

Notice of Meeting

People, Performance and Development Committee



Date and Time

Monday, 9
September 2024
10.30 am

Place

Surrey County
Council, Woodhatch
Place, 11 Cockshot
Hill, Reigate, Surrey,
RH2 8EF

Contact

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Committee Members:

Tim Oliver OBE (Chairman), Denise Turner-Stewart (Vice-Chairman), Eber Kington, Sinead Mooney, Mark Nuti and Fiona White

If you would like a copy of this agenda or the attached papers in another format, e.g. large print or braille, or another language, please email Joss Butler on joss.butler@surreycc.gov.uk.

This meeting will be held in public at the venue mentioned above and may be webcast live. Generally the public seating areas are not filmed. However, by entering the meeting room and using the public seating area or attending online, you are consenting to being filmed and recorded, and to the possible use of those images and sound recordings for webcasting and/or training purposes. If webcast, a recording will be available on the Council's website post-meeting. The live webcast and recording can be accessed via the Council's website:

<https://surreycc.public-i.tv/core/portal/home>

If you would like to attend and you have any special requirements, please email Joss Butler on joss.butler@surreycc.gov.uk. Please note that public seating is limited and will be allocated on a first come first served basis.

AGENDA

1 APOLOGIES FOR ABSENCE AND SUBSTITUTIONS

2 MINUTES OF THE PREVIOUS MEETING - 22 JULY 2024

(Pages
1 - 4)

To agree the minutes as a true record of the meeting.

3 DECLARATIONS OF INTEREST

All Members present are required to declare, at this point in the meeting or as soon as possible thereafter

- (i) Any disclosable pecuniary interests and / or
- (ii) Other interests arising under the Code of Conduct in respect of any item(s) of business being considered at this meeting

NOTES:

- Members are reminded that they must not participate in any item where they have a disclosable pecuniary interest
- As well as an interest of the Member, this includes any interest, of which the Member is aware, that relates to the Member's spouse or civil partner (or any person with whom the Member is living as a spouse or civil partner)
- Members with a significant personal interest may participate in the discussion and vote on that matter unless that interest could be reasonably regarded as prejudicial.

4 QUESTIONS AND PETITIONS

To receive any questions or petitions.

Notes:

1. The deadline for Member's questions is 12.00pm four working days before the meeting (3 September 2024).
2. The deadline for public questions is seven days before the meeting (2 September 2024).
3. The deadline for petitions was 14 days before the meeting, and no petitions have been received.

5 ACTION REVIEW

(Pages
5 - 8)

The Committee to review the Action Tracker.

6 FORWARD WORK PROGRAMME

(Pages
9 - 12)

The Committee to consider the Forward Work Programme.

- 7 PAY POLICY STATEMENT 2024-2025** (Pages 13 - 34)
- The People, Performance and Development Committee is invited to recommend the Pay Policy Statement for 2024/2025 to the next meeting of full Council on 8 October 2024 for publication on the Council's external website.

- 8 UPDATE ON EQUALITY, DIVERSITY AND INCLUSION (EDI) AT SURREY COUNTY COUNCIL** (Pages 35 - 108)
- This paper provides a progress report to the People, Performance and Development Committee on the Local Government Association (LGA) equality, diversity and inclusion (EDI) peer review and the three Surrey County Council (SCC) EDI Employee Experience Reviews which were commissioned in 2023. It also outlines the approach taken to incorporate recommendations into the 2024/25 EDI Action Plan and People Strategy Delivery Plan.

9 EXCLUSION OF THE PUBLIC

Recommendation: That under Section 100(A) of the Local Government Act 1972, the public be excluded from the meeting for the following items of business on the grounds that they involve the likely disclosure of exempt information under the relevant paragraphs of Part 1 of Schedule 12A of the Act.

PART TWO – IN PRIVATE

- 10 AGENCY & INTERIM SPEND 23/24 AND QUARTER 1 24/25 FINANCIAL YEARS** (Pages 109 - 116)
- People and Change reports monthly on the percentage of agency spend within the total staffing pay bill, as part of the regular Key Performance Indicator (KPI) reporting.

This report provides a more detailed analysis of the agency and interim spend for the last financial year 23/24, and the first quarter of the 24/25 financial year.

11 SURREY COUNTY COUNCIL REDUNDANCY AND PENSION PAYMENTS FOR AN SCC EMPLOYEE

(Pages
117 -
122)

To report to the People Performance and Development Committee compulsory redundancy payments for one employee in the Service Delivery Central Team in Adults, Wellbeing & Health Partnerships (AWHP), where the combined pension strain cost and redundancy payment exceeds £150,000.

This report is being brought to the Committee in accordance with the Council's Scheme of Delegation which requires any severance payments totalling more than £150,000 to be approved by this Committee.

12 PUBLICITY OF PART 2 ITEMS

To consider whether the item considered under Part 2 of the agenda should be made available to the press and public.

13 DATE OF NEXT MEETING

The next meeting of People, Performance and Development Committee will be on 4 November 2024.

Terence Herbert
Chief Executive
Published: 30 August 2024

MOBILE TECHNOLOGY AND FILMING – ACCEPTABLE USE

Members of the public and the press may use social media or mobile devices in silent mode during meetings. Public Wi-Fi is available; please ask the committee manager for details.

Anyone is permitted to film, record or take photographs at Council meetings. Please liaise with the committee manager prior to the start of the meeting so that the meeting can be made aware of any filming taking place.

The use of mobile devices, including for the purpose of recording or filming a meeting, is subject to no interruptions, distractions or interference being caused to any Council equipment or any general disturbance to proceedings. The Chairman may ask for mobile devices to be switched off in these circumstances.

Thank you for your co-operation.

QUESTIONS AND PETITIONS

Cabinet and most committees will consider questions by elected Surrey County Council Members and questions and petitions from members of the public who are electors in the Surrey County Council area.

Please note the following regarding questions from the public:

1. Members of the public can submit one written question to a meeting by the deadline stated in the agenda. Questions should relate to general policy and not to detail. Questions are asked and answered in public and cannot relate to “confidential” or “exempt” matters (for example, personal or financial details of an individual); for further advice please contact the committee manager listed on the front page of an agenda.
2. The number of public questions which can be asked at a meeting may not exceed six. Questions which are received after the first six will be held over to the following meeting or dealt with in writing at the Chairman’s discretion.
3. Questions will be taken in the order in which they are received.
4. Questions will be asked and answered without discussion. The Chairman or Cabinet members may decline to answer a question, provide a written reply or nominate another Member to answer the question.
5. Following the initial reply, one supplementary question may be asked by the questioner. The Chairman or Cabinet members may decline to answer a supplementary question.