

## **Personnel Committee**

**Monday 22<sup>nd</sup> April 2024 at 6.00pm**

**In a Conference Room at the Council House, Walsall**

**Committee Members Present** Councillor M. Bird (Chair)  
Councillor A. Adnrew (Vice-Chair)  
Councillor. A. Garcha  
Councillor P. Gill  
Councillor T. Jukes  
Councillor A. Parkes  
Councillor M. Ward  
Councillor Whitehouse

**In attendance** Nicola Rickhuss – Head of Service – Strategic HRM  
Mark Burrows – Group Manager (Fostering)  
Jivan Simba – Head of Service (Looked After Children)  
Fred Hancock – Senior Democratic Services Officer

### **48 Apologies**

None submitted.

### **49 Substitutions**

None received.

### **50 Minutes**

**Resolved** that the minutes of the meeting held on 4<sup>th</sup> March 2024, a copy having been circulated to each Member of the Committee, be approved and signed by the Chair as a correct record.

### **51 Declarations of Interest**

There were no declarations of interest.

### **52 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.

**53 Update on Promotional Recruitment Activity in the Fostering Service**

A report was submitted.

[see annexed]

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

The report presented Members with an update on the on work undertaken to date in respect of Walsall being a Foster Friendly Council and whether this had resulted in any Expressions of Interest in becoming a foster carer as well as the recruitment and retention of foster carers.

Members asked a series of questions and made a number of suggestions with a view to maximising the outreach of media campaigns to help attract and retain new foster carers.

**Resolved** that the Committee endorses that: -

- a) the Fostering Friendly Employer status and policy is promoted with all Council Employees
- b) the Fostering Friendly Policy forms part of the Corporate Induction
- c) the Fostering Friendly Policy is promoted with other Employers in the Borough
- d) the Fostering Friendly Policy is kept under review so that our offer to current and prospective foster carers remain competitive.

**54 Sickness Absence 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 approval of the revised Sickness Absence Policy, which had been endorsed by CMT at its meeting of 28<sup>th</sup> March 2024, as set out at Appendix 1 to the report.

**Resolved** (unanimously) that the revised Sickness Absence Policy be approved.

**55 Transgender & Non-binary Equality 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 Transgender & Non-binary Equality Policy, which had been endorsed by CMT at its meeting of 28<sup>th</sup> March 2024, as set out at Appendix 1 to the report.

**Resolved** (with 6 Members voting in favour and none against) that the new Transgender & Non-binary Equality Policy be approved.

Councillors Garcha and Gill wished to have their names recorded as having abstained from this vote.

## 56 Update on Permanent Executive Director Appointments

A report was submitted.

[see annexed]

The Senior Democratic Services Officer presented the report and highlighted the salient points contained therein.

The report updated Members on recent appointments to permanent Executive Director posts following interviews held on 19<sup>th</sup> and 20<sup>th</sup> March 2024, as set out below: -

<b>Post</b>	<b>Appointee</b>
Executive Director – Economy, Environment and Communities	Dave Brown
Executive Director – Resources and Transformation	Judith Greenhalgh
Executive Director – Children’s Services	Colleen Male

**Resolved** that the above-mentioned appointments be noted.

## Termination of meeting

There being no further business, the meeting terminated at 6.33pm.

**Chair** .....

**Date** .....