

# Minutes

OF A MEETING OF THE

# Council

HELD ON THURSDAY 25 MARCH 2021 AT 6.00 PM

AS A VIRTUAL MEETING

## Present:

David Bretherton (Chair)

Ken Arlett, Anna Badcock, Pieter-Paul Barker, David Bartholomew, Robin Bennett, Sam Casey-Rerhaye, Sue Cooper, Peter Dragonetti, Maggie Filipova-Rivers, Stefan Gawrysiak, Elizabeth Gillespie, Kate Gregory, Victoria Haval, Lorraine Hillier, Kellie Hinton, Alexandrine Kantor, Mocky Khan, George Levy, Lynn Lloyd, Axel Macdonald, Jane Murphy, Caroline Newton, Andrea Powell, Leigh Rawlins, Jo Robb, Sue Roberts, David Rouane, Ian Snowdon, Alan Thompson, David Turner, Ian White and Celia Wilson

## Apologies:

Anne-Marie Simpson tendered apologies.

**Officers:** Pat Connell, Steven Corrigan, Adrian Duffield, Simon Hewings, Suzanne Malcolm, Lucy Murfett, Margaret Reed, Melanie Smans and Mark Stone

**Also present:** David Hutton, the council's legal adviser from Bevan Brittan for agenda item 15 - Covid-19 leisure support package

## Minutes

**RESOLVED:** to approve the minutes of the meeting held on 11 February 2021 as a correct record and agree that the Chairman sign them as such subject to the inclusion of the following words at the beginning of the second sentence of minute 132A – “Mr Upcraft stated that”.

## 148 Declarations of disclosable pecuniary interest

Councillor Rawlins declared a personal interest in the item on the section 106 funding request from Sonning Common Parish Council as a Sonning Common parish councillor (minute 153 refers).

Councillors Bretherton and Gregory declared personal interests in the item on the section 106 funding request from Thame Town Council in their capacity as Thame Town councillors (minute 154 refers).



Listening Learning Leading

## **149 Urgent business and chairman's announcements**

The chairman provided general housekeeping information. There were no items of urgent business.

## **150 Public participation**

The Chairman advised that two members of the public had registered to address Council. He would invite Carole Lewis, Chair of Sonning Common Parish Council, to address Council at agenda item 8 in support of the section 106 request from Sonning Common Parish Council (agenda item 8).

Stephen Holder addressed Council on the Wallingford Pool/Splash Park and highway litter. He provided an overview of the importance of the outdoor pool and splash park and expressed concern regarding rumours that the facilities would not open this year. He stated that the site provided excellent facilities and highlighted the importance of the splash pool for younger age children who had limited access to playgrounds during the national lockdown and had resorted to using the River Thames as an alternative in 2020. He urged the council to facilitate the opening of the facilities. He also expressed concern regarding the lack of a co-ordinated approach to litter picking and verge strimming on the highway. The undertaking of verge strimming prior to litter picking had resulted in tiny pieces of litter strewn across verges which was environmentally harmful. He urged better communication and planning between the relevant authorities and contractors.

## **151 Petitions**

None.

## **152 A Joint Local Plan**

Council considered Cabinet's recommendation, made at its meeting on 18 March 2021, on the case for preparing a Joint Local Plan, instead of separate local plans for South Oxfordshire and Vale of White Horse district councils.

In introducing Cabinet's recommendation in the absence of Councillor Simpson, Cabinet member for planning, Councillor Cooper, Leader of the council, stated that the proposal is for South Oxfordshire District Council's next Local Plan to be a Joint Local Plan with Vale of White Horse District Council. This would be instead of a new South Oxfordshire Local Plan and a new Vale of White Horse Local Plan. If agreed, a Joint Local Plan would be prepared over the next four years. In the meantime, the existing recently adopted South Oxfordshire Local Plan would continue to be in force, before being replaced by the new Joint Local Plan.

Any new Joint Plan would cover the period from adoption (expected in 2024) until 2041. As South Oxfordshire's recently adopted local plan already contains land allocations for development up to 2035 (plus some supply beyond) the allocations in a new plan would be focussed on the long term. Neighbourhood plans would continue to be a strong plank in the council's development plan to provide the opportunity for communities to guide development in their areas.

She drew attention to the officer report which set out the advantages and disadvantages of a joint plan covering both the planning and practical reasons and included a proposed timetable for a joint local plan.

She explained that legislation allowed the councils to prepare a joint plan:

- Section 28 of the Planning and Compulsory Purchase Act 2004 allowed two or more local planning authorities (district councils) to prepare a joint local plan. The county council in two-tier areas, such as Oxfordshire, could be part of the plan-preparation process but could not be part of the formal decision-making as this remained the responsibility of the district councils. Under Section 28, the final, formal decisions at key local plan stages (consultations, publication, submission, adoption) were made either separately by each council or via a voluntary joint committee.
- Section 29 of the 2004 Act enabled county councils to continue to have a strategic planning role working with district councils. This allowed for the decision-making on a joint local plan to be conferred on a joint committee. Under section 29, the county council would be a formal partner in the joint committee and therefore would have equal membership on a committee.

Cabinet recommended that the process should be undertaken under Section 28 of the Planning and Compulsory Purchase Act 2004.

A number of councillors supported the proposal for the following reasons:

- A joint local plan would provide the opportunity to plan comprehensively across the district boundary in one plan for Didcot Garden Town and Science Vale.
- Vale and South share many geographical similarities and have common challenges and pressures.
- The councils' ambitions are similar, with a great deal of consensus between the Vale and South Corporate Plans
- With existing shared working arrangements, the councils' systems are well set up for joint work.
- With both councils having a recently adopted local plan, this is a good moment to consider working together on the next plan.
- A Joint Local Plan would bring significant savings - initial savings on the evidence base with joint studies and holding one set of public consultations not two and at the end of the process with reduced examination costs (one Inspector, one programme officer and one QC).

In supporting the proposal, it was noted that, if necessary, local policies could be included in the joint plan to reflect local needs and that the final decision on a joint local plan would be made separately by each council.

A number of councillors spoke against the proposal for the following reasons:

- Concern that a joint local plan would be less local due to the wider geographical area covered.
- A joint local plan would erode local decision making.
- There would be a loss of democratic accountability with councillors making decisions on areas outside their district.

- Concern that a joint local plan could be a vehicle to provide for additional houses in South Oxfordshire and allow councillors from Vale to influence matters in South Oxfordshire.
- The anticipated level of savings from a joint local plan had been overstated.
- It would be possible to progress joint policies without the need for a Joint Local Plan.

The view was also expressed that the council should consult residents on such a proposal.

**RESOLVED:** to

1. agree the preparation and production of a Joint Local Plan with Vale of White Horse District Council;
2. approve the Joint Local Development Scheme (March 2021), attached at appendix 1 to the head of planning's report to Cabinet on 18 March 2021, and authorise the head of planning in consultation with the Cabinet member for planning, to make any updates; and
3. agree the principle of governance to prepare and produce a Joint Local Plan under Section 28 of the Planning and Compulsory Purchase Act 2004, and authorise the head of legal and democratic, in consultation with the head of planning, the Leader and Deputy Leaders and the Cabinet members for planning and legal and democratic, to agree the detailed arrangements.

### **153 Section 106 request - Sonning Common Parish Council**

Councillor Rawlins took no part in the discussion or voting on this item (see minute 148).

Carole Lewis, Chair of Sonning Common Parish Council, addressed Council in support of the section 106 request from Sonning Common Parish Council. She stated that the growth of the village had resulted in a lack of village green or sufficient sports and recreation facilities.

She stated that in 2012 Sonning Common's Parish Council started its Neighbourhood Plan and, as part of this, an agreement was struck with a farm landowner to provide a 4.1 hectare sports and recreation site opposite the local secondary school on the edge of the village, subject to scope to develop a largely enclosed three hectare site for housing. In allocating such housing sites, residents were keen to protect the separate identity of the village but embraced the prospect of a much-needed sports and recreation site with scope for a sports gym and a Community Hall. The funds would address issues on the site associated with sloping ground, drainage and access.

Council considered Cabinet's recommendation, made at its meeting on 18 March 2021, to create a budget to provide funding towards ground levelling works, creating public access, and the installation of a fence along the western boundary at the Memorial Hall Field, Reade's Lane, Sonning Common.

**RESOLVED:** to create a budget of £267,671 in the approved capital programme for the Memorial Hall Field project (ground levelling and access works and installation of fence along the western boundary) in Sonning Common, to be funded by the section 106 contributions set out in the report of the acting deputy chief executive – place to Cabinet on 18 March 2021.

## **154 Section 106 request - Thame Town Council**

Councillors Bretherton and Gregory took no part in the discussion or voting on this item (see minute 148).

Councillor Gillespie, Vice-Chair of council chaired this item.

Council considered Cabinet's recommendation, made at its meeting on 18 March 2021, to create a budget to provide funding towards a new floodlit, 3G artificial turf sports pitch at the ASM Stadium, Meadow View Park, Thame.

**RESOLVED:** to create a budget of £340,000 in the approved capital programme for a 3G Artificial Floodlit full-size football pitch project in Thame, to be funded by the section 106 contributions set out in the report of the acting deputy chief executive – place to Cabinet on 18 March 2021.

## **155 Further extension of term of office of independent persons for code of conduct matters**

Councillor Bretherton, Chairman of council, retook the chair.

Council considered the report of the head of legal and democratic and monitoring officer on further extending the term of office of two independent persons to advise on code of conduct issues.

Council was advised that both of the current independent persons had confirmed their willingness to continue working in the role.

**RESOLVED:** to

1. authorise the Monitoring Officer to extend the terms of office of George Green and Chris Smith, the council's independent persons for code of conduct matters until 31 May 2022;
2. authorise the Monitoring Officer to carry out a recruitment exercise for new independent persons and bring recommendations on appointments to Council prior to that date.

## **156 Report of the leader of the council**

Councillor Sue Cooper, Leader of the council, provided an update on a number of matters. The text of her address is available on the council's [website](#).

## **157 Questions on notice**

### **A. Question from Councillor Gillespie to Councillor Simpson, Cabinet member for planning**

Master planning for Land North of Bayswater Brook has started. The developers say that they are awaiting guidance from South Oxfordshire District Council to enable them to

advance their traffic modelling. The Planning Inspector recommended a “Low Car” development:

What is South Oxfordshire District Council’s Planning Department’s vision for a Low Car development? How can this ensure that current unsustainable levels of traffic and associated environmental damage will be mitigated?

### **Written response**

Policy STRAT13 of the Local Plan 2035 sets the Council’s vision for a low car development at the Land North of Bayswater Brook. The policy requires as a first priority high quality pedestrian, cycle and public transport connections into Oxford to maximise the number of trips made by non-car modes, together with measures to discourage car-based development.

Officers are working closely with colleagues in Oxford City Council and Oxfordshire County Council to ensure that this vision is adhered to by the developers and that the master planning work aligns with the Council’s corporate plan targets, including to achieve a zero carbon district by 2030.

### **Supplementary question**

In the absence of Councillor Simpson, Councillor Gillespie was advised to put any supplementary question in writing.

### **B. Question from Councillor Arlett to Councillor Bennett, Cabinet member for economic development and regeneration**

A paper went to Cabinet on 1 October 2020 on ‘Affordable Housing S 106, commuted sums South’ - over 5 months ago. The paper stated that bids could be made for Affordable Housing Schemes from 1 April 2021 with a closing date of 30 June 2021.

Why are these dates now not being adhered to, as SODC have £3.883 million just sitting in an account ready to invest in much needed affordable housing?

### **Written response**

Thanks to Councillor Arlett for reminding Council that the application process for these funds, approved at Cabinet in October 2020, will soon be open. The opening has been very slightly delayed due to Covid-related pressures on staff resources, but happily only by a few days. The necessary application forms and internal procedures associated with applications for grant are in the final stages of development, and the application process is expected to be in place no later than 12 April 2021.

Last October, Cabinet approved the use of commuted Section 106 sums received in lieu of the on-site delivery of affordable homes, together with a framework to prioritise and evaluate spend. This requires an application process which captures sufficient information and project data to ensure an informed decision can be made on the allocation these funds, and to allow for potential risk to be assessed. An ‘indicative’ start date for bids for grant funding was given as 1 April 2021 in the Cabinet report.

## 158 Motions on notice

During the course of debate on this item, and prior to the expiry of two and a half hours, Council agreed, in accordance with council procedure rule 12, to extend the meeting by half an hour and then, in accordance with council procedure rule 82, to suspend council procedure rule 12, which restricts the duration of a meeting, to allow Council to complete the consideration of the items of business.

### **A. Councillor Dragonetti moved, and Councillor Robb seconded, the motion as set out in the agenda at agenda item 13**

After debate and on being put to the vote the motion was agreed.

#### **RESOLVED:**

That Council recognises the importance of a high-quality, beautiful natural environment for current and future residents of our rural District, and the negative impact that high voltage power lines can have on visual amenity.

Council also acknowledges the importance of landscape beauty to the setting of the historic city of Oxford.

Council identifies that the economic benefit of providing beautiful environments for housing development provides a long lasting benefit that enhances the long term value of a location, attracting the workforce needed to sustain the growth of the local economy.

Three of the strategic sites allocated in South Oxfordshire's Local Plan 2035 are overhung by high voltage power lines. Grenoble Road, Culham and Northfield.

This Council will:

1. Work with partners including National Grid, electricity providers, developers, landowners, and other local authorities, to explore all options including financing options for the undergrounding of all high voltage overhead powerlines over the strategic sites in the Local Plan 2035 with a view to requiring that these sites have active plans for the removal of overhead high voltage power lines before 2040.
2. Have, as a long-term ambition by 2050, the undergrounding of the existing 400kv line that bisects the Ladygrove Estates in Didcot.

### **B. Councillor Robb moved, and Councillor Gillespie seconded, the motion as set out in the agenda at agenda item 13**

After debate and on being put to the vote the motion was agreed.

#### **RESOLVED:**

That Council notes the growing body of evidence demonstrating the harmful impacts of light pollution on human health and sleep, biodiversity and carbon emissions. A literature review from Nature magazine in 2018 concludes that: "light at night is exerting pervasive, long term stress on ecosystems, from coasts to farmland to urban waterways, many of which are already suffering from other, more well-known forms of pollution"

Light pollution is not only damaging our physical and mental health, it is also harming plants, insects and nocturnal animals and is eroding the most primal of connections: the deep sense of awe and wonder we experience at the sight of a starry sky.

Council acknowledges the work of the All Party Parliamentary Group on Dark Skies and welcomes its recommendations. [www.appgdarkskies.co.uk](http://www.appgdarkskies.co.uk)

Council recognises that Oxfordshire County Council controls lighting schemes on adopted highways.

This Council will:

1. Ensure that limiting light pollution and preserving dark skies are key priorities for planning policies and design guides, including master-planning of sites.
2. Work with Neighbourhood Planning groups to encourage the implementation of dark sky friendly lighting policies in Neighbourhood Plans.
3. Encourage the incorporation of dark sky friendly lighting schemes and avoid unnecessary lighting for all new development.
4. Write to MPs and government calling for the APPG's ten recommendations on dark skies to be implemented through new legislation and reform of the planning system. These recommendations include reform of the NPPF to make extensive and specific reference to control of obtrusive light and to introduce strict regulation of exterior lighting, setting standards for brightness, colour and temperature of all lighting and empowering local authorities to stop nuisance lighting.
5. Work proactively with partners, Oxfordshire County Council as Highway Authority and others, to highlight the importance of dark skies, the need to limit the impact of lighting and to encourage policies to reflect best practice in lighting design.
6. Use our communications channels to increase understanding among residents and businesses of the importance of dark skies and limiting light pollution.

**C. Councillor Dragonetti moved, and Councillor Gillespie seconded, the motion as set out in the agenda at agenda item 13**

After debate and on being put to the vote the motion was agreed.

**RESOLVED:**

That this council supports the local network of pubs in the district, and will use its powers to ensure that pubs continue to be able to provide for the local community, in accordance with Local Plan Policy CF1, which notes that the council will support communities in protecting, enhancing and delivering community and recreation facilities in their towns and villages.

With pubs under continual threat of closure and conversion, where there is strong community support evidenced by submission of a nomination as an Asset of Community Value or opposition to a planning application for change of use, the council will use all its available powers, where appropriate, to support communities in their efforts to retain pubs for the benefit of both local community and the whole district.

**D. Councillor Bennett moved, and Councillor Levy seconded, the motion as set out in the agenda at agenda item 13**

After debate and on being put to the vote the motion was agreed.

**RESOLVED:**

That Council notes that:

The pandemic has had profound effects on our district's economic, social and physical wellbeing.

Building on the themes in the adopted Corporate Plan, there is an opportunity for Council to support a green recovery and benefit our residents and businesses in a holistic way.

'Community wealth-building' is an approach being used in the public sector across the UK, with 'the Preston model' perhaps being the most well-known example.

The five core principles of community wealth-building are considered to be:

- Plural ownership of the economy.
- Making financial power work for local places.
- Fair employment practices and just labour markets.
- Progressive procurement of goods and services.
- Socially productive use of land and property.

Council asks officers to explore how the concepts of 'community wealth-building' can be applied to the South Oxfordshire context, with particular reference to:

- The role procurement by anchor institutions could play in local economic recovery
- The council's land, investment and property policies
- Place-specific actions to enhance community resilience

**E. Councillor Cooper moved, and Councillor Rouane seconded, the motion as set out in the agenda at agenda item 13**

**Amendment**

Councillor Lloyd moved, and Councillor Murphy seconded an amendment with additional words in bold and deleted words shown by a strikethrough to reflect the fact that South Oxfordshire is covered by Clinical Commissioning Groups other than Oxfordshire.

Council notes:

- As specified in the South Oxfordshire Local Plan 2035 the district council has planned for 30,056 new homes in the period 2011-2035, of which 16,360 have already been built.
- ~~The Oxfordshire~~ Clinical Commissioning Groups ~~is~~ **are** responsible for ensuring health provision for our growing population is provided.
- If section 106 contributions from developers agreed by the District Council are not used by the CCGs within a set time, the money can be paid back to the developer, which would result in an under-provision of health care in our communities.
- Despite significant effort by council officers and local health professionals, the current system is preventing us from providing the health services that local people need and deserve.

- Our planning service and planning committee are therefore under pressure to approve new housing without plans for healthcare in place.

Council believes:

- This council has an important role in improving the health and wellbeing of our residents.
- Primary health provision should be planned based on population growth and vision for health care provision in the district.
- That sufficient infrastructure such as transport, health and education should be provided alongside, and preferably ahead of new housing development.
- The current national system for ensuring health infrastructure is provided, through Clinical Commissioning Groups, is not working.

Council requests:

1. Officers continue to work with ~~Oxfordshire~~ Clinical Commissioning Groups ~~contacts~~ to ensure sufficient provision is made for primary care services for growth areas such as Didcot, Wallingford, **Thame and Chinnor** and other locations under pressure.
2. The council leader ~~of the council write to Oxfordshire Clinical Commissioning Group (OCCG) requesting a meeting to discuss:~~ **recognising that there are a number of CCGs involved in the provision of health care services, write to the CCGs to arrange meetings to discuss:**
  - **Developing** ~~B~~ better working relationship between the **CCGs and the District Council. ~~two organisations.~~**
  - Ensuring ~~O~~CCGs take a more pro-active approach to our planning process and respond to planning application consultations in a timely and ongoing basis to support the work of our planning department and our Infrastructure and development team.
  - How the ~~O~~CCGs can engage more proactively with the planning authority to better plan healthcare for strategic ~~sites~~ housing sites in South Oxfordshire linked to the council's corporate plan theme of "Improved economic and community well-being".
  - To understand how ~~O~~CCGs use population forecasts to plan primary healthcare. ~~and what its plans are for Oxfordshire~~
  - To discuss the particular cases of Wallingford, ~~and~~ Didcot, **Thame and Chinnor and other locations under pressure.**
3. The Council Leader write to the Ministers for Health and MHCLG to:
  - explain the difficulties local planning authorities have to obtain information and commitment to deliver health services from ~~O~~CCGs.
  - press the need for whatever structure replaces Clinical Commissioning groups as part of the health reform has working with local planning authorities and its heart (recognising that this may be difficult if they are being reorganised).
  - ask what government are doing to increase the number of GPs and other health staff and funding to keep up with number of homes.

With the agreement of Council, the mover and seconder of the original motion accepted the amendment.

After debate and on being put to the vote the motion was agreed.

**RESOLVED:** That Council notes:

- As specified in the South Oxfordshire Local Plan 2035 the district council has planned for 30,056 new homes in the period 2011-2035, of which 16,360 have already been built.
- Clinical Commissioning Groups are responsible for ensuring health provision for our growing population is provided.
- If section 106 contributions from developers agreed by the District Council are not used by the CCGs within a set time, the money can be paid back to the developer, which would result in an under-provision of health care in our communities.
- Despite significant effort by council officers and local health professionals, the current system is preventing us from providing the health services that local people need and deserve.
- Our planning service and planning committee are therefore under pressure to approve new housing without plans for healthcare in place.

Council believes:

- This council has an important role in improving the health and wellbeing of our residents.
- Primary health provision should be planned based on population growth and vision for health care provision in the district.
- That sufficient infrastructure such as transport, health and education should be provided alongside, and preferably ahead of new housing development.
- The current national system for ensuring health infrastructure is provided, through Clinical Commissioning Groups, is not working.

Council requests:

1. Officers continue to work with Clinical Commissioning Groups to ensure sufficient provision is made for primary care services for growth areas such as Didcot, Wallingford, Thame and Chinnor and other locations under pressure.
2. The council leader, recognising that there are a number of CCGs involved in the provision of health care services, write to the CCGs to arrange meetings to discuss:
  - Developing better working relationship between the CCGs and the District Council.
  - Ensuring CCGs take a more pro-active approach to our planning process and respond to planning application consultations in a timely and ongoing basis to support the work of our planning department and our Infrastructure and development team.
  - How the CCGs can engage more proactively with the planning authority to better plan healthcare for strategic housing sites in South Oxfordshire linked to

the council's corporate plan theme of "Improved economic and community well-being".

- To understand how CCGs use population forecasts to plan primary healthcare.
- To discuss the particular cases of Wallingford, Didcot, Thame and Chinnor and other locations under pressure.

3. The Council Leader write to the Ministers for Health and MHCLG to:

- explain the difficulties local planning authorities have to obtain information and commitment to deliver health services from CCGs.
- press the need for whatever structure replaces Clinical Commissioning groups as part of the health reform has working with local planning authorities and its heart (recognising that this may be difficult if they are being reorganised).
- ask what government are doing to increase the number of GPs and other health staff and funding to keep up with number of homes.

**F. Councillor Gregory moved, and Councillor Casey-Rerhaye seconded, the motion as set out in the agenda at agenda item 13**

After debate and on being put to the vote the motion was agreed.

**RESOLVED:**

That Council recognises that financial security is critical to a stable and thriving society. Yet, too many people are without enough money to meet their basic needs. Universal Basic Income (UBI) is an opportunity to revolutionise a welfare system that is no longer fit for purpose.

UBI would provide every adult (regardless of employment status, wealth, or marital status) with a fixed, regular and unconditional income to relieve some of the financial pressures facing households. It is a monthly grant sufficient to contribute to the basic needs of food, shelter and education. It is a fair way of eliminating poverty, guaranteeing a minimum standard of living, and improving well-being. It helps the local economy by providing stability and security; allowing people to thrive rather than just survive.

There have been several trials of basic income internationally and most recently in Finland. Results have been encouraging. Spain is rolling it out as part of their COVID-19 response measures.

**Council requests:**

1. The leader of the council write to the Chancellor of the Exchequer, South Oxfordshire Members of Parliament and the Secretary of State for Work and Pensions requesting the UK Government undertakes pilot studies for the Universal Basic Income, and that South Oxfordshire be included in any pilot.
2. That such pilot studies gather evidence of the effectiveness of a Universal Basic Income on reducing inequality, disadvantage and poverty.
3. That the Leader sends a copy of any responses from the Chancellor of the Exchequer, South Oxfordshire Members of Parliament and the Secretary of State for Work and Pension to all councillors as and when replies are received.

**G. Councillor Filipova-Rivers moved, and Councillor Kantor seconded, the motion as set out in the agenda at agenda item 13**

After debate and on being put to the vote the motion was agreed.

**RESOLVED:**

That this Council recognises the status of Neurodiversity, and how it impacts on many in our society. This Council is committed, through its Equality and Diversity policies and procedures, and its Corporate Plan, to delivering outcomes for all in a fair and inclusive way. This Council notes that it is already certificated as a Disability Confident Employer and is further committed to continuing its positive work in this area.

In light of the above, Council agrees:

To develop an Action Plan on Neurodiversity which sits within the Inclusion and Diversity Strategy and might include the following:

- Using best practice from Autism charities and Neurodiversity partnerships, recruitment and HR practices for supporting neurodivergent candidates and employees
- Developing a needs assessment process specific to neurodivergence so reasonable adjustments can be made
- Putting in place coaching/mentoring/a buddy system for staff who are neurodivergent
- Undertaking a review of our services to ensure they are accessible to neurodivergent individuals and making adaptations where necessary
- Making the action plan (toolkit) publicly available as a resource for other local employers (via South and Vale business support newsletter)
- Continuing to work with partners across Oxfordshire to share best practice on issues pertaining to neurodiversity
- Setting up learning and awareness events and using communication channels including social media
- consultation on a draft action plan with people with lived experience

**H. Councillor MacDonald moved, and Councillor Wilson seconded, the motion as set out in the agenda at agenda item 13**

After debate and on being put to the vote the motion was agreed.

**RESOLVED:**

That this council should seek to encourage developers to work closely with the local council (parish/town) to develop appropriate leisure facilities for that area.

## **159 Exclusion of the public**

**RESOLVED:** to exclude members of the press and public from the meeting for the following item of business under Part 1 of Schedule 12A Section 100A(4) of the Local Government Act 1972 and as amended by the Local Government (Access to Information) (Variation) Order 2006 on the grounds that:

- (i) It involves the likely disclosure of exempt information as defined in paragraphs 3 Part 1 of Schedule 12A of the Act, and

- (ii) the public interest in maintaining the exemption outweighs the public interest in disclosing the information.

**160 Covid-19 leisure support package (see confidential minute)**

Council considered Cabinet’s recommendations, made at its meeting on 17 March 2021 on the impact of Covid-19 on leisure facilities in the district.

Council agreed to offer a financial support package to GLL, the leisure contractor that manages leisure facilities across South Oxfordshire and Vale of White Horse, subject to formal agreements being entered into.

Council supported the package which would ensure residents have access to facilities and the opportunities to stay healthy.

The meeting closed at 10.05pm

Chairman

Date

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