

Minutes

Policy and Sustainability Committee

10.00 am, Tuesday 24 October 2023

Present

Councillors Day (Convener), Aston, Beal, Bennett, Biagi, Campbell, Dijkstra-Downie, Duggart, Lang (items 12 – 28), Macinnes, Meagher, Miller, Mumford, Nols-McVey, Parker, Thornley (substituting for Councillor Lang, items 1 – 11), Watt and Whyte.

1. Deputations

LGBT Youth Scotland (in relation to item 18 – Gender Recognition Reform)

The deputation expressed their thanks to committee for inviting them to speak. They highlighted the daily safety worries they had when making decisions such as how to dress and speak. Daily public life was still inaccessible for LGBT people who faced additional barriers to live freely. They said that faced harassment, physical and sexual assault, and bullying. There were other barriers such as access to toilets and changing facilities along with limited access to education and work which could result in homelessness or unstable housing situations. The deputation hoped that Edinburgh could become a welcoming city to everyone.

A written submission was also provided:

[Supporting Paper for Committee by LGBT Youth Scotland](#)

(See item 18 below)

2. Minutes

Decision

To approve the minute of the Policy and Sustainability Committee of 22 August 2023 as a correct record.

3. Policy and Sustainability Committee Work Programme

The Policy and Sustainability Committee Work Programme for 24 October 2023 was presented.

Decision

To note the Work Programme.

(Reference – Work Programme 24 October 2023, submitted.)

4. Policy and Sustainability Committee Rolling Actions Log

Details were provided of the outstanding actions arising from decisions taken by the Committee.

Decision

- 1) To agree to close the following actions:
 - **Action 9** – Regional Prosperity Framework Delivery Plan
 - **Action 10** – Gender Recognition Reform - Motion by Councillor Mumford
 - **Action 11** – Care Home Contracts - Motion by Councillor Miller
 - **Action 12(4)** - Self Directed Support – Motion by Councillor Nicolson
 - **Action 13** – Conservatives Voter ID Disenfranchisement Legislation – Motion by Councillor Dobbin
 - **Action 14** – Risk Management Policy
 - **Action 17(2)** – Drug and Alcohol Recovery Services in Niddrie and Craigmillar
 - **Action 19b** – Crisis in NHS Dentistry – Motion by Councillor Davidson
 - **Action 20(1)** – Business Bulletin
 - **Action 22** – Response to Adopting Definition of Islamophobia Motion
 - **Action 25** – The UK’s Real Estate, Infrastructure and Investment
 - **Action 30** – Motion by Councillor McKenzie – Care Homes
 - **Action 31** – EDI Training – Motion by Councillor Kumar
 - **Action 35(2 and 3)** – Business Bulletin
 - **Action 39(2)** – Corporate Property Strategy
 - **Action 51** – Policy for Supporting Adult Carers and Caring Relationships
- 2) To request that officers confirm the date of the briefing session referenced at Action 5 – Social Security Take-Up Strategy.
- 3) To request that officers provide an update on progress with the briefing note referenced at Action 34(2).
- 4) To otherwise note the Rolling Actions Log.

(Reference – Rolling Actions Log, submitted.)

5. Business Bulletin

The Policy and Sustainability Committee Business Bulletin for 22 August 2023 was submitted.

Decision

To note the Business Bulletin.

(Reference – Business Bulletin 24 October 2023, submitted.)

6. End Poverty in Edinburgh Annual Progress Report

Details were provided of progress made by the Council and partners in response to the calls to action made by the Edinburgh Poverty Commission. The report met the Council's statutory duty to publish a joint report with NHS Lothian on local actions to address child poverty. A refreshed framework to guide future work of the Council and partners was also provided.

Motion

- 1) To agree the third annual progress report against Council and partnership actions in response to the findings of the Edinburgh Poverty Commission.
- 2) To note the proposed refreshed framework to guide future Council and partnership actions to end poverty in Edinburgh and note that this framework remained fully aligned to the findings of the Edinburgh Poverty Commission.
- 3) To note that the report by the Executive Director of Corporate Services, in line with statutory requirements, had been prepared in collaboration with NHS and Edinburgh Partnership colleagues, and it would be considered by the Edinburgh Partnership in December 2023.
- 4) To note that, further to previous decisions of Council, during 2024 members of the Edinburgh Poverty Commission would be invited to provide advice on city-wide progress to date and recommended next steps as part of an interim review of progress towards 2030 targets.

- moved by Councillor Day, seconded by Councillor Meagher

Amendment 1

- 1) To agree the third annual progress report against Council and partnership actions in response to the findings of the Edinburgh Poverty Commission.
- 2) To note the proposed refreshed framework to guide future Council and partnership actions to end poverty in Edinburgh and note that this framework remained fully aligned to the findings of the Edinburgh Poverty Commission.
- 3) To note that the report by the Executive Director of Corporate Services, in line with statutory requirements, had been prepared in collaboration with NHS and Edinburgh Partnership colleagues, and it would be considered by the Edinburgh Partnership in December 2023.

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- 4) To note that, further to previous decisions of Council, during 2024 members of the Edinburgh Poverty Commission would be invited to provide advice on city-wide progress to date and recommended next steps as part of an interim review of progress towards 2030 targets.
- 5) To note the concerning fall in those being supported through the Council's advice services during a cost of living crisis which is exacerbating poverty in the City.
- 6) To agree to request the commission examine the impact of the extreme service reduction to residents and invites the Commission to produce recommendations to address the issues and ensure people in Edinburgh can access financial advice services when needed.

- moved by Councillor Nols-McVey, seconded by Councillor Macinnes

Amendment 2

- 1) To agree the third annual progress report against Council and partnership actions in response to the findings of the Edinburgh Poverty Commission.
- 2) Welcomes the acknowledgements in the report that "there is enough determination in the city to embrace the twin challenges of solving poverty and reducing carbon emissions over the next decade." and of the "higher risk of poverty among women, families with children, minority ethnic groups, and disabled families in the city.";
 - 2.1) Notes that employment and employability initiatives are key to progressing one of the four key themes identified, and recognises that, for these initiatives to be sustainable, green and low-carbon jobs should be central to them;
 - 2.2) Further notes that the Capital City Partnership will be increasing its focus on green skills and the green economy in response to a decision at Housing, Homelessness and Fair Work Committee earlier this month;
 - 2.3) Therefore, in recognition of this and in order to ensure further joined up thinking across key Council priorities, requests that the planned workshops to be progressed during 2024 include
 - 2.3.1) Exploration of how commitments to a just transition can help poverty reduction in Edinburgh, particularly looking at entry-level green jobs and jobs in low-carbon industries like care work;
 - 2.3.2) Exploration of the varying impact of poverty on different groups of people, particularly those with protected characteristics, and how our response to poverty in Edinburgh can be understood through an intersectional lens;
 - 2.3.3) Exploration of how other Council strategies relating to climate mitigation, climate adaptation and health and social care interrelate with actions under the End Poverty in Edinburgh strategy, including how these can also be understood through an intersectional lens;

- 2.4) And that invitees to those workshops include:
- 2.4.1) Organisations focussing on groups of people with protected characteristics including Scottish Women’s Budget Group, the Muslim Women’s Resource Centre and One Parent Families Scotland, Inclusion Scotland and People First;
 - 2.4.2) Trade Unions and Tenant / Community Unions including Living Rent.
- 3) Finally, notes with specific concern issues around digital inclusion, recognising that groups more likely to experience poverty can be disproportionately affected by this, and agrees that, as part of wider work looking at access and inclusion across Council services, this issue is given particular consideration.
- 4) To note the proposed refreshed framework to guide future Council and partnership actions to end poverty in Edinburgh and note that this framework remained fully aligned to the findings of the Edinburgh Poverty Commission.
- 5) To note that the report by the Executive Director of Corporate Services, in line with statutory requirements, had been prepared in collaboration with NHS and Edinburgh Partnership colleagues, and it would be considered by the Edinburgh Partnership in December 2023.
- 6) To note that, further to previous decisions of Council, during 2024 members of the Edinburgh Poverty Commission would be invited to provide advice on city-wide progress to date and recommended next steps as part of an interim review of progress towards 2030 targets.

- moved by Councillor Mumford, seconded by Councillor Parker

Amendment 3

- 1) To agree the third annual progress report against Council and partnership actions in response to the findings of the Edinburgh Poverty Commission, subject to action plans being provided as part of the “Progress and Priorities” section to:
- Improve pupil attendance rates at school which has worsened since the end of the pandemic, especially for secondary school pupils.
 - Restore advice services to an appropriate capacity within six months (at least 2019/20 levels) using Council Advice Shop and any new partnership actions with a new KPI introduced that measures the implementation of the overall advice strategy. This to be reported to Committee at an appropriate point to provide assurance of progress and to include a report on the outcome of the commissioned review of welfare rights and debt advice services which is apparently complete but no projected impact, indication of additional improvement/change or resolution of the single advice brand discussion is provided within this annual progress report.
- 2) To note the proposed refreshed framework to guide future Council and partnership actions to end poverty in Edinburgh and note that this framework remained fully aligned to the findings of the Edinburgh Poverty Commission.

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- 3) To note that the report by the Executive Director of Corporate Services, in line with statutory requirements, had been prepared in collaboration with NHS and Edinburgh Partnership colleagues, and it would be considered by the Edinburgh Partnership in December 2023.
- 4) To note that, further to previous decisions of Council, during 2024 members of the Edinburgh Poverty Commission would be invited to provide advice on city-wide progress to date and recommended next steps as part of an interim review of progress towards 2030 targets.

- moved by Councillor Whyte, seconded by Councillor Doggart

In accordance with Standing Order 22(12), Amendments 2 and 3 were accepted as addendums to the Motion.

In accordance with Standing Order 22(12), Amendments 2 and 3 were accepted as addendums to Amendment 1.

Voting

The voting was as follows:

For the Motion (as adjusted) - 9 votes

For Amendment 1 (as adjusted) - 8 votes

(For the Motion (as adjusted): Councillors Beal, Bennett, Day, Dijkstra-Downie, Doggart, Meagher, Thornley, Watt and Whyte.

For Amendment 1 (as adjusted): Councillors Aston, Biagi, Campbell, Macinnes, Miller, Nols-McVey, Mumford and Parker.)

Decision

To approve the following adjusted motion by Councillor Day:

- 1) To agree the third annual progress report against Council and partnership actions in response to the findings of the Edinburgh Poverty Commission subject to action plans being provided as part of the "Progress and Priorities" section to:
 - Improve pupil attendance rates at school which has worsened since the end of the pandemic, especially for secondary school pupils.
 - Restore advice services to an appropriate capacity within six months (at least 2019/20 levels) using Council Advice Shop and any new partnership actions with a new KPI introduced that measures the implementation of the overall advice strategy. This would be reported to Committee at an appropriate point to provide assurance of progress and to include a report on the outcome of the commissioned review of welfare rights and debt advice services which was apparently complete but no projected impact, indication of additional improvement/change or resolution of the single advice brand discussion was provided within this annual progress report.

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- 2) To welcome the acknowledgements in the report that “there is enough determination in the city to embrace the twin challenges of solving poverty and reducing carbon emissions over the next decade.” and of the “higher risk of poverty among women, families with children, minority ethnic groups, and disabled families in the city”;
- 3) To note that employment and employability initiatives were key to progressing one of the four key themes identified, and to recognise that, for these initiatives to be sustainable, green and low-carbon jobs should be central to them.
- 4) To further note that the Capital City Partnership would be increasing its focus on green skills and the green economy in response to a decision at Housing, Homelessness and Fair Work Committee earlier this month.
- 5) Therefore, in recognition of this and in order to ensure further joined up thinking across key Council priorities, to request that the planned workshops to be progressed during 2024 include:
 - Exploration of how commitments to a just transition could help poverty reduction in Edinburgh, particularly looking at entry-level green jobs and jobs in low-carbon industries like care work.
 - Exploration of the varying impact of poverty on different groups of people, particularly those with protected characteristics, and how our response to poverty in Edinburgh could be understood through an intersectional lens.
 - Exploration of how other Council strategies relating to climate mitigation, climate adaptation and health and social care interrelate with actions under the End Poverty in Edinburgh strategy, including how these could also be understood through an intersectional lens.
- 6) To request that invitees to those workshops included:
 - Organisations focussing on groups of people with protected characteristics including Scottish Women’s Budget Group, the Muslim Women’s Resource Centre and One Parent Families Scotland, Inclusion Scotland and People First.
 - Trade Unions and Tenant / Community Unions including Living Rent.
- 7) To note with specific concern issues around digital inclusion, recognising that groups more likely to experience poverty could be disproportionately affected by this, and to agree that, as part of wider work looking at access and inclusion across Council services, this issue was given particular consideration.
- 8) To note the proposed refreshed framework to guide future Council and partnership actions to end poverty in Edinburgh and note that this framework remained fully aligned to the findings of the Edinburgh Poverty Commission.
- 9) To note that the report by the Executive Director of Corporate Services, in line with statutory requirements, had been prepared in collaboration with NHS and Edinburgh Partnership colleagues, and it would be considered by the Edinburgh Partnership in December 2023.
- 10) To note that, further to previous decisions of Council, during 2024 members of the Edinburgh Poverty Commission would be invited to provide advice on city-

wide progress to date and recommended next steps as part of an interim review of progress towards 2030 targets.

- 11) To request a briefing note on improving digital inclusion and access to skills and employment.

(References – Policy and Sustainability Committee of 17 November 2022 (item 3); report by the Executive Director of Corporate Services, submitted.)

7. Council Emissions Reduction Plan – Annual Progress Report

The second annual update on the Council Emissions Reduction Plan (CERP) was submitted for approval. The performance report provided progress against each of the 73 actions and 53 Key Performance Indicators of the CERP. Details were provided on how the Council was delivering against its Climate Compact commitments which were signed in December 2020.

Motion

- 1) To agree the second annual progress report against the Council Emissions Reduction Plan (CERP).
- 2) To agree to change targets in relation to fleet and waste actions proposed in paragraphs 4.27 to 4.28.
- 3) To note that there would be a report to Committee in November 2024 following an exercise to review and prioritise actions based on three years of learning since the CERP was agreed.
- 4) To note that the Council's organisational emissions were updated annually and reported to the Scottish Government through the Public Bodies Climate Change Duty Reporting (PBCCD), which was the subject of a separate report on the Committee agenda.
- 5) To note that this annual progress report focused on Council emissions only. An update on the city-wide emissions and progress on the Climate Strategy would be brought to Policy and Sustainability Committee in January 2024.

- moved by Councillor Day, seconded by Councillor Watt

Amendment 1

- 1) To agree the second annual progress report against the Council Emissions Reduction Plan (CERP).
- 2) To agree to change targets in relation to fleet proposed in paragraph 4.28 and retain the existing recycling target.
- 3) To note that there would be a report to Committee in November 2024 following an exercise to review and prioritise actions based on three years of learning since the CERP was agreed.
- 4) To note that the Council's organisational emissions were updated annually and reported to the Scottish Government through the Public Bodies Climate Change

Duty Reporting (PBCCD), which was the subject of a separate report on the Committee agenda.

- 5) To note that this annual progress report focused on Council emissions only. An update on the city-wide emissions and progress on the Climate Strategy would be brought to Policy and Sustainability Committee in January 2024.

- moved by Councillor Nols-McVey, seconded by Councillor Aston

Amendment 2

- 1) To agree the second annual progress report against the Council Emissions Reduction Plan (CERP).
- 2) To agree to change targets in relation to fleet and waste actions proposed in paragraphs 4.27 to 4.28.
- 3) To note that there would be a report to Committee in November 2024 following an exercise to review and prioritise actions based on three years of learning since the CERP was agreed and to agree:
 - That, where appropriate, this report will also include new actions to eradicate or significantly reduce the emissions gap to net zero which currently exists in the CERP, and that the report will be supplemented with a clear strategy to finance these actions, including a commitment to resourcing this strategy at a corporate level.
 - That, where appropriate, this prioritisation exercise will also overlay considerations of other relevant climate, nature, poverty and health strategies to ensure joined up thinking, and be in line with a climate justice approach.
 - That, in advance of the report being published, all of this should be discussed at the Sustainability and Climate & Nature Emergencies APOG, including more regular reviews of progress against actions sitting under the CERP.
- 4) To note that the Council's organisational emissions were updated annually and reported to the Scottish Government through the Public Bodies Climate Change Duty Reporting (PBCCD), which was the subject of a separate report on the Committee agenda.
- 5) To note that this annual progress report focused on Council emissions only. An update on the city-wide emissions and progress on the Climate Strategy would be brought to Policy and Sustainability Committee in January 2024.

- moved by Councillor Parker, seconded by Councillor Mumford

Amendment 3

- 1) To agree the second annual progress report against the Council Emissions Reduction Plan (CERP).
- 2) To agree the change in target at paragraph 4.28, but agrees to maintain a target for increasing recycling rates (with a SMART target to be reported to Committee within one cycle) and that a report be provided to the Transport and Environment Committee, detailing how lessons about increased recycling rates can be gathered and implemented from practice in other UK urban areas with

much better rates such as Newport (Wales), Cardiff, Bath, Chester and Kingston-upon-Hull.

- 3) To note that there would be a report to Committee in November 2024 following an exercise to review and prioritise actions based on three years of learning since the CERP was agreed.
- 4) To note that the Council's organisational emissions were updated annually and reported to the Scottish Government through the Public Bodies Climate Change Duty Reporting (PBCCD), which was the subject of a separate report on the Committee agenda.
- 5) To note that this annual progress report focused on Council emissions only. An update on the city-wide emissions and progress on the Climate Strategy would be brought to Policy and Sustainability Committee in January 2024.

- moved by Councillor Whyte, seconded by Councillor Doggart

In accordance with Standing Order 22(12), Amendments 1 and 2 were accepted as addendums to the Motion and Amendment 3 was adjusted and accepted as an addendum to the Motion.

Decision

To approve the following adjusted motion by Councillor Day:

- 1) To agree the second annual progress report against the Council Emissions Reduction Plan (CERP).
- 2) To agree to change targets in relation to fleet proposed in paragraph 4.28 and retain the existing recycling target (with a SMART target to be reported to Committee within one cycle) and that a report be provided to the Transport and Environment Committee, detailing how lessons about increased recycling rates can be gathered and implemented from practice in other UK urban areas with much better rates such as Newport (Wales), Cardiff, Bath, Chester and Kingston-upon-Hull.
- 3) To note that there would be a report to Committee in November 2024 following an exercise to review and prioritise actions based on three years of learning since the CERP was agreed and to agree:
 - That, where appropriate, this report would also include new actions to eradicate or significantly reduce the emissions gap to net zero which currently existed in the CERP, and that the report would be supplemented with a clear strategy to finance these actions, including a commitment to resourcing this strategy at a corporate level.
 - That, where appropriate, this prioritisation exercise would also overlay considerations of other relevant climate, nature, poverty and health strategies to ensure joined up thinking, and be in line with a climate justice approach.
 - That, in advance of the report being published, all of this should be discussed at the Sustainability and Climate & Nature Emergencies APOG, including more regular reviews of progress against actions sitting under the CERP.

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- 4) To note that the Council's organisational emissions were updated annually and reported to the Scottish Government through the Public Bodies Climate Change Duty Reporting (PBCCD), which was the subject of a separate report on the Committee agenda.
- 5) To note that this annual progress report focused on Council emissions only. An update on the city-wide emissions and progress on the Climate Strategy would be brought to Policy and Sustainability Committee in January 2024.

(References – Policy and Sustainability Committee of 17 November 2022 (item 5); report by the Executive Director of Corporate Services, submitted.)

8. Public Bodies Climate Change Duties Report 2022/23

Approval was sought of the Council's annual statutory return in accordance with the Climate Change (Scotland) Act 2009, Public Bodies Climate Change Duties (PBCCD) as amended by the Climate Change (Duties of Public Bodies: Reporting Requirements) (Scotland) Amendment Order 2020. The current report covered the last financial year (2022-2023) and had to be submitted to the Scottish Government by 30 November 2023. Council emissions had reduced by 68% from a 2005/2006 baseline and there was a 7% decrease in emissions since the previous year.

Motion

- 1) To approve the City of Edinburgh Council Public Bodies Climate Change Duties Report 2022/23, for submission to the Scottish Government on 30 November 2023.
- 2) To note that Council emissions had reduced by 68% from a 2005/2006 baseline and that there had been a 7% decrease in emissions since the previous year.
- 3) To note that the Council's strategic approach to reducing its corporate emissions was set out in the Council Emissions Reduction Plan (CERP) which was the subject of a separate report to Committee.

- moved by Councillor Day, seconded by Councillor Watt

Amendment 1

- 1) To approve the City of Edinburgh Council Public Bodies Climate Change Duties Report 2022/23, for submission to the Scottish Government on 30 November 2023.
- 2) To note that Council emissions had reduced by 68% from a 2005/2006 baseline and that there had been a 7% decrease in emissions since the previous year.
- 3) To note that the Council's strategic approach to reducing its corporate emissions was set out in the Council Emissions Reduction Plan (CERP) which was the subject of a separate report to Committee.
- 4) Notes that the annual Public Bodies Climate Change Duties Reporting to the Scottish Government requires the Council to explain how spending plans and use of resources is aligned to emissions targets

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- 5) Notes that, last year, groups were encouraged to complete a climate impact assessment of their proposed budgets and to include an accompanying statement to their budget motions which set out how their proposed spending plans align – or misalign – to the Council’s climate strategies, though regrets that only one budget motion did this last year.
- 6) Notes that a guidance document and template to support groups to do this was circulated last year, and that a lessons learned exercise was completed this year about the budget process, including consideration of this guidance and template.
- 7) Requests that the climate impact statement guidance and template document is recirculated amongst groups – with any tweaks made following feedback from last year – and recommends that all budget motions include an accompanying statement which sets out how spending plans align with the Council’s climate strategies, including this as an appendix.

- moved by Councillor Parker, seconded by Councillor Mumford

In accordance with Standing Order 22(12), Amendment 1 was approved as an addendum to the Motion.

Decision

To approve the following adjusted motion by Councillor Day:

- 1) To approve the City of Edinburgh Council Public Bodies Climate Change Duties Report 2022/23, for submission to the Scottish Government on 30 November 2023.
- 2) To note that Council emissions had reduced by 68% from a 2005/2006 baseline and that there had been a 7% decrease in emissions since the previous year.
- 3) To note that the Council’s strategic approach to reducing its corporate emissions was set out in the Council Emissions Reduction Plan (CERP) which was the subject of a separate report to Committee.
- 4) To note that the annual Public Bodies Climate Change Duties Reporting to the Scottish Government required the Council to explain how spending plans and use of resources was aligned to emissions targets.
- 5) To note that, last year, groups were encouraged to complete a climate impact assessment of their proposed budgets and to include an accompanying statement to their budget motions which set out how their proposed spending plans align – or misalign – to the Council’s climate strategies, though to regret that only one budget motion did this last year.
- 6) To note that a guidance document and template to support groups to do this was circulated last year, and that a lessons learned exercise was completed this year about the budget process, including consideration of this guidance and template.
- 7) To requests that the climate impact statement guidance and template document is recirculated amongst groups – with any tweaks made following feedback from last year – and to recommend that all budget motions included

an accompanying statement which set out how spending plans aligned with the Council's climate strategies, including this as an appendix.

(References – Policy and Sustainability Committee of 17 November 2022 (item 4); report by the Executive Director of Corporate Services, submitted.)

9. Adult Support and Protection and Social Work & Social Care Inspections Improvement Plan: Progress Report

An update was provided on progress made since the publication of the Joint Inspection of Adult Support and Protection and the Inspection of Social Work and Social Care, and the implementation of the subsequent improvement plan.

Motion

- 1) To note the progress reported in improving Adult Support Protection, Social Work and Social Care in relation to the Year One objectives set out in the improvement plan.
- 2) To note that this was the first quarter progress report in relation to the 3-year Service improvement plan and as such, dealt with the fundamental building blocks of improvement that would underpin further service development ahead.
- 3) To note that the report by the Interim Chief Officer, Edinburgh Health and Social Care Partnership would be presented to Edinburgh Integration Joint Board Performance and Delivery Committee on 29 November 2023.

- moved by Councillor Day, seconded by Watt

Amendment 1

- 1) To note the progress reported in improving Adult Support Protection, Social Work and Social Care in relation to the Year One objectives set out in the improvement plan.
- 2) To note that this was the first quarter progress report in relation to the 3-year Service improvement plan and as such, dealt with the fundamental building blocks of improvement that would underpin further service development ahead.
- 3) Noting the format and content of this first update report, requests officers prepare future update reports to include the following:
 - a) Delivery timelines for tangible changes showing current position
 - b) Recommendations if required to bring progress from Red / Amber to Green
 - c) Challenges or issues which require committee scrutiny or attention

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- 4) To note that the report by the Interim Chief Officer, Edinburgh Health and Social Care Partnership would be presented to Edinburgh Integration Joint Board Performance and Delivery Committee on 29 November 2023.
- 5) To note that multiple committees will receive update reports on the improvement plan but that different committees / bodies have different remits. Therefore, if the same report is to be submitted to each committee / body, requests that a short clarifying covering note is included to assist committee members and officers when preparing and scrutinising reports to enable each committee to deliver its role in the overall governance.

- moved by Councillor Miller, seconded by Councillor Mumford

In accordance with Standing Order 22(12), Amendment 1 was accepted as an addendum to the Motion.

Decision

To approve the following adjusted motion by Councillor Day:

- 1) To note the progress reported in improving Adult Support Protection, Social Work and Social Care in relation to the Year One objectives set out in the improvement plan.
- 2) To note that this was the first quarter progress report in relation to the 3-year Service improvement plan and as such, dealt with the fundamental building blocks of improvement that would underpin further service development ahead.
- 3) Noting the format and content of this first update report, to request officers prepare future update reports to include the following:
 - a) Delivery timelines for tangible changes showing current position.
 - b) Recommendations if required to bring progress from Red / Amber to Green.
 - c) Challenges or issues which require committee scrutiny or attention.
- 4) To note that the report by the Interim Chief Officer, Edinburgh Health and Social Care Partnership would be presented to Edinburgh Integration Joint Board Performance and Delivery Committee on 29 November 2023.
- 5) To note that multiple committees would receive update reports on the improvement plan but that different committees / bodies had different remits. Therefore, if the same report were to be submitted to each committee / body, to request that a short clarifying covering note be included to assist committee members and officers when preparing and scrutinising reports to enable each committee to deliver its role in the overall governance.

(References – report by the Interim Chief Officer, Edinburgh Health and Social Care Partnership, submitted.)

10. Council Risk Appetite

The Council's risk appetite statement was submitted for approval. The risk appetite within the Council was framed around the 13 Enterprise risks used to group and escalate risks from Services through to Directorates and the Corporate Leadership Team as appropriate.

The Risk Appetite statement was submitted alongside the Council's Risk Management Policy.

Motion

- 1) To set the Council's risk appetite and to approve the methodology to manage Risk Appetite to support the management of risk within the City of Edinburgh Council as part of the Council's Risk Management Framework.
- 2) To refer the report by the Executive Director of Corporate Services to the Governance, Risk and Best Value Committee for information.

- moved by Councillor Day, seconded by Councillor Watt

Amendment

- 1) To agree to set the Council's risk appetite and to approve the methodology to manage Risk Appetite to support the management of risk within the City of Edinburgh Council as part of the Council's Risk Management Framework with the following amendments to the report.

Change the following risk appetite range ratings in the table:

R2 Financial and Budget Management Low to Low

R6 Supplier, Contractor, and Partnership Management Low to Moderate

R9 Service Delivery Low to Moderate

R11 Regulatory and Legislative Compliance Minimum Possible to Low

R12 Reputational Risk Low to High (to reflect the reality of recent events)

In addition, the approval of a range of Low to High for risk R3 Programme and Project Delivery is subject to any high-risk project being reported to an appropriate committee for approval with a detailed outline of the risks involved, the proposed mitigating actions and an assessment of the likely success of these actions to deliver the project outcomes on time and on budget.

- 2) To further agree to refer the report by the Executive Director of Corporate Services to the Governance, Risk and Best Value Committee for information.

- moved by Councillor Doggart, seconded by Councillor Whyte

In accordance with Standing Order 22(12), the Amendment was adjusted and accepted as an addendum to the motion.

Voting

The voting was as follows:

For the Motion (as adjusted)	-	15 votes
For the Amendment	-	2 votes

(For the Motion (as adjusted): Councillors Aston, Beal, Bennett, Biagi, Campbell, Day, Dijkstra-Downie, Macinnes, Meagher, Miller, Mumford, Nols-McVey, Parker, Thornley and Watt.

For the Amendment: Councillors Doggart and Whyte.)

Decision

To approve the following adjusted motion by Councillor Day:

- 1) To set the Council's risk appetite and to approve the methodology to manage Risk Appetite to support the management of risk within the City of Edinburgh Council as part of the Council's Risk Management Framework.
- 2) To agree that, in addition, the approval of a range of Low to High for risk R3 Programme and Project Delivery would be subject to any high-risk project being reported to an appropriate committee for approval with a detailed outline of the risks involved, the proposed mitigating actions and an assessment of the likely success of these actions to deliver the project outcomes on time and on budget.
- 3) To further agree to refer the report by the Executive Director of Corporate Services to the Governance, Risk and Best Value Committee for information.

(References – Policy and Sustainability Committee of 30 November 2021 (item 21); report by the Executive Director of Corporate Services, submitted.)

11. Risk Management Policy

The Council's refreshed Risk Management Policy was submitted for approval. The Policy described the Council's overarching risk management approach and was supported by a risk management framework that described how the policy would be applied by all Council directorates and divisions.

Decision

- 1) To approve the Council's updated Risk Management Policy as set out in Appendix 1 of the report by the Executive Director of Corporate Services.
- 2) To refer the report to the Governance, Risk and Best Value Committee for information.

(References – Policy and Sustainability Committee of 30 November 2021 (item 22)); report by the Executive Director of Corporate Services, submitted.)

12. Forth Green Freeport – Outline Business Case

An update was provided on progress in relation to the establishment of the Forth Green Freeport, along with a summary of the Outline Business Case for agreement by Committee prior to submission to the UK and Scottish Governments.

Motion

- 1) To note the overall progress in establishing the proposed Forth Green Freeport (FGF), with operational commencement expected in spring 2024.
- 2) To note the forthcoming request for Elected Member representation on the FGF Governance Board.
- 3) To agree to support the submission of the Outline Business Case (OBC) based on the parameters set out in the report by the Executive Director of Place and the Executive Summary (Appendix 1 of the report), subject to the full OBC being circulated to all Committee members prior to submission to ensure compliance with the terms of this report.
- 4) To note that a summary of the Full Business Case was planned to be presented to Committee in early 2024, with a data room provided for members prior to committee.
- 5) To request that the interim governance board should have a place for the trade unions.

- moved by Councillor Day, seconded by Councillor Watt

Amendment 1

- 1) To note that at the meeting of the Freeport Sounding Board it was requested by two parties, and appeared to be agreed, that the full outline business case should be available to members, either through a b agenda or a data room, ahead of approval at committee.
- 2) To note that a number of concerns were raised including:
 - Governance
 - Levers available to the council, and penalties that could be imposed, if investors do not meet fair work or sustainability objectives
 - Lack of clarity on how those objectives will be defined and delivered
- 3) To thank officers for the confirmation at paragraph 4.9 of the report by the Executive Director of Place that a Trade Union representative or employee

representative would join the board but to agree that this should be expanded to include both.

- 3) To agree that it was not possible for councillors to agree an outline business case that they had not seen in full, therefore to agree to defer this report to Full Council to enable a data room or b agenda item to be circulated in good time, ahead of any decision being taken.

- moved by Councillor Campbell, seconded by Councillor Nols-McVey

Amendment 2

- 1) To note the overall progress in establishing the proposed Forth 'Green' Freeport (FGF), with operational commencement expected in spring 2024.
- 2) To note the forthcoming request for Elected Member representation on the FGF Governance Board.
- 3) To note that the Outline Business Case (OBC) would be submitted, based on the parameters set out in these recommendations, report by the Executive Director of Place and Executive Summary (Appendix 1 of the report), and subject to the full OBC being circulated to all Committee members prior to submission to ensure compliance with the terms of this report.
- 4) To note that a summary of the Full Business Case was planned to be presented to Committee in early 2024.
- 5) To agree not to take a position on the Non-Domestic Rates (NDR) proposals as outlined in the report by the Executive Director of Place and request a specific paper on these proposals to be brought to the next Finance & Resources Committee on 21st November, and an officer briefing session arranged before 17 November 2023, to enable this Committee to take a view before submission of the OBC.
- 6) To agree that the planned annual update report to GRBV should also be submitted to the cross party elected member sounding board and should include full details of any reported non-compliance against the Investment Principles and any variance in the NDR revenue received against forecast.
- 7) To agree that the "Social Impact Key Performance Indicators" due to be set by the Forth 'Green' Freeport Board will be shared with Committee via a Business Bulletin update as soon as they are agreed, and that the annual update report to GRBV also included performance measures against these.

- moved by Councillor Parker, seconded by Councillor Mumford

In accordance with Standing Order 22(12), Amendment 2 was adjusted and accepted as an addendum to the motion.

In accordance with Standing Order 22(12), the motion and Amendment 2 were adjusted and accepted as addendums to Amendment 1.

Voting

The voting was as follows:

For the Motion (as adjusted) - 9 votes
For Amendment 1 (as adjusted) - 8 votes

(For the Motion (as adjusted): Councillors Beal, Bennett, Day, Dijkstra-Downie, Doggart, Lang, Meagher, Watt and Whyte.

For Amendment 1 (as adjusted): Councillors Aston, Biagi, Campbell, Macinnes, Miller, Mumford, Nols-McVey and Parker.)

Decision

To approve the following adjusted motion by Councillor Day:

- 1) To note the overall progress in establishing the proposed Forth Green Freeport (FGF), with operational commencement expected in spring 2024.
- 2) To note the forthcoming request for Elected Member representation on the FGF Governance Board.
- 3) To agree to support the submission of the Outline Business Case (OBC) based on the parameters set out in the report by the Executive Director of Place and the Executive Summary (Appendix 1 of the report), subject to the full OBC being circulated to all Committee members prior to submission to ensure compliance with the terms of this report.
- 4) To note that a summary of the Full Business Case was planned to be presented to Committee in early 2024, with a data room provided for members prior to committee.
- 5) To request that the interim governance board should have a place for the trade unions.
- 6) To agree that the planned annual update report to GRBV should also be submitted to the cross party elected member sounding board and should include full details of any reported non-compliance against the Investment Principles and any variance in the NDR revenue received against forecast.
- 7) To agree that the "Social Impact Key Performance Indicators" due to be set by the Forth 'Green' Freeport Board will be shared with Committee via a Business Bulletin update as soon as they are agreed, and that the annual update report to GRBV also included performance measures against these.

In accordance with Standing Order 31.1, the decision was referred to Council for approval.

(References – Policy and Sustainability Committee of 17 November 2022 (item 13); report by the Executive Director of Place, submitted.)

13. Sponsorship of non-UK nationals

Details were provided of a new approach to sponsoring non-British and non-Irish Nationals, and also responded to a request by Council on 31 August 2023 to provide details to this committee on a number of issues relating to visa sponsorship.

Motion

- 1) To agree to sponsor eligible job applicants or existing colleagues that were subject to immigration control who met the Skilled Worker Visa criteria set out by the UK Government in line with the guidance at sections 3.22 to 3.24 of the report by the Executive Director of Corporate Services. Given the nature of immigration policy in the UK and the fact that it could change frequently along with the costs involved in sponsorship, this would be kept under review and may be subject to change.
- 2) To agree that guidance would be developed on the Council's approach to sponsorship and this this would be reviewed annually, or sooner where there were material changes issued by UK Visas and Immigration (UKVI).
- 3) To note that internal resource would be reviewed to ensure that this was adequate to ensure compliance with the organisations sponsor licence and that appropriate support was available to support colleagues and line managers dealing with sponsorship under the Skilled Worker Route.

- moved by Councillor Day, seconded by Watt

Amendment

- 1) To agree to sponsor eligible job applicants or existing colleagues that were subject to immigration control who met the Skilled Worker Visa criteria set out by the UK Government in line with the guidance at sections 3.22 to 3.24 of the report by the Executive Director of Corporate Services. Given the nature of immigration policy in the UK and the fact that it could change frequently along with the costs involved in sponsorship, this would be kept under review and may be subject to change.
- 2) To agree that guidance would be developed on the Council's approach to sponsorship and this this would be reviewed annually, or sooner where there were material changes issued by UK Visas and Immigration (UKVI).
- 3) To note that internal resource would be reviewed to ensure that this was adequate to ensure compliance with the organisations sponsor licence and that appropriate support was available to support colleagues and line managers dealing with sponsorship under the Skilled Worker Route.
- 4) To agree in tandem to the recommendations of this report being implemented, that a further report is brought to Policy and Sustainability Committee in 2

cycles outlining support, including signposting, advice and direct support, that can be made available to any Council employee experiencing visa issues who may not qualify for sponsorship, as part of the finalised guidance.

- moved by Councillor Nols-McVey, seconded by Councillor Biagi

In accordance with Standing Order 22(12), the Amendment was accepted as addendum to the Motion.

Decision

To approve the following adjusted motion by Councillor Day:

- 1) To agree to sponsor eligible job applicants or existing colleagues that were subject to immigration control who met the Skilled Worker Visa criteria set out by the UK Government in line with the guidance at sections 3.22 to 3.24 of the report by the Executive Director of Corporate Services. Given the nature of immigration policy in the UK and the fact that it could change frequently along with the costs involved in sponsorship, this would be kept under review and may be subject to change.
- 2) To agree that guidance would be developed on the Council's approach to sponsorship and this would be reviewed annually, or sooner where there were material changes issued by UK Visas and Immigration (UKVI).
- 3) To note that internal resource would be reviewed to ensure that this was adequate to ensure compliance with the organisations sponsor licence and that appropriate support was available to support colleagues and line managers dealing with sponsorship under the Skilled Worker Route.
- 4) To agree in tandem to the recommendations of this report being implemented, that a further report be brought to Policy and Sustainability Committee in 2 cycles outlining support, including signposting, advice and direct support, that could be made available to any Council employee experiencing visa issues who may not qualify for sponsorship, as part of the finalised guidance.

(References – Act of Council No. 9 of 31 August 2023; report by the Executive Director of Corporate Services, submitted.)

14. Diversity and Inclusion Strategy Update

An annual update was provided on progress with the Diversity and Inclusion Strategy and associated Action Plan, as agreed when the Strategy was approved in 2019. Details were provided of engagement with external and internal subject matter experts endeavouring to progress work which has had a positive impact across all protected characteristics wherever possible.

Motion

- 1) To approve the proposed action plan for 2023-2024.
- 2) To note that this update was submitted in conjunction with the updated Policy Statement on Equal Pay and the Pay Gap Report 2023.

- moved by Councillor Day, seconded by Councillor Watt

Amendment 1

- 1) To approve the proposed action plan for 2023-2024.
- 2) To note that this update was submitted in conjunction with the updated Policy Statement on Equal Pay and the Pay Gap Report 2023.
- 3) To note with concern the large pay gaps associated with part-time work, especially where this concerns women, minority ethnic groups and disabled people.
- 4) To request a Business Bulletin update in 6 months on the proposals – and any agreed actions – on options to extend part-time or otherwise flexible working to a wide range of posts, and options on how to diversify the workforce at senior levels, as outlined in paragraph 4.4.5 of the report.

- moved by Councillor Dijkstra-Downie, seconded by Councillor Bennett

Amendment 2

- 1) To approve the proposed action plan for 2023-2024.
- 2) To note that this update was submitted in conjunction with the updated Policy Statement on Equal Pay and the Pay Gap Report 2023.
- 3) To note that a work programme for the Equalities Working Group is still to be set and a request for a mapping of equalities work in the Council remains outstanding from February 2023. Considers these two pieces of work to be key to Elected Members' understanding of and engagement in a successful diversity and inclusion strategy and therefore requests they are completed and shared as soon as possible.

- moved by Councillor Mumford, seconded by Councillor Parker

In accordance with Standing Order 22(12), Amendments 1 and 2 were accepted as addendums to the Motion.

Decision

- 1) To approve the proposed action plan for 2023-2024.
- 2) To note that this update was submitted in conjunction with the updated Policy Statement on Equal Pay and the Pay Gap Report 2023.
- 3) To note with concern the large pay gaps associated with part-time work, especially where this concerns women, minority ethnic groups and disabled people.
- 4) To request a Business Bulletin update in 6 months on the proposals – and any agreed actions – on options to extend part-time or otherwise flexible working to a wide range of posts, and options on how to diversify the workforce at senior levels, as outlined in paragraph 4.4.5 of the report.
- 5) To note that a work programme for the Equalities Working Group is still to be set and a request for a mapping of equalities work in the Council remains outstanding from February 2023. Considers these two pieces of work to be key to Elected Members' understanding of and engagement in a successful

diversity and inclusion strategy and therefore requests they are completed and shared as soon as possible.

(References – Policy and Sustainability Committee of 1 November 2022 (item 20); report by the Executive Director of Corporate Services, submitted.)

15. Pay Gap Report 2023

An update was provided on the gender pay gap, as required under the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012. Information was also provided on ethnicity and disability pay gaps along with further analysis of pay gap intersectionality.

Decision

- 1) To note the content of the 2023 update on organisation gender, ethnicity and disability pay gaps, including the new suite of reporting for pay gap intersectionality.
- 2) To note the 2023 reporting contained new insight not previously published in the public domain.
- 3) To note the update was submitted in conjunction with the Diversity and Inclusion Strategy Update, which included a review of the activities ongoing to reduce pay gaps across the organisation, and the updated policy statement on Equal Pay.

(References – Policy and Sustainability Committee of 1 November 2022 (item 3); report by the Executive Director of Corporate Services, submitted.)

16. Policy Statement on Equal Pay

The updated Policy Statement on Equal Pay was submitted for approval. The update provided a fair, open, and transparent approach to the determination of pay and conditions of employment which did not unlawfully discriminate, and was free from bias, across all protected characteristics.

Details were provided of monitoring of an equal pay position for workforce groups and a commitment to reduce occupational segregation across the Council's workforce.

Decision

- 1) To note and approve the updated Policy Statement on Equal Pay.
- 2) To note that the Policy Statement was submitted in conjunction with Diversity and Inclusion Strategy Update and Pay Gap 2023 report, which were submitted to this Committee.

(Reference – Finance and Resources Committee of 7 March 2019 (item 17); report by the Executive Director of Corporate Services, submitted.)

17. Edinburgh Leisure – Real Living Wage

Details were provided of the Council's requirements and priorities in relation to paying the real living wage. Due to Edinburgh Leisure being a private company limited by guarantee, the Council was unable to instruct Edinburgh Leisure to implement the real living wage. A recommendation was made that a review be undertaken to understand the financial and operational implications for Edinburgh Leisure of paying the real living wage.

Motion

To request that the Executive Director of Place reviews the funding agreement in discussion with the Chief Executive of Edinburgh Leisure to understand the financial and operational implications of paying the real living wage, with a report on the findings to Committee on 9 January 2024.

Amendment

- 1) Notes that Edinburgh Leisure is a private company limited by guarantee, and a charity, and there is therefore no shareholder agreement with the council. However, also notes that all Edinburgh Leisure buildings and facilities are owned by the council, and that Edinburgh Leisure receives the majority of its external funding from the council to deliver services on behalf of the council.
- 2) Agrees that it is unacceptable for a company delivering services on behalf of the council, operating within council owned assets, not to pay the Real Living Wage.
- 3) Agrees the funding agreement between Edinburgh Leisure and the council must be renewed with exact clarity around the clause at 4.6, ensuring the Real Living Wage is specified and removing the phrase 'to the extent reasonably possible' to ensure that any future funding and use of council assets is contingent on the Real Living Wage being paid to all employees in all circumstances.
- 4) Agrees that no further funding will be agreed for Edinburgh Leisure without these revisions to this clause being in place.
- 5) Agrees that all contracts, procurement documents and legal agreements with the words "living wage" in them must be reviewed to ensure there is absolute clarity on the council's expectations that these refer to the real living wage, and not the legal minimum wage, rebranded as the 'living wage' by George Osborne in 2015.
- 6) Agrees the report on 9th January 2024 should include the detail of the revisions to the clause at 1.3 and an update on point 1.5 above.

- moved by Councillor Campbell, seconded by Councillor Nols-McVey

Voting

The voting was as follows:

For the Motion	-	9 votes
For the Amendment	-	8 votes

(For the Motion: Councillors Beal, Bennett, Day, Dijkstra-Downie, Duggart, Lang, Meagher, Watt and Whyte.

For the Amendment: Councillors Aston, Biagi, Campbell, Macinnes, Miller, Mumford, Nols-McVey and Parker.

Decision

To approve the motion by Councillor Day.

(References – Act of Council No. 18 of 31 August 2023; report by the Executive Director of Corporate Services, submitted.)

Declaration of Interests

Councillor Dijkstra-Downie made a transparency statement in respect of the above item as a board member of Edinburgh Leisure.

18. Gender Recognition Reform

Following the motion agreed at Committee on Gender Recognition Reform, a roundtable discussion was arranged by the Council Leader with representatives of the trans community, members of political groups, the Chief Executive and relevant officers. The discussion had focused on issues for trans people and whether there were practical actions the Council could take to further support the community. Additional individual meetings with attendees and those unable to attend took place between April and August. It was proposed that the feedback received is now used to engage with services.

Motion

To agree the proposed next steps in the report by the Executive Director of Corporate Services which were developed following a roundtable and series of follow up meetings with participants.

- moved by Councillor Day, seconded by Councillor Meagher

Amendment 1

- 1) To agree the proposed next steps in the report by the Executive Director of Corporate Services which were developed following a roundtable and series of follow up meetings with participants.
- 2) Requests that an update on this work is brought to the Policy & Sustainability Committee in one year including signposting to where the 'areas for further work' are being progressed in the programme of work for the Members Equality Working Group or as part of the Council's Equality and Diversity Framework.
- 3) Notes that a work programme for the Equalities Working Group is still to be set and a request for a mapping of equalities work in the Council remains outstanding from February 2023. Considers these two pieces of work to be key to the success of this work, and therefore requests they are completed and shared as soon as possible.

- moved by Councillor Mumford, seconded by Councillor Parker

Amendment 2

Committee notes the proposed next steps in this report which were developed following a roundtable and series of follow up meetings with participants and agrees that none of the proposed next steps in this report shall proceed without consulting the Equally Safe Edinburgh Committee to ensure that all affected stakeholders are agreed on a way forward.

- moved by Councillor Whyte, seconded by Councillor Doggart

In accordance with Standing Order 22(12), Amendment 1 was accepted as an addendum to the Motion.

Voting

The voting was as follows:

For the Motion (as adjusted) - 15 votes

For Amendment 2 - 2 votes

(For the Motion (as adjusted): Councillors Aston, Beal, Bennett, Biagi, Campbell, Day, Dijkstra-Downie, Lang, Macinnes, Meagher, Miller, Nols-McVey, Mumford, Parker and Watt.

For Amendment 2: Councillors Doggart and Whyte.)

Decision

To approve the following adjusted motion by Councillor Day:

- 1) To agree the proposed next steps in the report by the Executive Director of Corporate Services which were developed following a roundtable and series of follow up meetings with participants.
- 2) To request that an update on this work is brought to the Policy & Sustainability Committee in one year including signposting to where the 'areas for further work' were being progressed in the programme of work for the Members Equality Working Group or as part of the Council's Equality and Diversity Framework.
- 3) To note that a work programme for the Equalities Working Group was still to be set and a request for a mapping of equalities work in the Council remained outstanding from February 2023. To consider these two pieces of work to be key to the success of this work, and therefore to request they be completed and shared as soon as possible.

(References – Act of Council No. 34 of 9 February 2023; Act of Council No. 27 of 24 November 2022; report by the Executive Director of Corporate Services, submitted.)

19. Islamophobia – Update on Engagement

Following the report to Policy and Sustainability Committee on 23 May 2023 which had set out the work to date within the Council to tackle Islamophobia and plans for supporting Islamophobia Awareness Month, an update on progress was provided. A

commitment was provided to set up a task and finish group to deepen understanding of Islamophobia both within the Council and across the city and to work with services to establish what more could be done to tackle Islamophobia.

Motion

- 1) To note that following an initial response to a motion on Islamophobia, further work had been undertaken to deepen the Council's understanding of Islamophobia.
- 2) To note that as part of Islamophobia Awareness Month, officers would host a series of events to celebrate Islam and improve understanding amongst Council colleagues of Islamophobia.
- 3) To agree that the corporate equalities team would now undertake further work with services as to what more the Council could do to tackle Islamophobia.
- 4) To agree that this work should be reported through the Members Equalities Working Group and returned to Policy and Sustainability for discussion once an action plan had been developed.

- moved by Councillor Day, seconded by Councillor Meagher

Amendment 1

- 1) To note that following an initial response to a motion on Islamophobia, further work had been undertaken to deepen the Council's understanding of Islamophobia.
- 2) To note that as part of Islamophobia Awareness Month, officers would host a series of events to celebrate Islam and improve understanding amongst Council colleagues of Islamophobia.
- 3) To agree that the corporate equalities team would now undertake further work with services as to what more the Council could do to tackle Islamophobia.
- 4) To agree that this work should be reported through the Members Equalities Working Group and returned to Policy and Sustainability for discussion once an action plan had been developed.
- 5) To note that a roundtable discussion has taken place with diverse representatives from Council and charities.
- 6) To note that significant issues were raised around training for teachers and other professionals in schools to be able to effectively deal with racism and discrimination.
- 7) To agree that officers will explore action on 1.6 in discussion with Education services and Members Equalities Working Group.

- moved by Councillor Nols-McVey, seconded by Councillor Campbell

Amendment 2

- 1) To note that following an initial response to a motion on Islamophobia, further work had been undertaken to deepen the Council's understanding of Islamophobia.
- 2) To note that as part of Islamophobia Awareness Month, officers would host a series of events to celebrate Islam and improve understanding amongst Council colleagues of Islamophobia.
- 3) To agree that the corporate equalities team would now undertake further work with services as to what more the Council could do to tackle Islamophobia.
- 4) To agree that this work should be reported through the Members Equalities Working Group and returned to Policy and Sustainability for discussion once an action plan had been developed.
- 5) Notes that a work programme for the Equalities Working Group is still to be set and a request for a mapping of equalities work in the Council remains outstanding from February 2023. Considers these two pieces of work to be key to Elected Members' understanding of and engagement in a successful action plan for tackling Islamophobia and therefore requests they are completed and shared as soon as possible.

- moved by Councillor Parker, seconded by Councillor Mumford

In accordance with Standing Order 22(12), Amendments 1 and 2 were accepted as addendums to the Motion.

Decision

To approve the following adjusted motion by Councillor Day:

- 1) To note that following an initial response to a motion on Islamophobia, further work had been undertaken to deepen the Council's understanding of Islamophobia.
- 2) To note that as part of Islamophobia Awareness Month, officers would host a series of events to celebrate Islam and improve understanding amongst Council colleagues of Islamophobia.
- 3) To agree that the corporate equalities team would now undertake further work with services as to what more the Council could do to tackle Islamophobia.
- 4) To agree that this work should be reported through the Members Equalities Working Group and returned to Policy and Sustainability for discussion once an action plan had been developed.
- 5) To note that a roundtable discussion has taken place with diverse representatives from Council and charities.

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- 6) To note that significant issues were raised around training for teachers and other professionals in schools to be able to effectively deal with racism and discrimination.
- 7) To agree that officers would explore action on 1.6 in the report by the Executive Director of Corporate Services in discussion with Education services and Members Equalities Working Group.
- 8) To note that a work programme for the Equalities Working Group was still to be set and a request for a mapping of equalities work in the Council remained outstanding from February 2023. To consider these two pieces of work to be key to Elected Members' understanding of and engagement in a successful action plan for tackling Islamophobia and to therefore request they be completed and shared as soon as possible.

(References – Act of Council No. 17 of 24 November 2022; Policy and Sustainability Committee of 23 May 2023 (item 8); report by the Executive Director of Corporate Services, submitted.)

20. Preparation for the Implementation of Photographic Voter ID at UK Parliamentary Elections

In response to a motion passed at the City of Edinburgh Council on 16 March 2023, an analysis was provided of the impact of the new voter ID requirements at UK elections, informed by the experience of the English council elections on 4 May 2023, with an account of actions to be taken by the Returning Officer, the Electoral Registration Officer and the Council to raise public awareness and to minimise the risk of disenfranchisement.

Motion

- 1) To note the analysis undertaken by the Electoral Commission on the impact of the new Voter ID requirements.
- 2) To note the draft Communications Plan provided at Appendix 1 of the report by the Executive Director of Corporate Services which identified action by this Council, the Electoral Registration Officer and partner agencies to raise public awareness of the new requirements, aligning with the Electoral Commission's national campaign, and targeting those least likely already to hold acceptable forms of ID.

- moved by Councillor Day, seconded by Councillor Watt

Amendment 1

- 1) To note the analysis undertaken by the Electoral Commission on the impact of the new Voter ID requirements.
- 2) To note the draft Communications Plan provided at Appendix 1 of the report by the Executive Director of Corporate Services which identified action by this Council, the Electoral Registration Officer and partner agencies to raise public awareness of the new requirements, aligning with the Electoral Commission's national campaign, and targeting those least likely already to hold acceptable forms of ID.

- 3) To agree the Convener will write to the UK Government relevant Ministers to again protest the UK Governments voter exclusion tactics citing the mounting evidence of voters having their voting rights denied due to the policy of voter suppression.

- moved by Councillor Nols-McVey, seconded by Councillor Biagi

Amendment 2

- 1) To note the analysis undertaken by the Electoral Commission on the impact of the new Voter ID requirements.
- 2) To note the draft Communications Plan provided at Appendix 1 of the report by the Executive Director of Corporate Services which identified action by this Council, the Electoral Registration Officer and partner agencies to raise public awareness of the new requirements, aligning with the Electoral Commission's national campaign, and targeting those least likely already to hold acceptable forms of ID.
- 3) To welcome that the report recognises that "minority groups are under-represented in being registered to vote and/or voting." but notes with disappointment that:
 - Despite a paper elsewhere on this agenda clearly showing that voter ID was an area of concern for trans people in Edinburgh, this is not reflected in this paper explicitly talking about voter ID.
 - While the 'next steps' show commitment to a "particular focus on those groups most likely to be impacted by the photo ID requirements", this is not clearly evident in the draft communication plans.
- 4) Therefore requests that the next iteration of the communication plan explicitly references which groups are being targeted with each activity and how equality will be mainstreamed throughout general communications, and that this plan is communicated to Committee.

- moved by Councillor Mumford, seconded by Miller

In accordance with Standing Order 22(12), Amendments 1 and 2 were accepted as addendums to the Motion.

At this point in the meeting the following Amendment 3 was proposed:

Amendment 3

To agree the original motion as proposed by Councillor Day.

- moved by Councillor Whyte, seconded by Councillor Doggart

Voting

The voting was as follows:

For the Motion (as adjusted)	-	15 votes
For Amendment 3	-	2 votes

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(For the Motion (as adjusted): Councillors Aston, Beal, Bennett, Biagi, Campbell, Day, Dijkstra-Downie, Lang, Macinnes, Meagher, Miller, Nols-McVey, Mumford, Parker and Watt.

For Amendment 3: Councillors Doggart and Whyte.)

Decision

To approve the following adjusted motion by Councillor Day:

- 1) To note the analysis undertaken by the Electoral Commission on the impact of the new Voter ID requirements.
- 2) To note the draft Communications Plan provided at Appendix 1 of the report by the Executive Director of Corporate Services which identified action by this Council, the Electoral Registration Officer and partner agencies to raise public awareness of the new requirements, aligning with the Electoral Commission's national campaign, and targeting those least likely already to hold acceptable forms of ID.
- 3) To agree the Convener would write to the UK Government relevant Ministers to again protest the UK Governments voter exclusion tactics citing the mounting evidence of voters having their voting rights denied due to the policy of voter suppression.
- 4) To welcome that the report by the Executive Director of Corporate Services recognised that "minority groups are under-represented in being registered to vote and/or voting." but to note with disappointment that:
 - Despite a paper elsewhere on the agenda for this meeting clearly showing that voter ID was an area of concern for trans people in Edinburgh, this was not reflected in this paper explicitly talking about voter ID.
 - While the 'next steps' showed commitment to a "particular focus on those groups most likely to be impacted by the photo ID requirements", this was not clearly evident in the draft communication plans.
- 5) Therefore to request that the next iteration of the communication plan explicitly referenced which groups were being targeted with each activity and how equality would be mainstreamed throughout general communications, and that this plan be communicated to Committee.

(References – Act of Council No. 23 of 16 March 2023; report by the Executive Director of Corporate Services, submitted.)

21. Response to Scottish Government Consultation: Draft British Sign Language (BSL) National Plan, 2023-2029

Details were provided of the process for developing the response to the Draft British Sign Language (BSL) National Plan, 2023-2029 consultation and the main points made in Council response.

Decision

Tuesday, 24th October, 2023

To note the response to the Scottish Government consultation on the draft BSL National Plan, 2023-2029. As set out in the Business Bulletin for this Committee's 22 August 2023 meeting, because the consultation took place over the summer leave period, and a significant number of key stakeholders were on leave, the response was submitted to Scottish Government by the deadline of 3 September under urgency provisions set out in A4.1 of the Committee Terms of Reference and Delegated Functions.

(Reference – report by the Executive Director of Corporate Services, submitted.)

22. Accounts Commission: Local Government in Scotland Overview 2023

The Accounts Commission's recently published Local Government in Scotland Overview 2023 was submitted, which focused specifically on the impact of the COVID-19 pandemic on councils' performance in 2021/22, future challenges facing local government and how well-placed councils were to address these.

Decision

- 1) To note the report by the Executive Director of Corporate Services.
- 2) To note that the recommendations in the report would be considered in an Edinburgh specific context as part of the Council's Best Value Thematic and Annual Audit Reports to be presented to members on 31 October 2023.
- 3) To refer the report to the Governance, Risk and Best Value Committee as part of its workplan.

(References – Policy and Sustainability Committee of 23 May 2023 (item 6) and 22 August 2023 (item 13); report by the Executive Director of Corporate Services, submitted.)

23. Human Rights Bill Consultation response

The Council's response to the Scottish Government's 'A Human Rights Bill: Consultation' was provided. The consultation ran from 15 June to 5 October. Given the deadline, the response had been approved under urgency provisions set out in A4.1 of the Committee Terms of Reference and Delegated Functions.

Decision

- 1) To note the Council's response to the Scottish Government's consultation on the Human Rights Bill.
- 2) To note that, in order to meet Scottish Government consultation deadline, submission of this response was approved by the Executive Director, Corporate Services in consultation with the Group Leaders under urgency provisions set out in A4.1 of the Committee Terms of Reference and Delegated Functions.

(Reference – report by the Executive Director of Corporate Services, submitted.)

24. Edinburgh and South East Scotland City Region Deal Annual Report 2022/23

Details were provided of the key findings from the City Region Deal Annual Report for 2022/23. The report was published on 28 August 2023 and approved by the City Region Deal Joint Committee on 1 September 2023. It updated on performance management arrangements for the Deal and it also updated specifically on those projects for which the City of Edinburgh Council was the lead partner.

Decision

- 1) To note the summary findings of the fifth annual report for the Edinburgh and South East Scotland City Region Deal for 2022/23.
- 2) To commend the officer teams for their work in delivering the city region deal programmes and note the strength of the partnership created between the local authorities, universities and colleges, the private and third sectors in the region.
- 3) To recognise the significance of the Research, Data and Innovation programme within the Deal and the importance of further harnessing the investment and data capability to maximise the opportunities that it created to drive economic growth, create high-skilled jobs and improve public services for the benefit of all of our residents and communities. To also welcome that the region had been selected as the hosting site for the UK's Exascale, next-generation supercomputer, Programme.
- 4) To request that through both the City Region Deal and the Regional Prosperity Framework, extending the impact of Data-Driven Innovation should involve using the region's Data and Artificial Intelligence capability to deliver improved benefits all across the city region.

(References – Policy and Sustainability Committee of 1 November 2022 (item 15); report by the Executive Director of Corporate Services, submitted.)

25. UKREiiF Feedback Report

Feedback was provided on the UKREiiF (the UK's Real Estate, Infrastructure and Investment Forum) event held in Leeds on 16 and 17 May 2023, and attended by the Council Leader, accompanied by officials.

Decision

To note the update on the UK's Real Estate, Infrastructure and Investment Forum (UKREiiF) in May 2023.

(Reference – report by the Executive Director of Corporate Services, submitted.)

26. Annual Policies Update – Strategy and Communications

Under the reorganisation of Directorates in June 2021 the Strategy and Communications Division was reallocated to sit within the Corporate Services Directorate; Democracy, Governance and Resilience moved to sit within Legal and Assurance and this amended structure was reflected in both this update and in the Legal and Assurance Annual Policy Update as last considered by Committee on 1st November 2022. The Consultation and Engagement Policy was first approved by this Committee in April 2021 with agreement that it would be resubmitted for annual

review. This update provided the second review, with minor amendments proposed for Committee consideration.

Motion

- 1) To note the updates for those policies referred to.
- 2) To note a substantial number of the policies previously reported under this Service area now sat elsewhere and had been included in the relevant annual policy update reports.
- 3) To note the findings from the second annual review of the Consultation and Engagement Policy.
- 4) To approve the proposed changes resulting from this review.

- moved by Councillor Day, seconded by Councillor Watt

Amendment 1

- 1) To note the updates for those policies referred to.
- 2) To note a substantial number of the policies previously reported under this Service area now sat elsewhere and had been included in the relevant annual policy update reports.
- 3) To note the findings from the second annual review of the Consultation and Engagement Policy.
- 4) To approve the proposed changes resulting from this review.
- 5) Notes that in October 2022, following a motion agreed at Full Council, Council "Recognise[d] the contradiction between the Council's declaration of a Climate Emergency and the continued advertising of environmentally damaging goods and services in Edinburgh.
- 6) Therefore welcomes forthcoming changes to the Advertising and Sponsorship policy to strengthen sustainability and low carbon considerations, and notes that this will be brought to committee for approval in January 2024.
- 7) Requests that officers engage with groups in advance of this meeting to explore the scope and ambition of the new policy, including how it compares to versions of ethical advertising and sponsorship policies passed in other Councils.

- moved by Councillor Parker, seconded by Councillor Mumford

In accordance with Standing Order 22(12), Amendment 1 was accepted as addendum to the Motion.

At this point in the meeting the following Amendment 2 was proposed:

Amendment 2

To agree the original motion as proposed by Councillor Day.

- moved by Councillor Doggart, seconded by Councillor Whyte

Voting

The voting was as follows:

For the Motion (as adjusted) - 15 votes

For Amendment 2 - 2 votes

(For the Motion (as adjusted): Councillors Aston, Beal, Bennett, Biagi, Campbell, Day, Dijkstra-Downie, Lang, Macinnes, Meagher, Miller, Nols-McVey, Mumford, Parker and Watt.

For Amendment 2: Councillors Doggart and Whyte.)

Decision

To approve the following adjusted motion by Councillor Day:

- 1) To note the updates for those policies referred to.
- 2) To note a substantial number of the policies previously reported under this Service area now sat elsewhere and had been included in the relevant annual policy update reports.
- 3) To note the findings from the second annual review of the Consultation and Engagement Policy.
- 4) To approve the proposed changes resulting from this review.
- 5) To note that in October 2022, following a motion agreed at Full Council, Council "Recognise[d] the contradiction between the Council's declaration of a Climate Emergency and the continued advertising of environmentally damaging goods and services in Edinburgh.
- 6) Therefore, to welcome forthcoming changes to the Advertising and Sponsorship policy to strengthen sustainability and low carbon considerations, and note that this would be brought to committee for approval in January 2024.
- 7) To request that officers engage with groups in advance of this meeting to explore the scope and ambition of the new policy, including how it compared to versions of ethical advertising and sponsorship policies passed in other Councils.

(References – Policy and Sustainability Committee of 23 February 2021 (item 18); report by the Executive Director of Corporate Services, submitted.)

27. Direct Payment Policy, Procedure and Agreement

Details were provided of work taken to update and produce a revised policy, procedure, and agreement document in relation to Direct Payments, and approval of these documents was sought.

Motion

Tuesday, 24th October, 2023

- 1) To note the report by the Interim Chief Officer, Edinburgh Health and Social Care Partnership.
- 2) To approve the use and publication of the updated Direct Payment policy procedure and agreement documents.

- moved by Councillor Day, seconded by Councillor Watt

Amendment 1

- 1) Notes the contents of the report and thanks officers for the work done to date on the Direct Payment Policy, Procedure and Agreement.
- 2) Understands that Social Work Scotland are currently developing a National Model Direct Payment Agreement and requests that further research is carried out into this prior to publication of Edinburgh's procedure as the new national model may be a useful template.
- 3) Regrets that this policy, procedure and agreement makes scarce mention of supported decision making, co-production, advocacy (other than during claw back), accountability (other than the DP holder), complaints procedures or human rights.
- 4) Agrees that any policy should clearly reference the 4 SDS standards of Participation and Dignity; Involvement; Informed choice and Collaboration, in addition to the 12 SDS Standards – as agreed by COSLA on behalf of all of their Local Authority members.
 - Also believes the Direct Payment Policy should clearly align with the outcomes identified in the national SDS Improvement Plan 2023 – 2027
 - Believes the updated Direct Payment Policy, Procedure and Agreement should also contain further detail in how practitioners will record roles, responsibilities, timelines, decisions (and who made them), approvals, dates, review dates etc.
- 5) Agrees not to proceed with the new policy, procedure, and agreement until the above has been addressed and accommodated and recommends that as part of the redraft there should be engagement with individuals with lived experience of having an assessed need for a service and those who are unpaid carers for an individual with an assessed need.
- 6) Agrees that there should be an additional Equalities Impact Assessment carried out which has contributions from individuals who have lived experience of having an assessed need for a service or someone who is an unpaid carer for an individual who lives with an assessed need.
- 7) Notes in relation to 4.1 in the report that there was an update to SDS Statutory Guidance in October 2022.
- 8) Notes in relation to 4.2 in the report that the document equally sets out the Local Authority responsibilities to DP recipients (e.g. information regarding who covers the costs of Redundancy for PAs).

- moved by Councillor Nols-McVey, seconded by Councillor Miller

Amendment 2

To continue consideration of this item to allow further discussion with elected members and request that officers bring back an updated report to the next meeting.

- moved by Councillor Whyte, seconded by Councillor Doggart

In accordance with Standing Order 22(12), Amendment 2 was accepted as an amendment to the Motion and Amendment 1 was withdrawn.

Decision

To approve the following adjusted motion by Councillor Day:

To continue consideration of this item to allow further discussion with elected members and request that officers bring back an updated report to the next meeting.

(References – Edinburgh Integration Joint Board of 13 June 2023 (reconvened to 27 June 2023) (item 10); report by the Chief Officer, Edinburgh Health and Social Care Partnership, submitted.)

28. One Edinburgh Programme

The Committee, in terms of Section 50(A)(4) of the Local Government (Scotland) Act 1973, excluded the public from the meeting during consideration of the following item of business. The report was restricted to the public by virtue of paragraph(s) 8 and 9 of Part 1 of Schedule 7A of the Local Government (Scotland) Act 1973.

Details were provided of activities in the One Edinburgh Programme.

Decision

To note the information provided in the report by the Interim Chief Officer, Edinburgh Health and Social Care Partnership, and the recommendations that were approved at the September Edinburgh Integration Joint Board (EIJB) meeting on 21 September 2023.