

**LOCAL JOINT COMMITTEE
18 DECEMBER 2023
4.00 - 4.22 PM**



Present:

Councillors Allen and Pickering
David Allais, UNISON
David McMullen, GMB
Angie Rolfe, UNISON
Keith Roberts, GMB

Apologies for absence were received from:

Councillors Gillbe

6. Declarations of Interests

There were no Declarations of Interests.

7. Minutes from Previous Meeting

The minutes of the meeting held on 05 July 2023, were approved as a correct record.

8. Urgent Items of Business

There were no urgent items of business

9. Employment Committee: Agenda and Related Matters

The Assistant Director: Human Resources & Organisational Development, Paul Young, briefed members on the Workforce Monitoring Report 2022/23 which would be brought before the Employment Committee to be approved for publishing. It was highlighted to the Committee that a large percentage of staff had not declared their ethnicity or whether they had a disability. There had been previous attempts to encourage staff to disclose this information, however more work would be done to try and get this information.

The report showed a high percentage of BAME staff leaving in the first year and second year of employment. A more detailed piece of work was underway on this that would be presented to the Local Joint Committee and the Employment Committee in 2024.

The report would be taken to the Equalities Board which would help produce an action plan that would be presented to the Local Joint Committee and Employment Committee in 2024.

Following the Committees comments and questions, the following points were made:

- Work was underway to better understand why staff were leaving for personal reasons. HR had begun a scheme of check-ins with staff in the 1st, 4th and 8th month of employment to better understand their initial experiences at Bracknell Forest. Work was also underway to get managers to be more precise in exit interviews and not simply put personal issues as the reason for leaving.
- The targets in section 5.5 off the report were local Bracknell Forest targets.
- The graphic on Grievance, Disciplinary and Capability in page 46 off the agenda would be amended to show years in incremental order. **(Action Paul Young)**

10. **Matters to be Raised by Trade Unions**

The trade union representatives raised concerns about an incident that has been occurring at a primary school in a Bracknell Forest school. After concerns that staff were considering resigning the NEU had taken an indicative ballot on strike action.

The trade union representatives requested that Bracknell Forest Council took all possible legal action. They also requested a meeting between staff at the school and Bracknell Forest Council to discuss concerns.

Paul Young confirmed all possible legal routes continued to be explored and that there was ongoing wellbeing and HR support for staff at the school including an education psychologist. Paul agreed to speak with the Assistant Director: Education and Learning to look into arranging a meeting between Bracknell Forest Council and the teachers at the school **(Action Paul Young)**

CHAIRMAN