

Employment Committee Work Programme 2025 – 2026

Chairman: Councillor Anna Kelly

Vice-Chairman: Councillor Gloria Johnson

Subject	Purpose	Outcome sought
10th July 2025		
People Strategy Update	New People Strategy (June 2025)	The Committee to approve the new People Strategy for 2025-2029
HR Policy and Handbook Review	New policies (June 2025): • Zero Tolerance Policy – Bullying, Harassment and Sexual Harassment • Maternity • Shared Parental Leave • Leave Policy Supporting Performance Improvement	The Committee to approve the new HR Policies.
Biannual HR Dashboard Update	The Committee to be updated every 6 months on the people metrics in line with the strategy. (June 2025 Committee for full year dashboard).	The Committee to note the HR Dashboard.

Items to be allocated in 2025-2026		
Independent Persons (Standards) Interview	To conduct interviews for the independent person of the Standards Committee.	To identify the appropriate candidate
Gender Pay Gap	Annual reporting of the Gender pay gap position (January 2026)	The Committee to note the Gender Pay Gap position.
Pay Policy Statement	Annual report of the pay policy statement (November 2025)	The Committee to recommend the Pay Policy Statement to Full Council.
Local Government Reorganisation Updates	Updates to be provided to the Committee regularly as new information becomes available.	The Committee to note the update.