

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)

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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.