

Human Resources Committee Agenda



Date: Thursday, 20 July 2023

Time: 5.00 pm

Venue: City Hall, College Green, Bristol, BS1 9NE

Distribution:

Councillors: Lesley Alexander, Kerry Bailes, Sarah Classick, Amirah Cole, Richard Eddy, Lorraine Francis, Farah Hussain, Mohamed Makawi and Tim Wye

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Date: Wednesday, 12 July 2023

1. Welcome, Introductions and Safety Information

(Pages 4 - 6)

2. Apologies for Absence

3. Declarations of Interest

4. Minutes of the Previous Meeting

To agree the minutes of the last meeting as a correct record.

(Pages 7 - 11)

5. Public Forum

30 minutes is allowed for this item

Any member of the public or councillor may participate in Public Forum. The detailed arrangements for so doing are set out in the Public Information Sheet at the back of this agenda. Please note that the following deadlines will apply in relation to this meeting:

Questions - Written questions must be received 3 clear working days prior to the meeting. For this meeting, this means that your question(s) must be received in this office at the latest by 5 pm on Friday 14th July 2023.

Petitions and Statements - Petitions and statements must be received on the working day prior to the meeting. For this meeting this means that your submission must be received in this office at the latest by 12.00 noon on 19th July 2023.

6. Trade Union Forum

A total of **15 minutes** is permitted for Trade Union Forum.

Each Trade Union will be allowed up to 5 minutes to speak to their submitted statements or raise a supplementary question arising from a submitted question. If only one trade union is in attendance a 5-minute time slot will be allowed.

All statements and questions must be in writing and meet the deadlines as set out below

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Written questions must be received 3 clear working days prior to the meeting. For this



meeting, this means that your question(s) must be received in this office at the latest by 5 pm on Friday 14th July 2023.

Written statements must be received on the working day prior to the meeting. For this meeting this means that your submission must be received in this office at the latest by 12.00 noon on Wednesday 19th July 2023.

7. Work Programme

To note the work programme.

(Page 12)

8. Human Resources Committee Annual Report

(Pages 13 - 19)

9. Office Accommodation Programme

To note the verbal update.

10. Exclusion of the Press and Public

That under s.100A(4) of the Local Government Act 1972, the public be excluded from the meeting for the following item(s) of business on the grounds that it (they) involve(s) the likely disclosure of exempt information as defined in paragraph(s) *insert paragraph here* (respectively) of Part 1 of schedule 12A of the Act.

11. Exempt Personnel Reports

(Pages 20 - 23)



Public Information Sheet

Inspection of Papers - Local Government (Access to Information) Act 1985

You can find papers for all our meetings on our website at www.bristol.gov.uk.

Public meetings

Public meetings including Cabinet, Full Council, regulatory meetings (where planning and licensing decisions are made) and scrutiny will now be held at City Hall.

Members of the press and public who plan to attend City Hall are advised that you may be asked to watch the meeting on a screen in another room should the numbers attending exceed the maximum occupancy of the meeting venue.

COVID-19 Prevention Measures at City Hall (from March 2022)

When attending a meeting at City Hall, the following COVID-19 prevention guidance is advised:

- promotion of good hand hygiene: washing and disinfecting hands frequently
- while face coverings are no longer mandatory, we will continue to recommend their use in venues and workplaces with limited ventilation or large groups of people.
- although legal restrictions have been removed, we should continue to be mindful of others as we navigate this next phase of the pandemic.

COVID-19 Safety Measures for Attendance at Council Meetings (from March 2022)

Government advice remains that anyone testing positive for COVID-19 should self-isolate for 10 days (unless they receive two negative lateral flow tests on consecutive days from day five).

We therefore request that no one attends a Council Meeting if they:

- are suffering from symptoms of COVID-19 or
- have tested positive for COVID-19

Other formats and languages and assistance for those with hearing impairment

You can get committee papers in other formats (e.g. large print, audio tape, braille etc) or in community languages by contacting the Democratic Services Officer. Please give as much notice as possible. We cannot guarantee re-formatting or translation of papers before the date of a particular meeting.

Committee rooms are fitted with induction loops to assist people with hearing impairment. If you require any assistance with this please speak to the Democratic Services Officer.



Public Forum

Members of the public may make a written statement ask a question or present a petition to most meetings. Your statement or question will be sent to the Committee Members and will be published on the Council's website before the meeting. Please send it to democratic.services@bristol.gov.uk.

The following requirements apply:

- The statement is received no later than **12.00 noon on the working day before the meeting** and is about a matter which is the responsibility of the committee concerned.
- The question is received no later than **5pm three clear working days before the meeting**.

Any statement submitted should be no longer than one side of A4 paper. If the statement is longer than this, then for reasons of cost, it may be that only the first sheet will be copied and made available at the meeting. For copyright reasons, we are unable to reproduce or publish newspaper or magazine articles that may be attached to statements.

By participating in public forum business, we will assume that you have consented to your name and the details of your submission being recorded and circulated to the Committee and published within the minutes. Your statement or question will also be made available to the public via publication on the Council's website and may be provided upon request in response to Freedom of Information Act requests in the future.

We will try to remove personal and identifiable information. However, because of time constraints we cannot guarantee this, and you may therefore wish to consider if your statement contains information that you would prefer not to be in the public domain. Other committee papers may be placed on the council's website and information within them may be searchable on the internet.

During the meeting:

- Public Forum is normally one of the first items on the agenda, although statements and petitions that relate to specific items on the agenda may be taken just before the item concerned.
- There will be no debate on statements or petitions.
- The Chair will call each submission in turn. When you are invited to speak, please make sure that your presentation focuses on the key issues that you would like Members to consider. This will have the greatest impact.
- Your time allocation may have to be strictly limited if there are a lot of submissions. **This may be as short as one minute.**
- If there are a large number of submissions on one matter a representative may be requested to speak on the groups behalf.
- If you do not attend or speak at the meeting at which your public forum submission is being taken your statement will be noted by Members.
- Under our security arrangements, please note that members of the public (and bags) may be searched. This may apply in the interests of helping to ensure a safe meeting environment for all attending.



- As part of the drive to reduce single-use plastics in council-owned buildings, please bring your own water bottle in order to fill up from the water dispenser.

For further information about procedure rules please refer to our Constitution <https://www.bristol.gov.uk/how-council-decisions-are-made/constitution>

Webcasting/ Recording of meetings

Members of the public attending meetings or taking part in Public forum are advised that all Full Council and Cabinet meetings and some other committee meetings are now filmed for live or subsequent broadcast via the council's [webcasting pages](#). The whole of the meeting is filmed (except where there are confidential or exempt items). If you ask a question or make a representation, then you are likely to be filmed and will be deemed to have given your consent to this. If you do not wish to be filmed you need to make yourself known to the webcasting staff. However, the Openness of Local Government Bodies Regulations 2014 now means that persons attending meetings may take photographs, film and audio record the proceedings and report on the meeting (Oral commentary is not permitted during the meeting as it would be disruptive). Members of the public should therefore be aware that they may be filmed by others attending and that is not within the council's control.

The privacy notice for Democratic Services can be viewed at www.bristol.gov.uk/about-our-website/privacy-and-processing-notice-for-resource-services



Public Document Pack

Bristol City Council Draft Minutes of the Human Resources Committee



27 April 2023 at 5 pm

Members present:

Councillors: Lesley Alexander, Kerry Bailes, Sarah Classick, Richard Eddy, Lorraine Francis, Farah Hussain, Tim Wye.

Also in attendance: Councillor Steve Pearce (Avon Pension Fund committee member)

Officers in Attendance:

Stephanie Griffin (Director Workforce & Change), James Brereton (Head of Human Resources), Mark Jefferson (Reward and Analytics Manager), Lorraine Howells (People Operations Manager) Sana Khan (Apprenticeships Team Leader), Steve Gregory (Democratic Services Officer).

1. Welcome, Introductions and Safety Information

The Chair welcomed all parties to the meeting and introductions were made.

2. Apologies for Absence

Apologies received from Councillor Amirah Cole and Councillor Mohamad Makawi.

3. Declarations of Interest

None declared.

4. Minutes

Resolved – that the Minutes of

1. 16 February 2023.
2. 1 March 2023 (extraordinary meeting).

be agreed as a correct record.

5. Public Forum

None received.

Under this item the Chair allowed Councillor Richard Eddy to raise an issue regarding the Council's Policy on allowing staff back into buildings to work. The current arrangement of booking desks in advance was brought in under the Covid restrictions and Councillor Eddy had been made aware of some problems associated with this.

Councillor Eddy requested that an update be brought to the HR Committee AGM in July 2023 so that members could consider the rationale of continuing the policy particularly in the light of covid restrictions no longer being necessary. **Action: Director Workforce & Change**

6. Trade Union Forum

A late statement was allowed by the Chair and members of the committee from Jeff Sutton GMB, presented by Councillor Tim Wye, regarding the transfer of security and cleaning staff from Bristol City Council to the Bristol Waste Company and the issues that had arisen from this. The GMB raised specific concerns and asked that the whole process be reviewed and investigated.

After further discussion the Chair agreed to write to the Chair of OSMB to raise the issues for further scrutiny and to feedback its findings to HR Committee on progress. **Action Councillor Francis**

7. Work Programme

Members noted the updated Work Programme for 2022/23.

8. Apprentice Annual Report 2023

The Committee received a report from the Director Workforce and Change providing an overview of the achievements and challenges in relation to apprenticeships within the Council.

The Head of HR informed members that in 2022 the apprenticeship team had moved from Education, Skills and Learning to the Human Resources service.

1. The hiring process has been modified to ensure that apprenticeships were proactively considered instead of or alongside open recruitment.
2. Members were advised that between 31st March 2022 and 31st March 2023, 128 new apprenticeships had started at Bristol City Council, contributing to the total of 834 apprenticeships which had started since May 2017.
3. The workforce for BCC was currently 6,233 with 525 new employees and 3,106 for maintained schools with 889 new employees. The Apprenticeship Levy expiry for the last 12 months stood at £81k. There were currently 60 apprenticeships in the pipeline, which were due to go live in the next quarter.
4. The recruitment controls put in place in 2022 had led to a suppressing of the number of new recruits as apprentices. In addition, uncertainty resulting from the required budget savings had led to a decrease of apprenticeship uptakes amongst BCC employees. However, in the last quarter there had been a significant rise in apprenticeship enrolments.

5. Since May 2017 BCC had contributed over £6.57 million to the Levy, which had generated a government top up of £642k, providing a total input of £7.21 million. To date, £3.6 million had been spent and there was a further £1.055 million projected minimum spend over the coming year. It was intended to increase spend to approximately £109k per month and fully utilise annual contributions which required an increase in new starts to approximately 240 per annum or an average of circa 350 staff on programme at any one time.

Arising from members questions the following points were made/clarified –

1. Future reports would contain a more detailed breakdown of apprentices by age.
2. Recruitment processes included close working with the HR team to make apprenticeships part of the mainstream recruitment process including working with outside employment agencies.
3. An Apprenticeship Stakeholder Group had been set up to work with trade unions, staff-led groups, apprentice ambassadors and departmental representatives. The Group met regularly, and its findings were fed back into the planning and development of apprenticeships and the Talent and Development Steering Group. An apprenticeship data and performance dashboard was also being developed.
4. Risk of losing levy funding was ongoing and although efforts were made to reduce the loss, it was important to ensure that the drive for an increase in apprenticeships is accompanied with the right level of support for them.
5. The Council currently has about 200 vacancies, over a wide range of services, that were sometimes difficult to fill, and apprenticeships was one way to alleviate this. It was considered that this would not be inconsistent with the need to redeploy staff that were at risk of redundancy in other services.
6. Utilising the apprenticeship scheme would also help with the retention of staff by enabling a 'grow your own' working environment.
7. Important that the council deploys a variety of methods for applying for apprenticeships and jobs, so that a diverse range of potential employees have an equal opportunity to apply and not face barriers to inclusion.
8. It was noted that approximately 70% of apprentices had been retained by the Council at level 3 and 4, more work would be done to raise this.
9. It was noted that the Levy did not include support for ongoing mentoring costs, only for training. The Head of HR said that other ways of mentoring could be considered within the workforce.

Resolved – that the report be noted.

9. Avon Pension Fund annual report

The Committee received an information report of the Avon Pension Fund for the financial year 2021/22. Councillor Steve Pearce (BCC representative on Avon Pension Fund Committee) presented the annual report.

In summary -

1. Covid restrictions were now easing across the UK however current situation in Ukraine and the worldwide repercussions would have an impact on the Fund as trade and asset values were impacted by sanctions and geopolitical tensions. To mitigate this the Risk Management Strategy had been

strengthened during the past year and should provide some protection to significant falls in asset prices and rising inflation.

2. The medium to long term outlook which played into the 2022 valuation and investment strategy review looked to be far more challenging, with increasing concerns around inflationary impacts.
3. Operationally the Fund had mixed success during the Covid isolation period with the Investment Strategy able to move ahead more easily and completing the transition of assets to Brunel, expansion into private markets and renewables whilst making significant moves to combat climate change.
4. The administration service however continued to face a number of challenges to manage business objectives with a combination of staff turnover and difficult operating conditions impacting performance.
5. There were positive signs this had now turned a corner particularly with teams now able to operate more frequently in an office environment.

Arising from members questions the following points were made/clarified –

6. The Fund undertook significant member engagement, which informed the strategic direction of the investment strategy. In November a member survey showed that respondents were generally supportive of the current approach, acknowledging climate change as a financial risk best managed by the integration of variable factors and effective stewardship.
7. Regarding member surveys about the investment strategy, members were reminded that the BCC Chief Executive wrote to the Avon Pension Fund on behalf of the HR Committee last year to request involvement in designing future surveys. A response was received from the Avon Pension Fund about collaborating with finance officers, although there has not been a recent update.
(Councillor Eddy left the meeting at this point)
8. There was a dichotomy regarding investment in that directing investment to renewables too soon could mean that the APF would lose out on financial gains from oil investment which itself would enable future funding in renewable energy.
9. Another presentation to elected members about investment choices would be organised by Councillor Steve Pearce to explain what the APF does for both the employer and members of the fund.

Resolved – That the report be noted.

10. HR dashboard Recruitment and Retention

The Committee received a report of the Director Workforce and Change updating the Committee on the Council's latest data from the HR dashboard and employee experience surveys and illustrated key trends alongside other information on recruitment and retention. The details of this were as set out in paragraph 4 (a-m) of the report.

Key trends from the HR Dashboard including information on recruitment and retention were:

1. The council's headcount had reduced by 5% over the 12 months up to 31 March 2023 and the council's number of Full Time Equivalent (FTE) positions had reduced by 4%.

2. The average number of working days lost due to sickness absence had increased by 4% over the same period.
3. Turnover within the council had remained broadly the same over the last 12 months at 16%.
4. In terms of the proportion of short-listed applicants and job offers for under-represented groups, the council is below the city's working age population comparator for young people (16-29) and racially minoritised communities. The council is above the population comparator for job offers to Lesbian, Gay or Bisexual (LGB), female and disabled applicants.
5. The Council's employee experience survey for starters indicated that 97% of new starters agreed that they were happy in their job and 95% felt able and supported to be themselves in the workplace. 11% did not agree that they had the equipment to do their work effectively.
6. 47% of new starters identified career development as the main reason for joining the Council. 17% identified an interest in the public sector as their main reason.
7. The Council's employee experience survey for leavers indicated that 76% of leavers agreed that they felt able and supported to be themselves in the workplace and 72% felt they were treated fairly as an employee. 21% did not agree that they were listened to and 20% did not agree that they were happy in their job.
8. 33% of leavers identified career development as their main reason for leaving the Council. 13% identified personal reasons. 31% of leavers had worked for the Council for over 10 years.

Arising from members questions the following points were made/clarified –

9. Information about geographic locations of applicants was available and would be included in future reporting as it was recognised that social mobility needed to be encouraged wherever possible.
10. Information about grading structures and what type of jobs were being applied for would be included in future reporting.
11. Recruitment and retention was recognised as being of vital importance going forward and more detailed planning for how this could be improved would be a key facet of the forthcoming refresh of the Workforce Strategy.
12. Career development was recognised as a reason to both join the council and to leave at some point. Members were informed that this was being actively looked at and that meetings with trade unions and staff led groups were being held to explore options, this includes more emphasis on secondments, talent development, steering groups, reverse mentoring, and project work.
13. More work would be done to understand why staff leave the council including a look at the age profile of leavers.

Resolved – that the report be noted

The meeting ended at 6.45 pm

CHAIR

HR Committee Work programme 2023/24

Forthcoming meetings	Agenda items (subject to confirmation)
20 July (AGM)	<ul style="list-style-type: none"> • Work Programme • Office Accommodation Programme - Verbal Briefing • Annual Report to Full Council
21 September	<ul style="list-style-type: none"> • Staff Survey Results 2023 • Staff Led Groups Annual Report • HR dashboard – Diversity and Pay Gaps
14 December	<ul style="list-style-type: none"> • Avon Pension Fund annual report • Pay Policy Statement • HR dashboard – Agency Workers
15 February	<ul style="list-style-type: none"> • Health Safety & Wellbeing Annual Report • Employee Travel Policy – Monitoring Update • HR dashboard – Sickness Absence
25 April	<ul style="list-style-type: none"> • Apprentice Annual Report • HR dashboard - Recruitment & Retention

HR Committee

20 July 2023



Report of: Chair of the HR Committee

Title: HR Committee Annual Report for the Civic Year 2022/23

Ward: N/A

Officer Presenting Report: Steph Griffin (Director of Workforce & Change) and James Brereton (Head of Human Resources)

Contact Telephone Number: 01179222000

Recommendation

That the Committee considers and approves this Annual Report for consideration at Full Council on Tuesday 12 September 2023.

Summary

The report sets out the work of the committee in the last civic year.

The significant issues in the report are:

- The report summarises the work of the Committee in the last civic year and the key issues that the Committee considered.



Policy

1. The terms of reference for the Committee require the production of an Annual Report, which will be considered by Full Council.

Consultation

2. Internal

None.

3. External

None.

Context

4. The Committee is required to produce an Annual Report for presentation at Full Council. The report is provided at Appendix A. Members are invited to comment on the report and approve it for consideration at Full Council at its September meeting.

Proposal

5. That the Committee considers and approves the Annual Report for consideration at Full Council on Tuesday 12 September 2023.

Other Options Considered

6. None.

Risk Assessment

7. Not required because this report is a summary of the work of the committee in the previous civic year.

Public Sector Equality Duties

- 8a) Before making a decision, section 149 Equality Act 2010 requires that each decision-maker considers the need to promote equality for persons with the following “protected characteristics”: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation. Each decision-maker must, therefore, have due regard to the need to:
 - i) Eliminate discrimination, harassment, victimisation and any other conduct prohibited under the Equality Act 2010.
 - ii) Advance equality of opportunity between persons who share a relevant protected characteristic and those who do not share it. This involves having due regard, in particular, to the need to --

- remove or minimise disadvantage suffered by persons who share a relevant protected characteristic;
 - take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of people who do not share it (in relation to disabled people, this includes, in particular, steps to take account of disabled persons' disabilities);
 - encourage persons who share a protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.
- iii) Foster good relations between persons who share a relevant protected characteristic and those who do not share it. This involves having due regard, in particular, to the need to –
- tackle prejudice; and
 - promote understanding.

8b) Not required because the report is a report on the work of the Committee.

Legal and Resource Implications

Legal

Not sought because this report is a summary of the work of the Committee.

Financial

(a) Revenue

Not applicable.

(b) Capital

Not applicable.

Land

Not applicable.

Personnel

Not applicable because this report is a summary of the work of the Committee.

Appendices:

Human Resources Committee – Annual Report – 2022/23

LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985

Background Papers: None.



BRISTOL CITY COUNCIL

HUMAN RESOURCES COMMITTEE

ANNUAL REPORT 2022-23

1. Introduction:

- 1.1 The Human Resources Committee is a non-executive committee of the Council. The committee is the primary means by which Full Council obtains assurance in relation to workforce management in the Council. The committee also has a number of non-executive powers which are set out in its terms of reference. The Human Resources Committee's primary responsibilities relate to the Chief Executive, Executive Directors and Directors. The Chief Executive is responsible for all other staffing matters and the day-to-day management of the organisation as the Head of Paid Service.

2. Terms of Reference:

- 2.1 The Committee's approved Terms of Reference for 2022/23, which are published on the Bristol City Council website, can be summarised as
- The employment and remuneration of the Chief Executive (Head of Paid Service), Executive Directors and Directors.
 - Full Council has delegated to the Committee the power to determine the terms and conditions on which employees hold office including procedures for their dismissal (s.112 Local Government Act 1972) and functions relating to local government pensions (regulations under s.7, 12 and 24 Superannuation Act 1972).
 - The oversight and scrutiny of the wellbeing, performance and employment practices of the council and its workforce, and the implementation of its equality policies relating to employees.

3. Membership and Meetings of the Committee:

- 3.1 The Committee was chaired during 2022/23 by Councillor Lorraine Francis. The Committee comprised of nine members as indicated in the table below. Councillor Farah Hussain was the Vice Chair.
- 3.2 The Committee met formally on five occasions during 2022/23 and extraordinary meetings were held on a further two separate occasions. All meetings were quorate and held at City Hall.

Table 1- Human Resources Committee Attendance 2022/23:

Member	No. of Meetings Held	No. of Meetings Attended
Lorraine Francis (Chair)	7	7
Farah Hussain– Vice Chair	7	5
Lesley Alexander	7	3
Kerry Bailes	7	6
Sarah Classick	7	7
Amirah Cole	7	3
Richard Eddy	7	5
Mohamed Makawi	7	1
Tim Wye	7	6

- 3.3 In addition to the Committee Members, the Director of Workforce and Change and the Head of Human Resources supported the work of the Committee. Other officers, as appropriate, attended Committee meetings.
- 3.4 A range of reports were considered during the year, the details of which are provided in Appendix 1. Additionally, at each meeting, the Committee's work programme was reviewed for continued relevance and progress against actions required by the Committee was

monitored. Public and Trade Union forum was also received at some meetings.

4. The Work and Activity of the Human Resources Committee in 2022/23:

- 4.1 This annual report captures key messages from the work of the Committee during the full year.

Equalities and Inclusion

- 4.2 The Committee received reports from officers on the work taking place in the organisation, namely the activities of the Staff-Led-Groups; the actions being taken to close pay gaps in relation to gender, race, disability and LGB; recruitment and retention and the impact on improving workforce diversity, including apprenticeships; Health, Safety and Well-being; and the views of staff on equality and inclusion through the staff survey.

Health Safety and Wellbeing

- 4.3 The Committee received an annual report from the Head of Health, Safety and Wellbeing regarding corporate arrangements for how health, safety and wellbeing was managed to provide assurance on key areas of work and the improvement plan for 2023/24. The Committee also received a report and presentation on sickness absence trends, which highlighted the impact it has on the wellbeing of the workforce.

Pay for Senior Officers

- 4.4 The 2023/24 Pay Policy Statement was considered and recommended to Full Council in March 2023. Members of the Committee have divergent views on the Pay Policy Statement. The Committee also agreed the terms and conditions of employment for the role of Interim Chief Executive and received updates on national pay negotiations.

Armed Forces Covenant

- 4.5 The Committee welcomed the organisation's application for the Armed Forces Covenant Bronze Award. The Council demonstrates its ongoing commitment to support members of the armed forces, veterans and wider armed forces community both in the workplace and the City by joining the Defence Employer Recognition Scheme. The Committee also recommended that officers develop an implementation plan to progress towards becoming a Silver Award employer by November 2023.

Budget Savings

- 4.6 The Committee received reports from officers on the workforce implications of the 2023/24 budget. Officers explained the measures in place to reduce or remove the need for compulsory redundancies. The Committee also received information on staff changes to Localities and Community Teams within Adult Social Care. Recommendations from the report have been incorporated into Council good practice guidance on managing change.

Annual Pensions Report

- 4.7 The Committee received the annual report on the work of the Avon Pension Fund. Councillor Pearce presented the report to the Committee. Concerns were expressed by the Committee in relation to the Fund's ethical investment strategy, follow-up from which will feed into the work of the Committee in 2023/24.

5. CONCLUSION

- 5.1 The Committee's has discharged its obligations under its terms of reference.
- 5.2 The Committee believes the organisation is making progress in the areas that fall within its purview.

Appendices:

Appendix 1 – Reports considered by the Human Resources Committee in 2022/23

21 July (AGM)	<ul style="list-style-type: none"> • Work Programme • Annual Report to Full Council • Staff Led Groups Annual Work programme • Gender/Race/Disability/LGB Pay Gap
22 September	<ul style="list-style-type: none"> • Staff Survey Results 2022 • Information report on HR policy consultations, national status pay negotiations. • Update on Council Wide Change Programmes (Common Activities, Management and Capacity Review, Succession Planning) • HR dashboard
15 December	<ul style="list-style-type: none"> • Armed Forces Covenant • Sickness – thematic review • HR dashboard
16 February	<ul style="list-style-type: none"> • Health Safety & Wellbeing Annual Report • HR dashboard - Contingent Workforce (Interim, Agency & Consultancy) • Pay Policy Statement • Update on Budget Savings Proposals
27 April	<ul style="list-style-type: none"> • Apprentice Annual Report • Avon Pension Fund annual report • HR dashboard - Recruitment Thematic Review

2 Extraordinary meetings of the HR Committee were also held on 11 August 2022 and 1 March 2023

By virtue of paragraph(s) 1 of Part 1 of Schedule 12A
of the Local Government Act 1972.

Document is Restricted