



# STROUD DISTRICT COUNCIL

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To all Members of Stroud District Council

08 January 2020

You are hereby summoned to attend the Meeting of the **STROUD DISTRICT COUNCIL** in the Council Chamber, Ebley Mill on **THURSDAY 16 JANUARY 2020 at 7.00 pm.**

Kathy O'Leary  
Chief Executive

**Please Note:** This meeting will be filmed for live or subsequent broadcast via the Council's internet site ([www.stroud.gov.uk](http://www.stroud.gov.uk)). By entering the Council Chamber you are consenting to being filmed. The whole of the meeting will be filmed except where there are confidential or exempt items, which may need to be considered in the absence of the press and public.

## AGENDA

**1 APOLOGIES**

To receive apologies for absence.

**2 DECLARATIONS OF INTEREST**

To receive declarations of interest.

**3 MINUTES**

To approve the Minutes of the Council's meeting held on 19 December 2019.

**4 ANNOUNCEMENTS**

To receive announcements from the Chair of Council.

**5 PUBLIC QUESTION TIME**

The Chairs of Committees will answer questions from members of the public submitted in accordance with the Council's procedures.

**DEADLINE FOR RECEIPT OF QUESTIONS**

Noon on Monday, 13 January 2020

Questions must be submitted to the Chief Executive, Democratic Services, Ebley Mill, Ebley Wharf, Stroud and sent by post or email ([democratic.services@stroud.gov.uk](mailto:democratic.services@stroud.gov.uk))

**6 REVIEW OF POLLING DISTRICT, POLLING PLACES AND POLLING STATIONS 2019**

To make final recommendations to the polling districts and places arrangements in the district following public consultation and incorporating the Community Governance Review agreed changes approved at Full Council.

**7 APPOINTMENT OF THE INDEPENDENT REMUNERATION PANEL**

To seek approval for the appointment of a new Independent Remuneration Panel to conduct a forthcoming review of the Scheme of Councillor's Allowances.

**8 MEMBERS' QUESTIONS**

See Agenda Item 5 for deadline for submission.

**9 MOTIONS**

**9a Motion regarding Dying to Work Charter is proposed by Councillor Fryer and seconded by Councillor Cornell.**

"This Council recognises that:

- Many employees get a serious illness at some time in their working lives. They may require time off, often many months, to get treatment or recover. However, sometimes there is no effective treatment. In these cases they may face a time of huge emotional stress, fear and uncertainty.
- UK Social Security legislation defines a terminal illness as: "a progressive disease where death as a consequence of that disease can reasonably be expected within 6 months", however many patients can have a terminal illness and survive much longer than 6 months.
- Being told that you are to die as a result of a disease for which there is no cure or effective treatment and that you only have months, or at best a year or so to live is a traumatic event and everyone will react differently.
- Sometimes the nature of the illness is such that the person is unlikely to be able to work again. In other cases, a person may decide that they do not want to work anymore and would rather spend their remaining time with their family and friends, getting their affairs in order, or simply doing what they want. However, a lot of employees with a terminal diagnosis decide that they want to continue working as long as they can, either because they need the financial security or because they find that their work can be a helpful distraction from their illness. Whichever choice a person makes, they should be able to expect help and support from their employer. Unfortunately the experience of many workers is that their employer is either unsympathetic or puts up barriers to them continuing in work.
- If a worker with a terminal illness loses their job they lose their income. They can also lose any death in service payments they have earned through a life-time of work but are only payable to those that die while still in employment.

This Council therefore **RESOLVES** to:

- **Review sick pay and sickness absence procedures** and include a specific statement that they will not dismiss any person with a terminal diagnosis because of their condition.
- **Ensure that they have an Employee Assistance Programme** that has the capacity and competency to provide support to any person with a terminal illness, including access to counselling and financial advice.
- **Provide training to line managers and all HR staff** on dealing with terminal illness, including how to discuss future plans with any worker who has a diagnosis of a terminal illness, and on what adaptations to work arrangements that may be necessary.
- **Adopt the Dying to Work Charter\*** and notify all employees that they have made the commitments contained in it.

### **TUC Dying to Work Charter**

This charter sets out an agreed way in which our employees will be supported, protected and guided throughout their employment, following a terminal diagnosis.

- We recognise that terminal illness requires support and understanding and not additional and avoidable stress and worry.
- Terminally ill workers will be secure in the knowledge that we will support them following their diagnosis and we recognise that, safe and reasonable work can help maintain dignity, offer a valuable distraction and can be therapeutic in itself.
- We will provide our employees with the security of work, peace of mind and the right to choose the best course of action for themselves and their families which helps them through this challenging period with dignity and without undue financial loss.
- We support the TUC's Dying to Work campaign so that all employees battling terminal illness have adequate employment protection and have their death in service benefits protected for the loved ones they leave behind."

### **9b Motion to Adopt Parental Leave is proposed by Councillor Curley and seconded by Councillor Lydon.**

#### **"This Council notes:**

- That analysis of the 2019 Local Election results by the Fawcett Society found that only 35% of councillors in England are women, up 1% since 2018;
- As of October 2019, 27 councils have passed the LGA Labour Group's Parental Leave policy, and an additional 9 councils have their own parental leave policy in place;
- In 2019, the LGA co-produced the 21st Century Councils Equalities Toolkit with MHCLG. The toolkit recommends that councils adopt a parental leave policy, and they link to the LGA Labour's Parental Leave policy as a model to adopt;
- That the role of a councillor should be open to all, regardless of their background, and that introducing 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.

**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;
- To ensure that councillors with children and other caring commitments are supported as appropriate;
- That a cross-party group of councillors and officers is established to use the LGA/MHCLG Toolkit\* to consider SDC's existing practices, celebrate what is working, share good practice and produce an action plan to support existing councillors who are women, parents and carers as well as potential candidates for 2020. The group to report back to council in April 2020."

**Note**

\*Twenty-First Century Councils: Enabling And Supporting Women, Parents And Carers To Stand And Serve In Local Government  
[https://www.local.gov.uk/sites/default/files/documents/11.152\\_Equalities\\_toolkit\\_v06.pdf](https://www.local.gov.uk/sites/default/files/documents/11.152_Equalities_toolkit_v06.pdf)