

Notice of Meeting and Agenda

Human Resources Sub-committee

Venue: **Council Chamber, Council Offices, Kirkwall.**

Date: **Tuesday, 1 September 2026.**

Time: **14:00.**



Dear Councillor,

You are invited to attend the above meeting.

A note of the business to be considered is attached.

Stephen Brown,
Deputising Chief Executive.

Contact

Clerk Name: Sandra Craigie.

Clerk Telephone: 01856 873535 extension 2205.

Clerk Email: committees@orkney.gov.uk.

Sub-committee Membership

Councillors Alexander G Cowie (Chair), James R Moar, Janette A Park, John A R Scott, Gwenda M Shearer, Ivan A Taylor, Duncan A Tullock and Heather N Woodbridge.

Hybrid Meeting

Please note that this meeting is scheduled to be held in the Council Chamber. However, arrangements will be made for members to join the meeting remotely, should they wish.

For those attending remotely, they will be asked to declare:

- They are in a room with no other persons present.
- That no persons can overhear the discussions.
- That they will not answer any other calls or attend to any other business whilst participating in the meeting.
- That cameras will be kept on at all times without exception.

Further Information

This is a meeting which is open to the public.

This agenda and associated reports are available in portable document format (pdf) [here](#).

A paper copy of the agenda and associated reports is available on request from committees@orkney.gov.uk.

Audio Recording Notice

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Order of Business

Preliminaries

- A. Apologies.
- B. Declarations of Interest.

Members are asked to consider whether they have an interest to declare in relation to any item on this agenda. Any member making a declaration of interest should indicate whether it is a financial or non-financial interest and include some information on the nature of the interest. Advice may be sought from Officers prior to the meeting taking place.

- 1. Flexible Working Policy – report by Director of Infrastructure and Organisational Development **attached**.
- 2. Supporting Colleagues Experiencing Gender-Based Violence including Domestic Abuse Policy – report by Director of Infrastructure and Organisational Development **attached**.
- 3. Bullying, Harassment and Discrimination Policy – report by Director of Infrastructure and Organisational Development **attached**.
- 4. Sexual Harassment Policy – report by Director of Infrastructure and Organisational Development **attached**.