

“If you are reading this electronically, the Council has saved **£0.61** on printing. For more information on the Mod.gov paperless app, contact Democratic Services”

Merton Council

Council

18 September 2019

Supplementary agenda 3

| | | |
|----|----------------------------------------------------------------|---------|
| 20 | Liberal Democrat amendment to Item 7b) Strategic theme: motion | 1 - 2 |
| 21 | Labour amendment to Item 7b) Strategic theme: motion | 3 - 4 |
| 22 | Labour amendment to Item 7c) Strategic theme: motion | 5 - 8 |
| 23 | Conservative amendment to Item 10) Notice of motion | 9 - 10 |
| 24 | Labour amendment to Item 10) Notice of motion | 11 - 14 |
| 25 | Liberal Democrat amendment to Item 11) Notice of motion | 15 - 16 |
| 26 | Conservative amendment to Item 11) Notice of motion | 17 - 20 |

This page is intentionally left blank

Liberal Democrat Amendment to Conservative Strategic theme motion

To add a final bullet point to the section 'Council therefore requests Cabinet to:' at the end of the motion as follows:

For years the Labour administration has failed to properly enforce the pay to play system for the use of council owned tennis courts. The failure to properly enforce the pay to play policy has not only led to residents viewing the courts as free to use, but has led to the administrations recent attempts to enforce a level of payment that outstrips many local private tennis courts.

Council therefore requests Cabinet to:

- Provide use of all LBM owned courts for free for 12 months to enable the administration to establish an efficient system to enforce the charging of pay to play tennis;
- Instruct Merton Council Officers to prepare a report on establishing an annual pass scheme, similar to ones already operating successfully in other London boroughs, with a view to introducing a similar scheme in Merton in 12 months' time.
- Instruct officers to use the 12 month delayed introduction to do a detailed usage study of all council owned courts over the year, to understand peak and off peak times, and recommend periods in the week when courts could be used for free. Followed by a full public consultation on the final proposals.

This page is intentionally left blank

NOTICE OF MOTION – STRATEGIC THEME – FULL COUNCIL 18TH SEPTEMBER TENNIS ENFORCEMENT

~~For years~~Council notes that, since the parks service contract was negotiated by the Labour administration, ~~the new provider~~ has ~~failed to properly enforce~~~~been able to enforce~~ the pay to play system for the use of council owned tennis courts. ~~This is helping to provide resources for local parks, which have been under financial pressure as a result of Government austerity cuts. The failure to properly enforce the pay to play policy has not only led to residents viewing the courts as free to use, but has led to the administrations recent attempts to enforce a level of payment that outstrips many~~Council further notes that these charges represent good value compared to local private tennis courts ~~and are in line with charges applied by neighbouring councils.~~ Council also notes that the borough's park service contributes to making Merton a great place for families and continues to be highly valued by local residents, with the most recent annual residents survey of 2019 showing 77% of residents think the borough's parks, playgrounds and open spaces are good, up 2% since 2017.

Council therefore requests Cabinet to:

- Provide use of all LBM owned courts for ~~free for 12 months~~a small charge to enable the administration to ~~establish an efficient system to enforce the charging of pay to play tennis~~maintain a parks service that most residents say is good;
- Instruct Merton Council Officers to prepare a report on establishing an annual pass scheme, similar to ones already operating successfully in other London boroughs, with a view to introducing a similar scheme in Merton in 12 months' time.

Cllr David Dean Cllr Stephen Crowe Cllr Nick McLean

Page 1

Agenda Item 7b

Motion now to read:

Council notes that, since the parks service contract was negotiated by the Labour administration, the new provider has been able to enforce the pay to play system for the use of council owned tennis courts. This is helping to provide resources for local parks, which have been under financial pressure as a result of Government austerity cuts. Council further notes that these charges represent good value compared to local private tennis courts and are in line with charges applied by neighbouring councils

Council also notes that the borough's park service contributes to making Merton a great place for families and continues to be highly valued by local residents, with the most recent annual residents' survey of 2019 showing 77% of residents think the borough's parks, playgrounds and open spaces are good, up 2% since 2017.

Council therefore requests Cabinet to:

- Provide use of all LBM owned courts for a small charge to enable the administration to maintain a parks service that most residents say is good;
- Instruct Merton Council Officers to prepare a report on establishing an annual pass scheme, similar to ones already operating successfully in other London boroughs, with a view to introducing a similar scheme in Merton in 12 months' time.

This page is intentionally left blank

This council recognises that there have been recent successes in enforcement, particularly the court injunction that has prevented Travellers from occupying council land in the borough.

However, this council recognises that Merton Council has ~~consistently~~ failed to publicise the enforcement of the refuse collection and street cleaning contract with Veolia since ~~October 2018-~~ April 2017.

Commenting on this issue Stephen Hammond MP said: “On a nearly daily basis I am contacted by constituents regarding Veolia’s performance. These complaints touch on all elements of the council and Veolia’s duty to deal with waste, and cover street litter, overflowing public bins, fly tipping, uncollected private bins and litter covering the streets after bin collection. Merton Council should be scrutinised for the poor procurement of this contract and the full costs of it be made transparent. The council has a history of poor contract management, this must improve, and a clear plan for such should be subject to scrutiny.”

Siobhan McDonagh MP recently stated to the Sustainable Communities Overview and Scrutiny Panel: “There has been a significant problem with refuse collection and street sweeping services in Mitcham. There are large numbers of sites which are fly tipped on a regular basis and there appears to be little management of the street sweeping service. The need for a reconsideration of the street sweeping element of the waste contract is clear. It is my understanding that streets are only swept if they are below a certain standard. It is completely unclear, however, what this standard is and how this standard is determined.”

Council notes that in procuring the contract with Veolia there were three broad objectives:

-) to save money, helping to mitigate the significant reduction in funding the Council has received from central Government since 2010;
-) to increase rates of recycling; and
-) to improve street cleanliness.

Council notes that the contract has performed relatively well against the first two objectives; savings in excess of £1m a year are being realised, which can help reduce cuts to services, and the borough’s recycling rate has jumped from 37% to 45% since October 2018. However, council ~~but~~ recognises that against the third performance has been disappointing, ~~with~~ although large parts of the borough receive a good service, there are some significant parts of the borough being let down by the level of service currently received, particularly on street cleansing in the east.

This council therefore:

-) ~~Supports-Recognises~~ the comments made by the boroughs two MPs condemning the failure of Veolia to clean the streets, collect the refuse and clear up fly tips;
-) ~~Recognises the comments made by the Cabinet Member at the recent Sustainable Communities Overview and Scrutiny Panel where he acknowledged that the poor performance in parts of the borough was not acceptable;~~
-) ~~Recognises that Veolia has committed to the publication of an Improvement Plan to address some of these issues in recognition that its level of service is not good enough;~~

- ~~J Condemns the failure of the Labour administration to correctly enforce the contract;~~
- J Recognises that ~~despite the assurances of the past two Cabinet Members~~ in some areas Veolia's performance has not improved, whilst in others it has (notably the number of missed collections and removal of fly tips);
- J Notes that additional financial resources are being used to collect waste in recognition of the fact that in some parts of the borough the levels of participation in food waste and recycling is lower than in others, and asks the Cabinet Member to continue working with officers on a programme of education to help facilitate the desired behaviour change; that has been missed as part of the 'no-side-waste' policy;
- J Thanks members of the Sustainable Communities Overview and Scrutiny Panel for ensuring that both the Council and Veolia were properly scrutinised during a very extensive discussion at its September meeting;
- J Requests that the Sustainable Communities Overview and Scrutiny Panel continues to scrutinise performance on a regular basis ~~establishes a cross-party Enforcement Subcommittee to f~~
- J Requests that the Cabinet member engages with all councillors on any suggestions for ~~ocus on~~ rapid improvements in the areas of the borough where Veolia still fails is not currently meeting the contractual standard on street cleaning, fly tipping and refuse collection; ands
- J Requests the Cabinet Member to continue well working with Officers to focus on educating residents to deal with their waste responsibly and enforce against those who do not, noting the recent publication of the draft Fly Tipping Strategy.-

Motion now to read:

This council recognises that there have been recent successes in enforcement, particularly the court injunction that has prevented Travellers from occupying council land in the borough.

However, this council recognises that Merton Council has failed to publicise the enforcement of the refuse collection and street cleaning contract with Veolia since April 2017.

Commenting on this issue Stephen Hammond MP said: "On a nearly daily basis I am contacted by constituents regarding Veolia's performance. These complaints touch on all elements of the council and Veolia's duty to deal with waste, and cover street litter, overflowing public bins, fly tipping, uncollected private bins and litter covering the streets after bin collection. Merton Council should be scrutinised for the poor procurement of this contract and the full costs of it be made transparent. The council has a history of poor contract management, this must improve, and a clear plan for such should be subject to scrutiny."

Siobhan McDonagh MP recently stated to the Sustainable Communities Overview and Scrutiny Panel: "There has been a significant problem with refuse collection and street sweeping services in Mitcham. There are large numbers of sites which are fly tipped on a regular basis and there appears to be little management of the street sweeping service. The need for a reconsideration of the street sweeping element of the waste contract is clear. It is my understanding that streets are only swept if they are below a certain standard. It is completely unclear, however, what this standard is and how this standard is determined."

Council notes that in procuring the contract with Veolia there were three broad objectives:

-) to save money, helping to mitigate the significant reduction in funding the Council has received from central Government since 2010;
-) to increase rates of recycling; and
-) to improve street cleanliness.

Council notes that the contract has performed relatively well against the first two objectives; savings in excess of £1m a year are being realised, which can help reduce cuts to services, and the borough's recycling rate has jumped from 37% to 45% since October 2018. However, council recognises that against the third performance has been disappointing, and although large parts of the borough receive a good service, there are some significant parts being let down by the level of service currently received, particularly on street cleansing in the east.

This council therefore:

-) Recognises the comments made by the boroughs two MPs condemning the failure of Veolia to clean the streets, collect the refuse and clear up fly tips;
-) Recognises the comments made by the Cabinet Member at the recent Sustainable Communities Overview and Scrutiny Panel where he acknowledged that the poor performance in parts of the borough was not acceptable;
-) Recognises that Veolia has committed to the publication of an Improvement Plan to address some of these issues in recognition that its level of service is not good enough;
-) Recognises that in some areas Veolia's performance has not improved, whilst in others it has (notably the number of missed collections and removal of fly tips);
-) Notes that additional financial resources are being used to collect waste in recognition of the fact that in some parts of the borough the levels of participation in food waste and recycling is lower than in others, and asks the Cabinet Member to continue working with officers on a programme of education to help facilitate the desired behaviour change;
-) Thanks members of the Sustainable Communities Overview and Scrutiny Panel for ensuring that both the Council and Veolia were properly scrutinised during a very extensive discussion at its September meeting;
-) Requests that the Sustainable Communities Overview and Scrutiny Panel continues to scrutinise performance on a regular basis to
-) Requests that the Cabinet member engages with all councillors on any suggestions for rapid improvements in the areas of the borough where Veolia is not currently meeting the contractual standard on street cleaning, fly tipping and refuse collection; and
-) Requests the Cabinet Member to continue working with Officers to focus on educating residents to deal with their waste responsibly and enforce against those who do not, noting the recent publication of the draft Fly Tipping Strategy.

This page is intentionally left blank

COUNCIL MEETING – 18 SEPTEMBER 2019

NOTICE OF MOTION – EXTRA POLICE OFFICERS ON MERTON'S STREETS

Council notes:

According to evidence considered by the Overview and Scrutiny Commission, the merger of the Merton Borough Command Unit with those in Wandsworth, Kingston and Richmond, to create London's largest "Basic Command Unit" (BCU), resulted in a 19% decrease in police numbers across the 4 boroughs.

Council further notes that at the recent Overview and Scrutiny Commission meeting, Borough Commander Sally Benatar said that she would not support the use of the PartnershipPlus scheme in Merton at the present time, as it would lead to a reduction in the number of Emergency Response Officers.

Council believes:

1. The likelihood is that, due to high crime rates in other parts of the enlarged BCU, the decrease in overall police numbers will have a disproportionate effect on police numbers across Merton; however this should not be compounded by removing Police Officers from our local Emergency Response team.

2. That the Conservative government's recent announcement that police numbers will be increased by 20,000, with the MET seeking 6,000 new Police Officers in London will give the MET Police the ability to fight the rise in crime that has occurred under the current Mayor of London. Cabinet should seek to mitigate the impact of reduced police number in Merton and ensure our community police presence is maintained despite the changes referred to above and ongoing cuts in central Government funding to the Met.

3. That the Conservative government's proposals to increase police numbers represents the best chance to save Wimbledon Police Station.

4. That the decision by the Mayor of London Sadiq Khan to prioritise PR over policing has been to the detriment of Londoners, and has contributed towards the tragic rise in violent crime.

Council resolves:

1. To request that Cabinet monitors the success of the PartnershipPlus scheme in other boroughs, and will consider its introduction in Merton when the Borough Commander advises that there is need for it. bring forward proposals to take advantage of MOPAC's PartnershipPlus Scheme.

2. To support the GLA Conservatives plan to cut £83 million currently wasted at City Hall and use it to fund 1378 new Police Officers.

Motion now to read:

Council notes:

According to evidence considered by the Overview and Scrutiny Commission, the merger of the Merton Borough Command Unit with those in Wandsworth, Kingston and Richmond, to create London's largest "Basic Command Unit" (BCU), resulted in a 19% decrease in police numbers across the 4 boroughs.

Council further notes that at the recent Overview and Scrutiny Commission meeting, Borough Commander Sally Benatar said that she would not support the use of the PartnershipPlus scheme in Merton at the present time, as it would lead to a reduction in the number of Emergency Response Officers.

Council believes:

1. The likelihood is that, due to high crime rates in other parts of the enlarged BCU, the decrease in overall police numbers will have a disproportionate effect on police numbers across Merton; however this should not be compounded by removing Police Officers from our local Emergency Response team.
2. That the Conservative government's recent announcement that police numbers will be increased by 20,000, with the MET seeking 6,000 new Police Officers in London will give the MET Police the ability to fight the rise in crime that has occurred under the current Mayor of London.
3. That the Conservative government's proposals to increase police numbers represents the best chance to save Wimbledon Police Station.
4. That the decision by the Mayor of London Sadiq Khan to prioritise PR over policing has been to the detriment of Londoners, and has contributed towards the tragic rise in violent crime.

Council resolves:

1. To request that Cabinet monitors the success of the PartnershipPlus scheme in other boroughs, and will consider its introduction in Merton when the Borough Commander advises that there is need for it.
2. To support the GLA Conservatives plan to cut £83 million currently wasted at City Hall and use it to fund 1378 new Police Officers.

NOTICE OF MOTION – EXTRA POLICE OFFICERS ON MERTON'S STREETS

Council notes:

) According to evidence considered by the Overview and Scrutiny Commission, the merger of the Merton Borough Command Unit with those in Wandsworth, Kingston and Richmond, to create London's largest "Basic Command Unit" (BCU), resulted in a 19% decrease in police numbers across the 4 boroughs.

) At the same Overview and Scrutiny Commission meeting it was stated that the boroughs in the BCU have not used the MOPAC scheme to provide council funded police officers, and South West BCU Head Sally Benatar advised this is not an option and would be counterproductive because the council buying police officers would result in taking BCU officers from other teams.

Council believes:

1. ~~The likelihood is that,~~ due to higher crime rates in other parts of the enlarged BCU, the decrease in overall police numbers ~~will~~could have a disproportionate effect on police numbers across Merton.
2. ~~the cost of policing should lie at the government's door, and That that Cabinet should seek to mitigate the impact of the~~ reduced police number in Merton and ~~ensure in~~ our community police presence is ~~maintained despite the changes referred to above and due to~~ ongoing cuts in central Government funding to the Met.
3. making provision for any police costs in the council's financial strategy would further compromise our already stripped-back services

Council resolves:

To resist any further cuts to services in Merton that would result from making provision in the Medium Term Financial Strategy to pay for subsidised police officers through~~To request that Cabinet bring forward proposals to take advantage of~~ MOPAC's PartnershipPlus Scheme

To maintain pressure on the government to reverse Metropolitan police funding cuts of more than £1 billion.

To continue to work with the BCU Head to identify the areas of greatest need and to ensure the South West BCU receives some officers as part of the [government's deployment of 20,000 new officers who the government has said may be deployed to offset the 20,000 officers that have been lost from the police service since 2010.](#) -

Motion now to read:

Council notes:

-) According to evidence considered by the Overview and Scrutiny Commission, the merger of the Merton Borough Command Unit with those in Wandsworth, Kingston and Richmond, to create London's largest "Basic Command Unit" (BCU), resulted in a 19% decrease in police numbers across the 4 boroughs.
-) At the same Overview and Scrutiny Commission meeting it was stated that the boroughs in the BCU have not used the MOPAC scheme to provide council funded police officers, and South West BCU Head Sally Benatar advised this is not an option and would be counterproductive because the council buying police officers would result in taking BCU officers from other teams.

Council believes:

1. due to higher crime rates in other parts of the enlarged BCU, the decrease in overall police numbers could have a disproportionate effect on police numbers across Merton.
2. the cost of policing should lie at the government's door, and that the reduced police number in Merton and in our community police presence is due to ongoing cuts in central Government funding to the Met.
3. making provision for any police costs in the council's financial strategy would further compromise our already stripped-back services

Council resolves:

To resist any further cuts to services in Merton that would result from making provision in the Medium Term Financial Strategy to pay for subsidised police officers through MOPAC's PartnershipPlus Scheme

To maintain pressure on the government to reverse Metropolitan police funding cuts of more than £1 billion.

To continue to work with the BCU Head to identify the areas of greatest need and to ensure the South West BCU receives some officers as part of the 20,000 new officers who the government has said may be deployed to offset the 20,000 officers that have been lost from the police service since 2010.

This page is intentionally left blank

Agenda item 11: Liberal Democrat amendment to Labour motion

To add a final bullet point to the section “This Council resolves” at the end of the motion as follows:

“• To carry out a review into how to make being a councillor more accessible so Council is representative of the population of Merton.”

So that the full amended motion would read as follows (additional words underlined):

This Council notes:

-) That analysis of the 2018 Local Election results by the Fawcett Society found that only 34% of councillors in England are women, up 1% since 2017. Of the seats that were up for election in 2018, 38% went to women, up just 3 percentage points on 2014 when these seats were last contested;
-) That across England, Labour has improved its representation since seats were last up for grabs, with 45% women compared with 40% in 2014, Liberal Democrat representation up from 34% to 36% whilst the Conservative Party saw a fall from 31% to 29% in the share of its councillors who are female;
-) That the role of a councillor should be open to all, regardless of their background, and that having a parental leave policy is a step towards encouraging a wider range of people to become councillors, and is also a step to encourage existing councillors who may want to start a family to remain as councillors;
-) That parental leave must apply to parents regardless of their gender, and that it should also cover adoption leave to support those parents who choose to adopt.
-) As of summer 2017, only 4% of councils in England and Wales have parental leave policies, according to research by the Fawcett Society;

Council further notes:

-) That Merton Council does offer full parental leave rights for councillors that mirrors those of council employees, but that this can be made much more explicit in the Constitution by adopting the LGA Labour Group’s Women’s taskforce parental leave policy
-) That in order for councillors to be able to carry out their duties often they must claim for reimbursement of the dependent carers’ allowance.

This Council resolves:

-) To adopt the parental leave policy drafted by the LGA Labour Group’s Women’s Taskforce to give all councillors an entitlement to parental leave after giving birth or adopting, and to have the full range of rights in the policy reflected in the constitution when the members’ allowances scheme is renewed in February 2020;

-) To ensure that councillors with children and other caring commitments are supported as appropriate, and therefore raise the dependent carers allowance entitlement to the London Living Wage;
-) To notify the LGA Labour Group that this council has passed a motion at full council to adopt the parental leave policy.
-) To carry out a review into how to make being a councillor more accessible so Council is representative of the population of Merton.

COUNCIL MEETING - 18th September 2019

NOTICE OF MOTION

This Council notes:

) That analysis of the 2018 Local Election results by the Fawcett Society found that only 34% of councillors in England are women, up 1% since 2017. Of the seats that were up for election in 2018, 38% went to women, up just 3 percentage points on 2014 when these seats were last contested;

) That across England, Labour has improved its representation since seats were last up for grabs, with 45% women compared with 40% in 2014, Liberal Democrat representation up from 34% to 36% whilst the Conservative Party saw a fall from 31% to 29% in the share of its councillors who are female;

) That the role of a councillor should be open to all, regardless of their background, and that having a parental leave policy is a step towards encouraging a wider range of people to become councillors, and is also a step to encourage existing councillors who may want to start a family to remain as councillors;

) That parental leave must apply to parents regardless of their gender, and that it should also cover adoption leave to support those parents who choose to adopt.

[\) As of summer 2017, only 4% of councils in England and Wales have parental leave policies, according to research by the Fawcett Society; A joint report by the Fawcett Society in partnership with the Local Government Information Unit entitled 'Does Local Government Work for Women?', proposed statutory comprehensive maternity, paternity, adoption and parental leave policy for councillors, amongst a range of other measures to improve female representation in Council, Cabinet and Leadership positions. As of summer 2017, only 4% of councils in England and Wales have parental leave policies.](#)

[\) Similarly, an 2019 LGA survey of Councillors in England found that just 4.2% are BAME, 10% are under 40, 16% had a long-term health problem or disability. Just 3% did not hold an education qualification and only 26% were in full or part time work.](#)

Council further notes:

[\) That Merton Council does offer full parental leave rights for councillors that mirrors those of council employees, but that this can be made much more explicit in the Constitution by adopting the LGA Labour Group's Women's taskforce parental leave policy That Merton Council does offer full parental leave rights for councillors that mirrors those of council employees, but that this could potentially be made more explicit in the Constitution.](#)

~~That in order for councillors to be able to carry out their duties often they must claim for reimbursement of the dependent carers' allowance. However, this is just one of a range of measures that could be used to improve the diversity of Councillors across backgrounds, genders, ethnicities, ages and disabilities.~~

This Council resolves:

~~To adopt the parental leave policy drafted by the LGA Labour Group's Women's Taskforce to give all councillors an entitlement to parental leave after giving birth or adopting, and to have the full range of rights in the policy reflected in the constitution when the members' allowances scheme is renewed in February 2020; To undertake a comprehensive review of all potential measures that could be used to ensure that Merton residents feel able to stand for Council regardless of background, age, disability, race, gender, work or caring responsibilities.~~

~~To ensure that councillors with children and other caring commitments are supported as appropriate, and therefore raise the dependent carers allowance entitlement to the London Living Wage; To ensure, where practicable, that no existing or future Councillor feels unable to perform their role due to background, age, disability, race, gender, work or caring responsibilities.~~

~~To notify the LGA Labour Group that this council has passed a motion at full council to adopt the parental leave policy; To consider all available third party evidence on this subject, including the Fawcett Society/Local Government Information Unit 'Does Local Government Work for Women?' report.~~

~~To report back to Full Council with potential measures to be undertaken.~~

Motion now to read:

This Council notes:

That analysis of the 2018 Local Election results by the Fawcett Society found that only 34% of councillors in England are women, up 1% since 2017. Of the seats that were up for election in 2018, 38% went to women, up just 3 percentage points on 2014 when these seats were last contested;

That across England, Labour has improved its representation since seats were last up for grabs, with 45% women compared with 40% in 2014, Liberal Democrat representation up from 34% to 36% whilst the Conservative Party saw a fall from 31% to 29% in the share of its councillors who are female;

) That the role of a councillor should be open to all, regardless of their background, and that having a parental leave policy is a step towards encouraging a wider range of people to become councillors, and is also a step to encourage existing councillors who may want to start a family to remain as councillors;

) That parental leave must apply to parents regardless of their gender, and that it should also cover adoption leave to support those parents who choose to adopt.

) A joint report by the Fawcett Society in partnership with the Local Government Information Unit entitled 'Does Local Government Work for Women?', proposed statutory comprehensive maternity, paternity, adoption and parental leave policy for councillors, amongst a range of other measures to improve female representation in Council, Cabinet and Leadership positions. As of summer 2017, only 4% of councils in England and Wales have parental leave policies.

) Similarly, an 2019 LGA survey of Councillors in England found that just 4.2% are BAME, 10% are under 40, 16% had a long-term health problem or disability. Just 3% did not hold an education qualification and only 26% were in full or part time work.

Council further notes:

) That Merton Council does offer full parental leave rights for councillors that mirrors those of council employees, but that this could potentially be made more explicit in the Constitution.

) However, this is just one of a range of measures that could be used to improve the diversity of Councillors across backgrounds, genders, ethnicities, ages and disabilities.

This Council resolves:

) To undertake a comprehensive review of all potential measures that could be used to ensure that Merton residents feel able to stand for Council regardless of background, age, disability, race, gender, work or caring responsibilities.

) To ensure, where practicable, that no existing or future Councillor feels unable to perform their role due to background, age, disability, race, gender, work or caring responsibilities.

) To consider all available third party evidence on this subject, including the Fawcett Society/Local Government Information Unit 'Does Local Government Work for Women?' report.

) To report back to Full Council with potential measures to be undertaken.