

COUNCIL

A meeting of the Council was held on Wednesday 24 November 2021.

PRESENT: Councillors J Hobson, D Branson, A Bell (Vice-Chair), B Cooper, D Coupe, D Davison, S Dean, TA Grainge, C Dodds, T Furness, S Hill, C Hobson, B Hubbard, N Hussain, D Jones, L Lewis, L Mason, T Mawston, D McCabe, C McIntyre, J McTigue, M Nugent, J Platt, E Polano, M Storey, A Preston (The Mayor), G Purvis, J Rathmell, D Rooney, J Rostron, R Sands, M Saunders, P Storey, J Thompson, J Walker, S Walker, G Wilson and C Wright

OFFICERS: C Benjamin, S Bonner, C Breheny, B Carr, D Johnson, A Pain, T Parkinson, K Whitmore and I Wright

APOLOGIES FOR ABSENCE: Councillors R Arundale, C Cooke, L Garvey, A Hellaoui, T Higgins, A High, M Smiles and Z Uddin

21/72 **DECLARATIONS OF INTEREST**

Councillor J Walker declared a non-pecuniary interest as she was involved with the Linx project and the organisation was mentioned in the Deputy Mayor and the Executive Member for Culture and Communities' Executive report.

21/73 **MINUTES - COUNCIL - 20 OCTOBER 2021**

Councillor Thompson advised that the minutes did not reflect a question she had asked the Deputy Mayor and Executive Member for Culture and Communities to which she had not received a response. The question was with regard to progress made in relation to a commitment to deliver training to members on racial awareness, as a result of a motion submitted to Council on 14 October 2020. Councillor Thompson requested that this be noted in the minutes of 20 October 2021.

The minutes of the Council meeting held on 20 October 2021, with the inclusion of the amendment set out above, were approved as a correct record.

21/74 **ANNOUNCEMENTS/COMMUNICATIONS**

The Chair invited Councillor Mawston to address members with regard to the Cleveland Show.

Councillor Mawston advised that he had been a member of the Cleveland Show for many years and he was currently the Chair of the Cleveland Show Board.

He stated that a press release was due to be published the following morning from the Cleveland Show's Director informing every one of the permanent closure of the show.

He stated that the Cleveland Show Board wanted to thank Middlesbrough Council, in particular, the Chief Executive, the Director of Environment and Community Services, Middlesbrough Council staff and all of the successive Park Managers including the current one. He advised that the support of all of the above had assisted the show to become a big attraction in Stewart Park. Councillor Mawston also thanked previous and current Council members for their support over the years.

The Cleveland Show had started off as the Stockton Show, based at Ropner Park in 1944. It had relocated to Stewart Park in 1963. Memorable events had included the presence of the Queens coaches in 1971, (the first time on display without a member of the Royal family on board) and the Household Cavalry. In 1977 the winner of the Grand National, Red Rum, had appeared, and in 2018, the equine cast of the Game of Thrones, had been present.

The Cleveland Show was a not for profit, self-funded, volunteer run, organisation. Several years of shows that had been affected by the bad weather had resulted in the Board having to

seek sponsorship for the event. Representatives from the show had met with the Mayor and the Chief Executive and following the meeting it was anticipated that a local business man would be able to raise the £50,000 needed to sponsor the show. The funding did not materialise and following an unsuccessful bid to Tees Valley Combined Authority, the Show Board continued to try and host the show.

Councillor Mawston advised that, following the impact of the Covid pandemic, it was however decided, with sadness, that the show must come to an end. The show would lose its charitable registration in May 2022.

The Mayor stated that the closure of the Cleveland Show was very sad and he thanked all the volunteers.

Councillor McTigue queried whether there was anything that could be done about the closure and whether the closure had been publicised?. Councillor Mawston advised that the Board had tried everything it could to maintain the show and he did not wish to comment any further.

21/75 **QUESTIONS FROM MEMBERS OF THE PUBLIC (IF ANY).**

There were no valid questions submitted from members of the public for this meeting.

21/76 **MAYOR'S STATEMENT AND REPORT**

The Mayor commented on the following issues:

Covid

The Mayor advised that the Deputy Mayor and Executive Member for Culture and Communities was absent from the meeting as she was suffering with Covid.

The Mayor urged councillors and members of the public to exercise extreme care and to continue to wear face masks. He stated the rates in Middlesbrough were middle of the table. He thanked the NHS, the Public Health Team and other staff for helping to keep the town safe.

Bad Behaviour

The Mayor referred to the current spate of bad behaviour in the Hemlington area and the fact that vulnerable people and the town in general were being let down because of the courts. Young people who were intimidating residents were being arrested by the police and the police were requesting curfews, but it appeared that the courts were not respecting the wishes of the police. The Mayor urged people to report crime as if it wasn't reported, it would not be recorded.

The Mayor referred to a Neighbourhood Watch Scheme that had been set up by A Francis in the Linthorpe Ward and advised that if a Neighbourhood Watch Scheme was run well, crime could be reduced by 25% as a result of a Neighbourhood Watch Scheme.

Trees

The Mayor referred to the fact that Middlesbrough had been awarded 'Tree City of the World' status. He stated that thousands more trees and wild flowers would be planted this year and next year.

The Mayor referred to the fact that people were furious about the fact that Lidl had cut down some trees, in anticipation of a planning application. He thanked Councillor P Storey for making Lidl aware. The Mayor referred to a petition that had been taken down from the Council Website for legal reasons. He advised that he would be happy to help with the main petition if required.

Regeneration

The Mayor welcomed Harrison Scott to the meeting, a participant in the Council's recent initiative called the Big Takeover. The Mayor stated that he wanted young people to obtain quality jobs if they chose to remain in the town. People often had to leave the town to secure jobs.

Boho X

The Mayor referred to the progress with Boho X and advised that an announcement was due to be made in the next few weeks.

The Mayor advised that he had met Harrison at the Big Takeover. He had also met Phoebe from Trinity School and Ruby from Nunthorpe School as part of the Big Takeover event, which was a fantastic success.

The Mayor advised that the new ambition for Middlesbrough was that no single person in Middlesbrough would ever go hungry. He advised people who were struggling to get in touch with the Council or the White Feather Project and they would make sure that people were fed and were safe and warm.

Councillor Bell stated that in relation to anti-social behaviour in Hemlington, young people who were being arrested were not subject to a curfew. Recent television coverage by Tyne Tees television of the Hemlington area had showed it in a very bad light, but it had failed to highlight the good parts of the Hemlington area. He urged the Mayor to advise the television company that the Council was not happy with the coverage as there was more good parts of Hemlington compared to the bad parts.

The Mayor advised that Hemlington was a beautiful place, but it did have problems in parts of the area and the Mayor advised that he would contact the councillor to discuss it.

Councillor J Walker advised that many of the issues in Hemlington had been under the surface for the last 18 months. Councillor Walker advised that along with the police, Thirteen, the Council Enforcement Team, she had been trying to improve the area, but had been unable to obtain funding and investment to make the area safe.

Councillor Walker listed many instances of anti-social behaviour and advised that people were frightened to report issues because of fear of reprisal. People were being having to be moved out of the area. The Youth Offending Service were defending young people and no curfews or bail conditions were being imposed. Councillor Walker advised that she, members of her family and her car had been attacked. Fear of crime and reprisals needed to be addressed.

The area required additional and better CCTV as a matter of urgency. The area itself, needed more investment. The library in Hemlington was an example of something that was good, but everything had been impacted because of Covid. Councillor Walker advised that it had to be acknowledged that issues existed in the area and needed to be addressed.

The Mayor stated that he agreed with the sentiments expressed by Councillor Bell and Councillor J Walker. He stated that there was always a balance between the law and civil liberties, but in his view, the perpetrators of anti-social behaviour needed to be locked up. The Council had installed cameras but they were getting damaged. As a result, the Council had made a decision to install Belfast cameras, which were much more difficult to damage. There was a waiting list for cameras. The issues should have been addressed many years ago and the courts and the magistrates needed to be tougher. The Mayor urged the councillors to continue fighting for the area to be safe.

Councillor S Walker advised that on a recent walkabout, with Councillor Branson and Councillor Mason and Councillor Cooper, they had noticed many overgrown trees and bushes. It appeared to be a South Middlesbrough issue. On Newham Way, the trees were very overgrown and could cause a safety issue.

The Mayor advised that the Council needed to come up with a proper plan to address the issue. The budgets had been cut and this was the reason why the issue had been allowed to build up.

Councillor M Storey queried whether the Mayor could provide evidence of what difference the

introduction of Public Spaces Protection Orders had made? He stated that it was important to strike a balance between the town centre and the rest of the town in terms of addressing anti-social behaviour.

Councillor Storey stated that the Council needed to look at its Tree Policy in relation to the issue of cutting down trees in the Linthorpe area on the College of Art and Design site. The Local Plan which had been rejected, had specified the site for housing development so there was no protection for that site, which was why a supermarket had come forward. Councillor Storey advised that the local people did not want a supermarket on that site, and he urged the Mayor to look again at the site.

In terms of Boho X, Councillor Storey advised that he was pleased to see the progress that had been made. He stated that he was pleased that the Council had decided to go back to the original plans for the site.

Councillor Storey stated that it was good to see the efforts that had been made with regard to making sure that people did not go hungry. It was however a disgrace that people were having to go to food banks, and people needed to speak out about the extreme poverty in the town.

The Mayor advised that when the PSPO was introduced into the Gresham Ward, the area was out of control. The PSPO was a legal order which put signs up to prevent bad behavior. The PSPO was put in place just before the Covid pandemic had arrived so it was difficult to quantify any meaningful data. There had been hundreds of formal recorded warnings issued and a number of people had received fines.

In terms of the Local Plan, it was a framework for what the Council wanted to see with regard to any development in the town, however it would not prevent people from building supermarkets. Cancelling the previous Local Plan had resulted in fewer trees being cut down, as in the case of Mandale Meadow. Mandale Meadow was going to have 55 houses placed on it which would have resulted in the loss of many trees. There would still be houses built on the plot, but not as many as 55.

The Mayor advised that the Council aimed to build over 1000 houses on brownfield sites, and in his view rejecting the Local Plan and redrafting it was the correct thing to do.

Councillor McTigue queried whether Councillor J Walker had contacted the MP for the area in relation to the issues in Hemlington. Councillor Walker advised that she was due to contact him the next day. Councillor McTigue stated that all the Northern MPs should contact the Government to urge them to scrap the Criminal Justice System. People who committed crimes needed to be locked up and harsher sentences needed to be imposed. There needed to be training in prisons. The Criminal Justice System needed to be redrafted.

Councillor Wright wished the Deputy Mayor a speedy recovery. He queried with regard to the situation with the decision for Mandale Meadow.

Councillor Wright stated that it was good to hear about the Neighbourhood Watch initiatives and the introduction of PSPOs, Street Wardens and to hear about issues with the courts, but he queried with regard to whether the Mayor could develop an overall strategy for tackling crime and anti-social behavior across the town.

Councillor Wright welcomed Harrison Scott to the Council meeting. He stated that the Mayor was correct in that aspiration and ambition were central to what Middlesbrough children needed in the future. High quality jobs were achieved through a good quality of education. He queried whether the Mayor had spoken to any of the SEND children in Middlesbrough in terms of their aspirations and ambitions. Councillor Wright also queried with regard to whether the Mayor had resolved the issue of insufficient place planning for children with EHCP's moving forward to the next school year.

The Mayor advised that there was a plan to build on private land, a country park and housing on Mandale Meadow. The current vision involved building a road that would go through Mandale Meadow and the Executive would not actively endorse a road through the Meadow unless this was a financial and legal requirement and it was a requisite of the application. The Executive did not intend to rush into taking the decision about Mandale Meadow.

In terms of Street Wardens, the Mayor advised that they had saved twelve lives and had helped homeless people and helped feed people. The Neighbourhood Watch schemes would be rolled out across the town if they proved to be effective. The police were responsible for front line tackling crime. The Mayor stated that he supported the Street Wardens, Neighbourhood Watch schemes and PSPO's if it protected victims and helped to deter crime and keep streets safer.

Councillor Rooney welcomed Harrison Scott to the meeting.

Councillor Rooney advised that the Local Plan was a document that informed residents what would be developed in the town, how it would be developed and what the requirements would be of any developer. The plan advised developers with regard to what would be expected of them in terms of development of a piece of land. If the land was classed as white land, it allowed developers to do whatever they wanted in terms of that land. The Council could object but if there was no Local Plan, in terms of the development on Green Lane/Roman Road, it was for 25 dwellings of low level which had been built into the Medium Term Financial Plan and would have brought income into the Council. Because the Council did not have a Local Plan, Lidl could challenge the Council and the likelihood was that they would win and it would cost the Council.

Councillor Rooney suggested that councillors receive a briefing on the Local Plan from the Head of Planning. Councillor Rooney stated that the Mandale Meadow application was contentious. It was not in the original Local Plan but had been planned to be included within the revised plan. The application had originally been for 100 dwellings.

In terms of the road, the Council had held three events and hundreds of people had attended. The feedback from residents had indicated that 80% of residents felt that they had been listened to and were happy with the new proposals. The road had been moved from the original place on the plans nearer to the A19. The application for the country park would achieve benefits to the Council. It was private land that had been developed and sold and the Local Plan would allow the Council to have some control over the application.

The Mayor stated that the Local Plan was unfair as it would allow people to destroy ancient trees and build housing where it was not needed. It was out of date and by rejecting it, the Council had prevented unnecessary building. The new plan would focus on building on brownfield sites and would allow for 1000 new houses to be built. It would be great for the shops and the economy.

21/77

EXECUTIVE MEMBER REPORTS

The Chair invited Members to raise items for general discussion arising from the Information Booklet of Executive Member reports which detailed activities carried out within the respective Executive Member portfolios (Section 1), Executive decisions taken (Section 2) or to be taken where known, prior to and following the meeting (Sections 3 and 4).

Councillor M Storey queried why there was no report from the Mayor in relation to Children's Services. The Council was currently subject to Ofsted and it was an important area particularly in relation to Children Looked After. The Mayor advised that a report had been prepared, however he had suffered a family bereavement eleven days previously. Without discussion with the Mayor, but with good intent, a decision had been made by officers that the Mayor presenting a report may not be appropriate.

Questions on the Deputy Mayor and Executive Member for Culture and Communities report

Councillor Davison – General Question regarding Paragraph 4 of the report

Councillor Davison stated that she was pleased to see that the wheelchair swing in Stewart Park was to be replaced as it had been broken for over 3 years. Councillor Davison queried whether other parts of the play area in Stewart Park could be looked at in the future?

Councillor J Walker – Safety and Communication

Councillor J Walker wished the Deputy Mayor a speedy recovery.

Councillor J Walker referred to paragraph 29 onwards of the Executive Member report in relation to the fact that in partnership with the Police and Crime Commissioner's Office the Council was set to receive a share of £23.5 million funding allocated to help women and girls feel safer on the streets. She queried whether the wording should be 'to help women and girls be safer on the streets'. Councillor Walker also queried if all of Middlesbrough would receive a share of the funding as there were women and girls in every ward and whether this would mean that Hemlington would be allocated a share of the funding.

Councillor J Walker referred to the £381,771 Safer Streets Government funding. Councillor Walker noted that a range of initiatives would be introduced, which would be primarily focused in Newport and Central wards and queried whether any funding that was left over could be allocated to the Hemlington Ward to address the problems that the area was experiencing, over the past few years, but in particular over the previous four months. It was quite likely that Hemlington would focus highly on the Active Intelligence Mapping (AIM) system. Councillor Walker also referred to the fact that it mentioned in the report that AIM process was under constant review to drill down on priority areas. Councillor Walker queried whether the Executive Member was involved in the review process and whether it indicated that Hemlington had a very high level of crime and anti-social behaviour incidents.

In relation to the proposed closure of Cass House Road underpass, which attracted the most prolific offenders, Councillor Walker stated that she hoped the consultation process would begin soon.

In relation to the table of crime statistics, which showed a huge increase. Councillor Walker queried whether the statistics would help Hemlington to get the assistance they needed to feel safe. Residents were fearful for their safety, including the youth of the area. Many incidents had been reported and many residents had left the area because of the high level of crime and anti-social behaviour.

With regards to the funding bid that had been submitted to the OPCC via the Proceeds of Crime Act requesting £30,000 for security upgrades at the Viewley Shopping Centre. Councillor Walker stated that the figure was a drop in the ocean compared to the bid for Safer Streets funding of over £500k to keep businesses and residents safe from crime. Councillor Walker also referred to the fact that the dinosaur park had CCTV but Hemlington Ward was still waiting for additional CCTV.

Question on the Executive Member for Education report

Councillor Dean – Schools

Councillor Dean queried with regard to how many schools the Executive Member had visited since taking on the portfolio of Executive Member for Education.

The Executive Member for Education advised that he had visited several schools in this last term, and that he had several more visits planned for the remainder of this term and had more planned for the remainder of the year.

Questions on the Executive Member for Environment, Finance and Governance report

Councillor P Storey – Green Waste Collection

Councillor P Storey stated given the change in climate conditions and the fact that the growing season for gardens was extending could the changing environmental factors be considered in relation to the Green Waste collection times. Councillor Storey also queried whether an additional Green Waste collection could be scheduled for December.

Councillor Cooper requested that people visit the Council website for collection times, but he advised that there was always room for discussion. He advised that it was a fluid situation and they would consider any requests.

Councillor J Thompson – Highways Projects

Councillor Thompson referred to the planned carriageway surfacing works scheduled to be

completed prior to April 2022 and queried whether there were any plans to repair speed humps, as there were a number of humps that required repairing in her ward.

The Executive Member advised that engineers were sent out to inspect speed humps to prioritise them in respect of order of repair. He advised that if the speed humps were broken, they would be repaired, however he was unable to provide a timescale for any such repairs. Councillor Cooper also advised that he would be happy to share an email that he received regarding potholes.

Councillor D Rooney – Green Strategy

Councillor Rooney queried with regard to the role of the proposed Green Champions. The Executive Member advised that at the present time, the Council was looking for volunteers. The role of the Green Champion had yet to be defined, but he would report back, once the role of Green Champion, had been agreed.

Councillor Furness – Medium Term Financial Plan

Councillor Furness advised that there was a report further on in the agenda on the MTFP. Councillor Furness advised that there was a possibility of inflation rising and in his view this was not factored in enough going forward. The National Employers had been offered 1.75% and many services were getting higher rises. For every 1% pay rise it cost the Council £900k but every 1% increase in Council Tax would only bring in £600k. The report had assumed a 2% pay rise and he stated that he was concerned that the Council would not be able to cover the costs.

The Executive Member advised that there was a report on the issue later on in the agenda and he would rather defer the issue to when that report was discussed.

Councillor McTigue – Wild Flowers and Tree Planting

Councillor McTigue commented about the fact that the Council would replace a blue bin free of charge, if it was stolen, but it would charge for the replacement of a black bin. Councillor McTigue stated that where there was proof that the bins had been stolen, residents should not have to pay the £15 replacement fee.

Councillor McTigue stated that she wished to congratulate the Executive Member, his the department and director on the way the town was turning green. The Mayor was keeping his promise to plant trees.

Councillor McTigue advised that she had been given a million seeds to plant in the town. Thirteen Group played a major part in the wild flower planting and made a promise to donate £20k in the next year.

Councillor Cooper stated that the Council had been successful in a bid for funding of £477K for planting of approximately 1,140 standard trees over the next two years. The funding was awarded as a result of an application to the Forestry Commission as part of the Urban Tree Challenge Fund to plant trees across the town centre.

Questions on the Executive Member for Regeneration report.

Councillor P Storey – Selective Landlord Licensing

Councillor Storey queried with regard to when the Selective Landlord Licensing scheme would be extended to the Linthorpe Ward.

The Executive Member for Regeneration advised that the scheme had been very successful in the North Ormesby Ward and it was hoped that it would eventually be rolled out across the whole of the town, however he did not have a timescale for this.

The Chair of the Overview and Scrutiny Board presented a report, the purpose of which was to provide an update on the current position regarding progress made by the Overview and

Scrutiny Board and each of the individual Scrutiny Panels.

ORDERED that the report be noted.

21/79

MEDIUM TERM FINANCIAL PLAN UPDATE

The Elected Mayor and the Director of Finance submitted a report, the purpose of which was to provide an update to Council of the Council's Medium Term Financial Plan (MTFP) for the period to 2024/25, reflecting and supporting delivery of the Strategic Plan.

The report also set out to Council the proposed budget and Council Tax increase for 2022/23, and noted that these would be subject to public consultation.

The Mayor presented the report.

In response to a query from Councillor Branson with regard to paragraph 85 of the report in relation to a projected £1.8m budget gap in 2023/24 and a projected £4.6m budget gap in 2024/25 and whether the budget gap was likely to increase and if so would it affect services, the Mayor advised that the finance officers had made conservative assumptions with regard to the funding the Council was likely to receive from the Government however, there had been encouraging signs in relation to the future funding from the Government.

ORDERED as follows:

- That the Council notes the updated Medium Term Financial Plan position for 2021-25.
- That the Council notes the proposed budget for 2022/23, and the proposed total Council Tax increase of 2.99% for 2022/23 (comprising of a 1.99% increase in general Council Tax and a 1% Adult Social Care Precept).
- That the Council notes that the proposed budget and the proposed Council Tax increase for 2022/23 are subject to public consultation commencing on 25 November 2021 and ending on 23 January 2022.

21/80

URGENT ITEMS

There were no urgent items submitted within the specified deadlines for this meeting.

21/81

MEMBERS' QUESTION TIME

There were no Members Questions on Notice submitted within the specified deadlines for this meeting.

21/82

NOTICE OF MOTIONS

Prior to the consideration of Notice of Motion 150, the Monitoring Officer clarified the position with regard to amendments to motions. A recent change to the Council's Constitution had specified that two days' notice must be given of any amendment to a motion. This was an error; the wording should have stated that two days' notice **should** be given of any amendment to a motion. On that basis, the Monitoring Officer advised that any member would be permitted to put forward an amendment to a motion, at the meeting.

Consideration was given to Motion No. 150, moved by Councillor M Storey and seconded by Councillor Branson of which notice had been given in accordance with Council Procedure Rules No. 53-60 as follows:

Middlesbrough Council notes:

- 1 in 10 workers have experienced 'fire and rehire' – told to reapply for their jobs on worse pay, terms and conditions or face the sack, with BME workers facing this at twice the rate of white workers, since March 2020(TUC research,

January 2021). A quarter of all workers have experienced a worsening of their terms and conditions – including a cut to their pay – since the pandemic began.

- That while the prime minister has called the practice unacceptable he has continually refused to take action to outlaw the practice, raising concerns that he will not intervene in this race to the bottom as an escalating number of employers across all sectors using our weak employment protections to force their staff to accept worse terms and conditions, leaving many having to work longer hours and for lower pay, with what can be devastating consequences for workers and their families.
- Even before the pandemic, 1 in 9 workers – 3.8 million people – were already ‘insecure’ meaning they did not have access to basic rights at work and could be dismissed at will, including those on zero hour contracts and agency workers.

Middlesbrough Council therefore resolves to:

- Ensure local residents are protected against such unscrupulous employers and will write to the Prime Minister demanding he outlaw fire and rehire and act now to keep his promise to local residents to protect their employment terms and conditions.
- Promote the increasing number of progressive local employers prioritising their employees’ standard of living and their wellbeing, work with our anchor institutions and key partners to bring forward plans to ensure all have best practice employment and to work with recognised trade unions on this.
- Write to the TUC to indicate support for the campaign for a ‘New Deal for Working People’.

Councillor Branson seconded the motion and spoke in support of it.

Councillor Branson stated that the purpose of Fire and Rehire was nearly always to worsen working conditions. This could include increasing working hours or reducing holiday entitlement or break times. This practice meant that the working conditions for the people in this country were considerably worse than the rest of Europe. This had resulted in a negative impact on health and safety. The European Treaty had a clear commitment to improving working conditions. However since the country left the European Union, this no longer had an effect. The EU working directive had been scrapped which meant that people were working longer hours, sometimes up to 70 hours a week, which was not safe and resulted in putting the health and safety of people at risk and worsening working conditions.

Councillor Rathmell queried with regard to what protections the councillors were seeking from the authority in terms of protecting local residents employment terms and conditions and would there be a financial burden associated with it. He acknowledged that the motion requested that a letter be sent to the Prime Minister.

Councillor M Storey advised that through the motion, they were hoping to ensure that people would have legislative protection from employers who carried out the practices referred to in the motion. The motion was aimed at tackling unscrupulous employers. Any lobbying on behalf of ending Fire and Rehire would tackle this practice and unscrupulous employers.

Councillor Rathmell queried whether it would be better to include something in the motion that would prevent the Council from working with such employers or whether including such a condition but be too much of a legal constraint on the Council.

Councillor Storey said the second point of the motion mentioned promoting the increasing number of progressive local employers prioritising their employees’ standard of living and their wellbeing, and one of the purposes of the motion was for the Council to encourage good employers.

Councillor Bell stated that although he agreed with all the sentiments expressed within in the motion, he wanted to propose an amendment to the motion. He requested that the last bullet point which stated ‘Write to the TUC to indicate support for the campaign for a ‘New Deal for

Working People', be removed, as he did not know any detail with regard to the New Deal for Working People. Councillor Saunders seconded the amendment to the motion.

Councillor M Storey advised that the papers had been circulated prior to the meeting which provided members with the opportunity to research what the New Deal for Communities was concerned with. There was also information available on the internet which explained what the New Deal for Working People was about and it contained lots of information on the protection of workers. Councillor Storey stated that if the last line was removed he would still support the motion, although he was disappointed if it was removed.

Councillor Bell advised that he had researched the New Deal for Working People, however, it was only available by post.

The amended motion was as follows:

Middlesbrough Council notes:

- 1 in 10 workers have experienced 'fire and rehire' – told to reapply for their jobs on worse pay, terms and conditions or face the sack, with BME workers facing this at twice the rate of white workers, since March 2020(TUC research, January 2021). A quarter of all workers have experienced a worsening of their terms and conditions – including a cut to their pay – since the pandemic began.
- That while the prime minister has called the practice unacceptable he has continually refused to take action to outlaw the practice, raising concerns that he will not intervene in this race to the bottom as an escalating number of employers across all sectors using our weak employment protections to force their staff to accept worse terms and conditions, leaving many having to work longer hours and for lower pay, with what can be devastating consequences for workers and their families.
- Even before the pandemic, 1 in 9 workers – 3.8 million people – were already 'insecure' meaning they did not have access to basic rights at work and could be dismissed at will, including those on zero hour contracts and agency workers.

Middlesbrough Council therefore resolves to:

- Ensure local residents are protected against such unscrupulous employers and will write to the Prime Minister demanding he outlaw fire and rehire and act now to keep his promise to local residents to protect their employment terms and conditions.
- Promote the increasing number of progressive local employers prioritising their employees' standard of living and their wellbeing, work with our anchor institutions and key partners to bring forward plans to ensure all have best practice employment and to work with recognised trade unions on this.

The amendment to the motion was put to the vote.

On a vote being taken the amendment was declared **CARRIED**

The amendment became the substantive motion.

The Chair invited Councillor Storey to respond. Councillor M Storey advised that the speech by Councillor Branson was excellent and had included everything that he would have wished to say.

The substantive motion was then put.

On a vote being taken the substantive motion was declared unanimously **CARRIED**.

meeting.

21/84 **PAPERLESS MEETINGS**

The Chair advised that the report on Paperless Meetings had subsequently been withdrawn from the meeting.

21/85 **UPDATE ON URGENT DECISIONS**

The Director of Legal and Governance Services and the Mayor submitted a report which provided Council with an update with regard to all urgent decisions that had been taken under the urgency rules.

ORDERED that the report be noted

21/86 **COUNCIL COMMITTEES AND OUTSIDE BODIES - VACANCIES**

Council received a report which sought Members' approval to nominations for appointment, arising from vacancies deferred at the Annual Meeting of Council and resignations from Committees.

The report included a list of current vacancies on various committees and Outside Bodies and nominations were put forward at the meeting by individual members.

ORDERED that the following vacancies allocated in accordance with the wishes of the political groups and other councillors be approved by Council:

Adult Social Care and Health Scrutiny Panel
Councillor Higgins appointed

Chief Officer Appointments Committee
Councillor Davison appointed

Corporate Health and Safety Steering Group
Councillor Mawston appointed

Staff Appeals Committee
Councillor Garvey appointed

Standards Committee
Councillor J Hobson appointed

Teesside Pension Fund Committee
Councillor Wilson appointed

Works Council
Councillor High appointed

Outside Bodies

(ANEC) Resources Task and Finish Group
1 Vacancy

Cleveland Fire Authority
Councillor Mawston appointed

North East Regional Employers' Organisation (NEREO)
1 Vacancy

24 November 2021

Tees Valley Audit and Governance Committee
Following a vote, Councillor Hubbard was appointed