**Dignity in Social Care Motion**

This Council notes the valuable contributions made by care workers and partners in enabling, caring for and improving the lives of the most vulnerable people in Stockport.

This Council supports in principle the provisions of Unison's ethical care charters for the commissioning of home care and residential care services (https://www.unison.org.uk/content/uploads/2013/11/On-line-Catalogue220142.pdf) and is fully committed to developing an ethical care charter for Stockport which incorporates the principles of the UNISON ethical care charters.

This Council has been working with a range of partners to enact these principles at the earliest practicable opportunity, recognising that some aspects of the charter may require additional funding.

This Council however notes that funding levels in relation to social care have placed significant pressures upon the care sector over recent years, and despite welcome additional resources, a situation of chronic underfunding in social care remains, and a permanent solution to the funding of social care is needed.

This Council acknowledges the Government policy to ensure that all business rates can be retained by Local Authorities by 2020.

This Council however notes with concern the lack of a proposal for an appropriate redistribution mechanism to redress iniquities between Local Authorities nationwide. This Council further notes Government indications that additional monies which come to Local Authorities through business rate retention are likely to come with additional responsibilities, requiring additional Council expenditure.

This Council therefore supports a proposal that Government allow Local Authorities to use additional revenues raised through the Business Rate Retention Scheme, as additional earmarked funding for Adult Social Care via a new social care grant, instead of for funding areas of additional responsibility.

This Council welcomes UNISON’s *Care Workers for Change* campaign initiative and looks forward to an expanded union membership base playing a key role in the public-facing campaign to increase central government funding for social care and in improved employee relations in the sector.

This Council believes that effective workplace union organisation has a key role to play in improving the care sector as:

- organised staff will have more confidence to speak out and share best practice;
- unions can assist in better monitoring of employment standards in care and through providing high-quality staff training – often free of charge to the employer;
- unionised staff will be better able to share their stories publicly - increasing the effectiveness of campaign work for more central government funding for care.
This Council undertakes to encourage care providers that we currently commission, and those we commission in future to:

1. Respect the right of care staff to organise a union in their workplace and do nothing to undermine the reasonable efforts of staff to organise a union.
2. Allow access to accredited union representatives and officials for membership recruitment activity. Provider organisations should engage positively with union requests for access to staff and, where necessary, agree arrangements that do not disrupt service delivery.
3. Pursue a partnership approach to employment relations. We would expect the provider to engage constructively with the union including a recognition and facilities agreement to underpin collective working.
4. Work with the Council and unions to pursue our shared objective of achieving the provisions of the Stockport ethical care charter. This process will necessarily take account of factors including local levels of funding and procurement practices.

The Council will write to all current providers of Council-commissioned care services at the earliest opportunity to advise them of our expectation that they will respond positively to the above points (1-4).

Moved by: Councillor Wendy Wild
Seconded by: Councillor Alex Ganotis