

NORTHAMPTON BOROUGH COUNCIL



COUNCIL

Monday, 14 January 2019

YOU ARE SUMMONED TO ATTEND A MEETING OF NORTHAMPTON BOROUGH COUNCIL, WHICH WILL BE HELD AT THE GUILDHALL NORTHAMPTON ON MONDAY, 14 JANUARY 2019 AT 6:30 PM WHEN THE FOLLOWING BUSINESS IS PROPOSED TO BE TRANSACTED

1. DECLARATIONS OF INTEREST

2. MINUTES

To approve the minutes of the proceedings of the Meeting of the Council held on Monday, 10 December 2018.

3. APOLOGIES.

4. MAYOR'S ANNOUNCEMENTS

5. PUBLIC COMMENTS AND PETITIONS

6. MEMBER AND PUBLIC QUESTION TIME

7. CABINET MEMBER PRESENTATIONS

8. OPPOSITION GROUP BUSINESS

Councillor Joyce to make a statement on "Being a good employer".

9. NOTICES OF MOTION

- i) Councillor Roberts to propose and Councillor Haque to second:

“Northampton Borough council is committed to being the best employer we can be and to set the standard for other local employers.

We therefore to commit to refreshing our employment procedures to include an updated policy on family friendly working.

It can be hard to balance the needs of family with those of employer but it's in everyone's interests to get the balance right.

There are several family-friendly working options to consider, including parental leave and flexible working arrangements. Flexible working can include working part-time, job sharing, shift working, working school hours, staggering time and working from home.

As an employer we are keen to help staff find the right work/life balance because we want them to be productive and focused on work, getting the best possible outcome for our service users.

Parental leave and flexible working arrangements are two ways to make work more family-friendly.”

ii) Councillor B Markham to propose and Councillor Beardsworth to second:

“In September 2018 this council expressed its concern about the number of new housing developments that were failing to transfer highways facilities or open spaces to the relevant local authority but instead were establishing management companies with no democratic oversight.

In order to protect residents from uncontrolled charges and poor levels of service the council would like to see Highways and open spaces on new estates built to the standard required by local authorities.

The Council therefore requests that the Planning Department introduces a Supplementary Planning Guidance requiring developers to build infrastructure on new developments to local authority standards to facilitate the transfer to the appropriate local authority.

The council also request that consideration is given to introducing appropriate policies to achieve these aims in Part 2 of the local plan that is currently being prepared for submission to a planning inspector.”

iii) Councillor Beardsworth to propose and Councillor Meredith to second:

This Council recognises the importance of retaining good members of staff over the next 15 months to ensure that skilled staff are available to transfer to a new Unitary authority to continue to provide good local government services to the residents of Northampton.

The Council has HR policies and procedures in place but these need to be understood and adhered to to achieve the goal of retaining good members of staff.

The Council recognises that a number of good members of staff left the authority

towards the end of 2018 and their knowledge and skills have been lost to the future Unitary authority.

The Council requests that the Chief Executive reviews the departure of members of staff in the final quarter of 2018 to decide if the current policies and procedures are as strong as they should be and to assess whether Managers, Supervisory staff and Councillors require training to understand their role implementation these policies to ensure that good staff are retained.”

iv) Councillor Stone to propose and Councillor Nunn to second:

“Northampton has a strong and proud history of manufacturing, including its boot and shoe trade and heavy to medium engineering.

Despite the demise of such important companies such as British Timken, Express lifts, Northampton Machinery Co, RHP Bearings and Plessy, we do still have centres of excellence with Cosworth, AMG Powertrain, Churches shoes, Trickers and many others.

This Council is already very pleased to buy products and services from many local companies, and as part of continually seeking to get best value for the local taxpayer, is keen to work with more local companies and employers.

There are now two national campaigns to promote manufacturing, the GMB Union “Making it” and “The Made in Britain” which is run for manufacturers.

This Council therefore recognises both of these campaigns, and agrees to promote their membership to local companies, along with continuing to encourage potential manufacturers to site within the town. The Council will, wherever possible and cost effective, use local suppliers to support the local economy.”

v) Councillor B Markham to propose and Councillor Beardsworth to second:

“The Council is undertaking a Community Governance Review with the intention of establishing two tiers of local government across Northampton when the new Unitary arrangements come into force.

This will constitute a major change to the way that services are delivered to local communities and the level of council tax that households are expected to pay.

This Council therefore expects that in any literature provided to the public, setting out proposed new Parish Council arrangements, will detail the service provision from the new council and clearly state the anticipated Parish Council precept which will be additional to the existing level of council tax.

The Council also requests that any ballot of the public includes the option to be part of a Town wide Council as an interim step towards the longer term development of new two tier local government arrangements across Northampton.”

vi) Councillor King to propose and Councillor Larratt to second:

“The Disability Confident scheme, run by the national government, promotes a disability-inclusive culture among employers across the UK.

The scheme helps employers:

- draw from the widest possible pool of talent
- secure high quality staff who are skilled, loyal and hard working
- improve employee morale and commitment by demonstrating that all employees are treated fairly

Disability Confident employers are changing behaviour and cultures within their organisations, networks and communities. Northampton Borough Council is serious about equal opportunities and proud of its proven track record of being an Equal Opportunity employer and, as such, it already carries out numerous actions to make a difference for disabled people. Nevertheless, we are aware this is only a part of a much broader journey.

Therefore, this motion calls on the Council to commit to signing up as Disability Confident Committed and taking the necessary steps to become a Disability Confident Employer, playing an active role in changing attitudes for the better.

Under the Disability Confident scheme, this Council will further commit to carry on learning and strengthening the networks it will need to continue to improve its offer to existing and future disabled employees.”

10. MATTERS OF URGENCY WHICH BY REASON OF SPECIAL CIRCUMSTANCES THE MAYOR IS OF THE OPINION SHOULD BE CONSIDERED

George Candler – Chief Executive
The Guildhall
Northampton

Public Participation

1. Comments and Petitions

- 1.1 A member of the public (or an accredited representative of a business ratepayer of the Borough) may make a comment or present a petition on any matter in relation to which the Council has powers. A comment or presentation of a petition shall be for no more than three minutes. No notice of the nature of the comment to be made or of the petition is required except for the need to register to speak by 12 noon on the day of the meeting.

(Public comments and petitions will not be taken and the Annual Council Meeting or other civic or ceremonial meetings.)

NOTES

- i. Comments may be on one or more subjects but each person has no longer than three minutes to have their say.*

- ii. *The same person may make a comment and present a petition on different subjects. In such instances that person will have three minutes to make their comment and a separate three minutes to present a petition.*

2. Member and Public Questions

- 2.1 A member of the public (or business ratepayer of the Borough) may ask a maximum of two written questions at each meeting, each limited to a maximum of 50 words, on any matter in relation to which the Council has powers. Each question shall:
- be submitted in writing and delivered, faxed or e-mailed to Democratic Services no later than 10.00am seven calendar days before the day of the meeting; and
 - include the name and address of the questioner and the name of the Cabinet member/Committee Chair to whom the question is put.
- 2.2 At the meeting, copies of all questions and the responses to them from the public and Members will be made available to the public and press. The Mayor may allow one supplementary question, without notice, that arises directly from the original question or response.

(Questions will not be taken at the Annual Council Meeting or at civic or ceremonial meetings or meetings called to deal with specific items of business.)

NOTES

In respect of paragraph 2.1 above, questions may be rejected on certain grounds that are set out on page 4-12 of the Council's Constitution and which may be viewed at www.northampton.gov.uk/site/scripts/download_info.php?fileID=1919 or by seeking advice using the contact details below.

3. Motions

- 3.1 A member of the public may register to speak to a motion under the 'Notices of Motion' item on the agenda. Registration to speak must be made to Democratic Services by 12 noon on the day to the meeting. Speaking to a motion is restricted to three minutes per person.

(The 'Notices of Motion' item will not be taken at the Annual Council meeting or meetings called for civic or ceremonial purposes.)

4. General

A member of the public may make a comment, present a petition, ask a question or speak to a motion at the same meeting subject to the restrictions set out above.

5. Contacts

Democratic Services: e-mail democraticservices@northampton.gov.uk

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