



Committee: PEOPLE AND ORGANISATIONAL DEVELOPMENT COMMITTEE

Date: THURSDAY, 20TH NOVEMBER 2025

Venue: MORECAMBE TOWN HALL

Time: 6.00 P.M.

A G E N D A

PLEASE NOTE THAT THIS MEETING WILL BE HELD IN MORECAMBE TOWN HALL.

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 July 2025 (previously circulated).

4. Items of Urgent Business authorised by the Chair

5. HR Policy Development and Review (Pages 3 - 24)

Report of the Senior HR Business Partner.

6. Inclusive Recruitment Update (Pages 25 - 30)

Report of the OD Manager and Senior HR Business Partner.

7. Compliance Training Policy (Pages 31 - 37)

Report of the Workforce Development and HR Systems Officer.

8. **HR & OD People Analytics Mid-Year Report** (Pages 38 - 54)

Report of the Talent and Organisational Development Officer.

9. **Gender Pay Gap** (Pages 55 - 66)

Report of the Chief Officer – People and Policy.

ADMINISTRATIVE ARRANGEMENTS

(i) Membership

Councillors Jason Wood (Chair), Caroline Jackson (Vice-Chair), Phillip Black, Paul Hart, Sally Maddocks, Paul Newton and Paul Stubbins

(ii) Substitute Membership

Councillors Mandy Bannon, Keith Budden, Alan Greenwell 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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