



SANDOWN TOWN COUNCIL

Human Resources Committee – 17 August 2026

Minutes of the Meeting of Sandown Town Council Human Resources Committee held on **TUESDAY, 17 AUGUST 2026** at **9:00** am at The Broadway Centre, 1 Broadway, Sandown, Isle of Wight PO36 9GG.

Present

Cllrs Alex Lightfoot (Mayor), Debbie Andre, Gary Young (Substitute)

Also Present: Jennifer Armstrong (Clerk/RFO).

Public Question Time

PUBLIC QUESTIONS

None Received.

1-2026/27 APOLOGIES

Apologies were received from Cllr Lee Ambler.

2-2026/27 DECLARATIONS OF INTERESTS

1. To receive any declarations of pecuniary and non -pecuniary interests

None Received.

2. To receive and consider granting any written requests for dispensations.

None Received.

3-2026/27 MINUTES

A motion to approve the minutes of the meeting held on the 16 April 2026, was moved and duly seconded. Councillors' votes were confirmed verbally to meet accessibility requirements; the results of which were as follows and it was, with an abstention, unanimously:

RESOLVED:

THAT the minutes of the meeting held on 16 April 2026 be approved as a true record.

4-2026/27 EXCLUSION OF PUBLIC AND PRESS

A motion to exclude the public and press was moved and duly seconded. Councillors' votes were confirmed verbally to meet accessibility requirements; the results of which were as follows and it was, with an abstention, unanimously:

RESOLVED:

THAT that under the Public Bodies (Admissions to Meetings) Act 1960 and Local Government Act 1972, the public and press be excluded from the meeting for the following item of business, namely Agenda items 5 and 6/Minutes 5 and 6 on the grounds that there is likely to be disclosure of exempt information as defined in paragraph(s) 1 - 3 of Part 1 of Schedule 12A

of the Act and in all the circumstances of the case, the public interest in maintaining the exemption outweighs the public interest in disclosing the information

5-2026/27 REVIEW OF 2025/2026 PERFORMANCE MANAGEMENT

Members received an update from the Town Clerk; Members noted all appraisals had now been completed and related actions completed.

6-2026/27 CHANGES TO EMPLOYMENT LAW

The committee considered the significant changes to employment law introduced by the Employment Rights Act 2025 including changes to trade union rights, family leave, sickness absence, redundancy, harassment protections and employment tribunal claims and the actions Sandown Town Council, as an employer needed to take.

A number of actions had already been undertaken; staff had informed of their right to join a trade union and have discussed harassment.

A motion in support of the recommended action plan (attached to and forming part of these minutes, was moved and duly seconded. Councillors' votes were confirmed verbally to meet accessibility requirements; the results of which were as follows and it was unanimously, with one abstention:

RESOLVED:

THAT the Clerks recommendations in relation to the changes to employment law be actioned.

PUBLIC QUESTION TIME

No members of the public were present.