

**Bolsover District Council**

**Council**

**9 December 2020**

**Draft Organisational Policy**

**Report of the Portfolio Holder – Corporate Governance**

This report is public

**Purpose of the Report**

- For the following policy to be brought to Council for consideration:
  - Agile Working Policy

**1 Report Details**

- 1.1 Please find attached the final version of the Agile Working Policy at Appendix One for consideration.
- 1.2 The purpose of the policy is to:
  - To make processes simpler and clearer for managers and employees
  - To fit the corporate context and supportive work environment the Council has in place
  - To ensure adherence to legislation and best practice
- 1.3 Agile working has become a key priority as a result of the Covid-19 pandemic. As a result a review of the Council's existing policies has been undertaken to ensure they are fit for purpose.
- 1.4 HR have been working with managers and the Trade Unions to regularly review working practices to ensure the organisation's policies are fit for purpose and continue the ethos of being a supportive employer.
- 1.5 SAMT, the Trade Unions and the New Ways of Working Group have been consulted in relation to the Agile Working Policy. Due to the drive to implement a robust and fit for purpose policy to meet the current working environment, it has not been possible to take this policy to a UECC meeting. However, Trade Unions have been consulted and are key members of the New Ways of Working Group
- 1.6 If approved, line manager briefings will be held as part of the roll out of the policy.

## **2 Conclusions and Reasons for Recommendation**

- 2.1 Approval of the attached policy will provide clear direction for managers when undertaking people management processes, delivering high performing services and supporting employees and other stakeholders in the workplace.
- 2.2 Agreement to the policy fulfils both legal and best practice guidance for employers.

## **3 Consultation and Equality Impact**

- 3.1 There are no equality implications arising from the implementation of this policy. The policy supports corporate equality and diversity aims.
- 3.2 The policy is being submitted to Council for consultation purposes.

## **4 Alternative Options and Reasons for Rejection**

- 4.1 The alternative option is not to have this policy which has been rejected on the grounds of risk to the Council of failing to fulfil legal obligations and best practice.

## **5 Implications**

### **5.1 Finance and Risk Implications**

- 5.1.1 The financial implications arising from approval of the policy will be met from existing budgets.

### **5.2 Legal Implications including Data Protection**

- 5.2.1 There are no direct legal implications arising from the approval of the policy.

### **5.3 Human Resources Implications**

- 5.3.1 The HR implications are contained within the policy.

## **6 Recommendations**

- 6.1 That Council support the Agile Working Policy.

## **7 Decision Information**

<p><b>Is the decision a Key Decision?</b> A Key Decision is an executive decision which has a significant impact on two or more District wards or which results in income or expenditure to the Council above the following thresholds:</p> <p><i>BDC:</i>      <i>Revenue - £75,000</i>      <input type="checkbox"/>                  <i>Capital - £150,000</i>      <input type="checkbox"/></p> <p><i>NEDDC:</i>   <i>Revenue - £100,000</i>      <input type="checkbox"/>                  <i>Capital - £250,000</i>      <input type="checkbox"/></p>	No
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<input checked="" type="checkbox"/> <i>Please indicate which threshold applies</i>	
<b>Is the decision subject to Call-In?</b> (Only Key Decisions are subject to Call-In)	No
<b>District Wards Affected</b>	N/A
<b>Links to Corporate Plan priorities or Policy Framework</b>	Transforming our organisation.  Provide our customers with excellent service.

**8 Document Information**

Appendix No	Title
1.	Agile Working Policy
2	
<b>Background Papers</b> (These are unpublished works which have been relied on to a material extent when preparing the report. They must be listed in the section below.)	
Report Author	Contact Number
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