

Record of Officer's Decision

The Openness of Local Government Bodies Regulations 2014 and the Local Authorities (Executive Arrangements) (Meetings and Access to Information) (England) Regulations 2012

Date of Decision:	30 August 2024
Decision Maker (Officer):	Carol Magnus
Authority for Delegated Decision (Cabinet/Committee Decision or Scheme of Delegation – provide reference):	<p>Part 3, Schedule 3 – Delegation of Executive Functions delegated to Officers 4.3 & 4.4 – the Director/Assistant Director has delegated authority to discharge executive functions as set out in article 12 of the Council's Constitution.</p> <p>Further delegation (Part 3.18) Assistant Director for Partnerships) in consultation with the Chief Executive, to authorise minor amendments to Human Resources Policies and Procedures necessary as a result of legislation, national guidance or best practice.</p> <p>The Human Resources & Council Tax Committee have responsibility for the discharge of the Part II – miscellaneous functions as set out in Schedule 1 to the Local Authorities (Functions and Responsibilities) (England) Regulations 2000 (as amended), and as detailed in Appendix 1 to Part 3 of the Constitution; including the 'decision-making on key Human Resource and Personnel issues not reserved by the Council or delegated to officers'. This extends to the agreement of key personnel policies, including those relating to Pay and Reward.</p>
Identify which Portfolio Holder(s)/Committee Chairman consulted?	HR & CTAX COMMITTEE
Ward Member(s) consulted?	N/A
Is it a Key Decision?	No
Is it subject to call-in?	No

<p>Decision Made:</p>	<p>It was moved by Councillor Baker, seconded by Councillor G Stephenson and unanimously:-</p> <p>RESOLVED that the Human Resources and Council Tax Committee endorse the adoption of the People Strategy 2024 to 2029.</p>	
<p>Reason for Decision (if a report was produced to support the Decision, refer to or attach it):</p>	<p>The adoption of the People Strategy will set the focus and priorities for the next five years. It has realistic targets which recognise the current climate, and which seek to ensure the organisation's workforce is in the strongest possible position for whatever challenges come along in the coming years.</p>	
<p>Highlight any associated risks/finance/legal/equality considerations:</p>	<p>No significant risks for the proposed People Strategy have been identified. The implementation of the strategy acts as a mitigation against risk by ensuring the organisation remains compliant within employment law and best practice. A skilled and knowledgeable workforce also helps to mitigate risk of errors, poor practice and failures in governance.</p>	
<p>Details of any Alternative Options Considered and rejected (together with reasons):</p>	<p>Not to update the expired People Strategy and continue without one. This option was rejected. The organisation recognises the importance of its workforce and continually seeks to ensure that it is meeting the legal and best practice requirements for its staff. It is appropriate therefore to develop a strategy to set out how this will be achieved.</p>	
<p>Details of any declarations of interest (by Portfolio Holder/Committee Chairman who was consulted by the officer, which related to the decision)</p> <p>If relevant, a note of the dispensation granted by the Monitoring Officer:</p>	<p>N/A</p>	
<p>Reason Decision, or supporting Report, is not published:</p> <p><i>Tick one or more of the specific exemptions,</i></p>	<p>X</p>	<p>Not applicable – Decision [and report] to be published</p>
	<p>:</p>	<p>The report supporting the Decision contains confidential information</p>
		<p>The Report supporting the Decision falls within an exemption pursuant to Schedule 12A of the Local Government Act 1972 Information:</p>

<p><u>and</u></p> <p><i>Give more information in the final box with regards to why the exemption applies and outweighs the public interest test (which is in favour of disclosure).</i></p>		<ul style="list-style-type: none"> • Relates to an individual
		<ul style="list-style-type: none"> • Likely to reveal the identity of an individual
		<ul style="list-style-type: none"> • Relating to financial or business affairs of a person or organisation
		<ul style="list-style-type: none"> • Relates to a claim for legal professional privilege in legal proceedings
		<ul style="list-style-type: none"> • Reveals that the Council proposes to give under any enactment a notice under or by virtue of which requirements are imposed on a person; or to make an order or direction under any enactment
		<ul style="list-style-type: none"> • Relating to any action taken or to be taken in connection with the prevention, investigation or prosecution of crime
<p><u>And</u> is exempt if and so long, as in all the circumstances of the case, the public interest in maintaining the exemption outweighs the public interest in disclosing the information</p> <p>Reasons:</p>		

Officer

Signed:

Carol Magnus, Organisational Development Manager

Date: 30 August 2024