could include increased tree planting, increased wildflower planting across our Borough or installing electric charging points in Borough owned car parks.

These are only examples and it suggested that the Council's Recovery Plan includes costed proposals for a tribute and memorial to mark the COVID-19 emergency for Members to approve.

The Council is asked to:

- 1) Issue a statement of intent to make one significant change post emergency for the benefit of its local residents.
- 2) Include in its Recovery Plan, proposals for Members to support as a memorial to the COVID-19 emergency.

Recording of Meetings

In accordance with the Openness of Local Government Bodies Regulations 2014, please be aware that the proceedings of this meeting may be recorded.

Head of Democratic Services
for Sara J Freckleton
Borough Solicitor