Personnel Committee

Monday 4th March 2024 at 6.00pm

In a Conference Room at the Council House, Walsall

Committee Members Present	Councillor M. Bird (Chair) Councillor. A. Garcha (arrived at 6.08pm) Councillor T. Jukes Councillor A. Nawaz Councillor A. Parkes Councillor K. Sears (substitute for Councillor Andrew) Councillor Whitehouse (arrived at 6.08pm)
In attendance	Michele Leith – Director of Human Resources, Organisational Development and Administration & Business Support Nicola Rickhuss – Head of Service – Strategic HRM Chris Close – Health and Safet Manager Fred Hancock – Senior Democratic Services Officer

40 Apologies

Apologies were received on behalf of Councillors Andrew, Gill and Ward.

41 Substitutions

Councillor Sears substituted for Councillor Whitehouse and Councillor Statham substituted for Councillor Garcha.

42 Minutes

Resolved that the minutes of the meeting held on 12th February 2024, a copy having been circulated to each Member of the Committee, be approved and signed by the Chair as a correct record.

43 Declarations of Interest

There were no declarations of interest.

44 Local Government (Access to Information) Act 1985 (as amended):

Private session - Exclusion of public

Resolved

That, where applicable, the public be excluded from the meeting during consideration any items as set out in the private agenda for the reasons set out therein.

45 Health, safety and wellbeing annual report covering the year 2022/23

A report was submitted.

[see annexed]

The Health and Safety Manager presented the report and highlighted the salient points contained therein.

The report presented Members with the health, safety and wellbeing annual report, covering the year 2022-23, as taken to corporate management team (CMT) on 18th January 2024. The report was aimed at Members, but with key data of interest to all senior managers in Walsall Council.

Arising from discussions on this report, in particular Members sought assurance on the following areas:

- How staff were encouraged to report health and safety breaches / issues and what mechanisms were in place to do so.
- If Academy schools were included as part of this work.
- If there was a system for hazard reporting.
- What training was available on this subject and to whom it was available.

Resolved that the contents of the health, safety and wellbeing annual report be noted and shared as appropriate to help promote a positive health and safety culture across the Council.

46 Employment Policies – Statutory Changes April 2024

A report was submitted.

[see annexed]

The Head of Service – Strategic HRM presented the report and highlighted the salient points contained therein.

The report sought approval for the 3 revised employment policies, as detailed in 3.1 of the report and its various appendices, as endorsed by CMT at its meeting of 15th February 2024.

Resolved that the revised Redundancy, Family Friendly and Leave and Time Off Policies be approved.

47 Neurodiversity Policy

A report was submitted.

[see annexed]

The Head of Service – Strategic HRM presented the report and highlighted the salient points contained therein.

The report sought the approval of the new Neurodiversity Policy, which had been endorsed by CMT at its meeting of 15th February 2024, as set out at Appendix 1 to the report.

Arising from discussions on this report, in particular Members sought clarification on the following areas:

- The definition of neurodiversity and any potential crossover with the Disability Discrimination Act / Policy.
- Whether training would be offered to Members and Officers once this Policy had been approved.
- Whether other Local Authorities / bodies were implementing similar Policies.

Resolved that the Neurodiversity Policy be approved.

Termination of meeting

There being no further business, the meeting terminated at 6.36pm.

Chair .....

Date .....