

EMPLOYMENT COMMITTEE

THURSDAY, 5 FEBRUARY 2026

DECISIONS

Set out below is a summary of the decisions taken at the meeting of the Employment Committee held on Thursday, 5 February 2026. The wording used does not necessarily reflect the actual wording which will appear in the minutes.

If you have any queries about any matters referred to in this decision sheet please contact Damien Buckley (0116 305 0183).

ITEM 7

Director of Corporate Resources

WORK PROGRAMME 2026.

- a) That the proposed reporting timetable on relevant workforce matters and the Employment Committee Work Programme for 2026, be approved.
- b) That the contents of the Employment Committee Terms of Reference, be noted.

ITEM 8

Director of Corporate Resources

GENDER PAY GAP REPORTING.

- a) That the content of the report regarding the County Councils Gender Pay Gap reporting, be noted
- b) That the publication of the Gender Pay Gap report by 30 March 2026, be noted.

ITEM 9

Director of Corporate Resources

WORKFORCE REPORT 2025-26 QUARTER 3 UPDATE.

That the update on workforce information and performance measures for Quarter 3 2025/26, including details relating to headcount, Full Time Equivalent (FTE), absence rates and reason, and reported completion of Annual Performance Reviews (APR), be noted.

ITEM 10

Chief Executive

ORGANISATIONAL CHANGE POLICY AND PROCEDURE: ACTION PLANS.

That the update of the current Action Plans which contain provision for compulsory redundancy and details

of progress on their implementation, be noted.

ITEM 13

EXCLUSION OF THE PRESS AND PUBLIC.

That under Section 100A of the Local Government Act 1972, the public be excluded for the remaining item of business on the grounds that it involved the likely disclosure of exempt information as defined in paragraphs of Part 1 of Schedule 12A of the Act and that, in all circumstances of the case, the public interest in maintaining the exemption outweighed the public interest in disclosing the information.

ITEM 14

Director of Corporate Resources

ATTENDANCE MANAGEMENT - FOCUS ON ADULTS AND COMMUNITIES.

That the update provided on the Adults and Communities department's overall position on sickness absence, be noted.

ITEM 15

Director of Corporate Resources

WORKING ARRANGEMENTS POLICY.

That the proposed action outlined within paragraph 16 of the report, be supported.