

Time commenced - 18.01  
Time finished - 21:04

## **COUNCIL**

### **25 November 2020**

Present: The Mayor, Councillor Frank Harwood, and Councillors Atwal, Barker, Bettany, Carr, Care, Cooper, Dhindsa, Eldret, Evans, Froggatt, A J Graves, A W Graves, Hassall, Hezelgrave, A Holmes, M Holmes, Hudson, Hussain, Ingall, J Khan, S Khan, Kus, Lind, Marshall, McCristal, Naitta, Nawaz, Pattison, Pearce, Peatfield, A Pegg, P Pegg, Potter, Poulter, Repton, Roulstone, Russell, Sandhu, Shanker, Skelton, Smale, Stanton, Testro, Webb, West, Williams, Willoughby and Wood.

#### **51/20 Apologies**

Apologies for absence were received from Councillor Ashburner.

#### **52/20 Declarations of Interest**

There were none.

#### **53/20 Minutes of the Previous Meeting**

It was moved by Councillor Naitta and seconded by Councillor Marshall that the minutes of both the Extraordinary and Ordinary meetings of Council that took place on 25 September 2020 be approved as a correct record.

**Resolved that the minutes of the meetings of the Council held on 25 September 2020 be approved as a correct record, confirmed and signed by the Mayor.**

#### **54/20 Announcements from the Mayor**

The Mayor welcomed councillors and members of the public watching online to Council, before dealing with several housekeeping matters relating to the remote administration of the meeting.

The Mayor paid tribute to Sam Godfrey, who had recently been nominated as an East Midlands finalist in the BBC Sports Personality of the Year Unsung Hero Award, for his work over many years encouraging young people from underprivileged communities in Derby to take up boxing. The Mayor also noted that Adam Peaty, who was awarded Honorary Freedom of the City of Derby in 2016, had recently broken his own 100 metre short course breaststroke world record.

The recent passing of Cynthia McDowall, former Independent Member of the Standards Committee and the Plain English Panel, was reported to Council. Councillors Wood, Skelton and Dhindsa shared their recollections of Ms McDowall; a minute's silence was then observed out of respect.

## 55/20 Statements from members of the Council Cabinet

The Cabinet Member for Children and Young People provided a statement on Free School Meals and child poverty.

Group Leaders were given opportunity to respond, having been provided with a copy of the statement prior to the meeting.

## 56/20 Questions from the public

Questions and responses were heard as follows:

Questioner	Respondent	Summary
Nathalie Hollingworth	Cllr Webb	Coronavirus measures in schools and public spaces
Liz James	Cllr Poulter	NHS primary care patients in Sinfen
Alison Martin	Cllr M Holmes	Markeaton Park replacement trees
Maggie Hird	Cllr Williams	Access to online learning
Emily Lonsdale	Cllr Williams	Free school meals
Nathalie Hollingworth	Cllr Webb	Availability of Covid-19 & blood tests at chemists
Emily Lonsdale	Cllr Williams	IT equipment for disadvantaged students

## 57/20 Questions relating to Derbyshire Fire Authority or Derby Homes

There were none.

## 58/20 Questions from non-Council Cabinet members

Under the provisions of CP42(n), it was moved by Councillor Atwal and seconded by Councillor Ingall, that Council Procedure Rule CP24, requiring published questions and answers to be put verbally, was suspended.

The motion was put to the vote and carried.

Supplementary questions and answers were put and responded to as follows:

Questioner	Respondent	Summary
Cllr Repton	Cllr Roulstone	Job losses
Cllr Peatfield	Cllr M Holmes	Highways England A38 scheme
Cllr S Khan	Cllr Smale	Neighbourhood teams
Cllr Hussain	Cllr Webb	Care homes in Derby
Cllr Hezelgrave	Cllr Williams	Free school meal numbers
Cllr P Pegg	Cllr Smale	Refuse amenity site
Cllr Shanker	Cllr Barker	Market Hall refurbishment

Cllr Dhindsa	Cllr Webb	Vaccination roll-out
Cllr Care	Cllr M Holmes	Emergency Active Travel Tranche 2 funding
Cllr Repton	Cllr Webb	Mass testing in Derby for Covid-19
Cllr Shanker	Cllr Holmes	Assembly Rooms
Cllr Dhindsa	Cllr Webb	Covid-19 Track & Trace
Cllr Hezelgrave	Cllr Williams	Youth unemployment
Cllr Peatfield	Cllr Smale	Sinfin waste plant
Cllr Shanker	Cllr Roulstone	Consultant and contractor costs

## 59/20 Minute extract 19/20 of the Licensing Committee held on 5 November 2020

The Mayor introduced a minute extract from the meeting of the Licensing Committee held on 5 November 2020, which sought Council's approval for the inclusion of relevant legislation relating to the licensing of pleasure boats within the Scheme of Delegations, contained within the Council Constitution.

It was moved by Councillor Atwal, and seconded by Councillor Skelton, that minute 19/20 of the Licensing Committee be approved.

**Resolved to approve minute 19/20 of the Licensing Committee.**

## 60/20 Minute extract 73/20 of the Council Cabinet held on 11 November 2020

Council considered a minute extract from the Council Cabinet meeting of 11 November 2020, which requested approval for an increase in prudential borrowing of £5.7 million for the purposes of investment in the creation of a Manufacturing Research Centre at Infinity Park.

It was moved by Councillor M Holmes, and seconded by Councillor Barker, that minute 73/20 of the Council Cabinet be approved.

**Resolved to approve minute 73/20 of the Council Cabinet.**

## 61/20 Audit and Accounts Committee Annual Report 2019-20

A report of the Chair of the Audit and Accounts Committee presenting the Annual Report for 2019-20 was considered. The Annual Report provided a summary of the activity of the committee during the preceding municipal year. Key activities highlighted within the report included the approval of the Statement of Accounts and review of the Annual Governance Statement.

It was moved by Councillor Willoughby and seconded by Councillor Bettany that the recommendations in the report be agreed.

**Resolved to approve the Annual Report of the Audit and Accounts Committee for the 2019/20 municipal year.**

## **62/20 Overview and Scrutiny Annual Report 2019-20**

Council considered a report of the Strategic Director of Corporate Resources in relation to the Overview and Scrutiny Annual Report for 2019-20. The report provided a summary of the activity of the Council's six Overview and Scrutiny Boards over the course of the preceding municipal year.

The report noted the extent to which the Executive Scrutiny Board had undertaken pre-decision scrutiny of the Council Cabinet, as well as the topics reviewed by the five Scrutiny Review Boards. The report included a foreword by the Chair of the Executive Scrutiny Board, commending both councillors and officers for their support of the scrutiny process over the previous twelve months.

It was moved by Councillor Cooper, and seconded by Councillor Ingall, that the recommendations in the report be agreed.

**Resolved to approve the Overview and Scrutiny Annual Report for the 2019/20 municipal year.**

## **63/20 Constitutional Appointments**

A report of the Strategic Director of Corporate Resources was considered recommending the endorsement of Councillor Danielle Lind as the Council's LGBTQ+ Champion for 2020-21. It was noted that the Council did not appoint an LGBTQ+ Champion at the Annual General Meeting and that Councillor Lind had acted in the capacity since September 2020 having volunteered herself for the role, following prior consultation with Group Leaders.

The Mayor invited Council to submit any alternative nominations to the position and none were forthcoming. It was moved by Councillor Naitta, and seconded by Councillor Barker, that the recommendations in the report be approved.

**Resolved to endorse the appointment of Councillor Danielle Lind as the Council's LGBTQ+ Champion for 2020-21.**

## **64/20 Motion: Free school meals**

The following motion was moved by Councillor Lind, and seconded by Councillor Atwal:

*"Council notes with concern:*

- 1. That the number of pupils entitled to Free School Meals is rising fast, and currently nearly 9000 across the city.*
- 2. That children who are hungry are less able to learn and thrive at school.*
- 3. That child hunger is a long-term issue. It won't go away when we beat this virus.*

*Council recognises the cross-party support shown for ensuring that no child goes to bed hungry and the commitment to provide support for the expansion of free school meals over the Christmas period and the need to expand this further.*

*Council therefore supports the calls by the Child Food Poverty Taskforce, supported by Marcus Rashford and many leading food suppliers and producers, which calls for:*

- 1. The expansion of Free School Meals provision to every child whose family is in receipt of Universal Credit or equivalent, or with a low income and no recourse to public funds.*
- 2. That provision be made for food vouchers to cover school holidays and periods of lockdown for all families in receipt of Universal Credit or with a low income and no recourse to public funds.*
- 3. That Healthy Start vouchers should be increased in value to £4.25, and expanded to be made available to all those in receipt of Universal Credit or with a low income and no recourse to public funds.*

*Council therefore resolves to write to the Secretary of State for Education, the Secretary of State for Health and the Chancellor of the Exchequer to ask them to implement the recommendations of the Child Food Poverty Taskforce outlined above, as a matter of urgency.*

*Council further resolves to ensure that no child goes to bed hungry and therefore will ensure that Free School Meals will continue to be provided in Derby City for every school holiday and during any lockdown period for every child whose family is in receipt of Universal Credit, or equivalent, or with a low income and no recourse to public funds, until the Government takes the above action. This will be funded from COVID-related Government grants or Council reserves.”*

It was moved by Councillor Williams, and seconded by Councillor Hassall, that the motion be amended by the deletion of final paragraph in its entirety and the addition of the following words in its place:

*“Council further resolves to ask the Executive Scrutiny Board to urgently review the basis and extent to which Free School Meals are provided to eligible children in Derby, in respect of recent national and local developments; and examine the Government’s holiday activities and food programme funding that has been allocated to Derby City Council, and its required outcomes, and make recommendations on implementation to Cabinet by the end of January 2021.”*

The amendment was put to the vote and lost.

It was moved by Councillor Shanker, and seconded by Councillor Russell, that the motion be amended by the deletion of the final paragraph in its entirety and the addition of the following words in its place:

*“Council further resolves:*

- 1. To provide free school meal vouchers for every child who would ordinarily qualify, for all school holidays during 2021 and any future lockdown periods. This will be funded from COVID related Government grants or Council*

*reserves, or until additional external funding has been identified and received by the Council.*

- 2. To commend the excellent work being done by the Derby Food 4 Thought Alliance and to continue to support them so that struggling families who do not qualify for free school meals can also access support.*
- 3. To create a Child Poverty Commission with representatives from across the public and private sectors and include a nomination from each political party and an independent councillor representative. This forum will provide the collaboration and strong leadership necessary to tackle one of the biggest challenges of our generation and help every child in Derby. The Commission will create a strategy to ensure all children of families in receipt of Universal Credit or on low incomes continue to receive free school meals during all school holidays beyond 2021."*

The amendment was put to the vote and carried.

The motion, as amended, was put to the vote and carried.

**Resolved:**

**Council notes with concern:**

- 1. That the number of pupils entitled to Free School Meals is rising fast, and currently nearly 9000 across the city.**
- 2. That children who are hungry are less able to learn and thrive at school.**
- 3. That child hunger is a long-term issue. It won't go away when we beat this virus.**

**Council recognises the cross-party support shown for ensuring that no child goes to bed hungry and the commitment to provide support for the expansion of Free school meals over the Christmas period and the need to expand this further.**

**Council therefore supports the calls by the Child Food Poverty Taskforce, supported by Marcus Rashford and many leading food suppliers and producers, which calls for:**

- 1. The expansion of Free School Meals provision to every child whose family is in receipt of Universal Credit or equivalent, or with a low income and no recourse to public funds.**
- 2. That provision be made for food vouchers to cover school holidays and periods of lockdown for all families in receipt of Universal Credit or with a low income and no recourse to public funds.**
- 3. That Healthy Start vouchers should be increased in value to £4.25, and expanded to be made available to all those in receipt of Universal Credit or with a low income and no recourse to public funds.**

**Council therefore resolves to write to the Secretary of State for Education, the Secretary of State for Health and the Chancellor of the Exchequer to ask them to implement the recommendations of the Child Food Poverty Taskforce outlined above, as a matter of urgency.**

### Council further resolves:

- 1. To provide free school meal vouchers for every child whose family is in receipt of Universal Credit, or equivalent, or with a low income and no recourse to public funds, for all school holidays during 2021 or any future lockdown periods. This will be funded from COVID related Government grants or Council reserves, or until additional external funding has been identified.**
- 2. To commend the excellent work being done by the Derby Food 4 Thought Alliance and to continue to support them so that struggling families who do not qualify for free school meals can also access support.**
- 3. To create a Child Poverty Commission with representatives from across the public and private sectors and include a nomination from each political party and an independent councillor representative. This forum will provide the collaboration and strong leadership necessary to tackle one of the biggest challenges of our generation and help every child in Derby. The Commission will create a strategy to ensure all children of families in receipt of Universal Credit or on low incomes continue to receive free school meals during all school holidays beyond 2021.**

### 65/20 Motion: Hidden Disabilities

Under Council Procedure Rule CP53, Councillor Willoughby requested that he amend the motion of which he had given notice by the deletion of "Council agrees to formally recognise the Hidden Disability Sunflower scheme" in the first sentence and the addition of the following words after point four:

*"Council further agrees to ask the Disability Forum to discuss the issue and consider if there are other actions that should also be taken to widen understanding of this nationally accepted symbol."*

The approval of the meeting was signified without discussion.

The following motion was moved by Councillor Willoughby, and seconded by Councillor Naitta:

*Before Covid-19 the sunflower lanyards, badges and wristbands could be seen on some train services and national airports as a way of recognising that an individual has a hidden disability, who may find particular situations/environments difficult and stressful, causing them to act differently.*

*Since Covid-19, in some areas the sunflower has become a recognised symbol of support for those with hidden disabilities.*

*Covid-19 has created a wide range of barriers for those with hidden disabilities. For example, they may face stigma when they are not seen to be wearing a face*

*covering in public settings despite being exempt due to current government guidance.*

*By recognising this symbol and promoting what it means we can make life easier for those who otherwise might face stigma in the years ahead.*

*Council agrees to:*

- 1. Formally recognise the Hidden Disabilities sunflower;*
- 2. Actively promote what it stands for and its importance in breaking stigma;*
- 3. Help promote the Hidden Disabilities sunflower to local businesses and encourage them to formally look at recognising it*
- 4. Promote that the Council offices are Hidden Disability friendly and promote the sunflower on its buildings, web site and social media so people can identify the Council as Hidden Disability friendly.*

*Council further agrees to ask the Disability Forum to discuss the issue and consider if there are other actions that should also be taken to widen understanding of this nationally accepted symbol.”*

The motion was put to the vote and carried.

#### **Resolved:**

**Before Covid-19 the sunflower lanyards, badges and wristbands could be seen on some train services and national airports as a way of recognising that an individual has a hidden disability, who may find particular situations/environments difficult and stressful, causing them to act differently.**

**Since Covid-19, in some areas the sunflower has become a recognised symbol of support for those with hidden disabilities.**

**Covid-19 has created a wide range of barriers for those with hidden disabilities. For example, they may face stigma when they are not seen to be wearing a face covering in public settings despite being exempt due to current government guidance.**

**By recognising this symbol and promoting what it means we can make life easier for those who otherwise might face stigma in the years ahead.**

**Council agrees to:**

- 1. Formally recognise the Hidden Disabilities sunflower;**
- 2. Actively promote what it stands for and its importance in breaking stigma;**
- 3. Help promote the Hidden Disabilities sunflower to local businesses and encourage them to formally look at recognising it**
- 4. Promote that the Council offices are Hidden Disability friendly and promote the sunflower on its buildings, web site and social media so people can identify the Council as Hidden Disability friendly.**



**Council further agrees to ask the Disability Forum to discuss the issue and consider if there are other actions that should also be taken to widen understanding of this nationally accepted symbol.”**

## **66/20      Motion: Accessible toilets and hidden disabilities**

The following motion was moved by Councillor Naitta, and seconded by Councillor Lind:

*This Council notes that:*

- The charity Crohn’s and Colitis UK is encouraging venues providing accessible public toilets to install new signage. This is to help stop stigma and discrimination towards people with ‘invisible illnesses’ such as Crohn’s Disease and ulcerative colitis.*
- There have been instances nationally where such individuals using an accessible toilet have been accused by staff members of being ineligible to use them.*
- These signs have two standing figures and a wheelchair user with the words Accessible Toilet and the logo ‘Not every disability is visible’.*
- The Government has decided recently that large accessible toilets for severely disabled people – known as Changing Places – will be made compulsory for large new buildings, such as shopping centres, supermarkets, sports and arts venues, in England from 2021.*

*Council resolves to:*

- 1. Ensure that accessible toilets on Council premises bear these signs.*
- 2. Ask town and district centre retailers and leisure outlets to do likewise with their accessible public toilets.*
- 3. Seek advice from the charity Crohn’s and Colitis UK and with the Disability Equality Hub on the information and training we should provide to Council Staff members. This is so they understand these illnesses and to prevent potential embarrassment for those who suffer with them.*
- 4. Ensure that any Changing Places toilets in our buildings are properly signposted for visitors.*
- 5. Ensure that the requirement to provide new Changing Place toilets is included within the Council’s future plans for new public buildings in the city.*

The motion was put to the vote and carried.

**Resolved:**

**This Council notes that:**

- The charity Crohn’s and Colitis UK is encouraging venues providing accessible public toilets to install new signage. This is to help stop stigma and discrimination towards people with ‘invisible illnesses’ such as Crohn’s Disease and ulcerative colitis.**
- There have been instances nationally where such individuals using an accessible toilet have been accused by staff members of being ineligible to use them.**

- These signs have two standing figures and a wheelchair user with the words **Accessible Toilet** and the logo **‘Not every disability is visible’**.
- The Government has decided recently that large accessible toilets for severely disabled people – known as **Changing Places** – will be made compulsory for large new buildings, such as shopping centres, supermarkets, sports and arts venues, in England from 2021.

**Council resolves to:**

1. **Ensure that accessible toilets on Council premises bear these signs.**
2. **Ask town and district centre retailers and leisure outlets to do likewise with their accessible public toilets.**
3. **Seek advice from the charity Crohn’s and Colitis UK and with the Disability Equality Hub on the information and training we should provide to Council Staff members. This is so they understand these illnesses and to prevent potential embarrassment for those who suffer with them.**
4. **Ensure that any Changing Places toilets in our buildings are properly signposted for visitors.**
5. **Ensure that the requirement to provide new Changing Place toilets is included within the Council’s future plans for new public buildings in the city.**

## **67/20      Motion: Responsible use of fireworks**

The following motion was moved by Councillor Evans, and seconded by Councillor Kus:

*Fireworks are used by people throughout the year to mark different events. While they can bring much enjoyment, they can cause significant problems and fear for other people and animals. They can be a source of fear and distress for many animals (including pet animals, farm livestock and wildlife). Animals affected not only suffer psychological distress but can also cause themselves injuries – sometimes very serious ones – as they attempt to run away or hide from the noise.*

*The unpredictable, loud and high intensity noises that many fireworks make can cause fear. For example, studies have found fireworks to be the most common cause for fear responses in dogs and it is estimated that 45 percent of dogs show signs of fear when they hear fireworks. A New Zealand survey recorded 79 percent of horses as either anxious or very anxious around fireworks or over the Guy Fawkes Day period. Debris produced by fireworks, if found on the ground, can also pose a hazard to animals, such as horses and farm livestock. Although there is limited direct evidence, it is also likely that fireworks and their debris will cause disturbance to wildlife, and are likely to cause suffering or distress, depending on the distance from the explosive and the noise level. The short-lived nature of firework noise can make it difficult for the police or local authority officers to pinpoint locations and take action.*

*A licensing system would help with better enforcement of the law by allowing enforcement bodies to know where licensed events are being held so they can focus on locations and incidents elsewhere, there is a real need to raise awareness amongst owners of animals about fireworks phobia. This phobia can be treated (in dogs at least) in the long term but owners need to prepare themselves and their pets*

*sooner, rather than just before the fireworks are let off. There is a need to raise awareness about the impact of fireworks on animals to the wider public to encourage them to be more considerate of those with pets, horses and livestock as well as local wildlife.*

*Presently the law is failing as it does not prevent or sufficiently reduce the risk of fireworks causing distress, injury or anxiety to people, as well as death, injury or distress to animals. Further research is needed to properly understand the impact of noise on animals and a number of things can be done to improve the situation for animals and people by:*

- Introducing a limit on the public use of fireworks on or close to specific dates and times*
- Tightening restrictions on the sale of fireworks in the run up to events throughout the year*
- Reducing the maximum noise level of fireworks sold to the public, ensuring they are labelled accurately*
- Licensing all public firework displays – and ensuring displays are better advertised to the public.*

*This Council resolves:*

- 1. To require all public firework displays within the local authority boundaries to be timely advertised in advance of the event, allowing residents to take precautions for their animals and vulnerable people.*
- 2. To actively promote a public awareness campaign about the impact of fireworks on animal welfare and vulnerable people – including the precautions that can be taken to mitigate risks.*
- 3. To write to the UK Government urging them to introduce legislation to limit the maximum noise level of fireworks to 90dB for those sold to the public for private displays.*
- 4. To encourage local suppliers of fireworks to stock ‘quieter’ fireworks for public display.*

The motion was put to the vote and carried.

#### **Resolved:**

**Fireworks are used by people throughout the year to mark different events. While they can bring much enjoyment, they can cause significant problems and fear for other people and animals. They can be a source of fear and distress for many animals (including pet animals, farm livestock and wildlife). Animals affected not only suffer psychological distress but can also cause themselves injuries – sometimes very serious ones – as they attempt to run away or hide from the noise.**

**The unpredictable, loud and high intensity noises that many fireworks make can cause fear. For example, studies have found fireworks to be the most common cause for fear responses in dogs and it is estimated that 45 percent of dogs show signs of fear when they hear fireworks. A New Zealand survey recorded 79 percent of horses as either anxious or very anxious around fireworks or over the Guy Fawkes Day period. Debris produced by fireworks, if**

found on the ground, can also pose a hazard to animals, such as horses and farm livestock. Although there is limited direct evidence, it is also likely that fireworks and their debris will cause disturbance to wildlife, and are likely to cause suffering or distress, depending on the distance from the explosive and the noise level. The short-lived nature of firework noise can make it difficult for the police or local authority officers to pinpoint locations and take action.

A licensing system would help with better enforcement of the law by allowing enforcement bodies to know where licensed events are being held so they can focus on locations and incidents elsewhere, there is a real need to raise awareness amongst owners of animals about fireworks phobia. This phobia can be treated (in dogs at least) in the long term but owners need to prepare themselves and their pets sooner, rather than just before the fireworks are let off. There is a need to raise awareness about the impact of fireworks on animals to the wider public to encourage them to be more considerate of those with pets, horses and livestock as well as local wildlife.

Presently the law is failing as it does not prevent or sufficiently reduce the risk of fireworks causing distress, injury or anxiety to people, as well as death, injury or distress to animals. Further research is needed to properly understand the impact of noise on animals and a number of things can be done to improve the situation for animals and people by:

- Introducing a limit on the public use of fireworks on or close to specific dates and times
- Tightening restrictions on the sale of fireworks in the run up to events throughout the year
- Reducing the maximum noise level of fireworks sold to the public, ensuring they are labelled accurately
- Licensing all public firework displays – and ensuring displays are better advertised to the public.

This Council resolves:

1. To require all public firework displays within the local authority boundaries to be timely advertised in advance of the event, allowing residents to take precautions for their animals and vulnerable people.
2. To actively promote a public awareness campaign about the impact of fireworks on animal welfare and vulnerable people – including the precautions that can be taken to mitigate risks.
3. To write to the UK Government urging them to introduce legislation to limit the maximum noise level of fireworks to 90dB for those sold to the public for private displays.
4. To encourage local suppliers of fireworks to stock 'quieter' fireworks for public display.

## **68/20      Motion: Redundancy Payments**

The following motion was moved by Councillor A W Graves, and seconded by Councillor A J Graves:

*Council recognises under the Equality Act, that all employees are protected from age discrimination in all aspects of their employment, including recruitment, employment terms and conditions, promotions and transfers, training and dismissals.*

*Yet despite this, one of our own policies appears to treat younger people within this organisation unfavourably because of their age.*

*Our own redundancy policy states that those with more than two years service will receive the following:*

*Under 21 – 0.5 weeks salary per year of employment*

*22 to 44 – 1 weeks salary per year of employment*

*45 to 65 – 1.5 weeks salary per year of employment*

*Council therefore requests that the Personnel Committee review the existing redundancy policy and consider whether redundancy payments for all employees should be equalised.*

**Resolved:**

**Council recognises under the Equality Act, that all employees are protected from age discrimination in all aspects of their employment, including recruitment, employment terms and conditions, promotions and transfers, training and dismissals.**

**Yet despite this, one of our own policies appears to treat younger people within this organisation unfavourably because of their age.**

**Our own redundancy policy states that those with more than two years service will receive the following:**

**Under 21 – 0.5 weeks salary per year of employment**

**22 to 44 – 1 weeks salary per year of employment**

**45 to 65 – 1.5 weeks salary per year of employment**

**Council therefore requests that the Personnel Committee review the existing redundancy policy and consider whether redundancy payments for all employees should be equalised.**

**69/20      Motion: Free School Meals**

Councillor Shanker withdrew the motion of which he had previously given notice, under the provisions of Council Procedure Rule CP42(g).

**70/20      Motion: Recognition of the independence of the Republic of Artsakh**

The following motion was moved by Councillor Shanker, and seconded by Councillor Skelton:

*“At the Full Council Meeting on the 21<sup>st</sup> November 2018, a Motion was unanimously passed to formally recognise the Armenian Genocide in 1915. The motion included the statement that:*

*“Council believes that the formal act of recognition of these events as Genocide is an essential part of the process of ensuring that such acts are not forgotten and not repeated”.*

*The Republic of Artsakh (Nagorno-Karabakh Republic) is an ethnically Armenian region in the South Caucasus that has a long and storied past and holds a cherished place in the Armenian people’s history and culture. During the period of the Soviet Union, Artsakh was an autonomous region subject to the administration of the Azerbaijan Soviet Socialist Republic.*

*The Armenian minority living under Azerbaijani administration was repeatedly subjected to massacres and ethnic cleansings, therefore, their security and right to life are not guaranteed in the territory of the Republic of Azerbaijan.*

*Artsakh has never been a part of independent Azerbaijan, as on 10 December 1991 a referendum of the people of Artsakh overwhelmingly voted for independence in full compliance with the norms of international law and existing domestic legislation and according to the same legal basis as Azerbaijan and other states of the Former Soviet Union.*

*Earlier this year on the 27 September, Azerbaijan, with full political and military support of Turkey, initiated large-scale military aggression against the Republic of Artsakh, targeting civilian population and civilian infrastructure with banned weaponry.*

*Taking into account the reports of the European Commission against Racism and Intolerance of the Council of Europe (ECRI) and the UN Committee for the Elimination of Racial Discrimination (CERD) stating that the official position of Azerbaijan is to promote a “negative climate of opinion” about Armenian people.*

*Azerbaijan’s recent actions further emphasise the existential threat to the people of Artsakh and make it imperative for the international community to actively work toward neutralizing it, including through the recognition of the Artsakh people’s right to self-determination and their right to live freely and with dignity in their historic homeland,*

*Council resolves:*

- To recognise the independence of the Republic of Artsakh and acknowledge the rights of the Armenian people to self-determination, and their right to live freely and with dignity in their historic homeland;*
- To write to the Foreign Secretary informing him of this Motion being resolved at Council and ask that the UK Government also recognises the independence of the Republic of Artsakh.”*

*The motion was put to the vote and carried.*

**Resolved:**

**At the Full Council Meeting on the 21<sup>st</sup> November 2018, a Motion was unanimously passed to formally recognise the Armenian Genocide in 1915. The motion included the statement that:**

**“Council believes that the formal act of recognition of these events as Genocide is an essential part of the process of ensuring that such acts are not forgotten and not repeated”.**

**The Republic of Artsakh (Nagorno-Karabakh Republic) is an ethnically Armenian region in the South Caucasus that has a long and storied past and holds a cherished place in the Armenian people’s history and culture. During the period of the Soviet Union, Artsakh was an autonomous region subject to the administration of the Azerbaijan Soviet Socialist Republic.**

**The Armenian minority living under Azerbaijani administration was repeatedly subjected to massacres and ethnic cleansings, therefore, their security and right to life are not guaranteed in the territory of the Republic of Azerbaijan.**

**Artsakh has never been a part of independent Azerbaijan, as on 10 December 1991 a referendum of the people of Artsakh overwhelmingly voted for independence in full compliance with the norms of international law and existing domestic legislation and according to the same legal basis as Azerbaijan and other states of the Former Soviet Union. Earlier this year on the 27 September, Azerbaijan, with full political and military support of Turkey, initiated large-scale military aggression against the Republic of Artsakh, targeting civilian population and civilian infrastructure with banned weaponry.**

**Taking into account the reports of the European Commission against Racism and Intolerance of the Council of Europe (ECRI) and the UN Committee for the Elimination of Racial Discrimination (CERD) stating that the official position of Azerbaijan is to promote a “negative climate of opinion” about Armenian people.**

**Azerbaijan’s recent actions further emphasise the existential threat to the people of Artsakh and make it imperative for the international community to actively work toward neutralizing it, including through the recognition of the Artsakh people’s right to self-determination and their right to live freely and with dignity in their historic homeland,**

**Council resolves:**

- To recognise the independence of the Republic of Artsakh and acknowledge the rights of the Armenian people to self-determination, and their right to live freely and with dignity in their historic homeland;**
- To write to the Foreign Secretary informing him of this Motion being resolved at Council and ask that the UK Government also recognises the independence of the Republic of Artsakh.**

**MAYOR**