

Subject:	UNITE Construction Charter – Notice of Motion
Date of Meeting:	14 June 2018
Referred from:	Council 19 April 2018
Ward(s) affected:	All

WOMEN IN GOVERNMENT AND POLITICS

This Council resolves to:

- 1) Request the Chair of the Policy, Resources & Growth Committee to call for a report detailing the options for how Brighton & Hove City Council can implement the relevant recommendations for Local Authorities (where not already in place) listed in the Fawcett Society/LGiU report: *'Does Local Government Work for Women?'* (1)
- 2) Request the Chief Executive write to the Secretary of State for Communities and Local Government, supporting the introduction of a statutory maternity, paternity, adoption and parental leave policy for Councillors;
- 3) Request the Chair of the Policy, Resources & Growth Committee, to call for a report detailing options for how the council can implement its own formal maternity, paternity, adoption and parental leave policy for Councillors;
- 4) Request the Chief Executive writes to the Secretary of State for Communities and Local Government calling for guidance to be issued to local remuneration panels to promote the Fawcett model for a comprehensive dependent carers' allowance scheme, so that all childcare and adult dependent care costs are covered,
- 5) Request that as part of its next review of the Members Allowances Scheme, the Independent Remuneration Panel consider options to update the Scheme, changing the hourly child and dependent care allowance to the Brighton Living Wage (£8.75); and longer term, to seek to more accurately reflect the true cost of Ofsted registered childcare and adult care (2)
- 6) Request that Audit & Standards Committee consider adding Sexual Harassment and Sex Discrimination policies to the Code of Conduct.

Supporting Information

(1) The Fawcett Society and Local Government Information Unit report, *'Does Local Government Work for Women?'* found that structural and cultural barriers hold back women's participation in local government. The practices and protocols of local government create unnecessary barriers to participation particularly for women with caring responsibilities. <https://bit.ly/2q7odbx>

(2) Only 4% of local authorities have a formal maternity, paternity, or adoption policy in place for councillors. Although BHCC will pay Ofsted registered childcare, these costs can range up to £10-£12 per hour, whereas the living wage maximum rate covered by the council is £7.65, leaving parents to subsidise costs themselves.

