

**HINCKLEY AND BOSWORTH BOROUGH COUNCIL**  
**ETHICAL GOVERNANCE AND PERSONNEL COMMITTEE**

**12 OCTOBER 2022 AT 6.30 PM**

PRESENT: Cllr R Webber-Jones - Chairman  
Cllr SL Bray – Vice-Chairman  
Cllr RG Allen, Cllr DC Bill MBE, Cllr MB Cartwright, Cllr MA Cook,  
Cllr L Hodgkins and Cllr RB Roberts (for Cllr LJP O'Shea)

Officers in attendance: Julie Kenny and Rebecca Owen

**165. Apologies and substitutions**

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

**166. Minutes of previous meeting**

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

RESOLVED – the minutes of the meeting held on 3 August be confirmed and signed by the chairman.

**167. Declarations of interest**

No interests were declared.

**168. Hybrid Working**

The committee considered the hybrid working policy and the right to request flexible working policy. Members were pleased to see the continued focus on the customer regardless of working arrangements.

Some concern was expressed that, with a move to online meetings, officers would have no respite between meetings that they would previously have had when travelling to face to face appointments. In response it was stated that this was not an expectation of officers, but a diary management issue.

It was suggested that more staff may work from the offices in winter to reduce heating and lighting costs at home but that there was capacity within the offices for a number of staff to do so.

In response to a question from a member, members were assured that officers could answer calls from home in the same way as they could in the office via their usual office numbers and that any issues with not being able to contact some teams should be reported.

It was moved by Councillor Bray and seconded by Councillor Cartwright that the policies be approved, but with a review of the hybrid working policy after twelve months.

RESOLVED –

- (i) The hybrid working policy be approved with a review after twelve months;
- (ii) The right to request flexible working police be approved.

**169. Corporate complaints 2021-22**

Members received the annual update in relation to corporate complaints. Members highlighted that, given the number of residents in the borough using council services, 232 complaints was a very low number and they asked that consideration be given to whether it would be possible to capture that in future reports. It was moved by Councillor Bray, seconded by Councillor Cartwright and

RESOLVED – the report be endorsed.

**170. Matters from which the public may be excluded**

On the motion of Councillor Bill seconded by Councillor Roberts, 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.

**171. Complaints update**

Members were updated on complaint 2021/26 which was subject to a hearing at the previous meeting. Members were reminded that the resolution had been to ask the subject member to apologise to the complainant and to undertake training on the code of conduct and, should they not comply, the parish council would be asked to consider removing the councillor from any positions of responsibility. It was reported that the subject member had refused to apologise and had not undertaken training, and subsequently the parish council had considered whether to remove the member from positions of responsibility but had resolved to support the subject member and to not remove them.

The committee suggested that the matter be brought back to the committee in light of the failure to comply to allow consideration of whether the complaint be made public, given that failure to comply with recommendations was, in itself, a breach of the code of conduct.

(The Meeting closed at 7.08 pm)

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CHAIRMAN