

HINCKLEY AND BOSWORTH BOROUGH COUNCIL
ETHICAL GOVERNANCE AND PERSONNEL COMMITTEE

12 NOVEMBER 2024 AT 6.30 PM

PRESENT: Cllr A Pendlebury - Chair

Cllr MB Cartwright, Cllr MJ Crooks, Cllr WJ Crooks, Cllr C Gibbens (for Cllr SL Bray), Cllr CE Green, Cllr C Harris and Cllr KWP Lynch

Also in attendance: Gordon Grimes, Independent Person

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

240. Apologies and substitutions

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

241. Declarations of interest

Councillor Cartwright stated he would not be taking part in the discussion or vote on the Local Government pension scheme employer discretions policy as he was a member of the Local Pension Committee managed by Leicestershire County Council.

242. Right to Request Flexible Working

Members received the updated Right to Request Flexible Working and the Hybrid Working policies following statutory changes to the former.

A member expressed concern that not all roles were suitable for flexible working. In response it was reported that very few flexible working applications were received and a business reason would have to be set out in order to refuse an application.

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

RESOLVED –

- (i) The Right to Request Flexible Working policy be approved;
- (ii) The Hybrid Working policy be approved.

243. Local Government Pension Scheme Employer Discretions Policy

Consideration was given to the updated Local Government Pension Scheme Employer Discretions policy. It was moved by Councillor W Crooks, seconded by Councillor J Crooks and

RESOLVED –

- (i) The Local Government Pension Scheme Employer Discretions policy be approved;
- (ii) The existing discretions currently in place remain unchanged;
- (iii) The policy template be adopted as required by Leicestershire County Council as the Leicestershire pension scheme administrator.

244. People Strategy

The People Strategy 2024 to 2028 was presented to the committee. A member asked about recruitment outside of the borough and it was explained that the priority was appointing the best person for the job, regardless of their location. It was moved by Councillor Gibbens, seconded by Councillor W Crooks and

RESOLVED – the People Strategy be approved.

245. Matters from which the public may be excluded

On the motion of Councillor Cartwright seconded by Councillor W Crooks, 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.

246. Complaints update

Members received an update on complaints in progress. It was reported that the recommendations arising from the recent hearing would be put to the next meeting of Council, but the subject member had made it clear that he did not recognise the decision of this committee and would not apologise.

247. Complaint 2024/25

Members received a complaint about a borough councillor which was directed to the committee as it was felt informal resolution would not be possible.

Members felt there was no evidence to back up the allegations and in fact they were aware that the subject member had shown support and helped the complainant previously.

It was moved by Councillor Pendlebury that no further action be taken in respect of the complaint. Upon being put to the vote, the motion was CARRIED and it was

RESOLVED – No further action be taken.

248. **Complaint 2024/26**

Consideration was given to a complaint about a parish councillor. Concern was expressed that this was not the first complaint about the subject member. It was noted that the subject member had not responded to the complaint but had requested further information, however no further information was available at this stage in the process. Members felt there was sufficient information to be able to determine the complaint.

It was moved by Councillor J Crooks and seconded by Councillor Cartwright that the matter be referred for investigation. Upon being put to the vote, the motion was CARRIED and it was

RESOLVED – the matter be referred for investigation.

(The Meeting closed at 7.46 pm)

CHAIR