



Summary of the Decisions Taken at the Meeting of Personnel Committee held on 3 December 2025

Agenda Item No.	Agenda Item	Decision
7	<p>Policy Review Updates</p> <p>Report of the Assistant Director Human Resources.</p> <p>Purpose of report</p> <p>To seek approval from the Personnel Committee on proposed changes to existing HR policies.</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">a. Grievance Policyb. Sickness Absence Policy and Procedurec. Maternity Leave Policyd. Adoption Leave Policye. Parental Leave Policyf. Shared Parental Leave Policyg. Time off for Dependentsh. Domestic Abuse Policy	<p>Resolved</p> <p>(1) That having given due consideration the following policies be approved for implementation;</p> <ul style="list-style-type: none">a) Grievance Policyb) Sickness Absence Policy and Procedurec) Maternity Leave Policyd) Adoption Leave Policye) Parental Leave Policyf) Shared Parental Leave Policyg) Time off for Dependentsh) Domestic Abuse Policy
8	<p>Workforce Profile Statistics - Quarter 2 of 2025-26</p> <p>Report of the Assistant Director Human Resources.</p> <p>Purpose of report</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>Recommendations</p> <p>The Personnel Committee resolves:</p>	<p>Resolved</p> <p>(1) That the workforce profile statistics for quarter 2 of 2025/26 (financial year dates) be noted.</p>

Agenda Item No.	Agenda Item	Decision
	1.1 To review and note the workforce data for quarter 2 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.	