



# **Rutland County Council**

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Minutes of the **MEETING of the EMPLOYMENT AND APPEALS COMMITTEE** held virtually on Tuesday, 29th September, 2020 at 7.00 pm

**PRESENT:** Mr K Bool  
Mr J Dale  
Mrs S Harvey  
Miss M Jones  
Mrs K Payne  
Mr N Woodley  
Miss G Waller

## **OFFICERS**

<b>PRESENT:</b>	Miss S Hayes	RALSS Business Administration Apprentice
	Ms C Jarvis	HR Manager (Resourcing)
	Mr K Silcock	Governance Officer
	Ms C Snell	Head of Human Resources

### **1 APOLOGIES**

No apologies had been received.

### **2 DECLARATIONS OF INTEREST**

No declarations of interest had been received.

### **3 APPOINTMENT OF VICE CHAIR**

Nominations were invited for the position of Vice-Chairman of the Employment and Appeals Committee for the municipal year. Councillor Payne was proposed by Councillor Woodley and seconded by Councillor Harvey.

No further nominations were received.

## **RESOLVED**

That Councillor Payne be appointed as Vice-Chairman of the Employment and Appeals Committee for the municipal year.

### **4 MINUTES**

The minutes of the meeting of the Employment and Appeals Committee held on 18 February 2020 were confirmed as a correct record.

## **5 PETITIONS, DEPUTATIONS AND QUESTIONS**

No petitions, deputations or questions had been received.

## **6 QUESTIONS FROM MEMBERS**

No questions were received from Members of the Council.

## **7 NOTICES OF MOTION**

No notices of motion had been received.

## **8 APPRENTICESHIP STRATEGY**

Report No. 99/2020 was received from the Strategic Director for Resources.

Ms C Snell and Ms C Jarvis introduced the report, the purpose of which was to notify the Committee of the Council's progress, development and experience of Apprenticeships since the Levy and target was introduced in 2017 and to get a perspective of the experience of one of the Council's Apprentices.

Miss Sophie Hayes, Business Administration Apprentice for the Learning and Skills Team, spoke to the Committee detailing her experience of being an apprentice at Rutland County Council.

Mrs Harvey stated the following:

"The Children and Social Work Act 2017 extended our support for care leavers by clarifying our role as corporate parents.

The Act introduced seven principles, one of which is to promote high aspirations and seek to secure the best outcomes for our children.

One of the ways Rutland can do this is by showing our commitment to our care leavers within this apprenticeship strategy.

I propose that we do that in two ways:

- 1) We offer apprenticeship opportunities to our care leavers as a priority, In order that our young people would get first refusal, therefore offering choice and flexibility both to the individual and the organisation.
- 2) We guarantee that any care leaver who applies for an apprenticeship would be guaranteed a first stage interview (pre selection)

These actions would demonstrate a strong commitment to our young people and give them an opportunity to develop within the 'family firm'

I would ask that my fellow members support the inclusion into the strategy."

During discussion the following points were noted:

- i. Ms Snell would take on Mrs Harvey's comments and bring the Apprenticeship Strategy back to the Employment and Appeals Committee in February.
- ii. During the first year of working towards the Apprenticeship and Public Sector Apprenticeship Target, the Council along with other authorities were restricted

- by the limited range of Apprentice standards that were available. By the third year there was an increase in the number of apprenticeship roles.
- iii. There had been an increase in applications for apprenticeships since the pandemic started. The Council was currently looking at vacancies and gaps in teams, and would look to discuss if more apprentices could be taken on.

## **RESOLVED**

The Committee **NOTED** the report.

## **9 HR POLICIES**

Report No. 100/2020 was received from the Strategic Director for Resources.

Ms Snell introduced the report, the purpose of which was seek approval for an updated relocation policy and to seek approval for amendments to the Council's special leave provisions in response to new legislation for Parental Bereavement Leave and Pay.

During discussion the following point was noted:

- It was questioned whether the policy should state "up to the HMRC limit". Ms Snell stated it would be best to bring back the policy each time if the Council wished to increase the limit in case the Council did not wish to raise the limit along with the HMRC.

## **RESOLVED**

1. The Committee **APPROVED** the updated Relocation Policy
2. The Committee **APPROVED** the changes to the Council's Special leave provision in accordance with new employment legislation for paid Parental Bereavement Leave.

## **10 ANY URGENT BUSINESS**

No urgent business was received.

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**The Chairman declared the meeting closed at 8.00 pm.**

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