



## **COUNCIL – 6TH OCTOBER 2020**

**SUBJECT: NOTICE OF MOTION – UNITY OVER DIVISION**

**REPORT BY: CORPORATE DIRECTOR EDUCATION AND CORPORATE SERVICES**

### **1. PURPOSE OF REPORT**

- 1.1 Council is asked to consider the Notice of Motion as set out in paragraph 5.1 of the report. In accordance with Rule 11 (3) of the Constitution, the Mayor has agreed to allow the motion to be dealt with at Council, without being first discussed at an overview and scrutiny committee.

### **2. SUMMARY**

- 2.1 A Notice of Motion has been received from Councillor P. Marsden and is supported by Councillors C. Gordon, S. Morgan, S. Cook, E. Stenner, N. George, R. Whiting, J. Ridgewell, L. Phipps, P. Bevan, C. Mann (Leader of Plaid Cymru Group) and C. Cuss (LGBTQ Champion)
- 2.2 The Notice of Motion meets the criteria set out in the Council's Constitution and is in accordance with the Council's Rules of Procedure.

### **3. RECOMMENDATION**

- 3.1 Council are asked to consider the Notice of Motion outlined in paragraph 5.1.

### **4. REASONS FOR THE RECOMMENDATION**

- 4.1 In accordance with the Council's Constitution.

### **5. THE REPORT**

#### **5.1 Notice of Motion**

Councillor Marsden requests in her Notice of Motion that Council: -

1. Adopt the Unity of Division Charter

2. Appoint an Inclusion Champion, who will be the lead person for the Unity over Division Charter agenda, with the support of Trade Unions and the Council to collaborate, monitor, facilitate and promote workplace inclusion wherever possible.
3. Ensure that all staff members including schools are given mandatory training on how to adhere to the Council's Equality and Diversity Policy and will ensure that this document is reviewed annually.
4. Together with Trade Unions provide informative and up to date materials aimed at helping to promote equality and harmony within the workplace.
5. Stand together with Trade Unions to condemn incidents where there are local and national examples of hate crime and discrimination.
6. Work with all appropriate other agencies and organisations to promote cohesion inside and outside the workplace.

5.2 The following information is provided in support of the notice of motion:

The huge social and political changes that the country has seen over the last few years have given rise to major social divisions especially along the lines of race, ethnicity, religion and nationality. One of the most worrying consequences of this is the sharp rise in reported race hate crimes which have increased by almost 30% since 2016. There is no place in a modern society for racial discrimination and intolerance and we should make a commitment to unite and eradicate it in all its guises.

The adoption of the Unity over Division Charter would provide a starting point for what will hopefully be a more proactive approach to building an inclusive workplace.

## **6. ASSUMPTIONS**

- 6.1 As a notice of motion is a procedural matter and must be dealt with in accordance with Council's Constitution, no assumptions have been made.

## **7. LINKS TO RELEVANT COUNCIL POLICIES**

- 7.1 The procedural rules regarding a Notice of Motion are contained within Council's Constitution as adopted in May 2002. The Council's Constitution sets out the framework for the decision-making roles and responsibilities which will impact on future generations.

## **8. WELL-BEING OF FUTURE GENERATIONS**

- 8.1 The Notice of Motion is consistent with the five ways of working as defined within the act as it complies with the rules and regulations of the Council's Constitution which sets out a clear framework for how the Council operates in particular decision making

responsibilities which will consider the positive and negative impacts on future generations.

**9. EQUALITIES IMPLICATIONS**

9.1 There are no specific equalities implications that directly affect the Council arising from the report.

**10. FINANCIAL IMPLICATIONS**

10.1 There are no financial implications associated with this report.

**11. PERSONNEL IMPLICATIONS**

11.1 There are no personnel implications associated with this report.

**12. CONSULTATIONS**

12.1 There has been no consultation undertaken.

**13. STATUTORY POWER**

13.1 Local Government Act 2000

Author: Emma Sullivan (Senior Committee Services Officer)

Appendices: Appendix 1 Signed copy of Notice of Motion.