

COUNCIL

**MEETING HELD AT THE TOWN HALL, SOUTHPORT
ON THURSDAY 21ST APRIL, 2022**

PRESENT: The Mayor (Councillor Carragher) in the Chair
The Deputy Mayor (Councillor) Vice Chair

Councillors Atkinson, Bennett, Bradshaw, Brodie -
Browne, Brough, Byrom, Carlin, Carr, Cluskey,
Corcoran, Cummins, D'Albuquerque, Dowd, Doyle,
Dutton, Fairclough, Friel, Grace, Halsall, Hansen,
Hardy, Howard, Irving, Jones, John Joseph Kelly,
Sonya Kelly, Killen, Lappin, Lewis, Ian Maher,
Chris Maher, McKinley, Moncur, Murphy, Myers,
O'Brien, Page, Prendergast, Pugh, Riley, Robinson,
Roche, Roscoe, Sathiy, John Sayers,
Yvonne Sayers, Shaw, Spencer, Thomas,
Lynne Thompson, Tweed, Veidman, Waterfield and
Wilson

117. WELCOME

The Mayor welcomed members, officers and members of the public to the meeting of the Council.

118. APOLOGIES FOR ABSENCE

Apologies for absence were received from Councillors Blackburne, Brennan, Burns, Dodd, John Kelly, Sonya Kelly, McGinnity, Morris, Anne Thompson, Sir Ron Watson and Webster.

119. DECLARATIONS OF INTEREST

No declarations of any disclosable pecuniary interests or personal interests were received.

120. MINUTES OF PREVIOUS MEETING

RESOLVED:

That the Minutes of the Council meeting held on 3 March 2022 be approved as a correct record.

121. MAYOR'S COMMUNICATIONS

Councillors Not Seeking Re-Election

COUNCIL- THURSDAY 21ST APRIL, 2022

The Mayor reported that this was the last Council meeting before the Council Elections on 5 May 2022 and that she was aware that the following Councillors would not be seeking re-election:

Councillor Janis Blackburne who has served on Sefton Council for four years;

Councillor Daniel Lewis who has served on Sefton Council for eight years.

On behalf of the Council, the Mayor indicated that she wished to thank those Members for their dedicated service to the people of Sefton and she extended her best wishes to them for the future.

Mayor 2022/23

The Mayor indicated that for those who did not already know that she had been nominated for the office of the Mayor of Sefton for a further year - 2022/23 and that the appointment would take place at the Annual Council meeting to be held on 19 May 2022 at Bootle Town Hall. In those circumstances she had decided not to have an installation dinner.

Death of Ralph Gregson MBE

The Mayor reported with great sadness on the loss of former Councillor Ralph Gregson MBE, who passed away on 6 April 2022.

Ralph Gregson was elected to the former Southport No. 6 Ward (which later became the Birkdale Ward) on 10 May 1973 and served on the Council for 13 years.

Mr. Gregson was awarded an MBE from the Queen in 1999 for his many years of volunteering in Southport; and outside of politics Mr. Gregson was a longstanding and active member of the Birkdale Civic Society.

Councillors Brough and Shaw paid tribute to former Councillor Ralph Gregson.

The Council then observed a one-minute silence as a mark of respect for former Councillor Ralph Gregson.

Mayor of Sefton's Gala Charity Ball 2022

The Mayor reported that her Gala Charity Ball was held on Saturday 26 March 2022 and was a great success. Over 180 people attended the event in the Bliss Hotel, Southport, and a great deal of money was raised on the night that would go towards the Mayor's Charity Fund; and the Mayor said a special thank you to all those Members who attended and supported the event. The Mayor concluded that she was currently planning events for her second term of office and that she would keep the Council updated on these during the course of the year.

Mayor's Lottery

The Mayor reported that at each Council meeting she would take the opportunity to remind members to sign up for the Mayor's Lottery. The Lottery cost £2 per month to enter and would be deducted directly from Members' allowances. Half of the proceeds from the lottery would go towards the Mayor's Charity Fund.

Mayoress Mrs. Audrey Stanson

The Mayor thanked Members for their kind thoughts and support during the recent illness of her mother and Mayoress Mrs. Audrey Stanson.

Hillsborough

The Mayor commented on the recent 33rd anniversary of the Hillsborough disaster in which 97 Liverpool supporters lost their lives, 18 of whom were Sefton residents.

The Council then observed a one-minute silence as a mark of respect for the 97 supporters who lost their lives in the disaster.

122. MATTERS RAISED BY THE PUBLIC

The Mayor reported that a public petition had been received containing the signatures of 507 people and that the summary of the petition stated:

Public Petition - Save the Promenade in Crosby Coastal Park

We the undersigned petition the council to save the Promenade in Crosby Coastal Park and the Multi-use Path on top of it by clearing the sand from its top surface, removing the sand from the beach side of the revetment, and restoring its surface, railings and signage.

It is the official policy of Sefton MBC's Cabinet and of Green Sefton to keep the promenade clear of sand, but Green Sefton struggle to do so within their budget and resources of manpower and machinery. There is therefore a kind of unofficial policy of neglect which has intensified over recent years. Sand dunes have built up on both sides of the seawall/promenade. Sand covers the existing Multi-use Path for pedestrians, cyclists, wheelchair users, etc. on top of the promenade, in particular between the point on the prom where it is joined by the access path from Blucher Street car park past the water treatment works, and a point opposite Crosby Leisure Centre at Mariners Road.

The Council's 'Vision' for the future of Crosby Coastal Park up to 2030 included proposals for a new inland Multi-use Path in the Marine Park between Mariners Road and Cambridge Road ('Zones D and E'). The

Seafront Residents' Action Group (SRAG) and others have long campaigned for the Council to keep the promenade in good repair, and its existing Path open, and free from sand.

SRAG has opposed the new proposed inland Multi-use Path, which is billed as an alternative to the one on the prom, but in the prevailing circumstances is almost certainly going to be a substitute for it. The Council are about to launch an application for planning permission for the new Path, which if allowed would run through the Park between Blundellsands Road West and Cambridge Road, with a section along Endsleigh Road. They consulted on most of it being 3m (10') wide, but their planning application will ask for permission for it to be 4m (13') wide, and as such it would look like a road bisecting and attacking the green space of the Park. The existing Path on the prom is actually wider and potentially safer for multiple use, and is further away from residences, but its true dimensions are partially concealed by sand.

A retired engineer whose company used to contract with the Council to keep the sand away from the seawall by moving it to the mean low tideline has proposed that a reputable firm or firms could remove the dune from the beach and clear the dunes from the top of the prom for free or at little cost, provided they could retain the sand themselves for recycling. It could be done in a manner that would create minimal disruption to the general public, though it would require planning for the necessary logistics and contractual arrangements.

In August 2021 SRAG alerted the Council and suggested meetings between Councillors and Officials with representatives from the company or companies potentially involved. Green Sefton have said that this proposal is not feasible and is undesirable. SRAG are continuing to press for its feasibility to be properly considered. It is clearly desirable in the short term, though there would be heavy machinery working on the beach and lorries removing the sand for a period.

Undertaking this work would remove the dangers now posed by hidden hazards such as wire at ankle level, half-buried signage and broken fencing. It would potentially reduce the sand blow into the Marine Lakes, obviating or mitigating the need to dredge it from time to time.

The existing promenade route is scenic and preferable to an inland alternative route, whether for leisure or commuting. It runs alongside the iconic statues of Antony Gormley's 'Another Place'. It has recently been adopted by the Secretary of State for the Environment as part of the new National Trail, the England Coast Path. It needs to be kept open, not least to prevent roll back of the Trail towards seafront residences.

Green Sefton say that in advance of any formal discussion with sand winning companies that an Environmental Impact Assessment would be required to address the impact on coastal habitats and species in the wider Liverpool Bay, River Mersey and Sefton Coast; and it would need to be assessed by Natural England as the site has multiple local, national

and international scientific and nature designations. So be it. The Park was created before the designations were made. Where there is a will there is a way.

They also say that a Feasibility Study by an external consultant would be required which has cost implications.

The offer is of free or low-cost sand removal. We ask the Council to consider whether to undertake and fund the necessary Environmental Impact Assessment and Feasibility Study.

The dunes in front of Waterloo and Brighton-le-Sands have formed relatively recently in front of a densely populated residential area. They have at least in part been made by human intervention, including fencing, planting and the deposit of used Christmas trees. The considerations that apply should take into account all the other benefits of a scenic route for walking and cycling along the coast and through an amenity park which has become a hybrid of amenity and natural enclave, before dismissing an idea whose time has come through a chain of circumstances. These beachside sandhills of the Marine Park are hardly a genuine part of the much more important and valuable dunescape of the Sefton coast, which is the largest in England and runs for 12 miles to their north. They are a recently formed small adjunct to it.

The promenade was created between February 1969 and July 1973 as part of the 'seaside improvements' which created the Marine Park part of Crosby Coastal Park. It was funded at considerable expense by Crosby Borough out of local funds and it is a key asset of green infrastructure which should be cherished. No part of it ought to be buried and abandoned by its successor Local Authority.

We petition the Council to SAVE THE PROM!

In accordance with the Councils Constitution, the Lead Petitioner was advised of his right to make representations to the Council, not lasting more than 5 minutes. Mr. Wolstenholme addressed the Council for 5 minutes in respect of the terms of the petition.

The Cabinet Member for Health and Wellbeing, Councillor Moncur, responded to the petition and made the following points:

- The Council had continually responded to correspondence submitted by the Seafront Residents' Action Group on this issue
- The sand winning proposals suggested by SRAG could result in the removal of around 720,000 cu m of sand from the area (over 1 million tonnes); and that if 20T wagons were used this would involve 87,500 vehicle movements through suburban areas of Crosby and Waterloo which would be detrimental to local residential amenity and highway safety. A sand winning operation in Southport generated many complaints from residents concerning HGV movements on local roads

- Heavy plant and machinery would also be required in the promenade area which would require risk assessments to be undertaken and the closure of public paths whilst work was being undertaken. Working hours would be dictated by tidal sequences and consideration may have to be given to early morning and late-night working, again to the detriment of residential amenity
- A feasibility study would likely be required by an external consultant to address some of the many questions raised and there would be a cost associated with this. Furthermore, environmental impact assessments would have to be undertaken due to the nature of the proposed works
- Other considerations included the long-term implications for coastal defence, as the build-up of sand protected the seawall from wave impact and damage and thus would delay the need for repairs and replacement; in respect of the Climate emergency the predicted increase in sea levels and extreme wave height meant that sea defences were likely to be impacted more in the future and the sand accumulation may provide some degree of a buffer against this; and an assessment of the impact in terms of the decarbonisation agenda would be required in respect of the upgrading of existing routes / installing new routes, repairing/replacing sea defences and sand removal operations

Members then debated the petition.

Thereafter, it was moved by Councillor Moncur, seconded by Councillor Cummins and

RESOLVED: That:

- (1) the lead petitioner be thanked for submitting and presenting the petition to the Council;
- (2) the terms of the petition be noted; and
- (3) it be noted that the Council will give due consideration to the points raised in the petition and in the email from the petitioner to all members in support of the petition and any points raised in the future by the Seafront Residents' Action Group.

123. QUESTIONS RAISED BY MEMBERS OF THE COUNCIL

The Council considered a schedule setting out the written questions submitted by:

- (1) Councillor Sir Ron Watson to the Council spokesperson on the Merseyside Police and Crime Panel (Councillor John Sayers)

- (2) Councillor Sir Ron Watson to the Council spokesperson on the Merseyside Police and Crime Panel (Councillor John Sayers)
- (3) Councillor Brough to the Cabinet Member – Children’s Social Care (Councillor Doyle)
- (4) Councillor Prendergast to the Leader of the Council (Councillor Ian Maher)
- (5) Councillor Sir Ron Watson to the Leader of the Council (Councillor Ian Maher)
- (6) Councillor Sir Ron Watson to the Leader of the Council (Councillor Ian Maher)

together with the responses given. Due to the absence of Councillor Sir Ron Watson at the meeting no supplementary questions in respect of questions 1, 2, 5 and 6 were raised. Supplementary questions to questions 3 and 4 were responded to by the Leader of the Council and the Cabinet Member – Children’s Social Care.

124. NEW REALITIES 2022

Further to Minute No. 126 of the meeting of the Cabinet held on 7 April 2022, the Council considered the report of the Executive Director – People seeking approval of a revised New Realities Protocol which had been co-produced with the Voluntary, Community and Faith (VCF) Sector.

A copy of the New Realities Protocol was attached to the report.

It was moved by Councillor Maher, seconded by Councillor Fairclough and

RESOLVED:

That the revised new realities protocol be approved for adoption.

125. REVIEW OF THE 2021-2022 MEMBER DEVELOPMENT PROGRAMME AND PROPOSED STRATEGY FOR THE 2022-2023 PROGRAMME

The Council considered the report of the Executive Director of Corporate Resources and Customer Services that provided a review of the Member Development Programme that ran in 2021-22 and proposals for the 2022/23 Programme. A copy of the Member Induction Programme for 2022 was attached to the report.

It was moved by Councillor Lappin, seconded by Councillor Fairclough and

RESOLVED: That

- (1) the Sefton Council Member Development Programme for the 2022-2023 Municipal Year be rolled forward;
- (2) the following non-statutory courses be continued to be designated as mandatory:
 - Information and Compliance
 - Safeguarding Children Awareness
 - Safeguarding Adults Awareness
 - Corporate Parenting;
- (3) the establishment of a Member Development Steering Group comprising representation from the respective political groups be approved and the Cabinet Member – Regulatory, Compliance and Corporate Services be authorised to approve the membership and terms of reference of the Steering Group; and
- (4) the intention to work towards achievement of the North-West Member Development Charter for Sefton be noted and endorsed.

126. ICT ACCEPTABLE USAGE POLICY

Further to Minute No. 43 of the Audit and Governance Committee held on 16 March, the Council considered the report of the Executive Director of Corporate Resources and Customer Services, seeking approval for revised security policy documentation relating to the authority's ICT estate. The policy document provided a yearly review of the ICT Acceptable Use Policy and last reviewed by the Audit and Governance Committee on 16 March 2022.

It was moved by Councillor Lappin, seconded by Councillor Fairclough and

RESOLVED: That

- (1) the revised security policy documentation relating to the authority's ICT estate be approved; and
- (2) the internal publication of the Acceptable Use Policy be approved.

127. SEFTON COUNCIL POLICY ON DEALING WITH THE ON-LINE ABUSE AND INTIMIDATION OF COUNCILLORS

The Council considered the report of the Chief Legal and Democratic Officer that sought to introduce a policy to assist Members dealing with social media and to provide advice and assistance if they considered that they were subject to on-line abuse and intimidation. The draft Sefton Council Policy on Dealing with the On-Line Abuse and Intimidation of Councillors was attached to the report.

It was moved by Councillor Lappin, seconded by Councillor Fairclough and

RESOLVED:

That the Sefton Council Policy on Dealing with the On-Line Abuse and Intimidation of Councillors be endorsed.

128. SOCIAL HOUSING ALLOCATIONS SCHEME

Further to Minute No. 115 of the meeting of the Cabinet held on 10 March 2022, the Council considered the report of the Head of Economic Growth and Housing indicating that since 2012, the Council had been part of the Merseyside sub regional social housing allocations scheme known as Property Pool Plus (PPP). Following a review of the policy, which included extensive community consultation and concluded in early 2021, a final draft of the policy which updated the current version of the policy had now been agreed between all the other Liverpool City Region local authorities. Approval was sought on this final revised Allocations Policy and for the arrangements for the introduction of a new IT system to support the operation of the new policy and scheme.

It was moved by Councillor Hardy, seconded by Councillor Fairclough and

RESOLVED:

That a Supplementary Capital Estimate for the scheme of £65,000, funded from the Cost of Change budget, be approved.

129. MEMBERSHIP OF COMMITTEES 2021/22

No changes to memberships of Committees were made.

130. MATTERS DEALT WITH IN ACCORDANCE WITH RULE 46 OF THE SCRUTINY PROCEDURE RULES (CALL-IN AND URGENCY) OF THE CONSTITUTION

The Council considered the report of the Leader of the Council in relation to a matter that was dealt with in accordance with Rule 46 (waiving call-in) of the Access to Information Procedure Rules of the Council Constitution, whereby "call in" was waived.

It was moved by Councillor Grace, seconded by Councillor Fairclough and

RESOLVED:

That the report be noted.

131. MATTERS DEALT WITH IN ACCORDANCE WITH RULE 29 OF THE ACCESS TO INFORMATION PROCEDURE RULES (SPECIAL URGENCY) OF THE CONSTITUTION

The Council considered the report of the Leader of the Council in relation to a matter that was dealt with in accordance with Rule 29 (Special

Urgency) of the Access to Information Procedure Rules of the Council Constitution, whereby the decision was urgent.

It was moved by Councillor Grace, seconded by Councillor Fairclough and

RESOLVED:

That the report be noted.

132. MOTION SUBMITTED BY COUNCILLOR WILSON - A FAIR DEAL FOR LYDIATE, MAGHULL AND AINTREE - RETURN THE DOUBLE RATING REBATE TO THE TOWN AND PARISH COUNCILS

It was moved by: Councillor Wilson, seconded by: Councillor Carr:

That:

This Council notes that as part of the overall council tax precepts for this year, that in addition to Sefton Precept, the precepts agreed by both Lydiate Parish Council (8.67%) and Maghull Town Council (12%) are significantly in excess of inflation rates.

Parish and Town councils are now having to significantly increase the precept and adjust budgets because of the continued inequity in the funding of Parks within the Borough.

Unlike other areas of the Borough (Bootle, Crosby, Formby and Southport) there are no Sefton maintained Parks in Lydiate, Maghull and Aintree and these are paid for by separate Parish and Town Council precepts. This has been the case for many years and was initially accepted by the Parishes as all Councils were hit with Austerity measures. This can no longer be accepted without a challenge, as it is no longer sustainable.

Previously this inequity in Parks funding was accepted by the Council and Town/Parish Councils were given a financial rebate but this ended some years back. This rebate amounts to approximately £140,000 per year to Maghull and £46,000 to Lydiate

With a multi £Million-pound budget it is not beyond the wit of Council Officers and Members to make good this lost provision and right a wrong to the residents and Council Tax-payers of Lydiate, Maghull and Aintree

Accordingly, the Executive Director of Corporate Resources and Customer Services be requested to look at this inequity and report back to Council in due course on proposals that will be a Fair Deal for Lydiate and Maghull as well as Aintree.

Following a debate on the Motion; and the requisite number of Members present requesting that the voting on the Motion be recorded in

accordance with Rule 95 of Chapter 4 in the Constitution the Members of the Council present at the time voted as follows:

FOR THE MOTION

Councillors Bennett, Brodie-Browne, Brough, Carr, D'Albuquerque, Dutton, Irving, Jones, Lewis, McKinley, Prendergast, Pugh, Riley, Sathiy, John Sayers, Yvonne Sayers, Shaw, Lynne Thompson and Wilson.

AGAINST THE MOTION

Atkinson, Bradshaw, Byrom, Carlin, Cluskey, Corcoran, Cummins, Dowd, Doyle, Fairclough, Friel, Grace, Halsall, Hansen, Hardy, Howard, John Joseph Kelly, Killen, Lappin, Christine Maher, Ian Maher, Moncur, Murphy, Myers, O'Brien, Page, Robinson, Roche, Roscoe, Spencer, Thomas, Tweed, Veidman, Waterfield and the Mayor.

The Mayor declared that the **Motion was lost** by 19 votes to 35.

133. MOTION SUBMITTED BY COUNCILLOR PRENDERGAST - LOCAL AUTHORITY PUBLICITY

It was moved by: Councillor Prendergast, seconded by: Councillor Brough:

That:

This Council adheres to the Code of Recommended Practice on Local Authority Publicity issued by the Department for Communities and Local Government (31st March 2011 edition) ('the Code'). The public have a legitimate expectation that public money will not be used for party political purposes.

It is therefore, highly regrettable that the Leader of the Council has chosen to disregard the Code and proceed to print and deliver thousands upon thousands of letters and send out many thousands of emails (at the expense of Sefton Metropolitan Borough Council) of a clearly political nature which accompanied the recently issued Council Tax Bills.

These letters, a copy of which is attached, may well breach the Code.

Therefore, this Council resolves:

- To instruct the Chief Legal and Democratic and Monitoring Officer to carry out an urgent investigation into whether the attached letter breaches the Code (instructing outside counsel if he feels it appropriate), and
- For the results of the investigation to be presented to the Audit and Governance Committee in the form of a report at the earliest opportunity for Members to consider.

Following a debate on the Motion the Chief Legal and Democratic Officer officiated a vote and the Mayor declared that the **Motion was lost** by 11 votes to 35 with 7 abstentions.

134. MOTION SUBMITTED BY COUNCILLOR IAN MAHER - COST OF LIVING CRISIS

It was moved by: Councillor Maher, seconded by: Councillor Moncur:

That:

The cost-of-living crisis is hammering families in Sefton. But all we got from the Conservative Chancellor in his Spring Statement was a promise of a tiny bit of jam tomorrow rather than the real support that is needed now – and now we learn that workers in Sefton are facing a sharp squeeze on their wages, losing £953.37 from an average pay packet by next year.

His spring statement was the day for the Chancellor to scrap his unfair tax hike on working people and on businesses. It was the day for him to bring in a one-off windfall tax on oil and gas producers, to take up to £600 off people's energy bills. It was the day to set out a plan for British businesses.

In failing to do any of these, the Chancellor made the wrong choices for Sefton, and our Country.

We've got to get a grip on spiralling inflation and the rising cost of living crisis which is leaving people worse off and facing financial crisis.

Not only is it leaving people worse off and worried about paying the bills - it's stopping their spending going back into our local economy so our businesses and our growth is suffering. The Chancellor has left households and businesses to fend for themselves in the middle of a cost-of-living crisis, as we're set to see the biggest drop to incomes on record this year.

For every £6 the Chancellor has taken in tax since becoming Chancellor, he's giving back just £1 today.

As such, this Council calls on the Conservative Government:

- (1) To immediately scrap the national insurance increase;
- (2) To impose a windfall tax on oil and gas companies and use this to take £600.00 off people's energy bills;
- (3) To re-introduce the triple lock for pensions immediately.

An **amendment** was moved by Councillor Brodie-Browne, seconded by Councillor Pugh that the Motion be amended by the addition of the following:

“4) To reduce the standard rate of VAT from 20% to 17.5% for one year, meaning a further saving of £600 to the average household”.

Following debate on the **amendment** Councillor Ian Maher, as Mover of the Motion indicated that he accepted the **amendment** as a “friendly amendment” in accordance with paragraph 72 of Chapter 4 in the Constitution and it was unanimously:

RESOLVED: That:

The cost-of-living crisis is hammering families in Sefton. But all we got from the Conservative Chancellor in his Spring Statement was a promise of a tiny bit of jam tomorrow rather than the real support that is needed now – and now we learn that workers in Sefton are facing a sharp squeeze on their wages, losing £953.37 from an average pay packet by next year.

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As such, this Council calls on the Conservative Government:

- (1) To immediately scrap the national insurance increase;
- (2) To impose a windfall tax on oil and gas companies and use this to take £600.00 off people's energy bills;
- (3) To re-introduce the triple lock for pensions immediately; and

- (4) To reduce the standard rate of VAT from 20% to 17.5% for one year, meaning a further saving of £600 to the average household.

135. MOTION SUBMITTED BY COUNCILLOR CARLIN - SEFTON COUNCIL RACE EQUALITY DECLARATION OF INTENT

It was moved by Councillor Carlin, seconded by Councillor Corcoran:

That:

Sefton is home to many people from many diverse racial and ethnic backgrounds and they are key members of our communities. The Council recognises that those of a Diverse Ethnic Background are not homogenous – different communities and individuals within communities have differing needs. Needs that should not be defined by stereotyping or presumptions. This Council understands and acknowledges that systemic and institutional racism is an issue affecting the outcomes for all those who identify with having a Diverse Ethnic Background (DEBs – Previously known as Black, Asian, and Minority Ethnic/BAME).

The Pandemic -and its disproportionate impact on disadvantaged groups and ethnic minorities - and the Black Lives Matters Movement give social and racial justice a new level of urgency. There is strong expression of the need for change.

Sefton Council accepts that it has an important role to play in tackling race injustice and inequality and driving forward positive change.

- As a major employer, we must look internally at our own organisation, and ensure that it is representative of the population we serve, welcoming, safe and inclusive, and that DEBs staff have equality of opportunity to develop and succeed.
- As a lead organisation within the community, we have a responsibility to ensure our services are accessible to all of our residents.
- Finally, as a partner in the Liverpool City Region Race Equality Programme, we must use our commitment to race equality to help identify best practice for us, and other organisations and stakeholders, to follow.

The council recognises that there is work to do in order to have a workforce where the percentage of DEBs staff reflects that of the borough's DEBs community in terms of DEBs staff in the Council's workforce and DEBs representation at a director and senior management level.

Proportional representation in the workforce is only one indicator of race equality in employment. An equally important indicator is the 'lived

experience' of DEBs staff and DEBs residents, and we know that tackling the impact of systemic and institutional racism is the key issue to achieve.

Sefton Council is working with the Combined Authority and the other Liverpool City Region (LCR) Councils to develop and deliver a Race Equality Programme that seeks to meet the shared vision of "tackling systemic injustice and inequality and driving forward positive change for our DEBs employees and residents - influencing the partners we work with to do the same".

Sefton Council is committed to emerge from the current crisis and achieve the Sefton Council Strategy vision of *A Confident and Connected Borough*.

Our Race Equality Declaration of Intent supports and embodies the Sefton 2030 Vision priority of *"Together a Stronger Community"*. It contributes to ensuring that *"We focus on our similarities and the strength that comes from diversity, but never on our differences"*.

The Success of this intent will be measured by demonstrating that "people feel safe and supported" and ensuring that "people are influencing decisions which affect them and communities work together and with partners to deliver effective change".

This Council therefore will:

- Support an inclusive and safe workplace environment for DEBs Staff.
- Provide a mandatory equality and diversity training programme for all staff and councillors and ensure it is undertaken by staff and councillors, with the programme continuing to capture all future new starters to the organisation.
- Demonstrate 'due regard' to race equality in employment policy and decisions.
- Work with the DEBs Staff Group to understand how the organisation can improve.
- Ensure discrimination and harassment cases are investigated and outcomes reached within reasonable timescales.
- Set up a Racial Equality Monitoring Group – drawing on the expertise from Councillors, from DEBs staff, local communities, residents, young citizens, critical race theories, local organisations and anti-racism charities, businesses, and other relevant parties. Within this over the following 12 months, the group will consider strategies and actions being developed by the Council and other partner organisations and develop a Borough-wide strategy in line with the Liverpool City Regions targets of 2025/2026. It will also recommend ways we can maximise the voice of the DEBs staff

group, promote improvements in the number of DEBs staff, improve retention, and promote progression into Senior leadership roles.

- It will obtain data on DEBs staff and be able to assess this data and use it to set obtainable targets around DEBs staff – including having a minimum number of DEBs staff based on local and regional demographics and based on the makeup of individual professions. Within this the working group will also assist in promoting the DEBs staffing group throughout the Council and the Borough.
- Monitor impact assessment of policy and decisions.
- Promote good race relations and raise public awareness through the council's commitment to race equality, diversity, and inclusion.
- Develop more responsive, accessible, safe, and inclusive services that meet the needs of our increasingly diverse community.
- Develop a coordinated communication strategy in relation to the council's commitment to race equality, diversity, and inclusion – which maximise the opportunity to improve awareness of good race relations, and acknowledge, value, and celebrate cohesion and diversity.
- Review and improve the Community Impact Assessment process and ensure all necessary staff are trained to complete assessments effectively.
- Review and improve the Council's Equality Monitoring processes to ensure appropriate collection, storage and use equality profile data to provide meaningful information to demonstrate equality of opportunity in service access, quality, and outcome.
- Support inclusive participation in engagement strategies for residents, community organisations, and businesses, representing people who share protected characteristics.
- Ensure an Annual Equality Monitoring report is undertaken – which will include the outcomes of staff training, discrimination and harassment monitoring, and impact assessment of policies and decisions. This will also include rigorous and substantial community impact assessments.
- Sefton Council will support LCR Race Equality Programme and its target of substantial change in both policies and practices by 2025.

Following a debate, the Mayor declared the **Motion to be carried** unanimously and it was

RESOLVED: That

Sefton is home to many people from many diverse racial and ethnic backgrounds and they are key members of our communities. The Council recognises that those of a Diverse Ethnic Background are not homogenous – different communities and individuals within communities have differing needs. Needs that should not be defined by stereotyping or presumptions. This Council understands and acknowledges that systemic and institutional racism is an issue affecting the outcomes for all those who identify with having a Diverse Ethnic Background (DEBs – Previously known as Black, Asian, and Minority Ethnic/BAME).

The Pandemic -and its disproportionate impact on disadvantaged groups and ethnic minorities - and the Black Lives Matters Movement give social and racial justice a new level of urgency. There is strong expression of the need for change.

Sefton Council accepts that it has an important role to play in tackling race injustice and inequality and driving forward positive change.

- As a major employer, we must look internally at our own organisation, and ensure that it is representative of the population we serve, welcoming, safe and inclusive, and that DEBs staff have equality of opportunity to develop and succeed.
- As a lead organisation within the community, we have a responsibility to ensure our services are accessible to all of our residents.
- Finally, as a partner in the Liverpool City Region Race Equality Programme, we must use our commitment to race equality to help identify best practice for us, and other organisations and stakeholders, to follow.

The council recognises that there is work to do in order to have a workforce where the percentage of DEBs staff reflects that of the borough's DEBs community in terms of DEBs staff in the Council's workforce and DEBs representation at a director and senior management level.

Proportional representation in the workforce is only one indicator of race equality in employment. An equally important indicator is the 'lived experience' of DEBs staff and DEBs residents, and we know that tackling the impact of systemic and institutional racism is the key issue to achieve.

Sefton Council is working with the Combined Authority and the other Liverpool City Region (LCR) Councils to develop and deliver a Race Equality Programme that seeks to meet the shared vision of "tackling systemic injustice and inequality and driving forward positive change for our DEBs employees and residents - influencing the partners we work with to do the same".

Sefton Council is committed to emerge from the current crisis and achieve the Sefton Council Strategy vision of *A Confident and Connected Borough*.

Our Race Equality Declaration of Intent supports and embodies the Sefton 2030 Vision priority of *"Together a Stronger Community"*. It contributes to ensuring that *"We focus on our similarities and the strength that comes from diversity, but never on our differences"*.

The Success of this intent will be measured by demonstrating that "people feel safe and supported" and ensuring that "people are influencing decisions which affect them and communities work together and with partners to deliver effective change".

This Council therefore will:

- Support an inclusive and safe workplace environment for DEBs Staff.
- Provide a mandatory equality and diversity training programme for all staff and councillors and ensure it is undertaken by staff and councillors, with the programme continuing to capture all future new starters to the organisation.
- Demonstrate 'due regard' to race equality in employment policy and decisions.
- Work with the DEBs Staff Group to understand how the organisation can improve.
- Ensure discrimination and harassment cases are investigated and outcomes reached within reasonable timescales.
- Set up a Racial Equality Monitoring Group – drawing on the expertise from Councillors, from DEBs staff, local communities, residents, young citizens, critical race theories, local organisations and anti-racism charities, businesses, and other relevant parties. Within this over the following 12 months, the group will consider strategies and actions being developed by the Council and other partner organisations and develop a Borough-wide strategy in line with the Liverpool City Regions targets of 2025/2026. It will also recommend ways we can maximise the voice of the DEBs staff group, promote improvements in the number of DEBs staff, improve retention, and promote progression into Senior leadership roles.
- It will obtain data on DEBs staff and be able to assess this data and use it to set obtainable targets around DEBs staff – including having a minimum number of DEBs staff based on local and regional demographics and based on the makeup of individual professions. Within this the working group will also assist in promoting the DEBs staffing group throughout the Council and the Borough.

- Monitor impact assessment of policy and decisions.
- Promote good race relations and raise public awareness through the council's commitment to race equality, diversity, and inclusion.
- Develop more responsive, accessible, safe, and inclusive services that meet the needs of our increasingly diverse community.
- Develop a coordinated communication strategy in relation to the council's commitment to race equality, diversity, and inclusion – which maximise the opportunity to improve awareness of good race relations, and acknowledge, value, and celebrate cohesion and diversity.
- Review and improve the Community Impact Assessment process and ensure all necessary staff are trained to complete assessments effectively.
- Review and improve the Council's Equality Monitoring processes to ensure appropriate collection, storage and use equality profile data to provide meaningful information to demonstrate equality of opportunity in service access, quality, and outcome.
- Support inclusive participation in engagement strategies for residents, community organisations, and businesses, representing people who share protected characteristics.
- Ensure an Annual Equality Monitoring report is undertaken – which will include the outcomes of staff training, discrimination and harassment monitoring, and impact assessment of policies and decisions. This will also include rigorous and substantial community impact assessments.
- Sefton Council will support LCR Race Equality Programme and its target of substantial change in both policies and practices by 2025.

136. MOTION SUBMITTED BY COUNCILLOR HALSALL - WORK OF TRADE UNIONS

It was moved by Councillor Halsall, seconded by: Councillor Carlin:

That:

Sefton Council notes the excellent work our trade unions do to protect workers' rights in our borough. The work the trade unions do both in workplaces and lobbying on behalf of workers is valued in our borough. Without the trade union movement we would not have seen furlough, workers and businesses would have been left without a safety net.

Sefton Council supports the rights of the various trade unions to organise and represent their membership in our borough. To protect them against unscrupulous employers and ensure the highest level of health and safety in workplaces across the borough of Sefton. We as a council recognise the need for workers to be able to organise and defend themselves, now more than ever with the recent behaviour of P&O ferries on our doorstep.

Sefton Council resolves to:

- Write to the Government and ask them to outlaw the so-called act of 'Fire and Rehire' and ensure when companies blatantly ignore UK employment law that the punishments are proportionate to the damage they do.
- Write to the North Wests Trade Unions thanking them for their work, especially during the pandemic in protecting our boroughs workers.
- Ensure we continue to engage in good practice of communicating and working with our employees Trade Unions making sure we are an example of good industrial relations.
- Call on all workers in our Borough to join a Trade Union.

Following a debate on the Motion the Chief Legal and Democratic Officer officiated a vote and the Mayor declared that the **Motion was carried** by 45 votes to 5 and it was

RESOLVED: That

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- Ensure we continue to engage in good practice of communicating and working with our employees Trade Unions making sure we are an example of good industrial relations.
- Call on all workers in our Borough to join a Trade Union.