



## Summary of the Decisions Taken at the Meeting of Personnel Committee held on 13 June 2023

Agenda Item No.	Agenda Item	Decision
7	<p><b>Policy Review</b></p> <p>Report of Chief Executive</p> <p><b>Purpose of report</b></p> <p>To seek approval from the Personnel Committee on proposed changes to existing HR policies.</p> <p><b>Recommendations</b></p> <p>The meeting is recommended:</p> <p>1.1 to review and approve the following policies for implementation:</p> <ul style="list-style-type: none"><li>- Sickness Absence Policy</li><li>- Organisational Change Policy</li><li>- Disciplinary Policy and Procedure</li><li>- Capability Policy</li><li>- Stand-by and on-call Policy</li><li>- Market Supplement Policy</li><li>- Car User Policy</li></ul>	<p><b>Resolved</b></p> <p>(1) That the following policies be approved for implementation:</p> <ul style="list-style-type: none"><li>- Sickness Absence Policy</li><li>- Organisational Change Policy</li><li>- Disciplinary Policy and Procedure</li><li>- Capability Policy</li><li>- Stand-by and on-call Policy</li><li>- Market Supplement Policy</li><li>- Car User Policy</li></ul>
8	<p><b>Workforce Profile Statistics</b></p> <p>Report of Chief Executive</p> <p><b>Purpose of report</b></p> <p>To provide the Personnel Committee with an update on Cherwell District Council's workforce including measuring staff well-being and to highlight the actions officers are taking to address any issues.</p>	<p><b>Resolved</b></p> <p>(1) That the workforce data for Quarter 4 of 2022/23 be noted.</p>

Agenda Item No.	Agenda Item	Decision
	<p><b>Recommendations</b></p> <p>Officers recommend the committee:</p> <p>1.1 to review and note the workforce data for Quarter 4 of 2022/23 as set out in Appendix 1.</p>	
<p><b>9</b></p>	<p><b>Equalities, Diversity and Inclusion (EDI) Working Group</b></p> <p>In autumn 2022, a joint Equalities Diversity and Inclusion (EDI) Working Group was established comprising members of the Personnel Committee and the Overview and Scrutiny Committee.</p> <p>The Working Group is informal and support by officers from the Performance and Insight Team. Its role is to help shape and oversee the work the Council is doing to deliver on its equality, diversity and inclusion commitments which are set out in the Council's Equalities Framework 'Including Everyone'. The Working Group reviewed the three Action Plans, Inclusive Communities, Inclusive Services and Inclusive Workforce, and provided feedback to Executive (via the Personnel and Overview and Scrutiny Committees) when it considered and adopted the Plans in April 2023.</p> <p>Once appointed, the Working Group will review its Terms of Reference to focus on monitoring progress against the Action Plans.</p> <p>The Personnel Committee is requested to nominate three Personnel Committee members to join the EDI Working Group. The Overview and Scrutiny Committee (OSC) will nominate three OSC</p>	<p><b>Resolved</b></p> <p>(1) That Councillor Coton, Councillor Okeke and Councillor Pruden be nominated by the Personnel Committee to join the EDI Working Group.</p>

<b>Agenda Item No.</b>	<b>Agenda Item</b>	<b>Decision</b>
	members to the EDI Working Group at its 27 June meeting.	
<b>10</b>	<p><b>Work Programme 2023/2024</b></p> <p>The Committee to note the work programme for 2023/2024.</p>	<p><b>Resolved</b></p> <p>(1) That the work programme 2023/2024 be noted.</p>