



Committee: PEOPLE AND ORGANISATIONAL DEVELOPMENT COMMITTEE

Date: THURSDAY, 28TH NOVEMBER 2024

Venue: LANCASTER TOWN HALL

Time: 6.00 P.M.

A G E N D A

1. **Apologies for absence**

2. **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.

3. **Minutes**

To receive as a correct record the Minutes of meeting held on 10th October 2024 (previously circulated).

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

5. **Recruitment and Retention Strategy** (Pages 3 - 14)

Report of Organisational Development Manager.

6. **Equality, Diversity and Inclusion Strategy Update** (Pages 15 - 18)

Report of Organisational Development Manager.

7. **HR Policy Development and Review** (Pages 19 - 52)

Report of the HR Policy and Strategy Lead.

8. **Health and Safety Policy Development and Review** (Pages 53 - 89)

Report of the Senior Corporate Health and Safety Manager.

ADMINISTRATIVE ARRANGEMENTS

(i) Membership

Councillors Prof Chris Harris (Chair), Jason Wood (Vice-Chair), Mandy Bannon, Paul Hart, Caroline Jackson, Margaret Pattison and Paul Stubbins

(ii) Substitute Membership

Councillors Matthew Black, Alan Greenwell, Sue Penney, Sam Riches and Sue Tyldesley

(iii) Queries regarding this Agenda

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

(iv) Changes to Membership, substitutions or apologies

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

MARK DAVIES,
CHIEF EXECUTIVE,
TOWN HALL,
DALTON SQUARE,
LANCASTER, LA1 1PJ

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