



**Summary of the Decisions Taken at the Meeting
of Personnel Committee held on 7 February 2024**

Agenda Item No.	Agenda Item	Decision
6	<p>Equalities, Diversity and Inclusion (EDI) Action Plans - Inclusive Workplace</p> <p>Report of Assistant Director – Customer Focus</p> <p>Recommendations</p> <p>The Personnel Committee resolves:</p> <p>1.1 To consider, endorse and recommend to Executive the action plan for an Inclusive Workplace for 2024/25 (Appendix 1).</p> <p>1.2 To delegate authority to the Assistant Director for Customer Focus to make minor amendments to the agreed action plans in consultation with the Portfolio Holder for Corporate Services and Chair of the Equalities Diversity and Inclusion (EDI) Working Group.</p>	<p>Resolved</p> <p>(1) That, having given due consideration, the action plan for an Inclusive Workplace for 2024/25 be recommended to Executive for agreement.</p> <p>(2) That authority be delegated to the Assistant Director for Customer Focus to make minor amendments to the agreed action plans in consultation with the Portfolio Holder for Corporate Services and Chair of the Equalities Diversity and Inclusion (EDI) Working Group.</p>
7	<p>Gender Pay Gap Report</p> <p>Report of Assistant Director Human Resources</p> <p>Recommendations</p> <p>The Personnel Committee resolves:</p> <p>1.1 To review the latest Gender Pay Gap report provided for information.</p>	<p>Resolved</p> <p>(1) That the Gender Pay Gap report 2023 be noted.</p>

Agenda Item No.	Agenda Item	Decision
8	<p>Policy Updates</p> <p>Report of Assistant Director Human Resources</p> <p>Recommendations</p> <p>The Personnel Committee resolves:</p> <p>1.1 To Review and approve the following policies for implementation:</p> <ul style="list-style-type: none"> • Learning and Development Policy • Smoke Free Policy • Use of E-Cigarettes at Work Policy 	<p>Resolved</p> <p>(1) That the following policies be approved for implementation:</p> <ul style="list-style-type: none"> • Learning and Development Policy • Smoke Free Policy • Use of E-Cigarettes at Work Policy
9	<p>Workforce Statistics for Quarter 3 2023-24</p> <p>Report of Assistant Director Human Resources</p> <p>Recommendations</p> <p>The Personnel Committee resolves:</p> <p>1.1 To review and note the workforce data for Quarter 3 of 2023/24 provided in Appendix one.</p>	<p>Resolved</p> <p>(1) That the workforce data for Quarter 3 2023/2024 be noted.</p>