

AGENDA

Meeting: Staffing Policy Committee

Place: [Join the On-Line meeting here](#)

Date: Thursday 11 March 2021

Time: 10.30 am

Please direct any enquiries on this Agenda to Kevin Fielding, of Democratic Services, County Hall, Bythesea Road, Trowbridge, direct line 01249 706612 or email kevin.fielding@wiltshire.gov.uk

Press enquiries to Communications on direct lines (01225) 713114/713115.

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Membership:

Cllr Richard Clewer

Cllr Mike Hewitt

Cllr Hayley Illman

Cllr Tony Jackson (Vice-Chairman)

Cllr Carole King

Cllr John Smale

Cllr Stuart Wheeler (Chairman)

Cllr Philip Whitehead

Cllr Ricky Rogers

Substitutes:

Cllr Fleur de Rhé-Philippe MBE

Cllr Peter Evans

Cllr David Halik

Cllr Bob Jones MBE

Cllr Gordon King

Cllr Ian McLennan

Cllr Jo Trigg

Cllr Tony Trotman

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Public Participation

Please see the agenda list on following pages for details of deadlines for submission of questions and statements for this meeting.

For extended details on meeting procedure, submission and scope of questions and other matters, please consult [Part 4 of the council's constitution](#).

The full constitution can be found at [this link](#).

For assistance on these and other matters please contact the officer named above for details

AGENDA

PART I

Items to be considered while the meeting is open to the public

1 **Apologies for absence**

2 **Minutes of Previous Meeting** (*Pages 7 - 12*)

To confirm the minutes of the meeting held on Thursday 6 January 2021

3 **Declarations of Interest**

To receive any declarations of disclosable interests or dispensations granted by the Standards Committee

4 **Chairman's Announcements**

5 **Public Participation**

The Council welcomes contributions from members of the public.

Statements

If you would like to make a statement at this meeting on any item on this agenda, please contact the officer named on the front of the agenda for further clarification.

Questions

To receive any questions from members of the public or members of the Council received in accordance with the constitution.

Those wishing to ask questions are required to give notice of any such questions in writing to the officer named on the front of this agenda no later than 5pm on **Thursday 4 March 2021** in order to be guaranteed of a written response.

In order to receive a verbal response questions must be submitted no later than 5pm on **Monday 8 March 2021**. Please contact the officer named on the front of this agenda for further advice. Questions may be asked without notice if the Chairman decides that the matter is urgent.

Details of any questions received will be circulated to Committee members prior to the meeting and made available at the meeting and on the Council's website.

6 **Covid Response**

Verbal update – Jo Pitt

7 **OR programme**

Overview and then focused presentations on:

Career step roles (agile workstream) - Paula Marsh

Evolve programme update (high performance workstream) - Stuart Honeyball

Inclusion strategy and action plan (inclusion workstream) - Tamsin Kielb

8 **Gender Pay Gap** (*Pages 13 - 18*)

Catherine Coombs – HR Consultant, Diversity and Inclusion

9 **Diversity and Inclusion** (*Pages 19 - 44*)

Catherine Coombes

10 **Amendments to Eyecare Policy** (*Pages 45 - 54*)

Paula Marsh

11 **Amendments to Purchase of Annual Leave Policy** (*Pages 55 - 68*)

Paula Marsh

12 **Quarterly Report Oct - Dec 2020** (*Pages 69 - 74*)

Michael Taylor

13 **Urgent Items**

Any other items of business which, in the opinion of the Chairman, should be considered as a matter of urgency. Urgent items of a confidential nature may be considered under Part II of this agenda.

PART II

Items during whose consideration it is recommended that the public should be excluded because of the likelihood that exempt information would be disclosed

None