

**MINUTES OF A MEETING OF THE  
PERSONNEL BOARD  
HELD ON 20 MARCH 2017 FROM 7.00 PM TO 7.25 PM**

**Committee Members Present**

Councillors: Stuart Munro (Chairman), Alistair Auty (Vice-Chairman), Lindsay Ferris, Pauline Helliard-Symons, Pauline Jorgensen and Barrie Patman

**Officers Present**

Madeleine Shopland, Principal Democratic Services Officer  
Sarah Swindley, Service Manager Human Resources  
Matthew Gould, Service Manager, Transport and Road Safety  
Hazel Leggett, HR Business Partner

**36. APOLOGIES**

An apology for absence was submitted from Councillor Charles Margetts.

**37. MINUTES OF PREVIOUS MEETING**

The Minutes of the meeting of the Board held on 1 February 2017 were confirmed as a correct record subject to the addition of Councillor Barrie Patman to the attendance list, and signed by the Chairman.

**38. DECLARATION OF INTEREST**

There were no declarations of interest made.

**39. PUBLIC QUESTION TIME**

There were no public questions.

**40. MEMBER QUESTION TIME**

There were no Member questions.

**41. SCHOOL CROSSING PATROL SERVICE CHANGES**

The Board received a report regarding proposed changes to the School Crossing Patrol Service.

During the discussion of this item the following points were made:

- The HR Business Partner for Environment indicated that there were currently eight school crossing patrollers on sites in the Borough where pedestrian crossings already provided children and others with a safe crossing point. It was proposed that the School Crossing Patrol Service at the eight locations should cease at the end of the academic year in July 2017. If this was to proceed there would be workforce implications with the relevant patrollers being placed at risk of redundancy.
- There were a further seven sites with school crossing patrols which had no formal crossings. These were exempt from the proposed changes for this year but it was suggested that they be reviewed in future.
- The School Crossing Patrol service was not a statutory service.
- A consultation has started that day and would continue until 19 April. The Organisational Change Policy was being followed.
- Councillor Ferris expressed concern at the process and questioned where the decision had been made to review the service.

- Councillor Ferris questioned what grade the posts in question were and was informed that the majority were Grade 4 and one at Grade 6.
- The Service Manager, Transport and Road Safety encouraged Members to respond to the formal consultation with any concerns that they might have. Any consultation responses received would be collated and considered by the Executive.
- Councillor Helliard-Symons questioned whether the Council could provide training if the individual schools provided the patrollers. She also referred to a difficult crossing point near a school in her ward and commented that the Council was encouraging children and their families to walk to school.

**RESOLVED:** That the proposed School Crossing Patrol Service changes being undertaken, the potential workforce implications and the process undertaken to mitigate redundancies, be noted.