

This report is public	
Policy Review Updates	
Committee	Personnel Committee
Date of Committee	25 June 2025
Portfolio Holder presenting the report	Portfolio Holder for Corporate Services Councillor Chris Brant
Date Portfolio Holder agreed report	17 June 2025
Report of	Assistant Director of Human Resources, Claire Cox

Purpose of report

To seek approval from the Personnel Committee on proposed changes to existing HR policies.

1. Recommendations

The Personnel Committee resolves:

- 1.1 To review and approve the following policies for adoption:
 - a. Neonatal Leave and Pay Policy
 - b. Induction Policy

2. Executive Summary

- 2.1 This report provides overview of the latest policies that have been updated for review and approval by the Committee, as part of a rolling programme of policy reviews and updates.

Implications & Impact Assessments

Implications	Commentary
Finance	There are no financial implications arising from this report. The report is for information only. Kelly Wheeler, Finance Business Partner, 27 May 2025
Legal	Having policies in place to ensure that all new starters receive a consistent level of support and training will help to ensure that the Council inducts all of its new staff in a manner which will allow them to carry out their roles effectively going forward and support the Council's core values. In relation to the Neonatal Leave and Pay Policy, the policy sets out the statutory requirements which the

	Council must comply with and helps to ensure that we will comply with these.			Denzil – John Turbervill Head of Legal Services, 30.05.2025
Risk	There are no risks arising directly from this report. Julie Miles, Performance Analyst & Developer, 27 May 2025			
Impact Assessments	Positive	Neutral	Negative	Commentary
Equality Impact		X		There are no Equalities impacts arising directly from this report. Julie Miles, Performance Analyst & Developer, 27 May 2025
A Are there any aspects of the proposed decision, including how it is delivered or accessed, that could impact on inequality?		X		
B Will the proposed decision have an impact upon the lives of people with protected characteristics, including employees and service users?		X		
Climate & Environmental Impact				N/A
ICT & Digital Impact				N/A
Data Impact				N/A
Procurement & subsidy				N/A
Council Priorities	N/A			
Human Resources	It is essential that policies are regularly reviewed and kept up to date with both legislative and organisational requirements. Claire Cox, Assistant Director of Human Resources, 23 May 2025			
Property	N/A			

Consultation & Engagement	UNISON, the Extended Leadership Team and the Corporate Leadership Team have all been consulted on these policies ahead of submission for approval by the Personnel Committee.
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Supporting Information

3. Background

- 3.1 The policies outlined above are part of the rolling programme of policy updates that officers are bringing to Personnel Committee for approval as HR systematically work through and refresh all HR-related policies.
- 3.2 UNISON, and Extended and Corporate Leadership Teams have been provided with these documents for review and comment ahead of approval being sought from the Personnel Committee.

4. Details

- 4.1 The approach officers are taking to review all HR policies is to prioritise those needed to reflect changes in legislation and or work practices.
- 4.2 The aim of the review was to simplify the content where possible, removing any unnecessary information and ultimately making them more user friendly for managers and employees to understand and follow.
- 4.3 The table in Appendix 1 gives an overview of all the proposed changes for each policy.

5. Alternative Options and Reasons for Rejection

- 5.1 The following alternative options have been identified and rejected for the reasons as set out below.

Option 1: The alternative option would be to continue with the existing policies however officers have rejected this as the policies do not reflect current legislation or the Council's objectives of being an attractive, modern employer.

6. Conclusions and Reasons for Recommendations

- 6.1 Officers have updated the policies attached to this report to reflect current legislation and good practice but also to make them much more user friendly and attractive for existing and potential employees. For these reasons officers recommend the committee approves the revised policies.

Decision Information

Key Decision	N/A
Subject to Call in	N/A
If not, why not subject to call in	N/A
Ward(s) Affected	N/A

Document Information

Appendices	
Appendix 1	Outline of changes to each policy
Appendix 2	Neonatal Leave and Pay Policy
Appendix 3	Induction Policy
Background Papers	N/A
Reference Papers	N/A
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Corporate Director Approval	Stephen Hinds, Corporate Director for Resources and Transformation, 10 June 2025