

HINCKLEY AND BOSWORTH BOROUGH COUNCIL

ETHICAL GOVERNANCE AND PERSONNEL COMMITTEE

30 JUNE 2021 AT 6.30 PM

PRESENT: Cllr R Webber-Jones - Chairman
Cllr SL Bray – Vice-Chairman
Cllr MB Cartwright, Cllr RG Allen, Cllr MA Cook, Cllr MJ Crooks (for Cllr DC Bill MBE), Cllr A Furlong and Cllr L Hodgkins

Officers in attendance: Julie Kenny, Rebecca Owen and Julie Stay

63 APOLOGIES AND SUBSTITUTIONS

Apologies for absence were submitted on behalf of Councillors Bill and O'Shea, with the substitution of Councillor J Crooks for Councillor Bill authorised in accordance with council procedure rule 10.

64 MINUTES OF PREVIOUS MEETING

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

RESOLVED – the minutes of the meeting held on 24 March be confirmed as a correct record.

65 DECLARATIONS OF INTEREST

No interests were declared

66 FIRE RISK MANAGEMENT POLICY

The updated Fire Risk Management Policy was presented to members. During discussion, it was requested that information on fire risk management for block C of the Crescent and the leisure centre be sent to members. Fire risk in council housing was also discussed and members were asked to pass any concerns to the tenancy management team. It was moved by Councillor Bray, seconded by Councillor Cartwright and

RESOLVED – the Fire Risk Management Policy be approved.

67 UPDATED EMPLOYEE CODE OF CONDUCT

Consideration was given to the updated code of conduct for employees. It was noted that the document had been through extensive consultation with trade unions and that training would be provided for staff. Discussion ensued on the following points:

- The importance of equalities and treating members and the public respectfully
- The possibility of making reference to the volunteering policy within the code of conduct – it was agreed that this would be included following on from the section on secondary employment

- Other specific policies and processes which governed staff behaviour, for example the disciplinary and grievance policy, which meant that the code of conduct was a high level umbrella document
- The right to a private life of staff which meant that declaring personal relationships could not be made mandatory
- The need for a review of the code of conduct every two years.

The completion of a register of interests for officers was queried and, in response, it was noted that there was no legal requirement for this as there was with elected members, but that staff would be expected to discuss possible conflicts of interest with managers and agree ways of working to avoid a conflict of interest.

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

RESOLVED –

- (i) The code of conduct for employees be approved subject to inclusion of reference to the volunteering policy;
- (ii) A review of the document be undertaken every two years.

68 MATTERS FROM WHICH THE PUBLIC MAY BE EXCLUDED

On the motion of Councillor Webber-Jones 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 and 10 of Part I of Schedule 12A of that Act.

69 COMPLAINTS UPDATE

Members were updated on progress in relation to ongoing and recently closed complaints.

A discussion on use of Independent Persons ensued and it was agreed that every attempt would be made to invite them on a rota basis.

(The Meeting closed at 7.24 pm)

CHAIRMAN