Get Me Home Safely – Motion, as adjusted, approved.

17 Bailie Carroll, seconded by Councillor Bruce, moved that:-

"Council recognises that many vital industries in our city - such as hospitality, cleaning, and care - rely on shift work, which can mean workers not ending until late at night. The safety of those workers, who are predominantly women, has been an increasing concern.

Council believes that the duty of care employers have for employees must extend to take into consideration their welfare at the end of shifts, in particular for those ending at such un-social hours, in getting home.

Unite the Union's "Get me Home Safely" campaign calls on employers to take all reasonable steps to ensure workers in licenced venues are able to get home safely from work at night, and has been supported by other Councils across Scotland.

Safety against harassment and assault needs to be extended outside the doors of employees' workplaces. Council supports the strengthening of enforcement of laws against harassment and assault, in particular of a sexual nature, which currently has very low rates of reporting and convictions.

Council notes work done already through the Licensing Board in the previous Council term and expects this work to be strengthened through the below actions.

Therefore, Council will:

- Fully support Unite's "Get me Home Safely" campaign, and instruct relevant officers in Licensing, Transport and Community Safety to design an implementation plan to meet the aims of this campaign.

- Respond to the Licensing Board's policy consultation supporting further work to have free transport offered to workers getting home safely after 11pm by licence holders.

- Support the introduction of legal requirements for training transport workers on preventing gender-based violence, sexual assault and harrassment on public transport and private hire vehicles.

- Call on all public transport providers to provide later and more regular night service provision to ensure public transport options are available for late night shift workers.

- Investigate innovative approaches to providing workplace and community transport routes to improve worker safety and reduce the ecological impact of commuting.

- Support efforts for the municipal ownership of buses in order to lower prices and improve service provision, especially for night-time and off-peak services,

and seek to include late-shift workers in work being on free public transport pilots.

- Make representation to appropriate levels of governance to bring forward national minimum standards for taxis and private hire as per the recommendations of the Task and Finishing group and in support of this motion and its demands on behalf of our local community."

Councillor Kelly, seconded by Councillor Doherty, moved as an amendment that:-

(1) at the sixth paragraph between ”Fully Support Unite’s ‘Get me Home Safely Campaign ……” and “Respond to the Licensing Board ….” insert the following:

“Work with existing industry representatives such as Best Bar None to include these aims in best practice guidance and encourage uptake across the sector.”; and

(2) at the sixth paragraph delete “Make representation to appropriate levels …… to demands on behalf of our local community” and replace with the following:

“Note that the recommendations of the UK Task and Finish Group on Taxi and Private Hire Vehicle Licensing are already in progress or being exceeded in Glasgow and that our Licensing Committee continues to lead the way on these matter in Scotland.”

Councillor Jassemi, seconded by Councillor Johnstone, moved as an amendment that:-

(a) the fifth paragraph be deleted and replaced with the following:

“Council notes the “Young Women Lead 2021” report published by the YWCA which indicated that only 20% of its respondents would use Glasgow buses at night, compared to up to 70% during the day, and that 70% of respondents did not always feel safe while waiting for a bus. This is in line with the findings of the ONS’ Opinions and Lifestyle survey which found that 58% of women aged 16 to 34 felt unsafe using public transport alone, across Britain.

Council notes that the “Get me Home Safely” campaign was launched earlier this year, noting the ‘impossible choices that low-paid women in the night-time economy face’, and the experiences of too many women who have been the victims of sexual assault, harassment and abuse.

Council wholeheartedly agrees that no one, including women, should feel unsafe in their city and completely deplores all forms of discrimination and harassment against women.

Council notes section 2.4.16 of the City of Glasgow Licensing Board’s Policy Statement which states that “The Licensing Board is greatly encouraged by the “Safe Home” initiatives adopted by some licence holders for their staff and

would strongly encourage others to take a similarly responsible approach to the safety of staff working within their premises later at night.

While Council notes the position adopted by the Licensing Board, Council also believes that we should always strive to support employers across the city to do more to protect the health and safety of their staff."

(b) the following new second bullet point be added after the aims of this campaign":

- "Use its convening role to bring together relevant partners to support and promote best practice in this area, including through networks such as Best Bar None Glasgow, and learn from other examples such as the Mayor of London's Women's Night Safety Charter;"

(c) delete all from the fourth bullet point and insert the following:

- "Work with transport partners, including SPT, Bus operators through the Glasgow Bus Partnership, the Bus Service Improvement Partnership, and others, to facilitate the provision of more frequent and safer public transport options at night, including an extension to Subway opening hours;

- To include the realisation of additional night services in the Council's assessment of the Bus Governance options available to it;

- Investigate innovative approaches to providing workplace and community transport routes to improve worker safety and reduce the ecological impact of commuting;

- Work constructively with the Scottish Government, Glasgow's Taxi trade and its representatives to improve minimum standards in line with the recommendations of the Task and Finish Group on Taxi and Private Hire Licensing established by the UK Government in 2017, where those recommendations are appropriate for Glasgow and for Scotland."

Bailie Carroll, with the approval of his seconder, accepted the amendments by Councillor Kelly and Councillor Jassemi resulting in the following adjusted motion:-

"Council recognises that many vital industries in our city - such as hospitality, cleaning, and care - rely on shift work, which can mean workers not ending until late at night. The safety of those workers, who are predominantly women, has been an increasing concern.

Council believes that the duty of care employers have for employees must extend to take into consideration their welfare at the end of shifts, in particular for those ending at such un-social hours, in getting home.

Unite the Union's "Get me Home Safely" campaign calls on employers to take all reasonable steps to ensure workers in licenced venues are able to get home safely

from work at night, and has been supported by other Councils across Scotland.

Safety against harassment and assault needs to be extended outside the doors of employees' workplaces. Council supports the strengthening of enforcement of laws against harassment and assault, in particular of a sexual nature, which currently has very low rates of reporting and convictions.

Council notes work done already through the Licensing Board in the previous Council term and expects this work to be strengthened through the below actions.

Therefore, Council will:

- Fully support Unite's "Get me Home Safely" campaign, and instruct relevant officers in Licensing, Transport and Community Safety to design an implementation plan to meet the aims of this campaign.

- Work with existing industry representatives such as Best Bar None to include these aims in best practice guidance and encourage uptake across the sector. Council will also look to learning from other examples such as the Mayor of London's Women's Night Safety Charter.

- Respond to the Licensing Board's policy consultation supporting further work to have free transport offered to workers getting home safely after 11pm by licence holders.

- Support the introduction of legal requirements for training transport workers on preventing gender-based violence, sexual assault and harassment on public transport and private hire vehicles.

- Work with all transport partners, including SPT, Scotrail, Bus operators through the Glasgow Bus Partnership, the Bus Service Improvement Partnership, and others, to facilitate the provision of more frequent and safer public transport options at night, including: an extension to Subway opening hours; the realisation of additional night services in the Council's assessment of the Bus Governance options available to it; and the investigation of innovative approaches to providing workplace and community transport routes to improve worker safety and reduce the ecological impact of commuting. Council will therefore also support efforts for the municipal ownership of buses in order to lower prices and improve service provision, especially for night-time and off-peak services, and seek to include late-shift workers in work being undertaken on free public transport pilots.

- Note that the recommendations of the UK Task and Finish Group on Taxi and Private Hire Vehicle Licensing are already in progress or being exceeded in Glasgow and that our Licensing Committee continues to lead the way on these matters in Scotland. Council will continue to work constructively with the Scottish Government, Glasgow Taxi trade and its representatives, and Unite the Union to improve minimum standards."

The motion as adjusted was approved.

Adjournment.

18 In terms of Standing Order No 17, the Council agreed to adjourn the meeting at 1535 hours until 1550 hours.

Resumption of meeting.

19 The meeting resumed at 1550 hours and the sederunt was taken as follows:-

Present: The Lord Provost, Jacqueline McLaren (Chair).

SAQIB AHMED	LAURA DOHERTY	ELAINE McSPORRAN
SUSAN AITKEN	STEPHEN DORNAN	ANNE McTAGGART
IMRAM ALAM	PATRICIA FERGUSON	HANZALA MALIK
BLAIR ANDERSON	SEAN FERGUSON	LEÒDHAS MASSIE
KEN ANDREW	ELAINE GALLAGHER	CHRISTY MEARNS
ALEXANDER BELIC	ZEN GHANI	ANGUS MILLAR
RICHARD BELL	ALLAN GOW	MALCOLM MITCHELL
DECLAN BLENCH	WILLIAM GRAHAM	JON MOLYNEUX
EVA BOLANDER	SHARON GREER	ROBERT MOONEY
ABDUL BOSTANI	GREG HEPBURN	MARGARET MORGAN
PHILIP BRAAT	FIONA HIGGINS	EVA MURRAY
JILL BROWN	RASHID HUSSAIN	CECILIA O'LONE
HOLLY BRUCE	DAN HUTCHISON	KEIRAN O'NEILL
MAUREEN BURKE	EUNIS JASSEMI	JILL PIDGEON
BILL BUTLER	ANN JENKINS	LINDA PIKE
GRAHAM CAMPBELL	LILITH JOHNSTONE	HANIF RAJA
CHRISTINA CANNON	RUAIRI KELLY	THOMAS RANNACHAN
PAUL CAREY	ALEX KERR	GEORGE REDMOND
JOHN CARSON	MATT KERR	LANA REID-MCCONNELL
ANTHONY CARROLL	THOMAS KERR	ROZA SALIH
ALLAN CASEY	KEVIN LALLEY	FRANNY SCALLY
ANNETTE CHRISTIE	PAUL LEINSTER	JAMES SCANLON
CHRIS CUNNINGHAM	FRANK McAVEETY	SORYIA SIDDIQUE
STEPHEN CURRAN	PAUL MCCABE	KIERAN TURNER
JOHN DALY	ELAINE McDOUGALL	CATHERINE VALLIS
AUDREY DEMPSEY	KENNY McLEAN	MARTHA WARDROP
STEPHEN DOCHERTY	NORMAN MacLEOD	ALEX WILSON

DEACON CONVENER

Apologies: Feargal Dalton, Fyeza Ikhlaq and Jim Kavanagh.

Attending: E Galletly, Director of Legal and Administration; A O'Donnell, Chief Executive; M Booth, Executive Director of Finance; G Gillespie, Executive Director of Neighbourhoods, Regeneration and

Sustainability; D Hutchison, Executive Director of Education Services; S Millar, Chief Officer, Glasgow City Health and Social Care Partnership; B Monaghan, Director of Community Empowerment and Equalities; I Robertson, Director of City Development; K Rush, Director of Regional Economic Growth; and C Edgar, Head of Communication and Strategic Partnerships.