

MINUTES OF A MEETING OF THE COUNCIL HELD IN COUNCIL CHAMBER - CITY HALL, BRADFORD ON TUESDAY, 11 JULY 2023

Commenced 4.00 pm
Concluded 8.35 pm

PRESENT

Councillors:

LABOUR

| | | | |
|-----------|-------------|------------|-----------|
| A Ahmed | Alipoor | Amran | Azam |
| Berry | Choudhry | Cunningham | Dearden |
| Dodds | Duffy | Engel | Ferriby |
| Firth | Fricker | Godwin | Green |
| Hayden | Hinchcliffe | Humphreys | A Hussain |
| I Hussain | K Hussain | M Hussain | S Hussain |
| T Hussain | Iqbal | Jabar | Jamil |
| Johnson | Kauser | H Khan | I Khan |
| S Khan | Lal | Lintern | Mitchell |
| Mohammed | Mullaney | Nazir | Parsons |
| Regan | Robinson | Ross-Shaw | Rowe |
| Shafiq | Shaheen | Slater | Steele |
| Tait | Thirkill | Thornton | Walsh |
| Wheatley | Wood | Zaman | |

CONSERVATIVE

| | | | |
|--------|---------|------------|----------|
| Barker | Birch | Brown | P Clarke |
| Coates | Davies | Glentworth | Herd |
| Nunns | Pollard | Poulsen | |

GREEN

| | | | |
|-----------|---------|--------|----------|
| Edwards | Hickson | Love | Russell |
| Sutcliffe | Warnes | Watson | Whitaker |

LIBERAL DEMOCRAT

| | | | |
|------------|-----------|--------|--------|
| R Ahmed | Griffiths | Naylor | Stubbs |
| Sunderland | | | |

**BRADFORD
INDEPENDENTS**

Elahi
Sajawal

**ILKLEY
INDEPENDENT**

Hawkesworth

The Lord Mayor, Councillor Barker in the Chair

25. DISCLOSURES OF INTEREST

There were no disclosures of interest.

26. MINUTES

Resolved – That the minutes of the Annual Council Meeting and the Extraordinary Council Meeting held on 23 May 2023 be signed as a correct record.

27. APOLOGIES FOR ABSENCE

Apologies for absence were received from Councillors Falak Ahmed, Joan Clarke, Felstead, Loy, Majkowski, Nazam, Salam and Sullivan.

28. WRITTEN ANNOUNCEMENTS FROM THE LORD MAYOR (Standing Order 4)

A copy of the Lord Mayor's announcements had been circulated and published on the Council's website.

29. INSPECTION OF REPORTS AND BACKGROUND PAPERS

There were no restricted items.

30. PETITIONS (Standing Order 11)

There were no petitions to consider.

31. PUBLIC QUESTION TIME (Standing Order 13)

There were no public questions to consider.

**32. MEMBERSHIP OF COMMITTEES AND JOINT COMMITTEES
(Standing Order 4)**

That the following membership changes be approved:

Resolved –

- a) That Councillor Neal Cameron (Oxenhope Village Council) replaces former Town Councillor Mick Westerman (Keighley Town Council) as a non-voting co-opted member on Standards Committee. (Former Town Councillor Westerman did not seek re-election at the Local Elections 2023.)
- b) That the following non-voting co-opted members be appointed to the Health and Social Care Overview and Scrutiny Committee for the 2023/24 municipal year:
 - Susan Crowe – Bradford and Craven Co-Production Partnership
 - Trevor Ramsay – i2i patient involvement Network, Bradford District NHS Foundation Care Trust
 - Helen Rushworth – Healthwatch Bradford and District.
- c) That Councillor Naylor replaces Councillor Stubbs as an alternate on Children’s Services Overview and Scrutiny Committee.
- d) That following a change in political proportionality the membership of Keighley Area Committee be as follows:

(9 places in total)

- Labour three places
 - Conservative three places
 - Green one place
 - 8th place to be divided between the Labour Group and the Ilkley Independent with the Labour Group taking the first six months.
 - 9th place to be divided between the Conservative Group and the Independent with the Conservative Group taking the first six months.
- e) That Councillor Nazam be appointed to the Licensing Committee as an Independent Member.

Action: Director of Legal and Governance

33. REPORT BY THE LEADER OF THE COUNCIL (Standing Order 11A)

The report of the Leader of the Council had been circulated and published on the Council’s website.

34. MEMBER QUESTION TIME (Standing Order 12)

Details of the questions from Members to the Leader of Council and Portfolio Holders and the answers given had been circulated and published on the Council’s website.

35. RECOMMENDATIONS FROM THE EXECUTIVE AND COMMITTEES (Standing Order 15)

- 1) At the meeting of Governance and Audit Committee held on 15 June 2023, consideration was given to a report (**Document C**) of the Director of

Finance and IT, which presented the Annual Treasury Management Report 2022-23 for adoption by Council.

Resolved – That the Annual Treasury Management Report 2022-23 be adopted by Council.

Action: Director of Finance and IT

- 2) At the meeting of Governance and Audit Committee held on 15 June 2023, consideration was given to a report (**Document G**) of the Director of Finance and IT, which provided details in relation to the appointment of independent members or an advisor to the Council's Governance and Audit Committee.

Resolved –

- a) That Article 9 of the Council's constitution be amended so that the composition of Governance and Audit Committee includes two non-voting Independent Members, subject to a recruitment process.
- b) That the recruitment process of the non-voting Independent Members be delegated to the Director of Finance and IT in consultation with the Chair of Governance and Audit Committee.

Action: Director of Finance and IT / Director of Legal and Governance

36. NOTICES OF MOTION (Standing Order 17)

Resolved – That the following notices of motion be approved:

12.1 – Council (and schools) provision of plant-based food

Moved by: Councillor Si Cunningham

Seconded by: Councillor Sarah Ferriby

That with the addition and deletion of the appropriate words, the motion be amended to read as follows:

Council notes:

Bradford Council, together with our partners, is taking a comprehensive range of actions to tackle the climate emergency, reduce our carbon footprint, improve our environment and deliver clean growth.

As reported to the Regeneration and Environment Overview & Scrutiny Committee on 15 November 2022, we have almost halved the Council's total emissions from 42,000 tonnes of CO₂e to 22,000 tonnes between 2014-15 and 2021-22 and we are continuing to make progress.

This year the Council has adopted a Good Food Strategy to improve access to healthy food and make it more affordable for people across the District to make informed choices about what they eat. The Strategy recommends encouraging residents to choose a more balanced, more plant-based diet.

Through our Facilities Management service to schools we enshrine choice in the offer which includes plant-based options for students and a full vegan diet for anyone who requests it. National nutritional guidance still recommends a balanced diet is most easily accessible to all children if it includes fish, poultry, meat and dairy products so we continue to offer those choices too.

An increasing number of our Council-run events – such as the recent Culture and Climate Symposium and the Culture Is Our Plan showcase – are already offering fully plant-based catering, and there is a commitment for future events to satisfy a percentage of plant-based options.

All relevant UN and UK Climate Change Committee reports emphasise the need to significantly reduce our use of animal products in response to the climate crisis. In the UK, for example, approximately 10% of greenhouse gas emissions are estimated to be linked to agriculture, most of which is the methane produced by livestock.

The agriculture sector has reduced greenhouse gas emissions by around 16% between 1990 and 2020, according to [Defra data](#). Whilst this is heading in the right direction there is clearly much more to do if we are to meet our Net Zero target.

The 2022 Farm Practices Survey indicated that 64% of farmers thought it important to consider greenhouse gases when making farm business decisions.

The 2021 National Food Strategy, led by Henry Dimbleby, set a ten-year goal of a 30% reduction in meat consumption in the UK.

The West Yorkshire Combined Authority's 2020 Emission Reduction Pathway Report estimates that a 32% reduction in red meat and dairy consumption is needed across the region if our goal of net zero carbon is to be met by 2038.

Our district is two-thirds rural and our farmers and food producers make an important contribution to the local economy and the local environment by providing good quality local food.

Council therefore:

Requests that the Director of Public Health provides a report to Health and Social Care Overview & Scrutiny setting out the Council's progress on delivering our

food strategy including how it can support residents in the cost of living crisis, local businesses in a changing world and reducing our carbon footprint including any options for extending plant-based catering across all Council-run external sites (leisure centres etc.) whilst retaining freedom of choice for individual dietary preferences or requirements.

12.2 – Animal homelessness crisis and support for pet owners during the cost of living crisis

Moved by: Councillor Sue Duffy

Seconded by: Councillor Sarah Ferriby

That with the addition and deletion of the appropriate words, the motion be amended to read as follows:

Council notes:

Animal homelessness is a massive problem that has only been exacerbated by the Covid pandemic and the current cost of living crisis. At any given time, there are an estimated 100,000 dogs without homes in the UK. Research from Cats Protection has estimated that there are as many as 50 stray cats per square kilometre in some cities.

The simplest, and most effective way to prevent animal homelessness is making sure that pets are spayed or neutered.

There is a network of remarkable open-admission shelters across Bradford District accepting every animal in need, caring for them and keeping them safe, warm, fed, and loved.

The cost of living crisis has created more financial pressures on households with the cost of feeding and looking after pets being a big concern for many people.

This has meant that shelters and rescues are more overloaded than ever before with more animals and there are far more cats and dogs than potential owners. Local rescues - including 'Allerton Cat Rescue' - have warned the volume of animals they are looking after is creating unprecedented and unsustainable demands on their services.

The Blue Cross animal charity has partnered with the retailer Pets at Home to place pet food donation stations in every store. All donations collected go to local food banks - and a database of food bank partners is available on their website. There are currently two food banks offering this service: Horton Bank Top Community Foodbank and Bradford North Foodbank in Eccleshill.

The RSPCA has also noted that the cost of living crisis is leading to more pets being left unneutered, not microchipped, and not receiving medical care when they need it.

Council also notes:

A pet can be a great source of comfort and motivation.

In many ways, pets can help us to live physically and mentally healthier lives.

For many people, pets are family members and simply “getting rid of them” is not an option.

Council resolves to:

- Use its social media channels to raise awareness on the importance of spaying or neutering pets, highlight what financial support is available for pet owners.
- Add a section for pet owners onto costoflivingbradford.co.uk and any future printed edition of the ‘Cost of Living Support Booklet’. This should include what support is available to pet owners including the £5 cat neutering scheme by Cats Protection and the services of the PDSA who offer free and low cost veterinary care to eligible households.
- To work with food banks and the Feeding Bradford Network to identify opportunities to expand the number of pet food banks operating in the district, to encourage all food banks to stock pet food where possible and for Bradford District pet food banks to be published on the RSPCA’s ‘find a pet food bank’ online directory.
- The Director of Public Health to liaise with the RSPCA to explore what more we can do as a local authority to support pet owners and promote good animal welfare which in turn supports good mental health.
- The Director of Public Health to present a report to the Anti-Poverty Coordination Group chaired by the Director of Adult Social Care and to then share that paper with all members.

12.3 – Anti-social behaviour (ASB) reduction fund

Moved by: Councillor Abdul Jabar

Seconded by: Councillor Susan Hinchcliffe

That with the addition and deletion of the appropriate words, the motion be amended to read as follows:

This council notes the widespread community concern over antisocial behaviour and low grade criminal activity.

This council believes local residents and councillors are best placed to understand the impact of ASB and their views should inform what measures might be taken to mitigate it.

The large scale cuts in local authority budgets and policing budgets over the last 13 years of Conservative government which have been detrimental to all our communities.

That in spite of the funding constraints, together with the police, VCS and other district partners through the Community Safety Partnership (CSP) the council undertakes a wide range of activities to prevent and tackle crime and ASB.

Examples of recent CSP activities and investments include: work at bonfire ASB hotspots; youth intervention work with West Yorkshire Fire & Rescue; grants in grassroots community organisations; fencing off ASB hotspots.

The good work of the West Yorkshire Mayor and Deputy Mayor for Crime and Policing to build a regional approach in tackling crime and its causes as many communities are facing common challenges.

This Council resolves to:

Continue prioritising action against ASB and working with police and partners in measures to combat it.

Request a report to Corporate Overview & Scrutiny on the district's progress in tackling ASB and options for any new approaches and learning from other areas to build on our measures to tackle ASB and its causes.

The Council Leader to write to all District MPs asking them to make the case to Government about the detrimental impact of national funding cuts on police resources to tackle ASB and community safety issues.

12.4 – Increasing Cancer Screening Uptake Rates in the Bradford District

Moved by: Councillor Sarah Ferriby

Seconded by: Councillor Bev Mullaney

That with the addition and deletion of the appropriate words, the motion be amended to read as follows:

Council notes:

- deaths from all cancers in the under 75's living in Bradford are worse than the national average and there is disparity between the communities across the District, which statistically contributes to poorer life expectancy and there is disparity between the inner city and rural wards across the District.
- as an example in March 2022 the Pennine Breast Screening Unit at

Bradford Hospitals NHS Foundation Trust sent out approximately 1200 breast screening invitation letters in the inner city, approximately 600 responded and attended their mammogram appointments with 5 cancers being detected.

- that on the balance of probabilities, with a 50 % uptake rate and in line with the national average of 9.2 breast cancers being detected per 1000 screened, there were a similar number who did not attend who already had cancer with the likelihood being that they would go on to present with symptoms at a late stage and have a less favourable outcome.
- Public Health professionals know anecdotally from experience that some communities find it easier to access breast screening than others. Further research will pinpoint where the barriers are and therefore how they can be overcome to provide better access to all.
- Data analysis has already begun to identify which groups in particular are less likely to take up the offer of screening. The next step is to do in-depth community engagement.
- the screening uptake rates, not just for breast cancer but also cervical and bowel cancer, are below national uptake rate levels.
- there are fantastic Living Well and Stronger Communities teams within the Council, along with NHS partners and groups such as HALE and the Bingley Bubble Community Partnership, who are already doing great work. The Council's Public Health Team has identified staff to specifically work on increasing health awareness and screening uptake levels with two more Community Health Development workers having been recently appointed.
- the importance of this work given that the pandemic has delayed people visiting health care appointments even before health inequalities are taken into account.
- the Council's Executive Assistant on Health is supporting the efforts to take this work forward with partners to tackle health inequalities particularly amongst women.

Council resolves:

- to complete the in depth data analysis as quickly as possible which is currently being undertaken by the Public Health Team to understand what the issues and barriers are to attending screening for the different community groups across the District.
- carry out in-depth community engagement to understand at first hand the reasons for not attending breast and cervical screening when invited and ascertain what additional support mechanisms such as additional targeted locations for mobile screening vans and help with travel, would increase uptake.
- to work collaboratively with all partners and stakeholders to educate and improve knowledge in all communities around self-awareness, the screening process and promote the understanding that early detection of cancer will result in a more favourable treatment outcome.
- ensure that the current service provision, including the new diagnostic centre at Eccleshill, is accessible for all areas of the community and is utilised to its full potential in order to quickly diagnose all types of cancer.

- Officers to bring a report to the Health & Wellbeing Board showing the plans for how we will address this issue.

12.5 – Improving scrutiny, transparency and accountability at Bradford MDC

Moved by: Councillor Susan Hinchcliffe

Seconded by: Councillor Shakeela Lal

That with the addition and deletion of the appropriate words, the motion be amended to read as follows:

Council notes:

- Bradford Council has an agreed Constitution that sets out how the Council operates, how decisions are made and the procedures that are followed to ensure the Council is efficient, transparent and accountable to local people.
- The Constitution was adopted in accordance with the requirements of the Local Government Act 2000 following extensive public consultation. It provides the framework within which the Executive takes decisions in the discharge of the Council's functions, subject to the scrutiny of a number of Overview and Scrutiny committees. The Executive is collectively responsible for the decisions it makes and its decision-making arrangements so that they are open, transparent and accountable.
- The Council is committed to realising the aspirations reflected in the Corporate Plan and the Constitution sets out the working arrangements that will be followed in pursuit of these aims.
- Political proportionality is based on Sections 15 (duty to allocate seats to political groups) and 16 (duty to give effect to allocations) Local Government and Housing Act 1989 and the Local Government (Committees and Political Groups) Regulations 1990
- That democracy in this country gives the winning party more power than those who win less seats.
- That the Conservatives in the recent local elections lost 1100 seats nationally and therefore their power in councils across the country is reduced.
- In the 2019 General Election the Conservatives won with an 80 seat majority and there was a resulting reduction in the number of Labour voices being heard in the Chamber and in committees. This will change if voters make a different decision at the next general election.
- That Bradford Council is a very diverse Chamber with lots of political views represented and heard, reflecting the decisions at the ballot box made by residents of this district.
- It is the people who decide who represents their voice, political parties don't.
- Over 300 Part 1 member questions have been answered at full council in

the past year alone, however Executive members also answer many more questions and queries from councillors and members of the public on an ongoing basis as part of our open and comprehensive democratic processes.

Council resolves:

- To respect the role of democracy in choosing who represents people's voice in the Chamber.
- Not to use the cross party Council Constitutional review to gerrymander more power for any political group.
- To recognise that upholding the voters' decision is paramount.
- To remain open and transparent in all our decision-making, being answerable to Full Council, Scrutiny, the Media, Government, residents and businesses as any healthy democracy should.

12.6 – Clean Air Zone (CAZ) creep

Moved by: Councillor Sarah Ferriby

Seconded by: Councillor Susan Hinchcliffe

That with the addition and deletion of the appropriate words, the motion be amended to read as follows:

Council notes:

- Bradford Council has been legally mandated by national Conservative government to implement a charging CAZ. The Government will allow the Council to remove the CAZ once our air quality levels are consistently improved. We look forward to the day when Government therefore withdraws its Ministerial Direction.
- Bradford Council secured the highest level of funding for a CAZ of its type anywhere in the country. The council has successfully allocated £21.332m so far upgrading 3,788 vehicles, including buses, taxis, coaches, HGVs and LGVs in the district. Having achieved one of, if not the cleanest taxi fleet in the UK this should enable Bradford to comply with the Ministerial Direction as soon as possible and persuade government to remove the Ministerial Direction more quickly.
- Government-approved modelling has shown that Bradford would not achieve legal levels of air quality until 2028/9 at the earliest without a charging CAZ. This means that the people of Bradford, particularly in the most underprivileged wards, would be breathing toxic air for longer.
- Cleaner air will have health benefits for everyone, but especially young children, the elderly and those with existing health conditions. The council is committed to putting the voice and needs of children at the heart of everything we do.

- The biggest health benefits from the CAZ will be felt by the most disadvantaged communities in Bradford, health research has found.
- The CAZ programme will include reinvestment of revenue to make environmental improvements, Government do not allow CAZ revenue to be used for any other purpose.
- The CAZ will improve air quality in every ward in the Bradford District. The data shows there is no traffic displacement due to the Clean Air Zone and that our rural villages continue to enjoy some of the best air quality in the UK.
- The proposal to establish the post of Assistant Director Sustainability on a permanent basis from the previously titled temporary post of Programme Director Clean Air Programme has no implications for council base budget as the post is funded outside base budget. The proposal reconfigures the responsibilities of the role around the implementation of the programme of work relating to climate change and transition work, which require ongoing management and leadership.
- The proposal is also based on the fact that retaining the sustainability post on a fixed term basis would provide no advantage given that fixed term posts attract the same employment rights as permanent posts at their two-year anniversary, with redundancy eligibility and the associated liability for the council applying at that stage.

Council resolves:

- To continue publishing all air quality monitoring in line with government standards. The Council has submitted our data in line with requirements to the Government for their approval for 2022 and will publish once Government have allowed us to. Live data for the Mayo Avenue station which is the Government's own station, is already online.
- To continue driving forward at pace with achieving air quality improvements and rapidly reinvest funds to further improve the environment for residents and businesses, therefore achieving compliance with legal air quality standards within the shortest possible timeframe so that Government can find no further reason to impose a CAZ on the district.
- For all Groups in the chamber not to undermine through local disinformation the Government's national approach to clean air zones across the country.

12.7 – Children and young people's mental health

Moved by: Councillor Sue Duffy

Seconded by: Councillor Susan Hinchcliffe

Council notes:

The emotional health and wellbeing of children and young people is just as important as their physical health.

The Chair of the Health and Wellbeing Board has prioritised child mental health and the Board has been hearing the voices of children and young people to help shape the district's response.

The beneficial work the voluntary and community sector (VCS) does in prevention, early help and support for residents' mental health.

We know from this engagement with children and young people that better support for their wellbeing and mental health is their top priority.

Mental illnesses are a leading cause of health-related disabilities for children and young people and can have adverse and long-lasting effects.

National and local data suggest that the mental health needs of children and young people have risen since the start of the Covid-19 pandemic, with nearly 1 in 4 girls and 1 in 10 boys having diagnosable levels of mental health need in Bradford District in 2022.

Nationally a record 1.4 million children and young people sought NHS help for mental health problems last year and the number of school-age children referred to child and adolescent mental health services (CAMHS) soared by 76% since 2019, according to an analysis of NHS Digital data by the charity Young Minds.

Local authorities, health services, schools and the VCS are facing significantly increased pressures as a result and therefore require additional government funding to meet unprecedented levels of need.

Whilst children from all backgrounds experience mental health problems, the evidence for tackling the rising rates of mental illness in children and young people is strongly linked with addressing inequalities and poverty, issues starkly highlighted by the pandemic.

Giving children the best start in life through universal and targeted interventions is dependent on supporting their mental wellbeing in childhood and adulthood.

The council resolves to:

- Proactively engage with and listen to people of all ages and backgrounds about what they need for better mental health and emotional wellbeing.
- Task officers to work with health partners on the Health and Wellbeing Board to undertake a focused piece of work to bring together up to date data, insight and evidence on the mental health and emotional wellbeing needs of children and young people in the Bradford district.
- Agree named leads and lines of accountability for children and young people's mental health and wellbeing in the local health system.
- Ensure that every child, family and school in the district knows how to

- access support for their mental health.
- Refuse to accept endemic levels of mental ill health in children and young people as a “new normal”.
 - Implement evidence-based interventions to improve mental health and wellbeing for all people of all ages.
 - Call on the government to publish a national plan for children and young people backed up by new funding for the local authority, schools, VCS and health partners. The plan should include a strategy to improve children and young people’s mental health and support every single child to achieve their full potential in life whatever their background.
 - Sign up to the Office for Health Improvement and Disparities’ Mental Health Concordat and through this commit to: increase the focus on prevention, wider determinants of health and collaborative working across organisations; draw on lived experiences of people with mental health problems; build capacity across the workforce in the prevention of mental ill health and promotion of wellbeing; and commit to supporting all service providers, employers and the voluntary and community sector to adopt the concordat.

12.8 – Bradford Council is committed to fighting discrimination and hatred in all its forms

Moved by: Councillor Susan Hinchcliffe

Seconded by: Councillor Rebecca Poulsen

This is a cross-party motion supported by the Labour, Conservative, Green and Liberal Democrat groups.

We want Bradford district to be a welcoming district for all.

People, regardless of their protected characteristics, need to have their rights protected, whoever they are and wherever they live in the district. We should all be able to enjoy a full and happy life with mutual respect.

This Council has published a refreshed Equality, Diversity and Inclusion (EDI) Plan to support people of all protected characteristics to live their lives in a full and confident way in the district, whether they are part of the council’s workforce and/or part of our wonderfully diverse district.

Bradford Hate Crime Alliance is home to innovative, nationally respected work to tackle hate and build safer and stronger communities.

We welcome the Peer Review from the Local Government Association which has reviewed our progress so far and focussed our minds on the work still to do. Staff and community representatives acknowledge that the Council has made positive changes for its workforce in the last 12 months.

In spite of this good work locally we are very concerned at the latest national hate crime data. The latest Home Office data shows that hate crime has increased by

25.5% in a year, with significant increases in hate crime against the LGBTQ+ community, disabled people and people of faith (nearly half of these incidents were against Muslims). We acknowledge that hate crimes are under-reported across our district so we encourage all those who experience hate crime to report it.

This Council:

- Condemns prejudice and hatred against all people.
- Believes that there is no hierarchy of equalities. Public servants can't pick and choose which protected characteristics to support.
- Asks all elected members to reaffirm their commitment to fighting hate and prejudice in all its forms and to ensure all elected members undertake EDI training in line with the LGA Peer Review recommendation.
- Instructs Council officers to step up work with police and partners to combat hate crime.
- Accepts all the recommendations of the LGA Peer Review and instructs officers to implement these as soon as possible or at the latest by the end of 2024.

12.9 – Making our neighbourhoods and green spaces nature-friendly

Moved by: Councillor Sarah Ferriby

Seconded by: Councillor Alex Ross-Shaw

Council notes:

Reduced mowing in carefully planned areas of green spaces as part of 'No Mow May' has been one example of a range of activities we are undertaking to improve the local environment for residents, boost biodiversity and tackle the climate emergency.

A growing body of research shows there are substantial positive effects from this nature-friendly approach, such as increasing plants and insects to benefit the food chain; extending and connecting nature-friendly areas creates an important mosaic of habitats especially in urban and semi-urban areas; and a reduction in pesticides supports a healthier environment for plants and all living things.

The benefits to mental and physical health of greater biodiversity and a more pleasant living environment for us all cannot be overstated.

There are potential economic as well as social and environmental benefits from adopting a more nature-friendly approach and shifting to low carbon technologies.

Making the whole district more nature-friendly is also a matter of social justice as part of our work to tackle health inequalities, because national research shows that the least privileged communities are impacted the most by environmental harm and a lack of access to nature and green spaces.

Nature-friendly measures the council is undertaking with partners include but are not limited to:

- Reduced mowing to better meet the needs of people and nature.
- Planted a tree for every child – the creation of new woodland, school trees and 40 school orchards (blossom for pollinators).
- Encouraging nature and play opportunities on the doorstep of new housing and commercial developments.
- New wildflower strips and meadow development.
- A shift to herbaceous planting in the city centre.
- The conversion of conifer plantation woodlands to semi-natural woodlands at St Ives.
- Ilkley Moor restoration.
- Reduced use of glyphosate.
- Measures to clean up the air we all breathe.
- Working with businesses and partners in the Bradford District Sustainable Development Partnership.

Council resolves to:

- Declare a biodiversity emergency – this will help to harness the collective powers of partners across the district and accelerate our efforts.
- Task officers with developing a Bradford Parks Strategy with widespread stakeholder consultation, including the aims of: deepening our partnerships with Friends groups; formalising our approach to improving biodiversity and environmental renewal; recognising its strong links to residents' physical and mental wellbeing; and supporting new jobs and opportunities for residents and businesses through the emergent clean growth economy.
- Request officers present a report to Regeneration and Environment Overview and Scrutiny Committee assessing the impact to date of the measures we are taking and setting out new ideas and options for future activities to build on our progress.

37. PAY POLICY STATEMENT FOR 2023/24

The Director of Human Resources submitted a report which provided details of the Pay Policy Statement for the financial year 2023/24, including details of the pay award for Chief Officers.

Resolved – That the Pay Policy Statement for the financial year 2023/24, as set out at Appendix 1 to the report, be approved.

Action: Director of Human Resources

38. APPOINTMENT TO THE POST OF CHIEF EXECUTIVE

The Director of Human Resources submitted a report which sought approval to appoint Lorraine O'Donnell to the post of Chief Executive on the salary package as detailed in the report and in accordance with the Council's Pay Policy Statement.

Resolved –

- a) That the Council approves the appointment of Lorraine O'Donnell as Chief Executive.
- b) That the Council confirms it agrees with the proposal to appoint to the position of Chief Executive on the salary package as detailed in paragraph 2.7 of the report in accordance with the Council's Pay Policy Statement 2023/24.

Action: Director of Human Resources

Lord Mayor

Note: These minutes are subject to approval as a correct record at the next meeting of the Council.

THESE MINUTES HAVE BEEN PRODUCED, WHEREVER POSSIBLE, ON RECYCLED PAPER