



## Summary of the Decisions Taken at the Meeting of Personnel Committee held on 4 March 2026

Agenda Item No.	Agenda Item	Decision
7	<p><b>Policy Review Updates</b></p> <p>Report of Assistant Director Human Resources</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 Personnel Committee resolves:</p> <p>1.1 To review and approve the following policies for implementation:</p> <ul style="list-style-type: none"><li>a. Parental Leave Policy</li><li>b. Paternity Leave Policy</li><li>c. Probation Policy</li><li>d. Compassionate Leave Policy</li><li>e. Annual Leave and Bank Holiday Policy</li><li>f. Court Attendance Policy</li><li>g. Honorarium Policy</li><li>h. Health and Safety Policy</li></ul>	<p><b>Resolved</b></p> <p>(1) That, having given due consideration, the following policies be approved for implementation:</p> <ul style="list-style-type: none"><li>a. Parental Leave Policy</li><li>b. Paternity Leave Policy</li><li>c. Probation Policy</li><li>d. Compassionate Leave Policy</li><li>e. Annual Leave and Bank Holiday Policy</li><li>f. Court Attendance Policy</li><li>g. Honorarium Policy</li><li>h. Health and Safety Policy</li></ul>
8	<p><b>Workforce Profile Statistics - Quarter 3 of 2025-26</b></p> <p>Report of Assistant Director of Human Resources</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>Recommendations</b></p>	<p><b>Resolved</b></p> <p>(1) That the workforce profile statistics for quarter 3 of 2025/26 (financial year dates) be noted.</p>

<b>Agenda Item No.</b>	<b>Agenda Item</b>	<b>Decision</b>
	<p>The Personnel Committee resolves:</p> <p>1.1 To review and note the workforce data for quarter 3 of 2025/26 provided in appendix one, devised to provide insight that will enable officers of CDC to address challenges and efficiencies in the workforce more efficiently.</p>	
<p><b>9</b></p>	<p><b>Gender Pay Gap Report</b></p> <p>Report of Assistant Director of Human Resources</p> <p><b>Purpose of report</b></p> <p>To provide the Personnel Committee (PC) with the latest Gender Pay Gap report for information.</p> <p><b>Recommendations</b></p> <p>The Personnel Committee resolves:</p> <p>1.1 To review and note the Gender Pay Gap Report, which is submitted for information</p>	<p><b>Resolved</b></p> <p>(1) That, having given due consideration, the Gender Pay Gap Report be noted.</p>