

**A MEETING OF THE POLICY AND ORGANISATION BOARD
WAS HELD ON 29 SEPTEMBER 2021**

Councillors Burgess, Bradley, Chegwyn, Mrs Hook, Pepper, Philpott and Raffaelli

85. APOLOGIES FOR NON-ATTENDANCE

There were none.

**86. MINUTES OF THE MEETINGS HELD ON THE 20TH JULY 2021 AND 2
SEPTEMBER 2021.**

RESOLVED: That the minutes of the meetings held on the 20 July and 2 September 2021 be signed as a true and correct records.

87. DECLARATIONS OF INTEREST

There were none.

88. DEPUTATIONS - STANDING ORDER 3.4

There were none.

89. PUBLIC QUESTIONS - STANDING ORDER 3.5

There were none.

90. APPOINTMENT OF HONORARY ALDERMAN

Consideration was given to a report of the Chief Executive requesting the Board give consideration to conferring the title of Honorary Alderman on former Councillor Keith Farr.

RESOLVED: That the Board recommends to an Extraordinary meeting of the Council that former Councillor

**91. DOCUMENT REVIEW: EQUALITY AND DIVERSITY IN EMPLOYMENT POLICY
AND BULLYING AND HARASSMENT GUIDANCE**

Consideration was given to a report of the acting Head of HR requesting that consideration and approve the revised policy and guidance draft changes.

The Board was advised that this was a streamlining of the policy and updated it to be fit for purpose.

The Acting Head of HR advised the Board that he would check the status of the Dignity at Work Policy for both staff and Members and advised the Board via Democratic Services.

Board approves the new Equality and Diversity in Employment Policy and Bullying and Harassment guidance.

Members also advised that it would be useful as part of appendix 1 to see examples of what was considered to be good practice as well as unacceptable behaviour. The Board was advised that this could be investigated by the policy team.

RESOLVED: That the Board approves the new Equality and Diversity in Employment Policy and Bullying and Harassment guidance.

92. FEES AND CHARGES

Consideration was given to a report of the Borough Treasurer requesting consideration and approval of the amended fees and charges contained in the report and appendix.

RESOLVED:

That the Board recommend that Full Council approve the Fees and Charges referred to in the report and appendix for implementation from 1 January 2022 unless stated otherwise.

93. TREASURY MANAGEMENT ANNUAL REVIEW 2020/21, PROGRESS REPORT 2021/22, & PRUDENTIAL INDICATORS

Consideration was given to a report of the Borough Treasurer detailing the Council's treasury activity for 2020/2021 together with an in year review 2011/22.

The report also includes the prudential indicators for 2020/21 in accordance with the requirements of the prudential code.

In answer to a Member's question, the Board was advised that the increased risks from elements such as energy costs, fuel costs, and reductions in support were considered by managers and that the report being considered detailed the borrowing and investment of the Council.

This risk was low as borrowing was short term, with less value, but this presented a lesser risk.

It was requested that additional details about the risk posed to the Council from the Leisure Centre contract be advised to the Board and what mitigation was in place.

The Board noted

- The Treasury Management outturn report 2020/21 as identified in 2.2
- The Treasury Management position for 2021/22 at the end of August 2021 as identified in 2.3
- The Prudential Indicators outturn report 2020/21 as identified in 2.4

94. ANY OTHER ITEMS

There were none.

CHAIRMAN

Concluded at 6.12 pm