



Meeting: Employment Committee

Date/Time: Thursday, 5 February 2026 at 10.00 am

Location: Sparkenhoe Committee Room, County Hall, Glenfield

Contact: Damien Buckley (0116 305 0183)

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Membership

Miss H. Butler CC (Chairman)

Mrs. L. Broadley CC	Mr. B. Lovegrove CC
Mr. M. H. Charlesworth CC	Mr. J. Miah CC
Mr. G. Cooke CC	Mr. P. Morris CC
Mr. H. Fowler CC	Mr. O. O'Shea JP CC
Mr. S. J. Galton CC	Mr. P. Rudkin CC
Mr. A. Innes CC	Mrs D. Taylor CC

Please note: this meeting will be filmed for live or subsequent broadcast via the Council's web site at <http://www.leicestershire.gov.uk>

AGENDA

<u>Item</u>	<u>Report by</u>
1. Minutes of the meeting held on 5 December 2025.	(Pages 3 - 8)
2. Question Time.	
3. Questions asked by members under Standing Order 7(3) and 7(5).	
4. To advise of any other items which the Chairman has decided to take as urgent elsewhere on the agenda.	
5. Declarations of interest in respect of items on the agenda.	

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| 6. | Presentation of petitions under Standing Order 35. | | |
| 7. | Work Programme 2026. | Director of Corporate Resources | (Pages 9 - 14) |
| 8. | Gender Pay Gap Reporting. | Director of Corporate Resources | (Pages 15 - 26) |
| 9. | Workforce Report 2025-26 Quarter 3 Update. | Director of Corporate Resources | (Pages 27 - 44) |
| 10. | Organisational Change Policy and Procedure: Action Plans. | Chief Executive | (Pages 45 - 50) |
| 11. | Date of Next Meeting. | | |

The next meeting of the Committee is scheduled to be held on 21 May 2026.

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| 12. | Any other items which the Chairman has decided to take as urgent. | | |
| 13. | Exclusion of the Press and Public. | | |

The press and public are likely to be excluded during the following items of business in accordance with Section 100(A) of the Local Government Act 1972:

- *Attendance Management – Focus on Adults and Communities.*
- *Working Arrangements Policy.*

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| 14. | Attendance Management - Focus on Adults and Communities. | Director of Corporate Resources | (Pages 51 - 60) |
| 15. | Working Arrangements Policy. | Director of Corporate Resources | (Pages 61 - 92) |