

HINCKLEY AND BOSWORTH BOROUGH COUNCIL  
ETHICAL GOVERNANCE AND PERSONNEL COMMITTEE

14 MARCH 2018 AT 6.00 PM

PRESENT: Mrs R Camamile - Chairman  
Mr RG Allen, Mr MB Cartwright, Mr WJ Crooks, Mr MA Hall (for Mr LJP O'Shea),  
Mr K Morrell and Mr M Nickerson

Officers in attendance: Julie Kenny and Rebecca Owen

392 APOLOGIES AND SUBSTITUTIONS

Apologies for absence were submitted on behalf of Councillors Crooks (although he arrived during the meeting), O'Shea and Witherford with the substitution of Councillor Hall for Councillor O'Shea authorised in accordance with council procedure rule 10. Apologies were also received from Gordon Grimes, Independent Person, and it was noted that he had submitted written comments on the code of conduct complaints on the agenda.

393 MINUTES OF PREVIOUS MEETINGS

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

RESOLVED – the minutes of the two meetings held on 12 January 2018 be confirmed and signed by the chairman.

394 DECLARATIONS OF INTEREST

No interests were declared at this stage.

395 EQUALITIES MONITORING

Members received a report which presented workforce data for 2016/17, including the gender pay gap figure.

A member referred to the male/female split of employees being 50/50 but the gender split of part time staff being very different and asked that this be more clearly highlighted in the report. Whilst it was acknowledged that the gender pay gap was smaller than in other public sector organisations and much smaller than private sector companies, it was requested that as much as possible be done to reduce the gap. It was also stated that the job evaluation scheme ensured that there was equal pay for equal jobs.

The decrease in disabled employees was acknowledged and it was requested that, whilst it was not an area over which the authority had direct control, every action be taken to increase this figure. In response, it was reported that work was planned to encourage disabled employees to declare their disability.

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

RESOLVED – the report be noted.

396 COMPLAINTS UPDATE

It was reported that there were no complaints outstanding other than those including on the agenda for this meeting.

397 PROCESS AND SCHEME OF DELEGATION FOR CODE OF CONDUCT COMPLAINTS

Following a request at the last meeting of Council to review the code of conduct complaints process and whether the Ethical Governance & Personnel Committee was the appropriate body to consider complaints, members were given the opportunity to discuss the matter. During discussion, the following points were raised:

- The possibility of delegating more power to the Monitoring Officer to avoid bringing complaints to the committee where no further action was recommended
- The need to make all members aware of the procedure and the powers/sanctions available to the committee
- The importance of the committee being able to make recommendations to Council, which serves to avoid any difficulties arising from making recommendation to political groups and assists in increasing public confidence in the complaints process.

It was agreed that a report be brought to the next meeting which outlined the process, the numbers of complaints and the options available.

398 MATTERS FROM WHICH THE PUBLIC MAY BE EXCLUDED

On the motion of Councillor Allen seconded by Councillor Cartwright, it was

RESOLVED – in accordance with section 100A(4) of the Local Government Act 1972, the public be excluded from the following item of business on the grounds that it involves the disclosure of exempt information as defined in paragraphs 1, 2, 7c and 10 of Part I of Schedule 12A of that Act.

399 COMPLAINT 2018/01

Consideration was given to a complaint about a parish councillor not having declared an interest at a meeting. Members felt that the matter was potentially serious and felt that an investigation was required. It was moved by Councillor Hall, seconded by Councillor Allen and

RESOLVED – the complaint be referred to the Monitoring Officer for investigation.

400 COMPLAINT 2018/02

Members gave consideration to a complaint about a parish councillor having disclosed confidential staffing matters in a public meeting and without due notice having been provided of the item. Whilst members felt the meeting should perhaps have moved into private session during consideration of the item, it was acknowledged that other councillors would have been aware of the intention to discuss the item from the heading on the agenda and that sharing the information was only necessary because of questions posed.

It was moved by Councillor Cartwright and seconded by Councillor Camamile that no further action be taken in relation to the complaint, but that the clerk to the parish council

should be reminded that such discussions should take place in private session. Upon being put to the vote, the motion was CARRIED.

Councillor Crooks arrived at 6.52pm.

It was also suggested that guidance be sent to all parish/town clerks about moving into private session to discuss information from which the public and press should be exempt.

RESOLVED –

- (i) No further action be taken in respect of complaint 2018/02;
- (ii) The parish clerk be reminded of the need to move into private session when necessary;
- (iii) Guidance be issued to all clerks in relation to exempt information.

(The Meeting closed at 6.55 pm)

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CHAIRMAN