



Committee: PEOPLE AND ORGANISATIONAL DEVELOPMENT COMMITTEE

Date: TUESDAY, 3RD MARCH 2026

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 correct records the Minutes of meetings held on 20th November 2025 and 9th February 2026 (previously circulated).

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

5. **People Plan Update** (Pages 3 - 13)

Report of Organisational Development Manager.

6. **Inclusive Recruitment** (Pages 14 - 19)

Report of the OD Manager and Senior HR Business Partner.

7. **Pay Policy Statement** (Pages 20 - 43)

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

Published on 13th February 2026.