

Coventry City Council
Minutes of the Meeting of Finance and Corporate Services Scrutiny Board (1) held
at 10.00 am on Wednesday, 20 January 2021

Present:

Members: Councillor R Singh (Chair)
Councillor F Abbott
Councillor J Blundell
Councillor B Gittins
Councillor G Hayre
Councillor R Lakha
Councillor T Sawdon

Other Members: Councillor R Brown, Cabinet Member for Strategic Finance and Resources

Employees: V Castree, Law and Governance
S Griffin, Human Resources
G Haynes, Human Resources
S Newing, Director of Human Resources
C Sinclair, Law and Governance

Apologies: Councillor T Khan

Public Business

18. Declarations of Interest

In respect of Minute 19 (Human Resources Update), Councillor F Abbott declared an interest which arose as her husband was an employee of the City Council. She remained in the meeting for consideration of the item.

19. Minutes

The Minutes of the meeting held on 14 December 2020 were agreed as a true record. There were no matters arising.

20. Human Resources Update

The Board received a presentation and considered a briefing note which provided a summary of achievements made by the HR service over the last 12 months and which included:

- An updated on the roll-out of the People Plan, launched in January 2020 which focused on five main areas; organisational development, pay, reward and recognition, health, safety and well-being, workforce planning, information management and support and sustainability.
- HR Scorecard
- Equality, Diversity and inclusion
- Relaunch of Employee Network

- Implementation of new recruitment system.
- Launch of Staff App
- Implementation of Employee Benefits Package

The Board questioned officers on several aspects of the presentation including:

- New recruitment methods and ways used to reach the widest audience
- Data/feedback on how the recruitment was working
- How the City Council benchmarks diversity and inclusion
- Diversity and Inclusion training
- Impact on sickness absence data during the pandemic and 'new normal' ways of working post-COVID
- Sickness reporting – including the process for reporting and analysis of reasons for sickness absence.
- Engagement with young people – the Board asked for further information on webinars and a breakdown of the use of different platforms of social media/other media
- New employee networks and how they linked into Trade Union processes
- Size of the organisation and staff opportunities for promotion and movement across service areas.

RESOLVED that the Board note the update on progress made by the HR service against the People Plan 2020-22 and recommended:

- (a) That Officers endeavour to strengthen links with schools, young people and the two City universities in order that the City Council would be considered the employer of choice for young people.
- (b) That Officers investigate the possibility of incentivising the completion of the leavers survey.

21. **Work Programme and Outstanding Issues**

The Board noted the Work Programme with an update that on 24 March 2021 there would be a joint meeting with the Business, Economy and Enterprise Scrutiny Board (3) on the subject of 'Apprenticeships'.

22. **Any other items of Public Business**

There were no other items of public business.

(Meeting closed at 12.06 pm)