

NUNEATON AND BEDWORTH BOROUGH COUNCIL

INDIVIDUAL CABINET MEMBER DECISION

Councillor: Councillor M. Bannister
Cabinet Member for: Resources and Internal Affairs
Report by: People Services Manager
SUBJECT: **HR Policies for approval**
Date Decision made: Wednesday 9th September, 2026
Place: Committee Room D, Town Hall, Nuneaton
Officer Present: Ruth Bartlett – People Services Manager

DECISION:

IC01 **RESOLVED** that the following documents be approved:
a) Dress Code and Uniform Policy (Appendix A of the report)
b) Inclement Weather Guidance (Appendix B of the report)

REASON FOR THE DECISION:

The Dress Code and Uniform Policy and the Inclement Weather Guidance have been reviewed and updated to ensure they remain aligned with current legislation, best practice, and the Council's operational requirements.

The Inclement Weather Guidance has been developed to provide a consistent framework for managing employee attendance and service delivery during adverse weather conditions.

Approval of these documents will ensure the Council's policy framework remains up to date, provides clear guidance to managers and employees, and supports consistent application across all service areas.

ALTERNATIVE OPTIONS CONSIDERED AND REJECTED

- a) Do nothing - This may result in the Council not complying with employment legislation and good practice which may produce inconsistency in approach across the Council
- b) Approve some documents - This may result in the Council not complying with employment legislation and good practice which may produce inconsistency in approach across the Council

Signature: M. Bannister



Democratic Services to complete.

PUBLICATION DATE: 9TH SEPTEMBER, 2026

DECISION(S) COMES INTO FORCE: 17TH SEPTEMBER, 2026