

<b>REPORT TO:</b>		Council	
<b>DATE:</b>		10 July 2025	
<b>REPORT AUTHOR:</b>		Julian Joinson, Head of Member Services	
<b>TITLE OF REPORT:</b>		Motions for Debate at Council - <ol style="list-style-type: none"> <li>1. Standing Up for Working People and Defending Fair Terms and Conditions</li> <li>2. Reforming UK Maternity Services</li> <li>3. Welfare Motion</li> </ol>	
<b>EXEMPT REPORT:</b>	<b>No</b>		
<b>KEY DECISION:</b>	<b>No</b>	If yes, date of publication:	N/A

The Council will be asked to consider the following motions submitted under Council Procedure Rule A9:-

# 1. **Standing Up for Working People and Defending Fair Terms and Conditions**

This Council recognises and commends the vital role that trade unions have played—and continue to play - in defending and advancing the rights of working people across the United Kingdom.

Thanks to the tireless work of unions and their members, we now have core protections that many take for granted:

- Equal pay for women
- Paid holidays
- Maternity pay
- Two day weekends
- Minimum wage
- Health and safety at work
- Equal opportunities
- Flexible working
- Better rates of pay
- Better sickness and pension benefits

These were not gifts from above—they were won through collective action, determination, and solidarity.

This Council further notes with concern the recent proposals by Reform UK at Lancashire County Council, which risk creating a two-tier workforce by limiting access to the Local

Government Pension Scheme for new employees and imposing poor pay increases on existing staff.

Such measures undermine long-standing terms and conditions and represent an unjustifiable attack on those who deliver essential public services.

We believe all workers deserve fair pay, secure pensions, and dignity at work. Undermining staff morale and widening inequality will damage recruitment, retention, and the quality of services our communities rely on.

This Council therefore:

1. Praises the vital role of trade unions in securing and protecting workplace rights.
2. Condemns any attempts to roll back these rights through attacks on pensions, pay, and conditions—whether nationally or within Lancashire County Council.
3. Urges all staff across Lancashire County Council—and beyond—to join a recognised union as a practical step to protect themselves and their colleagues.
4. Resolves to write to the leadership of Lancashire County Council expressing this Council's opposition to any such changes to access to the Local Government Pension Scheme or employee pay progression.

**Proposer: Cllr Scott Breton**

**Seconder: Cllr Vanessa Alexander**

**Signatories: Cllr Munsif Dad and Cllr Stewart Eaves**

*Submitted on Monday 30<sup>th</sup> June 2025 (11:06)*

## **2. Reforming UK Maternity Services**

A recent National Review of Maternity Services conducted by the Care Quality Commission (CQC) evaluated 131 maternity units across England, revealing significant areas for improvement:

- Nearly half of the units were rated as 'requires improvement' (36%) or 'inadequate' (12%).
- None achieved an 'outstanding' rating for safety; 47% required improvements while 18% were deemed inadequate.
- Key issues identified included weak leadership, inconsistent safety protocols, and a failure to learn from past incidents.
- However, the potential for meaningful change exists—through fostering the right culture and making the right investments.

The National Inquiry into Birth Trauma (2024) highlighted distressing statistics:

- One in three women experiences birth trauma, with approximately 30,000 developing PTSD each year.

- Common concerns included a lack of informed consent, poor communication, and insufficient postnatal care.
- A staggering 84% of women felt inadequately informed about birth injuries, with 53% reconsidering future pregnancies as a result.

It is essential to address the workforce crisis and midwifery shortages that continue to compromise maternity service outcomes:

- Chronic understaffing contributes directly to poor outcomes and staff burnout.
- Midwives are experiencing emotional distress, overwhelming workloads, and a lack of adequate support.

While the Care Quality Commission recently rated maternity services at East Lancashire Hospitals NHS Trust as 'Good' overall—including Burnley, Blackburn, and Rossendale sites—staffing challenges persist. Despite the dedication of teams on the ground, services are often stretched to breaking point. In order to maintain coverage across birth centres, hospitals, and community teams, the escalation procedure regularly pulls specialist midwives from their vital roles. This creates a domino effect, increasing risk in areas such as continuity of care, safeguarding, and maternal mental health and trauma.

In light of these findings, this council resolves to write to the Health Secretary, Wes Streeting MP, to:

- Express gratitude for initiating an inquiry into UK maternity services.
- Request increased investment in midwifery training, recruitment, and retention using meaningful data and benchmarking tools.
- Support a national rollout of initiatives such as the OASI Care Bundle to reduce severe perineal trauma.
- Promote the establishment of fully integrated care models that combine mental health, pelvic health, and continuity of care.
- Advocate for the inclusion of fathers and co-parents—who are often overlooked under current policies—including access to paid time off for antenatal and educational appointments.
- Call for greater investment in specialist support for parents affected by birth trauma during and after the perinatal period, as current services are overstretched and many women are not receiving the care they need in a timely manner.

Additionally, the council will liaise with the Integrated Care Board to reaffirm the need for sustained support for community midwifery services in Hyndburn and across East Lancashire Hospitals NHS Trust Maternity Services.

The Solution is Clear: Invest in midwives. Invest in families. Invest in the future.

**Proposer: Cllr Clare Yates**

**Seconder: Cllr Kate Walsh**

**Signatories: Cllr Munsif Dad, Cllr Stewart Eaves and Scott Brerton**

*Submitted on Monday 30<sup>th</sup> June 2025 (11:06)*

### **3. Welfare Motion**

This Council believes that the welfare system must be built on the principles of dignity, fairness, and respect for all.

This Council further believes that over a decade of austerity imposed by previous governments has caused severe and lasting damage to public services and welfare provision, leaving many Hyndburn residents facing exceptional hardship. In particular, people with health-related conditions have borne the brunt of these cuts over time and continue to experience disproportionate levels of poverty and insecurity.

Whilst this Council recognises the need to manage public finances responsibly, it holds grave concerns about the direction of current welfare reform proposals. It cannot be stressed enough that disability benefits are vital to help disabled people remain in work. However, this Council was pleased to learn that the Government have listened to concerns and will implement concessions, so existing claimants of PIP and Universal Credit do have some 'peace of mind'.

This Council therefore calls on the Government to continue to support the most vulnerable without further reductions to essential welfare support. Instead, it urges a focus on tackling the root causes of rising welfare demand—such as the imbalance in the tax system, housing insecurity, low-paid and insecure employment, soaring mental health issues, and deepening inequality.

This Council resolves to:

1. Write to the Secretary of State for Work and Pensions, the Rt Hon Liz Kendall MP, and the Prime Minister, the Rt Hon Keir Starmer MP, to express our serious concerns about the potential impact of any forthcoming welfare reforms.
2. Request that the Government pauses its current welfare review and instead prioritises solutions that protect those in greatest need.
3. Reaffirm our commitment to supporting residents in Hyndburn through strong local welfare provision and continued advocacy for a just and compassionate welfare system.

**Proposer: Cllr Melissa Fisher**

**Seconder: Cllr Jodi Clements**

**Signatories: Cllr Munsif Dad and Scott Brerton**

*Submitted on Monday 30<sup>th</sup> June 2025 (11:25)*