

Appendix 3

Policy Section	Suggested Change	Reason for Change
16.1	Add paragraph reserving the right for the Council to develop initiatives to help certain disadvantaged groups to overcome barriers. This includes Care Leavers, Armed Forces Veterans (and spouses), Disabled people, and ex-Offenders. This could be in the form of ring-fencing, work experience or proactively recruiting and identifying underrepresented groups in hard-to-fill position.	To align with Council initiatives working with the HMPS and HMP Ranby.
16.2	Add paragraph clarifying appointment process for Assistant Directors and above, including Member Panel	To clarify the existing process.
15.1	Add paragraph relating to the starting salary of individuals appointed	To clarify the existing position