

Policy and Oversight Board Agenda

Tuesday 6 May 2025 at 7.00 pm

145 King Street (Ground Floor), Hammersmith, W6 9XY

Watch live on YouTube: youtube.com/hammersmithandfulham

MEMBERSHIP

Administration	Opposition
Councillor Lisa Homan (Chair) Councillor Jacolyn Daly Councillor Natalia Perez Councillor Helen Rowbottom Councillor Nikos Souslous Councillor Nicole Trehu Councillor Rory Vaughan	Councillor Victoria Brocklebank-Fowler

CONTACT OFFICER: David Abbott
Governance and Scrutiny
Email: David.Abbott@lbhf.gov.uk
Web: www.lbhf.gov.uk/committees

Members of the public are welcome to attend but spaces are limited. To register for a place please contact David.Abbott@lbhf.gov.uk. The building has disabled access.

Date Issued: 28 April 2025

Policy and Oversight Board Agenda

If you would like to ask a question about any of the items on the agenda please email David.Abbott@lbhf.gov.uk by 5 May 2025

<u>Item</u>	<u>Pages</u>
1. APOLOGIES FOR ABSENCE	
2. DECLARATIONS OF INTERESTS If a Councillor has a disclosable pecuniary interest in a particular item, whether or not it is entered in the Authority's register of interests, or any other significant interest which they consider should be declared in the public interest, they should declare the existence and, unless it is a sensitive interest as defined in the Member Code of Conduct, the nature of the interest at the commencement of the consideration of that item or as soon as it becomes apparent. At meetings where members of the public are allowed to be in attendance and speak, any Councillor with a disclosable pecuniary interest or other significant interest may also make representations, give evidence or answer questions about the matter. The Councillor must then withdraw immediately from the meeting before the matter is discussed and any vote taken. Where Members of the public are not allowed to be in attendance and speak, then the Councillor with a disclosable pecuniary interest should withdraw from the meeting whilst the matter is under consideration. Councillors who have declared other significant interests should also withdraw from the meeting if they consider their continued participation in the matter would not be reasonable in the circumstances and may give rise to a perception of a conflict of interest. Councillors are not obliged to withdraw from the meeting where a dispensation to that effect has been obtained from the Standards Committee.	
3. MINUTES OF THE PREVIOUS MEETING To approve the minutes of the previous meeting as an accurate record and note any outstanding actions.	4 - 9
4. WORKFORCE STRATEGY - UPDATE This report provides an update on our commitment to embedding an inclusive culture through recruitment, internal development, progression and retention of key skills aligned to our overall objectives and continually improving our employer value proposition.	10 - 24
5. ANNUAL REPORT OF POLICY AND OVERSIGHT BOARD AND THE POLICY AND ACCOUNTABILITY COMMITTEES 2024/25 The Chairs of the Policy and Oversight Board and Policy and Accountability Committees present the annual report of the activities of	25 - 48

the scrutiny function in Hammersmith & Fulham. Following Policy and Oversight Board the report will go to Annual Council in May.

6. WORK PROGRAMME

49

For the Board to discuss the work programme.

7. DATES OF FUTURE MEETINGS

To note the following dates of future meetings:

- 16 July 2025
- 17 September 2025
- 24 November 2025
- 4 February 2026
- 29 April 2026