

**Council**  
**6 December 2017**

**NEW NOTICE OF MOTION – SUPPORTING WOMEN COUNCILLORS**

**Councillor Mrs Macpherson / Councillor Mordue**

**Deputy Leader and Cabinet Member for Communities / Cabinet Member for Resources, Governance and Compliance**

**1 Purpose/For Decision**

**1.1** To consider the Notice of Motion set out below.

**2 Supporting information**

**2.1** The following Notice of Motion has been submitted by **Councillor Lambert** and seconded by **Councillor Christensen**:-

“This Council recognises the important work undertaken by The Fawcett Society in preparing the report ‘Does Local Government work for women?’, published in July 2017, as part of the Women in Local Government Commission, and acknowledges its findings over the barriers still faced by women in Local Government.

<https://www.fawcettsociety.org.uk/does-local-government-work-for-women-final-report-of-the-local-government-commission>

This Council acknowledges that research from across the private sector routinely demonstrates that more diverse teams, including teams with a more even share of women perform more effectively than teams which are homogenous; and that more inclusive Councils containing a more representative set of voices are better equipped to represent the population as a whole.

This Council is supportive of the report’s recommendations that local authorities should seek to:

- support parent and carers in councils by introducing a formal maternity, paternity and adoption policy for councillors, and ensuring care costs are covered;
- tackle sexism by setting out acceptable behaviour standards for councillors and driving cultural change;
- make our Council more diverse by breaking down barriers faced by under-represented groups;
- Support women’s progression within the Council by proactively seeking out women councillors for leadership roles.

**This Council therefore resolves to:**

- **Ask officers to prepare a report for the relevant Cabinet Member on the adequacy of support available to Women Members when affected by barriers outlined in the Fawcett Society report.**
- **Ask the Monitoring Officer to review the current code of conduct to ensure incidences of harassment and discrimination are dealt with, with appropriate force, and for a report to be provided to the General**

**Purposes Committee on any proposed changes to the Council's Constitution to put forward to full Council.**

- **Ask the officers to draft a proposed policy on a formal maternity, paternity and adoption policy for Councillors for consideration by the General Purposes Committee, as well as for consideration by the Independent Remuneration Panel in regard to changes to any possible change in allowances.**
- **Ask the Returning Officer to consider what actions can be taken to encourage women to stand for election, and to report back to Full Council.**

**2.2** The Chairman has consented to this Motion being dealt with at this meeting. and the procedure will be as follows:-

- Councillor Lambert will be invited to propose the Motion and explain the rationale. **(Maximum of 5 minutes).**
- Councillor Mrs Christensen will then be invited to second the Motion. Councillor Mrs Christensen may speak at that point or reserve his speech until later during the debate. In either case, Councillor Christensen will have a **Maximum of 5 minutes.**
- The Motion will then be open for debate.
- The Chairman of the Council will ask Members who wishes to speak.
- Councillor Lambert will have a right of reply at the end of the debate.
- A vote will then be taken.

Contact Officer: Bill Ashton (01296) 585040 (Re. the process)