

Notice of Motion

Motion to be moved by Councillor Bridges:

Council notes:

- Recent announcements by the Labour Government regarding proposals for a national ID card scheme, with the suggestion that possession of an ID card may become mandatory for work purposes.
- That the United Kingdom already has robust systems for verifying a person's right to work through National Insurance (NI) numbers, PAYE systems, and existing employment checks.
- That any national ID card scheme is likely to require substantial public investment in infrastructure, administration, and data management.

Council believes:

- Making ID cards mandatory for employment risks penalising working people and could create unnecessary barriers to entering or remaining in work.
- The introduction of compulsory ID cards is disproportionate. The costs of establishing and maintaining an ID database would divert public funds from essential services such as health, education, and housing.
- There are potential disadvantages, including:
 - Privacy and data security concerns.
 - The potential for exclusion or discrimination against people without easy access to documentation.
 - The risk of "function creep", where ID cards become required for wider aspects of daily life.

Council further notes:

That these proposals stand in stark contrast to the Government's stated mission to "restore trust" in politics, when in practice they risk deepening public suspicion about how personal information is used.

Council resolves:

1. To ask the Leader to write to the Home Secretary and the Local Government Association expressing this Council's opposition to making ID cards mandatory for work.
2. To call for a full impact assessment, including financial, equality, and privacy implications, before any such policy is pursued.
3. To reaffirm this Council's commitment to inclusion, privacy, and fair access to employment without unnecessary bureaucracy.

Sources:

Financial Times (2025). *Labour MPs back plan for a universal digital identity card*.
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The Guardian (5 June 2025). *Downing Street exploring options for “progressive” UK digital IDs.*

<https://www.theguardian.com/politics/2025/jun/05/downing-street-exploring-options-for-progressive-uk-digital-ids>

ESPHR (2023). *Can a National Insurance number be used as proof of right to work?*

<https://esphr.co.uk/knowledge-hub/can-a-national-insurance-number-be-used-as-proof-of-right-to-work/>

History & Policy (2020). *Identity cards in Britain: past experience and policy implications.*

<https://historyandpolicy.org/policy-papers/papers/identity-cards-in-britain-past-experience-and-policy-implications>

LSE Politics Blog (2025). *The Britcard – progressive or concerning?*

<https://blogs.lse.ac.uk/politicsandpolicy/the-britcard-progressive-or-concerning/>