

**GOVERNANCE
COMMITTEE DECISION SHEET**

STAFF GOVERNANCE COMMITTEE - MONDAY, 21 NOVEMBER 2022

	Item Title	Committee Decision	Cluster Required to take action	Officer to Action
3.1	<u>Declarations of Interest and Transparency Statements</u>	There were no declarations of interest nor transparency statements made.	N/A	N/A
5.1	<u>Minute of Previous Meeting of 3 October 2022</u>	<u>The Committee resolved:-</u> to approve the minute as a correct record.	Governance	S Dunsmuir
6.1	<u>Committee Business Planner</u>	<u>The Committee resolved:-</u> to note the business planner	Governance	S Dunsmuir
9.1	<u>Developing the Young Workforce and Employability Programmes Update - CUS/22/236</u>	<u>The Committee resolved:-</u> (i) to note that officers would clarify the number of young people who had participated in the Kickstart Scheme and were still employed by the Council, and circulate this information to Members outwith the meeting; (ii) to thank staff for the work that had gone in to the programmes and the report; (iii) to note the continuing progress made on the developing the young workforce and employability programmes and the assurance provided within the report, that this work supports our specific recruitment challenges in some areas and/or job roles; and (iv) to note the arrangement of a recognition ceremony for all Kickstart Interns who successfully completed their internship with	People & Organisational Development	L Strachan

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		Aberdeen City Council as detailed in the report, to acknowledge the success of the Kickstart Scheme.		
10.1	<u>Corporate Health & Safety Quarterly Update - July to September 2022 - COM/22/262</u>	<u>The Committee resolved:-</u> to note the report.	Governance	C Leaver
10.2	<u>Menopause Awareness and Support - CUS/22/263</u>	<u>The Committee resolved:-</u> (i) to agree that the Convener and Vice Convener of Staff Governance Committee sign the Menopause Workplace Pledge run by Wellbeing of Women; (ii) to note the current and future planned work by People and Organisational Development on menopause support; (iii) to instruct the Chief Officer - People and Organisational Development to report back to Committee following the accreditation on the Pledge if any further work was required to ensure the Council was meeting the best practice required including any new policies or updates to policies; and (iv) to agree that the Group Leaders also be invited to co-sign the Pledge.	People & Organisational Development	D Buck I Newcombe
10.3	<u>Pregnancy Loss Support - CUS/22/264</u>	<u>The Committee resolved:-</u> (i) to note that officers welcomed the feedback from Members in relation to (a) noting that the Pledge did not make reference to those who may have had an abortion; and (b) did not include detail of the differing legal requirements in respect of stillbirths and miscarriages, and that officers would seek to incorporate this feedback in the support	People & Organisational Development	D Buck I Newcombe

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		<p>provided by the Council;</p> <p>(ii) to agree that the Convener and Vice Convener of Staff Governance Committee sign the Pregnancy Loss Pledge run by the Miscarriage Association;</p> <p>(iii) to note the current and future planned work by People and Organisational Development on pregnancy loss;</p> <p>(iv) to instruct the Chief Officer - People and Organisational Development to report back to Committee following the accreditation on this Pledge if any further work was required to ensure the Council was meeting the best practice required including any new policies or updates to policies; and</p> <p>(v) to agree that the Group Leaders also be invited to co-sign the Pledge.</p>		

Should you require any further information about this agenda, please contact Stephanie Dunsmuir, email sdunsmuir@aberdeencity.gov.uk