



# WOKINGHAM BOROUGH COUNCIL

A Meeting of the **PERSONNEL BOARD** will be held  
Virtually on **TUESDAY 23 MARCH 2021 AT 7.30 PM**

Susan Parsonage  
Chief Executive  
Published on 15 March 2021

**Note:** The Council has made arrangements under the  
Coronavirus Act 2020 to hold the meeting virtually via Team  
Meetings, the meeting can be watched live at the following  
link: <https://youtu.be/Nralgm1x204>



# WOKINGHAM BOROUGH COUNCIL

## Our Vision

***A great place to live, learn, work and grow and a great place to do business***

### Enriching Lives

- Champion outstanding education and enable our children and young people to achieve their full potential, regardless of their background.
- Support our residents to lead happy, healthy lives and provide access to good leisure facilities to complement an active lifestyle.
- Engage and involve our communities through arts and culture and create a sense of identity which people feel part of.
- Support growth in our local economy and help to build business.

### Safe, Strong, Communities

- Protect and safeguard our children, young and vulnerable people.
- Offer quality care and support, at the right time, to prevent the need for long term care.
- Nurture communities and help them to thrive.
- Ensure our borough and communities remain safe for all.

### A Clean and Green Borough

- Do all we can to become carbon neutral and sustainable for the future.
- Protect our borough, keep it clean and enhance our green areas.
- Reduce our waste, improve biodiversity and increase recycling.
- Connect our parks and open spaces with green cycleways.

### Right Homes, Right Places

- Offer quality, affordable, sustainable homes fit for the future.
- Build our fair share of housing with the right infrastructure to support and enable our borough to grow.
- Protect our unique places and preserve our natural environment.
- Help with your housing needs and support people to live independently in their own homes.

### Keeping the Borough Moving

- Maintain and improve our roads, footpaths and cycleways.
- Tackle traffic congestion, minimise delays and disruptions.
- Enable safe and sustainable travel around the borough with good transport infrastructure.
- Promote healthy alternative travel options and support our partners to offer affordable, accessible public transport with good network links.

### Changing the Way We Work for You

- Be relentlessly customer focussed.
- Work with our partners to provide efficient, effective, joined up services which are focussed around you.
- Communicate better with you, owning issues, updating on progress and responding appropriately as well as promoting what is happening in our Borough.
- Drive innovative digital ways of working that will connect our communities, businesses and customers to our services in a way that suits their needs.

## MEMBERSHIP OF THE PERSONNEL BOARD

### Councillors

John Halsall (Chairman)  
Lindsay Ferris  
Simon Weeks

John Kaiser (Vice-Chairman)  
Pauline Helliard-Symons

Carl Doran  
Clive Jones

ITEM NO.	WARD	SUBJECT	PAGE NO.
34.		<b>APOLOGIES</b> To receive any apologies for absence	
35.		<b>MINUTES OF PREVIOUS MEETING</b> To confirm the Minutes of the Meeting held on 9 February 2021.	5 - 6
36.		<b>DECLARATION OF INTEREST</b> To receive any declarations of interest	
37.		<b>PUBLIC QUESTION TIME</b> To answer any public questions  A period of 30 minutes will be allowed for members of the public to ask questions submitted under notice.  The Council welcomes questions from members of the public about the work of this committee.  Subject to meeting certain timescales, questions can relate to general issues concerned with the work of the Committee or an item which is on the Agenda for this meeting. For full details of the procedure for submitting questions please contact the Democratic Services Section on the numbers given below or go to <a href="http://www.wokingham.gov.uk/publicquestions">www.wokingham.gov.uk/publicquestions</a>	
38.		<b>MEMBER QUESTION TIME</b> To answer any member questions	
39.	None Specific	<b>GENDER AND ETHNICITY PAY GAP REPORT</b> To receive the Gender and Ethnicity Pay Gap Report.	7 - 16

### Any other items which the Chairman decides are urgent

A Supplementary Agenda will be issued by the Chief Executive if there are any other items to consider under this heading.

### CONTACT OFFICER

**Madeleine Shopland**  
Tel  
Email  
Postal Address

Democratic & Electoral Services Specialist  
0118 974 6319  
madeleine.shopland@wokingham.gov.uk  
Civic Offices, Shute End, Wokingham, RG40 1BN