



Committee: PERSONNEL COMMITTEE
Date: THURSDAY, 9TH MARCH 2023
Venue: LANCASTER TOWN HALL
Time: 6.10 P.M.

A G E N D A

1. **Apologies for absence**

2. **Minutes**

Minutes of meeting held on 22nd November 2022 (previously circulated).

3. **Declarations of Interest**

To receive declarations by Councillors of interests in respect of items on this Agenda.

Councillors are reminded that, in accordance with the Localism Act 2011, they are required to declare any disclosable pecuniary interests which have not already been declared in the Council's Register of Interests. (It is a criminal offence not to declare a disclosable pecuniary interest either in the Register or at the meeting).

Whilst not a legal requirement, in accordance with Council Procedure Rule 9 and in the interests of clarity and transparency, Councillors should declare any disclosable pecuniary interests which they have already declared in the Register, at this point in the meeting.

In accordance with Part B Section 2 of the Code Of Conduct, Councillors are required to declare the existence and nature of any other interests as defined in paragraphs 8(1) or 9(2) of the Code of Conduct.

4. **Items of Urgent Business authorised by the Chair**

5. **People Plan 2023-2026** (Pages 3 - 17)

Report of the Organisational Development Manager.

6. **Equality and Diversity - Disability Equality** (Pages 18 - 26)

Report of the Projects Delivery Lead.

7. **The Fair Work Charter and Foundation Living Wage Accreditation** (Pages 27 - 44)

Report of the Projects Delivery Lead.

8. **Organisational Change Management** (Pages 45 - 68)

Report of the Head of HR and OD.

9. **Pay Policy Statement 2023/24** (Pages 69 - 96)

Report of the Head of HR and OD.

10. **Gender Pay Gap Reporting** (Pages 97 - 103)

Report of the Head of HR and OD.

ADMINISTRATIVE ARRANGEMENTS

(i) Membership

Councillors Paul Anderton (Chair), Jason Wood (Vice-Chair), Fabiha Askari, Roger Dennison, Mel Guilding, Caroline Jackson and Paul Stubbins

(ii) Substitute Membership

Councillors Geoff Knight, Erica Lewis, Cary Matthews, Oliver Robinson, Joanna Young and Conservative and Green and Independent Group substitute vacancies

(iii) Queries regarding this Agenda

Please contact Stephen Metcalfe, Democratic Services - email sjmetcalfe@lancaster.gov.uk.

(iv) Changes to Membership, substitutions or apologies

Please contact Democratic Support email democracy@lancaster.gov.uk.

MARK DAVIES,
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Published on Wednesday, 1st March 2023.