

HINCKLEY AND BOSWORTH BOROUGH COUNCIL

ETHICAL GOVERNANCE AND PERSONNEL COMMITTEE

16 AUGUST 2017 AT 6.30 PM

PRESENT: Mrs R Camamile - Chairman

Mr RG Allen, Mrs MA Cook (for Mr CW Boothby), Mr WJ Crooks, Mr E Hollick (for Mr MB Cartwright), Mr M Nickerson, Mr LJP O'Shea and Ms BM Witherford

Also in attendance: Councillor M Hall (for the public session items); Mr G Grimes (Independent Person).

Officers in attendance: Julie Kenny and Rebecca Owen

102 APOLOGIES AND SUBSTITUTIONS

Apologies for absence were submitted on behalf of Councillors Boothby and Cartwright, with the substitution of Councillor Cook for Councillor Boothby and Councillor Hollick for Councillor Cartwright authorised in accordance with council procedure rule 10.

105 DECLARATIONS OF INTEREST

Councillor O'Shea declared a personal interest which might lead to bias in agenda item 14 (complaint 2017-06) and stated he would leave the meeting during consideration of this item.

107 PEOPLE STRATEGY 2017-2021

The People Strategy 2017-2021, which set out the strategic priorities for the workforce for the next four years, was presented to members.

A member suggested that there should be five themes listed in paragraph 3.3 of the report – the fifth being retention of staff.

Some discussion ensued on diversity and the risk of discriminating against applicants who did not have a disability when guaranteeing an interview if a disabled applicant meets the essential criteria for the role. Officers felt that this was a reasonable measure and emphasised that it only applied to the essential criteria, not desirable criteria.

A member drew attention to page 21 which referred to 40% of the annual leavers leaving due to resignation and queried the reasons for the other 60%. It was agreed that this would be clarified.

It was moved by Councillor Nickerson, seconded by Councillor Allen and

RESOLVED – the report be RECOMMENDED to Council for approval.