



## Summary of the Decisions Taken at the Meeting of Personnel Committee held on 18 September 2024

Agenda Item No.	Agenda Item	Decision
6	<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. Travel and Subsistence Policy (incorporates and therefore supersedes Car User Policy)</li><li>b. Bullying, Harassment and Discrimination 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>• Travel and Subsistence Policy (incorporates and therefore supersedes Car User Policy)</li><li>• Bullying, Harassment and Discrimination Policy</li></ul>
7	<p><b>Workforce Profile Statistics - Quarter 1 of 2024/25</b></p> <p>Report of Assistant Director 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>The Personnel Committee are resolves:</p> <p>1.1 to review and note the workforce data for quarter 1 of 2024/25</p>	<p><b>Resolved</b></p> <p>(1) That the workforce data for quarter 1 of 2024/25 (financial year dates) be noted.</p>

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	<p>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>8</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 supported 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'. Once appointed, the Working Group will review its Terms of Reference to focus on monitoring progress against the three Action Plans agreed by Executive in April 2024.</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 members to the EDI Working Group at its 10 September meeting.</p>	<p>Resolved</p> <p>(1) That Councillor Coton and Councillor Biegel be nominated by the Personnel Committee to join the EDI Working Group.</p>