

Overview & Scrutiny Recommendation Response Pro forma

Under section 9FE of the Local Government Act 2000, Overview and Scrutiny Committees must require the Cabinet or local authority to respond to a report or recommendations made thereto by an Overview and Scrutiny Committee. Such a response must be provided within two months from the date on which it is requested¹ and, if the report or recommendations in questions were published, the response also must be so.

This template provides a structure which respondents are encouraged to use. However, respondents are welcome to depart from the suggested structure provided the same information is included in a response. The usual way to publish a response is to include it in the agenda of a meeting of the body to which the report or recommendations were addressed.

Issue: **Our People and Culture Strategy**

Lead Cabinet Member(s): **Cllr Neil Fawcett, Deputy Leader and Cabinet Member for Resources**

Date response requested:² **16 September 2025**

Response to report:

Enter text here.

Response to recommendations:

Recommendation	Accepted, rejected or partially accepted	Proposed action (if different to that recommended) and indicative timescale (unless rejected)
1. That the Council reports to Cabinet greater detail of the levels of sickness		

¹ Date of the meeting at which report/recommendations were received

² Date of the meeting at which report/recommendations were received

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within different parts of the organisation and at different strata of the organisation.		
2. That the Council commits to reviewing whether to pass on unspent apprenticeship levy funds to local voluntary sector organisations with a presumption it will do so.		
3. That the Council is more proactive in promoting its work around redirecting unspent apprenticeship levies to create opportunities.		
4. That the Council recognises formally its good relations with the unions, and updates its Our People and Culture Strategy to reflect this.		
5. That the Council discusses its plans to replace the existing annual Employee Engagement Survey with the Employment Joint Consultative Committee before making a final decision.		