



COUNCIL – 13TH JULY 2021

SUBJECT: NOTICE OF MOTION – PLEDGE TO BE SEEN CAMPAIGN

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 and make an appropriate recommendation. 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 in order to expedite business.

2. SUMMARY

- 2.1 A Notice of Motion has been received from Councillor Philippa Marsden and is supported by Councillors L. Phipps, N. George, C. Gordon, E. Stenner, J. Pritchard, R. Whiting and A. Whitcombe.
- 2.2 The Notice of Motion meets the criteria set out in the Council's Constitution and in accordance with the Council's Rules of Procedures is now referred to Council for consideration.

3. RECOMMENDATION

- 3.1 Council is asked to consider the notice of motion the Notice of Motion as outlined in paragraph 5.1 and make an appropriate recommendation.

4. REASONS FOR THE RECOMMENDATION

- 4.1 In accordance with the Council's Constitution.

5. THE REPORT

5.1 Notice of Motion

We the undersigned Elected Members request that Caerphilly County Borough Council join Welsh Government (the first UK public body to make the pledge) and

sign up to the Pledge To Be Seen Campaign to ensure equal representation for people with visible differences and disfigurements across Wales.

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

Almost, one in five people in the UK identify as having a visible difference such as a scar, mark or condition that affects their appearance. A research report from Changing Faces, My Visible Difference, found that one in three (29%) people say that they feel depressed, sad or anxious as a result of having a visible difference. Six in ten (58%) people with a visible difference report they have experienced hostile behaviour from strangers. Whilst two in five (40%) say that they have felt judged by potential employers and that they have not applied to certain roles because of their appearance (41%).

Pledge to be Seen was launched to ensure that people with visible difference such as a scar, mark or condition that affects their appearance, are seen and heard across mainstream culture and in the workplace.

In signing up to the pledge Caerphilly County Borough Council will increase awareness and improve representation of people with visible differences in our communications, celebrate difference and challenge stereotypes so people with scars, marks and conditions, no longer experience discrimination and prejudice, by making a commitment to:

- Publicly sharing news of our pledge.
- Represent more people with a visible difference in our campaigns (advertising, PR and recruitment) in the next 12 months.
- Communicate our pledge internally as part of our commitment to 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. SUMMARY OF INTEGRATED IMPACT ASSESSMENT

7.1 This report does not require an Integrated Impact Assessment as it relates to a procedural matter under the Council's Constitution.

7.2 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.

7.3 However the outcome of the Notice of Motion and any subsequent reports arising from it may require an Integrated Impact Assessment.

8. FINANCIAL IMPLICATIONS

8.1 There are no financial implications associated with this report.

9. PERSONNEL IMPLICATIONS

9.1 There are no personnel implications associated with this report.

10. CONSULTATIONS

10.1 There has been no consultation undertaken.

11. STATUTORY POWER

11.1 Local Government Act 2000

Author: Emma Sullivan (Senior Committee Services Officer)

Appendices: Appendix 1 Signed copy of Notice of Motion.