



Public Document Pack **STROUD DISTRICT COUNCIL**

Council Offices • Ebley Mill • Ebley Wharf • Stroud • GL5 4UB
Telephone 01453 766321
www.stroud.gov.uk Email: democratic.services@stroud.gov.uk

COUNCIL

To all Members of Stroud District Council

Wednesday, 20 April 2022

You are hereby summoned to attend Meeting of **STROUD DISTRICT COUNCIL** in the Council Chamber, Ebley Mill, Ebley Wharf, Stroud on **THURSDAY, 28 APRIL 2022** at **7.00 pm**

Kathy O'Leary
Chief Executive

Please Note: The meeting is being held in the Council Chamber at Stroud District Council and will be streamed live on the Council's [YouTube Channel](#). A recording of the meeting will be published onto the [Council's website](#). The whole of the meeting will be recorded except where there are confidential or exempt items, which may need to be considered in the absence of press and public.

If you wish to attend this meeting, please contact democratic.services@stroud.gov.uk. This is to ensure adequate seating is available in the Council Chamber.

AGENDA

1. **APOLOGIES**
To receive apologies for absence.
2. **DECLARATION OF INTERESTS**
To receive declarations of interest.
3. **ANNOUNCEMENTS**
To receive announcements from the Chair of Council.
4. **PUBLIC QUESTION TIME**
The Chair of the Committee will answer questions from members of the public submitted in accordance with the Council's procedures.

DEADLINE FOR RECEIPT OF QUESTIONS Noon on Friday, 22 April 2022

Questions must be submitted to the Chief Executive, Democratic Services, Ebley Mill, Ebley Wharf, Stroud and can be sent by email to Democratic.services@stroud.gov.uk

5. **MINUTES (Pages 5 - 28)**
To approve the minutes of the meetings held on 21 October 2021 and 17 February 2022.
6. **RECOMMENDATIONS FROM OTHER COMMITTEES**
Environment Committee - 31 March 2022
The Chair of Environment Committee will present this item.
- 6a. **2030 ANNUAL REPORT (2021-2022) (Pages 29 - 70)**
To present the 21-22 Annual Report on the 2030 Strategy and Master Plan for endorsement.
7. **REVIEW OF STREET OR BUILDING NAMES AND MONUMENTS IN THE STROUD DISTRICT (Pages 71 - 162)**
The purpose of this report is to receive the recommendations of the Review Panel in the review of street or building names and monuments in the Stroud District.
8. **ANNUAL REPORT ON THE OUTCOME OF 2021/22 EQUALITY DIVERSITY & INCLUSION ACTION PLAN AND PROPOSED 2022/23 ACTION PLAN (Pages 163 - 184)**
To set out the progress that has been made in meeting the Council's Equality Objectives during 2021/22 and the proposed action that will be taken during 2022/23.
9. **ADOPTING THE APPG DEFINITION OF ISLAMOPHOBIA (Pages 185 - 190)**
To approve the adoption of the All-Party Parliamentary Group (APPG) on British Muslims Definition of Islamophobia – *"Islamophobia is rooted in racism and is a type of racism that targets expressions of Muslimness or perceived Muslimness"* – together with the explanatory guidelines put forward by the Coalition Against Islamophobia.
10. **APPOINTMENT OF INDEPENDENT PERSONS (Pages 191 - 194)**
To appoint Independent Persons as required by the Localism Act 2011.
11. **UBICO FIVE YEAR VISION AND BUSINESS PLAN 2021/2022 (Pages 195 - 220)**
To provide an update on the Ubico Five Year Vision and Business Plan 2022/2023.
12. **MEMBER QUESTIONS**
See Agenda Item 4 deadlines for submissions.
13. **NOTICE OF MOTIONS**
- 13a. **MOTION CALLING FOR GLOUCESTERSHIRE COUNTY COUNCIL TO MAKE 20MPH THE DEFAULT SPEED LIMIT FOR RESIDENTIAL AREAS IN STROUD DISTRICT AND THROUGHOUT GLOUCESTERSHIRE IS PROPOSED BY COUNCILLOR BROWN AND SECONDED BY COUNCILLOR LAYFIELD**
This Council is working to improve the quality of life for communities throughout Stroud District. We want to protect residents and visitors from road danger and pollution. As part of our response to the climate emergency we are looking for ways to encourage the uptake of sustainable travel such as walking and cycling

and improve public health for all ages and abilities. In furtherance of these aims, we join Parish and District Councils throughout Gloucestershire in urging Gloucestershire County Council to implement Motion 876, put to that Council in June 2021, to adopt 20mph maximum speeds in areas where vulnerable road users and vehicles mix.

Resolution

Stroud District Council:

- i. believes that 20 mph is plenty where people live, work and play;
- ii. agrees with and supports the UK Government's endorsement of The Stockholm Declaration (Third Global Ministerial Conference on Road Safety, Stockholm, 19–20 February 2020), which resolved that authorities should “mandate a maximum road travel speed of 30km/h [20mph] in areas where vulnerable road users and vehicles mix...except where strong evidence exists that higher speeds are safe”;
- iii. calls on Gloucestershire County Council, as the Local Highways Authority, to identify areas which would benefit from a 20mph speed limit, and to provide the necessary funding to implement these changes, as supported by a majority of responding parish councils to the consultation carried out by GCC in 2021, and will ask the Chief Executive to write to GCC accordingly;
- iv. will ask the Chief Executive to inform the local media of this council's support for 20mph to become the default speed limit for Gloucestershire;
- v. will ask the Chief Executive to write to our MPs (enclosing a copy of this motion) asking them to support the implementation of 20mph limits for residential areas throughout Stroud District.

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COUNCIL

21 October 2021

7.00 - 8.55 pm

Council Chamber

Minutes

Membership

Councillor Steve Robinson (Chair)

Councillor Paula Baker
 Councillor Natalie Bennett
 Councillor Chris Brine
 Councillor Martin Brown
 Councillor Doina Cornell
 Councillor Stephen Davies
 Councillor Christopher Evans
 Councillor Victoria Gray
 Councillor Lindsey Green
 Councillor Nicholas Housden
 Councillor Steve Hynd
 Councillor George James
 Councillor Christopher Jockel
 Councillor Beki Aldam
 Councillor Catherine Braun
 Councillor Gordon Craig
 Councillor Laurie Davies
 Councillor Jonathan Edmunds
 Councillor Colin Fryer
 Councillor Nick Hurst
 Councillor Haydn Jones
 Councillor Norman Kay
 Councillor Dave Mossman
 Councillor Nigel Prenter
 Councillor Brian Tipper

*= Absent

Councillor Trevor Hall (Vice-Chair)

Councillor Robin Layfield
 Councillor Loraine Patrick
 Councillor Martin Percy
 Councillor Keith Pearson
 Councillor Mattie Ross
 Councillor Mark Ryder
 Councillor Lucas Schoemaker
 Councillor Haydn Sutton
 Councillor Ashley Smith
 Councillor Ken Tucker
 Councillor Tricia Watson
 Councillor Rich Wilsher

| | |
|-------------------------------------|---|
| * Councillor Martin Baxendale | * |
| * Councillor Jason Bullingham | * |
| * Councillor Kate Crews | * |
| * Councillor Katrina Davis | * |
| * Councillor Helen Fenton | * |
| * Councillor Jessie Hoskin | * |
| * Councillor Julie Job | * |
| * Councillor John Jones | * |
| * Councillor Jenny Miles | * |
| * Councillor Gill Oxley | * |
| * Councillor Nigel Studdert-Kennedy | * |
| * Councillor Chloe Turner | * |

Officers in Attendance

Chief Executive
 Strategic Director of Resources

Monitoring Officer
 Senior Democratic Services & Elections Officer

CL.012 Apologies

The Chair asked everyone to stand for a minute silence to remember Sir David Amess.

Agenda Item 5

2021/22

Apologies for absence were received from Councillors Aldam, Braun, Baxendale, Bullingham, Craig, Crews, Laurie Davies, Trina Davis, Edmunds, Fenton, Fryer, Hoskin, Hurst, Job, Haydn Jones, John Jones, Kay, Miles, Mossman, Prenter, Oxley, Studdert-Kennedy, Tipper and Turner.

CL.013 Declaration of Interests

There were none.

CL.014 Minutes

RESOLVED That the Minutes of the meeting held on 20 May 2021 were approved.

CL.015 Announcements

The Chair congratulated the Tenant Service's apprentices Lucy Hanman, who was named Outstanding Apprentice of the Year for Public Services, and Connor Ward who was a finalist at the Gloucestershire Apprentice Awards.

CL.016 Public Question Time

There were no public questions.

CL.017 Memberships

The Chair announced the following changes to Committee memberships:

- **AUDIT AND STANDARDS COMMITTEE** – Councillor Cornell was replaced by Councillor Baker. Councillor Chris Brine was replaced by Councillor Ashley Smith.
- **ENVIRONMENT COMMITTEE** – Councillor Davis was replaced by Councillor Sutton.
- **POLICE AND CRIME PANEL** – Lead Member Councillor Chris Brine was replaced by Councillor Martin Percy. Substitute Member Councillor Martin Percy was replaced by Councillor Chris Brine.

RESOLVED To NOTE The above Committee membership changes.

CL.018 Appointment to the Independent Remuneration Panel

The Leader, Councillor Cornell, introduced the report and confirmed that Stroud District Council currently shared its panel members with Gloucester City Council but that the panels remained separate. Following a resignation of a panel member, interviews of new applicants were undertaken and 2 new panel members were now being suggested for appointment to the panel. The Leader drew members attention to section 1.7 of the report which laid out the experience of each proposed panel member.

In the absence of any questions or comments, Councillor Brine proposed and Councillor Cornell seconded.

On being Put to the vote, the Motion was carried unanimously.

RESOLVED The following were appointed to the Independent Remuneration Panel for a period of three years from October 2021 to October 2024:
Ms Kim Hawkins
Mr Chris Markley
Mr John Morris
Mr Graham Russell

CL.019 **Appointment of Monitoring Officer**

The Interim Monitoring Officer left the Council Chamber whilst the report was discussed.

The Strategic Director of Resources introduced the report and advised that the appointment of a Monitoring Officer was a Council appointment, it was stated that the Council were being asked to ratify the emergency decision of the Chief Executive to appoint Jodie Townsend as an Interim Monitoring Officer until the 29th September 2021 and Stephen Taylor up until the 21st October 2021. The Council was also being asked to agree to designate Stephen Taylor as Monitoring Officer until a permanent replacement is found, and for the Chief Executive, in consultation with the Group Leaders, to be authorised to begin the process of recruitment for a Monitoring Officer.

Councillor Davies thanked Patrick Arran for his work as Monitoring Officer and welcomed Stephen Taylor.

Councillor Cornell proposed and Councillor Pearson seconded.

The Leader, Councillor Cornell, offered her support for the appointments. Councillor Pearson gave thanks for the work that Patrick Arran undertook with the Constitution Working Group.

On being put to the vote, the Motion was carried unanimously.

- RESOLVED**
- a) **To note that the Chief Executive took an urgent decision on 6th August 2021 to appoint Jodie Townsend as Interim Monitoring Officer for the period 14th August 2021 until 29th September 2021 and Stephen Taylor from 30th September to the date of this meeting.**
 - b) **Stephen Taylor be designated Monitoring Officer for the Council in accordance with section 5 of the Local Government and Housing Act 1989 with effect from the date of this meeting for an interim period until such time as a permanent replacement is appointed.**
 - c) **The Chief Executive be authorised to begin the process of recruitment of a Monitoring Officer including such sharing arrangements as they deem appropriate, in consultation with all Group Leaders.**

CL.020 **Hear by Right Participation Pledge and Award Programme**

The Chair of Community Services and Licensing Committee, Councillor Brine, introduced the report and confirmed that the decision had been agreed by the Community Services and Licensing Committee. They confirmed that the Council had been very supportive of young people and that they had already been asked to input into the Council Plan, Health and Wellbeing Strategy and Equality and Diversity Policy. The endorsement of the

decision by Council would be the start of the journey, once the Council had signed up to the pledge, work on the self-assessment would begin.

Councillor Jockel proposed and Councillor Davis seconded.

Councillor Davis stated that she hoped this would be the start of bringing young people into the formal council process. Councillor Smith stated that he would like the work of Hear by Right to help encourage more young people to stand for District Council elections.

On being Put to the vote, the Motion was carried unanimously.

RESOLVED To endorse the decision made by the Community Services and Licensing Committee to make the Hear by Right Participation Pledge; and commence the award programme process with the support of a cross Council officer and member group.

CL.021 Review of the Council's Constitution

Councillor Pearson, Chair of the Constitution Working Group (CWG), introduced the report and advised that Strategy and Resources has agreed in December 2019 to reconvene the CWG. The CWG had looked at several issues and had suggested amendments to many sections of the Constitution, proposed changes could be found in Appendices A-I. It was confirmed that the CWG was a cross-party group and that for most items they had reached a unanimous agreement.

Councillor Pearson also confirmed in response to an email received from Councillor Wilsher that the Parental Leave Policy was in line with the Staff parental leave policy and that allowances would be reviewed by the Independent Remuneration Panel.

Councillor Davies proposed and Councillor Ross seconded.

Councillor Davies thanked those Members and Officers who had worked on the amendments and stated that the Constitution was an important part of how they make decisions. He also welcomed the Media Protocol and advised that the Covid Pandemic had shown that communication with our communities was important.

Councillor Cornell thanked Patrick Arran for his work with the CWG on the constitution. Councillor Ross thanked Councillor Pearson for his chairing of the CWG and that the group had taken part in heated debate and good discussions.

On being Put to the vote, the Motion was carried unanimously.

RESOLVED

- a) Adopt the documents attached to this report, together with the amendments as recommended in this report in paragraphs 1.5 and 1.9, or as may otherwise be agreed by Council, and incorporate them into the Constitution with immediate effect**
- b) Note that the Audit and Standards Committee will be asked at its next meeting to consider the addition of a reference to ‘Gifts and Hospitality’ in the Members Code of Conduct, as set out in paragraph 1.12 of this report**
- c) Authorise the Monitoring Officer to make any consequential amendments to the Constitution**

CL.022 **The Draft Equality, Diversity & Inclusion Policy and Equality Action Plan 2021 - 2025**

Councillor Bennett introduced the report on behalf of Councillor Kay, it was confirmed that in March 2021 the Council approved the Equality, Diversity and Inclusion Policy for public consultation. The consultation was held in the summer and promoted widely, Members attention was drawn towards Appendix A of the report which outlined the large number of organisations that were invited to respond to the consultation and Appendix D that contained the responses that had been submitted. The 2022/23 Action Plan would be brought to Council for approval in the Spring of 2022 and the activity that had arisen because of this consultation would be clearly identified. They invited Members to be vigilant and to recognise their own unconscious assumptions, to support the campaign against racism and to ensure that our services are free from prejudice and discrimination

Councillor Bennett proposed and Councillor Hynd seconded.

Councillor Hynd stated that it was great to see how many groups were approached to respond to the consultation and that it was important for the Council not to work in silo.

Councillor Davies thanked those who had worked on the policy and stated that it was important that we don't become complacent and stated that the training Members had undertaken in the induction was better than had been available previously but asked if it could be made more locally based with organisations such as Stroud Against Racism.

Councillor James identified areas of the constitution where the pronouns used were only he or his and suggested that pronouns should be changed to they/them/theirs to ensure that language was inclusive going forward.

On being Put to the vote, the Motion was carried unanimously.

RESOLVED To approve the Equality, Diversity and Inclusion Policy and Equality Objectives 2021 – 2025 following public consultation. (Appendices B and C to this report).

Recommendations from Other Committees**CL.023** **Draft Council Plan 2021 - 2026**

The Leader, Councillor Cornell, introduced the report and advised that the Council Plan had been through the Service Committees and had been recommended for adoption by Council. It was confirmed that the Council Plan set out the priorities and objectives for the Council over the next 5 years. The Chair drew the Committees attention to the 3 themes included in the Council Plan:

- Environment & Climate Change.
- Community Resilience & Wellbeing.
- Economy, Recovery & Regeneration.

It was confirmed that robust performance management was essential for the successful delivery of the plan, the performance management framework was being developed and would be taken to Strategy and Resources Committee for approval.

Councillor Davies asked whether the printed version would include the annotation to show whether the Council was a lead authority or would be working in conjunction with

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partners. Councillor Cornell advised that this would be taken on board for the published electronic version.

Councillor Cornell proposed and Councillor Hynd seconded.

Councillor Davies confirmed that one concern had been addressed in that it was going to be made clear that the Council were not responsible for everything in the plan and that the lead authority would be highlighted. However, he stated that he would not be supporting the plan as there were no clear measures contained within the plan.

Councillor Pearson stated that the plan contained a lot of aspirations but didn't think the plan was achievable.

Councillor Hall stated that they were happy to support the Council Plan and that it was an excellent document.

Councillor Ross stated they would be supporting the Council Plan and that it was aspirational. She drew Members' attention to the need to be cautious with Retrofit as the funding needed to come from the HRA which tenants would have to pay for.

Councillor Patrick questioned what support the armed forces champion would receive. Councillor Cornell advised that they would continue to provide support in conjunction with authorities from across the County.

Councillor Watson stated that she was surprised and impressed with the collaborative efforts that went on prior to publishing the Council Plan and before it was discussed at Committee. They also confirmed that they would rather the plan was ambitious than the Council didn't try at all.

Councillor Cornell summarised and stated that even if the Council managed to achieve half of what was in the plan, they would have made important, significant and positive differences to their communities. It was also confirmed that the plan contained a higher level of detail than proceeding plans and included a clear link to Committees, Lead Officers and Working Groups.

On being Put to the vote, the Motion was carried.

RESOLVED To adopt the draft Council Plan 2021 – 2026 as recommended by Strategy and Resources Committee.

CL.024 Budget Strategy

Councillor Cornell presented the Budget Strategy report which was recommended for approval from Strategy and Resources Committee. The following areas were highlighted:

- The budget strategy was being set before the Governments Spending Review which was expected on 27 October 2021.
- There were no specific budget amendments suggested at that point.
- The Council was also asked to approve the extension of the Business Rates pooling agreement.
- The budget strategy includes an assumption of a Council Tax rise of £5 for a Band D property.
- Table 2 showed the impact of a delay to the rates reset.

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- Inflation for September had been confirmed at 3.1% and a 4.1% will be considered for rent rises at Housing Committee during the budget setting process.
- The pay award had not yet been agreed for this year.
- The level of inflation was expected to increase which could impact contract costs.
- Fees and charges including car parks would be increased by 3% unless there was a significant exemption.

Councillor Cornell proposed and Councillor Brine seconded.

On being put to the vote, the Motion was carried unanimously.

RESOLVED a) **Approve the Budget Strategy 2021/22 to 2025/26 as set out in this report and appendices**
b) **Continue with the Business Rates pooling agreement, until such time as the Section 151 Officer may determine as recommended by Strategy and Resources Committee.**

CL.025 REVIEW OF STROUD DISTRICT COUNCIL'S STATEMENT OF PRINCIPLES UNDER THE GAMBLING ACT 2005 FOR COMMENCEMENT 31st JANUARY 2022

Councillor Pearson left the meeting.

Councillor Brine, Chair of Community Services and Licensing Committee, introduced the report and advised Members that the statement had to be reviewed every 3 years.

Councillor Brine proposed and Councillor Schoemaker seconded.

On being put to the vote, the Motion was carried unanimously.

RESOLVED **To adopt the Revised Statement of Principles (Appendix A) as recommended by the Community Services and Licensing Committee.**

CL.026 Tenant Representatives on Housing Committee

Councillor Ross, the Chair of Housing Committee, introduced the report and confirmed that 2 new tenant representatives and 2 deputy tenant representatives were proposed for approval. She stated that there were many applications received and the Council did great work with tenants and commended the report to Council.

In response to a question from Councillor Davies, Councillor Ross advised that they were unsure how much the recruitment process had cost, but it was important that we recruited tenant representatives. She confirmed that she would be able to find out the exact figure.

Councillor Ross proposed and Councillor Jockel seconded.

On being put to the vote, the Motion was carried unanimously.

RESOLVED a) **Approve the two new tenant reps – Becky Adams and Mike Richter and**
b) **Approve the two new deputy tenant reps – Trish Betteley and Carol Wise**

CL.027 **Member Questions**

Member questions were submitted. They were asked by Councillor Ryder and Councillor Davies. Supplementary questions were also asked and answered by Councillor Brine, Chair of Community Services and Licensing Committee, Councillor Ross, Chair of Housing Committee and Councillor Cornell, Chair of Strategy and Resources Committee. (Refer to the [Council's recording](#) and [Agenda Item 13](#)).

Notice of Motions

CL.028 **A motion regarding Creation of a Partnership between Local Government and National Government for urgent action on Climate Change is proposed by Councillor Chloe Turner and seconded by Councillor Robin Layfield.**

Councillor Turner was unable to attend the meeting and therefore Councillor Hynd was invited to propose the Motion on their behalf.

Councillor Hynd advised that there was a growing threat from climate change and the Intergovernmental Panel on Climate Change (IPCC) had made it clear that global warming would exceed the 1.5°C and 2°C rise without urgent reductions in greenhouse gas emissions. They confirmed that national government had declared a climate emergency like Stroud District Council and that local government could have a role to play. He explained that the Motion was encouraging partnership working between national and local government.

Councillor Davies stated that they were happy to support the Motion and that he supported the partnership working between the LGA, national government and local government.

Councillor Layfield stated that it was important to raise awareness prior to COP26. They stated that the Council had been commended for its forward-thinking response to the climate and ecological emergency and that the council should show leadership by supporting the Motion.

On being put to the vote the Motion was carried unanimously.

- RESOLVED**
- a) **Add our voice in this the year of COP26, to calls by the Local Government Association and the Association of Directors of Environment, Economy, Planning and Transport& others for a joint local & national government Task Force to plan action to reach 'net zero' emissions. Such a partnership can set appropriate regulations, benchmarks and targets and create the much needed long-term funding mechanisms to enable local communities and economies to decarbonise whilst remaining resilient and sustainable.**
 - b) **Write to Alok Sharma MP, President for COP26, the Prime Minister, and the Leadership Board of the LGA, informing them of our support for a joint Local/National Government Climate Change Partnership Taskforce and asking for one to be established as soon as possible.**

CL.029 **A motion regarding Local Electricity Supply is proposed by Councillor Laurie Davies and seconded by Councillor Paula Baker.**

Councillor Davies was unable to attend the meeting and therefore Councillor Cornell was invited to propose the Motion on their behalf.

Councillor Cornell drew Members attention to key points including:

- The Local Electricity Bill recognises the benefits, both economically and environmentally, of empowering communities to be able to create and distribute their own renewable energy locally.
- Would result in local green jobs, more affordable electricity for communities and would help us to work towards our target of lowering our carbon emissions.
- Elected representatives have a responsibility to show solidarity and show support for solutions that would change situations in relation to fuel poverty and climate change.

Councillor Baker stated that the Bill had potential to meaningfully open the door for community electricity suppliers to play a part in reducing carbon emissions. It was specified that over 40% of the electricity we use was produced from natural gas and this was happening at a time when we were all committed to reducing carbon emissions and facing unprecedented rises in fuel costs. The Local Electricity Bill would remove the barriers that were preventing local energy suppliers from flourishing.

Councillor Jockel stated that he supported the Bill and that it was a logical rational and fair action that was being proposed and that community renewables had been stifled and it was urgent that it was changed.

Councillor Davies also confirmed that they were supporting the Motion, he stated that there would still be technical challenges with the grid but hoped that by supporting the Bill this could be improved.

Councillor Layfield gave 3 reasons as to why Members should support the bill:

- Economy – This would enable a local ecosystem of small energy suppliers to flourish.
- Independence – why purchase energy from elsewhere when we could generate it locally
- Resilience – fuel bills were rising and we needed to give our communities the opportunity to build resilience.

On being put to the vote the Motion was carried.

RESOLVED

- a) Acknowledges the efforts that this Council has made to reduce greenhouse gas emissions and promote renewable energy;**
- b) From Oct 1, half a million more households are at risk of Fuel Poverty, having to choose between heating their home and putting food on the table.**
- c) As the costs of fossil fuels soar this autumn, everyone is being hit by rising bills. Many are already desperate, and over 1.5 million people have also been affected by their energy supplier going bust. Meanwhile Universal Credit is being cut. Over three million people in the UK live in fuel poverty and this will increase by**

another 500,000 households when the Price Cap is raised on 1st October. Rising fuel bills will affect over 6000 households in Stroud District.

Further recognises

- d) that very large financial setup and running costs involved in selling locally generated renewable electricity to local customers result in it being impossible for local renewable electricity generators to do so,
- e) that making these financial costs proportionate to the scale of a renewable electricity supplier's operation would create significant opportunities for local companies and community groups to be providers of locally generated renewable electricity directly to local people, businesses and organisations, if they wished, and
- f) that revenues received by such local companies or community groups that chose to become local renewable electricity providers could be used to help improve the local economy, local services and facilities and to reduce local greenhouse gas emissions;
- g) Notes that the House of Commons Environmental Audit Committee, as a result of its 2021 Technological Innovations and Climate Change inquiry, recommended that a Right to Local Supply for local energy suppliers be established to address this;
- h) Accordingly resolves to support the Local Electricity Bill, currently supported by a cross-party group of 266 MPs and which, if made law, would establish a Right to Local Supply which would promote local renewable electricity supply by making the setup and running costs of selling renewable electricity to local customers proportionate to the size of the supply company; and

Further resolves to

- i) inform the local media of this decision,
- j) write to our local MPs, Siobhan Baillie and Sir Geoffrey Clifton-Brown, asking them to support the Bill, and
- k) write to the organisers of the campaign for the Bill, Power for People, (at Camden Collective, 5-7 Buck Street, London NW1 8NJ or info@powerforpeople.org.uk) expressing its support.

The meeting closed at 8.55 pm

Chair



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COUNCIL

17 February 2022

7.00 - 10.06 pm

Council Chamber

Minutes

Membership

Councillor Steve Robinson (Chair)

Councillor Beki Aldam
 Councillor Paula Baker
 Councillor Catherine Braun
 Councillor Chris Brine
 Councillor Martin Brown
 Councillor Doina Cornell
 Councillor Laurie Davies
 Councillor Stephen Davies
 Councillor Katrina Davis
 Councillor Christopher Evans
 Councillor Helen Fenton
 Councillor Lindsey Green
 Councillor Jessie Hoskin
 Councillor Nicholas Housden
 Councillor Nick Hurst
 Councillor Steve Hynd
 Councillor George James
 Councillor Martin Baxendale
 Councillor Jason Bullingham
 Councillor Kate Crews
 Councillor Colin Fryer
 Councillor Julie Job
 Councillor Gill Oxley
 Councillor Nigel Prenter
 Councillor Ashley Smith

*= Absent

Councillor Trevor Hall (Vice-Chair)

Councillor Christopher Jockel
 Councillor John Jones
 Councillor Haydn Jones
 Councillor Norman Kay
 Councillor Robin Layfield
 Councillor Jenny Miles
 Councillor Loraine Patrick
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 * Councillor Natalie Bennett *
 * Councillor Gordon Craig *
 * Councillor Jonathan Edmunds *
 * Councillor Victoria Gray *
 * Councillor Dave Mossman *
 * Councillor Keith Pearson *
 * Councillor Mark Ryder *

Officers in Attendance

Chief Executive
 Monitoring Officer
 Strategic Director of Resources

Accountancy Manager
 Senior Democratic Services & Elections
 Officer

CL.030

Apologies

Agenda Item 5

Appendix

2021/22

Apologies for absence were received from Councillors Baxendale, Bennett, Brine, Bullingham, Crews, Edmunds, Evans, Fryer, Gray, Hurst, Job, Mossman, Oxley, Pearson, Prenter and Ryder.

CL.031 **Declaration of Interests**

There were none.

CL.032 **Announcements**

The Chair asked everyone to stand for a minute silence to remember a previous Councillor, Charlie Burling. Councillor Ross paid tribute to Charlie Burling.

Councillor Tipper raised concerns regarding the length of the document pack and asked that budget reports in future years were published at least 2 weeks before the meeting.

The Chief Executive updated Members about Storm Eunice, the Council had been making emergency planning preparations and had been advised that the storm was due to hit at 7am which would coincide with the spring tide. 40 staff from the Council and 20 police staff had delivered letters to 1,400 properties which were at potential risk of flooding from Sharpness to Epney. Anyone who was not able to stay out of the risk area with family and friends would be able to access one of the rest centres that had been set up from 7am. It was confirmed that the threat period was between 7am and 12 noon and that waste collections across the District had been suspended.

CL.033 **LGA Corporate Peer Challenge Review**

Councillor Cornell provided a verbal update on the LGA Corporate Peer Challenge Review. She stated that in 2019 the Council had participated in an extensive Peer Challenge Review from the LGA and the completed report highlighted both the Councils strengths and some areas of development. The LGA had been invited back to evaluate the Council's progress, they would be holding meetings with Members and Officers beginning the week of 7 March 2022.

The Chief Executive confirmed that 4 of the recommendations from the LGA Peer Challenge were short term and had been achieved. The other 4 recommendations were medium to longer term objectives some of which had now been completed whereas others had been included in the Council Plan and Fit for the Future Programme. They thanked those Members and staff who would be taking part in the Peer Challenge Review and confirmed that the outcomes would be reported back to Members in due course.

Recommendations from Strategy and Resources Committee

CL.034 **Dispensation Under Section 85 Local Government Act 1972**

The Chair confirmed that an urgent report had been added to the Agenda and had been circulated to Members, as per section 3 paragraph 5.3 of the Constitution, the Chair, in Consultation with the Monitoring Officer, is able to allow urgent items which have arisen since the dispatch of the agenda. The report had been added to the agenda for the meeting following the urgency procedures.

Councillor Stephen Davies confirmed that Councillor Mossman was on dialysis and therefore was part of the vulnerable group, he hoped that as Covid subsided he would be able to join more regularly and therefore a six month extension had been requested. The Monitoring Officer confirmed the reason for urgency was that the last meeting Councillor Mossman had attended was the 9 September 2021 and unless he attended a meeting before the 9 March 2022 he would cease to be a Member. There were no further Council meetings before the 9 March 2022 and council was the only place where a dispensation could be granted thus it required an urgent report to be added to the Agenda.

Councillor Kay offered his good wishes to Councillor Mossman.

On being put to the vote, the Motion was carried unanimously.

RESOLVED To GRANT a six-month dispensation to Councillor Mossman

CL.035 The Fair Pay and Senior Pay Policy Statement 2021/22

The Leader, Councillor Cornell, introduced the report and highlighted the following key points:

- The council was required under Section 38 of the Localism Act 2011 to have a pay policy statement for each financial year.
- The lowest paid employees were on the Apprentice grade and the highest paid employees were on Stroud 12.
- The ratio between the highest and lowest paid employees was calculated at 1:10, Government guidance was that the ratio in the public sector should not exceed 1:20, so the council was well within the guidelines.
- The report detailed the current levels of remuneration for staff. The council paid spot salaries and there were no bonuses, annual increments, or performance related payments.
- A comparison with the figures for 2021 on the number of staff within each Stroud grade showed that there had been some movement at the Stroud 2 and Stroud 3 grades. This was due to vacant posts being filled. There had been an overall increase in the headcount numbers and again this was mainly due to filling vacant posts rather than the creation of new posts.

Councillor Hall requested a copy of the report also be sent to GMB and Unite the Union. The Strategic Director of Resources confirmed that he would speak with the HR team and if appropriate would send it to the other unions.

Proposed by Councillor Cornell and seconded by Councillor Hall.

On being put to the vote, the Motion was carried unanimously.

RESOLVED To APPROVE the Fair Pay and Senior Pay Policy Statement 2021/22 as recommended by Strategy and Resources Committee

CL.036 Council Tax Support Scheme

The Leader, Councillor Cornell, introduced the report and highlighted the following key points:

- On 3 February 2022 the Government had announced a £150 Council Tax rebate to households in Council Tax Bands A-D, this payment was to be disregarded as income for the purposes of calculating eligibility for both working age and

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2021/22

pensioner local Council Tax support schemes in 2022/23. The scheme would be updated to reflect this once the regulations were in place.

- Since 2013/14 the Council had adopted the Governments default scheme which had meant no changes or reduction in the support provided.
- The pandemic had reinforced the need to support the most vulnerable residents of the District.
- The recommended change would stop any small monthly changes to universal credit having an impact on the Local Council Tax Support Scheme. This would simplify the process for both the claimant and the authority.
- Changes were highlighted in Appendix B.

Councillor Laurie Davies supported the changes and confirmed that it would be important not only for the Officers but also for people in receipt of it.

Councillor Stephen Davies asked Members to note the Governments assistance and confirmed that they would be supporting the continuation of the scheme at this time.

The Leader, Councillor Cornell, paid tribute to the Revenue and Benefits team for all their fantastic work throughout the pandemic.

On being put to the vote, the Motion was carried unanimously.

RESOLVED To ADOPT the Council Tax Support Scheme and changes for 2022/23 as recommended by Strategy and Resources Committee

CL.037 Stroud District Council Capital Strategy

The Leader, Councillor Cornell, introduced the report which had been recommended from Strategy and Resources Committee and drew Members attention to the following key points:

- The Capital Strategy is required to be approved annually by the CIPFA Prudential Code.
- The CIPFA Prudential Code was revised on 20 December 2021 and guidance notes were published in January 2022.
- Due to the recent changes to the Prudential Code some of the required changes may not be added to the Strategy until 2023/24
- The Capital Strategy main revision could be found on page 32, item 3 of the principals of the Capital Strategy.

Councillor Hurst stated that it was public money that they were dealing with and it was everyone's duty to ensure the best possible return on that money was achieved.

Councillor Braun reminded Members about the Capital priorities and their links to the Council Plan. She urged all Members to support the Capital Strategy.

After being put to a vote, the Motion was carried.

FOR: 36 votes

Councillors

| | | |
|-------------------|--------------------|------------------------|
| Beki Aldam | Trevor Hall | Lorraine Patrick |
| Paula Baker | Jessie Hoskin | Martin Percy |
| Catherine Braun | Nick Housden | Steve Robinson |
| Chris Brine | Nick Hurst | Mattie Ross |
| Martin Brown | Steve Hynd | Lucas Schoemaker |
| Doina Cornell | George James | Nigel Studdert-Kennedy |
| Laurie Davies | Christopher Jockel | Haydn Sutton |
| Stephen Davies | Haydn Jones | Brian Tipper |
| Trina Davis | John Jones | Ken Tucker |
| Christopher Evans | Norman Kay | Chloe Turner |
| Helen Fenton | Robin Layfield | Tricia Watson |
| Lindsey Green | Jenny Miles | Rich Wilsher |

AGAINST: 0 Votes

ABSTENTIONS: 0 Votes

RESOLVED To APPROVE the Capital Strategy at Appendix A as recommended by Strategy and Resources Committee

CL.038 General Fund Budget 2022/23, Capital Programme and Medium-Term Financial Plan

The Leader, Councillor Cornell, confirmed that the budgets had been through Committees and Strategy and Resources Committee. Councillor Cornell identified the key areas of the report as follows:

- The final settlement had now been agreed by government therefore some certainty on funding could be provided for the coming year.
- The provisional settlement received was better than anticipated and this had been used to help stabilise the financial position and invest in Council priorities.
- The current Medium Term Financial Plan (MTFP) would require saving decisions to be made.
- Inflation was a major factor in the budget.
- There had been an increase in business rates funding.
- An additional year of New Homes Bonus grant had been awarded.
- The details of Council Tax levels were included as an Appendix.
- A Council Tax increase of £5 was proposed at Band D, an increase of less than 10p per week.
- The District had seen a 1.9% increase in properties and 34% decrease in the number of long-term empty properties.
- There was no certainty in terms of staffing costs as the pay award had not been agreed.

A new table had been included to show the changes to the Ubico Contract.

Councillor Cornell passed on her thanks to the Finance team for all their work.

In response to questions from Councillor Stephen Davies the following answers were provided:

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Appendix

2021/22

- The £68k in Table 2 referred to the running costs of the vehicles for Ubico. The amounts for the fleet programme for Ubico could be found in appendix C.
- Councillor Cornell confirmed that training in bio-diversity could be included for Councillors.
- A Monitoring Officer was being jointly recruited with Cheltenham Borough Council and would be going out to advert shortly.

Proposed by Councillor Cornell and seconded by Councillor Braun.

Councillor Stephen Davies proposed an amendment around the car parking charges to add “h) That all Car Parking charges for the first hour in Stroud Car Parks are frozen for 2022/2023 and that any resulting deficit in car park income be made up from Council reserves.” Councillor Stephen Davies stated that an increase of 10p from 80p to 90p was excessive and was an attack on businesses. He advised that Stroud Chamber of Commerce and Stroud Town Council were opposed to the increase in the parking charges also.

Councillor Housden seconded the amendment.

Councillor Laurie Davies stated that there were bigger issues impacting the highstreet such as increased heating costs, food costs and the cut to Universal Credit.

Councillor Studdert-Kennedy stated that a full review of car parking should be carried out as the increase in cost fell heavily on Stroud town.

Councillor Fenton confirmed that the average increase across all of the car parking charges in Stroud District was 3% which was fairly moderate. Councillor Brine and Hall echoed the comments of Councillor Fenton.

Councillor Housden asked Members to listen to businesses on the high street, shoppers and workers who ask the Council not to increase the cost of car parking. He drew Members attention to the imbalance of parking charges across the district with many towns receiving free parking.

The Leader, Councillor Cornell, drew comparisons to the increase in parking charges that had been agreed at Gloucestershire County Council and of the costs per hour in Cirencester (£1.40) Gloucester (£1.60). The cut in Universal Credit to families within the district had amounted to approximately £0.5m being taken out of the local economy which would have a far worse effect on the high street.

The amendment was put to the vote:

FOR: 13 votes

Councillors

Stephen Davies

Trina Davis

Christopher Evans

Lindsey Green

Nick Housden

Nick Hurst

Christopher Jockel

Haydn Jones

John Jones

Lorraine Patrick

Nigel Studdert-Kennedy

Haydn Sutton

Brian Tipper

AGAINST: 23 Votes

Councillors

| | | |
|-----------------|----------------|------------------|
| Beki Aldam | Trevor Hall | Steve Robinson |
| Paula Baker | Jessie Hoskin | Mattie Ross |
| Catherine Braun | Steve Hynd | Lucas Schoemaker |
| Chris Brine | George James | Ken Tucker |
| Martin Brown | Norman Kay | Chloe Turner |
| Doina Cornell | Robin Layfield | Tricia Watson |
| Laurie Davies | Jenny Miles | Rich Wilsher |
| Helen Fenton | Martin Percy | |

ABSTENTIONS: 0 Votes

The Leader, Councillor Cornell, stated that she was proud to present her 5th budget as Leader of the Council and that they had kept the Council finances in good order. She paid tribute to Council Officers who had given above and beyond, local businesses who continued to innovate and inspire and those who worked in the voluntary and community sectors who had helped to keep people safe and supported.

Councillor Davies stated that there should be acknowledgement that the Council had received a good settlement from central government and that the government had helped people with furlough and business support schemes. He agreed that there were some good elements of the budget however if they truly believed in climate change money needed to be included in the budget. He stated that he would be voting against the budget.

Councillor Turner confirmed that the Council had been proactively taking opportunities that arose for the electrification of the fleet of vehicles and stated that the Carbon Neutral 2030 ambitions were embedded throughout the budget.

Councillor Hurst raised concerns for the amounts allocated to the planning and Local Plan budget and that there may be pressures with getting the Local Plan through the public examination.

Councillor Brown offered his support for the budget and highlighted the funding for a new Bio-diversity Officer.

Councillor Braun highlighted 3 reasons why Members should support the budget:

- Protecting the environment – additional £260k for posts and projects on the climate and nature emergency.
- Strengthening and supporting communities - prioritising health and wellbeing, culture and supporting those people who were most in need.
- Supporting a thriving local economy

After being put to a vote, the Motion was carried.

FOR: 23 Votes

Councillors

| | | |
|-----------------|--------------------|------------------|
| Beki Aldam | Trevor Hall | Steve Robinson |
| Paula Baker | Jessie Hoskin | Mattie Ross |
| Catherine Braun | Steve Hynd | Lucas Schoemaker |
| Chris Brine | Christopher Jockel | Ken Tucker |
| Martin Brown | Norman Kay | Chloe Turner |

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Appendix

2021/22

Doina Cornell
Laurie Davies
Helen Fenton

Robin Layfield
Jenny Miles
Martin Percy

Tricia Watson
Rich Wilsher

AGAINST: 10 Votes

Councillors

Stephen Davies
Trina Davis
Christopher Evans
Lindsey Green

Nick Housden
Nick Hurst
Haydn Jones
John Jones

Lorraine Patrick
Haydn Sutton

ABSTENTIONS: 3 votes

Councillor

George James

Nigel Studdert-Kennedy

Brian Tipper

RESOLVED To:

- a) approve the updated Medium-Term Financial Plan as set out in Appendices A-E
- b) to increase the council tax by £5 to £222.52 at Band D, an increase of less than 10p per week for the services provided by Stroud District Council;
- c) to note the uncertainty around the impact of changes to future local government funding
- d) to approve the Capital Programme, as set out in Appendix F
- e) to approve the planned changes to the reserves as set out in Section 4 of the report and Appendix G
- f) to approve the fees and charges policy and list of Council fees and charges as set out in Appendices H and I.
as recommended by Strategy and Resources Committee
And
- g) approve the Council Tax Charges for the District as set out in Appendix J.

CL.039 Housing Revenue Account Estimates - Revised 2021/22 and Original 2022/23 and Medium Term Financial Plan 2021/22 - 2025/26

Councillor Ross, Chair of Housing Committee, introduced the report which had been taken to Housing Committee and Strategy and Resources Committee. She highlighted the following points:

- Rents and charges were proposed to be increased by 4.1%
- Shared Ownership rents would increase in line with the individual lease agreement.
- The forecast for the MTFP on page 189 showed that in 2025/26 the HRA general balances were expected to be lower than the minimum recommended balance.
- Major works was revised to include the retrofit programme.
- New build programme had been reprofiled based on the current programme.
- Independent Living was revised to three schemes in 2022/23.

Councillor Davies asked how many net new homes were built last year by the Council and how many did the budget predict to build next year. Councillor Ross advised that there were 22 currently under construction in Nailsworth, 7 in Minchinhampton and some being built in Eastington, She further confirmed that a more detailed answer could be provided outside of the meeting.

Councillor Davies asked whether there had been any savings from moving property care in-house. Councillor Ross advised that because of the Pandemic it had been a difficult year. Councillor Davies asked whether the retrofit programme could be accelerated if further funding was made available. Councillor Ross confirmed that the Retrofit Task and Finish Group would look at any opportunities to accelerate the scheme and Housing Committee would need to make any decisions.

Councillor Kay asked whether figures were available as to how many council homes had been sold through Right to Buy. Councillor Ross advised that she did not have those figures to hand.

Councillor Studdert-Kennedy asked whether the appropriation of May Lane in Dursley was complete. Councillor Ross advised that the agreement had not been signed but the process had begun.

Proposed by Councillor Ross and seconded by Councillor Jockel.

Councillor Patrick stated that she was unable to support an uplift in rent without an uplift in efficiency in response to repairs and maintenance of properties.

Councillor Hall was pleased to see that progress was being made at May Lane and stated he would be supporting the report.

Councillor Miles drew Members attention to section 3.15 on page 193 which highlighted an additional independent living modernisation scheme and stated that the last 2 schemes had been delivered on time and underbudget.

Councillor Housden expressed concerns over the loss of income due to void properties and the lengthy turnover time.

Councillor Davies stated that there were good points within the budget however, there was a larger issue surrounding voids and declared that the budget did not meet the claims laid out by the Labour Party in terms of building new homes. He confirmed that he would not be supporting the budget. Councillor Cornell confirmed that the pledge they made was to build 200 affordable and social rented homes each year in partnership with registered providers and developers of community led schemes and that they had exceeded their manifesto pledge that year.

Councillor Schoemaker stated that he sat on the Task and Finish Group and that he had been impressed with the leadership in housing and with Officers being able to identify issues and solutions.

After being put to a vote, the Motion was carried.

FOR: 24 Votes

Councillors

Beki Aldam
Paula Baker
Catherine Braun
Chris Brine
Martin Brown
Doina Cornell
Laurie Davies
Helen Fenton

Trevor Hall
Jessie Hoskin
Steve Hynd
George James
Christopher Jockel
Norman Kay
Robin Layfield
Jenny Miles

Martin Pearcy
Steve Robinson
Mattie Ross
Lucas Schoemaker
Ken Tucker
Chloe Turner
Tricia Watson
Rich Wilsher

AGAINST: 11 Votes

Councillors

Stephen Davies

Trina Davis

Christopher Evans

Lindsey Green

Nick Housden

Nick Hurst

Haydn Jones

John Jones

Lorraine Patrick

Haydn Sutton

Brian Tipper

ABSTENTIONS: 1 Votes

Councillors

Nigel Studdert-Kennedy

RESOLVED That:

- a) The revised HRA revenue budget for 2021/22 and original budget 2022/23 are approved;
- b) The movement to and from HRA balances and capital reserves as detailed in Appendix B and section 9 are approved;
- c) That from 1 April 2022:
 - i. Social rents and affordable rents are increased by 4.1% (CPI +1%), in line with national rent guidance
 - ii. Garage rents are increased by 4.1%
 - iii. Landlord service charges are increased by 4.1%
- d) That the HRA Capital Programme for 2021/22 to 2025/26, as detailed in Appendix C, be included in the Council's Capital Programme;
- e) To delegate authority to the Strategic Director of Resources to appropriate land and buildings at 11/11A May Lane (as shown on the plan at Appendix D) into the HRA and the New Build Programme from the General Fund, once a market valuation has been received and;
- f) To delegate authority to the Head of Property Services to continue work on progressing this site with land to the rear of Parsonage Street, Dursley, including opening negotiations to acquire land from 3rd party private owners as recommended by Strategy and Resources Committee.

Recommendations from Audit and Standards Committee

CL.040 Members Code of Conduct - Gifts and Hospitality

Councillor Brine left the meeting.

Councillor Studdert-Kennedy, Chair of Audit and Standards Committee, presented the report and highlighted the following points:

- In October 2021 Council noted that Audit and Standards Committee would be asked to consider Gifts and Hospitality at their next meeting.
- When the Code of Conduct was last reviewed provision for the recording of Gifts and Hospitality was not included.
- The Constitution Working Group had considered the matter and recommended the inclusion of wording in the Code of Conduct to cover Gifts and Hospitality.

Proposed by Councillor Studdert-Kennedy and seconded by Councillor Percy.

Councillor Percy offered his support to the motion and commended the good work of the Constitution Working Group.

On being put to the vote, the Motion was carried unanimously.

RESOLVED That the Code of Conduct be amended to include the reference to Gifts and Hospitality as set out in this report as recommended by the Audit and Standards Committee.

CL.041 External Audit Procurement

Councillor Studdert-Kennedy, Chair of Audit and Standards Committee, introduced the report and advised that the purpose was to agree the arrangements for the provision of external auditors to review the Councils' statement of accounts and value for money arrangements. The report highlighted the benefits of bulk purchase, using a bigger organisation would be cheaper than doing the work on our own. Regulations required that the decision on whether to be an opted-in authority or not was made by full Council.

Councillor Kay advised that he had asked the Strategic Director of Resources regarding the diversity aspects of this organisation in their recruitment, and he confirmed he would be happy to pursue this with them.

Proposed by Councillor Studdert-Kennedy and seconded by Councillor Percy.

On being put to the vote, the Motion was carried unanimously.

RESOLVED That:

- a) The Council again becomes a member of the PSAA scheme for the appointment of external auditors for the five years from April 1st 2023**
- b) Authority is delegated to the Strategic Director of Resources to accept the PSAA invitation and to complete the appointment process as necessary as recommended by Audit and Standards Committee.**

CL.042 Treasury Management Strategy, Annual Investment Strategy and Minimum Revenue Provision Policy Statement 2022/23

Councillor Studdert-Kennedy, Chair of Audit and Standards Committee, identified key areas of the report as follows:

- Treasury Management training had been provided for Members in January 2022.
- The CIPFA Prudential Code was revised in 2021 and guidance notes were published in January 2022.
- Full implementation was expected in 2023/24.
- Changes identified on page 242 with regards to non-specified investment.
- Page 246 set out the Councils ethical investment policy.
- Page 244 showed investments maturing.

Proposed by Councillor Studdert-Kennedy and seconded by Councillor Percy.

Councillor Percy stated that he was pleased to see the inclusion of the ethical investment policy and commended the Strategy.

On being put to the vote, the Motion was carried unanimously.

RESOLVED To:

- a) Adopt the prudential indicators and limits for 2022/23 to 2024/25;**
 - b) Approve the Treasury Management Strategy 2022/23, and the treasury prudential indicators;**
 - c) Approve the Investment Strategy 2022/23, and the detailed criteria for specified and non-specified investments; and**
 - d) Approve the MRP Statement 2022/23**
 - e) Approve the Ethical Investment Policy**
- as recommended by Audit and Standards Committee.**

CL.043 Standards Sub-Committee

Councillor Studdert-Kennedy, Chair of Audit and Standards Committee, introduced the report and confirmed that there was a requirement of Article 7.3 of the Councils Constitution to establish a sub-committee of the Audit Committee.

Councillor Studdert-Kennedy suggested that the word 'proven' be added after 'allegations are found' to the wording in the decision box. Discussions over the correct word to be used took place. The Monitoring Officer suggested the use of the word 'proved' to replace the word 'found'.

Councillor Layfield asked what powers the Council had to enforce sanctions on a Parish Council. The Monitoring Officer confirmed that the District Council was the enforcing authority for the Code of Conduct.

Councillor Ross questioned whether all Town and Parish Councils had been consulted on the membership of the sub-committee. The Monitoring Officer advised that due to the timings a full consultation of Town and Parish Councils had not been undertaken but Gloucestershire Association of Parish and Town Councils (GAPTC) had been consulted as a representative for Town and Parish Councils.

Councillor Hurst asked for the amended word 'proven' to be changed to 'substantiated'. The Monitoring Officer advised that the word proved was suitable and asked if Members wanted to propose a further amendment. Councillor Patrick proposed the word 'proven' and Councillor Green seconded the amendment. Councillor Studdert-Kennedy as proposer of the motion agreed to accept the amendment as a friendly amendment.

On being put to the vote, the Motion was carried unanimously.

Councillor Studdert-Kennedy highlighted the membership of the sub-committee and asked the Council to vote on the appointments for the sub-committee.

On being put to the vote, the Motion was carried unanimously.

RESOLVED To:

- a) Establish a sub-committee of the Audit Committee to be called the Standards Sub-Committee which will have responsibility to consider allegations under the Code of Conduct in respect of District, Town and Parish Councils, and consider what sanctions, if any, to impose where allegations are found proven; and**

- b) Appoint the Members of the Standards Sub-Committee, as suggested in paragraphs 2.1 to 2.3 of this report, for the remainder of the Civic Year 2021/2022.**

The Chair asked Members if they were happy to continue the meeting given that the time was approaching 10pm and in accordance with the Councils' Constitution section 3 paragraph 7, Members needed to take a vote to continue the meeting.

After being put to a vote, the Motion was carried.

RESOLVED To continue the meeting until all items had been considered.

CL.044 Continuation of the Gloucestershire Economic Growth Joint Committee - Until 31 March 2023

The Leader, Councillor Cornell, presented the report and stated that now they were waiting for the results of the Levelling Up White Paper and that an extension to the GEGJC was recommended so that they could take the time to discuss how to proceed.

Councillor Turner asked whether the Gloucestershire Economic Growth Scrutiny Committee would continue. Councillor Cornell was unsure but advised that this would be under consideration.

Councillor Cornell proposed and Councillor Braun seconded.

On being put to the vote, the Motion was carried unanimously.

- RESOLVED a) that the GEGJC will continue to operate from 4th March 2022 until 31 March 2023, and
b) to delegate authority to the Chief Executive to agree and complete the appropriate legal documentation to allow the Inter Authority Agreement to be extended until 31 March 2023.**

CL.045 Civic Timetable 2022/23

The Leader, Councillor Cornell, presented the Civic Timetable to Members and advised that attempts had been made to avoid school holidays.

Councillor Davies asked for changes to the Civic Timetable to be kept to a minimum and that if changes were needed they were made as early as possible.

On being put to the vote, the Motion was carried unanimously.

RESOLVED To APPROVE the Civic Timetable for 2022/2023.

The meeting closed at 10.06 pm

Chair

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STROUD DISTRICT COUNCIL**COUNCIL****THURSDAY, 28 APRIL 2022**

| | | | | |
|--|---|-------|----------|---------------|
| Report Title | 2030 ANNUAL REPORT (2021-2022) | | | |
| Purpose of Report | To present the 21-22 Annual Report on the 2030 Strategy and Master Plan for endorsement. | | | |
| Decision(s) | Council RESOLVES to endorse the Environment Committee decision to approve the 2021-2022 Annual Report for the 2030 Strategy and Master Plan. | | | |
| Consultation and Feedback | The draft report has had the inputs of managers and core delivery staff. As a largely reflective document formal public consultation has not been deemed necessary. Our ongoing community engagement work has informed our understanding about what the interested public want to know. | | | |
| Report Author | Rachel Brain, 2030 Strategy Manager Email: rachel.brain@stroud.gov.uk | | | |
| Options | This first report of annual progress is focused on one year of action under Phase 1 of the masterplan. It reviews progress on the key priorities and commitments in that document and concludes that these remain relevant for the coming year. This means that we are proposing a sustained approach under the approved strategy and that delivery is as expected. | | | |
| Background Papers | Nothing specific for this covering report. The 21-22 Annual Report for 2030 Strategy and Masterplan include its own list of reference documents and links. | | | |
| Appendices | Appendix A – 2030 Strategy Annual Report 2021-22, Limiting, Adapting, Recovering and Responding in a Changing Climate | | | |
| Implications (further details at the end of the report) | Financial | Legal | Equality | Environmental |
| | No | No | No | No |

1. INTRODUCTION / BACKGROUND

- 1.1 The formal adoption of the 2030 Strategy and Masterplan in February 2021 followed on from the climate emergency declaration in November 2018 and was set within the context of post-COVID recovery and a heightened awareness of the importance of biodiversity and the role of nature in adaptation and mitigation. The 2021-2022 Annual Report reflects on the progress across the 7 key priorities that were identified and takes a forward look to how action will continue to progress over 2022-2023.

It is intended as a public-facing report and will be disseminated via our website and communications activity.

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2. MAIN POINTS

- 2.1 The report suggests that there is a significant amount of progress on all priorities. This has added conviction when the externally assessed achievements of the Green Flag Award, Climate Disclosure Project grades, Climate Scorecards results and MJ Award Finalist nomination are taken into account. It is further substantiated when all the success there has been in generating project pipeline and securing of funds is also considered.
- 2.2 Whilst the report contains more in-depth lists of activity, the following presents a highlight for each theme as a flavour of the content:

| Key Priority | Sample Highlight |
|--|---|
| The Retrofit Challenge | > £14.9m secured towards countywide retrofit measures which will support our vulnerable communities and tenants. |
| Mainstream Renewables | Circa 100tCO ₂ e to be saved each year through our Water Source Heat Pump installs |
| Nature knows no boundaries | > 5,000 trees planted in our community woodland project at Salmon Springs |
| Increase Travel Options | Salary Sacrifice scheme enabling staff to consider an EV as their personal vehicle now live |
| Detail the Economic Vision | An economic development strategy is drafted which prioritises the green economy |
| Communicate the waste hierarchy | This is embedded to 2030 communications approach and delivered through partnership with GCC with a special campaign currently focused on reuse repair but with other waste themes also planned. |
| District Dialogue | External review from Climate Scorecards gave our approach top marks for 'community engagement and communications' |

- 2.3 In consideration of the masterplan commitments and Phase 1 timescale to end of 2023 it is considered that the identified priorities remain relevant and that forward look shows a healthy foundation for progressing them further over the next reporting period.
- 2.4 Own estates carbon accounting figures are of limited value this year given the change in the way our offices and services were used through the pandemic and the major installation work for water source heat pumps (WSHP). This meant our heating provision was both interrupted and then utilised in ways that will not reflect normal practice whilst systems were tested and re-set. However, we can be confident that the WSHP will have a positive impact for the future.
- 2.5 A further significant factor in what comprises our data has been the move from contracted out services in Housing (Scope 3) to in-house provision (Scope 1). This increases our emissions, but also our level of control.
- 2.6 This year's data includes some estimations and predictions. This annual report is being delivered earlier in the year to the cycle we have established for carbon accounting, so data has been estimated or predicted where required, but only for a couple of months. Headline figures are below:

% Difference between 2006-now (based on actual data and predicted data where missing)
 – 34% overall carbon reduction

% Difference between 20-21 and 21-22 (based on actual data and predicted data where missing)
 – 11% overall carbon reduction

Reduction in reliance on natural gas 2022 vs 2006 – approximately 265 tCO₂e (includes estimated data)

Based on actual and predicted data where data missing (% difference compared to 20-21):

| 2021-2022 tCO ₂ e | | |
|------------------------------|---------|---------|
| Scope 1 | Scope 2 | Scope 3 |
| 307.65 | 185.71 | 1076.74 |
| 9% | -9% | -15% |

3. CONCLUSION

3.1 The reporting period 2021-2022 saw council and community dealing with continued pandemic disruption and consequences. In other districts across the nation, this diverted efforts from the climate emergency and slowed progress. There is still an immense challenge for the world to face, but Stroud District Council is making good on its commitment to do all it can to rise to this.

3.2 In Stroud District the pandemic effects doubled the focus on community and increased the resolve to look to a better future. This, coupled with the long track record and grounding in sustainability related action has kept the district well placed to achieve highly in its 2030 endeavours. This report, a summary of just one working year offers evidence that progress is being made in all areas and our role as exemplar is placing the council on a good trajectory towards its commitment.

4. IMPLICATIONS

4.1 Financial Implications

There are no direct Financial Implications directly related to this report.

Adele Rudkin, Accountant

Tel: 01453 754109 Email: adele.rudkin@stroud.gov.uk

4.2 Legal Implications

There are no significant implications within this category. Actions and decisions arising from the implementation of the strategy may have legal implications, which will need to be considered at the relevant time.

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One Legal

Tel: 01684 272691 E-mail: legalservices@onelegal.org.uk

4.3 Equality Implications

An EIA is not required because there are no recommended actions as a direct result of this report.

4.4 Environmental Implications

There are no significant implications within this category. Actions and decisions arising from the implementation of the strategy may have environmental implications, which will need to be considered at the relevant time.

Rachel Brain, 2030 Strategy Manager

Tel: 01453 754 521 E-mail: rachel.brain@stroud.gov.uk

2021-2022

Annual Report

2030 Strategy

Limiting, Adapting, Responding and Recovering in a Changing Climate

Stroud District Council



Appendix A

Published March 2022

Contact: 2030@stroud.gov.uk

Visit: www.stroud.gov.uk

[#StroudDistrict2030](https://twitter.com/StroudDistrict2030)



Foreword Appendix A

CLLR. DOINA CORNELL, LEADER OF STROUD DISTRICT COUNCIL – LABOUR & COOPERATIVE PARTY



The latest report from the Intergovernmental Panel on Climate Change was stark – many of the impacts of global warming are now "irreversible". Yet, the report also states that there is still a brief window of time to avoid the very worst. From the moment that Stroud District Council declared a climate emergency in 2018, we've always recognised that we cannot make a significant impact on reducing carbon emissions or reversing ecological damage on our own, but must work in partnership across our district, with public, private and community sectors.

In 2020 we adopted a detailed strategy and plan to map a pathway to what could be achieved together in our district. You will find in this report the progress that has been made since then on all aspects of the plan, on energy, retrofit, travel, the economy, waste, nature's recovery and much more. As households face rising fuel bills, I'm especially glad to see how we are combatting fuel poverty by investing in measures to improve council homes and protect homeowners most at risk from fuel poverty. In sum, this report is our accountability to you as to what we have done to play our part in this brief window of time that remains.

CLLR. CHLOE TURNER, CHAIR OF ENVIRONMENT COMMITTEE – GREEN PARTY

Councils across the UK are grappling with how to play their part in tackling the climate and ecological emergencies. Stroud District Council was among the first to acknowledge the urgency and scale of action required. A year on from publishing the Strategy and Plan that so many of you helped us shape, it's time to look closely at how we're doing.

You'll see that we have been busy. We've put our industrial heritage to good use by heating our offices using the mill streams alongside them, and used our Local Plan policies to promote renewable energy generation across the district. We've begun the huge task of making our council homes energy efficient, working with partners and piloting new technologies. We have active projects in every theme you helped us identify.

But with most of the district's greenhouse gas emissions outside the Council's direct control, we always knew we couldn't do it alone. So, we now have a 2030 Community Engagement Board to bring our communities with us, and are active members of the climate leadership group that unites public sector bodies across Gloucestershire. Everyone is needed on this journey: we've signposted some of the many ways that we'd love you to get involved.



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Introduction

SINCE THE ADOPTION OF OUR 2030 STRATEGY AND MASTERPLAN IN MARCH 2021 WE HAVE BEEN BRINGING EVEN MORE ENERGY AND FOCUS TO OUR EFFORTS TO LOWER CARBON, ENHANCE BIODIVERSITY AND BUILD RESILIENCE AND SUSTAINABILITY IN OUR DISTRICT.

It cannot be ignored that there are significant, multiple challenges facing us all. It is therefore important to take stock of the progress being made despite these and, to recognise and understand more about how we are, already, adapting, limiting and recovering.

This report revisits the key priorities set out under each of the 7 organising themes of the Masterplan to provide an overview of what has been happening, what is coming and the things we can all do towards the 2030 ambition.

CARBON NEUTRAL & NET ZERO

Stroud District Council has been monitoring its emissions for nearly 15 years. Global understanding of emissions monitoring has evolved rapidly and continues to do so. Confusion surrounding terminology is inevitable when things accelerate as quickly as this. Therefore, it's important we clarify our own position. We committed to working towards a carbon neutral district by 2030 and therefore set a localised interim target to the national Net Zero by 2050 goal. This means we must reduce our emissions, as far as is reasonably possible and offset what remains. Reduction is prioritised over offsetting.

There are 3 scopes under which emissions reduction can occur:

- Scope 1: emissions as a direct result of onsite activity (e.g. gas firing a boiler for heat)
- Scope 2: indirect emissions (e.g. those associated with generation of electricity bought in for heat and power)
- Scope 3: indirect emissions by association (e.g. procurement or employee commuting).

Scopes 1 and 2 are where we have the most influence and where we have made the most gains, but we are continuing to learn more about how we can increase our influence and impacts over Scope 3.

Plan On A Page - The 2030 Vision

Energy
consumed in the district is locally and renewably generated and energy waste is minimised.

Retrofit in the *built environment* is achieving low carbon operation. Our buildings are efficient, healthy & cost effective.

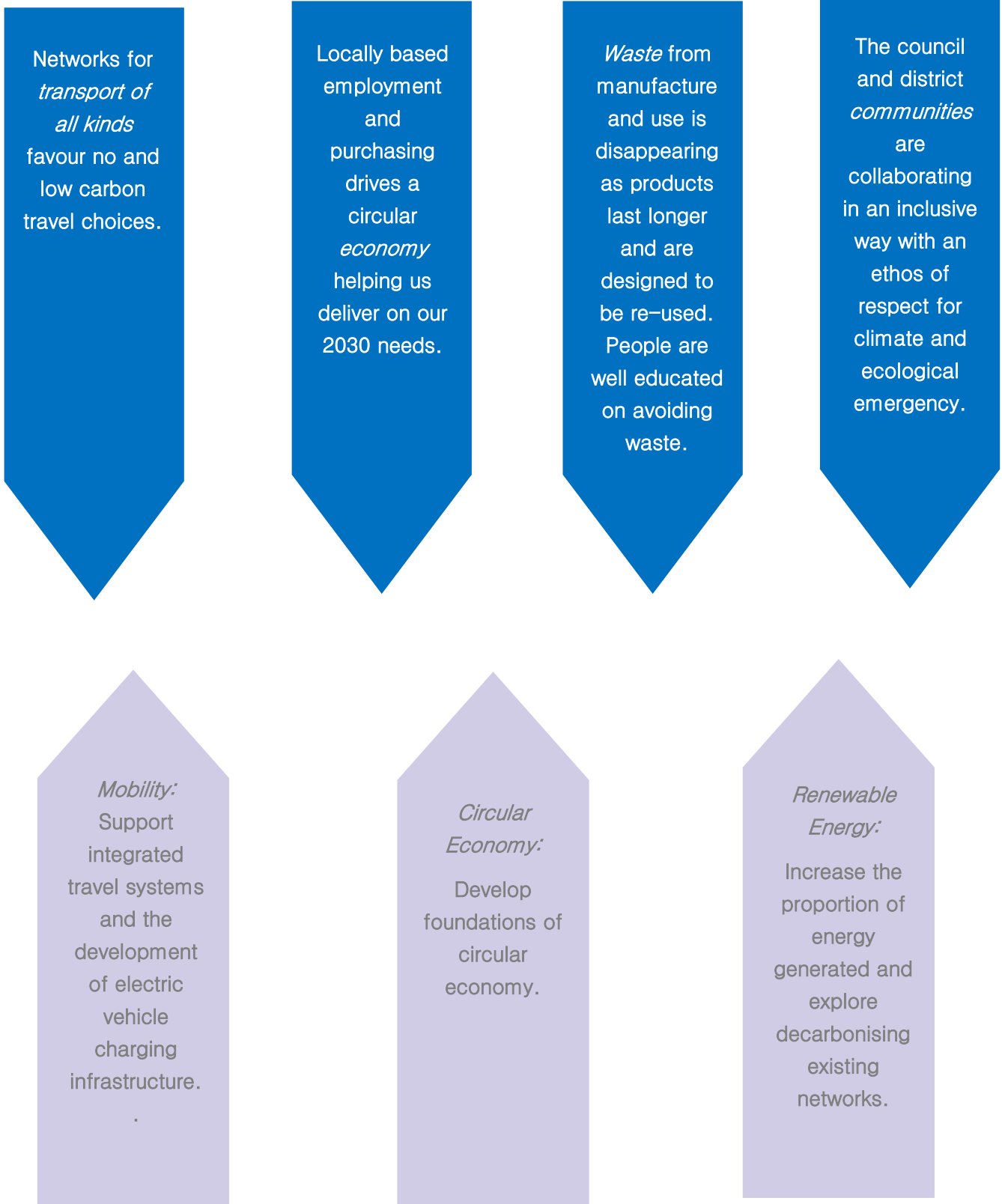
We are protecting and nurturing the *natural environment* whilst mitigating and adapting with resilience to a changing climate.

Tackle the Climate and Ecological Emergency:
Achieve the commitments set for 2021–2024 of The 2030 Strategy

Sustainable Construction & Retrofit.
Use partnerships to establish a sustainable construction centre of excellence in the district.

Biodiversity:
With communities & partners protect green infrastructure and biodiversity and increase access to nature

Appendix A





The First Next Step

GOVERNANCE AND COMMUNITY

WE SAID...

We will expand our 2030 governance systems to include public representation



WE HAVE:

- Taken our place to play an active part in the Leadership Gloucestershire Climate Group to join up public sector approaches and increase our influence.
- Established the 2030 Community Action Officer role to focus on engagement and an Environmental Performance Officer to work on quality management systems.
- Put 2030 at the forefront of 'The Council Plan'. Its Environment and Climate theme embeds our priorities as part of our whole council business.
- Ensured we are well informed, being active in networks and forums that offer technical and specialist insights and continued professional development.
- Supported the Local Economic Partnership's Energy Sector Group as Co-Chair to be at the centre of Gloucestershire's business and industry discussions.
- Recruited community representatives to establish the 2030 Community Engagement Board (2030 CEB). This is the 'core group' mentioned in our strategy for district wide delivery.
- Been working collaboratively with Stroud District Youth Council to develop their commitment and include them in the 2030 CEB.

Appendix A

WHAT'S COMING UP (2022-23)?

- With broad ranging expertise and a wealth of professional and community networks, the 2030 CEB will be developing their workplan over 2022.
- Officer leadership and performance management will be further established formalising our processes and information gathering.
- Quality Management and environmental performance systems, such as ISO 14001:2015 will standardise systems and compliance for environmental management across more of the council.

ENCOURAGING ...

In the face of an overwhelming selection of issues, communities, from households to corporations , can benefit from narrowing the focus to a 'first next step'. Small changes matter so very much because they start you on the journey to the next step which might become a bigger change. You can find support networks and guidance online such as:

Transition Stroud: A network for people and groups working on the transition to a locally based low carbon lifestyle www.transitionstroud.org

Carbon Savvy: A guide to improving quality of life and reducing your carbon footprint www.carbonsavvy.uk

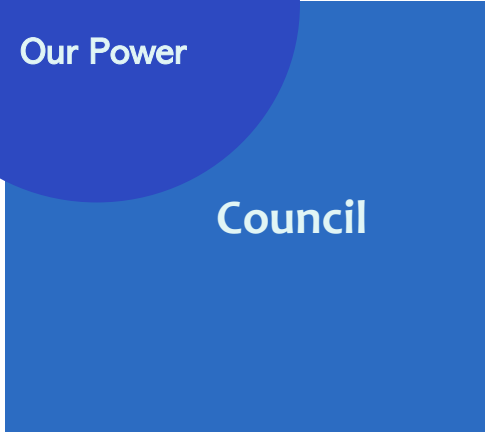
TOP MARKS FOR 'COMMITMENT AND INTEGRATION'

[www https://councilclimatescorecards.uk/](https://councilclimatescorecards.uk/)





Everything
In
Our Power



Council

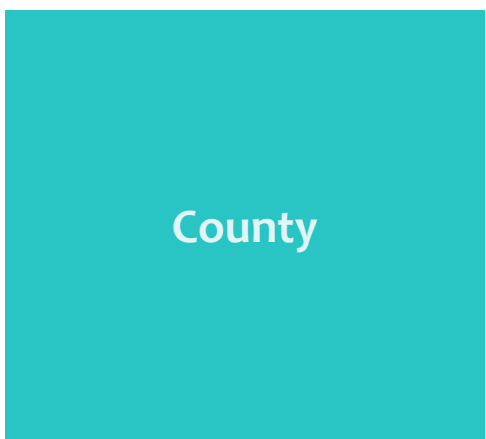
- * 2030 Strategy is reported to Environment Committee.
- * The delivery approach is embedded through the members' Council Plan.
- * Delivery action is subject to the governance procedures of our constitution.
- * High level decisions will be made through our usual committee structures and full council processes.



Community

The 2030 Community Engagement Board is integrating into our progress monitoring and project development processes and will interact with governance on this basis.

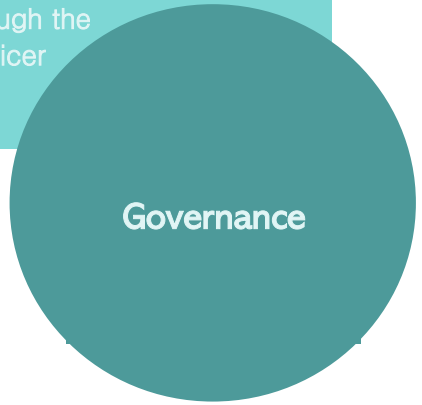
Our partnership works and projects establish oversight boards and steering groups as required.



County

Stroud District Council is leader on the retrofit theme in Countywide Climate Leadership Group (CLG) alongside other public bodies, the Local Economic Partnership and Local Nature Partnership.

We are developing more joined up approaches through the CLG advisory officer network.



Governance

Appendix A



IN OUR EXEMPLAR ROLE WE STRIVE TO BE A PATHFINDER, SHARING OUR LESSONS LEARNED TO HELP OTHERS TACKLE THE CHALLENGES.

IN OUR ENABLER ROLE WE OUTREACH TO PARTNERS AND WORK WITH THEM TO SHARE AMBITIONS AND CREATE SOLUTIONS



IN OUR ROLE AS ENCOURAGER WE MUST CREATE THE MOTIVATION AND THE RIGHT CONDITIONS FOR SOLUTIONS TO GROW.

A Few Highlights



Built Environment—The Retrofit Challenge

>£14.4M SECURED FOR COUNTYWIDE RETROFIT



Energy—Mainstream Renewables

ESTIMATE 100 TONNES OF CARBON SAVED/YEAR THROUGH 2 WATER SOURCE HEAT PUMPS



Natural Environment—Nature knows no Boundaries

>5,000 TREES PLANTED IN COMMUNITY WOODLAND AT SALMON SPRINGS



Mobility—Increase Travel Options

ENABLING ELECTRIC VEHICLES FOR ALL STAFF THROUGH SALARY SACRIFICE SCHEME



Economy—Detail the Economic Vision

AN ECONOMIC STRATEGY DRAFT PRIORITISING THE GREEN ECONOMY



Communicate the Waste Hierarchy








COMMUNICATIONS CAMPAIGNS FOCUSED ON WASTE THEMES



Community—District Dialogue

TOP MARKS FROM CLIMATE SCORECARDS - ENGAGEMENT & COMMUNICATIONS

OUR SUCCESS IN NUMBERS

| | | |
|--|---|--|
|  <h2 style="margin: 0;">GREEN FLAG AWARD</h2> <p style="margin: 0;">Stratford Park has been granted Green Flag status</p> |  <p style="text-align: center; margin: 10px 0;">Secured more than £14.9m of funding for home energy efficiency support</p> | |
|  <h2 style="margin: 0;">1 FINALIST AWARD</h2> <p style="margin: 0;">1 Finalist Award for Leadership in Climate Emergency</p> |  <p style="text-align: center; margin: 0;">12 Community Representatives recruited (including Stroud District Youth Council)</p> |  <p style="text-align: center; margin: 0;">INCREASE IN COMBUSTION VEHICLES</p> |
|  <p style="text-align: right; margin: 0;">265 TONNES The amount we have reduced our reliance on natural gas vs 2006</p> | |  <p style="text-align: center; margin: 0;">5000 trees planted</p> |

The increase in combustion engine vehicles is because the housing maintenance service, requiring vehicles of significant load capacity, cease to be a contracted service. However, this puts us more in control in future over vehicles and Scope 1 emissions associated with this.



The Retrofit Challenge

TO GENERATE BOTH DEMAND AND CAPACITY IN SERVICES REQUIRED FOR LARGE SCALE RETROFIT

WE SAID...

We would be a pathfinder on our own estates for renewable energy projects; push forward a progressive Local Plan and, explore how we can encourage private investment in renewables.

WE HAVE:

EXEMPLAR...

- Accelerated the path to 2030 by setting the investment plan for housing to support the 2030 target.
- Committed to ensuring our retained housing stock portfolio will be improved to achieve an average rating of SAP C by 2030, We will invest over £180 million over the next 30 years. To achieve this.
- Our 'independent living' pilot will establish a beacon project for those living in similar accommodation and help us work with tenants to demystify technology for others like them.

ENABLER...

- Taken the overarching lead on the retrofit theme for the county's 'Climate Leadership Group' to safeguard and accelerate the rate of progress on partnerships for retrofit action.
- Been chairing the award-winning affordable warmth partnership securing £10.5m of countywide funding (Local Authority Development and the Warm Homes Funds). This will be focused on the poorest performing properties and support those at risk from fuel poverty.
- A smaller grant of £80k in partnership with Gloucester City is boosting Minimum Energy Efficiency Standards enforcement and working with private sector landlords.
- Taken the lead in securing countywide partnerships and Social Housing Decarbonisation Funds (£4.414 m) to enable social landlords like ourselves work on their stock improvements.
- Secured £215k of grant money for capacity building under the 'Innovate to Renovate' initiative, addressing the challenges to setting up a local authority endorsed 'front door' to services for the private householder. This is a partnership of the district authorities of Gloucestershire along with South Gloucestershire developed and coordinated by Stroud District Council.

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Appendix A

WHAT'S COMING UP (2022-23)?

- The Draft Local Plan, containing net zero sustainable construction standards will be at examination during 2022 and into 2023 and adopted later that year. Exact timescales are unknown at present.
- We are scoping options with 'One Public Estate' funding to find blended solutions that support our council's low carbon aims and encourages similar in other public partners. This work also examines how we can build on our council home new-build experience of involving apprentices in these schemes.
- Skills issues are an indelible part of the retrofit challenge so, we are also supporting SGS College in pursuit of funding for facilities at the Berkeley Green UTC site and working with Active Building Centre as experts in the field.
- We are developing work with Local Partnerships and Cotswold District Council that will help us bring the strands of activity across skills, social, private and public sectors into focus and identify the route to healthier local provision in the district.

ENCOURAGING ...

The first step is reducing your demand for energy this is about changing habits as well as improvements.

Make savings towards future investments by making improvements to your insulation levels (walls, draughts, hot water tanks, pipes); lighting (replacing with low energy lamps) and heating controls (room and radiator thermostats and a good heating/hot water programmer).

Always consult with experts. We support a free at point of use, impartial advice and grants service available to all householders:

Warm and Well, free-phone: 0800 500 3076, www.warmandwell.co.uk

If you own a business and are looking for advice:

Target 2030, 01452 835 060 or, visit www.target2030.co.uk

A Retrofit Case Study

Over the past year, Stroud secured domestic retrofit funding from the Green Homes Grant Local Authority Delivery Scheme to improve the energy efficiency of some of the District's least efficient housing stock: park home properties.

Mostly situated off the gas grid and reliant on inefficient heating sources, park homes are not only carbon intensive to heat – but low levels of insulation mean heating needs to remain on for much of the winter. Residents of park homes suffer disproportionately from poor health outcomes, too – so supporting the retrofit of these properties delivers health and social benefits alongside carbon reductions.

Properties across two of Stroud District's most inefficient park homes sites were retrofitted with external wall insulation, delivered through the Warm and Well service and funded by the Scheme. With this insulation in place, these homes will collectively emit 970 tonnes less CO₂ – over 30 tonnes saved in the District per year.

And the benefit to the residents is tangible, too. One resident suffering with diabetes and arthritis felt that the changes had already had a positive impact on their day-to-day life and noted they strongly feel 'happier', 'less worried about heating bills' and thought that the work 'improved their mental wellbeing' and that they felt 'healthier (less likely to suffer with a cold) post insulation.'

"Although it has been a cold winter, I have remained quite warm and cosy, even at night when the heating is on low the heat is retained. I can't say how pleased I was with the service from start to finish."







Mainstream Renewables

RENEWABLE ENERGY NEEDS TO BECOME THE STANDARD CHOICE FOR ALL OF OUR ENERGY NEEDS

WE SAID...

We would increase renewable generation through new projects, a revised local plan and through working with distribution networks and Community Energy organisations.

WE HAVE:

EXEMPLAR...

- Our Ebley and Brimscombe Port Mill buildings are now heated utilising the historic power source through water source heat pumps to save some 97 to 156 tonnes of carbon/year.
- We are pathfinding on an innovative technology mix of fabric improvements, PV systems, ground source heat loop systems/ air source heat pumps and battery storage in our independent living accommodation. This includes our work as one of only 18 projects across England and Scotland to have secured the Social Housing Decarbonisation Fund Demonstrator grants.
- We have signed up to the Climate Disclosure Project (CDP Cities) giving our emissions transparency and providing feedback. Our 2020–2021 entry gave us a great starting point at grade C as we are being compared to much larger councils with more under their direct influence.

ENABLER...

- Our Draft Local Plan is founded upon evidence of renewable generation potential and includes policies and tools (e.g. the Policies Map) to support those wishing to build or renovate to low carbon standards as well as identifying landscape sensitivities to renewables.
- Co-Chairing the LEP Energy Sector Group whose membership include both Wales and West and, Western Power Distribution Network operators keeps us in touch as a central stakeholder.
- We have built a good relationship with Gloucestershire's Community Energy Co-Operative working to support them to secure feasibility work for a housing focused project. Whilst this eventually proved unworkable both parties remain keen to pursue different opportunities.
- We are networked to SW Energy Hub and taking advantage of their expertise to inform project design and to access their funding.
- We are match funding Transition Stroud and The Big Solar Co-Op to create a post that will scope opportunity and engage building owners for community energy projects and PV installations.

WHAT'S COMING UP (2022-23)?

- We aim to have our Local Plan approved and in action to steer district development to a carbon neutral 2030
- We will be improving energy efficient practices by raising awareness of how we use energy through training and energy bulletins.
- We are reviewing our own utility supply options with the need to be both ethical and sustainable in our choices as some key criteria in this decision-making process.
- We are aiming to improve our CDP Cities score

ENCOURAGING ...

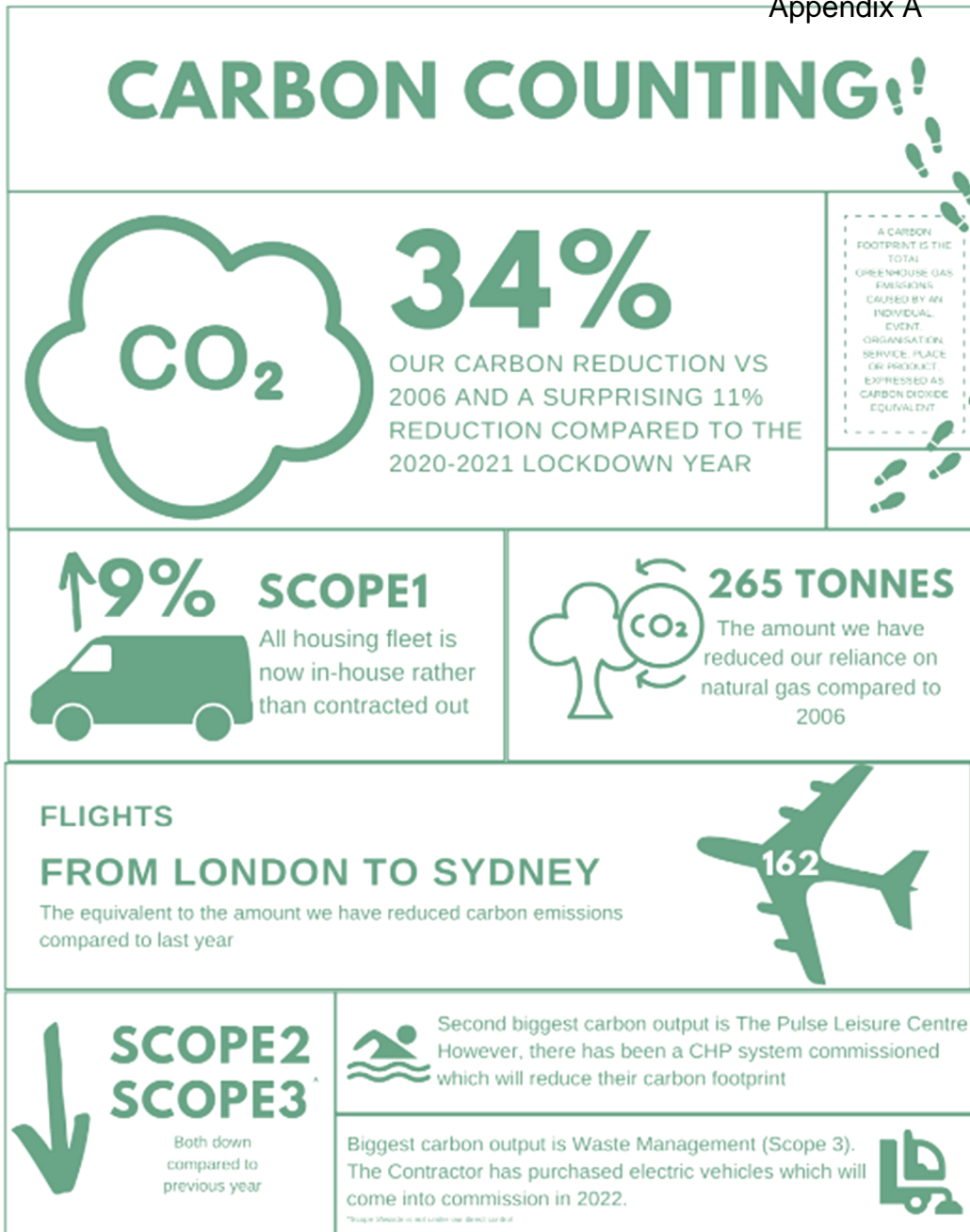
There is always a lot of potential in all buildings for improving sustainability. Something we could all do is to choose a 'deep green' renewable energy tariff to be part of the solution to climate and ecological emergency.

To find advice on switching your tariff:

<https://energysavingtrust.org.uk/advice/switching-your-energy-supplier/>



Appendix A



The transition to Water Source Heat Pump (WSHP) for heating the 2 mills removes natural gas from our heating needs. The WSHP uses waterpower to generate electricity for heat purposes.

The installation process saw gas turned off and then, no central heating used between August and October. This, added to the overall decrease in use of the office space means energy data is not easily compared to previous years.

Energy for space and water heating is a very significant part of office energy use so decarbonising this is very significant for our future emissions.

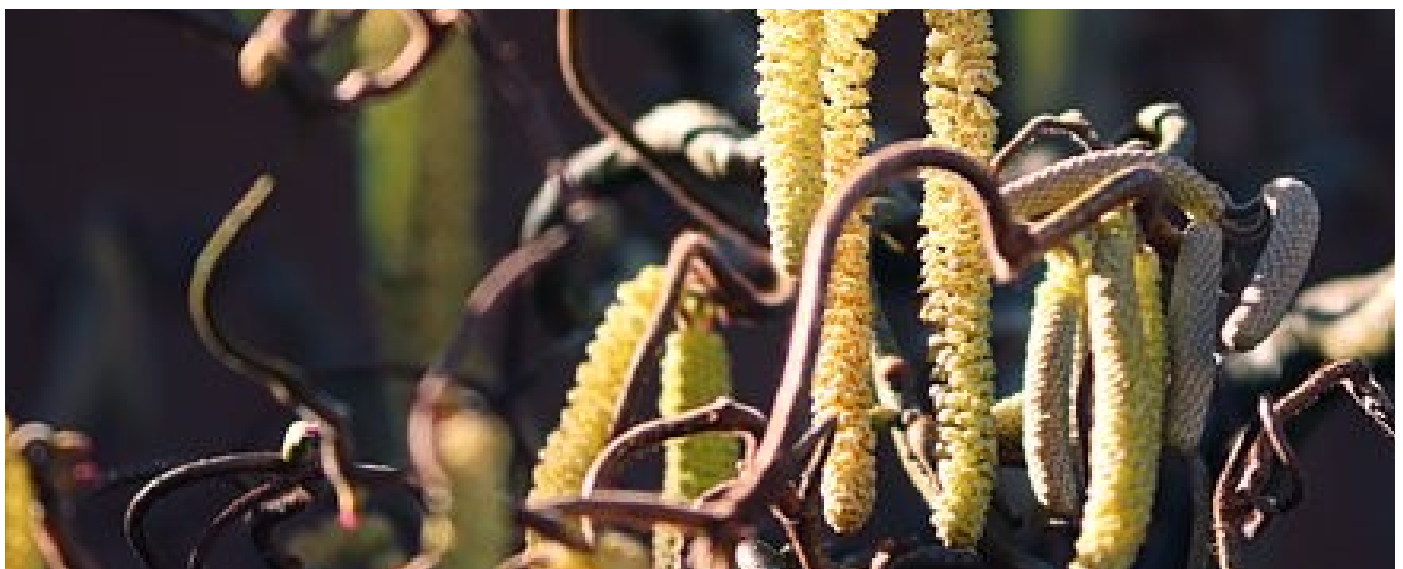
Appendix A

DID YOU KNOW...?

The orchard trees at Museum in the Park link to our local heritage.

In addition to the 'Lodgemore non Pareil', the Stroud Apple, all the trees are purchased locally on advice from Days Cottage and are from Gloucestershire and the SW of England. Most are in the 'endangered' or 'rare' list.

We also take care of the Corkscrew Hazel, first found in a hedgerow in Frocester Court in 1863.





Nature knows no Boundaries

PARTNERSHIPS AND PROJECTS THAT LOOK WIDER THAN OUR OWN DISTRICT BOUNDARY ARE CRITICAL

WE SAID...

We will examine the potential in our estates and land management practices and collaborate widely to improve biodiversity.

WE HAVE:

EXEMPLAR...

- Worked with 'Stroud Valley Project', volunteers and local businesses to plant over 5,000 trees at Salmon Springs including the creation of a Tiny Forest for a quick time ecosystem.
- The Draft Local Plan "strongly encourages" strategic scale development to follow Building with Nature standards. These are a requirement at the proposed settlements at Sharpness and Wisloe as well as at Brimscombe Port.
- Demonstrated 'No Mow May' in the care of verges in the district to support the pollinating insects that are vital to food systems.
- Delivered to Green Flag Award status in our care of Stratford Park.

ENABLER...

- An active member of the Gloucestershire Local Nature Partnership (LNP), supporting their development of the free-to-use online mapping tool which is available to landowners and farmers to view the habitat potential and connectivity of land.
- Also supported the LNP/ GFirst Local Economic Partnership to develop a Gloucestershire Nature and Climate Fund (GNCF), which is designed to create a carbon market for the county.
- Leading the Canal Restoration work, which will link up the Severn Estuary and the Severn Vale with the expertise of Gloucestershire Wildlife Trust, so that wildlife is conserved, protected and enhanced, creating new habitats that mitigate the impact of the restoration and ensuring the canal provides a corridor for wildlife.
- Secured a further six years of Flood Grant in Aid Funding to continue Stroud Valleys Natural Flood Management working until 2027 and four years of capital funding from Gloucestershire County Council
- Created approximately 45 natural flood management interventions (leaky woody dams, attenuation areas, stream side fencing, drinking troughs), working with three different landowners within the Painswick and Slad Valleys.
- Supported Local Nature Partnership's 12 proposals to Climate Leadership Gloucestershire to further county progress on the biodiversity theme in the Leadership group's plan.

WHAT'S COMING UP (2022-23)?

- Officer resource and expertise for biodiversity and estates management is at capacity working to keep our green spaces safely maintained and our new developments in line with planning policies for conservation. We are increasing our capacity with a new post focused on biodiversity and nature recovery. This post will help us shape strategy and action plans and coordinate efforts across the council for improved outcomes.
- An existing Sustainable Development Checklist will be updated in 2023 following the adoption of the Local Plan as a supporting document for District developments.
- Greater evaluation will help assess the benefits of the natural flood management work in reducing flood risk.
- Practical action projects to physically improve environments will continue such as pond creation schemes
- Communications and engagement work will continue to encourage positive action such as 'No Mow May'.
- Collaboration within Climate Leadership Gloucestershire will consider how the Local Nature Partnership proposals can be funded and implemented.

ENCOURAGING ...

Whether or not you have green space of your own there is still scope to get involved:

Visit the walled garden at the Museum in the Park for inspiration of gardening for wildlife. We have a sloping garden, like many people in the district, so the walled garden gives people ideas about what they might try to plant.

Take part in community planting initiatives by volunteering

<https://www.stroudvalleysproject.org/volunteer>





Increase Travel Options

Appendix A

REDUCE CAR JOURNEYS, ESPECIALLY COMBUSTION VEHICLES; SUPPORT ACTIVE AND PUBLIC TRAVEL

WE SAID...

We would start with the council culture around travel for work and engage with our contractors about their vehicles. We would work in partnership and create new ones to explore community travel options.

WE HAVE:

EXEMPLAR...

- Established a salary sacrifice scheme to encourage staff to consider an electric vehicle as their next car through a leasing system. This widens the support that continues to be available for purchasing bikes and e-bikes and accessories under the cycle-to-work scheme.
- Begun to scope the options for EV Infrastructure in readiness for expected proposals for on street provision from Gloucestershire County Council and the Highways Authority. Allocating £12k for the commissioning of expertise to support this.
- Set up a Walking and Cycling Task and Finish Group, with a focus on how to prioritise future spending and unlock constraints.
- Started work on producing a strategic outline business case for the re-opening of Stonehouse Bristol Road railway station – which would re-establish a Bristol-Birmingham mainline rail service for the Stonehouse-Stroud (Stroudwater) area.

ENABLER...

- We are supporting emerging community car clubs to increase access to electric vehicles and enable households to decrease or even, relinquish ownership of a personal car.
- The Council's taxi and private hire vehicle policy is being reviewed to move from an age policy to an emissions policy. The aim is to reduce the number of higher emission vehicles licensed and to look at a longer-term strategy for encouraging ultra-low emission vehicles.
- The Council monitors NO₂ levels across the district throughout the year. The raw data for 2021 has been collected but currently awaits the publication of a 'bias adjustment factor' by DEFRA to finalise it. The raw data suggests that there will be no exceedances of the relevant Air Quality Objective for 2021.
- Our leisure strategy acknowledges 2030 in its own environment work strands and will support people with active travel.

WHAT'S COMING UP (2022-23)?

- Implementation of any recommendations brought to Environment Committee by the Cycling and Walking Task and Finish Group
- Finalise a development strategy through the Draft Local Plan that concentrates on the need to minimise the need for travel and plans for the development of multi-modal interchanges to facilitate public and active travel. The Sustainable Transport Strategy which supports the Local Plan will be updated in 2022.
- Establish a working group for vehicle licensing to develop and consult on an emission policy.
- Identify strategy and projects for EV Infrastructure.
- We are delivering new build social housing that is 'EV Ready'
- Continue to find community transport projects that pool the use of vehicles through concepts like car clubs to support those choosing to reduce pollution, congestions and be more active in the way they travel.
- We are considering the area around Stroud Rail Station for improvements in terms of layout, access, and appearance to increase the attractiveness of rail travel.

ENCOURAGING ...

Many of us are not returning to an everyday commute; this will be good for road transport associated emissions, but we will all need to think more about how we use energy at home to safeguard any overall carbon benefit.

If you do have to travel, please consider the benefits of a more 'active' journey, even if you can only do it for part of the way.

Tools to help you plan a journey that could lower your carbon footprint, increase your daily activity, or give you time for a sit-down while a bus driver takes on the frustration of the rush hours.

Plan a journey with train times or bus journeys by selecting a 'mode' of travel when you use online maps
Download the stagecoach app for real time information on when that bus will come, especially useful when service disruptions maybe likely:

<https://www.stagecoachbus.com/promos-and-offers/national/stagecoachbusapp#>

Explore Sustrans website for routes on the National Cycle Network (for cycling and walking) and lots of support articles on bike maintenance and how to support employees to cycle to their workplace:

<https://www.sustrans.org.uk/>



Detail the Economic Vision

DEVELOP ECONOMIC STRATEGY IN LINE WITH 2030 STRATEGY

WE SAID...

We would review our procurement policies, review waste monitoring whilst building on our district wide track record of recycling and reusing and exploring new potentials in our waste.

WE HAVE:

EXEMPLAR...

- The council ethical investment policy was approved by council in February 2022
- Written and consulted upon an Economic Development Strategy which prioritises the green economy sector and recognises that all businesses can become more sustainable through changes in working practices.
- Introduced a hybrid working policy and are streamlining service provision for better efficiency and data security. These measures support staff lifestyle choices and reduce some of our environmental impacts such as reducing print and paper waste.
- We have invested in the Social Value Portal system, this supports procurement processes to develop and monitor positive social impacts.
- We have increased staff capacity to include roles focused on delivering better sustainability outcomes through work in tourism and with tenants on home energy efficiency support.
- Developed a Draft Canals Strategy for making the most of our canal network to include an analysis of the carbon footprint of our canal-side communities, to identify interventions to reduce long term impacts.

ENABLER...

- Facilitated and supported exciting new projects for investment in the area including the Severn Edge bid for Nuclear Fusion to come to Berkeley.
- Set up a Market Towns Forum to work with town councils and local businesses to support investment in our market towns, including developing digital marketing and local sustainable delivery methods.
- Supported local businesses through our outreach and communication activity promoting 'Shop Local' and engaging with the 'Glos B Initiative' to help local businesses share experience and progress in their efforts to be more sustainable.

Appendix A
WHAT'S COMING UP (2022-23)?

- The Ethical Investment Policy will be reviewed annually, performance reporting will be part of the annual out-turn report and quarterly reports to Audit and Standards Committee.
- The Economic Development strategy action plan is in its early implementation. This focuses on:
 - How to improve digital connectivity— facilitating business development without travel
 - Work with Growth Hubs to support green businesses through sector focussed business groups
 - Work with higher education providers, particularly in terms of land management and agriculture
- Encouraging circular economy and sustainable ways of working

ENCOURAGING ...

If you are a business decision-maker we encourage you to think about your spheres of influence. Consider where you can encourage more sustainable practice by managing the things under your direct control and by encouraging, advising, and incentivising your suppliers and customers to make more sustainable choices.

If you are an employee, think about the way you use the work environment, could you print less, use less packaging in your lunchbox, turn more equipment off at the switch at the end of the day?

If you are a consumer then your everyday choices are an incentive to businesses to do better. Shop local, invest in more durable items and pay attention to the 'story' behind the products you choose.





Communicate the Waste Hierarchy

Appendix A

RAISE THE PROFILE OF THE WASTE HIERARCHY TO REDUCE AND AVOID WASTE

WE SAID...

We would consider waste reduction opportunities on our own estates and work closely with our waste partner on our 2030 efforts and explore the opportunities in our communities better.

WE HAVE:

EXEMPLAR...

- We are reviewing our service provision with a focus on providing better service to our communities. We are trying to reduce the number of steps in our processes, increasing access by providing more channels to engage with us. A common benefit in this is reducing the need to print and mail information.

ENABLER...

- Working with contractors supporting the maintenance of our social housing properties to monitor recycling rates in relation to the waste streams associated with property decoration. Last year 99.65% of waste was recycled, equivalent to 364.14 tonnes.
- Revising KPI targets, aimed at recognising new 'normal' waste levels post-covid working with our waste partner, Ubico.
- Committed to several electric fleet vehicles, particularly for our street cleansing fleet. An electric road sweeper is expected to become operational in the coming months, which will be one of the first 100% electric sweeping vehicles in the southwest.
- Increased our garden waste collection fleet to ensure resident demand for collections can be met.

COVID-19, PPE, TEST KITS AND, MORE PEOPLE SPENDING MORE TIME AT HOME HAS INCREASED KERBSIDE WASTE RATES.



WHAT'S COMING UP (2022-23)?

- An officer action group with cross-council membership will enable us to understand more about the waste issues across our estate and how we can baseline and target these.
- Community engagement will promote positive action and encourage waste saving ideas to come forward.
- We are committed to digitising waste service processes, introducing on board technology in our waste vehicles to increase information flow and improve customer service. The procurement process for this technology is underway and configuration will start in 2023. The ways this can support us in understanding and communicating 2030 messages about our waste streams will be central to considerations.

ENCOURAGING ...

SDC is working with GCC and the other 5 local authorities in the county to deliver a communications campaign promoting waste reduction.

The current campaign is re-use and repair, although other themes will be covered, including food waste, which following compositional analysis, we know is still prevalent in the residual (grey bin) stream.

<https://www.gloucestershirerecycles.com/repair/>

Also, check out the repair café outlets that are listed on that site.





District Dialogue

PUTTING COMMUNITY AT THE HEART OF DELIVERY

WE SAID...

We would ensure the climate emergency response is central to the Council Plan with public representation in 2030 governance and activity to encourage stakeholders throughout the district to take action.

WE HAVE:

EXEMPLAR...

- Adopted the plan for the council (referred to in the Strategy document as 'The Corporate Development Plan', this is now called the 'Council Plan'). The plan spans Oct 2021 to 2025. Environment and Climate Change is one out of the three overarching themes, with several objectives including the establishment of 2030 Community Engagement Board and informative community webpages.
- Recruited an Environmental Performance Officer to monitor our carbon reducing progress and lead on the development of environmental management to the ISO14001:2015 standards.
- Completed research into domestic and business attitudes to energy efficiency and incentives and the challenges and opportunities of the council tax, business rates and social return on investment processes.
- Integrated 2030 Strategy to internal communications channels including a section on our intranet and staff information sessions on our strategy and the steps they can take to support it.

ENABLER...

- Established the 2030 Community Engagement Board which is made of 10 volunteer community representatives, plus 4 cross-party members and 2 youth council members, all with wide spheres of influence and knowledge of social issues.
- Continued our support to the Transition Stroud led Climate Action Network Forum
- Bought licences to use 'Grantfinder' to identify funding stream potentials for project ideas in the community. We have also re-worked Community Grant Scheme and Capital Infrastructure Levy application processes to include 2030 ambition into the criteria.
- Re-worked our website to give clearer and broader reference for those wishing to engage in the 2030 agenda.
- Developed a wider context climate and biodiversity action focused communications plan.
- Collaborated with Stroud District Youth Council and made efforts to engage directly with school and business networks to promote their 2030 related initiatives as well.
- Worked with Climate Leadership Gloucestershire partners to promote COP26, #GreenerGloucestershire and supported the countywide event, hosted at Berkeley GREEN UTC.
- Participated in local events and workshops to help those developing district wide engagement on key issues such as sustainable business; retrofit and youth engagement.

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Appendix A

WHAT'S COMING UP (2022-23)?

- We must continue to build on our efforts in the commitments we made as exemplar so that community engagement action is well supported by our understanding of progress and, through staff training, the agenda itself.
- 2030 CEB will be working and consulting with their communities to deliver a workplan in 2023 and the board is linked to our Equality Diversity and Inclusion (EDI) workstream.
- Our communications efforts will be built upon embedding #StroudDistrict2030 as a means of raising awareness of what everybody is doing.
- Our 2030 Community Engagement Officer will continue to engage with groups and networks to support community activity like the Nature Festival being planned for the Summer.
- Stroud District Youth Council are being supported by officers to evolve their plans to deliver on their commitment.
- We will develop our plans for themed 'Explore Groups' that will bring council players together with experts and the public to deep dive topics and devise solutions.



TOP MARKS FOR 'COMMUNITY ENGAGEMENT & COMMUNICATIONS'

WWW.COUNCILCLIMATESCORECARDS.UK/



ENCOURAGING ...



The famous Ghandi quote...

‘Be the change you want to see’

...is full of wisdom as people are more likely to follow a good example.

Choose from some simple actions and take a leap at: www.takethejump.org

1. **End Clutter—keep things at least 7 years**
2. **Eat Green—more plants in your diet**
3. **Travel fresh—no more dependence on personal vehicles**
4. **Dress Retro—only 3 new items a year**
5. **Holiday local—reducing flights, 1 every 3 years**
6. **Change the system—use your behaviour to nudge for a change.**



Appendix A

If you have an idea for your community, it is important to get an understanding of whether they also feel that need and vision. The extent to which you go about finding the community perspective depends on whether you are hoping to make a change in a small group of friends or at a larger scale. Both small scale and large-scale change is needed as the cumulative effect of individuals and their communities is what will make the difference.

FIND OUT ABOUT AND SUPPORT THE GREAT COMMUNITY PROJECTS WORKING IN OUR DISTRICT SUCH AS:



Built Environment—The Retrofit Challenge

[Gloucestershire Rural Community Council](#)

Local people solving local housing problems, creating genuinely affordable homes and strong communities with funding from Stroud District Council.



Energy—Mainstream Renewables

[Gloucestershire Community Energy Cooperative](#)

Supporting the development of renewable energy via community shares.



Natural Environment—Nature knows no Boundaries

[Stroud Valleys Project Ltd](#)

Opportunities for people to become involved in environmental improvement through local practical action.



Mobility—Increase Travel Options

[Access Bike Project](#)

Community bike workshop that turns old bikes into opportunities for young and disadvantaged people.



Economy—Detail the Economic Vision

[Stroud Community Agriculture.](#)

Community-led farming enterprise to produce fresh organic/biodynamic produce for its members.



Communicate the Waste Hierarchy

[Freegle](#)

Don't throw it away, give it away. See what you can find for free/2nd hand.



Community—District Dialogue

[Climate Action Forum](#)

Share information and learning, and discuss the potential for initiatives that can help tackle the Climate Emergency.

Summing Up

OVERVIEW AND IMPLICATIONS FOR THE KEY PRIORITIES

External assessment through the Green Flag, CPD Cities, Climate Scorecards and MJ Awards processes are evidence that the council is heading in the right direction and on a firm footing with the challenges it is facing.

There has been significant progress in all areas and a strengthening of council capacity for delivering on 2030 agendas. This has been achieved by increasing dedicated 2030 Team officer roles by 2 full time posts and, by engineering cross council support into the strategic delivery planning for the council through the Environment and Climate pillar of the Council Plan. This helps us live up to the 2030 Strategy aspiration that all council resources are mobilised in consideration of how to support 2030 agenda delivery in the district.

Looking back on 21–22 we can see how we have moved on from merely taking stock of our starting point following our declaration. and how we are even more active on problem solving; developing and sharing strategy; raising funds, securing the future of what has been working well and, developing new partnerships and programmes to take our work forward.

In the next 12 months the council has much to build upon with identified workstreams and more workplan development in all key priority areas. This will take us from our first phase with its focus on piloting, policy development and capacity building into the second of our phases with its ambition to scale up successful projects.





The First Next Steps

OUR STARTING POINT FOR 2022-23

- **Coordination:** To meet the future requirements of wider scale action in Phase 2 we must maximise on each services efforts, resources and, their reach into different communities. This will help us identify opportunities and, to realise these through the benefits of shared experience; collaboration and, co-production. This will be driven by establishing more officer action groups within the council. These groups bring together officers from across our council directorates to focus on key priority areas. In 2021-22 we have worked with groups focused on retrofit and EV Infrastructure and in 22-23 we will build on this for other priority areas.
- **Monitoring:** to support coordination efforts and underpin our communications to communities we need to continue to improve our understanding of the current situation. This means we have some more work to do on performance and environmental management, implementing feedback and recommendations from our work with CDP Cities and ISO activity.
- **Baselining:** Whilst we are doing well with monitoring our carbon emissions as a council and the performance management of the council plan is working to improve our overview on outcomes from cross council action; we do have some areas where monitoring is yet to be implemented, for example our own estates waste stream.



Reference Documents

| Document | Topic |
|--|--|
| Envi. Committee Report 06/06/19 | Council response and proposed framework |
| 2030 Strategy and Master Plan | For a description of our rationale and all our commitments |
| 2030 Background Paper | Overview of research that informed the plan |
| The Council Plan | Overview of how 2030 Master Plan is embedded to the council's delivery and performance management plan |
| The Draft Local Plan Review | A District wide plan for managing development and conserving the environment. |
| Council Tax and Business rates Feasibility and Design Study | Domestic and business attitudes to energy efficiency and incentives and the challenges and opportunities of the council tax, business rates and social return on investment processes. |
| Ethical Investment Policy | An appendix to the Treasury Management Strategy, Annual Investment Strategy and Minimum Revenue Provision Policy Statement 2022/23, item 6C |

Questions or comments to:

2030@stroud.gov.uk

STROUD DISTRICT COUNCIL

COUNCIL

THURSDAY, 28 APRIL 2022

| | | | | |
|--|--|-------|----------|---------------|
| Report Title | Review of street or building names and monuments in the Stroud district | | | |
| Purpose of Report | The purpose of this report is to receive the recommendations of the Review Panel in the review of street or building names and monuments in the Stroud district. | | | |
| Decision(s) | <p>Council RESOLVES to:</p> <p>a. Thank the Review Panel for their contribution to this work; and</p> <p>b. Accept all recommendations of the Review Panel outlined in section 4 of this report.</p> | | | |
| Consultation and Feedback | <p>A public consultation took place between 7 July and 1 September 2021 and over 1,600 responses were received.</p> <p>A separate consultation has been held with the residents and leaseholders of Blackboy House.</p> | | | |
| Report Author | Hannah Emery, Corporate Policy and Governance Manager Tel: 01453 754383 Email: Hannah.Emery@stroud.gov.uk | | | |
| Options | <ol style="list-style-type: none"> 1. To accept all recommendations of the Review Panel 2. To amend the recommendations of the Review Panel 3. To accept none of the recommendations of the Review Panel | | | |
| Background Papers | <u>Report on the Significance of Blackboy Clock and associated Statue, Blackboy House, Castle Street, Stroud</u> | | | |
| Appendices | <p>Appendix 1 - Review Panel Report: Review of street or building names and monuments in the Stroud District</p> <ul style="list-style-type: none"> - Appendix A – Survey Response Analysis - Appendix B – List of Consultees - Appendix C – Historic England Pre-application Advice - Appendix D – Suggestions for Commemoration - <u>Appendix E – All Survey Responses</u> - Appendix F – Equality Impact Assessment | | | |
| Implications (further details at the end of the report) | Financial | Legal | Equality | Environmental |
| | Yes | Yes | Yes | No |

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1. INTRODUCTION / BACKGROUND

- 1.1 As a response to the issues raised globally by the Black Lives Matter movement in 2020, the Leader of Council outlined some specific actions for the Council to act on which included:

‘Consult with the community on any street and building names, statues and architectural features that may be considered offensive and if actions need to be taken. And how we must consult on how best to educate ourselves about our history, the local legacy of slavery, and the local historical contribution of Black, Asian and Minority Ethnic communities to our district.’

- 1.2 Following this, residents of the district raised concerns about an object called the Blackboy Clock on the front of Blackboy House, Castle Street, Stroud in terms of its appropriateness and called on the Council to consider its removal. The Council established a Review Panel in 2021 to undertake a public consultation and review of streets, statues and monuments across the district and included Blackboy Clock as part of this review.
- 1.3 The Review Panel was made up of three community representatives (recruited through an open application process), historians, academics, members of the Council’s Equality, Diversity and Inclusion Working Group and the Council’s Specialist Conservation Officer. The Panel was supported by the Corporate Policy and Governance Team.

Individuals appointed to the Review Panel were:

| | |
|------------------------------|---|
| Cllr Natalie Bennett (Chair) | Member of the District Council’s Equality, Diversity & Inclusion Working Group and Stroud District Councillor |
| Camilla Hale | Chair of Stroud Preservation Trust and Stroud Town Councillor |
| Dan Guthrie | Community Representative |
| Danae Savvidou | Community Representative |
| Elaine Gordon | Member of the Council’s Equality, Diversity & Inclusion Working Group & Senior Operations Partner (HR, Stroud District Council) |
| Jane Hoskin | Community Representative |
| Kate Russell | Specialist Conservation Officer (Stroud District Council) |
| Stuart Butler | Historian and member of Radical Stroud |

2. PUBLIC CONSULTATION

- 2.3 A public consultation opened on 7 July 2021 and closed on 1 September 2021 and over 1,600 responses were received. The consultation was published widely and articles discussing the Review were published in local and national newspapers including the [Stroud News and Journal](#), the [BBC](#), [The Guardian](#) and [The Daily Mail](#).
- 2.4 A report on the Significance of the Blackboy Clock and Statue setting out what we know about the history and origins of the clock and statue was published alongside the consultation. Respondents were asked to describe in three words how the statue makes them feel and to provide their thoughts on what they think should happen to the clock and statue.

- 2.5 Survey questions asked for suggestions of street or building names and monuments within the Stroud district that should be reviewed for their appropriateness or links to the transatlantic slave trade and colonialism. The consultation also invited consideration for future recognition of individuals or events that celebrate diversity and important events in our history.

3. SURVEY FINDINGS

- 3.1 The responses received to the consultation were diverse and generally well considered. The Survey Response Analysis included at Appendix A of the Review Panel's report sets out the findings from the survey including visual recommendations in the form of word clouds and other analytics. As the survey allowed for open and free text responses, all the responses regarding what should happen to the clock and statue were categorised into broader themes, based on the comments made.

- 3.2 The key findings from the survey were:

- 77% of respondents felt the Blackboy statue should be removed
- 57% felt the Blackboy statue should be relocated to a museum
- 22% felt the Blackboy statue should remain where it is
- A broad spread of people or groups to potentially commemorate were suggested
- The consultation did not identify any individuals who were central to the Transatlantic slave trade as having have been commemorated, although there are beneficiaries of hereditary wealth and colonialism within the district.

4. RECOMMENDATIONS OF THE REVIEW PANEL

- 4.1 The recommendations of the Review Panel are outlined below with a summary of the reasoning for the recommendations outlined in section 5 and 6 below.

1. The council should consult with the legal owner of the Blackboy Clock and Statue to progress its removal, or if this is not possible, work with organisations including Historic England to secure a solution for the clock and statue:

- a. Delegated responsibility be given to the Strategic Director of Resources to consult with the legal owner of the Blackboy Clock and Statue to secure its removal. The indicative process outlined on page 22 of the Review Panel report to be followed as a guide.
- b. A budget be allocated to support the removal and relocation of the statue and the clock.

2. If listed building consent is received and the clock and statue removed, the clock and statue is offered to The Museum in the Park collection:

- a. In accordance with the National Museum Standards, once an offer is made to The Museum in the Park, the decision to acquire or not rests with the Museum to consider against its Collections and Development Policy which guides acquisitions.
- b. As set out in the Museum's collection and development policy, the clock and statue cannot be offered to the Museum with any conditions attached.
- c. The offer of either a loan or donation of an object can only be made by the legal owner and is subject to all necessary information being made available to the

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Museum for its consideration, as guided by the code of ethics of professional bodies such as the Museums Association and Institute of Conservation.

- d. If the Museum in the Park are unable to accept the clock and statue, the reasons will be published on Stroud District Council's website.
- e. If the Museum in the Park are unable accept the clock and statue, the items will be offered in the following order to 1. The Museum of Gloucester or another museum within the County 2. The International Slavery Museum, Liverpool 3. The Clockmakers Museum, London (Science Museum).

3. Blackboy House is renamed:

- a. The current owners and residents of Blackboy House to decide on an appropriate name of the address.
- b. The owners of Blackboy House to apply for the building to be renamed.
- c. The council to pay for the name change (the current fee is £35.00) and provide copies of the official name change documentation to the owners of Blackboy House.
- d. The council to provide practical help and support to the owners and compile a detailed checklist of the organisations that need to be informed
- e. The council will make an *ex gratia* payment of £150.00 to each household of Blackboy House for any inconvenience the renaming may cause.

4. The council should undertake a review of the street name 'Blackboys', Dursley:

- a. The council to consult with the residents of the eight properties with a 'Blackboys' address regarding a potential street name change.
- b. The council to consult with Dursley Town Council regarding the consultation with the above properties.

5. The council should progress with its plans for the physical restoration of the Anti-Slavery Arch, Paganhill and take into consideration its historic and tourism potential.

6. A task force is established by the Council:

- a. To contextualise the statue and oversee the installation of an Information Plaque to be situated outside Blackboy House. The Information Plaque is intended to provide information regarding the statue and some details of this review and should be erected regardless of whether clock and statue are eventually removed, although the content will differ depending on the outcome.
- b. To develop a community project for the commemoration of an individual, group of individuals or event suggested in the survey responses.
- c. To consider how the Anti-Slavery Arch, its history and Stroud's involvement in the Transatlantic slave trade and the abolition of slavery can form part of the community project.
- d. The task force is to have no more than eight members and will include at least one member of the Review Panel. A recruitment exercise will be undertaken and members of the community and residents who live close to Blackboy House will be encouraged to apply. The task force will be supported by council officers.
- e. Recruitment of the task force should be undertaken by the council and members of the Review Panel.

- f. Members of the task force (excluding council officers) should each be remunerated for their efforts the sum of £800.00 (estimated 40 hours work each). The remuneration to be paid across three instalments: 20% after the first meeting of the task force; 35% once the design and content of the Information Plaque have been agreed; and 35% upon completion of the community project.
- g. The task force to be allocated a budget of £10,000 to fund the necessary materials, professional design, and instalment of the Information Plaque and the community project to commemorate an individual, group of individuals or event suggested in the survey responses.
- h. The budget allocated and any necessary procurement will be managed by the council.

7. The council's [street naming protocol](#) is reviewed to include:

- a. That street names will not be considered that may be construed, either in themselves or in association with particular political or historical occurrences, as discriminatory or offensive under the Equality Act 2010; or those which could be considered as 'not in the spirit' of this act, will not be considered.
- b. A consultation process to involve our communities in the selection of future street names with a particular aim to ensure future street names are inclusive and reflect diversity within the district and address any potential gender imbalance in the street names across the district.

8. The Council's Cultural Strategy, which is currently in development, should:

- a. Empower communities and individuals to celebrate and share their history, heritage, culture and identity
- b. Focus on increasing representation of Black, Asian and Minority Ethnic communities as well as those from a range of social and economic backgrounds
- c. Celebrate aspects of the district's cultural and community diversity
- d. Engage with local organisations to encourage and support the creation of work that demonstrates collaboration across a wide range of diverse backgrounds

9. If approved, progress towards these recommendations should be reported to the council's Strategy and Resources Committee.

5.1 RECOMMENDATIONS FOR BLACKBOY CLOCK AND STATUE

5.1.1 Blackboy House is a Grade II listed building meaning it is a building of special interest, warranting effort for preservation. The freehold of the building of Blackboy House was transferred to Blackboy House Management Company Ltd consisting of five flats in the main building and an Annexe at the rear of the property with a separate freehold title.

5.1.2 The survey responses to question two, asking for people's feelings about the statue, made clear that the object causes pain and offence, with words like 'uncomfortable', 'disgusted' and 'upset' occurring frequently. In response to question three, asking for people's thoughts on what should happen to the clock and statue, the strongest call was for removal (77%), and 57% of those said that they should be relocated to a museum, with many questioning the appropriateness of their current location and pointing out the lack of contextual information provided alongside them.

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- 5.1.2 When making their decisions, the Panel paid particular attention to the weighing up of the physical harm to the Blackboy House building versus the wider public benefit that could come from the clock and statue's relocation. The Panel believe that due to the strong public opinion advocating removal that the clock and statue should be removed from the public realm but not hidden away. It should be re-displayed with detailed interpretation in place that provides learning and education so that we can continue to challenge what is no longer acceptable, provoke thinking and demonstrate that change is needed. The Panel strongly believe that locality would be of great importance to this relocation as the clock was made in the Stroud district, it should remain in the district. Many of the survey responses indicated that the Museum in the Park is an ideal location and the Panel agree that this would be the best place for the statue and clock to be contextualised and redisplayed.
- 5.1.3 The Museum in the Park met with the Review Panel and contributed to the discussions, the Museum prepared a list of considerations and ethical matters which would need to be addressed before they would be able to accept the clock and statue should the items be offered to them by the legal owner and if listed building consent for removal is achieved.
- 5.1.4 The leaseholders and residents of Blackboy House have been consulted since the commencement of the review. Once the public consultation closed, the Panel asked for the residents' views on the clock and statue being removed and the building being renamed. Most were in support of the renaming and removal of the clock and statue although some disagreed with the clock being removed. The Panel concluded that due to ethical considerations and the unlikelihood of a museum being able to accept a partial archive, they would not be recommending that statue and clock are separated.
- 5.2 Next steps if the recommendation to remove the statue and clock is approved**
- 5.2.1 If the recommendation to remove the clock and statue is approved, it is important that the complexity of the process for removal is not underestimated. The council has no power to secure the removal of the clock and statue without consent of the legal owner and listed building consent.
- 5.2.2. It was learnt in January 2022 that the clock and statue were placed into The Blackboy Clock Trust in 2002. This has made the situation more complex as the main trustees are not available to comment on the removal at this stage although the council has recently been in contact with a family member of the Trust and will continue with these conversations if the recommendation to progress with the removal of the clock and statue is approved.
- 5.2.3 If the recommendation for the clock and statue to be removed is to be progressed, listed building consent must be achieved. The Local Planning Authority (Stroud District Council) must place considerable weight on the need for conservation meaning that changes to listed buildings which may result in harm should be avoided, or the impact minimised. In 2021, new laws were announced around items of cultural and historic heritage making clear that historic monuments should be retained and explained. If the council intends to grant permission for removal and Historic England objects, the Secretary of State for the

Department for Levelling Up, Housing and Communities will be notified so they can make a final decision about the application.

- 5.2.4 The council proactively requested advice from Historic England's regarding the removal of the clock and statue and their pre-application letter in response stated that removal of the clock would remove the ability to appreciate the clock in situ and would harm the significance of the building although much of the building's historic and architectural interest would survive. This indicates that the council will need to provide strong supporting evidence and detailed justification that removal of the clock and statue for the public benefit outweighs the harm that will be caused to the listed building in its removal.
- 5.2.5 The Review Panel's report provides a flow diagram of the indicative process for removal. The diagram outlines the key steps that will need to be taken and illustrates that removal is not guaranteed even if council approves the recommendation. There are multiple steps in the process after which it may not be possible to proceed with removal due to the complications regarding ownership and planning considerations. It is also not possible to provide indicative timescales for any step in the process and if achievable, it should be recognised that the process from removal to display in a museum is likely to take several months or even years.

6. OTHER RECOMMENDATIONS

6.1 Other commemorations and street and building names for review

- 6.1.1 The survey asked respondents if there are any commemorations that should be reviewed to ensure they are appropriate. Several responses were received and after removing any which were outside the scope of the review, the Panel undertook research into the suggestions that remained. The Panel's report outlines these suggestions, the information submitted with the survey response, the Panel's own research and their responses to the findings.
- 6.1.2 The Panel only recommend for one street name to be reviewed and this is 'Blackboys', Dursley. The Panel found conflicting information on the origins for this name but concluded that the origins do not take away from the fact this street name causes offence. The Panel noted that a precedent has already been set for similar names with 'Blackboy Lane' in London and five 'Black Boy' pubs being renamed. In accordance with the council's Street Naming Protocol, the Panel recommends that residents of 'Blackboys' and Dursley Town Council are now consulted for their views on whether the street name should change.
- 6.1.3 It should be noted that the government launched a technical consultation on 12 April 2022 setting out plans to ensure that future street name changes are approved by local residents and the recommendation to consult with residents of 'Blackboys' is in line with these new proposals.
- 6.1.4 The Panel also agreed with a few responses that indicated more could be done to promote the Anti-Slavery Arch and to tell the story of the district in the transatlantic slave trade and made a recommendation to reflect this.

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6.2 Suggestions for future commemoration

- 6.2.1 In order to ensure that the diversity of our communities is appropriately reflected, the consultation asked for nominations of other names, particularly of unrepresented or underrepresented groups who should be celebrated. The full list of suggestions can be found in Appendix A.
- 6.2.2 The Panel wished for communities to engage with the topics of representation and shared histories, and rather than choose one individual from those suggested to be commemorated, the Panel felt it was important to include two community-led approaches in their recommendations.
- 6.2.3 One of these recommendations was for the community to contribute to the district's future street naming by submitting suggestions to a 'pool' of street names which can then be considered by Town and Parish Councils and private developers when identifying new street names.
- 6.2.4 The other recommendation was for a community-led task force to be established to develop a community project with the purpose of telling the stories of one or more of the individuals put forward for commemoration in the survey responses. This task force would also look at how to contextualise the Blackboy Clock and Statue and install an Information Plaque outside Blackboy House.

7. CONCLUSION

- 7.1 The Review Panel have spent a significant amount of time analysing the survey responses, undertaking their own research and exploring all of the options before making their recommendations. The recommendations are a culmination of considerable work and it does not stop here. The Panel are now asking the council to progress with the recommendations should it choose to approve them. The community are also being asked to play a part, by contributing to a community project and by taking the time to learn and explore our shared history through collective education.
- 7.2 The Panel makes the recommendation for the removal of the Blackboy Clock and Statue in full knowledge of the sensitivity and complexity of the process and awareness that, for several reasons, removal may not be achievable. The council has no power to enforce the removal of the clock and statue but is being asked to explore if removal can be achieved.

8. IMPLICATIONS

8.1 Financial Implications

There are financial implications to this decision, not all of which are certain at this stage.

Recommendation 1 of the Review Panel says that budget should be allocated for the removal and relocation of the statue. These costs have been estimated at £33,500. In such a situation it is necessary for Council to identify a solution to funding a budget of this nature. It is therefore recommended that the Council's "repair and replacements" reserve be used to provide funding for the removal and relocation of the statue. The allocation of the budget can then be monitored by the Section 151 Officer, in consultation with the Chair of Strategy and Resources Committee and be reported back to that committee.

Funds required for Recommendation 3 total £785. It is expected that this can be met from existing resources.

The total budget required for the Task Force in Recommendation 6 is a maximum of £16,400. If the allocation is approved by Council, it will form part of general Council budgets and will be detailed in the “outturn report” to Strategy and Resources Committee.

Andrew Cummings, Strategic Director of Resources

Tel: 01453 754115 Email: andrew.cummings@stroud.gov.uk

8.2 Legal Implications

The public sector equality duty and other duties arising under the Equality Act 2010 do not override planning law. Listed building consent has to be obtained before any alterations can be made to a listed structure. While the contents of the review clearly demonstrate the strength of public feeling, the recommendations in this report should not be seen as condoning public disorder or encouraging people “to take the law into their own hands”. Due legal process must be observed.

Contact: One Legal

Tel no: 01684 272691 E-mail: legal.servies@onelegal.org.uk

8.3 Equality Implications

One of the intended outcomes of the review is to address representation of unrepresented or underrepresented groups within the public realm. The recommendation for a task force to undertake a community project will bring together a broad, inclusive group and the council will proactively seek to encourage participation from all sectors of the community. It is intended that the community project will make the Stroud district more representative and better celebrate diversity in the future.

An Equality Impact Assessment has been undertaken and is attached to this report as an appendix and additional equality assessments will be undertaken for individual decisions resulting from the recommendations of the Review Panel.

8.4 Environmental Implications

There are no significant implications within this category.

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REPORT OF THE REVIEW PANEL: Review of street or building names and monuments in the Stroud District

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Appendix 1

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1. Welcome

The Black Lives Matter protests in June 2020 rightly highlighted the on-going racial injustice and discrimination experienced by people across the world and here in the UK, as well as bringing a renewed focus on the appropriateness of public commemorations of people and events from history, who and what they represent, and their relevance to today. In response to this, Stroud District Council was one of the first of many councils in the UK to commit to a review of monuments, buildings and street names in the district to ensure they represent our area's inclusive values.

Our review, launched in July 2021, specifically sought views on the Blackboy Clock and Statue, an object made at the height of the Transatlantic slave trade, and Blackboy House, the building it is situated on, as concerns about the appropriateness of the statue and requests for its removal had already been received by the Council. The review also asked for people's suggestions as to what needed reviewing within the district, alongside what they think should be commemorated in the future.

It has been an honour to work alongside all of the Review Panel members over the last few months. A great deal of our time has been committed to researching, analysing and debating evidence on the origins of the Blackboy Clock and Statue, as well as researching other recommendations for reviewing or commemoration that we received, making sure to carefully consider all responses.

The Review Panel recognised the sensitivity and complexity around the debate about public commemorations and what they represent to different people, and we saw the consultation as an opportunity for some of these conversations to both begin and continue. The public consultation was carried out so that everyone in the Stroud district could give their views if they wished to do so, and the 1,600-plus responses we received showed the strength of feeling about the subject.

This review was about listening to the experiences and views of people in our communities so that we can ensure that our public spaces are inclusive and welcoming places. It asked important questions about how the public realm can better represent the true history of our district and started a conversation about how we want to represent our district's heritage and values in the future. There is of course a lot more work still to be done to ensure that our communities and individuals are empowered to celebrate and share their history, heritage, culture, and identity. This will inevitably have a positive impact for the entire local community to flourish harmoniously in all walks of life.

I would like to thank everyone who has been involved in this important work, from those who took the time to respond to the consultation, the facilitation and support that has been provided by the council and all the Review Panel members for their commitment and dedication.



Cllr Natalie Bennett, Chair of the Review Panel

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2. Executive summary and recommendations of the Review Panel

The purpose of this review was to ensure that the diversity of our communities is appropriately reflected in the public realm and to receive representations, assess evidence and ascertain causes for concern or links to the transatlantic slave trade and colonialism relating to statues, monuments, street names and building names within the Stroud district. A Review Panel including community representatives, historians, academics, councillors and officers of the council was established to undertake the review and make the recommendations set out in this report.

To inform the review, a public consultation was held in the summer of 2021 asking for suggestions of streets, buildings or monuments to be reviewed. The consultation was also an opportunity to uncover untold stories of people and communities that have contributed to shaping our district and to consider how these could be recognised and commemorated. In 2020, the council was also asked to review Blackboy Clock and Statue situated on a privately owned Grade II listed building on Castle Street, Stroud. A report on the significance of the statue was prepared by the council and published with the consultation. The survey asked respondents to describe in three words how the statue made them feel and what they think should happen to the statue.

Over 1,600 responses to the consultation were received and an analysis of the survey responses can be found at Appendix A and should be read alongside this report. The key findings from the survey were:

- 78.6% of respondents felt the Blackboy Statue should be removed
- 58.6% felt the Blackboy Statue should be relocated to a museum
- 22.4% felt the Blackboy Statue should remain where it is
- A broad spread of individuals/groups to potentially commemorate were suggested
- The consultation did not identify any individuals who were central to the Transatlantic slave trade as having been commemorated in the district

In determining the recommendations, the Review Panel carefully researched, analysed, and debated the responses received over a series of monthly meetings between September 2021 and March 2022. The survey responses made clear that the Blackboy Statue causes considerable offence and is not appropriate to be on display in the public realm without any contextualisation. The Panel concluded that the Blackboy Clock and Statue should be removed but it should not be hidden from the public and should instead, be put in a place where an interpretation is available to provide learning and education so that we can continue to challenge what is no longer acceptable, to provoke thinking and to demonstrate that change is needed.

Evidence on the origin of the Blackboy Clock and Statue was considered along with the significant planning considerations and cost implications that would be involved in the removal of a statue situated on a privately owned Grade II listed building. In January 2021, new laws were announced around items of cultural and historic heritage making clear that historic monuments should be retained and explained and an application for removal would be subject to complex challenges in the legal and planning processes involving Stroud District Council, Historic England and the Secretary of State for the Department for Levelling Up, Housing and Communities.

Consultation was held with the residents and owners of Blackboy House, and it only recently came to light that the clock and statue were placed into The Blackboy Clock Trust twenty years ago in order to apply for funding to restore the clock and statue. Following investigation, conversations have been held with the Trust, but this is an intricate matter and further conversations will need to take place.

When making the recommendation for the Blackboy Clock and Statue to be removed from the public realm, the Panel do not underestimate the difficulty of the process. Considerable time has been spent exploring the options and understanding the complexities of this recommendation. Removal is not guaranteed, and the Council has no power to remove the clock and statue without consent of the legal owner and listed building consent. To demonstrate the number of steps that need to be taken and the scenarios in which it may not be possible to proceed with the removal, an indicative process flow chart has been prepared and can be found at page 22 of this report.

The survey results and public debate regarding Blackboy Clock and Statue demonstrates that monuments and statues can mean different things to different people and the subject requires sensitive handling. The Panel shared its desire for people to understand our history through honest informative accounts and community-led approaches therefore, recommendations for removal are made together with recommendations to display, educate and ensure our communities have an opportunity to be involved.

The recommendations are as follows:

- 1. The council should consult with the legal owner of the Blackboy Clock and Statue to secure its removal. If removal is not possible, the council should work with the legal owner and other organisations including Historic England to secure a solution for the clock and statue:**
 - a. Delegated responsibility be given to the Strategic Director of Resources to consult with the legal owner of the Blackboy Clock and Statue to secure its removal. The indicative process outlined on page 22 of the Review Panel report to be followed as a guide.
 - b. A budget be allocated to support the removal and relocation of the clock and statue or alternative solution if required.
- 2. If listed building consent is received and the Blackboy Clock and Statue removed, the clock and statue are offered to The Museum in the Park collection:**
 - a. In accordance with the National Museum Standards, once an offer is made to The Museum in the Park, the decision to acquire or not rests with the Museum to consider against its Collections and Development Policy which guides acquisitions.
 - b. As set out in The Museum in the Park's Collection and Development Policy, the clock and statue cannot be offered to the Museum with any conditions attached.
 - c. The offer of either a loan or donation of an object can only be made by the legal owner and is subject to all necessary information being made available to the Museum for its consideration, as guided by the code of ethics of professional bodies such as the Museums Association and Institute of Conservation.
 - d. If the Museum in the Park are unable to accept the clock and statue, the reasons will be published on Stroud District Council's website.

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- e. If the Museum in the Park are unable accept the clock and statue, the items will be offered in the following order to 1. The Museum of Gloucester or another museum within the County. 2. The International Slavery Museum, Liverpool. 3. The Clockmakers Museum, London (Science Museum).

3. **Blackboy House is renamed:**

- a. The current owners and residents of Blackboy House to decide on an appropriate name of the address.
- b. The owners and residents of Blackboy House to apply for the building to be renamed.
- c. The council to pay for the name change (the current fee is £35.00) and provide copies of the official name change documentation to the owners of Blackboy House.
- d. The council to provide practical help and support to the owners and compile a detailed checklist of the organisations that need to be informed.
- e. The council will make *an ex gratia* payment £150.00 to each household of Blackboy House for any inconvenience the renaming may cause.

4. **The council should undertake a review of the street name 'Blackboys', Dursley:**

- a. The council to consult with the residents of the eight properties with a 'Blackboys' address regarding a potential street name change.
- b. The council to consult with Dursley Town Council regarding the consultation with the above addresses.

5. **The council should progress with its plans for the physical restoration of the Anti-Slavery Arch, Paganhill and take into consideration its historic and tourism potential.**

6. **A task force is established by the council:**

- a. To contextualise the statue and oversee the installation of an Information Plaque to be situated outside Blackboy House. The Information Plaque is intended to provide information regarding the clock and statue and include some details of this review. The Information Plaque should be erected regardless of whether the clock and statue are eventually removed, although the content will differ depending on the outcome.
- b. To develop a community project for the commemoration of an individual, group of individuals or event suggested in the survey responses.
- c. To consider how the Anti-Slavery Arch, it's history and Stroud's involvement in the Transatlantic slave trade and the abolition of slavery can form part of the community project.
- d. The task force is to have no more than eight members and will include at least one member of the Review Panel. A recruitment exercise will be undertaken and members of the community and residents who live close to Blackboy House will be encouraged to apply. The task force will be supported by the council.
- e. Recruitment of the task force should be undertaken by the council and members of the Review Panel.
- f. Members of the task force (excluding council officers and councillors) should each be remunerated for their efforts the sum of £800.00 (estimated 40 hours work each). The remuneration to be paid across three instalments: 20% after the first meeting of the task force;

35% once the design and content of the Information Plaque has been agreed; and 35% upon completion of the community project.

- g. The task force to be allocated a budget of £10,000 to fund the necessary materials, professional design, and instalment of the Information Plaque and the community project to commemorate an individual, group of individuals or event suggested in the survey responses.
- h. The budget allocated and any necessary procurement will be managed by the council.

7. The council's [street naming protocol](#) is reviewed to include:

- a. That street names will not be considered that may be construed, either in themselves or in association with particular political or historical occurrences, as discriminatory or offensive under the Equality Act 2010; or those which could be considered as 'not in the spirit' of this act, will not be considered.
- b. A consultation process to involve our communities in the selection of future street names with a particular aim to ensure future street names are inclusive and reflect diversity within the district and address any potential gender imbalance in the street names across the district.

8. The council's Cultural Strategy, which is currently in development, should:

- a. Empower communities and individuals to celebrate and share their history, heritage, culture, and identity.
- b. Focus on increasing representation of Black, Asian, and Ethnically diverse communities as well as those from a range of social and economic backgrounds.
- c. Celebrate aspects of the district's cultural and community diversity.
- d. Engage with local organisations to encourage and support the creation of work that demonstrates collaboration across a wide range of diverse backgrounds.

9. If approved, progress towards these recommendations should be reported to the council's Strategy and Resources Committee.

3. Background

The Black Lives Matter movement established itself worldwide in 2020 following the death of George Floyd, bringing to the world's attention important issues relating to ongoing racism. One important issue that arose from the movement was the appropriateness of commemoration of people and events from history and their relevance to today. This set in motion reviews in towns and cities across the UK focussing on local connections to the Transatlantic slave trade and colonialism and the ways these connections are memorialised in place names, statues and monuments.

On June 7th, 2020, during a Black Lives Matter protest, a statue of Edward Colston was toppled from its plinth and thrown into Bristol Harbour. This attracted public debate and international media attention and a joint statement issued on June 8th, 2020 by all four political group leaders of Stroud District Council reaffirmed the council's commitment to promoting equality and tackling discrimination. In a statement made to the Strategy and Resources Committee on June 18th, 2020, the Leader of Council outlined some specific actions for the Council to act on which included:

'Consult with the community on any street and building names, statues and architectural features that may be considered offensive and if actions need to be taken. And how we must consult on how best to educate

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ourselves about our history, the local legacy of slavery, and the local historical contribution of Black, Asian and Minority Ethnic communities to our district.’

Following this, residents of the district raised concerns about an object called the Blackboy Clock on the front of Blackboy House, Castle Street, Stroud in terms of its appropriateness and called on the council to consider its removal. The council established a Review Panel to undertake a public consultation and review of streets, statues and monuments across the district and included Blackboy Clock as part of this review.

This review has provided an opportunity to reflect on what and who are represented, to challenge and question whether they are appropriate and to consider how we would want to represent the district’s heritage and values for the future. This report presents an overview of the review and the findings and recommendations of the Review Panel.

4. Review Methodology

A number of local authorities and public bodies have conducted reviews of statues and streets within their local area over recent years and different models have been used to conduct these reviews. In November 2021, the University of Bristol published guidance for public bodies in [‘Reviewing contested statues, memorials and place names’](#) to help councils deal with contested statues. Whilst the methodology for this review had already been put in place, the Review Panel spent time considering the guidance to understand if additions or alterations should be made to the process if necessary. The guidance informed that the methodology undertaken for this review was in line with some of the models presented.

The Guidance for Public Bodies presented the following three models of review:

- A descriptive audit – this consists of an audit of local memorials within the local area and assessment of whether they have any problematic histories.
- An evaluative review – this provides a values-based assessment of the findings and recommends a course of action such as adding new memorials, taking steps to formally acknowledge problematic histories and develop educational or artistic programming.
- A holistic approach – this approach strategically situates any audits or reviews within a wider programme of work such as projects to promote civic learning or address structural inequality.

The Guidance for Public Bodies describes the two types of evaluative reviews as ‘contestation model’ and ‘hidden histories model’. A contestation model review focuses on one or more objects or figures linked to morally complicated history and recommends a way of acknowledging this history. A hidden histories model focuses on adding new commemorations and identifying hidden stories that should be celebrated. This review has followed a hybrid of the contestation and hidden histories model.

4.1 Design

The design stage included the establishment of the Review Panel initiated by the previous Chair of the Council’s Equality, Diversity and Inclusion Working Group. Careful consideration was given to the membership of the Panel, the way the Panel was recruited and the terms of reference that directed their deliberations as set out in Section 5 of this report.

From the outset of the review, it was important that a community-led and inclusive approach was adopted. It was decided that our communities were best placed to inform of the memorials and commemorations that should be reviewed and therefore the review would be informed by a public consultation. As members of the public had already raised concerns about the Blackboy Clock statue, it was important for the consultation to ask specific questions regarding this statue.

The Panel also considered the demographics of the district noting that the population is becoming increasingly diverse with an increase of 64% in the Black and Minority Ethnic population between the 2001 census and the 2011 census.

| Population by ethnic group | Number of people | % of population |
|--|-------------------------|------------------------|
| Total Black and Ethnic Minority | 2,353 | 2.1 |
| Mixed/ Multiple Ethnic Group | 1,216 | 1.1 |
| Asian/Asian British | 751 | 0.7 |
| Black/ African/ Caribbean/ Black | 260 | 0.2 |
| Other Ethnic Group British | 126 | 0.1 |
| Total White | 110,426 | 97.9 |
| English/ Welsh/ Scottish / Northern Irish/ British | 107,026 | 94.9 |
| Irish | 591 | 0.5 |
| Gypsy or Irish Traveller | 57 | 0.1 |
| Other White | 2,752 | 2.4 |

The review was an opportunity to affirm the public realm as a shared space and ensure the diversity of our history and communities is appropriately reflected, therefore the consultation would also ask for nominations of other names, particularly of unrepresented or underrepresented groups who should be celebrated.

4.2 Data collection

The data collection stage consisted of an 8-week public consultation in the summer of 2021 in which over 1,600 responses were received to the public survey. Following this, the Review Panel conducted their own research into the suggestions and individuals raised during the consultation.

The Review Panel also conducted a further consultation with the leaseholders and residents of Blackboy House to obtain their views on the clock and statue and has throughout the review been collecting evidence on the ownership of the clock and statue.

4.3 Deliberation

Across a series of monthly meetings from September 2021 until March 2022, the Panel carefully considered all responses and undertook additional research before making their recommendations. All recommendations made by the Review Panel were made unanimously.

The final stage of the review is to communicate decisions to the public and follow through with action.

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5. The Review Panel Appendix 1

The Local Government Association produced an [advice note](#) to help councils undertake reviews such as this one. To establish a measure of objectivity within the Review Panel, the guidance advised that historians and academics should be included to help establish disputed facts, explore nuanced interpretations and make distinctions between history, heritage and ‘the past’.

Careful consideration was given to the membership of the Panel and academics and historians were invited to take part. Three community representatives were recruited through an open application process, and applicants were provided with a detailed document outlining the purpose of the review and a role profile for panel members. The four applicants were shortlisted by the Council’s Policy and Governance Manager and Senior HR Operations Partner, those shortlisted were interviewed by the Senior Operations Partner and the Chair of the Council’s Equality, Diversity and Inclusion Working Group.

Applicants were asked to:

- outline their interest in the role, including any relevant experience
- demonstrate how they communicate effectively with a diverse range of people
- demonstrate their commitment to equality, diversity and inclusion issues
- demonstrate their ability to work well as part of a team

The interview questions included:

1. Can you tell us a little bit about yourself and why you have applied to be a community representative on the review panel?
2. Please share with us what equality, diversity and inclusion means to you and why they are important.
3. What is your approach to understanding the perspectives of other people from different backgrounds to you?
4. Can you tell us how you will make a positive contribution to the work the review panel will be undertaking?

Individuals appointed to the Review Panel were:

| | |
|---------------------------------|---|
| Cllr Natalie Bennett (Chair) | Member of the District Council’s Equality, Diversity & Inclusion Working Group and Stroud District Councillor |
| Camilla Hale | Chair of Stroud Preservation Trust and Stroud Town Councillor |
| Dan Guthrie | Community Representative |
| Danae Savvidou | Community Representative |
| Elaine Gordon | Member of the Council’s Equality, Diversity & Inclusion Working Group & Senior Operations Partner (HR, Stroud District Council) |
| Jane Hoskin | Community Representative |
| Kate Russell | Specialist Conservation Officer (Stroud District Council) |
| Stuart Butler | Historian and member of Radical Stroud |

Participation in the review was on a voluntary basis and no fees or expenses were payable to the Chair or members of the Review Panel. Administrative support was provided by council officers from the Policy and Governance team.

The purpose of the Review Panel as set out in the Terms of Reference was to:

- Review all statues, buildings and street names within the Stroud District
- Consult widely with a range of individuals, organisations and history societies on the above
- Review consultation responses and prepare a report with recommendations
- Make any recommendations of action to the appropriate organisations or individuals
- Enable contributions from all groups of the protected characteristics and have a key focus on the issues around race highlighted by the Black Lives Matter Movement.
- Contribute to a balanced approach to ensure that the concerns of respondents to the consultation are taken into account
- Review how individuals have been and will be celebrated through street names, monuments, and public commemorations

6. Blackboy Clock and Statue

6.1 Significance of the Blackboy Clock and Statue

The Blackboy Clock and Statue is installed on Blackboy House, Castle Street, Stroud. In preparation for the public consultation and to provide the public with the known information and history of the clock and statue, the council prepared a [report](#) on the significance of Blackboy Clock and associated statue. As described in the report, the clock is an unusual example of a Jacquemart clock which is dated 1774, the Jack being a small Black boy holding a club striking a bell on the hour. The clock was designed by John Miles but the origins and inspiration for the design of the statue are unknown and there is a possibility that the statue was not actually carved by Miles. The clock and statue were originally set on the front of John Miles's shop on Kendrick Street, Stroud and then moved to the Duke of York pub in Nelson Street, Stroud before being bought by subscription and finally installed in a specially designed decorative niche on the front of the National School for Girls, now known as Blackboy House, Castle Street, Stroud.



Photo © [Brian Robert Marshall \(cc-by-sa/2.0\)](#)

6.2 Blackboy House and The Blackboy Clock Trust

Since 1974, Blackboy House has been listed as a Grade II building meaning it is a building of special interest, warranting every effort for preservation. The National Heritage List for England contains the following entry for Blackboy House:

1. CASTLE STREET 5227 (South Side) Stroud Teachers Centre, including railings to yard SO 8505 5/207
- II 2. 1844 Former Black Boy School. Ashlar, Pitched tile roof with coped gables on kneelers. Ashlar chimneys, 2 storeys. Mullion and transom windows and with hoodmoulds and diagonal iron glazing bars Octagonal clock; C18 figure of Black Boy striking bell on corbel table, pointed hood over. Iron railings with fleur-de-lys finials round school yard. Listing NGR: SO8537005031

The freehold of the building of Blackboy House was transferred to Blackboy House Management Company Limited consisting of five flats in the main building, there is also a separate Annexe at the rear of the property with a separate freehold title.

Blackboy House Management Company is responsible for maintaining the fabric of the building and each of the five flats. It was therefore assumed by the freeholders that they owned the clock and statue, however in January 2022 it was established that the clock and statue were placed into The Blackboy Clock Trust in 2002. The Trust was established to apply for a grant from Stroud Town Council to fund necessary repairs and restoration to the clock and statue.

Consultation held with Blackboy House Management Company and The Blackboy Clock Trust is set out in Section 8.1.

7. Public Consultation

The Review Panel agreed that a consultation process would be launched to allow for the residents of Stroud district and beyond to discuss commemorations within the public realm of the district. The Panel wanted to be informed by the public response rather than a desktop audit undertaken behind closed doors and it would be our communities who would inform which commemorations within the district should be reviewed.

The form of the consultation was discussed by the Review Panel along with the questions that should be asked and the Panel agreed that:

- Hearing from communities about what's important to them will help ensure that in future different histories and events are reflected. As a result, the questions invited consideration for future recognition of individuals or events that celebrate diversity and important events in our history, as well as asking about current statues, street and building names.
- Due to the requests already received by the council to remove the Blackboy Clock and Statue, a comprehensive report detailing its history and what is known should be published with the survey and consultation documents, and the survey would ask the public to tell us what they think and feel about the Blackboy Clock and Statue.
- The Panel agreed that whilst it may require further work to analyse the responses, the survey should include open-ended questions to allow for free-form answers and comment boxes should be provided for any closed questions to allow the responder to expand on their answers. It was also important that the options on any next steps should be left open.

The consultation ran from Wednesday 7 July 2021 to Wednesday 1 September 2021, and was launched via a Press release which included the [Report on the Significance of Blackboy Clock and associated Statue](#).

A long list of organisations who were consulted and encouraged to respond to the consultation is attached at Appendix B. The consultation was widely promoted within the district and on local radio with articles published in the [Stroud News and Journal](#) as well as the national press, with articles published by the [BBC](#), [The Guardian](#), and [The Daily Mail](#) (Mail Online) amongst others, contributing to the debate to improve inclusivity and representation of Black, Asian and Minority Ethnic communities within the public realm across the Country.

The consultation process allowed for discussion and meaningful debate and many submissions from both sides of the debate were well thought out and constructive. Unfortunately, there were times during the consultation when members of the Review Panel were subjected to personal attacks on social media. The Panel were keen to ensure that this issue was debated and therefore did not intervene when they were personally named and criticised in some social media posts. Instead, they continued to promote the consultation to encourage understanding between people with different viewpoints rather than to avoid debate altogether. During this time, Panel Members closely supported each other, and additional support was provided by the council. At no point did the Panel support the aggressive or frightening comments directed at them or anyone else in response to the consultation. The consultation was a positive action to

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address concerns of members of the public and to provide an opportunity to discuss and find a way to move forward, it was not about causing, or stoking division.

8. Findings and recommendations

The consultation ended on the 1 September 2021 and 1,680 responses were received via the online survey. A small number of emails and a letter from the Black South West Network were also received.

Responses were diverse and generally well considered. Most responses were received from people who lived or worked within the district with 216 responses from those with no connection to the district indicating the wider conversation regarding the Blackboy Clock and Statue.

The Survey Response Analysis attached at Appendix A includes visual representations in the form of word clouds and other analytics. All the responses regarding what should happen to the clock and statue were categorised into broader themes, based on the comments made. The Survey Analysis and accompanying excel spreadsheet containing all the responses were carefully considered by the Review Panel.

The key findings from the survey were:

- 78.6% of respondents felt the Blackboy statue should be removed
- 58.6% felt the Blackboy statue should be relocated to a museum
- 22.5% felt the Blackboy statue should remain where it is
- A broad spread of individuals/groups to potentially commemorate were suggested
- The consultation did not identify any individuals who were central to the Transatlantic slave trade as having been commemorated in the district.

8.1 Blackboy Clock and Statue

8.1.1 Survey Responses

In reference to Blackboy Clock and Statue, the survey invited respondents to choose three words that best described how the statue makes them feel. The results were analysed and can be found at Appendix A. Of the words used, 440 were found to be negative words and 71 were positive. The word cloud below shows the most frequent words used, the larger the word, the greater number of responses in which this word appeared.



When asked what should happen to the statue, the responses were placed into the following four categories:



(The figures for the percentages above will not equal 100%, as some of the responses received offered more than one suggestion for what they believed should happen to the statue. Therefore, some responses would have received two difference categorisations for one response.)

The letter from the Black South West Network indicated support for the review and removal of the Blackboy Statue stating: ‘We commend the Council for its enlightened decision to set up a consultative committee to consider the appropriateness in a modern context of the statues, street names and public commemoration in Stroud and hope that the result of the consultation on the issue of the Blackboy Clock will result in its removal to the Museum in the Park’ further adding ‘that there may be obstacles to overcome if the Blackboy Clock is removed because the building is listed but we would encourage the Council to grasp the nettle and get consent for its removal’. The letter was supported by Bristol Somali Resource Centre, Bath Anti-Racism Collective and Plymouth and Devon Race Equality Council.

8.1.2 Review Panel Recommendations

In determining the recommendations, the Review Panel have not only assessed the clock and statue itself and the time in which it was made but have assessed the role of the public realm in reflecting present day values of inclusivity in the district. Stroud district is not alone in this reassessment of similar objects to the clock and statue, such as a sundial incorporating a kneeling Black man on the grounds of National Trust property at Dunham Massey Hall (which has been removed by them) and an arch featuring the bust of a Black head in Ashbourne, have also been re-examined by the bodies responsible for them in recent months.

The survey responses to question two, asking for people’s feelings about the statue, made clear that the object causes pain and offence, with words like ‘uncomfortable’, ‘disgusted’ and ‘upset’ occurring frequently. In response to question three, asking for people’s thoughts on what should happen to the clock and statue, the strongest call was for removal (78.6%), and 58.6% of those said that they should be relocated to a museum, with many questioning the appropriateness of their current location and pointing out the lack of contextual information provided alongside them.

A fifth of the responses to question three advocated for the destruction of the clock and statue, however this option was ruled out as being unfeasible by the Panel. Of those who wanted the clock and statue to remain in situ (22.5%), most indicated a worry about the erasing of history if they were moved, a third of them wanted new contextual information to be added alongside, so that the public could learn more about them in their current location.

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When making their decisions, the Review Panel paid particular attention to the weighing up of the physical harm to the Blackboy House building versus the wider public benefit that could come from the clock and statue's relocation, as mentioned in [Historic England's Checklist to Help Local Authorities Deal With Contested Heritage Decisions](#). Based on the responses to the consultation and the strength of feeling that the statue should not remain where it is because of how it depicts a black person, the Panel concluded that the Blackboy Statue is visually offensive and should not be kept in situ, therefore the public benefit in its removal does outweigh the potential physical harm to the building.

Whilst the Black Boy Clock and Statue remaining in its present position is not recommended, the Panel nevertheless believes that the clock and statue should not be hidden away from the public but should be re-displayed with detailed interpretation in a place that provides learning and education, so that we can continue to challenge what is no longer acceptable, provoke thinking and demonstrate that change is needed. The Review Panel strongly believe that locality would be of great importance to this relocation, so that the object can be used as an educational resource within the district, with many responses specifying the Museum in the Park as an ideal location.

For that reason, the Review Panel have selected the Museum in the Park as the first place that the clock and statue are to be offered to for relocation; if the Museum in the Park are unable to take them, the Review Panel have identified other museums, specialising in the history of Gloucestershire, the transatlantic slave trade and clockmaking respectively, that they could be offered to instead.

72% of the respondents to question 4 said that the Blackboy House building should be renamed, and in accordance with this, the Review Panel believe that a new name should be chosen by the owners and residents, with support from the District Council in undertaking the renaming process.

- 1. The Council should consult with the legal owner of the Blackboy Clock and Statue to secure its removal. If removal is not possible, the council should work with the legal owner and other organisations including Historic England to secure a solution for the clock and statue:**
 - a. Delegated responsibility be given to the Strategic Director of Resources to consult with the legal owner of the Blackboy Clock and Statue to secure its removal. The indicative process outlined on page 22 of the Review Panel report to be followed as a guide.
 - b. A budget be allocated to support the removal and relocation of the clock and statue or alternative solution if required.
- 2. If listed building consent is received and the Blackboy Clock and Statue removed, the clock and statue are offered to The Museum in the Park collection:**
 - a. In accordance with the National Museum Standards, once an offer is made to The Museum in the Park, the decision to acquire or not rests with the Museum to consider against its Collections and Development Policy which guides acquisitions.
 - b. As set out in The Museum in the Park's Collection and Development Policy, the clock and statue cannot be offered to the Museum with any conditions attached.
 - c. The offer of either a loan or donation of an object can only be made by the legal owner and is subject to all necessary information being made available to the Museum for its consideration,

as guided by the code of ethics of professional bodies such as the Museums Association and Institute of Conservation.

- d. If the Museum in the Park are unable to accept the clock and statue, the reasons will be published on Stroud District Council's website.
- e. If the Museum in the Park are unable accept the clock and statue, the items will be offered in the following order to 1. The Museum of Gloucester or another museum within the County. 2. The International Slavery Museum, Liverpool. 3. The Clockmakers Museum, London (Science Museum).

3. Blackboy House is renamed:

- a. The current owners and residents of Blackboy House to decide on an appropriate name of the address.
- b. The owners and residents of Blackboy House to apply for the building to be renamed.
- c. The council to pay for the name change (the current fee is £35.00) and provide copies of the official name change documentation to the owners of Blackboy House.
- d. The council to provide practical help and support to the owners and compile a detailed checklist of the organisations that need to be informed
- e. The council will make an *ex gratia* payment of £150.00 to each household of Blackboy House for any inconvenience the renaming may cause.

A further recommendation set out in full in Section 8.3.2 below outlines the recommendation for a task force to undertake the contextualisation of the Blackboy Clock and Statue

The Panel Members have considered the significant planning and heritage considerations and cost implications involved in the removal or a statue situated on a Grade II listed building. An application for removal would be subject to complex challenges in the legal and planning processes, involving Stroud District Council, Historic England and the Secretary of State for the Department for Levelling Up, Housing and Communities.

Set out below are the details of the additional consultation conducted by the Review Panel and the process that would need to be followed to secure the removal of the clock and statue.

8.1.3 Consultation with the owners of Blackboy House

Blackboy House residents have been consulted throughout the review, beginning when the Review Panel was first established and before the public consultation was launched. Communication has predominantly been between the council and the Secretary of Blackboy House Ltd who is also one of the leaseholders of Blackboy House. The Review Panel and the council extend their sincere thanks to all the leaseholders and Secretary for their collaboration with the review, information provided throughout the process and for allowing access to the property to undertake a survey of the clock and statue to ascertain estimated costs for removal.

All leaseholders and residents of Blackboy House have been understanding of the review despite being concerned about damage to their property and media and public attention directly outside their home during the consultation period.

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A separate consultation Appendix 1 was held with the leaseholders and residents in December 2021. This was held when the leaseholders believed they were the legal owners of Blackboy Clock and Statue. All five leaseholders that make up Blackboy House Ltd responded to the survey as well as the Annexe attached to Blackboy House and a summary of their responses is as follows:

| QUESTION | RESPONSES |
|--|--|
| 1. Do you support the Panel's draft recommendation that the statue should be removed? | 5 responses indicated support for removal of the statue but 2 of these objected to the clock being removed as well. The final response was 'in two minds' but stated that if it is causing offence then maybe it should be replaced. |
| 2. Do you support the Panel's draft recommendation that the clock and statue should be removed as one? | 2 responses were against the removal of the clock. 4 responses supported that the clock and statue should be removed together and two of these stated that the clock should be replaced. |
| 3. If you do support the draft recommendation for the removal of the clock and statue, do you think they should be on public display in a museum? | 1 response stated that the statue should be placed in a museum but the clock should remain in place 4 responses stated the clock and statue should be placed in a museum 1 response indicated no preference |
| 4. If the owners collectively supported the draft recommendation for removal, what support will you need from the District Council in implementing the recommendation? | All responses indicated that the council should fund for and arrange for the removal. |
| 5. Do you support the draft recommendation that the building should be renamed? | 1 response said no but if it relieved pain and demonstrable feeling then they would support this. 4 responses said yes. 1 response said no preference. |
| 6. If you do support the renaming of the building, what support do you need from the District Council? | Name change to be implemented and funded by the council and guidance and support provided in terms of updating records and organisations. Compensation should also be paid. |
| 7. Do you support the Panel's draft recommendation that an Information Plaque should be displayed near Blackboy House? | All responses indicated support for this proposal. |

8.1.4 Consultation with The Blackboy Clock Trust

This is a complex matter, and at the time of writing this report, consultation has been held with a family member of the trustees of The Blackboy Clock Trust due to the trustees not being available to comment. It is the understanding of the Review Panel that the family member is engaged with the family's solicitors

regarding the Trust and will participate in ongoing conversations with the Council regarding the future of Blackboy Clock and Statue.

8.1.5 The Museum in the Park

Due to the vast number of responses received to the consultation which indicated that the clock and statue should be placed on public display in a local museum or more specifically, the Museum in the Park, Stroud, the Review Panel held conversations with the Museum in the Park's Manager to understand the considerations and implications that would be associated if the clock and statue were to be removed.

As outlined in the Museum in the Park's Collections Development Policy, the general aim is to collect evidence of the special character of the landscapes and townscapes of the Stroud District and the lives and achievements of its people. The priority is to collect objects which:

- Are unique to, distinctive or typical of the Stroud District;
- Fill gaps in the existing collection; and
- Have clear potential for permanent or temporary exhibition, educational, outreach or research use.

The Policy further states that a priority for its collection is to demonstrate changes/trends in the social economic life which have had a significant impact locally.

This indicates that the Blackboy Clock and Statue is well placed to meet the criteria set out in the Collections Policy. However, it is important to note that it is not a simple matter of offering the items to the Museum in the Park and there being a guarantee that they will be accepted. The Museum helpfully provided a list of considerations and ethical matters which would need to be addressed:

- The offer must be submitted by the legal owner;
- The Museum's Governing Body (Stroud District Council and Cowle Trust) would need to make a decision regarding the offer;
- Partial archives are unlikely to be accepted as they lose their context and significance. This means that the Museum would have difficulty accepting the Statue if it were separated from the Clock;
- Offers which come with conditions cannot be accepted. This means that the Review Panel are not able to assert conditions such as how the clock and statue should be displayed, the context that should be provided, any other items to be included in the exhibition or the time period for display;
- The true condition of the clock and statue will need to be assessed for pest infestation, stabilising and cleaning; and
- The clock and statue may be better placed in a specialist clock museum due to it being a rare and significant horological artefact.

There are numerous other considerations that the Museum would need to resolve such as displacing other items currently on display, space within the museum, environmental considerations for the clock and statue, and importantly, how the clock and statue should be interpreted and contextualised within the Museum.

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8.1.6 Estimated costs for removal

A survey undertaken by the council's Quantity Surveyor was conducted on the March 17th, 2022, and the following estimated costs for removal was provided:

| | |
|--|----------------|
| Preliminary works Including insurance, signage, high level access for conditions survey and horologist survey | £13,300 |
| Main works Including scaffolding, specialist removal, and remedial works | £8,200 |
| Renovation and repairs Including cleaning and repair by accredited member of the Institute of Conservation and the British Horological Institute | £7,000 |
| Secure storage (short term) Including secure storage under controlled environmental conditions | £5,000 |
| Total estimated costs | £33,500 |

A formal site assessment would need to be carried out to establish an accurate cost as part of the listed building consent application.

8.1.7 Planning Considerations

If the clock and statue are to be removed, listed building consent must first be achieved. Listed building consent was introduced to protect buildings with special interest and to allow change to them within the limits of that special interest. The Local Planning Authority (Stroud District Council) must place considerable weight on the need for conservation meaning that changes to listed buildings which may result in harm should be avoided or where this is not possible, the impact minimised. However, the Local Planning Authority may grant listed building consent for the works if the public benefit outweighs that harm.

On January 17th, 2021, new laws were announced around items of cultural and historic heritage making clear that historic monuments should be retained and explained. Under the new regulations, if the council intends to grant permission for removal of the clock and statue and Historic England objects, the Secretary of State for the Department for Levelling Up, Housing and Communities will be notified so they can make the final decision about the application in question.

Historic England's Listed Building Consent [Advice Note](#) published in June 2021 explains that in applying for listed building consent, it is important first to identify what is of special interest/significance and secondly how the proposal avoids harm to the special interest of the listed building, or if avoidance of harm is not possible, how it will minimise that harm.

Where works are proposed which would lead to harm, that harm would require clear and convincing justification. This harm should be weighed against the public benefits of the proposal. The public benefits defined in the Planning Practice Guidance are 'anything that delivers economic, social or environmental

objectives as described in the National Planning Policy Framework and which are of a nature or scale to benefit the public at large and not just be a private benefit’.

8.1.8 Consultation with Historic England

The council proactively sought pre-application advice from Historic England in order to gain an understanding of what consultation with Historic England would be required if a listed building application were to be submitted. At the time of requesting the advice, the Review Panel had not completed their report or outlined the justifications for removal, only the report on the Significance of the Clock and Statue and Survey Analysis report was provided to Historic England. This is reflected in the advice received and if the council approves the recommendation for removal, strong justification that the public benefit gained in the removal of the clock and statue outweighs the harm to the building would need to be provided in the listed building application.

The letter from Historic England is included in Appendix C and the following information was included:

(i) Impact on Blackboy House

Most immediately, the removal of the clock would diminish the architectural interest of Blackboy House, as it is a distinctive element of the principal elevation of the listed building. The clock also provides the building with a degree of historic interest, linked to the rarity of its mechanism and form. Its removal would remove the ability to appreciate the clock in situ, as well as the ability to understand how it historically functioned.

However, while the removal of the clock would harm the significance of the building, much of its historic and architectural interest would survive. It would retain an architecturally satisfying composition and would still provide evidence of the evolution of Stroud and of the provision of education.

(ii) Impact on the Top of the Town Conservation Area

The character and appearance of the Top of the Town Conservation Area is defined to a considerable degree by the contribution made by the architecturally interesting buildings within its boundary. As the draft proposal would diminish the architectural character of Blackboy House, it would, in turn, diminish its contribution to the streetscape of the conservation area. However, it is one of a large number of buildings that contribute to the character and appearance of the conservation area. The impact of its removal would therefore be localised and limited.’

The report states that Historic England advises further thought needs to be given to any alternative options for the future of the clock and would welcome involvement in the development of proposals including an onsite meeting to discuss potential options which the council would be happy to arrange in consultation with the legal owner if the recommendation is approved.

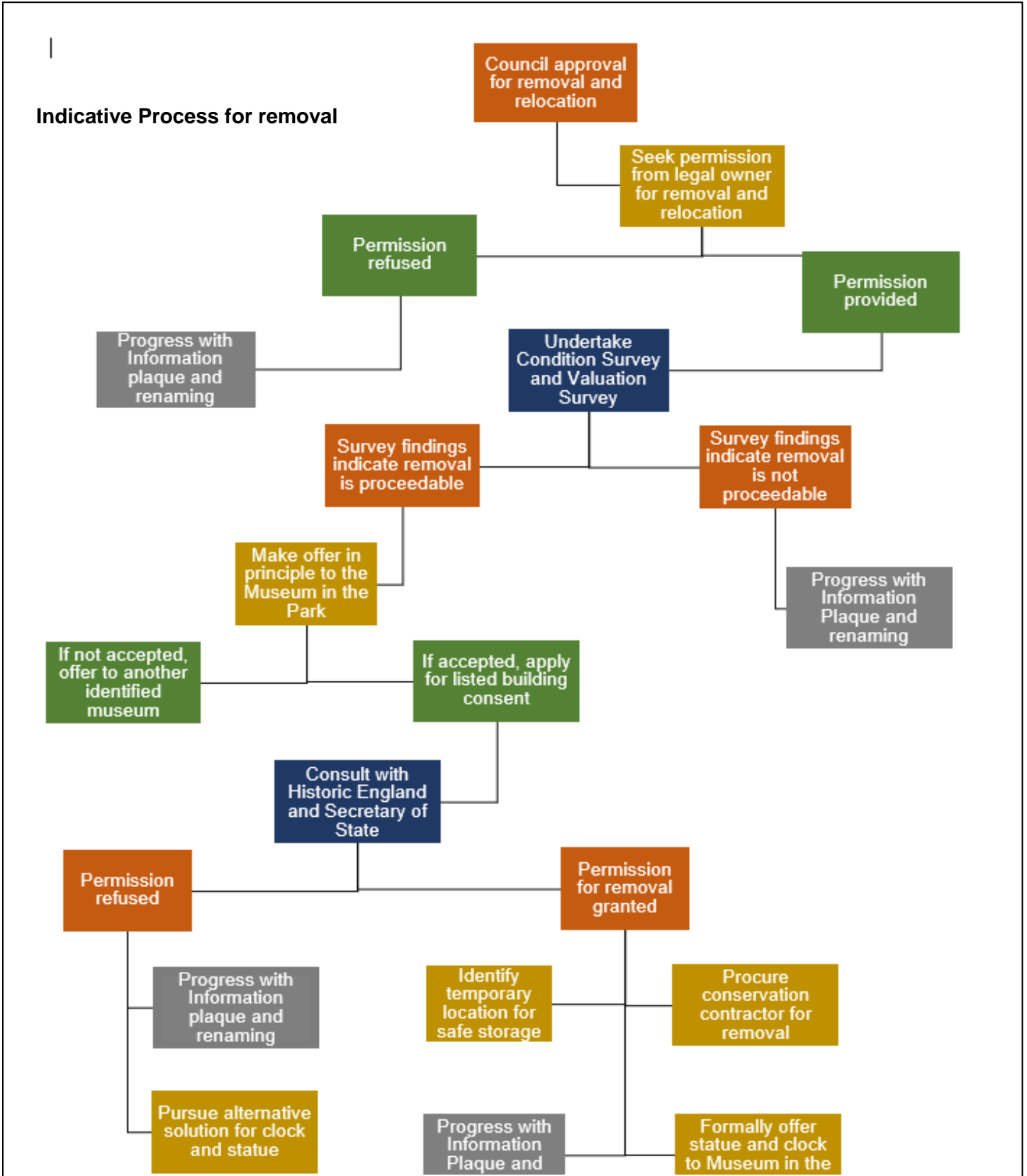
8.1.9 Indicative process for removal

If the recommendation to remove the clock and statue is approved, it is important that the complexity of the process for removal is not underestimated. As stated within this report, the clock and statue are privately owned and situated on a Grade II listed building. Even if the Review Panel recommendations are approved,

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the council has no power to remove the clock and statue without consent of the legal owner and listed building consent.

The flow diagram below identifies the key steps that will need to be taken to progress the removal of the clock and statue, although the steps may not be taken in the precise order set out below. The diagram illustrates that removal is not guaranteed and there are multiple steps in the process after which it may not be possible to proceed with the removal due to the complications regarding ownership and planning considerations. It is also not possible to provide indicative timescales to any step in the process and it



should be recognised that the process from removal to display in a museum is likely to take several months or even years.

8.2 Other commemorations, street and building names across the district for review

8.2.1 Survey Responses

The survey asked respondents if there are any commemorations that should be reviewed to ensure they are appropriate. Several responses were received for streets and buildings outside of the Stroud district and these were immediately removed from considerations as they were outside the scope of the review. Other buildings or street names which were not deemed to be inappropriate and had no obvious link to the transatlantic slave trade or colonialism were also removed. The following street or building names remained and were researched by the Review Panel.

| Survey Response | Review Panel Response |
|---|---|
| Anything that celebrates racism/colonialism | This is addressed within the scope of the review. |
| 'Black Boys', Dursley | <p>Conflicting information was found for the origins of this street name: Dursley Town Council provided: 'the term "blackboys" refers to the workers returning home from the industrial factories with dirty, unwashed faces, clothes etc. It has no racial connotation in any way and is part of Dursley's industrial heritage.'</p> <p>A local Dursley historian was also unable to determine a definite origin for the name stating that 'some had suggested it was to do with Charles II but there is no evidence that Charles II came this way or was linked to the area, or that the name relates to him in anyway.</p> <p>The name has appeared in field names and there was an old inn by that name in the area but it is not obvious what came first. Aside from links to industrial heritage, another theory is that it came from the dark soil in the area and/or blackened wood (from the French word for wood, i.e. bois).'</p> <p><i>The Review Panel considered that regardless of the origins, it does not take away from the fact that this street name causes offence.</i></p> <p><i>Other reviews have taken place for similar names across the country which have resulted in name changes. For example, 'Blackboy Lane' in London is being renamed and five pubs called 'Black Boy' have been renamed.</i></p> <p><i>There are eight properties on this street with a 'Black Boys' address and the Review Panel recommend that the council consults with the residents of 'Blackboys' to consider renaming the street.</i></p> |

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| | |
|---|---|
| <p>GL2, new housing estate down Green Lane in Hardwicke</p> | <p>The existing estate is called 'The Plantation'. Hardwicke Parish Clerk and a local historian provided the following information: 'The Plantation was planted with Poplar Trees and some additional trees still in place in Green Lane. The Poplar Trees were cut down and oak saplings were planted, these were dug out with the reasoning that they were not thriving. Building work on the new development started shortly after.'</p> <p><i>The Review Panel determined that the origin of the name of The Plantation was not related to the transatlantic slave trade and the name itself is unlikely to cause offence and so this submission was not taken further.</i></p> |
| <p>GL5 1HE, GL5 2DD</p> | <p>GL5 2DD relates to Thrupp House Gunhouse Lane. The survey response states: 'Gunhouse Lane....named after the munitions building of the Stroud Militia and used to violently quell an uprising of mill workers and farmers'</p> <p>GL5 1HE – no information was provided with this postcode in the survey response.</p> <p><i>The Review Panel concluded that there was not enough information to determine a recommendation regarding these suggestions.</i></p> |
| <p>Lansdown</p> | <p>1. Synagogue on Lansdown Road. Survey response states: There is some informative signage outside the library, but more could be done to identify and commemorate the actual building.</p> <p><i>The Review Panel investigated this suggestion and found that the former synagogue is now privately owned properties, information regarding the synagogue can also be found on National Anglo-Jewish Heritage Trail website.</i></p> <p>2. Lansdown. Survey response states: The school of Art and Science, should teach art and science to the community, as it was built to do.</p> <p><i>This suggestion was dismissed by the Review Panel as outside the scope of the review.</i></p> |
| <p>Lord John Russell</p> | <p>The survey response states:</p> <p>'Lord John Russell was Prime Minister responsible for the great starvation in Ireland - often referred to as the famine.</p> <p>The decisions his ministerial team took based on "liaise faire" economics meant that food was being exported from Ireland and four million were fed inadequate diets which resulted in malnutrition.</p> <p>https://www.historyplace.com/worldhistory/famine/hunger.htm</p> <p><i>Russell Street, John Street and The Lord John Whetherspoon Pub are all named after Lord John Russell. Lord Russell was a former Prime Minister and Whig MP for Stroud and the architect of the Great Reform Act of 1832. Before he became Prime Minister he was the Home and Colonial Secretary.</i></p> <p><i>The Review Panel researched and discussed Lord Russell during several meetings. The Panel concluded that whilst Russell's administration initially rejected state intervention or aid to relieve Irish poverty during a time of serious need, it</i></p> |

| | |
|--|---|
| | <p>would not be making a recommendation to review the Appends or public house that commemorate him but encourage this history to be added to local history trails of Stroud Town.</p> |
| <p>Minchinhampton: Lindsey or Jarvis, Blue Boys Corner</p> <p>Uley, Dursley: 'Maynard' or 'New River' 'Hawker' or 'Stephenson'</p> | <p>The survey response states: 'These are speculative suggestions for those that have been in the area for longer than I have, should they know of such commemorations. These names are evidenced in the King's College study of the slave-owning beneficiaries of the Government's compensation scheme after the abolition of British slavery.</p> <p>https://www.ucl.ac.uk/lbs/person/view/16563</p> <p><i>The Review Panel could find no record of property names or street names of Lindsey/Lindsay, Jarvis, Hawker or Stephenson and could therefore not determine a recommendation.</i></p> |
| <p>Mosley Road</p> | <p>The survey response did not provide any further information and so it was assumed that this may be a reference to Oswald Mosely who campaigned in Stroud.</p> <p>Stroud Local History Society's website contained the following information: Moseley Road 1928 – All the centre part of Cainscross down to Dudbridge and up to Hamwell Leaze or Hyett's field once belonged to Mr. John Moseley, a woolstapler, who died in 1771. Mr Moseley, a Cainscross gentleman owned the shop where the Cainscross and Ebley Co-operative Society started on 1863. Charles Moseley Cashier of the County Bank Cainscross 1851 census.</p> <p><i>The Review Panel concluded that the origins of Mosley Road were not associated with Oswald Mosely and will therefore not determine a recommendation for this suggestion.</i></p> |
| <p>Paganhill Arch, Near Archway School</p> | <p>The majority of the survey responses which indicated the Arch should be reviewed referred to views that the Arch requires more focus and significance.</p> <p><i>The Review Panel agreed that this was important and would form part of their recommendations.</i></p> |
| <p>Subscription Rooms in Centre of Stroud</p> | <p>Survey response: It should be renamed Community House because of the community effort made throughout Stroud to put it in place</p> <p><i>This suggestion is outside of the scope of the Review and was dismissed by the Panel.</i></p> |

8.2.2 Review Panel Recommendations

Street names often reflect historic landownership as well as being named after battles and military campaigns, politicians, and local dignitaries. The consultation responses indicate that Stroud district does not have streets, statues or building names associated with people who were heavily involved in the Transatlantic slave trade, suppression, or empire.

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The Panel are therefore recommending that one street name within the district is reviewed, and this is 'Blackboys', Dursley. As outlined above, there is conflicting information on the origins of the name, but the Panel concluded that the origins do not take away from the fact this street name causes offence. The Panel noted that a precedent has already been set for similar names with 'Blackboy Lane' in London and five 'Black Boy' pubs being renamed.

The Panel acknowledges that renaming streets is potentially a very disruptive and difficult process for those involved. The council's current street naming protocol states that requests to rename an existing street must demonstrate local consultation and there must be 'complete support for the street renaming proposal within the community'.

The Anti-Slavery Arch in Stroud is Britain's oldest anti-slavery memorial built by Henry Wyatt in 1834 to celebrate the passing of the Abolition of Slavery Act of 1833. The monument is a Grade II* listed building owned by Stroud District Council, and also serves as the namesake for nearby Archway School. Responders to the survey rightly pointed out that more should be done to tell the story of the Arch, and the Review Panel agree it is an important part of the district's history. Now is an opportune time to provide information on the role the district played in the abolitionist movement and the district's role in the Transatlantic slave trade, imperialism and colonialism as well as to increase awareness of modern-day slavery and exploitation.

The two recommendations made by the Review Panel relating to commemorations, street names and building names in the district are:

- 4. The council should undertake a review of the street name 'Blackboys', Dursley:**
 - a. The council to consult with the residents of the eight properties with a Blackboys address regarding a potential street name change.
 - b. The council to consult with Dursley Town Council regarding the consultation with the above addresses.
- 5. The council should progress with its plans for the physical restoration of the Anti-Slavery Arch, Paganhill and take into consideration its historic and tourism potential.**

8.3 Suggestions for future commemoration

8.3.1 Survey Responses

As part of the review, it was important to ensure that the diversity of our communities is appropriately reflected so the consultation also asked for nominations of other names, particularly of unrepresented or underrepresented groups who should be celebrated. The full list of suggestions can be found in the Survey Response Analysis at Appendix A. The Review Panel agreed to only consider local people or events and therefore removed any national figures from their considerations.

The condensed list including a brief summary on their history and significance can be found at Appendix D.

8.3.2 Review Panel Recommendations

The naming of streets, residential properties or commercial buildings is a statutory function that Stroud District Council provides in exercise of its responsibilities under the Public Health Act 1925. The council's

current street naming protocol states that where possible, street names should have a proven historical connection to the land and will not be named after people unless there is a historical connection to the Town or Parish. Common process is for Town and Parish Councils to propose the names of new streets for approval by the council. Street names for new developments are often based on themes such as the new development of Great Oldbury in Eastington which was based on names of individuals who had died whilst serving in the military hence why most of the streets are named after men.

The Panel acknowledge that there are often many other smaller communities who are frequently overlooked in street naming and there is a need to celebrate the contribution of Black, Asian and Minority Ethnic communities to the district.

A positive way forward is for new street names and themes to be suggested by the community. The Panel therefore suggest that a 'pool' of names that have a district wide relevance as well as others that have close associations and more meaning in specific locations is compiled and continually added to by the community. The pool of names can then be considered by Town and Parish Councils and private developers when identifying new street names.

The Review Panel were mindful of the need to ensure the work on improving diversity in the public realm enables a community-led and inclusive conversation. The Panel wish for communities to engage with the topics of representation and shared histories, therefore rather than choose one individual from those suggested to be commemorated, the Panel recommend that a community-led task force is established to develop a community project with the purpose of telling the stories of one or more of those individuals listed in Appendix D. It is also recommended that schools, individuals and community groups find their own way of telling their stories and so the list of individuals will be published on the council's website as a starting point. It is encouraged that this list is added to over time.

The Local Government Association's ['Cultural Strategy in a box'](#) states that for local authorities, 'culture can be viewed as part of the glue that brings and keeps our communities together'. The Panel are aware that the council has committed to developing a Cultural Strategy for the district and felt that the strategy could contribute to addressing some of the issues outlined in this report. To achieve this, the council needs to become an enabler of communities rather than provider to communities. The Review Panel believe that the Cultural Strategy should ensure that communities are empowered, and that diversity is celebrated across the district.

The Panel therefore make the following recommendations:

6. A task force is established by the council:

- a. To contextualise the statue and oversee the installation of an Information Plaque to be situated outside Blackboy House. The Information Plaque is intended to provide information regarding the clock and statue and include some details of this review. The Information Plaque should be erected regardless of whether the clock and statue are eventually removed, although the content will differ depending on the outcome.
- b. To develop a community project for the commemoration of an individual, group of individuals or event suggested in the survey responses.

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- c. To consider how the Anti-Slavery Arch, its history and Stroud's involvement in the Transatlantic slave trade and the abolition of slavery can form part of the community project.
- d. The task force is to have no more than eight members and will include at least one member of the Review Panel. A recruitment exercise will be undertaken and members of the community and residents who live close to Blackboy House will be encouraged to apply. The task force will be supported by the council.
- e. Recruitment of the task force should be undertaken by the council and members of the Review Panel.
- f. Members of the task force (excluding council officers and councillors) should each be remunerated for their efforts the sum of £800.00 (estimated 40 hours work each). The remuneration to be paid across three instalments: 20% after the first meeting of the task force; 35% once the design and content of the Information Plaque have been agreed; and 35% upon completion of the community project.
- g. The task force to be allocated a budget of £10,000 to fund the necessary materials, professional design, and instalment of the Information Plaque and the community project to commemorate an individual, group of individuals or event suggested in the survey responses.
- h. The budget allocated and any necessary procurement will be managed by the Council.

7. The council's [street naming protocol](#) is reviewed to include:

- a. That street names will not be considered that may be construed, either in themselves or in association with particular political or historical occurrences, as discriminatory or offensive under the Equality Act 2010; or those which could be considered as 'not in the spirit' of this act, will not be considered.
- b. A consultation process to involve our communities in the selection of future street names with a particular aim to ensure future street names are inclusive and reflect diversity within the district and address any potential gender imbalance in the street names across the district.

8. The council's Cultural Strategy, which is currently in development, should:

- a. Empower communities and individuals to celebrate and share their history, heritage, culture, and identity.
- b. Focus on increasing representation of Black, Asian, and Ethnically diverse communities as well as those from a range of social and economic backgrounds.
- c. Celebrate aspects of the district's cultural and community diversity.
- d. Engage with local organisations to encourage and support the creation of work that demonstrates collaboration across a wide range of diverse backgrounds.

9. Broader Considerations

Having gone through the consultation process in the Stroud district, the Panel strongly encourage other councils across the country that haven't already done so, to carry out similar work and ask residents whether they feel represented by the buildings, street names and monuments around them. The prospect of self-examination may seem frightening, but what has started off small has grown into a series of wider conversations about how our district can become a more inclusive place for everybody living in it.

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One recurring theme that has come up in these conversations is the need for greater education around Britain's involvement in the transatlantic slave trade and imperialist colonialism, an issue by no means exclusive to the Stroud district. The Panel believe this learning should start in schools and colleges, but also extend to the entire community, facilitated by local groups, creative organisations, museums and libraries and faith groups, and by using a variety of accessible ways, means and media. From leaflets and worksheets to walks and talks, exploring our shared history through collective education is vital to strengthening cohesion in our richly diverse communities, both in the present and the future.

For those who want to start on this journey, the Panel recommend the following books as three from a wide selection: Akala's 'Natives: Race and Class in the Ruins of Empire'; Peter Fryer's 'Staying Power: A History of Black People in Britain'; and David Olusoga's 'Black and British: A Forgotten History', also available as both a children's version and as a TV series. The Panel also encourage everyone to take a look at the work of [The Black Curriculum](#) and the Free Black University, organisations set up in recent years to address the lack of Black British history throughout our education systems at all ages.

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SURVEY RESPONSE ANALYSIS

Review of street or building names and monuments in the Stroud District



**STROUD
DISTRICT
COUNCIL**

www.stroud.gov.uk

October 2021

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1. Introduction Appendix A

In the summer of 2021, Stroud District Council established a Review Panel and launched a public consultation inviting the public to share their views on street or building names and monuments within the Stroud District. The survey also asked a number of questions regarding the Blackboy Statue located on Blackboy House, Castle Street Stroud. Those completing the survey people had an opportunity to see a photograph of the statue and learn about its history in the significance of the black boy statue report published alongside the consultation. With each question there was also free space for people to share views in their own words.

The consultation ran for a period of 8 weeks, it opened on the 7 July 2021 and closed on 1 September 2021. A total of 1680 responses were received.

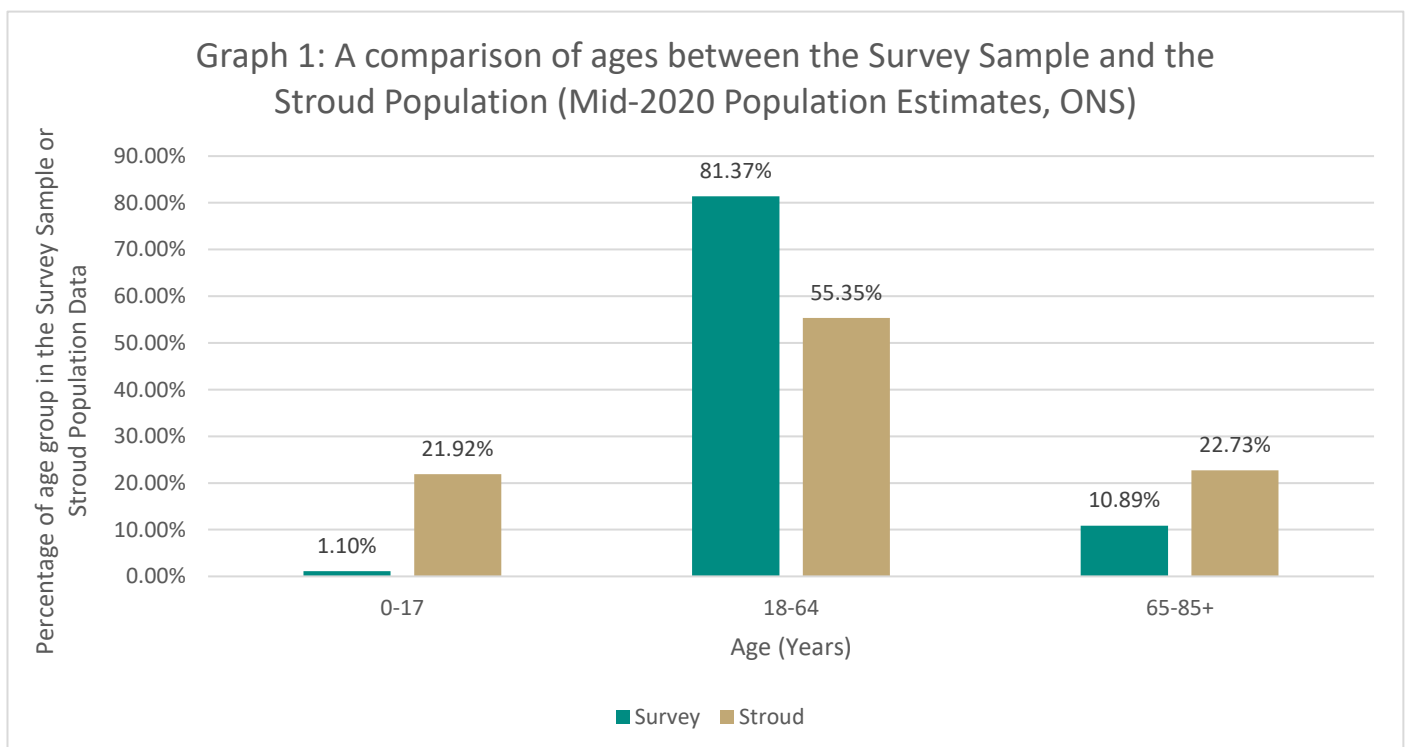
We are very grateful to all who took the time to participate and respond to the survey.

This Report has been prepared to set out an analysis of the responses received and should be read alongside the report of the Review Panel. Smart Survey was used to collect the data and Microsoft Excel was used to code and analyse all responses to the survey. The responses look at both the overarching themes of the data and provides insight into specific sample data from participants.

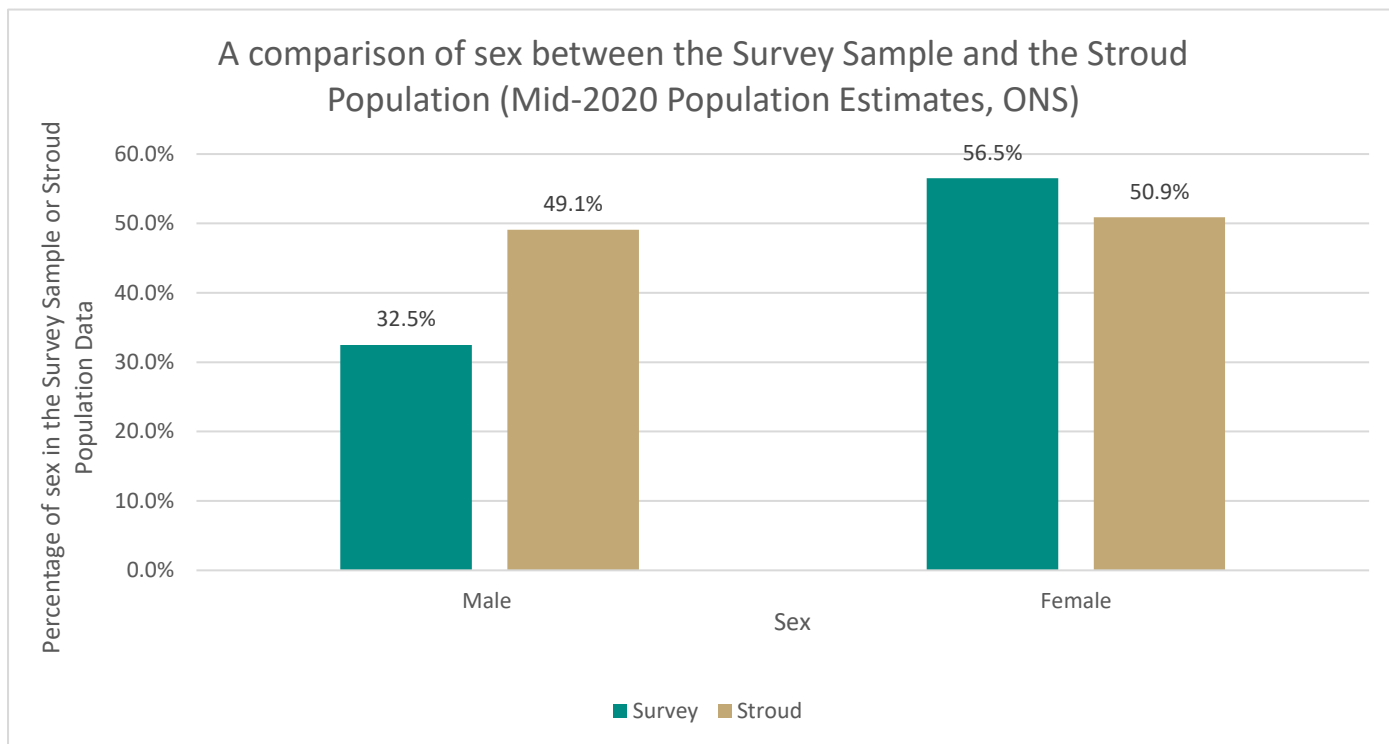
2. Survey demographics

The survey asked participants to answer questions about their demographics for the researcher (Stroud District Council) to obtain information as to how valid the representation of the sample group was for the Stroud District. The results have been presented below.

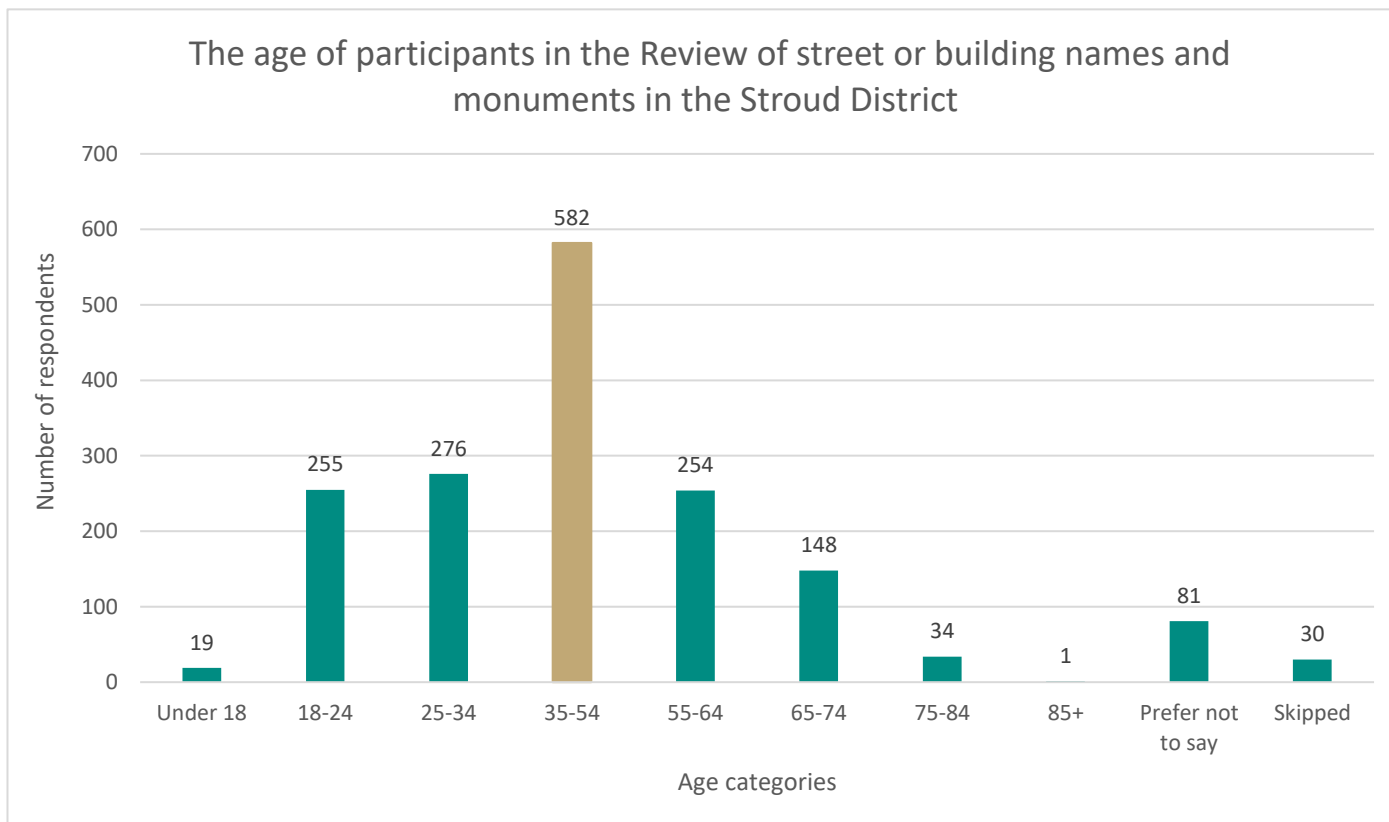
Graph 1: A comparison of ages between the Survey Sample and the Stroud Population (Mid-2020 Population Estimates, ONS)



Graph 2: A comparison of sex between the Survey Sample and the Stroud Population (Mid-2020 Population Estimates, ONS)



Graph 3: The age of participants in the Review of street or building names and monuments in the Stroud District



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Graph 4: Whether participants have a health problem or disability which has lasted at least 12 months, which affects your day-to-day activities?

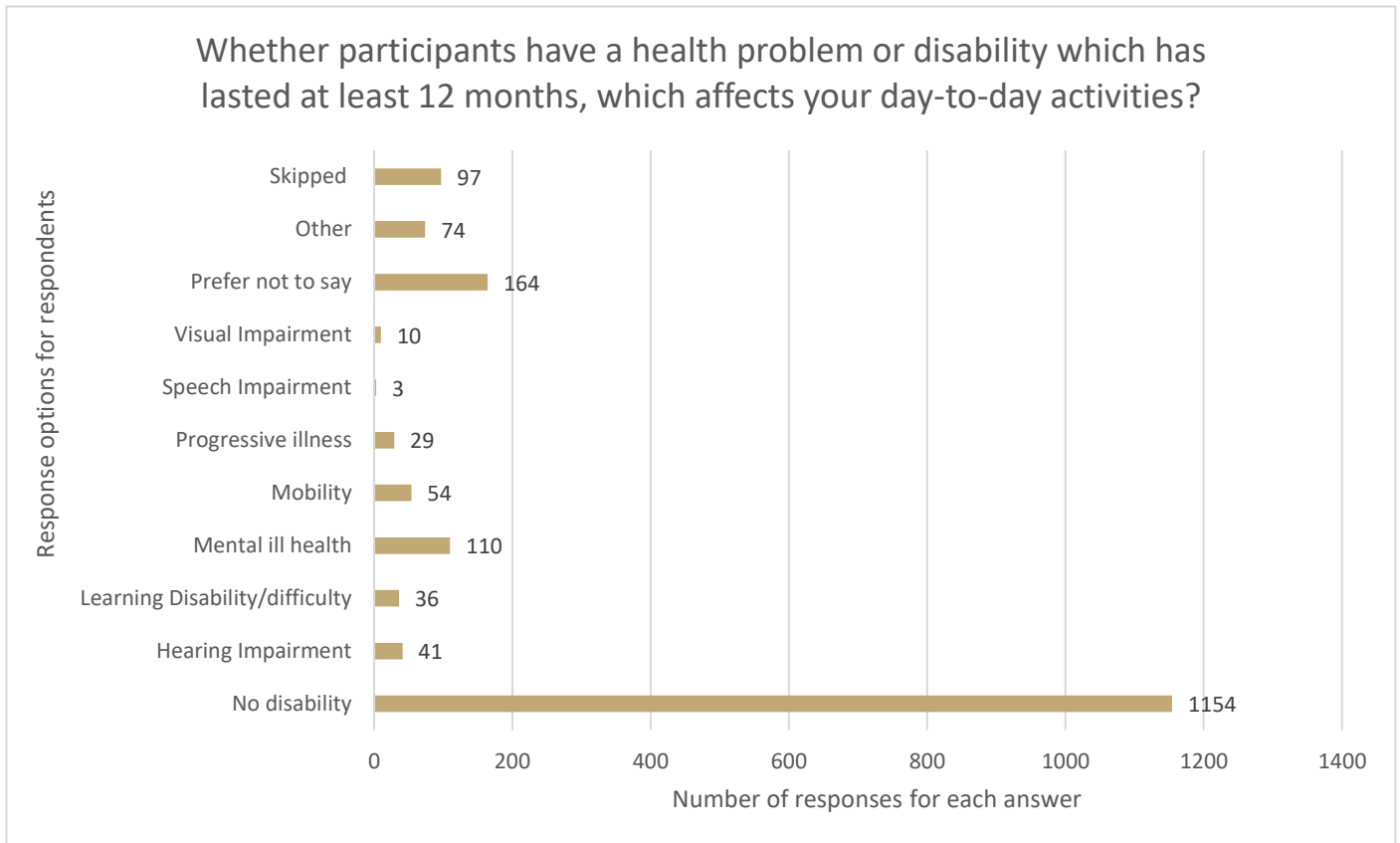


Table 1: The Ethnicity, Religion or belief and sexual orientation of the participant.

| What is your ethnicity? | | |
|-------------------------------------|------|--------|
| White | | |
| British | 1195 | 72.95% |
| Irish | 27 | 1.65% |
| Gypsy or Irish Traveller | 2 | 0.12% |
| Other White | 108 | 6.59% |
| Asian or Asian British | | |
| Indian | 11 | 0.67% |
| Pakistani | 4 | 0.24% |
| Bangladeshi | 2 | 0.12% |
| Chinese | 4 | 0.24% |
| Any other Asian backgr | 6 | 0.37% |
| Mixed/multiple ethnic groups | | |
| White and Black Caribt | 27 | 1.65% |
| White and black Africar | 15 | 0.92% |
| White and Asian | 21 | 1.28% |
| Any other mixed backgr | 22 | 1.34% |
| Black or Black British | | |
| African | 15 | 0.92% |
| Caribbean | 26 | 1.59% |
| Any other Black backgr | 7 | 0.43% |
| Other Ethnic Group | | |
| Arab | 2 | 0.12% |
| Any other Ethnic Group | 9 | 0.55% |
| Prefer not to say | 135 | 8.24% |
| Skipped | 42 | |

| What is your religion or belief? | | |
|----------------------------------|------|--------|
| No Religion | 1033 | 65.30% |
| Christian (all denominations) | 278 | 17.57% |
| Buddhist | 22 | 1.39% |
| Hindu | 2 | 0.13% |
| Jewish | 17 | 1.07% |
| Muslim | 11 | 0.70% |
| Sikh | 1 | 0.06% |
| Prefer not to say | 218 | 13.78% |
| Any other religion | 79 | |
| Skipped | 98 | |

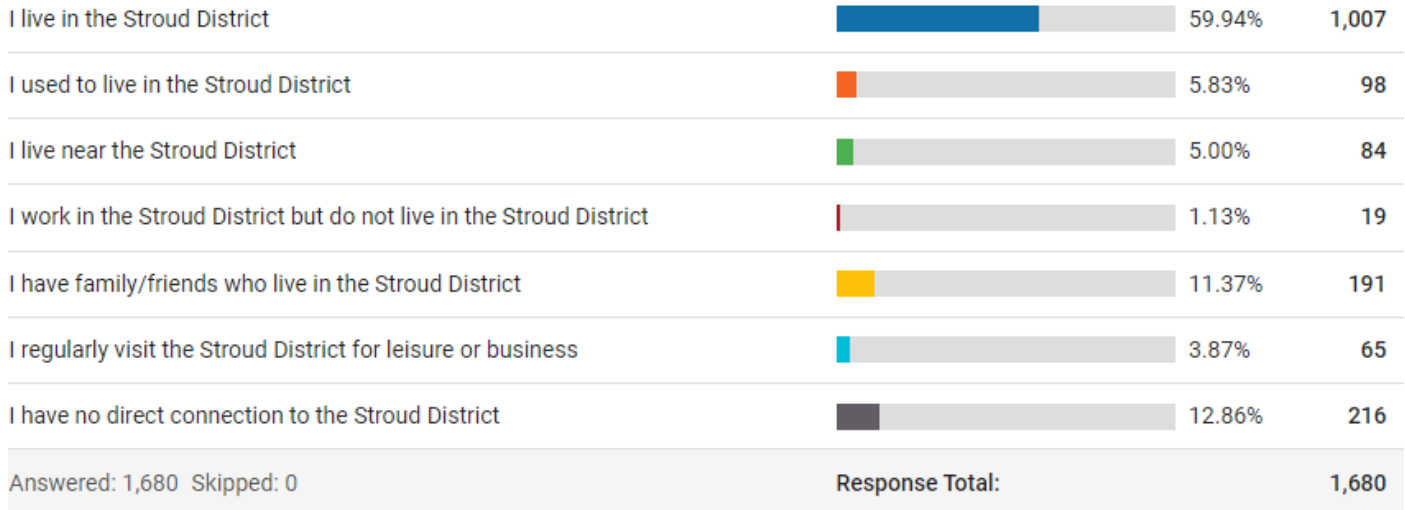
| What is your sexual orientation? | | |
|----------------------------------|-----|--------|
| Heterosexual/ straight | 978 | 60.75% |
| Gay Man | 25 | 1.55% |
| Gay Woman/Lesbian | 24 | 1.49% |
| Bi-sexual | 176 | 10.93% |
| Other | 66 | 4.10% |
| Prefer not to say | 341 | 21.18% |
| Skipped | 70 | |

3. Question 1 Responses

Q1. Please tell us which of the following options best describes your connection to the Stroud District

The below responses outline the relationship the participants had with the Stroud District.

Graph 5: A graph to show the relationship of the participant to Stroud District Council.



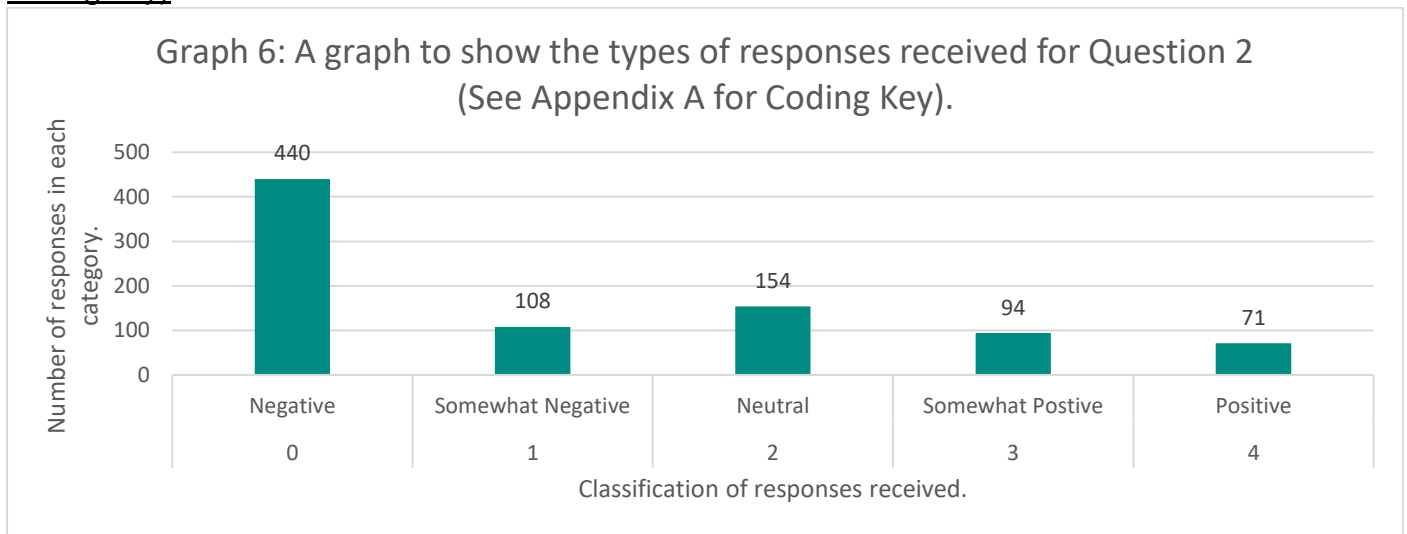
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4. Question 2 Responses

Q2. Please choose three words that best describe how the statue makes you feel; you can use the comment box below to expand on what you think or feel about the statue if you want to.

Responses received for this question were coded into five categories: positive, somewhat positive, neutral, somewhat negative, and negative. These categories were offered to the Review Panel for discussion, alongside the key for organising these words.

Graph 6: A graph to show the types of responses received for Question 2 (see Appendix A for coding key)



Word Cloud 1: A word cloud to show the highest reoccurring “negative” and “somewhat negative” responses for question two, as outlined in Appendix A’s coding key.



Word Cloud 2: A word cloud to show the highest reoccurring “neutral” responses for question two, as outlined in Appendix A’s coding key.

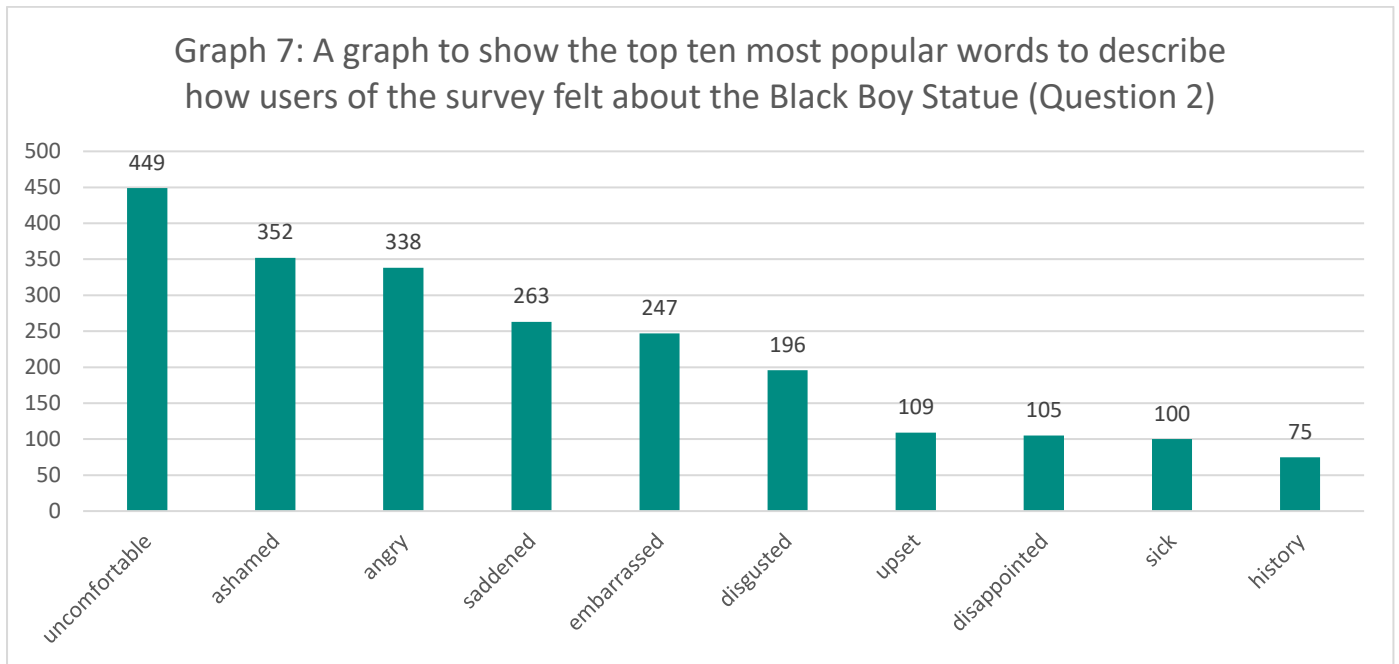


Word Cloud 3: A word cloud to show the highest reoccurring “positive” and “somewhat positive” responses for question two, as outlined in Appendix A’s coding key.



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Graph 7: A graph to show the top ten most popular words to describe how users of the survey felt about the Black Boy Statue (Question 2)



Word Cloud 4: Most frequent responses to Question 2

Below is a word cloud to show the frequency of all responses received for question 2. The larger the word pictured below, the greater number of responses this word appeared in. This highlights the most popular words across all submissions for question 2 and presents a visual of the graph above.



5. Question 3 Responses

Q3. What in your opinion do you think should happen the Blackboy Clock Statue?

Graph 8: A graph to show the ten most frequently used words in response to Question 3

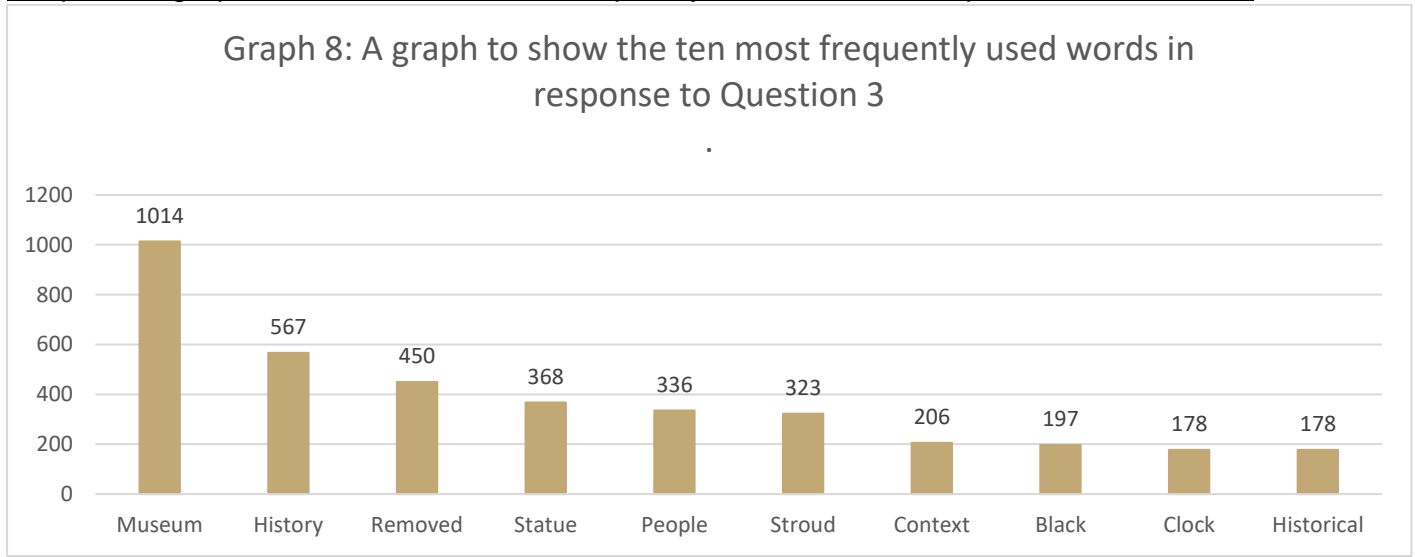
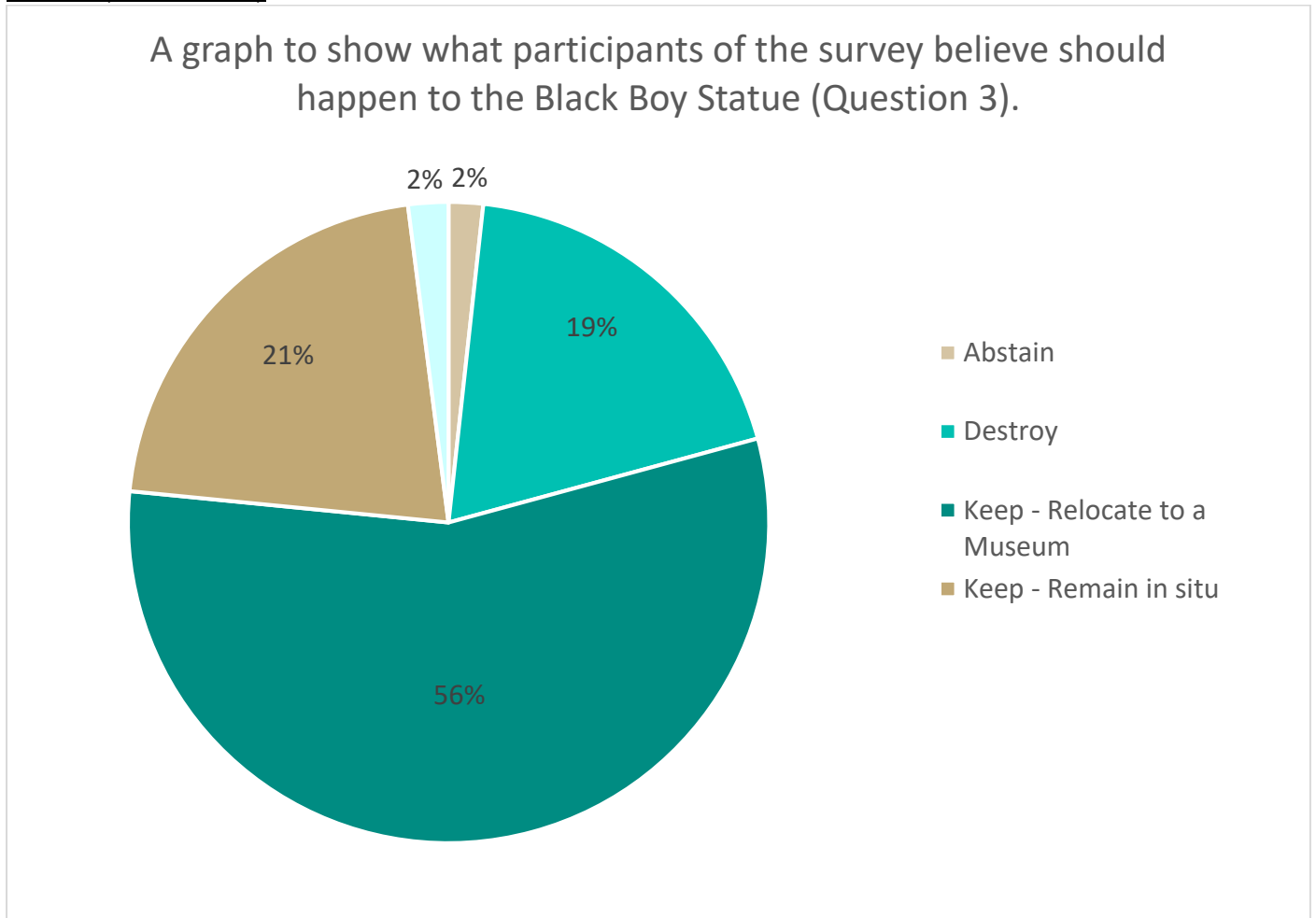


Table 2: A table to show a breakdown of responses showing what participants of the survey believe should happen to the Black Boy Clock Statue

| | | | | | |
|----------------------|-----|-----|---|-----|--------|
| Relocate to a museum | 964 | 59% | General | 696 | 42.31% |
| | | | Stroud Area | 166 | 10.09% |
| | | | Museum in the Park | 102 | 6.20% |
| Remain in Situ | 370 | 22% | Remain in Situ | 254 | 15.44% |
| | | | Remain in Situ with explanation | 114 | 6.93% |
| | | | Remain in Situ - Change Statue Feature/Appearance | 2 | 0.12% |
| Destroy | 329 | 20% | Destroy | 311 | 18.91% |
| | | | Document | 8 | 0.49% |
| | | | Replace | 8 | 0.49% |
| | | | Council Apology | 2 | 0.12% |
| Abstain | 30 | 2% | Not my decision - Black Community must decide | 27 | 1.64% |
| | | | Do not understand why we are discussing the issue | 2 | 0.12% |
| | | | Not my decision - Council should decide | 2 | 0.12% |
| | | | Bias Review | 1 | 0.06% |
| | | | I don't know/care | 1 | 0.06% |

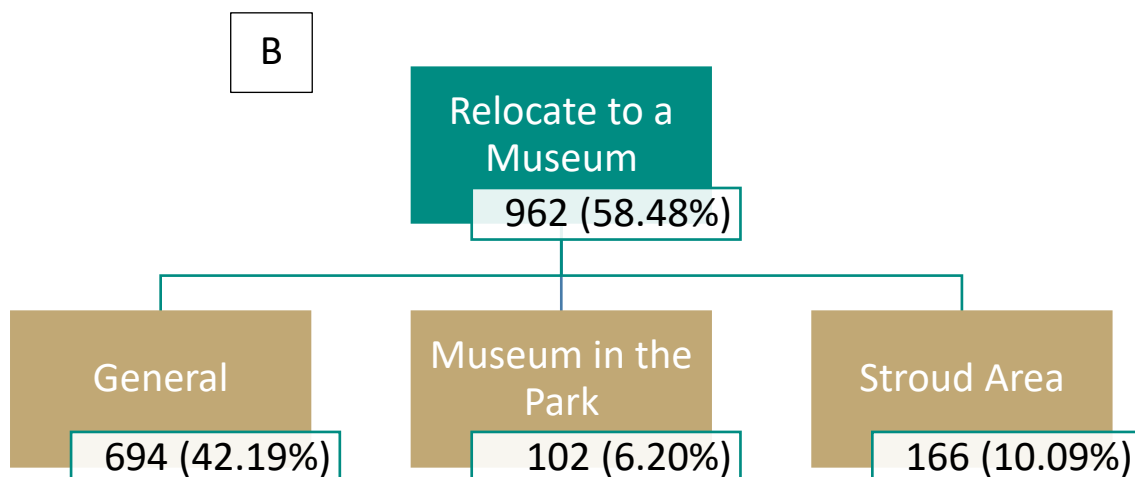
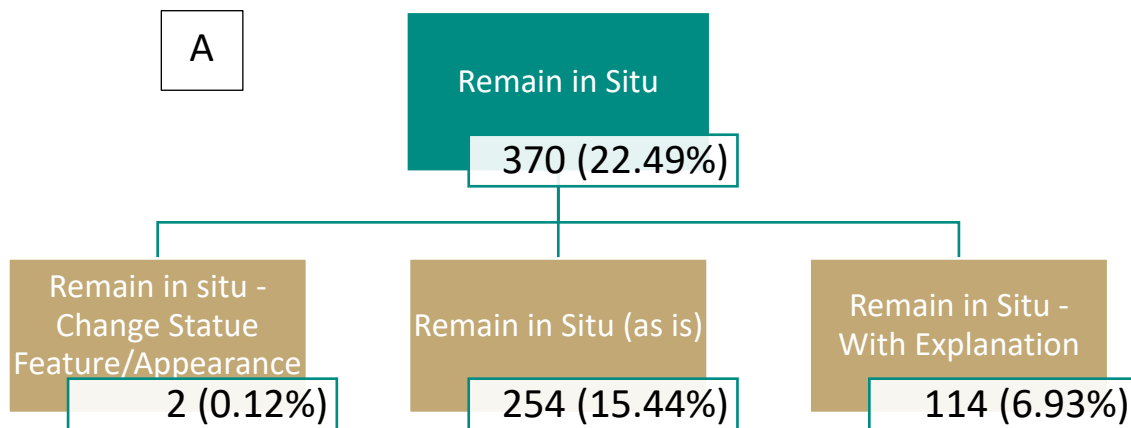
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Graph 9: A graph to show what participants of the survey believe should happen to the Black Boy Statue (Question 3)



Flow Charts to show what participants of the survey believe should happen to the Black Boy Statue (Question 3)

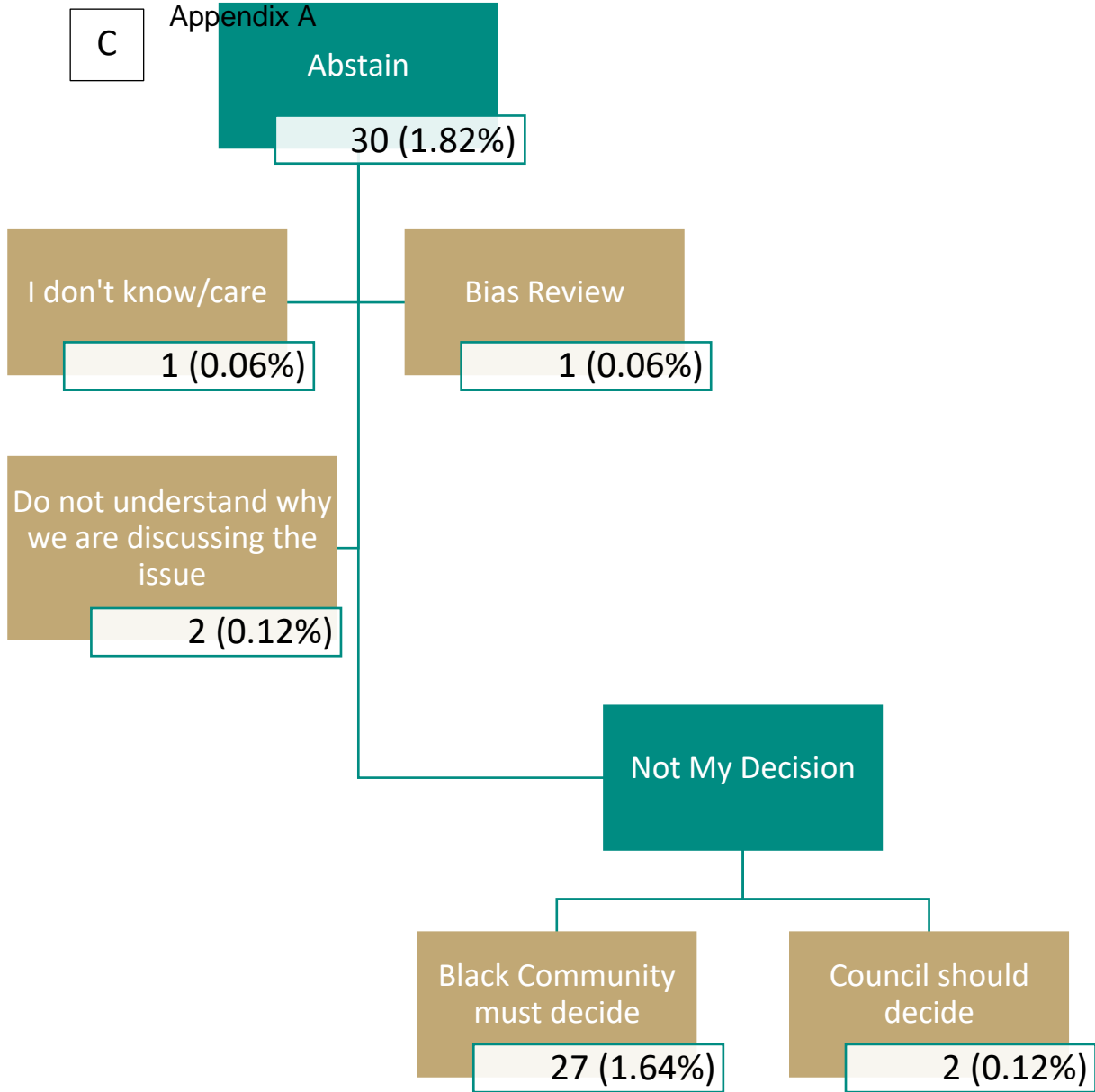
The flow charts (A-D) below outline the main themes of what users of the survey think should happen to the Black Boy Statue (including the number and percentage of total responses). The figures for the flow charts below will not equal 100%, as some of the responses received offered more than one suggestion for what they believed should happen to the statue. Therefore, some responses would have received two different categorisations for one response.



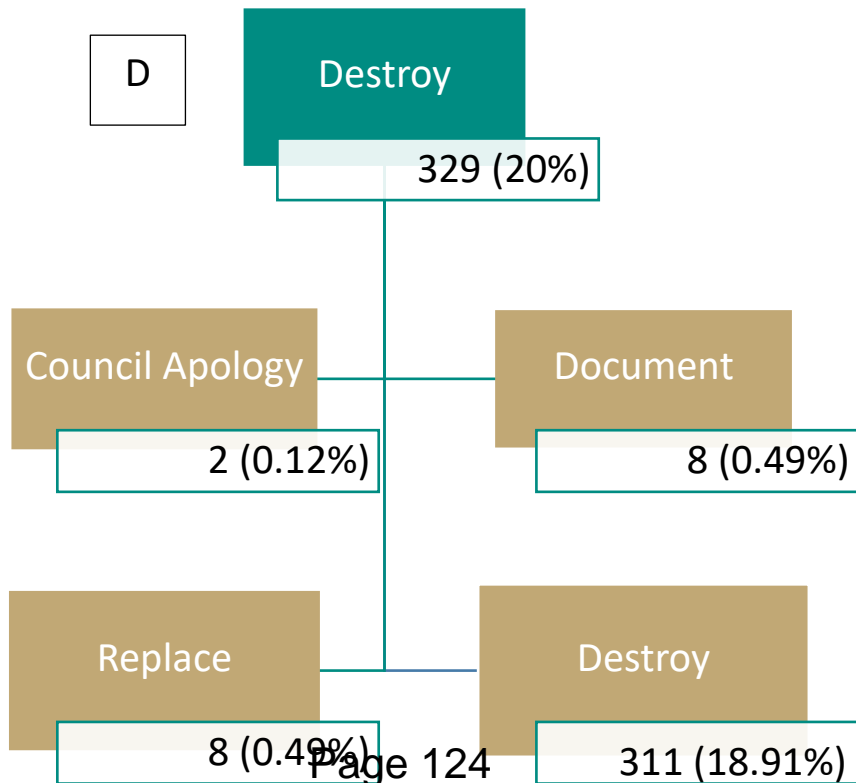
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C

Appendix A



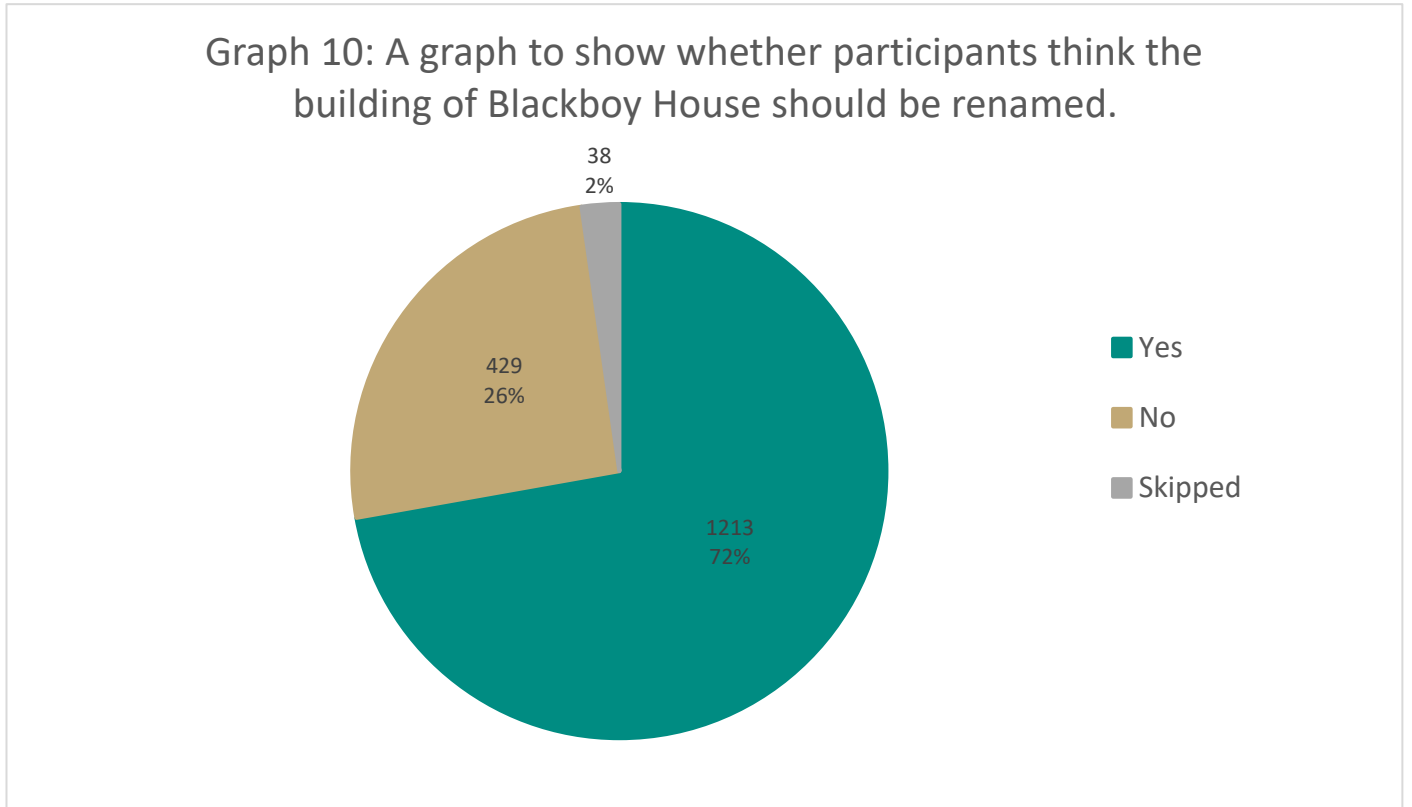
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6. Question 4 Responses

Q4. Blackboy Clock is part of the building called Blackboy House. Do you think the building of Blackboy House should be renamed?

Graph 10: A graph to show whether participants think the building of Blackboy House should be renamed.



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7. Question 5 Responses

Q5. If you have seen a commemoration that you think should be reviewed to ensure it is appropriate, please provide the type of commemoration and location below

Graph 11: A graph to show whether participants have seen a commemoration that they think should be reviewed to ensure it is appropriate, providing the type of commemoration and location below.

Graph 11: A graph to show whether participants have seen a commemoration that they think should be reviewed to ensure it is appropriate, providing the type of commemoration and location below

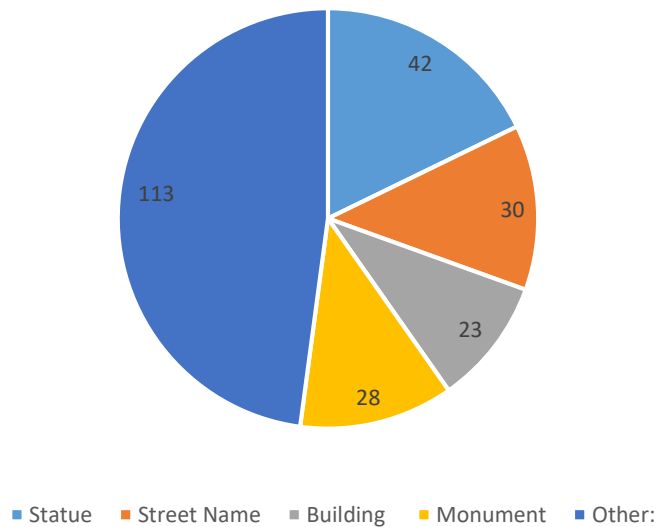


Table 3: A table to show the “Other (Please Specify)” (The full list of responses to this question can be found in Appendix C):

| | |
|---|----|
| No/None/Nothing/N/A | 42 |
| Do not change history/monument | 14 |
| There are other locations, currently unsure/unknown | 9 |
| Specific Names/Places | 30 |
| Abstain from answering | 6 |
| Do not understand the question | 3 |

| Table 4: A table of locations of monuments to be reconsidered (Q5) | Number of Responses | Percentage of total response |
|--|---------------------|------------------------------|
| All locations | 3 | 1.63% |
| Africa | 1 | 0.54% |
| Anything that celebrates racism/colonialism | 3 | 1.63% |
| Ashbourne | 1 | 0.54% |
| Black Boy Hill, Bristol | 3 | 1.63% |
| Black Boys, Dursley | 4 | 2.17% |
| Black Boy House, Stroud | 2 | 1.09% |
| Bristol (BS6 Region, Clifton) | 4 | 2.17% |

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| | Appendix A | 0.54% |
|--|------------|-------|
| Canary Wharf near the docks, there are many statues of sugar mill owners and captains that have connections to the slave trade | | |
| Castle Street, Stroud, GL5 2LD, Next to Stroud Valley Primary School Building | 2 | 1.09% |
| Churchill, the Whitehouse | 1 | 0.54% |
| Dursley, Gloucestershire | 1 | 0.54% |
| Ebley Mill | 1 | 0.54% |
| Farmhill | 1 | 0.54% |
| General Buller, Exeter, Devon | 1 | 0.54% |
| GL2, new housing estate down Green Lane in Hardwicke | 1 | 0.54% |
| GL5, GL5 1HE, GL5 2DD | 3 | 1.63% |
| IG1 1YW | 1 | 0.54% |
| Knock it down | 1 | 0.54% |
| Lansdown | 1 | 0.54% |
| London | 1 | 0.54% |
| Lord John Russell, MP for Stroud | 1 | 0.54% |
| Minchinhampton: Lindsey or Jarvis, Blue Boys Corner | 2 | 1.09% |
| Mosley Road | 2 | 1.09% |
| N/A | 16 | 8.70% |
| NG12 1BS | 1 | 0.54% |
| None | 14 | 7.61% |
| Paganhill, Near Archways School | 13 | 7.07% |
| Rhodes Statue in Oxford | 1 | 0.54% |
| Rowcroft | 1 | 0.54% |
| Sir Robert Clayton Statue, Lambeth | 1 | 0.54% |
| St. Andrews square Edinburgh | 1 | 0.54% |
| Station Bank, Opposite Lloyds Bank | 1 | 0.54% |
| Stroud Town Centre (John Street, Russel Street, 'Hawker' or 'Stephenson') | 10 | 5.43% |
| Subscription Rooms in Centre of Stroud | 2 | 1.09% |
| Synagogue on Lansdowne road | 1 | 0.54% |
| Tetbury | 1 | 0.54% |
| The Clock | 1 | 0.54% |
| Tottenham | 1 | 0.54% |
| Tricorn House, Cainscross | 1 | 0.54% |
| TS13 4DZ | 1 | 0.54% |
| Uley, Dursley: 'Maynard' or 'New River' | 2 | 1.09% |
| Victorian Statues | 1 | 0.54% |
| Walworth Road, St Peter's Church | 1 | 0.54% |
| Whiteladies Road BS8 2PY | 2 | 1.09% |

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8. Question 6 Responses

Q6. If you would like to nominate a person or event from the past to be considered, recognised, or commemorated, please provide their details below

Table 4: A list of nominations of people or events from the past to be considered, recognised or commemorated.

| Responses: | Number of answers: | Percentage of total response: |
|---|--------------------|-------------------------------|
| Other | 71 | 30.1% |
| N/A - None | 20 | 8.5% |
| Black History/People Of Stroud | 18 | 7.6% |
| Polly Higgins | 15 | 6.4% |
| Edwin Budding | 13 | 5.5% |
| Laurie Lee | 11 | 4.7% |
| Stroud Mill Workers | 11 | 4.7% |
| Environment/Climate | 10 | 4.2% |
| Anti-Slavery Campaigners | 9 | 3.8% |
| Margaret Hills | 7 | 3.0% |
| Chartists | 6 | 2.5% |
| Slavery Memorial | 6 | 2.5% |
| Politicians (Past And Present) | 5 | 2.1% |
| Unsure | 5 | 2.1% |
| Martin Evans | 4 | 1.7% |
| Winston Churchill | 4 | 1.7% |
| Anti-Slavery Arch | 3 | 1.3% |
| Windrush | 3 | 1.3% |
| Battle Of Imjin River | 2 | 0.8% |
| Contemporary Issues | 2 | 0.8% |
| Edward Jenner | 2 | 0.8% |
| Not My Decision - Black Community Should Decide | 2 | 0.8% |
| Samuel Coleridge-Taylor | 2 | 0.8% |
| COVID Memorial | 1 | 0.4% |
| Edward Colston | 1 | 0.4% |
| James Baldwin | 1 | 0.4% |
| NHS | 1 | 0.4% |
| War Memorial | 1 | 0.4% |

Appendices

Appendix A: Complete list of words received by participants for Question 2.

Key for organising data into below categories:

| | | |
|-------------------|---|---|
| Negative | 0 | Nouns such as: Colonialism, Slave, Slave Trade Adjectives such as: Angry, Sad, Shocked, Horrified, Disgust, Upset, Confused, Racist, Concerning, Dehumanising |
| Somewhat Negative | 1 | Some words may be duplicated, however in the context of the comment(s) are better situated between negative and neutral. Adjectives such as: Apologetic, Ashamed, Awkward, Dubious Out of date, Puzzled, Unhappy, Unsure |
| Neutral | 2 | Noun such as: History, Knowledge, Stroud, Heritage, Landmark Adjectives such as: Indifferent, Curious, Remember, Mixed, Nothing |
| Somewhat Positive | 3 | Some words may be duplicated, however in the context of the comment(s) are better situated between positive and neutral. Adjectives such as: Calming, Cheerful, Good, Respectful, Progress, Whimsical, Important |
| Positive | 4 | Adjectives such as: Interested, Intrigued, Happy, Proud, Engaging, Informative, Meaningful |

| Category | Number | Words included | | | | |
|----------|--------|----------------------------|---------------|--------------|----------------|-------------------------|
| Negative | 0 | Concerned | belittled and | Dehumanising | Dispair | embarrassment |
| | | Shocked at lack of context | dehumanised | Demeaned | dispassionate | Embarrassment |
| | | Abhorred | bemused | demeaning | Disrespected | Embarressed |
| | | Abhorred | Bewildered | Depressed | Disrespectful | embassased |
| | | Abhorrence | Bewildered | Depressed | Disrespectful | Empathic |
| | | Abhorrent | Bigotry | derogatory | Dissapointed | Empathy |
| | | Abhorrent | Blackface | Derogatory | Dissapointed | Enraged |
| | | Abhorrent | brutal | Despair | dissapointment | Exasperated |
| | | Aghast | Bullying tool | Despair | Disspointed | Exasperated |
| | | Alarmed | callous | Despairing | Distasteful | exploitation |
| | | alienated | cancel | Desperate | Distasteful | Exposed |
| | | anachronistic | Censoring | destressed | distastful | Fascinated |
| | | Anachronistic | Challenged | Diminished | Distraught | Fearful |
| | | Anacronism | Challenged | disbelief | distressed | Fearful |
| | | Anger | Challenging | Disbelief | Distressed | Furious |
| | | Anger | Chastened | Disbelieving | Disturbed | Gaslit |
| | | Angeratsiobhanbaillie | Child abuse | Discomfited | Disturbed | Glamourises slave trade |
| | | angered | complicit | Discomfort | Disturbing | Glum |
| | | Angrey | Condescending | Disconcerted | Disturbing | Gollywog |
| | | | Controversial | Disconnected | Divided | Grief |

| | | | | |
|----------------|-----------------------|-----------------|-------------------------|--------------------|
| Angry | Crass | Discriminatory | Division | Grieved |
| Angry | creeped out | Disempowered | Divisive | Gross |
| anguished | Creepy | Disgraced | embarasing | grotesque |
| Anti-patriotic | cringe | Disgraced | Embarassed | Grotesque |
| Antiquated | Cringing | disgust | Embarassed | guilt |
| appaled | Cringy | Disgust | Embarassing | Guilt |
| Appalled | Critical | Disgusted | Embarassment | guilty |
| Appalled | Cross | Disgusted | Embarrased | Guilty |
| appalling | Deeply | disgusting | Embarrassing | Guiltly |
| Appalling | embarrassed/shameful | disgusting | Embarrassed | Harrowed |
| Appauled | Degraded | disheartened | embarrassed | HATE |
| astonished | Degraded | Disheartened | Embarrassed | Heartbreaking |
| Awestruck | Degrading | dismay | Embarrassed for | Helpless |
| Awful | Degrading | Dismayed | Stroud | Hopeless |
| Baffled | Degrading to humanity | Dismayed | Embarrassed. | Horrible |
| Baffled | Dehumanised | disorientated | Embarrassing | Horrible |
| Belittled | Dehumanised | Not inclusive | Embarrassing | Horrific |
| Belittled | Insensitive | Not proud | Racism | Segregated |
| Horrified | Insensitive | Nothingnessness | Racist | Shame |
| Horrified | Insignificant | Numb | Racist | Shame |
| horror | Insulted | Objectified | Racist stereotype | Shamed |
| Horror | Insulted | Objectified | Racist! | Shameful |
| Humiliated | Insulting | Offended | rage | Shameful |
| Humiliated | Insulting | Offended | Racist | Shane |
| Humiliating | irritated | offensive | Redundant | shock |
| Humiliating | Irritated | Offensive | Referring to slavery: | Shocked |
| Humiliation | It's racist | Oppressed | the figure is a literal | Shocked |
| Hurt | its creepy | Oppression | slave to time keeping. | Shocked anyone |
| hurt | Leave | Oppressive | Time keeping is | couldn't find this |
| Hurtful | Let down | Oppressive | perpetual work, to me | racist |
| Icky | Mad | Opressed | this communicates a | Shocking |
| idiots | Marginalised | outcast | position on the | Sick |
| Ignorant | Memorialising racism | outdated | perpetual nature of | Sick |
| Ignorant | Miserable | out-dated | slavery | Sickened |
| ignored | Miserable | outdated | Regret | Sickened |
| Immoral | Misery | Outdated and | Regretful | Sickening |
| impatient | misleading | inappropriate | Regretful | Sickening |
| impotent | Misrepresentation | Outraged | Remorse | Slave trade |
| In disbelief | Misrepresentation | Outraged | Remorseful | Slave trade |

| | | | | |
|-------------------|------------------------|---------------------------|-------------------|--------------------------|
| Inappropriate | Misrepresented | outraged by the slave | Remove | Slavery |
| Inappropriate | misrepresented | trade | Remove | Staggered |
| Incongruous | Mistrustful | Outrageous | Repelled | Stereotype |
| Incredulous | Mocked | Pathetic | Repelled | Striking |
| Incredulous | mockery | Patronised | Repugnance | Suffocating |
| Ineffectual | Mockery | Patronising | Repulsed | Taken aback |
| Inequality | Mortified | Perplexed | Repulsed | Targeted |
| infantilised | Nauseated | Persecuted | Repulsive | This makes me feel |
| Inflammatory | nauseous | Pickaninnies | Resentful | shame |
| Infuriated | Nauseous | Piognant | Responsible | Threatened |
| Infuriating | Negative | Pissed | revolted | Time to remove this |
| inhuman | No place in a fair and | Pity | Revulsed | anachronism |
| Inhuman | equal country | Privileged | Revulsion | Tired |
| Injustic | nonplussed | Problem | Revulsion | Tired |
| Injustice | Not acceptable | Problematic | Ridiculed | Tool for repression |
| innapropriate | Not in keeping | Promoting inequality | Ridiculous | Tragedy |
| insensitive | Unvalued | punishing | Rude | Trauma |
| Traumatised | Unwanted | Surprised you need to ask | satirical | Traumatic |
| Traumatised | Unwelcome | Displeased | violent | uncontentious |
| Traumatising | Unwelcome | intimidated | Violent | unconvinced |
| Triggered | Unwelcomed | Unhappy | Vulgar | undermined |
| Triggering | Upset | Black Lives | Vulnerable | Undervalued |
| Troubled | Upset | Unsympathetic | Weak | Undeservingly privileged |
| Ugly | Upsetting | Uncomfortable | Weird | uneasy |
| Umcomfortable | Upsetting | Uncomfortable | White gaze | Uneasy |
| Unacceptable | Very uncomfortable | Unconcerned | White Supremacist | Unecessary |
| Unacceptable | Victim | Colonialism | Worthless | Uneducated |
| Unappreciated | Victimised | Colonised | wrong | unenlightened |
| uncaring | vile | Slave | | Unfortunate |
| unclean | Violated | Slavery | | Unprogressive |
| Uncomforable | Violated | Black | | Unreasonable |
| Uncomfortable | Unsettled | | | Unsafe |
| Unsuitable | | | | Unsavoury |
| Unsurprised | | | | Colonialism |
| Wrong | | | | Unsettled |
| Child Slavery | | | | |
| clear reminder of | | | | |
| white supremacy | | | | |
| Colonial | | | | |

| | | colonial | | | | | | |
|--------------------------|-----------------|---|-------------------|---|----------------|-------------------|------------|----------|
| Somewhat Negative | 1 | Afraid | Bizarre | Disappointed | Misinterpreted | Scared | | |
| | | Annoyed | bothered | Discussion | No | Shabby | | |
| | | Annoyed | Cautious. | Diverse | Old fashion | Solemn | | |
| | | Anxious | Concern | Doubtful | old fashioned | Sorrow | | |
| | | Apologetic | concerned | Dubious | Old fashioned | Sorrowful | | |
| | | Archaic | Concerned | Elusive | Old-fashioned | Sorry | | |
| | | Archaic | Concerning | Empathetic...with people | Out of date | Strange | | |
| | | Ashamed | conflicted | that are upset by it | Out of place | Stuck | | |
| | | Ashamed | Conflicted | frightened | Past | Stuck in the past | | |
| | | Ashamed (I am white) | confused | Frightened | Puzzled | Stunned | | |
| | | Ashamed of the lack of knowledge of slavery | Confused | Frustrated | Puzzled | Sympathy | | |
| | | ashamed to be | Confusing | Frustrated | Realised | Torn | | |
| | | British | confusion | frustration | Relevant | Unaware | | |
| | | Awkward | Dated | Frustration | Sad | unhappy | | |
| | | Awkward | Dated | Irrelevant | Sad | Unhappy | | |
| | | Backward | Different | It is ridiculous that people get so twisted up trying to hide the material traces of racism | Saddened | Uninformed | | |
| | | Backwards | Disappointed | | Saddened | Unnecessary | | |
| | | Bad | Disappointed | | Sadness | unnecessary | | |
| | | Bitter | Disappointed | | Sadness | Unpleasant | | |
| | | Surprised | Ethnicity | Unsurprised | Reminder | Unsure | | |
| | | Surprised | Misunderstood | Wanting action | Suprised | Unusual | | |
| | | Uncertain | reminded | Empathetic | Surprise | Why | | |
| | | Worried | Change the future | | Advertising | | | |
| | | Neutral | 2 | Other | Exotic | Local | Passive | Time |
| | | | | 250years | factual | long | Past lives | Tolerant |
| All | Familiar | | | lot | Placed | tory | | |
| Ambivalent | Feelings | | | Me | querky | Tradition | | |
| Ancestors | Felt. | | | Media | Questioning | Traditional | | |
| Apathetic | Gloucestershire | | | Memories | Questioning | Traditional | | |
| architectural | Heritage | | | Mixed | rare | truth | | |
| Architecture | Hertiage | | | Monument | Rare | unchangeable | | |
| Art | Historic | | | Museum | Real | Undecided | | |
| Artefact | Historic | | | My | Reflective | Undermined | | |

| | | | | | | |
|--------------------------|---|--------------------------|---------------------------|----------------------|--------------------------|------------------------|
| | | Artform | Historical | Neutral | Relic | unknown |
| | | Atall | Historical | Neutral | Remain | unmoved |
| | | Barely noticed it before | Historical importance | none | Remember | unseen |
| | | Be | historically | None racial | Remember | Watermelon |
| | | British | Historically | Nonplussed | Remembrance | Where |
| | | British | History | nostalgic | resolved | White |
| | | caricature | History | not history | Saf | Wide-eyed |
| | | Caricature | Home | Nothing | School | woke |
| | | Caricature | Hometown | Nothing | School days | Change |
| | | CARCATURE | Horological | nothing its a statue | See | Determined |
| | | CHILDHOOD | I | Nothingness | Significant | Familiar |
| | | Childhood | Indifference | Observant | statue | Family |
| | | Comments: | indifferent | Of | Stroud | Informative |
| | | Context | Indifferent | Of | Strouds | Peoples |
| | | Contextual | Inheritance | Ok | Stroud's | Reflective |
| | | Continuity | its a clock | Old | survivor | Unoffended |
| | | Cultural | just | Old/history | Teach | useful |
| | | Cultural | Knowledge | Othered | term | We need to listen to |
| | | Culture | Landmark | Our | The history of slavery | black people & people |
| | | Culture | Landmark | Part | reaches into the core of | from ethnic minorities |
| | | Depiction | Legacy | | Stroud | |
| | | Don't care | Life | | This | |
| | | Empire | | | Time | |
| | | Engineering | | | | |
| Somewhat Positive | 3 | Appropriate | Inquiring | Intrigue | Meaningful | Thought-provoked |
| | | Art appreciative | Inquisitive | Intrigued | Nice | Thought-provoking |
| | | Artistic | Inspired | Intrigued | optimistic | Understanding |
| | | At home | Interest | Intriguing | Progress | Understanding |
| | | Benign | interested | Intruiged | Progressive | Unique |
| | | Calming | Interested | Intruiged | Protect | Valued |
| | | charmed | interested curious | Keep it | protective | Whimsical |
| | | cheerful | interested in its history | Respectful | Protective | Thiughtful |
| | | Curiosity | in Stroud | Responsibility | Reassured | Thoughtful |
| | | friend | Interesting | Restore it | relaxed | Thoughtful |
| | | Good | Interesting | Sentimental | Respect | Important |
| | | I don't feel | innocent | Spirited | Inoffensive | Important |
| | | offended | | | Inoffensive | |
| | | I like it | | | | |

| | | | | | | |
|-----------------|---|---|--|---|--|---|
| Positive | 4 | Ingenious 'Proud' (see notes) Intrested Accepting Acceptable accepting Admiration admire Admiring affection Amused Appreciation Appreciative awesome | Content Craftsmanship Cute Empowered Endearing Engaged Engaging Enlightened Excited Exciting Fascinated Fascinating Fascination Gratitude | Happy Honest hopeful Iconic Impressed Inclusive Joy Love marvel motivated passionate peaceful supportive Handsome Happy | Pleased pleased pleasing positive Powerful Pride Pride Proud Proud Proud of historical objects in Stroud Smile Smiles smiling Stunning | Wonder Wonder Wonderful Wondering work of art Belonging Belonging Comfortable compassion connected Beautiful beautiful Beauty Beguiled |
|-----------------|---|---|--|---|--|---|

Appendix B: Sample number of responses to Question 3, 85 responses (5%) were chosen at random using a random number generator.

| Number response | Comment |
|-----------------|--|
| 10 | It should remain in situ. |
| 36 | it should be taken down and someone who cares about the local history can keep it, if it gets displayed it should be done with a lot of consultation |
| 88 | Surely this is a museum piece by this stage and not a public 'showpiece'? Surely something more empowering and contemporary and reflective of Stroud could be put in it's place? |
| 90 | I think it should be removed and placed in a local gallery/museum where its historical significance can be explored honestly |
| 110 | At the very least a plaque should be placed beneath, detailing the context of the statue and Stroud's connection to the slave trade. I would rather the statue was removed and placed in a museum. |
| 120 | It should remain. Its historical context should be explained nearby and online. Taken on its own it may be offensive to some but it's part of an historical journey and is a good reminder of that. |
| 248 | I think it should be taken down and plaques should be placed explaining why it was there in the first place , but also why it was removed |
| 262 | I think the idea to remove it from its current location and out in the Stroud museum is the right thing to do. We cannot erase the past and neither should we. This is reminder of how life shouldn't be! If as a community we are anti-racist we should not condone this type of "ornament" just because it was once publicly acceptable to the people of Stroud. It isn't acceptable and should be taken down. |
| 294 | It should be taken down and put in Stroud museum as part of an exhibit explaining Stroud's historical links to the slave trade and plantation colonialism. |

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| 311 | I think the clock should remain and kept in good order. An explanation of its uniqueness and background could be provided on a plaque, with a recognition that the evils of the past are acknowledged and will not be repeated. A qualified answer to Question 4 below is that the name of the house should be relevant to the present occupiers, and decided on by them and the local planning authority. |
| 320 | Please retain the statue and consider a plaque explaining the history |
| 327 | Leave it where it is. |
| 342 | It should stay where it is and not be touched. |
| 394 | Please leave the statue where it is. This cancel culture is now beyond ridiculous |
| 411 | Ideally, I'd like to see it continue to be seen on the building which has been its home for so very long. I support tolerance of other opinions, diversity of expression, freedom of speech and feel concerned about groups with extreme views who demand that things be destroyed or, conversely, forcibly implemented even if in effect it gives a false impression of the past. I rate people on what they say and do, not on their ethnicity. If a large majority of people demand that the carving be removed, then at least display it in a museum so we don't just whitewash (NO pun intended) history. To remove all but the most current representations of different ethnicities reminds me of Orwell's novel 1984. The job of the main character, Winston, was to constantly review all older media and alter it by removing certain facts and substituting them with whatever Big Brother wanted. The public could never rely on anything historical being truthful because it had all been altered to fit with the wishes of the current State. I do not support that kind of censorship. |
| 483 | this object has no bearing on african culture, let alone a part of british culture. this is not an occasion where we need to preserve the statue to remind ourselves of a time where we were different. all i see is a silly clock. that was made by a man who had a very narrow view on an entire continent. the |

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| | statue should be thrown in a whole and then they should throw away the hole. if it is to stand as an heirloom to anything, it will give the statue some meaning. however, the creation of the statue is meaningless. |
| 501 | I think it should be taken down and put in a museum with a short description of its relevance. |
| 510 | Taken down - it doesn't represent modern England and the people living here |
| 555 | Some sort of explanatory information board should be provided. We do not fight racism by destroying evidence of out racist history. The statue does not venerate racism and could be used to teach us more about how to avoid racist attitudes |
| 563 | Put in museum as part of explaining the horrors of racism display |
| 569 | Museum. |
| 572 | It should be moved to a museum |
| 582 | Nothing - but more information should placed roadside to explain what it is and where it came from. |
| 606 | I think it should be placed in a museum that describes the historical context for this statue and explains Britain's role in slavery and its impact on current inherent thinking. |
| 615 | The clock absolutely belongs in a local museum. Both the type of clock it is, as well as it's state, are certainly a worthy technical curiosity. If there was more information on why the 'jack' was chosen to be this figure, that would also be of historical interest. Such things could be explained/studied far more in-depth in such a situation. |
| 619 | Taken to the museum in the park and displayed along with its history |
| 632 | It should go into Stroud museum with a full explanation of why people found it upsetting when they saw it in its original position |
| 635 | I'd like it to go to the museum. It's an interesting bit of history but with offensive connotations. It would be better displayed with context, rather than potentially upsetting people, particularly those with black heritage. |

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| 663 | Be placed in The Museum in the Park with information that contextualises the object. |
| 664 | Local museum explaining its history and why it was removed from the street |
| 668 | The statue should be moved to a museum where its history can be explained. |
| 677 | Remove it. |
| 717 | It could reside in Stroud Museum where it's history and context could be shared and understood by many. |
| 718 | demolished at the very least, ideally demolished and replaced with something better |
| 745 | Removed from public display and put somewhere to remind us of our racist history. Its€™s important that we don't forget our racist past, but its€™s deeply triggering and offensive to have it on display. |
| 759 | Museum |
| 769 | It should remain as an historical artefact. It is not depicting the child in servitude nor chains. |
| 784 | I could care less as long as it is gone |
| 790 | Put it in a museum or other appropriate place alongside educative information. Use it as a tool to bring about recognition and healing. Racism hurts everyone |
| 797 | Remove. Take to a museum to educate people better. |
| 803 | Move to a museum Explain the history so that the British public can learn and understand Make it part of the education and curriculum |
| 814 | I am not sure my opinion matters when the chair of the review panel has already supported the removal of other historical statues - 9th June 2020 "Oriol College : University of Oxford: Remove your racist statue". This doesnt really give me confidence in an independent fact based review... |
| 825 | It should be removed as it has no place on modern society. |
| 839 | Stay in place |
| 870 | It should be left where it is, as the report says it is now part of a listed building, and therefore conserved. A better sign should be made to make it clear what the statue is and also the schools history. There are very easy and cheap ways to get information across such as QR codes which can lead |

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| | anyone with a capable smartphone and internet connection to a website or audio message. Erasing history doesn't change anything it merely divides and allows the strongest voice to take over the narrative. The questions on section 5 are abhorrent and mitigate the history of the Stroud District. You cannot change the past but you can educate and I am all for SDC to provide funding for a historic outreach programme about Stroud, provided it is fair and balanced and not a smear campaign of the town and it's people. |
| 915 | Put in local museum to educate on our history |
| 927 | Ideally removed to the Stroud museum |
| 933 | Museum |
| 946 | It should stay, we shouldn't airbrush our history. We should remain aware of our past, not confine it to the shadows. |
| 962 | It should be removed, its extremely racist and offensive |
| 966 | It should definitely be removed and rehoused in a museum with an explanation about historic and modern racism and slavery. |
| 998 | Bring it down, as soon as possible. I would let the Black community of Stroud determine its fate - perhaps via a direct assembly - as I don't feel placed to say whether it should be destroyed or go into a museum. That should be up to them. |
| 1010 | It should be placed in a museum to educate the population. It is out of content and projects a negative image of the town. |
| 1035 | It should be removed, with public apology, and placed in the museum with a clear message stating the history of such a creation. It's a very useful teaching aid when placed in the right context instead of accepted as latent racist wallpaper celebrating the power one group of people feel they have over another. |
| 1036 | Removed from the street scene and possibly used as part of a wider exhibition in the museum about Stroud's links to slavery, and also about its abolitionist heroes (Paganhill arch), but working with the (admittedly small) broader black and ethnic minority community to ask them to contribute. |
| 1037 | It should be kept |

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| 1053 | I think it should be put into a museum so it can properly contextualised, people can see it and learn about history and the harmful effects of racism in the past and now. I don't think we should forget history but leaving the statue in a public place looks like it is an image that is being celebrated or at least accepted by the people of Stroud. Leaving it in a public place will also give Stroud a negative and backward reputation among visitors. |
| 1098 | It needs to be removed and destroyed. It is an antiquated, racist symbol of colonialism that should not be displayed proudly. |
| 1115 | This statue, whatever the intention at the time of construction, cannot be ignored now as a representation of a time of colonial repression and slave trading. As such it belongs in a museum with appropriate educational materials outlining its history and significance. It has no place on a 21st century high street and should be removed. |
| 1117 | I understand that there is a suggestion to move this to the museum. If moved here it needs to be clearly curated with historical fact and the connection that Stroud so clearly had with the slave trade. The alternative is to move it and not display it but to have a clear archivist statement about the connection to the misappropriation of the past. |
| 1124 | Put in a box |
| 1150 | It should either be removed if it is deemed of limited cultural value or a plaque should be added explaining the history and context around its installation. |
| 1192 | Having read the report on the statue's origin and history I feel that it should remain in place and that it's obvious links to colonialism and slavery be readily accessible. I strongly feel that the artist who is not from Stroud so has no deep connections to the town or area, whilst fully entitled to voice his opinion, should not be allowed to determine what happens to an object of such historical significance. |
| 1201 | Remove it and put it in storage somewhere. |
| 1218 | In our fantastic museum, as an informative piece of history |

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| 1222 | It should be removed to a museum and put on display outlining its history and why statues such have a negative impact on people of colour. |
| 1224 | Keep it there. Do no pander to those you wish to remove it and thereby are causing division and not reducing |
| 1225 | It should be destroyed. |
| 1238 | Put it in one of your museums, black people have always been the subject of ridicule. |
| 1259 | Today we live in a different age. I am appalled that this symbol is still there as a constant reminder just as the golly wog was, it needs to be removed. |
| 1302 | It should be removed. |
| 1359 | See the box above. It should go in the museum and we should respect the feelings of p.o.c. who are a minority in Stroud but are the ones affected |
| 1373 | I think that the Blackboy Clock Statue should be carefully removed and placed in the Museum in the Park. It should be replaced with a plaque explaining what used to stand there, why it was removed and where it is now. |
| 1376 | This needs to be displayed in a historical museum along with educational information for the younger generations. Germans don't proudly display a statues of Hitler. Why should we proudly display statues of slave children and the horrendous colonial past of Britain? It is not art. It remains a scathing reminder to put all black residents of Stroud in their rightful place. Not sure why the slave statue is so coveted. What is wrong with people?? |
| 1404 | Put in a museum appropriately, telling truthful history of those times. |
| 1420 | It should stay where its meant to not for some minority views. |
| 1421 | Retain it BUT make sure it is used to remind us all of our errors and promote better attitudes and tolerance. |
| 1450 | It belongs in a museum. |
| 1500 | It should be given to a historical institution; it should NOT be on public display. |
| 1511 | It should be removed, and it could be exhibited in a museum, as it is a relic of a bygone era and can serve to educate people about racism. It serves a different purpose now to the |

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| | one it served in previous years. Yes, we can still learn from it and it can be in a museum where we educate people. |
| 1574 | It should be removed and potentially exhibited in a museum to demonstrate Britain's past of colonialism and slavery. |
| 1609 | IT SHOULD REMAIN |
| 1624 | I think the statue should be removed from where it is currently. The lack of any sort of critical commentary does not send a message of inclusivity to the surrounding community and risks appearing as an unawareness of the links this statue holds with colonial history. I believe the statue should be kept somewhere where its historical context and links to colonialism can be fully considered and discussed. |
| 1628 | It should be taken down and moved to Stratford park museum with a description of its history past and present. |

Appendix C: Full list of Responses for Question 5 in "Other: Please Specify" category

| | |
|--|--|
| No/None/Nothing | Nothing comes to mind, perhaps I'm unobservant as with the statue above! |
| | No , leave our history alone |
| | None |
| | No need to review |
| | None leave as they are. |
| | No suggestion |
| | N/a |
| | N/A |
| | No others spring to mind |
| | None |
| | Absolutely not |
| | None |
| | No |
| | none |
| | None to our knowledge |
| | n/a |
| | None |
| | Can't think at the moment |
| | None |
| | Nothing |
| | None come to mind |
| | None |
| | None |
| | None |
| | None |
| | None |
| | N/A |
| | None |
| | Nothing else as far as I know |
| | Not to |
| | N/A |
| | I am not currently aware of any other |
| | N/A |
| | None |
| | None |
| | NONE |
| | N/A |
| | None |
| | none known |
| | none that I'm aware of |
| None. | |
| Not known | |
| None. I have always perceived Stroud as a beautiful town with responsible residents who nurture their historic architecture. | |

Agenda Item 7

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| Do not change history/monument | Appendix A Stroud District council should not take it upon itself to rewrite history |
| | PLEASE LEAVE OUR BRITISH HISTORY ALONE |
| | There is nothing that should be changed as it is history adding an educational plaque would be the right action |
| | History is always appropriate as you can not change it. |
| | Needs to be done on a case by case |
| | It's history |
| | I think that reviews are only carried out by people who hate our great heritage, I'm more interested in preservation for generations to come. |
| | Stop trying to make judgements on historical figures, using current cultural standards. It's insane. |
| | It is inappropriate to change the town because of the views of a tiny minority looking to be offended by. |
| | leave it all alone. |
| | Leave everything as it is. |
| | Most have a local interest and should not be changed to keep a small minority happy |
| | LET IT BE - no name, statue, monument needs changing or removing. END THIS VANDALISM! |
| | Leave the statues alone. Proud of our history |
| | NONE leave my history alone please. |
| There are other locations, currently unsure/unknown | I believe there are others but do not have the time to submit these as part of this consultation right now |
| | I would have to think about this. |
| | Anything in the Stroud area that depicts the horrors of slavery in a derogatory way. |
| | All and any that have ties to slavery or the segregation of my people |
| | Your question 11 in this survey |
| | I have not done a comprehensive audit of the Stroud District. In my view ALL relics of racism need to be removed/changed without delay. Not a select wishlist of those that a few people have actually noted. It needs a positive radical comprehensive shift from our communities into archiving for education. The community must reflect the inclusiveness that we wish for it NOW. |
| | I cant think of any but if there is it must be renamed |
| | there are many up and down the country and locally, but no specific location or public artifact springs to mind, I'm sure they should all be reviewed. for contemporary relevance. |
| | I cannot think of any I would like to be reviewed |
| | More a lack of commemorations |

| | | |
|---------------------------------|---|------------|
| Specific Names/Places | Roy Hackett | Appendix A |
| | Black boy clock | |
| | The Archway in Paganhill deserves more significance. | |
| | Archway at Paganhill | |
| | Blackboys | |
| | Black Boy Lane, London | |
| | Green Man and Blacks head pub | |
| | Black boy clock and house | |
| | Tempted to put Whiteway | |
| | Blackboy House in Castle Street | |
| | There should be more celebrations of St georges day | |
| | Ebley mill | |
| | Anti-Slavery Arch | |
| | Anti Slavery Arch | |
| | Subscription Rooms | |
| | Attention to Uley and Dursley should be paid for any commemorations to the Maynard family, the largest in the area: Walter Maynard "Awarded the compensation for the enslaved people on New River as owner-in-fee, a group of 40 enslaved people at St Pauls Charlestown and a further group of seven enslaved people elsewhere on Nevis." https://www.ucl.ac.uk/lbs/person/view/23790 | |
| | I haven't been looking in Stroud, so can't say. Actually I have seen racist monstrosities in Gloucester, which need to be removed. | |
| | Black out faced Morris dancers | |
| | Stroud Wassail | |
| | Gunhouse Lane....named after the munitions building of the Stroud Militia-and used to violently quell an uprising of mill workers and farmers | |
| | Stroud district council | |
| | Russell Street and John Street | |
| | Paganhill Arch | |
| | The School of Art and Science. | |
| | Mills | |
| | Plaque | |
| | Whiteshill and Brownhill. | |
| Colston Hall | | |
| Dunbar monument | | |
| Blackboy Hill, Whiteladies Road | | |

| | |
|--|---|
| Abstain from answering | I am not getting drawn in to this rubbish. |
| | You presumptuously assume a street name must be "appropriate". Also, there's no option for "none". Tells all. Again, biased from the start. |
| | It is not up to me to decide if something is 'appropriate' |
| | Stop causing trouble |
| | Do not pander to BLM PC GONE MADE |
| Your looking for issues is an affront to uk history and a waste of taxpayers money | |

| | |
|---------------------------------------|---|
| Do not understand the question | Don't quite understand the question |
| | - |
| | What do you mean by 'appropriate'? Explain. |

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Public Consultation – EDI Consultees**Stroud District Community Groups**

Action for Children - Kingfishers Ebley
 Age UK Gloucestershire
 All Pulling Together Community Association
 Alzheimer's Society Memory Cafe - Cam
 Alzheimer's Society Memory Cafe - Stroud

 Alzheimer's Society Singing for the Brain - Stonehouse
 Art Works Space
 Bluebird Care (Stroud and Cirencester)

 Bosun Care Ltd
 Cirencester and Stroud Parkinson's UK Branch
 (including Tetbury)
 Citizens Advice Outreach Service (Stonehouse - APT)
 Citizens Advice Stroud District

 Community Advice, Links & Mental Health Support
 Service (CALMHS) - Stroud and South Cotswold
 Community Wellbeing Service - Stroud and Berkeley
 Vale
 Crossroads Gloucestershire - Carers Social Groups
 Dramatic Change (Inclusion Gloucestershire)
 Dynamic Support | Supporting Independent Living
 Emmaus Gloucestershire
 Fair Shares - Stroud, Stonehouse and Dursley
 Five Valley Sounds (Talking Newspaper) for the Stroud
 Area
 Gay-Glos
 GL11 Community Hub
 Gloucestershire Breastfeeding Supporters' Network
 Gloucestershire Counselling Service
 Gloucestershire Credit Union
 Gloucestershire Deaf Association
 Gloucestershire Federation of Women's Institutes

 Gloucestershire Federation of Women's Institutes
 Gloucestershire Gay and Lesbian Community
 Gloucestershire Learning Disability Partnership Board
 Gloucestershire Youth Support Team

 Grippiers | Supporting young Gloucestershire adults
 recovering from mental illness
 Guideposts CONNECT at Stroud Community Hub
 Guideposts CONNECT at Whitminster (Carers and
 Dementia support)
 Guideposts Trust Carers Support Services
 Home-Start Stroud and Gloucester
 Insight Gloucestershire
 Learning Together Limited
 Lifting The Blues
 Longfield

 Longhouse Respite Unit
 Mencap (Stroud and District Society)
 Museum in the Park
 Nailsworth Recreation Centre
 Network Health and Social Care
 Of Course We Can | Inclusive events for disabled and
 non-disabled young people aged up to 25 years
 OPENhouse
 People First | Home Support Services
 Rethink Mental Illness, Stroud and Gloucester
 Supported Housing Service
 Riding for the Disabled Association (Watershed Group
 Cotswolds)
 Sheltered Housing (Stroud District Council)
 Society of Friends Quakers - Painswick

 South Gloucestershire and Stroud College

 Stratford Park Leisure Centre (Stroud)
 Stroud Club for the Visually Impaired
 Stroud Community Hub (Learning Disabilities)
 Stroud Congregational Church
 Stroud Court Community Trust
 Stroud District Foodbank

 Stroud Furniture Bank
 Stroud Hospitals League of Friends
 Stroud Mental Health Carers Support Group
 Stroud Valleys Credit Union Ltd.
 Stroud Women's Refuge
 The Beeches
 The Marah Trust
 The Pulse Pool and Sports Centre (Dursley)
 UK SMART Recovery (Local groups Gloucester,
 Cheltenham and Stroud)
 University of the Third Age - Stroud
 Uplands Day Care Service
 William Morris College

 Woodchester Valley Village (Extra Care Sheltered)
 Wotton and Dursley Club for the Visually Impaired

 Inclusion Gloucestershire
 BABES (Breastfeeding and Babies Early Support)
 Cotswold Vale Talking Newspaper
 Gloucestershire Sight Loss Council

Agenda Item 7

Appendix B

All Town and Parish Councils in the Stroud District

Stroud District Race Groups

Stroud Against Racism
The Indian Association – Cheltenham
The Polish Association – Gloucester
Ebony Community Carers Group
The Gloucester Muslim Welfare Association Limited c/o Haroon
African & Caribbean Association
African Community Foundation
Gloucestershire Chinese Resource Centre
Gloucestershire Chinese Women's Guild
GARAS (Gloucestershire Action for Refugees and Asylum Seekers)
Barnwood Trust
Gloucestershire VCS alliance

Stroud Community Safety Partnership

| | |
|--|------------------------------|
| Gloucestershire Police (Chair) | Sovereign Housing |
| Gloucestershire Police (Superintendent) | P3 Charity |
| Children Social Care | Prospects |
| Gloucestershire County Council – Early Years | CGL |
| Gloucestershire County Council – Trading Standards | Barnardos |
| NHS Gloucestershire Clinical Commissioning Group | Gloucestershire Fire Service |
| Victim Support | Archway School – Deputy Head |
| The Door | Nelson Trust |
| Sanctuary Housing | NFU (National Farmers Union) |
| GreenSquare | Hate Crime Steering Group |
| GDASS | Dursley Town Council |
| Bromford Housing | Stroud Town Council |

Media Contacts – Press release

| | |
|-----------------------------------|---------------------|
| Gloucestershire Live | Stroud Times |
| Cotswold Vale Talking News | The Citizen |
| BBC Points West | Union News |
| BBC Radio Gloucestershire | Western Daily Press |
| Gloucestershire Gazette | Wotton Times |
| Gloucestershire News Service | |
| Five Valley Sounds Talking News | |
| Heart FM | |
| ITV West | |
| Local Democracy Reporting Service | |
| Local Government Chronicle | |
| Lovingthecotswolds.com | |
| Municipal Journal | |
| Punchline magazine | |
| SoGlos | |
| Stroud News & Journal | |



Ms Hannah Emery
Stroud District Council
Ebley Mill
Ebley Wharf
Stroud
Gloucestershire
GL5 4UB

Direct Dial: 0117 975 1308

Our ref: PA01176385

8 April 2022

Dear Ms Emery

Pre-application Advice

STROUD TEACHERS CENTRE INCLUDING RAILINGS TO YARD, CASTLE STREET, STROUD

Thank you for your emails of 7 and 14 March 2022, and the documents subsequently received. Please see below Historic England's comments on the proposal. We welcome this opportunity to advise.

Summary

Your Council seeks advice on the potential removal of a jack clock from the principal elevation of Blackboy House to the Museum in the Park. We understand this is being explored in response to public disquiet at the nature and associations of the jack figure.

Blackboy House is a 19th-century building, significant due to its architectural interest and its contribution to the history of Stroud. The building's significance also derives from the jack clock on its principal elevation. This form of clock is unusual, and is of historic and artistic interest in its own right. The building, which is listed at grade II, and its clock contribute to the character and appearance of the Top of the Town Conservation Area.

The removal of the clock would harm the significance of both Blackboy House and the Top of the Town conservation area. It would also cause considerable harm to the legibility of the jack clock as a complete entity.

In evaluating whether to develop a proposal to remove the clock, your Council must consider the policies in the National Planning Policy Framework, which require great weight to be given to conserving the significance of designated heritage assets, clear and convincing justification to be shown for harm to that significance, and such harm to be weighed against any public benefit. Your council must also consider the



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importance of the retention in situ and, if appropriate, explaining its historic and social context.

Although you have prepared a helpful statement about the figure and clock, this leaves questions which merit further consideration, to inform the application of these policies to this case. The Council will need to undertake further work to understand the significance of the clock and to consider its retention in situ, with appropriate interpretation.

Advice

Significance

i) Of Blackboy House

Black Boy House is an attractive building, originally built in 1844 as a girl's school. It is constructed in ashlar stone, and was designed in a Tudor style, with an asymmetric front elevation enlivened with the well-judged use of detailing such as string courses and hood moulds. Its boundary is marked by attractive fleur-de-lys topped railings.

Its intended asymmetry is evident across its principal elevation, with its westernmost bay presenting a steep gable to the road. The apex of this gable contains a prominent jack clock and jack figure, set in a niche, which is perhaps the most distinctive element of the building, and adds to its artistic interest.

The building is of historic interest, both as an example of mid-19th century architectural fashions and as illustrative of the evolution of the provision of education in the 19th-century. The school also contributes to our understanding of the changing character of Stroud in this period.

The clock is of historic interest in its own right, and this contributes to the historic interest of the building. It is a fine example of 18th-century craftsmanship and technology, dated to 1774 and attributed to John Miles of Stroud. It predates Blackboy House, and documentary evidence suggests that it was sited in Miles's watchmaker's shop on the High Street. Despite several relocations, the original mechanism is documented to be relatively well preserved, and contributes to our understanding of the evolution of horology.

It is also of interest as a jack clock, so named after the figure (or 'jack') that strikes a bell to mark the time. Such clocks are medieval in origin, and are relatively common across continental Europe. They are much rarer in England: this example appears to be one of roughly twenty that survive.

This historic interest is increased as the Stroud clock is a relatively late surviving



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example, and the form of jack varies from the other surviving examples, which often depict knights, soldiers or prominent citizens.

While the report that you produced to support the consultation advanced a number of theories for why the figure of a black boy was chosen, these have not been explored in detail. The report also did not provide much analysis of the historic and artistic context of the figure, and greater consideration needs to be given to this. The appearance of the jack also seems to have been influenced by later interventions.

ii) Of the Top of the Town Conservation Area

Blackboy House is in the Top of the Town Conservation Area, part of the historic core of Stroud. The area grew up organically, and its buildings vary in their age and their style, reflecting the historic evolution of the settlement. They are sited within a surviving historic settlement plan, which itself provides evidence of older layers of Stroud's history. This forms the foundation of the character and appearance of the conservation area, which is also the result of the quality and diversity of the building's architecture, and which gives the conservation area an eclectic and attractive appearance.

Blackboy House is one such architecturally appealing building, and it therefore contributes positively to the character and appearance of the conservation area. It is also one of a number of listed buildings within its boundary, listed at grade II.

Impact

The draft proposal seeks to remove the clock from its current position on the principal elevation of Blackboy House, and to relocate it to the Museum in the Park. This proposed relocation would result in harm to the significance of both Blackboy House and the Top of the Town Conservation Area.

i) Impact on Blackboy House

Most immediately, the removal of the clock would diminish the architectural interest of Blackboy House, as it is a distinctive element of the principal elevation of the listed building. The clock also provides the building with a degree of historic interest, linked to the rarity of its mechanism and form. Its removal would remove the ability to appreciate the clock in situ, as well as the ability to understand how it historically functioned.

However, while the removal of the clock would harm the significance of the building, much of its historic and architectural interest would survive. It would retain an architecturally satisfying composition and would still provide evidence of the evolution



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of Stroud and of the provision of education.

ii) Impact on the Top of the Town Conservation Area

The character and appearance of the Top of the Town Conservation Area is defined to a considerable degree by the contribution made by the architecturally interesting buildings within its boundary. As the draft proposal would diminish the architectural character of Blackboy House, it would, in turn, diminish its contribution to the streetscape of the conservation area. However, it is one of a large number of buildings that contribute to the character and appearance of the conservation area. The impact of its removal would therefore be localised, and limited.

Policy

Were the proposal to remove the clock from Blackboy House adopted by your council, this work would require listed building consent. The National Planning Policy Framework requires decision makers, when considering the impact of a proposal on a heritage asset, to be aware that such assets are an irreplaceable resource, and that they should be conserved in a manner appropriate to their significance (NPPF, 189). When considering this impact, decision makers must give great weight to the asset's conservation (NPPF, 199), and require clear and convincing justification for any harm (NPPF, 200). Where this harm would be "less than substantial", it should be weighed against the public benefits of the proposal including, where appropriate, securing its optimum viable use (NPPF, 202).

The Framework also requires a decision maker, when considering any applications to remove or alter a historic statue, plaque, memorial or monument, to have regard to the importance of their retention in situ and, where appropriate, of explaining their historic and social context rather than removal (NPPF, 198).

The proposal would also need to be considered against the relevant legislation, with sections 16(2) and 72(1) of the Planning (Listed Buildings and Conservation Areas) Act 1990 being the most pertinent.

Position

The draft proposal to remove the clock from the principal elevation of Blackboy House, is motivated, as we understand it, by public disquiet at the jack figure's connection, direct or indirect, with slavery and colonialism and, perhaps, at the nature of the representation. This is evident in the response to the public consultation, but this rationale is not fully articulated in the information you have provided.

Historic England recognises that parts of our heritage may confront us with aspects of our past which we now question, which may be associated with injustice and which



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may be painful. It is right that as a society we respond to such associations, but we believe that this is best done, not by removal, but by preservation, and responding to them in ways which can explain their context and prompt reflection. Our position on this difficult subject can be found here:

<https://historicengland.org.uk/whats-new/statements/contested-heritage/>.

Our response to this draft proposal reflects this position, which is consistent with Government policy, as expressed in the Framework (particularly NPPF, 198).

The proposed removal would harm both the significance of the listed building in which the clock is located, and the character of the conservation area in which the building stands. It would also seriously damage the integrity of the clock itself. This harm would be “less than substantial” in the terminology of the NPPF.

The Framework requires that clear and convincing justification be provided for any harm to designated heritage assets (NPPF, 200). As the supporting rationale for the draft proposal you have provided us with the results of a public consultation on the future of the clock, carried out between July and September 2021, and a helpful report on its history and significance. While we appreciate that these documents do not yet form a justification in the sense required by the Framework, they do raise questions.

The report left a number of aspects of the clock’s history and context unexplored, and therefore did not provide as full an account of the clock as would be desirable, whether to inform public debate about its future or to support a possible application for its removal. For example, it contained no detailed assessment of the effect of later alterations, repairs and redecoration on the form and character of the figure. Equally, it also contained only limited, and qualified, consideration of the figure’s place within the wider context of 18th and 19th-century artistic representation. This consideration is needed in order that the figure can be properly understood in its broadest context.

This is not to suggest that the report is wrong to state that the figure must be understood in the context of the transatlantic slave trade and of empire, whether direct or indirect, but this is not its full context. As noted above, we recognise the need to respond to such potentially difficult heritage.

Missing from the information we have received is also any sustained consideration of approaches to conserving and responding to the figure, whether with interpretation or by way of a creative commission, in accordance with the Framework’s policy (NPPF, 198).

It is not clear whether consideration has been given to the potential benefits that might arise from full but nuanced interpretation of the figure, and how that might sensitively and successfully be achieved. Similarly, no consideration appears to have been given



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to whether a thoughtful artistic response might help to contextualise the figure, or to positively influence the way in which it is experienced. The limited understanding of the figure's historic appearance, and the effect of later alterations, has also meant that consideration has not been given to whether a sensitive scheme of conservation, alteration or restoration might have an impact on how it is experienced.

In the light of this analysis, Historic England advises your Council to give further thought to alternative options for the future of the clock, rather than adopting a proposal to remove it. This approach would be consistent with the policies of the Framework to which we have referred, and we have suggested areas of further research which could inform such an approach. We question whether the report provided, and the consultation informed by it, would provide a clear and convincing justification for the harm entailed to the significance of Blackboy House, and to the Top of the Town Conservation Area, by the clock's removal.

Should your council decide to proceed with the removal of the figure, as noted above, this would require listed building consent. Under the terms of Arrangements for Handling Heritage Applications - Notification to Historic England and National Amenity Societies and the Secretary of State (England) Direction 2021, any such application must be notified to Historic England.

Next Steps

Historic England welcomes further involvement in the development of proposals for the clock and is keen to work with the local planning authority to help secure a sensitive solution for the clock. In the immediate future, this might best be achieved through a meeting, perhaps on site, to discuss the clock and the potential options further. These further discussions would form part of our extended pre-application service, further details of which are available at:

<https://historicengland.org.uk/services-skills/our-planning-services/enhanced-advisory-services/extended-pre-application-advice>

Yours sincerely

Historic England
South West Region
E-mail: e-swest@HistoricEngland.org.uk

STROUD TEACHERS CENTRE INCLUDING RAILINGS TO YARD, CASTLE STREET, STROUD
Pre-application Advice

List of information on which the above advice is based



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Email of 7th March 2022

Review of Street or Building Names and Monuments in Stroud District: Response Data Analysis (received 14th March 2022)

Stroud District Council- Report on the Significance of Blackboy Clock and associated Statue, Blackboy House, Castle Street, Stroud (2021)



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Suggestions for future commemoration

Several excellent suggestions were received in response to the public consultation. Table 1 lists the suggestions that have been shortlisted by the Review Panel along with some of the history of the individual or group put together by the Review Panel. This list is intended as a starting point to inspire future research and along with the recommendation for a Task Force to be established to develop a community project to find a way to celebrate and tell the story of those individuals or groups listed, the Panel recommend that other community groups, schools and individuals find their own way of telling the stories of those listed.

Some of the suggestions received were to celebrate people with no connection to the Stroud district, and although great suggestions, they have been separated into Table 2 as these suggestions will not form part of the scope of the community project developed by the Task Force.

Table 1: Review Panel Shortlist

| Black History and Black people of Stroud (pre-Windrush) |
|--|
| <p>The parish records of Stroud's St. Laurence Church have only three entries from before the twentieth century for Black people:</p> <p>On the 28th February 1786, a man called Adam John Parker was buried aged 32 with a parish funeral, an indication of poverty; an unnamed man aged "about 40 yrs" was buried on the 24th Mary 1800 and likely had a similar burial; and a child called William Ellis, the son of a "Negro of Guinea" called Qualquay Assedew, was baptised aged 12 on the 7th May 1801, under the name of the vicar that conducted the ceremony.</p> <p>There are also parish records for Black people living elsewhere in the Stroud district around this time.</p> <p>There are two baptisms: Francis London, "a servant to the Rt. Hon. Lord Ducie supposed to be 17 years of age – a native of Africa" was baptised on the 20th June 1773 in Nympsfield; and William Frocester, "supposed to be about 11 or 12 yrs old, born on the island of Barbados and now a servant of Edward Bigland Esq. residing in Jamaica" was baptised in Frocester on the 4th November 1790.</p> <p>There are also four burials: Daniel "a black stranger" was buried in Nympsfield on the 31st of December 1719; William Jubiter "black" was buried in Rodborough on the 1st July 1778; Thomas Davis, "an infirm travelling Black" was buried aged 67 in Minchinhampton on the 29th June 1826; and Ann Johnston, "a woman of colour" was buried aged 35 in Eastington on the 29th February 1876.</p> <p>These parish records were maintained by local churches and as such only contain records for ceremonies conducted by those establishments. This means that potentially there could have been other Black residents of the area who could have gone undocumented by these records. More information about historical parish records for people of colour throughout the whole of Gloucestershire can be found at: https://www.gloucestershire.gov.uk/media/2101416/a-handlist-to-resources-relating-to-bame-people-and-communities-in-gloucestershire-updated-2020.pdf</p> |
| Anti-Slavery Arch, Anti-Slavery Campaigners, Slavery Memorial |
| <p>The Anti-Slavery Arch in Stroud is Britain's oldest anti-slavery memorial, built by Henry Wyatt in 1834 to celebrate the passing of the Abolition of Slavery Act in 1833. It was originally built by Wyatt in Paganhill as part of the entrance to his private estate; his property was demolished in the 1930s but only the arch remains now. The monument is now a Grade II* listed building owned by Stroud District Council, and also serves as the namesake for nearby Archway School. More information about the wider history of the arch can be found in a short publication written by Philip Walmsley and published by the Stroud Local History Society in 2003 called 'Stroud Versus Slavery' available online here: https://u.pcloud.link/publink/show?code=XVzctalk</p> <p>The Review Panel agree the Anti-Slavery Arch is an important part of the district's history and forms part of their recommendations. Now is an opportune time to provide information not only</p> |

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on the role the district played in the abolitionist movement but also the role of the district in the Transatlantic slave trade, imperialism and colonialism.

Windrush

The Windrush generation were workers who came to the UK from the Caribbean between 1948 and 1971. Many arrived on the HMT Empire Windrush ship.

On the 22 June 1948, the first big group of post-war migrants from the Caribbean arrived at Tilbury Docks, Essex on the Empire Windrush ship. 22 June now marks National Windrush day, a day to recognise the contribution of migrants to UK society.

Windrush Day was launched in June 2018 in the wake of the Windrush Scandal, to mark the 70th anniversary of the arrival of the pioneering Windrush Generation in the UK.

Further information can be found via the following links:

<https://www.blackhistorymonth.org.uk/article/section/the-windrush/windrush-then-and-now-a-day-to-celebrate-how-the-windrush-generation-helped-to-create-the-black-british-society-we-know-today/>

<https://www.gov.uk/government/news/government-funds-windrush-day-2022-celebrations#:~:text=Community%20projects%20celebrating%20the%20Windrush,June%20through%20events%20and%20activities>

In March 2020, an independent *Windrush Lessons Learned Review* was conducted and provided an assessment of the events leading up to the Windrush scandal and key lessons for the Home Office.

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/876336/6.5577_HO_Windrush_Lessons_Learned_Review_LoResFinal.pdf

Undoubtedly, the Stroud district will have greatly benefitted from migration and the area is better for it but more research needs to be done to present the legacy of the Windrush generation and the contributions they made and continue to make.

Sheffie Mohammed MBE (1925-2011)

Born and educated in Trinidad, Sheffie Mohammed MBE served as an Independent Councillor for Farmhill and Paganhill ward on Stroud District Council for 33 years from 1973 to 2007.

The Stroud News and Journal published the following information:

“Regarded as the grandfather of Stroud District Council... The restorations of both Stroud’s Arch commemorating the abolition of slavery and the bandstand in Stratford Park are among the achievements for which Mr Mohammed is especially proud...”

“Born in Port-of-Spain in Trinidad and trained as a jeweller and watchmaker. Served in the RAF during the Second World War and moved to Stroud in the early 1950s. Received his MBE in 2006 for services to the community in Gloucestershire”

More information can be found here:

<https://www.stroudnewsandjournal.co.uk/news/1400284.sheffie-mohammed-steps-down/>
<https://www.stroudnewsandjournal.co.uk/news/9259529.sdcs-longest-serving-councillor-sheffie-dies-aged-86/>

A tree was planted in Stratford Park in 2012 in memory of Sheffie Mohammed and the survey responses suggested the renaming of Stratford Park Bandstand as this was one of his achievements as a Councillor.

Thomas Burchell (1799-1846)

Thomas Burchell was born in Tetbury and was an anti-slavery campaigner who went to the Baptist Church in Nailsworth before establishing a number of Christian churches and setting up ‘free villages’ in Jamaica.

More information can be found here: https://en.wikipedia.org/wiki/Thomas_Burchell

Stroud Area Mill Workers

This is a broad subject and although much is written about the Stroud textile industry there seems to be relatively little about the workers and more research is needed.

Some information can be found here: <https://www.stroudtextiletrust.org.uk/history-background-to-local-wool-industry>

| |
|---|
| Margaret Hills (1882-1967) |
| Margaret Hills was a British teacher, suffragist organiser, feminist and socialist. She was the first female councillor on Stroud District Council where she is credited with driving through housing improvements and later served as a Councillor on Gloucestershire County Council. |
| There is a street in Stroud called Margaret Hills Place. |
| Chartists |
| Chartism was a national political movement with the aim to gain the vote for the working class together with further reforms that would establish democracy. Its heyday was between 1838 and 1848. A mass meeting of 5,000 people was held on Selsley Hill in May 1839 in support of Chartism after a similar (but smaller) meeting was held on Rodborough Common at Easter 1839. http://selsleycommunitygroup.co.uk/about-selsley/selsley-and-the-chartists/ Currently, the only commemoration in the Bell Inn, Selsley. |
| Polly Higgins (1968-2019) |
| Award-Winning Author, Barrister & Ecocide Law expert who lived and died in Stroud and buried in Slad. Polly stopped practising as a barrister to focus on advocating for an amendment to the Rome Statute to make ecocide an international crime. Although the law has yet to be recognised, as of June 2021 there is a fully worked legal definition of ecocide as a potential 5 th crime under the Rome Statute of the International Criminal Court. This definition is now available for consideration by states interested in progressing an amendment to the Rome Statute. The Earth Protector Town scheme is an initiative from the Stroud-based “Stop Ecocide” campaign that Polly founded: https://earthprotectorcommunities.net/towns/ . Stroud Town Council was the first town to declare itself an Earth Protector Town and is also publicly supporting the Stop Ecocide campaign. https://www.stopecocide.earth/faqs-ecocide-the-law https://pollyhiggins.com/ |

Edwin Budding and Laurie Lee were suggested multiple times in the survey. The Review Panel concluded that they are both well memorialised with Edwin Budding commemorated in The Museum in the Park and Stroud Brewery and Laurie Lee commemorated in The Museum in the Park, Stroud, Slad and Almunecar, Spain.

Table 2: Other suggestions with no direct connection with the Stroud district

| |
|---|
| Mary Seacole (1805-1881) |
| British-Jamaican nurse and business woman who set up the “British Hotel” behind the lines during the Crimean War. Seacole displayed “compassion, skills and bravery while nursing soldiers during the Crimean War”, through the use of herbal remedies. She was posthumously awarded the Jamaican Order of Merit in 1991. In 2004, she was voted the greatest Black Briton. |
| Paul Stephenson OBE (born 1937) |
| Community worker, activist and long-time campaigner for civil rights for the British African-Caribbean community in Bristol, England. https://en.wikipedia.org/wiki/Paul_Stephenson_(civil_rights_campaigner) |
| James Baldwin (1924-1987) |
| Black American novelist, playwright, poet and activist |
| Samuel Coleridge-Taylor (1875-1912) |
| English composer and conductor of mixed race birth. |

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Equality Analysis Form

By completing this form you will provide evidence of how your service is helping to meet Stroud District Council's General Equality duty:

The Equality Act 2010 states that:

*A public authority must, in the exercise of its functions, have **due regard** to the need to –*

(a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by the Equality Act 2010;

(b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;

(c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The protected characteristics are listed in Question 9

Stroud District Equality data can be found at: <https://inform.gloucestershire.gov.uk/equality-and-diversity/>

1. Persons responsible for this assessment:

| | |
|---|---|
| Name(s): Hannah Emery | Telephone: 01453 754383 |
| | E-Mail: Hannah.emery@stroud.gov.uk |
| Service: Corporate Policy & Governance | Date of Assessment: 1 April 2022 |

2. Name of the policy, service, strategy, procedure or function:

Report of the Review Panel: Review of street or building names and monuments in the Stroud District.

Is this new or an existing one? **New**

3. Briefly describe its aims and objectives

The purpose of the review was to ensure that the diversity of our communities is appropriately reflected in the public realm and to receive representations, assess evidence and ascertain causes for concern or links to the transatlantic slave trade and colonialism relating to statues, monuments street names and building names within the Stroud district. A specific part of the review was also to make recommendations regarding a specific statue which the council was asked to review by members of the community because it causes offence and is not appropriate for display in the public realm.

A public consultation informed the review and a Review Panel considered the responses,

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undertook their own research and made recommendations to council.

The review reflects the Council's commitment to equality, diversity and inclusion and arised from an antiracist social movement.

The recommendations are set out in the report of the Review Panel.

4. Are there external considerations? (Legislation / government directive, etc)

No

5. Who is intended to benefit from it and in what way?

The outcome of the review and recommendations are to improve the representation of Black, Asian, and Ethnically diverse communities in the Stroud district.

If the recommendations are approved, Black, Asian and Ethnically diverse communities in the Stroud district will benefit from better representation and future representation in the public realm.

If the recommendations are approved, and the removal of Blackboy Clock and Statue secured, a statue that causes offence to many people will no longer be present in the public realm

All communities in the Stroud district should benefit from better representation in the public realm and improved processes that deliver better future representation.

6. What outcomes are expected?

- Eliminating unlawful discrimination
- Advancing equality of opportunity between people who share a relevant protected characteristic and people who do not share it
- Fostering good relations between people who share a relevant protected characteristic and those who do not.

7. What evidence has been used for this assessment?: (eg Research, previous consultations, Inform (MAIDEN); Google assessments carried out by other Authorities)

- Responses to the public consultation held between July and September 2021(See Appendix A of the Review Panel report)
- National and local research/statistics: <https://www.gloucestershire.gov.uk/inform/equality-and-diversity/>
- The Council's Equality, Diversity and Inclusion Working Group

8. Has any consultation been carried out?

Yes – the consultation was promoted through local and national press and radio. Details were also distributed to over 130 organisations representative of the various protected characteristics to ensure as many individuals or groups as possible had the opportunity to comment.

Details of consultation

A public consultation was held between Wednesday 7 July 2021 and 1 September 2021. The consultation asked for suggestions of streets, buildings or monuments that should be reviewed. The consultation was also an opportunity to uncover untold stories of people and communities that have contributed to shaping the Stroud district and to consider how these could be recognised and commemorated. The online survey also asked respondents to describe in three words how the Blackboy Clock and Statue makes them feel and what they think should happen to the statue.

Over 1,600 responses were received and a Survey Response Analysis report was prepared. The key findings from the survey were:

78.6% of respondents felt the Blackboy Statue should be removed

58.6% felt the Blackboy Statue should be relocated to a museum

22.4% felt the Blackboy Statue should remain where it is

A broad spread of individuals or groups to potentially commemorate were suggested

The consultation did not identify any individuals who were central to the Transatlantic slave trade as having been commemorated in the district.

Consultation was also held with the leaseholders and residents of Blackboy House.

If NO please outline any planned activities

9. Could a particular group be affected differently in either a negative or positive way?

(Negative – it could disadvantage and therefore potentially not meet the General Equality duty;

Positive – it could benefit and help meet the General Equality duty;

Neutral – neither positive nor negative impact / Not sure)

| Protected Group | Type of impact, reason and any evidence (from Q7 & 8) |
|-------------------|---|
| Age | <p>Recommendation to rename Blackboy House and undertake a consultation for ‘Blackboys’, Dursley. Older people may experience negative impacts associated with disruption and costs caused by changing the property name or street name, should this option be decided. Consideration will have to be given to older people who may need further assistance to deal with any name change and updating documentation.</p> <p>The recommendation describes steps to mitigate these negative impacts by making a voluntary payment of £150.00 to support with any costs of the name change which will mitigate financial implications and the council will also provide practical help and support to the owners.</p> |
| Disability | <p>Recommendation to rename Blackboy House and undertake a consultation for ‘Blackboys’, Dursley. People with disabilities may experience negative impacts associated with disruption and costs caused by changing the property name of street name, should this option be decided. Consideration will have to be given to people with disabilities who may need further assistance to deal with any name change and updating documentation.</p> |

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Appendix F

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| | <p>The recommendation describes steps to mitigate these negative impacts by making a voluntary payment of £150.00 to support with any costs of the name change which will mitigate financial implications and the council will also provide practical help and support to the owners.</p> |
| <p>Gender Re-assignment</p> | <p>The recommendations will not impact based on this characteristic</p> |
| <p>Pregnancy & Maternity</p> | <p>The recommendations will not impact based on this characteristic</p> |
| <p>Race</p> | <p>The recommendations cover sensitive and contentious areas of work and there are positive and potentially negative impacts.</p> <p>The recommendation for the Council to pursue for the removal of the Blackboy Statue is dependent on several factors which are outside of the Council's control such as the views and wishes of the legal owner of the clock and statue. The recommendation therefore risks raising the expectations of Black, Asian, and Ethnically diverse communities who have voiced concerns about the statue as well as those who responded to the survey stating that the statue should be removed. If the recommendation is approved, progress needs to be clear to all communities and if for any reason, the clock and statue are unable to be removed, this will need to be clearly explained to mitigate this risk.</p> <p>If removal of the statue and clock can be achieved, this will have a positive impact on Black, Asian and Ethnically diverse communities as a statue that is viewed by many as a racist statue because of the way it depicts a black person will be removed from the public realm and relocated to a place where contextualisation can be provided.</p> <p>There are strong views both for and against removing statues which commemorate empire, and the debate can lead to protests. As has occurred in other towns and cities, a small number of those who protest in favour of the statues remaining have extreme views and can quickly turn into demonstrations for white nationalism. This can incite intolerance and increase hate incidents towards Black, Asian, and Ethnically diverse communities.</p> <p>The recommendation to rename Blackboy House and undertake a consultation for 'Blackboys', Dursley will have a positive impact and potential negative impacts. The consultation must be inclusive of all residents. A renaming that results from the review may be considered a measure to foster a community that shares inclusive values, and reduce feelings of discrimination caused by the existing names. A renaming may be a step towards fostering good relations within the community between people who share a protected characteristic of race and ethnicity and white British residents. The potential negative impact relates to individuals who may be more likely to be of lower socioeconomic status and face financial costs from the name change (women who are single parents, people from Black, Asian and Ethnically diverse communities, older people or disabled people). The recommendation describes steps to mitigate these negative impacts by making a voluntary payment of £150.00 to support with any costs of the name change which will mitigate financial implications and the council will also provide practical help and support to the owners.</p> |

| | |
|---|---|
| | <p>The recommendation to establish a task force to oversee the implementation of an Information Plaque outside Blackboy House and develop a community project to commemorate an individual or group suggested in the survey should have a positive impact. The Information Plaque will contextualise the statue and provide information regarding the review and how the review came about, it should also mitigate the risk above in managing expectations. The community project seeks to celebrate diversity and tell unshared stories, although it will not be possible for the project to commemorate all the individuals suggested in the survey it will encourage inclusivity and encourage communities to find their own way of tell the stories of those suggested.</p> <p>The recommendation to review the Council’s street naming protocol to include that future street names should be derived from consultation processes involving our communities should have a positive impact by introducing new street names that reflect the district’s diversity and recognise those who have enriched and made a positive contribution to the district.</p> |
| Religion – Belief | The recommendations will not impact based on this characteristic |
| Sex | <p>The recommendations will affect men and women equally. However the Recommendation to rename Blackboy House and undertake a consultation for ‘Blackboys’, Dursley which could result in a name change may impact lone parents, the vast majority of whom are women who may experience negative impacts associated with disruption and costs caused by changing the property name of street name, should this option be decided.</p> <p>The recommendation describes steps to mitigate these negative impacts by making a voluntary payment of £150.00 to support with any costs of the name change which will mitigate financial implications and the council will also provide practical help and support to the owners.</p> |
| Sexual Orientation | The recommendations will not impact based on this characteristic |
| Marriage & Civil Partnerships (part (a) of duty only) | The recommendations will not impact based on this characteristic |
| Rural considerations: le Access to services; transport; education; employment; broadband; | The recommendations will not impact based on this characteristic |

10. If you have identified a negative impact in question 9, what actions have you undertaken or do you plan to undertake to lessen or negate this impact?

Please transfer any actions to your Service Action plan on Excelsis.

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Appendix F

| Action(s): | Lead officer | Resource | Timescale |
|--|---|-----------------|--|
| The recommendation describes steps to mitigate negative impacts a name change may cause by making a voluntary payment of £150.00 to support with any costs of the name change which will mitigate financial implications and the council will also provide practical help and support to the owners. | Corporate Policy & Governance Manager | Existing budget | Dependent on the when the consultation will be held and when residents of Blackboy House will submit a name change request |
| Monitoring of any protests or demonstrations as a result of the Review Panel's report being published or the recommendations being approved and the clock and statue removed. | Corporate Policy & Governance Manager and | | Regular monitoring throughout the course of implementing any approved recommendations |
| | | | |

Declaration

We are satisfied that an Impact Assessment has been carried out the Review Panel recommendations and where a negative impact has been identified, actions have been developed to lessen or negate this impact.

We understand that the Equality Impact Assessment is required by the District Council and that we take responsibility for the completion and quality of this assessment

| | |
|---|-------------------------|
| Completed by: Hannah Emery | Date: 13/04/2022 |
| Role: Corporate Policy & Governance Manager | |
| Countersigned by Head of Service/Director: Andrew Cummings, Strategic Director of Resources | Date: 14/04/2022 |
|  | |

Date for Review: Please forward an electronic copy to eka.nowakowska@stroud.gov.uk

STROUD DISTRICT COUNCIL**COUNCIL****THURSDAY, 28 APRIL 2022**

| | | | | |
|--|--|-------|----------|---------------|
| Report Title | ANNUAL REPORT ON THE OUTCOME OF 2021/22 EQUALITY, DIVERSITY & INCLUSION ACTION PLAN AND PROPOSED 2022/23 ACTION PLAN | | | |
| Purpose of Report | To set out the progress that has been made in meeting the Council's Equality Objectives during 2021/22 and the proposed action that will be taken during 2022/23. | | | |
| Decision(s) | The Council RESOLVES to: a) Note the progress made on the EDI Action Plan 2021/22; and b) Approve the EDI Action Plan 2022/23 | | | |
| Consultation and Feedback | Both EDI Action Plans have been developed in consultation with the Equality Working Group and Group Leaders have also been consulted. An 8-week public consultation was undertaken on the Equality, Diversity & Inclusion Policy and Equality Objectives. | | | |
| Report Author | Eka Nowakowska, Policy & Performance Officer Email: eka.nowakowska@stroud.gov.uk | | | |
| Options | Members may suggest changes to the Action Plan | | | |
| Background Papers | None | | | |
| Appendices | Appendix A – EDI Action Plan 2021/22 Appendix B – EDI Action Plan 2022/23 | | | |
| Implications (further details at the end of the report) | Financial | Legal | Equality | Environmental |
| | No | No | Yes | No |

1. BACKGROUND

- 1.1 Council approved the draft Equality, Diversity and Inclusion (EDI) Policy and Equality Objectives 2021-25 in March 2021. Following an 8-week public consultation, these were formally adopted by Council in October 2021.
- 1.2 The EDI Policy sets out the Council's commitment to achieving the aims of the Equality Act 2010 and to demonstrate how the Council, when carrying out its functions, will have due regard to the public sector equality duty and the need to:
- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited under the equalities legislation;
 - Advance equality of opportunity between people who share a protected characteristic and those who do not share it; and
 - Foster good relations between people who share a protected characteristic and those who do not share it.

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- 1.3 A protected characteristic under the Act refers to: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.
- 1.4 The EDI Policy commits the Equality Working Group, comprising Members and officers, to report annually to Council on progress in meeting our Equality Objectives, which are:
- **Community:** Listen and learn from our communities and use this to deliver services that work well for everyone.
 - Improve data collection, publish it often, and use it to make decisions that focus on the needs of all our communities
 - Ensure people are engaged, involved and consulted.
 - Ensure our services are designed in an accessible and inclusive way
 - **Leadership & Organisational Commitment:** Actively champion our commitment to equality, diversity and inclusion and tackle inequality together.
 - Embed equality into our services and procurement in a meaningful way that uses feedback to improve
 - Quality check decisions that impact disadvantaged groups and compare them so we can make improvements
 - **Workforce:** Build a diverse and engaged workforce, where everyone is respected.
 - Equip our workforce, including our leadership to meet the needs of the community we serve.
 - Take actions agreed in our Organisational Development Plan and resulting from equality workforce monitoring.
 - Ensure that our employees feel equal and included and are not subject to any unfair disadvantage regardless of their background and/or characteristics.

To this end, the Equality Working Group produced an Action Plan which set out the priority areas of focus for the year 2021-22.

2. ACTION PLAN 2021/21

- 2.1 The EDI Action Plan 2021/22 (Appendix A) details the progress we have made towards our Equality Objectives. Implementing this plan has ensured that ED&I is firmly back on the agenda and embedded as a clear priority for the organisation.
- 2.2 This is evident in the [Council Plan](#), where ED&I and community engagement are strategic objectives, underpinned by measures to strengthen community cohesion and provide support to those who experience most disadvantage.

2.3 Summary of Achievements 2021/22

- 2.3.1 In association with the Employers Network for Equality & Inclusion (ENEI) a mandatory ED&I training programme was rolled out to all Councillors and staff. This focussed on creating an inclusive culture and raising awareness of unconscious bias. All managers undertook an additional 'Inclusive Culture & Leadership' module and officers who volunteered to be Equality Champions received specific training for this new role.
- 2.3.2 We have published an Easy Read version of our revised ED&I Policy so that it is accessible to more people in the community. We have also improved the visibility of

equality and demographic data for the district by publishing infographics relating to the protected characteristics for each of our 27 wards.

- 2.3.3 In response to concerns raised during the 2020 Black Lives Matter protests, a review was held into street or building names and monuments in the district to ensure names, statues and commemorations represent local people's values and a modern, inclusive Council. This included gathering views on the Blackboy Clock in Stroud. 1,600 responses were received to the public consultation, and a review panel considered the responses and will publish its recommendations to Council. The review panel is drawn from community representatives, councillors and historians.
- 2.3.4 The Council is an active member of the South West Equalities Network (SWEN) and the Chief Executive is the sponsor of SWEN at the SW Chief Executives Group. We are also part of a working group (set up by the Equality and Human Rights Commission), of organisations who have pledged to promote the socio-economic duty of the Equality Act. The Council is keen to learn from and share best practice in the region and nationally.
- 2.3.5 To embed equality across the Council and to improve performance as an employer and in the service delivered to customers, we have a network of Equality Champions from services across the Council. Their responsibilities include promoting and raising awareness of ED&I issues, ensuring ED&I is an integral element of our strategies and policies, and facilitating organisational change in response to ED&I issues.
- 2.3.6 We have a small Black, Asian and Minority Ethnicity staff group who meet quarterly as a support network and work together to promote notable calendar days for celebrating ED&I throughout the year. This includes working with partners across Gloucestershire in support of Black History Month and Race Equality Week. Our partners include Prospects, Gloucester City Council, Gloucestershire Constabulary, Gloucestershire Health and Care NHS Foundation Trust and Gloucester Hospitals NHS Trust.
- 2.3.7 We also have a staff Pride Network, STRIDE, who share the common goal of providing support and sharing experiences with Council staff from the LGBTQIA+ community.
- 2.3.8 The apprenticeship programme has been expanded to give young people the opportunity to work across different service areas to gain a broader range of experience. We have also successfully used the Levy fund to offer management training to six female staff.

3. ACTION PLAN 2022/23

- 3.1 Many of the initiatives started in 2021/22 will remain a priority over the coming year and will help us to further embed equality into our day-to-day practices and procedures. Our Action Plan 2022/23 (Appendix B) will focus on achieving the specific aims we set under our three Equality Objectives.
- 3.2 More work is needed to embed a consistent approach to conducting Equality Impact Assessments across the organisation. This will be aided by using more recent demographic data, as the results of the National Census will be available later this year.

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- 3.3 The development of the website and customer portal delivered by the Council's Fit for the Future (FFF) programme will, once embedded, provide the organisation with real time data and customer profiles to help to focus our services on the needs of our communities and those most in need.
- 3.4 Three other key workstreams under the FFF programme have the advancement of equality at the heart of delivering their projects:
- *Community Connected workstream* is establishing a baseline of current consultation with the aim to develop a Community Engagement and Consultation Strategy by 2023.
 - *Service Delivery workstream* will promote new Customer Care Standards and producing more of our documents in accessible formats.
 - *Organisational development workstream* will promote values and behaviours which are inclusive and respect the diversity of our workforce.
- 3.5 We plan to work more with Gloucestershire Sight Loss Council on a number of actions to raise awareness of visual impairment and to further ensure our services are designed in an accessible, inclusive way.
- 3.6 A Social Value Portal was introduced as part of our procurement process in 2021. Over the coming year this will enable us to measure the additional community benefits, such as the number of apprenticeships and training opportunities our contractors can offer to those from disadvantaged communities and backgrounds.
- 3.7 We know that addressing long standing inequalities is best tackled in partnership with other public sector, voluntary, community and private organisations. This has been recognised in the recently published reports from the [Director of Public Health](#) and the [Gloucester Race Equality Commission](#). We will work collaboratively with partners across Gloucestershire to raise awareness and find solutions to health inequalities and racial discrimination.
- 3.8 We are looking to introduce a Member Development Programme 2022/23 which will include more work with our Councillors so they can effectively champion equality in their wards and the wider community. The LGA has produced an excellent updated Councillor Equality Workbook which members will be encouraged to complete to gain a better understanding of the diverse communities they represent.
- 3.9 The staff equality networks that have been established will continue to promote the equality agenda and work with our services to progress the organisation from equality to full inclusion. The Organisational Development work will further promote shared values and behaviours.
- 3.10 The key pieces of work for the HR team over the coming year will be reviewing the recruitment process, expanding opportunities for under-represented groups at all levels of the organisation and implementing systems to allow better monitoring and analysis of workforce equality data.

4. Performance Monitoring

We will report quarterly to the Strategy & Resources Committee on progress of the ED&I Action Plan, in line with the monitoring arrangements for the overarching Council Plan. Specific actions that relate directly to the Council Plan will also be reported to the relevant committees.

4.1 We will continue to ask equality related questions in our annual residents' survey: When asked to what extent residents agree or disagree that their **local area is a place where people from different ethnic backgrounds get on well together**, 62% agreed (14% *definitely agree* and 48% *tend to agree*). In 2020 this was 70%. However, just under 1 in 5 (19%) disagreed (9% in 2020).

4.2 Stroud District Council is part of the Gloucestershire Hate Crime and Incident Strategic Group which meets quarterly and monitors the incidents of hate crime across the County. The number of recorded incidents for the Stroud district has increased over the last 3 years, as they have for all the districts.

| | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 |
|---------------|------|------|------|------|------|------|
| Cheltenham | 80 | 172 | 135 | 227 | 218 | 250 |
| Cotswold | 16 | 28 | 35 | 70 | 69 | 91 |
| Forest | 15 | 47 | 36 | 67 | 74 | 87 |
| Gloucester | 118 | 232 | 222 | 330 | 317 | 417 |
| Stroud | 34 | 73 | 50 | 106 | 96 | 130 |
| Tewkesbury | 32 | 49 | 44 | 80 | 49 | 94 |
| *Total | 296 | 606 | 531 | 904 | 855 | 1224 |

* Total may add to more than the total of the six districts - this is due to not recording the location

Although it is troubling to see this increase, in some cases this can be seen as positive, as it means that more people are recognising and reporting hate crime. Anecdotal data suggests that some of the district's community hubs may have helped influence this increase, as these are safe places where residents have built trusted relationships with hub managers, police and neighbourhood wardens. The Equality Working Group aims to establish closer links with the Strategic partnership to gain a better understanding of the data and measures being taken to combat hate crime.

4.3 Workforce equality monitoring data:

| PI Ref No. | PI Description | 17/18 | 18/19 | 19/20 | 20/21 |
|------------|---|-------|-------|-------|-------|
| BV11a | Percentage of top-paid 5% of staff who are women | 35.48 | 34.43 | 45.81 | 40 |
| BV11b | The percentage of the top 5% of earners from BME communities (BV11b) expressed as a ratio of the percentage of working age population from BME communities (17b). | 10.75 | 10.93 | 8.34 | 6.67 |
| BV11c | Percentage of the top paid 5% of staff who have a disability. | 0 | 0 | 0 | 3.33 |
| BV16a | The percentage of local authority employees with a disability | 2.34 | 2.3 | 3.26 | 3.75 |
| BV17a | The percentage of local authority employees from ethnic minority communities. | 3.64 | 4.02 | 4.08 | 4.02 |

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5. CONCLUSION

Although we have made good progress with our ED&I agenda, this is an area of work that will require ongoing input and diligence from every Councillor and member of staff to truly effect change. The action we have taken over the past year has laid a solid foundation on which to further build during 2022/23.

The Equality Working Group, Leaders and representative staff networks will continue to champion the ED&I agenda in the workplace and work with partner organisations and individuals to celebrate our diversity, improve relations in the community and reduce the effects of overt and unconscious discrimination. Collecting and analysing available data will help us to measure the impact of our actions.

6. IMPLICATIONS

6.1 Financial Implications

There are no specific financial implications arising from this report.

Actions within the Action Plan can mostly be met from existing resources. Where additional resources are required these will be the subject of a specific committee decision.

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6.2 Legal Implications

There are no significant implications within this category.

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6.3 Equality Implications

The Council has statutory duties under the Equality Act 2010 to promote equality. The Council also has a specific duty to eliminate discrimination, advance equality of opportunity and foster good relations between different people. This report and the proposed EDI Action Plan set out how the Council is meeting its Equality Objectives, as required under the public sector equality duty.

An Equality Impact Assessment has been undertaken on the Council EDI Policy and Equality Objectives which were adopted by Council in October 2021.

6.4 Environmental Implications

There are no significant implications within this category.

EQUALITY, DIVERSITY & INCLUSION ACTION PLAN 2021/22 working towards our EQUALITY OBJECTIVES 2021 - 2025

Links to the Council Plan

- **CW3: Community Engagement** Strengthen local democracy by developing a culture of community engagement to enable greater involvement of residents, council tenants, communities and businesses in decisions on council services and priorities
- **CW5: Equality, diversity and inclusion:** Embed equality, diversity and inclusion as a priority across the Council and the District with targeted support for those who experience the most disadvantage in our communities

NB The sections highlighted have been rolled forward to the 2022/23 Action Plan

1. Communities: Listen and learn from our communities and use this to deliver services that work well for everyone

| ACTIVITY | TIMESCALE | SERVICE AREA | OUTCOME | PROGRESS @ February 2022 |
|--|--------------|---|--|--|
| 1.1 a. Consult on the draft Equality, Diversity and Inclusion Policy and Objectives once approved by Council. b. Improve visibility of the equality data and intelligence held about the District's population and make it more widely available | October 2021 | Policy & Governance | <ul style="list-style-type: none"> • Equality data on the district is readily available, widely used by services and clearly presented on our website. • Infographics used to display the data on the Council's website. | <ul style="list-style-type: none"> • The 8-week public consultation closed on 1st September and received 24 responses and the Equality, Diversity and Inclusion Policy was approved at Council in October 2021. An Easy Read version of the Policy is being produced. • The Council has an ongoing agreement with GCC to produce equality information at a district, ward and parish level. New district level data will be available from the National Census in late 2021 early 2022. • https://inform.gloucestershire.gov.uk/equality-and-diversity/ • Infographics for each District Ward are published on the internal Hub for use by officers and members and on the SDC website. |
| 1.2 Review what equality data is collected across key service areas to ensure appropriate data is available eg. to inform Equality Impact Assessments (EIAs). | Ongoing | Policy & Governance /Customer Services / HR | <ul style="list-style-type: none"> • Services are using equality data to inform key decisions, policies and services delivery | <ul style="list-style-type: none"> • Following the Equality & Diversity training provided to all staff in the summer of 2021, Equality Champions have been appointed across the organisation and have undertaken training with ENEI. • The complaints process has been amended to include equality monitoring by protected characteristics. |

1. Communities: Listen and learn from our communities and use this to deliver services that work well for everyone

| ACTIVITY | TIMESCALE | SERVICE AREA | OUTCOME | PROGRESS @ February 2022 |
|--|-----------|------------------------------|---|---|
| | | | | <ul style="list-style-type: none"> Equality impact assessments are used in decision making and are included in committee reports, but more work is needed to embed a consistency across the organisation. The Digital Platform delivered by the Council's Fit for the Future programme will, once embedded, provide the organisation with real time data and customer profiles to help to focus our services on the needs of our communities and those most in need. |
| 1.3 Establish how we can capture anecdotal and local knowledge more effectively to increase our understanding of the needs of our communities. Links to CW3 – 3.1 | Ongoing | Equality Working Group (EWG) | <ul style="list-style-type: none"> Mechanisms are in place to capture equality issues raised by Councillors. Service areas understand the needs of particular equality groups and use the findings to inform the development of Council services. | <ul style="list-style-type: none"> Learning shared through Local Strategic Partnership; Parish & Town Council forums; Community Hubs; Neighbourhood Wardens. The Equality Working Group are working with members of the BAME community on initiatives to tackle racism and inequality across the district. For example, following a meeting with SAR improvements were made to our Complaints procedure to introduce equality monitoring and provide additional training to complaint handlers. The Digital Platform delivered by the Council's Fit for the Future programme will once embedded provide the organisation with real time data and customer profiles to help to focus our services on the needs of our communities and those most in need. |
| 1.4 Establish a Residents Panel to provide a structured forum for inclusive engagement. Links to CW3.1 | On hold – | Policy & Governance | <ul style="list-style-type: none"> Council services are accessible to everyone and meet the specific needs of our communities | <ul style="list-style-type: none"> A paper was previously prepared on the formation of a Citizens' Panel. This will now form part of the development of the Community Engagement Strategy as outlined in the Council Plan due for completion in 2023. The Health and Wellbeing team have compiled a list of community groups in the |

1. Communities: Listen and learn from our communities and use this to deliver services that work well for everyone

| ACTIVITY | TIMESCALE | SERVICE AREA | OUTCOME | PROGRESS @ February 2022 |
|---|-----------|---|--|---|
| | | | | <p>district and groups representing the protected characteristics across the district.</p> <ul style="list-style-type: none"> The Community Health and Wellbeing Manager is now a member of the ED&I Working Group. |
| 1.5 Work with local partners and community groups to support and organise events to celebrate the different communities that live in the district | Ongoing | Policy & Governance | <ul style="list-style-type: none"> The district's diverse communities feel recognised, included and engaged with. | <ul style="list-style-type: none"> The Council currently uses our website, social media platforms and intranet to publicise notable dates such as Black History Month and LGBTQ+ to promote equality and diversity. ENEI produces a notable dates calendar which the Equality Champions are promoting. In January 2021 we worked with Cheltenham BC to commemorate Holocaust Memorial Day. Members of the ED&I WG work closely with Stroud Pride and SAR and regularly report back to the Working Group. |
| 1.6 Improve digital access to Council services. CW3.2 | 2021-22 | Director of Transformation & Change and ICT | <ul style="list-style-type: none"> Mission: To be ambitious, dynamic and have a positive impact on our communities. We will do this by placing communities at the heart of everything we do and by developing great services, especially for those that need us most. | <ul style="list-style-type: none"> Fit for the Future (FFF) Board in place. Adrian Blick has been appointed as the Director of Transformation and Change and is leading the programme. A digital platform has been so that we can develop a customer portal for residents to self-serve at a time that suits them, which in turn frees up resources to give additional support to those who need more help, in line with the new Mission statement. |
| 1.7 Support wider community consultation and engagement with the Council: a. Establish a baseline of | Ongoing | Community Services | <ul style="list-style-type: none"> Increased engagement with our residents, tenants and service users. Our communities feel | <ul style="list-style-type: none"> Consultations are published on the Council's website: https://www.stroud.gov.uk/council-and-democracy/about-the-council/have-your-say/consultations Community Connected is a key Workstream in |

1. Communities: Listen and learn from our communities and use this to deliver services that work well for everyone

| ACTIVITY | TIMESCALE | SERVICE AREA | OUTCOME | PROGRESS @ February 2022 |
|---|---------------|---------------------------------|--|--|
| current consultation. b. Produce accessible engagement and consultation guidelines for services. CW3.1 | | | listened to and able to participate. | the Fit for the Future Programme and is working on establishing a baseline of current consultation with the aim to develop a Community Engagement and Consultation Strategy by 2023. • The district’s Talking Newspapers have been added to the Council’s |
| 1.8 Investigate the extent and impact of bullying on young people in our community | December 2021 | Youth Service and Youth Council | • Young people are encouraged to speak out about bullying and policies and procedures to tackle bullying are improved. | • The Youth Council have designed and conducted an in-depth survey of young people in the district, which received 873 responses and is being analysed by the young people themselves. |

1. Communities: Specific to Black Lives Matter

| ACTIVITY | TIMESCALE | SERVICE AREA | OUTCOME | PROGRESS TO DATE |
|--|----------------|--------------------------|--|---|
| 1.9 Undertake a review of existing anti-racist and anti-discrimination policies and practices, including the training it provides to members and staff and to take action to strengthen these as required. | September 2021 | HR | • Effective policies and procedures are in place to combat racism and all forms of discrimination. • Awareness raising amongst elected members by using examples of lived experience from people from the local BAME community. | Following the May 2021 elections, the Member induction programme included anti-racism and anti-discrimination training, including local examples from the district’s community. All staff have undertaken ED&I training and it is included in all new staff members’ inductions |
| 1.10 Engage proactively with public and private sector service providers operating across Stroud | Ongoing | Chief Executive & Leader | • Encourage a joined-up approach to eliminating all forms of racism and | • Meetings have taken place with Gloucester City and Gloucestershire County Council to discuss joint working in relation to equality and |

| 1. Communities: Specific to Black Lives Matter | | | | |
|--|-----------|------------------------|---|--|
| ACTIVITY | TIMESCALE | SERVICE AREA | OUTCOME | PROGRESS TO DATE |
| District, including care providers, education providers, police, and Town and Parish Councils to encourage a joined-up approach to eliminating all forms of racism and discrimination. | | All services | discrimination. | <p>diversity.</p> <ul style="list-style-type: none"> • The Chief Executive and Leader are members of Stroud's Local Strategic Partnership comprising members from across the public, private and voluntary sectors. • Our CEO is the Equality Champion for SW Councils and HR Business Partner is part of the GCC working group preparing for Race Equality week in February. • Director of Public Health Annual report to Committee • We are actively involved with the County Hate Crime Group |
| <p>1.11 Take positive steps to educate ourselves and our communities about all forms of racism and discrimination. This should include giving greater visibility to:</p> <ol style="list-style-type: none"> a) the continuous presence of Black, Asian and Minority Ethnic (BAME) residents in our District, who have contributed to our communities over at least 300 years. b) the probable role of past Stroud District residents in profiting from the slave trade and colonial exploitation. c) the positive role of past residents in opposing slavery and other forms of exploitation. | Ongoing | Equality Working Group | <ul style="list-style-type: none"> • A better understanding of our diverse communities and improved community cohesion. • Increase in the percentage of residents responding positively to the Annual Budget Survey question 'To what extent do you agree or disagree that your local area is a place where people from different ethnic backgrounds get on well together'. | <ul style="list-style-type: none"> • The Council's BAME group celebrated Black History Month in October 2020 by sharing their experiences and celebrating their heroes on the Council's Intranet. • The Council's Annual Budget Survey 2020 asked residents to what extent they agree or disagree that their local area is a place where people from different ethnic backgrounds get on well together, 70% agreed (16% definitely agree and 54% tend to agree). However, just under 1 in 10 (9%) disagreed. • ENEI delivered equality and diversity training to all staff which included unconscious bias tests for Members and the Leadership & Management Team. • Specific questions on commemorations are part of the Street and Statues Review. The initial 8-week consultation had 1600 responses. • The Review Panel are due to publish their recommendations in April 2022. Their recommendations will identify areas of work |

1. Communities: Specific to Black Lives Matter

| ACTIVITY | TIMESCALE | SERVICE AREA | OUTCOME | PROGRESS TO DATE |
|--|-------------------|---|---|--|
| | | | | <p>the Council can undertake to continue to educate about forms of racism and discrimination and the role Stroud district residents played in the slave trade. A number of their recommendations are likely to form part of next year's Action Plan.</p> |
| <p>1.12 Undertake a review and community consultation, in conjunction with Town and Parish Councils, of any street and building names, statues and architectural features that may be considered offensive; this is likely to include the Black Boy House and Black Boy Clock with its sculpture in Stroud Town.</p> | <p>March 2022</p> | <p>Equality Working Group/ Review Panel</p> | <ul style="list-style-type: none"> • Where removal or name change is not considered necessary, there may be opportunities for using such examples for education purposes to make our past, with its positive and negative features, more visible and accessible to the current population through appropriate interpretation materials and educational visits. | <ul style="list-style-type: none"> • The process for the review of Black Boy Clock has been agreed by the Strategic & Leadership Teams and Group Leaders. EWG worked on the details of the process. • A report on the significance of the Statue has been drafted by the Specialist Conservation Officer. • The specification for the Review Panel included the recruitment of 3 Community Representatives who joined the Panel who will be overseeing the entire process. • The 8-week consultation had 1600 responses. • Further consultation is taking place with the individual owners of properties within Blackboy House. • The Review Panel are due to publish their recommendations from the review in April 2022, a number of recommendations may form part of next year's Action Plan. |

| 2. Leadership and Organisational Commitment: Actively champion our commitment to equality, diversity and inclusion and tackle inequality together | | | | |
|---|---------------|---------------------|---|---|
| ACTIVITY | TIMESCALE | SERVICE AREA | OUTCOME | PROGRESS TO DATE |
| 2.1 Set objectives within the revised Equality and Diversity Policy and identify measures so that overall progress can be assessed annually. | August 2021 | Policy & Governance | <ul style="list-style-type: none"> Delivery of the Council's equality and diversity objectives is monitored and reported in line with the public sector equality duty. Annual report to committee. | <ul style="list-style-type: none"> Equality Diversity & Inclusion Policy was approved by Council in October 2021 following public consultation. Objectives and Action Plan to be reviewed annually by full Council. Equality objectives are embedded in the Council Plan 2021-26 and monitored quarterly by committee. |
| 2.2 Review the equality information published to ensure we are meeting the public sector equality duty. | November 2021 | Policy & Governance | <ul style="list-style-type: none"> Equality information is used to improve service provision. | <ul style="list-style-type: none"> Equality information presented to the Equality Working Group, approved by Council and published on the Council's website. |
| 2.3 Consider ('pay due regard' to) how we can reduce inequalities of outcome caused by socio-economic disadvantage when making strategic decisions. CW5.2 | Ongoing | Policy & Governance | <ul style="list-style-type: none"> Consideration of social-economic impact is included as part of the Equality Impact Assessment process. | <ul style="list-style-type: none"> The impact of 'Rurality' forms part of the EIA process and will be extended to wider socio-economic impact. EqIA training to be provided to all report writers Stroud Indices of Deprivation: |
| 2.3 Identify the current level of equality monitoring with a view to: <ol style="list-style-type: none"> Embed the Equality Impact Assessment (EIA) process across reports Review EIA guidance and training. Improve monitoring of compliance. Include consideration of Socio-economic disadvantage | October 2021 | Policy & Governance | <ul style="list-style-type: none"> All council decisions are made taking full account of the impact on all relevant protected characteristics and socio-economic disadvantage. All EIAs are published on the Council's website. | <ul style="list-style-type: none"> An EIA section has been incorporated into the Committee report template. EIA template and guidance is available on the Hub and support is provided by the Policy and Performance Officer. All EIA's will be published in a designated area on the Council's website |

| 2. Leadership and Organisational Commitment: Actively champion our commitment to equality, diversity and inclusion and tackle inequality together | | | | |
|---|--------------------|---|---|---|
| ACTIVITY | TIMESCALE | SERVICE AREA | OUTCOME | PROGRESS TO DATE |
| 2.4 Enhance the equality training element of the Member Development Programme | June 2021 | Policy & Governance and Democratic Services | <ul style="list-style-type: none"> Members have an understanding of the Equality Act and a greater understanding of cultural differences within local communities. | <ul style="list-style-type: none"> Mandatory Equality & Diversity training provided for all elected members, included Unconscious bias in June / July 2021. Regular training to be identified in the Member Development Programme |
| 2.5 Organisational Development work – Shared values and behaviours | Ongoing | Ascend OD Consultants | <ul style="list-style-type: none"> Create a ‘One Council’ culture | <ul style="list-style-type: none"> A series of 121s and staff workshops have been held and the findings have been presented to the ‘Proud of Stroud’ staff forum. The Council has developed and published its Values and Behaviours; work is underway in the Fit for the Future programme to ensure that this is embedded across the organisation |
| 2.6 TIDE self-assessment tool | March - April 2021 | HR | <ul style="list-style-type: none"> To work with ENEI to review the Council and to gauge Equalities across the Council and what we need to do to improve. | <ul style="list-style-type: none"> Working with ENEI to monitor progress against the assessment tool. Improvement actions have been included in the Action Plan for the coming year. |

| 3. Workforce: Build a diverse and engaged workforce, where everyone is respected | | | | |
|---|-----------|--------------|--|---|
| ACTIVITY | TIMESCALE | SERVICE AREA | OUTCOME | PROGRESS TO DATE |
| 3.1 Recruitment training for staff involved, to cover the Equality Act, unconscious bias, positive action, genuine occupational requirement etc | May 2021 | HR | <ul style="list-style-type: none"> To ensure we have an unbiased recruitment process where all staff involved understand their responsibility | <ul style="list-style-type: none"> Working with ENEI to identify a suitable training package. Training was delivered to all Council staff on ‘Inclusive Culture & the Role We Play’ which included a segment on Unconscious bias Face to Face training was delivered to all Managers on ‘Inclusive Culture & Leadership’ and all managers have completed Unconscious |

| 3. Workforce: Build a diverse and engaged workforce, where everyone is respected | | | | |
|--|---------------|--------------|--|--|
| ACTIVITY | TIMESCALE | SERVICE AREA | OUTCOME | PROGRESS TO DATE |
| | | | | Bias e-learning. |
| 3.2 To work with Zellis – Recruitment /Onboarding Module to analyse Equality data | April 2021 | HR | <ul style="list-style-type: none"> To ensure we are attracting candidates from under-represented groups | <ul style="list-style-type: none"> Plans to work with new system to implement Recruitment Module and in the future to develop a system to record the data. We now advertise all our Jobs on a Disability and BAME job boards |
| 3.3 Work with service units to identify Positive Action Opportunities for the BAME group, Women into Management, People with Disabilities, LGBTQ+ and people in the Stroud Community who have lost their job due to COVID-19 | Ongoing | HR | <ul style="list-style-type: none"> To begin to address the imbalance from under-represented groups within the Council. To help the local economy | <ul style="list-style-type: none"> Centralisation of the Apprenticeship budget has allowed us to work across the Council and identify suitable opportunities. HR have presented to the Leadership and Management Team to promote the developed Apprenticeship scheme including plans to promote positive action opportunities. |
| 3.4 Ensure that all interview questions have an Equalities Question for all candidates | | HR | <ul style="list-style-type: none"> Asking the question at interviews reinforces to the candidate how important Equalities is in the Council. It is also an opportunity to gauge a candidate’s understanding | <ul style="list-style-type: none"> Working towards developing standard questions for each grade: <ul style="list-style-type: none"> Apprentice - Stroud 2 Stroud 3 - 4 Stroud 5 - 7 Stroud 8 - 9 |
| 3.5 Put in place a meaningful equality training provision for staff in order to improve the learning and development of equality and diversity. Cultural Awareness Training for key staff who work directly with the Community | November 2021 | HR | <ul style="list-style-type: none"> Staff have a better understanding of equalities and their responsibilities in the workplace and in service provision | <ul style="list-style-type: none"> Working with ENEI to identify suitable course. Training has been delivered to all staff on ‘Inclusive Culture & the Role We Play’ which included a section on Unconscious bias. Training has been delivered to all our Managers on ‘Inclusive Culture & Leadership’ which included Unconscious bias e-learning course. |
| 3.6 Identify development opportunities for BAME staff, | Ongoing | HR | <ul style="list-style-type: none"> Re-addressing the imbalance | <ul style="list-style-type: none"> We have successfully used the Levy funds to offer ILM Level 3 & 5 training for 6 female staff. |

| 3. Workforce: Build a diverse and engaged workforce, where everyone is respected | | | | |
|--|--------------|--------------|--|---|
| ACTIVITY | TIMESCALE | SERVICE AREA | OUTCOME | PROGRESS TO DATE |
| women in management and staff with disabilities | | | | |
| 3.7 Work Experience placement | Ongoing | HR | <ul style="list-style-type: none"> To give opportunities for under-represented groups to gain an introduction to work | <ul style="list-style-type: none"> Working with schools/colleges |
| 3.8 Induction to ensure all staff participate in Equalities Training on commencing employment and to review the course to ensure it is fit for purpose | March 2021 | HR | <ul style="list-style-type: none"> To ensure we have the best course available which covers all aspects of Equalities and is interactive | <ul style="list-style-type: none"> All new starters complete a mandatory Equality & Diversity e-learning course. As part of all new starters' Induction programme, they will be required to attend Inclusive and Culture and the role we play training. |
| 3.9 Recruit Equalities Champion for each Service Unit | January 2021 | HR | <ul style="list-style-type: none"> To have a key person in each service unit ensuring equalities is considered in all aspects of their service work | <ul style="list-style-type: none"> Work with Managers to identify suitable champions for their service unit. During the course of the Inclusive Culture & the Role we play training courses some staff have expressed an interest in volunteering for being an Equalities Champion. HR and Ascend are currently working on the Organisational & Development Project and they are also keen to have Champions. A joined-up approach is to be developed. We have successfully recruited 10 EDI Champions who attended a development session with ENEI. |

DRAFT EQUALITY, DIVERSITY & INCLUSION (EDI) ACTION PLAN 2022/23

The Action Plan sets out our priorities for the year under the Council’s EDI objectives, in line with our Public Sector Equality Duty (PSED).

1. **Communities:** Listen and learn from our communities and use this to deliver services that work well for everyone
2. **Leadership and Organisational Commitment:** Actively champion our commitment to equality, diversity and inclusion and tackle inequality together
3. **Workforce:** Build a diverse and engaged workforce, where everyone is respected

Delivery of the Action Plan will ensure we achieve the ambitions set out in the [Council Plan](#), specifically:

- **CW3: Community Engagement** Strengthen local democracy by developing a culture of community engagement to enable greater involvement of residents, council tenants, communities and businesses in decisions on council services and priorities
- **CW5: Equality, diversity and inclusion:** Embed equality, diversity and inclusion as a priority across the Council and the District with targeted support for those who experience the most disadvantage in our communities

| 1. Communities: Listen and learn from our communities and use this to deliver services that work well for everyone | | | | |
|--|--|------------|--|--|
| | ACTIVITY | TIMESCALE | SERVICE AREA | Meets our PSED Objective: |
| 1.1 | Embed consistent governance arrangements for conducting Equality Impact Assessments (EIAs) across the organisation. | Sept 2022 | Policy & Governance/ Customer Services/ HR | <ul style="list-style-type: none"> • Improve data collection, publish it often, and use it to make decisions that focus on the needs of all our communities • Ensure our services are designed in an accessible and inclusive way. |
| 1.1a | <ul style="list-style-type: none"> • Publish all EIAs with the relevant reports to Committee and in a designated area on the Council’s website. | June 2022 | | |
| 1.1b | <ul style="list-style-type: none"> • Share learning from service EIAs across the organisation | June 2022 | | |
| 1.1c | <ul style="list-style-type: none"> • Continue to work with MAIDeN team at GCC to promote and make best use of available data. | March 2023 | | |
| 1.2 | Develop the Council’s website by creating a Customer Portal for residents to self-serve (eg. request a service or track an enquiry) at a time that suits them, which in turn frees up resources for | March 2023 | Service Delivery Workstream - Fit for the Future | <ul style="list-style-type: none"> • Ensure our services are designed in an accessible and inclusive way. |

| 1. Communities: Listen and learn from our communities and use this to deliver services that work well for everyone | | | | |
|--|---|----------------|---|--|
| | ACTIVITY | TIMESCALE | SERVICE AREA | Meets our PSED Objective: |
| | staff to give additional support to those who need more help. | | Programme | |
| 1.2a | <ul style="list-style-type: none"> Embed the Customer Portal to provide the organisation with real time data and customer profiles to help to focus our services on the needs of our communities and support those most in need. | March 2023 | Service Delivery Workstream - Fit for the Future Programme | <ul style="list-style-type: none"> Improve data collection, publish it often, and use it to make decisions that focus on the needs of all our communities |
| 1.3 | Develop a Community Engagement Strategy, which incorporates the Council's Hear by Right Commitment for young person's involvement and ensures the voice of the community and key stakeholders is at the heart of council priorities. (CW3.1) | March 2023 | Community Connection Workstream, Fit for the Future Programme | <ul style="list-style-type: none"> Ensure people are engaged, involved and consulted. Ensure our services are designed in an accessible and inclusive way. |
| 1.4 | Continue to work with local partners and community groups to support and organise events to celebrate the different communities that live in the district. | Ongoing | Policy & Governance/ EDI WG | <ul style="list-style-type: none"> Ensure people are engaged, involved and consulted |
| 1.4a | <ul style="list-style-type: none"> Develop the use of social media platforms and the Council's website to publicise notable dates celebrating these diverse communities. | Ongoing | Equality Champions / Communications team | |
| 1.5 | Raise awareness of the Councils' Customer Care Standards and ensure documents are easily understood and available in accessible formats. | Sept 2022 | Service Delivery Workstream Fit for the Future Programme | <ul style="list-style-type: none"> Ensure our services are designed in an accessible and inclusive way. |
| 1.5a | <ul style="list-style-type: none"> Provide training for Customer Services staff to meet the needs of customers with visual, hearing or language requirements. | Dec 2022 | Customer Services | |
| 1.6 | Work with Gloucestershire Sight Loss Council (GSLC) to improve accessibility and raise awareness of visual impairment: | | Policy & Governance / GSLC | <ul style="list-style-type: none"> Ensure our services are designed in an accessible and inclusive way. |
| 1.6a | <ul style="list-style-type: none"> Review the accessibility of web-based recruitment | September 2022 | HR / GSLC | |

| 1. Communities: Listen and learn from our communities and use this to deliver services that work well for everyone | | | | |
|--|--|---------------|---|--|
| | ACTIVITY | TIMESCALE | SERVICE AREA | Meets our PSED Objective: |
| 1.6b | <ul style="list-style-type: none"> Work with Housing to improve accessibility of communications for Tenants | October 2022 | Housing Services / GSLC | |
| 1.6c | <ul style="list-style-type: none"> Deliver a programme of visual impairment awareness training (face to face; e-learning & sight loss simulation) for staff & members | November 2022 | HR / Democratic Services / GSLC | |
| | Report to senior management the number of Equality, Diversity & Inclusion related complaints made by service users. | Quarterly | Customer Services | <ul style="list-style-type: none"> Improve data collection, publish it often, and use it to make decisions that focus on the needs of all our communities |
| 1.7 | <i>The recommendations following the Review of Street names and monuments within the Stroud district are due to be published in April 2022. The recommendations will identify areas of work the Council can undertake to continue to educate about forms of racism and discrimination and how to make the public realm more inclusive. A number of their recommendations will be incorporated into this Action Plan if they are approved by Council.</i> | March 2023 | To be updated (likely to involve various services across the Council) | <ul style="list-style-type: none"> Listen and learn from our communities and use this to deliver services that work well for everyone |

| 2. Leadership and Organisational Commitment: Actively champion our commitment to equality, diversity and inclusion and tackle inequality together | | | | |
|---|--|--------------|---------------------|---|
| | ACTIVITY | TIMESCALE | SERVICE AREA | Meets our PSED Objective |
| 2.1 | Consider ('pay due regard' to) how we can reduce inequalities of outcome caused by socio-economic disadvantage when making strategic decisions. (CW5.2) | October 2022 | Policy & Governance | <ul style="list-style-type: none"> Quality check decisions that impact disadvantaged groups and compare them so we can make improvements |
| 2.2 | Embed the use of the Social Value Portal, a tool which enables the Council to monitor the additional community benefits of Council procurement. See: https://www.stroud.gov.uk/news- | March 2023 | Policy & Governance | <ul style="list-style-type: none"> Embed equality into our services and procurement in a meaningful way that uses feedback to improve |

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| | archive/keeping-it-local-were-measuring-the-benefits-of-council-contracts-better-than-ever-before | | | |
| 2.2a | <ul style="list-style-type: none"> When deciding which suppliers are awarded a contract, ask suppliers to evidence diversity monitoring of employees and EDI action plans | Dec 2022 | Contract Managers and Policy & Governance | <ul style="list-style-type: none"> Quality check decisions that impact disadvantaged groups and compare them so we can make improvements |
| 2.2b | <ul style="list-style-type: none"> Monitor the diversity of our suppliers by at least two categories of diversity. | Dec 2022 | Policy & Governance | |
| 2.3 | Work with Gloucestershire County Council (GCC) and other influencing organisations across the County to address health and wellbeing inequalities, as set out in the Director of Public Health Report 2020/21 . | March 2023 | Health & Wellbeing team | <ul style="list-style-type: none"> Actively champion our commitment to equality, diversity and inclusion and tackle inequality together |
| 2.3a | <ul style="list-style-type: none"> Identify a strategic and operational lead to represent SDC | Dec 2022 | | |
| 2.4 | Work collaboratively with Gloucester City Council and other public sector organisations in implementing the four Calls to Action from the Gloucester Race Commission Report | March 2023 | Policy & Governance | <ul style="list-style-type: none"> Actively champion our commitment to equality, diversity and inclusion and tackle inequality together |
| 2.4a | <ul style="list-style-type: none"> Establish closer links with the Hate Crime & Incident Group to monitor incidents in the Stroud district | March 2023 | Policy & Governance | <ul style="list-style-type: none"> Actively champion our commitment to equality, diversity and inclusion and tackle inequality together |

3. Workforce: Build a diverse and engaged workforce, where everyone is respected

| | ACTIVITY | TIMESCALE | SERVICE AREA | Meets our PSED Objective |
|-----|---|-----------|---|---|
| 3.1 | On-going EDI training to be identified in the Member Development Programme Eg. LGA Councillor Workbook; Develop resources on the Members' hub | May 2202 | Policy & Governance/ Democratic Services | <ul style="list-style-type: none"> Equip our workforce, including our leadership to meet the needs of the community we serve. |
| 3.2 | Equality Champions to work with Council leaders to celebrate and act as EDI allies, sponsors or role models | Ongoing | Equality Champions | <ul style="list-style-type: none"> Ensure that our employees feel equal and included and are not subject to any unfair disadvantage regardless of their background and/or characteristics. |

| 3. Workforce: Build a diverse and engaged workforce, where everyone is respected | | | | |
|---|--|------------------|---------------------|---|
| | ACTIVITY | TIMESCALE | SERVICE AREA | Meets our PSED Objective |
| 3.3 | Implement new HR/Payroll system to develop recruitment/onboarding module to analyse equality data | June 2022 | HR | <ul style="list-style-type: none"> Take actions agreed in our Organisational Development Plan and resulting from equality workforce monitoring. |
| 3.4 | Work with service units to identify Positive Action Opportunities for the groups, Women into Management, People with Disabilities, LGBTQ+ | Ongoing | HR | <ul style="list-style-type: none"> Ensure that our employees feel equal and included and are not subject to any unfair disadvantage regardless of their background and/or characteristics. |
| 3.4a | <ul style="list-style-type: none"> Identify development opportunities for Black, Asian and Minority Ethnic staff, women in management and staff with disabilities | March 2023 | HR | |
| 3.5 | Ensure that all interview questions have an Equalities Question for all candidates | April 2022 | HR | <ul style="list-style-type: none"> Equip our workforce, including our leadership to meet the needs of the community we serve. |
| 3.6 | Promote Work Experience placements for under-represented groups | Ongoing | HR | <ul style="list-style-type: none"> Take actions agreed in our Organisational Development Plan and resulting from equality workforce monitoring. |
| 3.7 | Use the results of the staff survey to focus the work of staff groups (Equality Champions, STRIDE, Black, Asian and Minority Ethnic) over the coming year | Sept 2022 | HR | <ul style="list-style-type: none"> Ensure that our employees feel equal and included and are not subject to any unfair disadvantage regardless of their background and/or characteristics. |

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STROUD DISTRICT COUNCIL

COUNCIL

THURSDAY, 28 APRIL 2022

| | |
|----------------------------------|---|
| Report Title | Adopting the APPG Definition of Islamophobia |
| Purpose of Report | To approve the adoption of the All-Party Parliamentary Group (APPG) on British Muslims Definition of Islamophobia – <i>“Islamophobia is rooted in racism and is a type of racism that targets expressions of Muslimness or perceived Muslimness”</i> – together with the explanatory guidelines put forward by the Coalition Against Islamophobia. |
| Decision(s) | <p>The Council RESOLVES to:</p> <p>a) Adopt the APPG on British Muslims definition of Islamophobia alongside the Coalition Against Islamophobia (CAI) guidelines</p> <p>b) Include training for Members and Officers in recognising and countering instances of Islamophobia as part of our regular training opportunities</p> <p>c) Develop and strengthen our links with religious and community groups that represent and embrace our Muslim communities</p> <p>d) Promote events and messaging around Islamophobia Awareness Month (November) and the recently declared UN International Day to Combat Islamophobia (March 15)</p> |
| Consultation and Feedback | The report has been prepared in consultation with the EDI Working Group and the Senior Leadership Team. |
| Report Authors | <p>Eka Nowakowska, Policy & Performance Officer Email: eka.nowakowska@stroud.gov.uk On behalf of Councillor Robin Layfield Email: Cllr.Robin.Layfield@stroud.gov.uk</p> |
| Options | <ul style="list-style-type: none"> • Adopt the definition without the guidelines • Not to adopt the definition • Neither of these options is recommended: the guidelines provide a relevant context for the understanding of what in practice constitutes Islamophobia. • Not adopting the definition would run contrary to the Council’s commitment to equality and inclusion as part of the Council Plan (CW5.1) |

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| Background Papers | <p>All Party Parliamentary Group (APPG) on British Muslims Report – “Islamophobia Defined” https://appgbritishmuslims.org/publications</p> <p>Muslim Engagement & Development (mend) Easy Read guide to why Councils should adopt the Definition of Islamophobia https://www.mend.org.uk/wp-content/uploads/2021/11/APPG-ATD-Easy-Read-Guide.pdf</p> <p>Coalition Against Islamophobia (CAI) Guidelines https://coalitionagainstislamophobia.org/</p> <p>University of Birmingham study ‘The Dinner Table Prejudice: Islamophobia in Contemporary Britain’</p> | | | |
| Appendices | Appendix A – CAI Guidelines | | | |
| Implications (further details at the end of the report) | Financial | Legal | Equality | Environmental |
| | No | No | Yes | No |

1. INTRODUCTION

- 1.1. In the Council Plan 2021—2026, Stroud District Council makes a strong commitment to community engagement and inclusion (CW3.1, CW5.1). A key element of this is to recognise and understand where members of our community face discrimination and prejudice.
- 1.2. Islamophobia is becoming more visible in British society and across the world. A recent study from the University of Birmingham drew the following conclusion: *“Prejudice towards Islam and Muslims stands out in the UK, not only because it is much more widespread than most forms of racism, but also because prejudice toward Islam is more common among those who are wealthier and well-educated.”* [The Dinner Table Prejudice: Islamophobia in Contemporary Britain, Jones, Stephen H. & Unsworth, Amy University of Birmingham 2022]
- 1.3. The definition signifies allyship with British Muslims, who are the most disproportionately targeted religious group according to a Home Office’s report, highlighting that 45% of recorded religious hate crime is targeted towards Muslims (2020 / 2021).
- 1.4. In 2021, the All-Party Parliamentary Group (APPG) on British Muslims released the definition of Islamophobia, the culmination of several years of investigation, evidence-gathering, research and study. The definition is succinct and precise:

“Islamophobia is rooted in racism and is a type of racism that targets expressions of Muslimness or perceived Muslimness”
- 1.5. Muslim Engagement & Development (MEND) believes the definition should be applied in conjunction with the explanatory guidelines set out in Appendix A, put forward by the Coalition Against Islamophobia to illustrate how Islamophobia functions in practice and ensure robust, policy-applicable understanding of the term.

- 1.6. To date more than 40 Local Councils across the countries and regions of the United Kingdom have adopted this definition; a further 20 are currently in the process of adopting it. Other institutions, including universities and police forces, are also recommending adoption of this definition and the guidelines.

2.0 WHY IT IS IMPORTANT TO ADOPT THE DEFINITION

- 2.1 There is a growing alignment between academic and policy discourse on the reality of Islamophobia as a form of racism.
- 2.2 The existence of Islamophobia in contemporary Britain affects not only Muslims but also the social fabric of our society.
- 2.3 Islamophobia contributes to the dehumanising of members of our community, and with it the undermining of citizenship, equality before the law and fairness for all.
- 2.4 Islamophobia is one of the principal barriers to the participation of Muslims in public, economic, political, and social spheres of life and must urgently be addressed
- 2.5 Nationally and internationally, efforts are being made to raise awareness of Islamophobia. The United Nations has this year approved a resolution to set March 15 as the *International Day to Combat Islamophobia*.
- 2.6 In the UK, Muslim Engagement & Development (MEND) have established the month of November as *Islamophobia Awareness Month* and use this time to work with Police and Crime Commissioners, Local Councils, Journalists, Faith groups and education providers to raise awareness and encourage better reporting of incidents to the police.
- 2.7 As public servants and as individuals, we also need to be aware of different practices and traditions for us to better understand the different communities we represent and those we speak up for.
- 2.8 Finally, understanding Islamophobia as a type of racism places it into a broader shared cultural literacy around justice, harms and the right of recourse which recognisably names and challenges this injustice and by doing so empowers victims and their continued support.
- 2.9 Many organisations already have processes in place to deal with racism and putting Islamophobia into this context allows complaints and concerns to be addressed appropriately through existing means.

3.0 CONCLUSION

- 3.1 It is important to note that defining Islamophobia is not an end in itself. This has to form part of a broader package of training and outreach, public engagement and awareness-raising. This should include ongoing work with schools, transport companies, the police force, and other public and private bodies to tackle Islamophobia at a local level.
- 3.2 Increasing public understanding of the concept of Islamophobia is key and this is where we as representatives of the District can play a leading role.

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- 3.3 **By adopting this definition our Council is showing leadership and demonstrating its commitment to inclusivity.**

4. IMPLICATIONS

4.1 Financial Implications

There are no direct financial implications from this report.

Training on Islamophobia will be incorporated within existing training programmes and budgets.

Andrew Cummings, Strategic Director of Resources

Tel: 01453 754115 Email: andrew.cummings@stroud.gov.uk

4.2 Legal Implications

There are no significant implications within this category.

One Legal

- 4.3 Tel: 01684 272203 Email: legalservices@onelegal.org.uk

4.4 Equality Implications

The Council has statutory duties under the Equality Act 2010 to promote equality and a specific duty to eliminate discrimination, advance equality of opportunity and foster good relations between different people. The recommendation to Council to adopt this definition of Islamophobia and committing to a broader package of training and outreach, public engagement and awareness-raising, will directly help to redress a possible bias against the Muslim community or perceived Muslimness.

4.5 Environmental Implications

There are no significant implications within this category.

CAI GUIDELINES

The Coalition Against Islamophobia believes that the APPG definition of Islamophobia should be adopted by the Government and other bodies in conjunction with the following guidelines, which demonstrate how Islamophobia is manifested in practice: Taking into account Islamophobia is demonstrated in, and articulated through, speech, writing, behaviours, structures, policies, legislation, or activities that work to control, regulate, or exclude Muslim participation within social, civic, economic and political life, or which embody hatred, vilification, stereotyping, abuse, discrimination, or violence directed at Muslims.

- * Causing, calling for, aiding, or justifying the killing or harming of Muslims or those perceived to be Muslim due to their religious identity.
- * Causing, calling for, aiding, or justifying the killing or harming of individuals due to their perceived or actual connection to or support of Muslims.
- * Charging Muslims with conspiring to harm humanity and/or the Western way of life, or blaming Muslims for the economic and social ills of society.
- * Making mendacious, dehumanising, vilifying, demonising, or stereotypical allegations about Muslims.
- * Objectifying and generalising Muslims as different, exotic or underdeveloped, or implying that they are outside of, distinct from, or incompatible with British society and identity.
- * Espousing the belief that Muslims are inferior to other social or religious groups.
- * Accusing Muslims as a collective of being responsible for real or imagined wrongdoing committed by a single Muslim person, group or nation, or even for acts committed by non-Muslims.
- * Applying double standards by requiring of Muslims a behaviour not expected or demanded of any other social, religious or ethnic group.
- * Applying ethnocentric approaches to the treatment of Muslims (judging another culture solely by the values and standards of one's own culture). For example, evaluating Muslim women's choice of dress exclusively through the speaker's expectations and without reference to the personal cultural = norms and values of the women in question.
- * Acts of aggression within which the targets, whether they are people or property – such as buildings, schools, places of worship and cemeteries – are selected because they are, or are perceived to be, Muslim(s) or linked to Muslims.
- * While criticism of Islam within legitimate realms of debate and free speech is not in itself Islamophobic, it may become Islamophobic if the arguments presented are used to justify or encourage vilification, stereotyping, dehumanization, demonization or exclusion of Muslims. For example, by using criticism of religion to argue that Muslims are collectively evil or violent.

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STROUD DISTRICT COUNCIL

COUNCIL

THURSDAY, 28 APRIL 2022

| | | | | |
|--|---|-------|----------|---------------|
| Report Title | Appointment of Independent Persons | | | |
| Purpose of Report | To appoint Independent Persons as required by the Localism Act 2011. | | | |
| Decision(s) | The Council RESOLVES to appoint John Acton, Phyllida Pyper, and Adrian Stratton as Independent Persons for an initial period of 2 years until the Annual Meeting of the Council in May 2024, when the appointments may be reviewed and extended for a further 2 years by agreement between the Council and the Independent Person. | | | |
| Consultation and Feedback | The Group Leaders have been consulted as to any potential conflict with any known political activities of the proposed appointees. | | | |
| Report Author | Stephen Taylor, Monitoring Officer Email: stephen.taylor@stroud.gov.uk | | | |
| Options | It is a statutory requirement for the Council to appoint an independent person. It is a matter for the Council as to who it appoints and the number of Independent Persons appointed. | | | |
| Background Papers | There are none as all relevant information is already publicly available. | | | |
| Appendices | There are none | | | |
| Implications (further details at the end of the report) | Financial | Legal | Equality | Environmental |
| | Yes | Yes | No | No |

1. INTRODUCTION

- 1.1 Under the provisions of the Localism Act 2011 ('the Act'), the Council is required to appoint at least one Independent Person to assist the Council in promoting and maintaining high standards of conduct amongst all its members and the towns and parishes within the District. Section 28 outlines the relevant requirements in relation to the adoption of a Code of Conduct and section 28(7) in particular refers to the role of the Independent Person.
- 1.2 In summary, under the Act, the Independent Person's views "are to be sought, and taken into account, by the Authority before it makes its decision on an allegation that it has decided to investigate" and the Independent Person's views **may** be sought by the Authority in any other circumstances, or by a member of the council or a town/parish councillor in the district who has had a complaint made against them.
- 1.3 Subsequently, in 2015, the role of the Independent Person was widened to require the involvement of at least two Independent Persons in any Panel formed to consider the dismissal of any of the three statutory officers, those being the Head of Paid Service, the Chief Finance Officer and the Monitoring Officer.

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2. CURRENT POSITION

- 2.1 The Council currently has two Independent Persons in post, John Acton and Phyllida Pyper, and they have been in that role since 2013. Accordingly, it has been considered appropriate to review that mandate and, for continuity and succession purposes, to consider appointing a third Independent Person.
- 2.2 The Act requires the Council to advertise the positions, and this has been done resulting in 6 applications. Three were particularly strong. John Acton and Phyllida Pyper have previously been appointed by the Council and are the current Independent Persons, and Adrian Stratton is a retired police officer who has served 30 years in the Gloucestershire Constabulary. Mr Stratton has received a number of Chief Constable and Crown Court awards and was also an independent candidate for the role of Police and Crime Commissioner at the recent election.
- 2.3 The candidates were interviewed by a Panel comprising the Chair and Vice Chair of the Audit and Standards Committee together with the Monitoring Officer. The Panel recommends to Council that all three be appointed; namely, John Acton, Phyllida Pyper and Adrian Stratton.
- 2.4 So far as the length of the appointment is concerned, it is possible to have staggered terms so that the terms of office do not all expire at the same time. For the sake of simplicity, however, and bearing in mind that one of the proposed appointees would be new in role, it is suggested that the appointments be for an initial period of 2 years until the Annual Meeting of the Council in May 2024, when the appointments may be reviewed and extended for a further 2 years which would then match the term of office of members of the Council.

3. CONCLUSION

- 3.1 Accordingly, it is recommended that Council appoints John Acton, Phyllida Pyper, and Adrian Stratton as Independent Persons for an initial period of 2 years until the Annual Meeting of the Council in May 2024, when the appointments may be reviewed and extended for a further 2 years by agreement between the Council and the Independent Person.

4. IMPLICATIONS

4.1 Financial Implications

An annual allowance of £1,000 plus expenses is payable to an Independent Person. There are currently two Independent Persons in place. The proposal to appoint a third Independent Person would result in a further allowance being payable which it is intended will be accommodated within existing budgets.

Lucy Clothier, Accountancy Manager

Tel: 01453 754343 Email: lucy.clothier@stroud.gov.uk

4.2 Legal Implications

The Council is required to appoint at least one Independent Person by virtue of s28 of the Localism Act 2011. That section also defines the role of the Independent Person. The appointment must be approved by a majority of the members of the Council.

One Legal,
Email: legalservices@onelegal.org.uk

4.3 Equality Implications

An EIA is not required because there are not any specific changes to service delivery proposed within this decision.

4.4 Environmental Implications

There are no significant implications within this category.

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STROUD DISTRICT COUNCIL**COUNCIL****THURSDAY, 28 APRIL 2022**

| | | | | |
|--|---|-------|----------|---------------|
| Report Title | UBICO FIVE YEAR VISION AND BUSINESS PLAN 2021/2022 | | | |
| Purpose of Report | To provide an update on the Ubico Five Year Vision and Business Plan 2022/2023. | | | |
| Decision(s) | The Council RESOLVES to Note the Business Plan for 2022/23 | | | |
| Consultation and Feedback | Officers and shareholders; Environment Committee in December 2021, Alliance Group Leaders and Chair of Environment Committee. | | | |
| Report Author | Kathy O’Leary, Chief Executive Email: kathy.oleary@stroud.gov.uk | | | |
| Options | The report is for information only. | | | |
| Background Papers | None | | | |
| Appendices | Appendix A - Ubico Five Year Vision and Business Plan 2022/2023 | | | |
| Implications (further details at the end of the report) | Financial | Legal | Equality | Environmental |
| | No | No | No | No |

1. INTRODUCTION / BACKGROUND

- 1.1 Stroud District Council has a multi-service contract with Ubico to provide the collection of waste and recycling, street cleaning, grounds maintenance and building cleaning. Ubico is a teckal company wholly owned by local authorities including Stroud District Council.
- 1.2 The annual business plan is produced by Ubico and taken to the Directors and Shareholders meetings in February / March of each year for agreement for the following financial year. Directors and Shareholders meet quarterly to progress the business plan and monthly meetings are held with officers to discuss operational performance. The Head of Community Services sits as a director on the Ubico Board and the Chief Executive fulfils the shareholder function for the Council.
- 1.3 Whilst the Chief Executive has authority as the shareholder representative to approve the business plan, it is being brought to Council for Members to note and consider.

2. BUSINESS PLAN 2022/2023

- 2.1 In 2019, it was agreed that the Council’s Environment Committee would have early sight of the draft business plan prior to its consideration by director and shareholder sign-off meetings, to allow for Members’ comments to be considered prior to the plan being finalised and endorsed by shareholders.

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- 2.2 At the Environment Committee on 9 December 2021, Ubico's Managing Director gave a presentation which included outlining the business plan themes for 2022/2023. Similar presentations were made to groups and committees at each Ubico council.
- 2.3 The proposals contained in the business plan are built around the four key pillars of People, Operational Excellence, Climate and Business Development and focus on the following themes:
- Leveraging synergies and economies of scale
 - Harnessing opportunities to deliver back to partners
 - Using technology to drive operational efficiency
 - Understanding our communities' needs
 - Inspiring our workforce to be committed to providing value for money and carbon neutral services.
- 2.4 The written version of the Business Plan for 2022/2023 was shared with the board of directors and shareholders in February / March and councils were asked for any further feedback.
- 2.5 The resulting final version of the business plan is attached here. It is intended to publish the plan in May 2022 once the shareholders have signed off the written resolution to approve it.
- 2.6 Ubico will submit individual business cases for approval as appropriate to support potential investment proposals within the 2022/2023 Business Plan, to develop areas of the business identified as having potential to deliver greater value for shareholders.

3. CONCLUSION

- 3.1 Members are recommended to note the Business Plan for the financial year 2022/2023 which can be found at appendix A.

4. IMPLICATIONS

4.1 Financial Implications

There are no direct financial implications arising from this report.

An annual contract sum is reviewed and agreed with Ubico as part of the budget setting process and considered by full Council each February.

Andrew Cummings, Strategic Director of Resources
Email: andrew.cummings@stroud.gov.uk

4.2 Legal Implications

There are no legal implications arising from the recommendations in this report.

One Legal
Email: legalservices@onelegal.org.uk

4.3 Equality Implications

Ubico's Business Plan promotes equality of access to essential services.

4.4 Environmental Implications

The Business Plan supports the Council's environmental and climate change priorities.

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2022/23 Business Plan

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1. Business Overview

1.1. Who we are

Ubico is a local authority owned company operating across Gloucestershire and West Oxfordshire. We deliver high quality, front line environmental services which support and improve our local communities to remain clean, green and pleasant places to live and work.

In 2022 Ubico will celebrate its tenth anniversary. The company has grown quickly in this time, achieving significant successes whilst facing the challenge of swift expansion, learning and developing and building to the company it is today, delivering reliable, efficient services to our shareholder partners. Our resilient and effective response to the coronavirus pandemic has cemented our reputation as a successful provider of environmental services, and we would like to thank all our shareholders for their support over this challenging time.

We are delighted to be continuing our relationships with our existing shareholder partners into the future, with all our partnership agreements having been extended or renewed beyond 2022. We also welcome Gloucester City as our eighth shareholder and will start delivering services for them from April 2022. We look forward to building the sound relationship that has begun during the preparation work for mobilisation of these services.

Our shareholding authorities continue to face the challenge of delivering high quality services against a backdrop of stretched finances, and this is exacerbated by the financial challenges brought about by the coronavirus pandemic. In 2022/23 we will continue to work closely with our shareholder partners to support them in meeting these challenges, exploring opportunities to deliver greater value through efficiencies, wider partnership working and development opportunities. All of our shareholder partners have declared a climate emergency and we are committing to supporting them in reducing carbon emissions. We will continue to reduce the carbon impact from our fleet activities through improved driving performance, best use of available technology, and using cleaner, greener vehicles in our service delivery.

In 2022/23 we move into the second year of the delivery of our five year vision, delivered through four strategic pillars, People, Operational Excellence, Climate and Business Development. The year will see a key area of focus around our People pillar. Building on our strong foundations to improve our offering to our staff, be it through strong engagement, support, training or technology, is fundamental to the successful delivery of our other

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Appendix A

strategic pillars. We will seek to drive improvements in these areas in order that we can continue to deliver successful, efficient services. As a company who relies on the availability of professional drivers, we must also look to mitigate the risks from the national shortage wherever possible. We will continue to deploy our driver shortage mitigation strategy to ensure that we retain our excellent driving staff, and also remain attractive to potential new candidates.

1.2. Quality and safety at our core

Health, safety and compliance remain our number one priority and we are committed to driving continuous improvement in these areas. This is demonstrated through our ongoing achievement of industry-recognised accreditations, including ISO 45001 and ISO 14001 for our Health and Safety Management and Environmental Management Systems respectively.

In 2021 our health and safety support function was brought entirely in-house, consolidating the team and offering greater flexibility to adapt our provision to changing needs. Our internal compliance team, now in its third full year, also expanded its capability to include internal auditing for our ISO accreditations. This not only delivers financial efficiencies, but improves the company's internal expertise, our resilience and the support offered to our colleagues

1.3. Our shareholders



1.4. Our core services



Refuse collections



Food waste collections



Garden waste collections



Recycling collections



Trade waste and recycling collections



Recycling centre management



Recycling and bulking transfer



Street cleansing



Building and public convenience cleaning



Grounds maintenance



Fleet management and maintenance



MOT and taxi testing

1.5. Our values



1.6. Our approach to risk

Risk management is one of the key principles of effective corporate governance and is also a key contributor to a sound internal control environment.

Ubico continues to seek and adopt recognised best practice in the identification, evaluation and cost effective control of risks and opportunities to ensure that these are managed at acceptable levels. Risk management within Ubico is about managing our threats and opportunities and striving to create an environment of 'no surprises'. By managing our threats effectively, we will be in a stronger position to deliver our business objectives. By managing our opportunities, we will be in a better position to demonstrate improved services and value for money.

Our Strategic Risk Management Objectives:

- Maintain a strategic approach to risk management to make better informed decisions
- Board and Senior Management set a 'tone from the top' on the level of risk we are prepared to accept - our 'risk appetite'
- Use risk management to enable consistent appraisal of options and improved flexibility/agility in delivering change
- Develop leadership capacity and skills to ensure understanding of the risks facing the company and how we manage them.
- Integrate risk management into how we run Ubico business/services.
- Develop a culture of well-measured risk taking throughout Ubico, including strategic, programme, partnership, project and operational.

The Three Lines of Assurance

In order to provide assurance that Ubico has identified and enacted effective controls to mitigate its risks, we have adopted the 'Three Lines of Assurance' model. This model identifies three key sources of assurance, as follows:

- The **First Line** are the functions that own, manage and control risks - these are our managers and supervisors
- The **Second Line** are the functions that oversee risk and ensure compliance - this is our Compliance function
- The **Third Line** are the functions that provide independent assurance on the management of risks. These are our partners who provide our Internal Audit services, our external auditors and the Regulators.

1.7. 2021 Headline Performance

Performance Scorecard

| Pillar | Measure | 2021 Goal | 2021 Achievement | 2026 |
|------------------------|--|-------------------------------|---|--|
| People | Vacancy fill rate (advertisement closed to acceptance) | <1 month | 84.08% fill rate Time to hire 2.4 months | <1 month |
| | Annual training budget utilisation | 80% of annual training budget | 80.08% (Apr to Dec) | 100% of annual training budget |
| | Conformance to mandatory training to schedule | >90% | New starters >95% | >95% |
| | Staff turnover | <14% attrition | 9.62% (20/21) | <10% attrition |
| Operational Excellence | Service KPIs - Missed bins (per 100,000 collections) | <0.05 % | 0.073% | <0.05 % |
| | Service complaints & compliments | Maintain & improve | Data will be presented from 2022 | Targets established by empirical data |
| | Fleet compliance | Fleet Audit Scores >90% | 92.37% average | Fleet Audit Scores >95% |
| | RIDDOR occurrence | <12 per year | 6 | <9 per year |
| | Deliver to set budget | Within 5% set budget | -6.4% (20/21) | Within 3% set budget |
| Climate | Reduced carbon emissions | Benchmark in 2021/22 | Carbon reduction strategy in place Baseline work in progress (consultant engaged to advise on methodology) | Sophisticated measures in place across transport, buildings and key activities |
| Business Development | % Service coverage of core services to existing shareholders | | 82.61% | 95% |

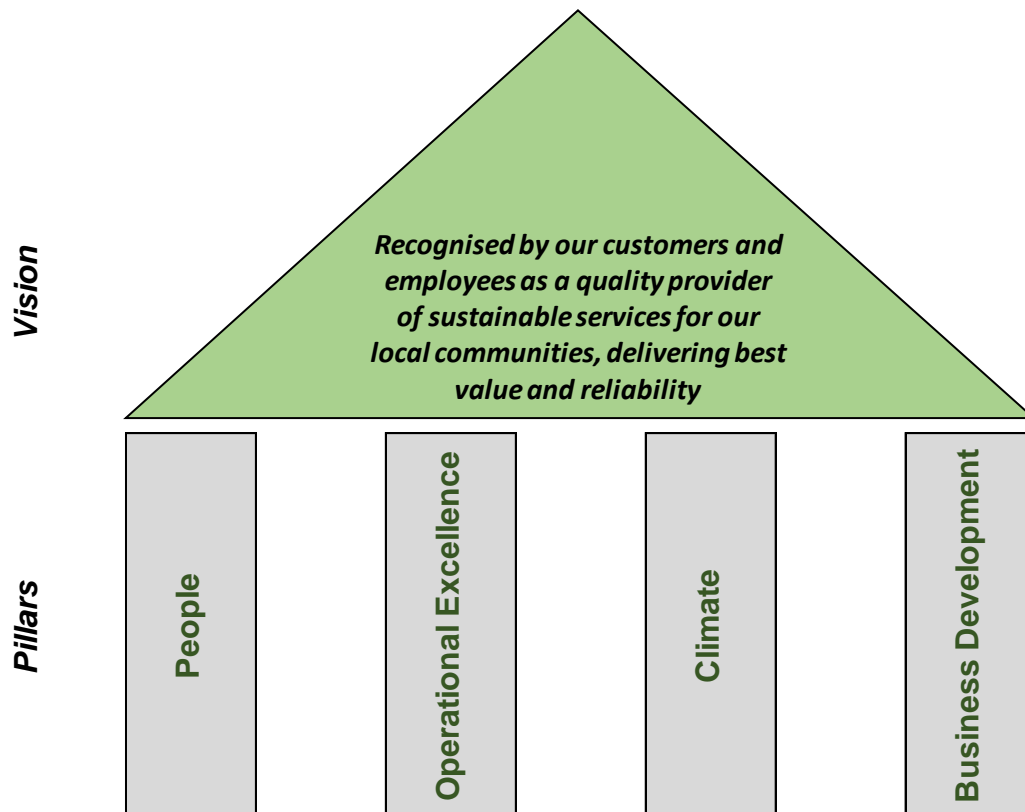
1.8. Our five-year vision (2021-2026)

Recognised by our customers and employees as a quality provider of sustainable services for our local communities, delivering best value and reliability

Through:

- Leveraging synergies and economies of scale
- Harnessing opportunities to deliver value back to our partners
- Using technology to drive operational efficiency
- Understanding our communities' needs
- Inspiring our workforce to be committed to providing value for money and carbon neutral services

1.9. Strategic Pillars of our vision



2. Business Plan 2022/23

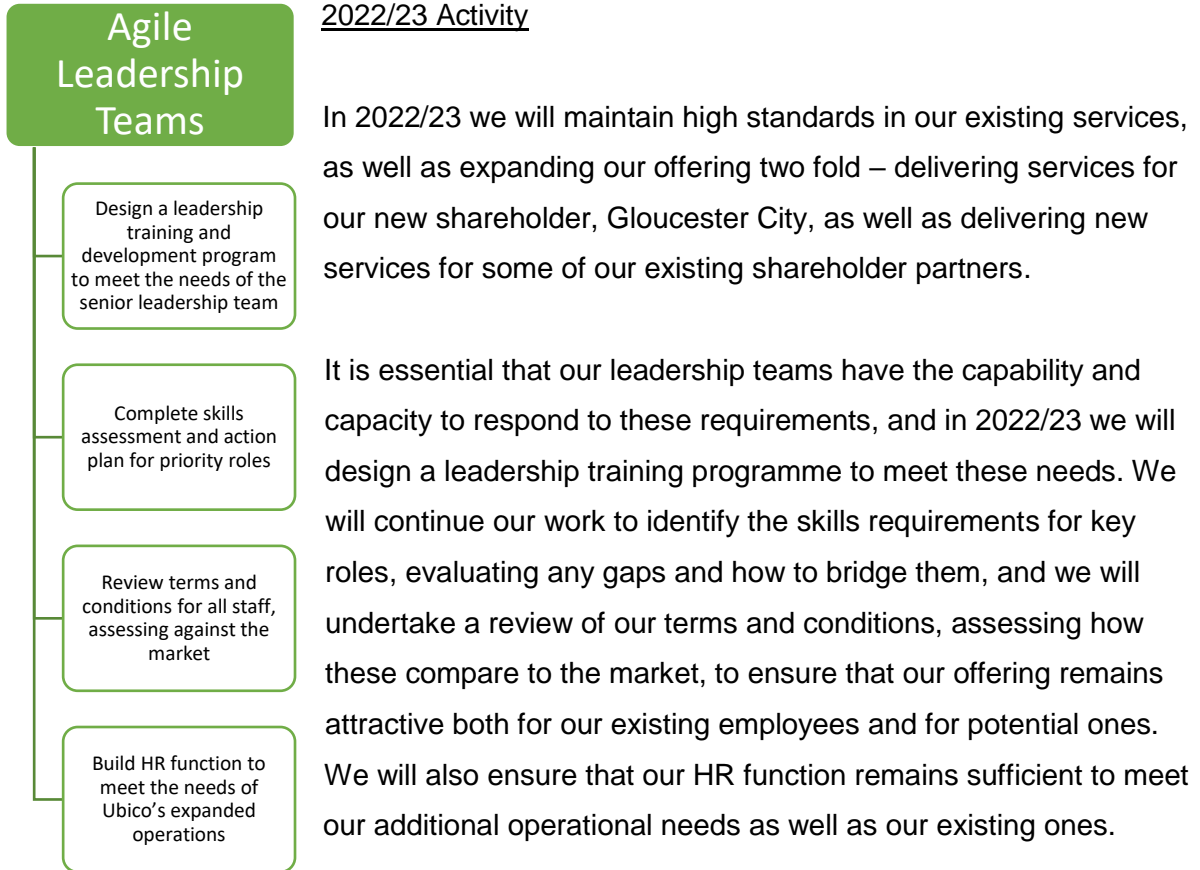
Ubico's 2022/23 business plan is built around our four key pillars:

| People | Operations | Climate | Business Development |
|--|--|---|--|
| <p>We will have a well-trained, supported and engaged workforce who live our values and are proud to work for Ubico.</p> | <p>We will deliver high quality services which remain safe and compliant, seeking continuous improvement in productivity, value and service excellence.</p> <p>We will harness innovation where appropriate and will explore synergies and opportunities for partnership and cross boundary working.</p> | <p>We will minimise our environmental impact and support our shareholders to meet their carbon neutral targets, integrating carbon reduction opportunities wherever reasonably possible in both our fleet and non-fleet activities.</p> | <p>We will build business development capability which enhances our partnerships and allows for effective identification, analysis and presentation to shareholders of potential new business opportunities.</p> <p>We will explore opportunities that aren't simply about profit, including those that would deliver greater value, help our communities or improve services.</p> |

Each of our four pillars is divided into sub-pillars which contain our high level objectives. The 2022/23 business plan objectives for each sub pillar, and the associated risks and mitigations, are outlined on the following pages.

2.1. People Pillar

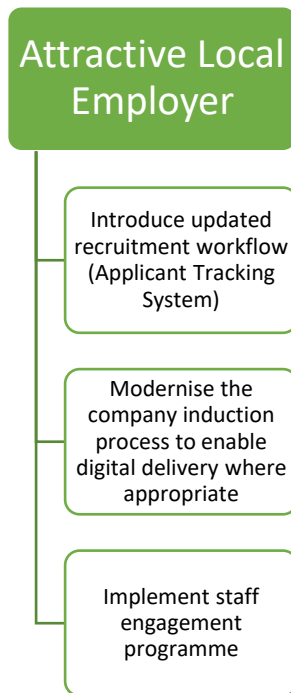
2.1.1. People: Agile Leadership Teams



Risks and Mitigations

| Risk | Mitigation |
|--|--|
| We are unable to create packages that are competitive in the marketplace | Continue to improve reward and recognition schemes, staff engagement and the support we provide. Assess market conditions and review with shareholders as required |
| Ongoing impact of COVID | Agile working policy in place, hot-desking available at all depots, mitigation measures remain in place as long as is necessary, continue to work to WISH guidelines |
| Succession planning | Development of the learning and training functions, skills assessments in place for priority roles, leadership training and development program in place |

2.1.2. People: Attractive Local Employer



2022/23 Activity

In order to attract and retain candidates with the right skills and experience, Ubico must be an attractive employer. Our employees must feel valued and supported and should be proud to work for Ubico.

Key activities for 2022/23 aim to bring improvements in the employee experience at all points in their journey. This starts with attracting the right candidates, which we will enhance by improving our market presence and reputation through our marketing activity (see the Operational Excellence pillar). We will improve the applicant experience through the use of an application tracking system. As well as streamlining the candidate application experience, this will also provide us with better data and reporting

on applicants and their experience which we can use to assess and further improve our processes.

We will continue our journey of improvements in our new staff inductions, modernising them to start to enable digital delivery where appropriate. Our strong provision of support and promotion for good mental health and wellbeing will continue, and we will enhance our communication and engagement, and enable access to employee rewards, through the implementation of an employee engagement platform.

Risks and Mitigations

| Risk | Mitigation |
|--------------------------|---|
| National Driver Shortage | Implement the action plan from our Driver Shortage Strategy |
| Reliance on agency staff | Re-build 'pool' staff where these have depleted Monitor interest in vacancies, vacancy fill rate, attrition rate |

2.1.3. People: Excellence in training and development

Excellence in training and development

2022/23 Activity

Ubico has a broad requirement for training and development that is key to the safe and successful delivery of our services. We seek to offer high quality, accessible and enjoyable training for our employees which is relevant to the roles they undertake.

Further to the successful launch of the Ubico Training Centre in 2020, 2022/23 will see us continue to develop our in-house training offering by employing expertise in learning and organisational development and establishing an overarching learning and organisational development function to lead the training team. We will support the delivery of appropriate, high quality training, whilst also modernising and digitising our training-related back office activity through piloting a learning management system.

In recent years, we are delighted that, having completed their apprenticeships, many of our apprentices have remained at Ubico. In 2022/23 we will create a formal strategy for our training and apprenticeships offering to underpin an ongoing supply of reliable, skilled employees.

Create a training and apprenticeship strategy for Ubico

Training feedback and data routinely reviewed by the Executive to ensure quality provision

Pilot a learning management system (LMS)

Establish overarching L&OD function to lead the training team

Risks and Mitigations

| Risk | Mitigation |
|--|---|
| Inadequate expertise in in-house trainers | Overarching learning and organisational function leads the training team, in-house trainers recruited and retained, train the trainer training programme in place |
| COVID 19 prevents training that requires 'close contact' (e.g. in a vehicle) | Continue to provide such training in the best way possible to achieve the same outcomes. Utilise outdoor spaces wherever appropriate. Maximise 'on the job' training opportunities within crew bubbles. |

2.2. Operational Excellence Pillar

2.2.1. Operational Excellence: Delivering Quality

Delivering Quality

Execute Gloucester city services

Embed the company-wide use of the fleet management system

2022/23 Activity

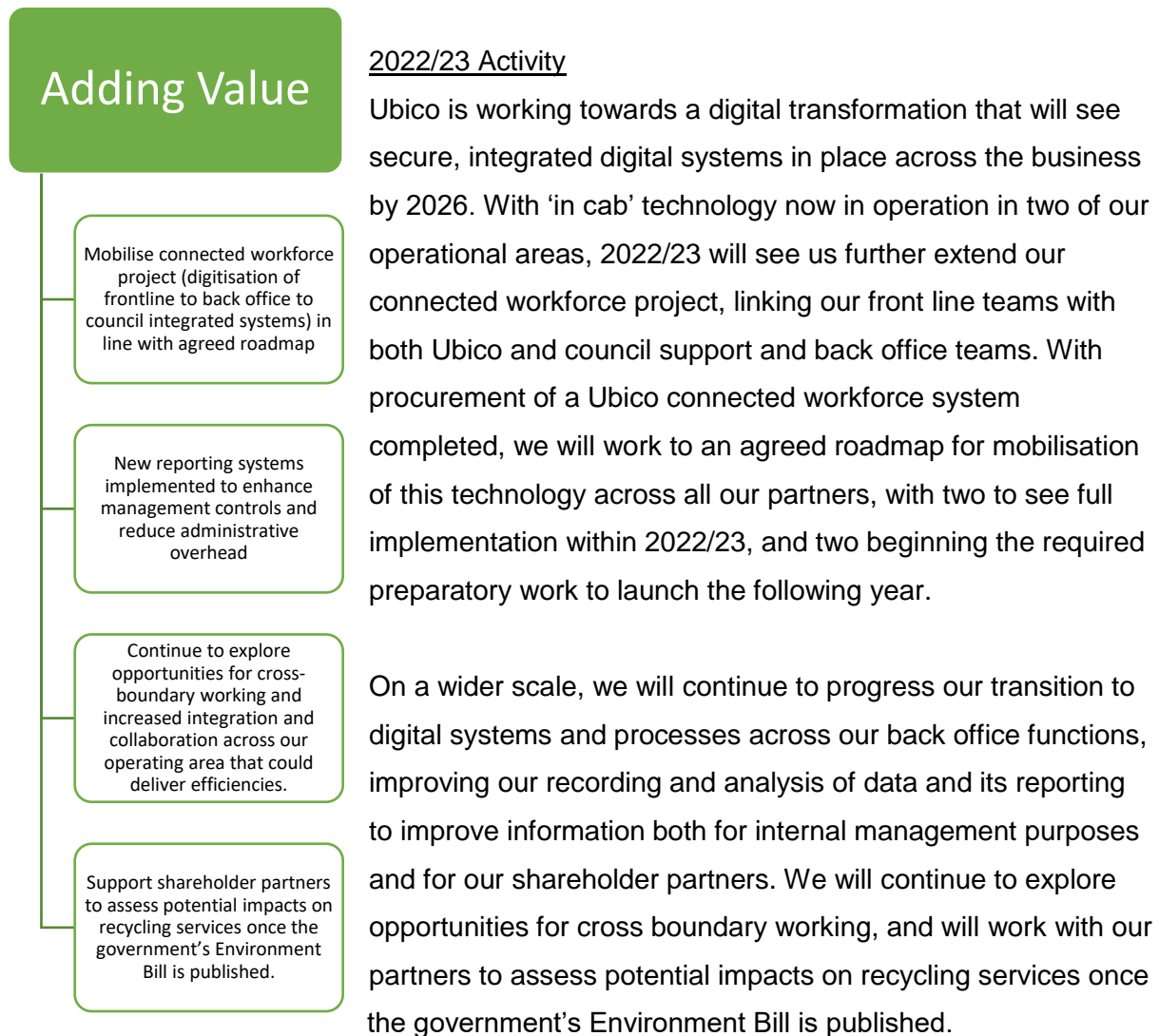
In April 2022 we will commence service delivery for our latest shareholder, Gloucester City. The services we will deliver for Gloucester are synergistic to those we deliver for our existing partners, and will increase the scale of our activities by just under 20%. It is crucial that we embed the delivery of these services effectively and in a timely manner, and to the specification agreed with the council. We will ensure that the services meet our required and expected standards in health and safety and

compliance from the outset, and will introduce alignment with our standard company processes and procedures throughout the year. We will also leverage the benefits of our fleet management system to standardise internal fleet processes, maintain high compliance standards and improve reporting.

Risks and Mitigations

| Risk | Mitigation |
|--|--|
| Front line capacity is insufficient to meet demand | Work in partnership with commissioners to maintain up to date Business Continuity Plans to identify priority services, and to identify and plan for growth as necessary. |
| Inflationary cost pressures | Highlight potential areas of cost pressure as early as possible in both budget setting processes and monthly forecasting reports. Ensure partners are aware that Ubico do not hold contingency funding. |
| Gloucester City mobilisation does not meet plan | Program structure enables progress monitoring at appropriate levels, allowing early identification and escalation of risks, and intervention to mitigate. Detailed project plan in place, required resource in place and fully funded, and has appropriate skills to deliver to requirements. |

2.2.2. Operational Excellence: Adding Value



Risks and Mitigations

| Risk | Mitigation |
|--------------------------------------|--|
| Procurement | Sufficient procurement support in place, shareholder partner involvement in tender design and evaluation, sufficient time allowed for procurement activity to be completed |
| Functionality | Carefully considered specification drawn up with shareholder partner involvement to meet both current and known future needs |
| A partner requests a bespoke package | Business case articulates benefits of joint package. If still requested, clarify costs of divergence / missed opportunity and ring-fence to partner. |

2.2.3. Operational Excellence: Finance, Procurement and Governance



In 2022/23 we will deliver procurement activity as outlined in section 2.2.4.

Risks and Mitigations

| Risk | Mitigation |
|--|---|
| Procurement activity not fully completed | Sufficient procurement support in place, subject matter experts involved in process as required, clear project timelines and requirements set out, understood and met |

Agenda Item 11

Appendix A

2.2.4. Procurement 2022/23

Planned 2022/23 procurement activity:

- Refuse Vehicle Framework
- Vehicle Hire Framework
- Agency Staff Contract
- Vehicle Maintenance
- Hooklift vehicle provision (HRC's)
- External Audit
- PPE and Uniform
- Occupational Health
- Permanent Recruitment Framework
- Office Stationery
- CPC training
- Fuel Cards
- Static Compactors
- Learning Management System
- Cleaning and Grounds Products
- Site Fire and Security

2.2.5. Operational Excellence: Marketing

Marketing

- Enter national award to raise our profile and celebrate our high standards
- Promote our successes in carbon reduction initiatives
- Improve website and social media presence to enhance market presence to current and potential employees
- Undertake a branding review

2022/23 Activity

Since 2020, Ubico has significantly improved the quality and quantity of its communications, both internally and to our shareholder partners. This has been very well received, has helped strengthen partner relationships and has kept our colleagues across the business engaged and informed at a potentially very disconnected time. This activity will be maintained throughout 2022/23.

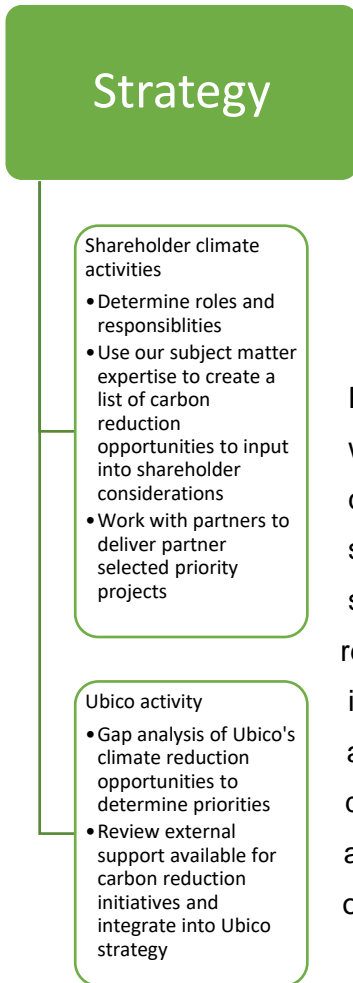
An area for development is around brand awareness, which will help to promote Ubico and strengthen our reputation with shareholder partners, employees and the communities we serve as well as potential employees and customers. In 2022/23 we will review our external communications strategy, seeking the support of our experienced partners, to build external awareness of Ubico and promote our excellent reputation. We will also promote our successes in our carbon reduction initiatives and undertake a branding review.

Risks and Mitigations

| Risk | Mitigation |
|--|---|
| Duplication of shareholder communications | Any communications which relate to specific partner(s) signed off by their communications teams. |
| Perception of moving to separate ourselves from our shareholder partners | Communications strategy designed with the support of a partner's communications team. Partnership working and initiatives celebrated jointly |

2.3. Climate Pillar

2.3.1. Climate: Strategy



2022/23 Activity

In 2021/22, Ubico produced its first carbon reduction strategy. The strategy recognises two strands of activity in this area

1. Ubico owned carbon reduction activities that are within the gift of the company to deliver
2. Shareholder sponsored activity which requires approval and funding from our shareholders.

For activity reliant on shareholder partnership and commitment, we will work with our partners to determine roles and responsibilities, create a list of carbon reduction opportunities to input into shareholder considerations, and work with partners to deliver selected priority projects. For activity that is within Ubico's own remit, we already have a number of initiatives which are integrated into our new strategy and will continue. In addition, we will undertake a gap analysis of further climate reduction opportunities and will determine priorities. We will also review the external support available for carbon reduction initiatives and integrate these within our strategy and action plan.

Risks and Mitigations

| Risk | Mitigation |
|--|--|
| Unfunded expectations from shareholder partners or stakeholders | Clarity on funding model for initiatives must be achieved prior to commencement. |
| Continued disruption to steady state business model and services by Covid, Brexit or supply chain issues affect carbon education initiatives | Improved internal reporting mechanisms give early warning and data to evidence the impact of ongoing increases in service demand or service disruption. Early and ongoing communication with shareholder partners. |

2.3.2. Climate: Ubico owned carbon reduction activity

Compliance & Performance

Roll out carbon reduction driver training to all professional drivers where technology permits

Create baseline KPI's to underpin progress reporting for carbon strategy plan

2022/23 Activity

Ubico is already underway with a number of carbon reduction initiatives including around fleet, driver training and biodiversity work with partners. These existing initiatives are folded into our new strategy and our gap analysis will identify further opportunities within key business areas (fleet, buildings, people, policies etc) to provide a prioritised list for design and, subject to funding, deployment.

As part of the gap analysis exercise to identify additional carbon reduction opportunities, we will review how we can quantify and record key carbon impacts so that we can make informed decisions about required areas of activity or improvement, and measure our performance.

Risks and Mitigations

| Risk | Mitigation |
|----------------------------------|--|
| Driver turnover – loss of skills | New drivers routinely trained as part of induction |
| Ageing fleet increases emissions | Close partnership working with shareholder partners to maintain an up to date fleet replacement programme that is delivered on schedule. Alternative fuel vehicle options identified on fleet replacement programmes, replacement strategy agreed with partners. |

2.3.3. Climate: Partnership Working

Partnership Working

Work with our partners to evaluate the journey to net zero on our fleet

Develop high level options for strategic depot locations to inform shareholder partner decision making, where necessary

2022/23 Activity

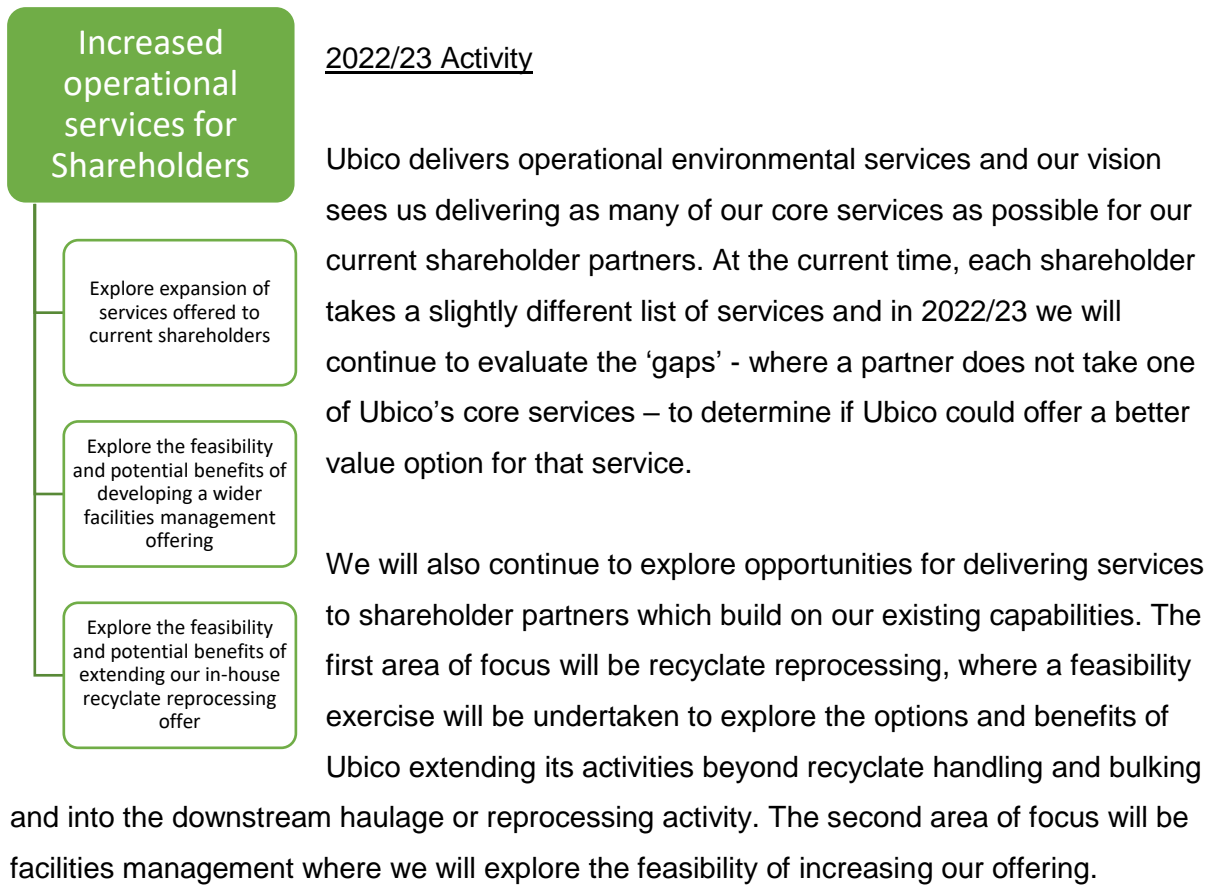
In 2022/23 we will continue to work in close partnership with our shareholder partners to deliver carbon reduction and climate beneficial initiatives. We will evaluate the opportunities identified in our gap analysis which require shareholder partnership and commitment, and work with them to deliver selected priority projects. In addition, we will continue our work with our partners when evaluating options for fleet replacements and the journey to net zero. We will develop high level options for strategic depot locations across our operational areas to inform partner decision making, where necessary.

Risks and Mitigations

| Risk | Mitigation |
|---|---|
| Ubico is not consulted on decisions which could impact carbon emissions, or the success of our carbon reduction initiatives | Ubico invited to attend key meetings, both with individual partners and in wider partnership forums to ensure our input or impact on our activities is considered |

2.4. Business Development Pillar

2.4.1. Business Development: Increased Operational Services for Shareholders



Risks and Mitigations

| Risk | Mitigation |
|--|--|
| Leadership capacity to manage expanding portfolio | Focus on core environmental services where we are skilled and experienced |
| Entering new field and competitive landscape changes | Full risk analysis included in each business proposal presented to shareholder partners to enable informed decisions. Funding mechanisms clearly agreed ahead of commencement. |

2.4.2. Business Development: 'Future Ubico'

Future Ubico

2022/23 Activity

Consolidate our business foundations

Consult with Shareholders to agree principles for future Ubico vision, including geography, risk appetite and alignment

Further assess vehicle for delivery if/when necessary

Proactive commercial tendering is often cited as a significant area of potential opportunity, growth, and return for Ubico, however the company does not have a commercial bidding team nor the funds to introduce one. As a result, Ubico currently only undertakes a small amount of 'commercial' work (work outside that which it provides to its shareholder partners) and the securing of this work has been opportunistic rather than targeted. However, Ubico has seen significant growth in 2021 with the addition of its eighth shareholder, Gloucester City Council, which will see the company grow by just under 20% in 2022/23.

Within our current 5 year vision, we will consolidate our business foundations in order to maximise the efficiency and scalability of our core operations for our current shareholders. We will engage with our shareholder partners in 22/23 to understand their priorities and vision for Ubico for the next five years. This will determine a future pathway which will be built into our next five year strategy.

Risks and Mitigations

| Risk | Mitigation |
|--|--|
| Gloucester City mobilisation does not meet plan | Program structure enables progress monitoring at appropriate levels, allowing early identification and escalation of risks, and intervention to mitigate. Detailed project plan in place, required resource in place and fully funded, and has appropriate skills to deliver to requirements. |
| Gloucester City costs increase due to changing economic environment | Early warning of budgetary pressures presented to Gloucester as with our other partners, through both budget setting processes and monthly forecasting reports. |
| Expectation of expanding commercially without requisite skills or capacity | Detailed shareholder consultation and full understanding of shareholder risk appetite and commitment ahead of commencement of any commercial project |