



# CHELTENHAM

## BOROUGH COUNCIL

### Notice of a meeting of Council

**Monday, 14 October 2019**  
**2.30 pm**  
**Council Chamber - Municipal Offices**

<b>Membership</b>	
<b>Councillors:</b>	Roger Whyborn (Chair), Sandra Holliday (Vice-Chair), Victoria Atherstone, Matt Babbage, Paul Baker, Garth Barnes, Dilys Barrell, Angie Boyes, Nigel Britter, Jonny Brownsteen, Flo Clucas, Chris Coleman, Mike Collins, Stephen Cooke, Iain Dobie, Bernard Fisher, Wendy Flynn, Tim Harman, Steve Harvey, Rowena Hay, Alex Hegenbarth, Karl Hopley, Martin Horwood, Peter Jeffries, Steve Jordan, Chris Mason, Paul McCloskey, Andrew McKinlay, Tony Oliver, Dennis Parsons, John Payne, Louis Savage, Diggory Seacome, Malcolm Stennett, Jo Stafford, Klara Sudbury, Simon Wheeler, Max Wilkinson, Suzanne Williams and David Willingham

#### **A Moment of Reflection**

(to be led by the Mayor's Chaplain- Rev Luke Goodway)

*This will be of an inclusive nature and held in the Cambray Room at 14:15. All Members are welcome to participate but need not do so.*

#### **Agenda**

<b>16.</b>	<b>NOTICES OF MOTION</b>	(Pages 3 - 6)

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**Tim Atkins**  
**Managing Director Place and Growth**  
**(Deputy Chief Executive)**

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### Council

**14 October 2019**

**Motions (3 total)**

<b>Motion A</b>	<b>Proposed by: Councillor Clucas</b>	<b>Seconded by: Councillor Fisher</b>
	<p>In view of the warnings issued by scientists in relation to Climate Change and its effects, including the IUCN report, that points out the threat to native trees, plants and species, this council recognises the importance of LGS. This has been reflected recently by government, both in the NPPF and Ministerial statements, which have underlined the importance of green space in fighting climate change,.</p> <p>It therefore asks officers to prepare a draft plan, in conjunction with SVPC, to look at planting indigenous trees in the Swindon Village buffer zone to encourage species protection and population growth.</p> <p>In so doing, the effect of carbon reduction, through green space and tree planting, be noted and the potential to reduce further be included in the local plan.</p>	
<b>Motion B</b>	<b>Proposed by: Councillor Baker</b>	<b>Seconded by: Councillor Wilkinson</b>
	<p>This Council recognises the huge amount of damage caused by plastics. Experts warn that they are one of the greatest threats facing our seas and oceans. It is estimated that 300 million tonnes of plastics are produced each year and 5 million tonnes of this figure is used by the UK (Plastic Waste, 2019). Roughly half is disposable and enters landfill or into waterways leading to our seas and oceans.</p> <p>The impact upon our seas and marine life is appalling, a quite shocking example being a sperm whale found washed up on a beach with 6 kilograms of plastic trash in its stomach comprised of 100 plastic cups, four plastic bottles, 25 plastic bags and hundreds of other pieces of plastic.</p> <p>These figures are shocking. Across the world over 1 million plastic water bottles are purchased every minute while up to 500 Trillion plastic carrier bags are used per year in the world (UN Environment, 2019)</p> <p>We all need to do our bit, at a personal level, at a business level and at a Local and National Government level.</p> <p>The motion :</p> <p>This Council pledges to remove single-use plastics from its own premises and to work with partner organisations such as Leisure@, the Town Hall, the Pump Room and others to persuade them to adopt the same approach by 30th June 2020.</p>	

	<p>This Council supports the local Plastic Free Community in all the work they are doing and will actively work with them and encourage them. In addition a Councillor will be nominated to serve on the Steering Group of Plastic Free Cheltenham.</p> <p>This Council, working with Plastic Free Cheltenham, will investigate the introduction of a scheme for local businesses to commit to being single use plastic free, those businesses will be publicised on the Council web site and will receive a certificate for display in their premises or shop front.</p>	
<b>Motion C</b>	<b>Proposed by: Councillor Willingham</b>	<b>Seconded by: Councillor Atherstone</b>
	<p>This Council notes with concern that just 17% of Tech/ICT workers in the UK are female, only one in ten females are currently taking A-Level computer studies, and yet there is a looming digital skills gap where the UK needs one million more tech workers by 2020.</p> <p>Council further notes that the Tech Talent Charter (<a href="https://www.techtalentcharter.co.uk/">https://www.techtalentcharter.co.uk/</a>) was founded by a number of organisations across the recruitment, tech and social enterprise fields and was supported in the government's policy paper on the UK Digital Strategy in March 2017 (<a href="https://www.gov.uk/government/publications/uk-digital-strategy">https://www.gov.uk/government/publications/uk-digital-strategy</a>). The Tech Talent Charter is run as an industry collective, in recognition that only through working together and joining forces, can any real meaningful change happen. There is no charge to join the Tech Talent Charter and the Tech Talent Charter Strategy group includes DDCMS and has over 350 organisations signed up as signatories.</p> <p>The Tech Talent Charter encourages and supports signatories to tackle this lack of diversity and inclusion head-on by undertaking to:</p> <ul style="list-style-type: none"> <li>• Support attraction, recruitment and retention practices that are designed to increase the diversity of their workforce;</li> <li>• Define their own timetable for change and implement the strategy that is right for their organisation (acknowledging that all signatories will have different starting points);</li> <li>• Measure the diversity profile of their UK employees and to share this data for (anonymous) collective publication.</li> </ul> <p>Recognising our public sector equality duty pursuant to s149 of the Equality Act 2010, Council is concerned about this imbalance, and believes there should be a more diverse, inclusive, fairer and commercially successful tech workforce and industry. Ensuring that the processes, culture and ethos of this Council are inclusive is essential in tackling not just a lack of gender diversity, but also supporting under-represented groups such as those from the LGBT, BAME, disabled or neuro-diverse communities.</p> <p>The Tech Talent Charter states that "To effect meaningful change, signatories of the Tech Talent Charter pledge to:</p>	

1. Having a senior-level, named representative with responsibility for the Charter commitments;
2. Adopting inclusive recruitment processes, working toward a goal that, wherever possible, women are included on the shortlist for interviews;
3. Ensuring they have employment policies and practices that support the development and retention of an inclusive and diverse workforce;
4. Working collectively with other signatories to develop, share and implement protocols and best practice for the practical implementation of the aims of this Charter;
5. Contributing their employment diversity data into a common central anonymised database, for sharing amongst signatories bi-annually, and for publishing publicly in an annual report.

In light of this Council's investment in, and commitment to, the Cyber Park, the Council should lead by example. Therefore, this Council resolves to support and sign up to the Tech Talent Charter in its own right, and through Officer and Member influence to also encourage the shared services providers that we work with (including, but not limited to: Cheltenham Borough Homes, One Legal, Publica, Southwest Audit Partnership, The Cheltenham Trust, and Ubico) to support and join the Tech Talent Charter too.

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