



Date: 04 November 2024

**To: Members of the Ethical Governance and
Personnel Committee**

Cllr A Pendlebury (Chair)
Cllr SL Bray (Vice-Chair)
Cllr MB Cartwright
Cllr MA Cook
Cllr MJ Crooks

Cllr WJ Crooks
Cllr CE Green
Cllr C Harris
Cllr KWP Lynch

Copy to all other Members of the Council

(other recipients for information)

Dear member,

There will be a meeting of the **ETHICAL GOVERNANCE AND PERSONNEL COMMITTEE** in the De Montfort Suite, Hinckley Hub on **TUESDAY, 12 NOVEMBER 2024** at **6.30 pm** and your attendance is required.

The agenda for the meeting is set out overleaf.

Yours sincerely

A handwritten signature in black ink, appearing to read 'R Owen'.

Rebecca Owen
Democratic Services Manager

Fire Evacuation Procedures

- On hearing the fire alarm, leave the building **at once** quickly and calmly by the nearest escape route (indicated by green signs).
- *There are two escape routes from the Council Chamber – at the side and rear. Leave via the door closest to you.*
- Proceed to **Willowbank Road car park**, accessed from Rugby Road then Willowbank Road.
- **Do not** use the lifts.
- **Do not** stop to collect belongings.

Recording of meetings

At HBBC we are open and transparent about how we make decisions. We allow recording, filming and photography at all public meetings including Council, the Executive and Planning Committee as long as doing so does not disturb or disrupt the proceedings. There may occasionally be some reports that are discussed in private session where legislation requires this to happen, but this is infrequent.

We also allow the use of social media during meetings, which helps to bring the issues discussed to a wider audience.

Members of the public, members of the press and councillors are hereby informed that, in attending the meeting, you may be captured on film. If you have a particular problem with this, please contact us so we can discuss how we may accommodate you at the meeting.

Use of mobile phones

To minimise disturbance to others attending the meeting, please switch off your phone or other mobile device or turn it onto silent or vibrate mode.

Thank you

A G E N D A

1. APOLOGIES AND SUBSTITUTIONS

2. ADDITIONAL URGENT BUSINESS BY REASON OF SPECIAL CIRCUMSTANCES

To be advised of any additional items of business which the Chair decides by reason of special circumstances shall be taken as matters of urgency at this meeting.

3. DECLARATIONS OF INTEREST

To receive verbally from members any disclosures which they are required to make in accordance with the Council's code of conduct or in pursuance of Section 106 of the Local Government Finance Act 1992. **This is in addition to the need for such disclosure to be also given when the relevant matter is reached on the agenda.**

4. QUESTIONS

To hear any questions received in accordance with Council Procedure Rule 12.

5. RIGHT TO REQUEST FLEXIBLE WORKING (Pages 1 - 18)

To present the updated Right to Request Flexible Working and Hybrid Working policies.

6. LOCAL GOVERNMENT PENSION SCHEME EMPLOYER DISCRETIONS POLICY (Pages 19 - 28)

To present an update to the Local Government Pension Scheme Employer Discretions policy.

7. PEOPLE STRATEGY (Pages 29 - 48)

To present the updated People Strategy 2024 to 2028.

This report was considered and endorsed by the Scrutiny Commission at its meeting on 31 October 2024.

8. ANY OTHER ITEMS OF BUSINESS WHICH THE CHAIR DECIDES HAVE TO BE DEALT WITH AS MATTERS OF URGENCY

As announced under item 3.

9. MATTERS FROM WHICH THE PUBLIC MAY BE EXCLUDED

To consider the passing of a resolution under Section 100A(4) of the Local Government Act 1972 excluding the public from the undermentioned items of business on the grounds that they involve the likely disclosure of exempt information as defined in paragraphs 1 and 10 of Schedule 12A of the 1972 Act.

10. COMPLAINTS UPDATE

To update on any code of conduct complaints not already on the agenda for this meeting.

11. **COMPLAINT 2024/25 (Pages 49 - 72)**

Complaint about a borough councillor.

12. **COMPLAINT 2024/26 (Pages 73 - 80)**

Complaint about a parish councillor.