



Worcester
CITY COUNCIL

POLICY AND RESOURCES COMMITTEE

AGENDA

Date: Tuesday, 19th March, 2024

Time: 7.00 pm

Venue: The Guildhall

POLICY AND RESOURCES COMMITTEE

Information for Members of the Public

Access to the Guildhall is via the front entrance in the High Street. For evening meetings, please use the accessible entrance door on the right side of the forecourt. The nearest car park is Copenhagen Street (pay and display). The nearest bike stand for cyclists is in Copenhagen Street, opposite The Kiln.

If you are a wheelchair user or have restricted mobility, access to the Guildhall can be gained through the accessible entrance door on the forecourt. There is dedicated accessible parking at the rear (access via Copenhagen Street). Most meetings are held on the ground floor, which can be reached by using a lift.

Part I of the Agenda includes items for discussion in public. You have the right to inspect copies of Minutes and reports on this part of the Agenda as well as background documents used in the preparation of these reports. Details of the background papers appear at the foot of each report. Part II of the Agenda (if applicable) deals with items of 'Exempt Information' for which it is anticipated that the public may be excluded from the meeting and neither reports nor background papers are open to public inspection.

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At the start of the meeting under the item 'Public Participation' up to fifteen minutes in total is allowed for members of the public to present a petition, ask a question or comment on any matter on the Agenda. Participants need to indicate that they wish to speak by 4.30 p.m. on the last working day before the meeting by writing, telephoning or E-Mailing the officer mentioned below.

If you have any general enquires or queries about this Agenda or require any details of background papers, further documents or information, or to discuss arrangements for the taking of photographs, film, video or sound recording please contact the Lead Officer, Julian Pugh, Democratic Services Administrator, Guildhall, Worcester WR1 2EY. Telephone: 01905 722027 (direct line); E-Mail Address: committeeadministration@worcester.gov.uk.

This agenda can be made available in large print, braille, on PC disk, tape or in a number of ethnic minority languages. Please contact the above named officer for further information.

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Policy and Resources Committee
Tuesday, 19 March 2024

Members of the Committee:-

Chair: Councillor James Stanley (C)

Vice-Chair: Councillor Marjory Bisset (G) and Councillor Lynn Denham (L)

Councillor Patricia Agar (LCo)

Councillor Mel Allcott (LD)

Councillor Mohammad Altaf (C)

Councillor Steve Cockeram (G)

Councillor Adrian Gregson (L)

Councillor Stephen Hodgson (C)

Councillor Karen Lewing (G)

Councillor Robyn Norfolk (L)

Councillor Jabbar Riaz (L)

Councillor Elena Round (G)

C = Conservative

G = Green

L = Labour

LCo = Labour and Co-operative

LD = Liberal Democrat

AGENDA

Part 1

(ITEMS FOR DISCUSSION AND DECISION IN PUBLIC)

1. **Appointment of Substitutes**

To receive details of any Member nominated to attend the meeting in place of a Member of the Committee.

2. **Declarations of Interest**

To receive any declarations of interest.

3. **Public Representations**

Up to a total of fifteen minutes can be allowed, with each speaker being allocated a maximum of five minutes, for members of the public to present a petition, ask a question or comment on any matter on the Agenda or within the remit of the Committee.

4. **Minutes**

Page(s): 1 - 12

Of the meeting held on 6th February 2024 to be approved and signed.

5. **Minutes of Personnel and General Purposes Sub-Committee**

Page(s): 13 - 16

To receive the minutes of the meeting held on 28th February 2024.

6. **Proposed Committee Performance Scorecard For 2024/25**

Page(s): 17 - 30

Ward(s): All Wards

Contact Officer: Joanna Payne, Corporate Policy and Strategy Officer

Tel: 01905 722407

1. That the Policy and Resources Committee consider the proposed revised approach to corporate performance reporting; and
2. That the Policy and Resources Committee consider the proposed content of the Policy and Resources Performance Scorecard for 2024/25.

7. **Capital and Investment Strategies 2024/25 - 2026/27**

Page(s): 31 - 60

Ward(s): All Wards

Contact Officer: Shane Flynn, Corporate Director, Finance and Resources
Tel: 01905 722536

That the Committee recommends to Council that the Capital Strategy and Investment Strategy for 2024/25 be adopted.

8. **Equality, Diversity & Inclusion Strategy - Annual Update 2023-24**

Page(s): 61 - 68

Ward(s): All Wards

Contact Officer: Rich Morris, Corporate Policy and Strategy Officer
Tel: 01905 722502

That the Committee notes the progress at the end of year two of the Equality, Diversity and Inclusion Strategy and the actions and projects planned for 2024-25.

9. **Referral Report From the Joint Consultative and Safety Committee:
Revised Employee Policies for Approval**

Page(s): 69 - 122

Ward(s): All Wards

Contact Officer: Sian Stroud, Corporate Director, Planning and Governance
Tel: 01905 722017

That the Committee:

1. Approves the revised Family Friendly Employment Policy at Appendix 1;
2. Approves the revised Flexible Working Policy at Appendix 2;
3. Approves the revised Parental Bereavement Leave Policy at Appendix 3;
4. Approves the revised Paternity Leave and Pay Policy at Appendix 4;
5. Approves the revised Shared Parental Leave and Pay Policy at Appendix 5;
6. Approves the revised Unpaid Parental Leave Policy at Appendix 6.

10. **Any Other Business**

Which in the opinion of the Chair is of sufficient urgency as to warrant consideration.

11. **Items Involving the Disclosure of Exempt Information**

The Committee is invited to pass the following resolution:-

That under Section 100A(4) of the Local Government Act 1972, the press and public be excluded from the meeting for the following items of business on the grounds that they involve the likely disclosure of information as defined in Schedule 12A of the said Act.

PART II
(ITEMS FOR DISCUSSION AND DECISION IN PRIVATE)

12. **Minutes (Exempt Items)**
Page(s): 123 - 124
Of the meeting held on 6th February 2024 to be approved and signed.

13. **Minutes of Personnel and General Purposes Sub-Committee (Exempt Items)**
Page(s): 125 - 126
To receive the minutes of the meeting held on 28th February 2024.