

**HINCKLEY AND BOSWORTH BOROUGH COUNCIL**  
**ETHICAL GOVERNANCE AND PERSONNEL COMMITTEE**

**22 NOVEMBER 2023 AT 6.30 PM**

PRESENT: Cllr A Pendlebury - Chair  
Cllr E Hollick – Vice-Chair  
Cllr MB Cartwright, Cllr MA Cook, Cllr MJ Crooks, Cllr WJ Crooks, Cllr C Harris,  
Cllr KWP Lynch and Cllr LJP O'Shea

Also in attendance: Gordon Grimes, Independent Person

Officers in attendance: Rachel Burgess, Rebecca Owen and Julie Stay

**176. Minutes of previous meeting**

It was moved by Councillor J Crooks, seconded by Councillor Harris and

RESOLVED – the minutes of the meeting held on 10 October be confirmed as a correct record.

**177. Declarations of interest**

Councillors Hollick and O'Shea declared a personal interest in item 12 and stated they would abstain from voting. Councillors Cartwright and Harris stated they had no personal interest but would abstain from voting on the same item.

**178. Policy on the management of unacceptable and violent customer behaviour**

Consideration was given to the policy on the management of unacceptable and violent customer behaviour. In response to members' concerns, they were assured that customers would not be left without access to services, but the contact with the authority would be managed to ensure staff safety. It was moved by Councillor O'Shea, seconded by Councillor Cartwright and unanimously

RESOLVED – the policy on management of unacceptable and violent customer behaviour be approved.

**179. Revision of Disciplinary and Grievance Policy and introduction of a new Capability Policy**

An updated disciplinary policy, updated grievance policy and new capability policy and associated procedures were presented to the committee. Members welcomed the very comprehensive report. It was moved by Councillor O'Shea, seconded by Councillor Cartwright and

RESOLVED – the disciplinary policy, grievance policy and capability policy be approved.

**180. Matters from which the public may be excluded**

On the motion of Councillor Pendlebury seconded by Councillor Harris, it was

RESOLVED – in accordance with section 100A(4) of the Local Government Act 1972, the public be excluded from the following items of business on the grounds that they involve the disclosure of exempt information as defined in paragraphs 1, 2 and 10 of Part I of Schedule 12A of that Act.

**181. Statutory Safety Committee minutes**

The committee received the minutes of the last Staff Safety Committee. Concern was expressed that some staff had still not completed the health and safety training and a report back on how the authority would ensure compliance was requested.

Having declared a personal interest in the following item, Councillor O’Shea left the meeting at 6.59pm.

**182. Corporate complaint update**

Members received an independent report from East Midlands Councils following a complaint about the Monitoring Officer.

At this juncture, Councillor Cartwright noted that he had been named in the report as a witness and whilst he restated he had no interest to declare, he felt it inappropriate to remain in the meeting and left at 7.04pm.

Members noted the complaint had not been upheld and felt the report was balanced and accurate. They expressed concern that part of the complaint was based on the complainant’s assumption of what had happened in the meeting that was discussed in the report.

It was moved by Councillor W Crooks, seconded by Councillor J Crooks and

RESOLVED – the report be endorsed.

Councillors Harris and Hollick wished it to be recorded that they abstained from voting.

(The Meeting closed at 7.10 pm)

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CHAIR