



Committee: PEOPLE AND ORGANISATIONAL DEVELOPMENT COMMITTEE

Date: THURSDAY, 6TH MARCH 2025

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 28th November 2024 (previously circulated).

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

5. **Health and Safety Policy Development and Review** (Pages 3 - 46)

Report of the Senior Corporate Health & Safety Manager.

6. **Pay Policy Statement** (Pages 47 - 68)

Report of the Chief Officer - People and Policy.

7. **Gender Pay Gap Reporting** (Pages 69 - 76)

Report of the Chief Officer - People and Policy.

8. **People Plan - Update Report** (Pages 77 - 87)
Report of the Organisational Development Manager.
9. **Staff Survey - Update Report** (Pages 88 - 90)
Report of the Organisational Development Manager.
10. **HR Team - Update** (Pages 91 - 94)
Report of Senior HR Business Partners.

ADMINISTRATIVE ARRANGEMENTS

(i) Membership

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

(ii) Substitute Membership

Councillors Mandy Bannon, Matthew Black, Alan Greenwell, Sue Penney and Sam Riches

(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,
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