

Blackpool Council

10 January 2020

To: Councillors Blackburn, Cain, Mrs Callow JP, Campbell, Clapham, Galley, I Taylor,
L Williams and T Williams

The above members are requested to attend the:

CHIEF OFFICERS EMPLOYMENT COMMITTEE

Monday, 20 January 2020 at 5.00 pm
in Committee Room A, Town Hall, Blackpool

A G E N D A

1 DECLARATIONS OF INTEREST

Members are asked to declare any interests in the items under consideration and in doing so state:

(1) the type of interest concerned either a

- (a) personal interest
- (b) prejudicial interest
- (c) disclosable pecuniary interest (DPI)

and

(2) the nature of the interest concerned

If any member requires advice on declarations of interests, they are advised to contact the Head of Democratic Governance in advance of the meeting.

2 MINUTES OF THE LAST MEETING HELD ON 14 JANUARY 2019 (Pages 1 - 4)

To agree the minutes of the last meeting held on 14 January 2019 as a true and correct record.

3 PAY POLICY STATEMENT 2020/2021 AND INTRODUCTION OF THE JOB TITLE ASSISTANT DIRECTOR OF CHILDREN'S SERVICES (Pages 5 - 20)

To consider the Council's Proposed Pay Policy Statement and the introduction of the job title Assistant Director of Children's Services.

Venue information:

First floor meeting room (lift available), accessible toilets (ground floor), no-smoking building.

Other information:

For queries regarding this agenda please contact Mark Towers, Director of Governance and Regulatory Services, Tel: (01253) 477127, e-mail mark.towers@blackpool.gov.uk

Copies of agendas and minutes of Council and committee meetings are available on the Council's website at www.blackpool.gov.uk.

Agenda Item 2

MINUTES OF CHIEF OFFICERS EMPLOYMENT COMMITTEE MEETING - MONDAY, 14 JANUARY 2019

Present:

Councillor Campbell (in the Chair)

Councillors

Cain

Clapham

I Taylor

T Williams

In Attendance:

Mrs Linda Dutton, Head of Organisation and Workforce Development

Mr Mark Towers, Director of Governance and Partnerships

Miss Yvonne Burnett, Democratic Governance Senior Advisor

1 APOLOGIES FOR ABSENCE

Apologies for absence were submitted on behalf of Councillor Blackburn, who was engaged elsewhere on Council business. Councillor Campbell, as Vice Chairman, indicated she would chair the meeting.

2 DECLARATIONS OF INTEREST

None.

3 MINUTES OF THE LAST MEETING HELD ON 12 MARCH 2018

The Committee agreed that the minutes of the meeting held on 12 March 2018 be signed by the Chairman as a correct record.

4 PAY POLICY STATEMENT 2019/ 2020

Mrs Linda Dutton, Head of Human Resources and Workforce Development, explained to the Committee that the Council had a duty to agree a pay policy statement before 31 March each year, one that was consistent with the guidance from the Department of Housing, Communities and Local Government. She added that the statement was similar to that approved last year with only two differences; the Electoral Fees, which had been updated at the March 2018 Council meeting and the information contained within the Gender Pay Gap reported had been updated, as this was now an annual requirement.

The Committee was advised that the proposed statement had been considered by the Corporate Leadership Team (CLT) and would be submitted to full Council on 30 January for final approval, subject to the recommendations of this Committee.

The Committee considered the report, in a particular the Gender Pay Gap data (section 3). Based on a snap shot as at 31 March 2018 a mean pay gap of -1.0% and a median pay gap of -5.8% had identified, which Mrs Dutton reported confirmed that on average female

**MINUTES OF CHIEF OFFICERS EMPLOYMENT COMMITTEE MEETING - MONDAY, 14
JANUARY 2019**

employees were paid more than their male counterpart. She added that nationally, on average male employees were paid 10% more. The quartile pay band data presented in the report confirmed that within the workforce, of which two thirds were female, there was a good range of female employees across all levels within the Council.

Whilst the Council acknowledged that those figures were favourable it would continue to monitor and promote family friendly policies.

In response to a question from Councillor T Williams, Mr Towers confirmed that Blackpool Transport Services Limited had met the March 2018 deadline for publication of its gender pay gap information and was on target to do so again this year.

Resolved:

To recommend Council to approve the proposed Pay Policy Statement as outlined in the report.

5 JNC COMMITTEE FOR CORONERS - CORONERS' CIRCULARS - 63 PAY GUIDANCE

Mr Towers, Director of Governance and Partnerships explained that the purpose of the report to the Committee in March 2018 was to bring into effect the recommendations of the Joint Negotiating Committee (JNC) for Coroners to right size past inconsistency in the pay of the Senior Coroner for Blackpool and Fylde and the four Assistant Coroners.

It was noted that contained within the same Coroners' circular (No 62) were details that the next review of the JNC pay ranges would be undertaken in September 2018, with any agreed changes would be implemented from 1 April 2019. The review had been completed and the JNC agreed to apply a 2.0% uplift on ranges and rates with effect from 1 April 2019 and 1 April 2020 respectively.

This uplift was the same as that to be applied to local government employees and chief officers and as the process now mirrored that for local government employees and chief officers, it was further recommended that such annual uplifts be automatically implemented following the decision of the JNC. Mr Towers added that should there be any further reviews about the level of payment for the role (other than annual uplifts) then those would come back to the Committee for consideration.

Resolved:

1. To agree to apply a 2.0% uplift on ranges and rates as reported with effect from 1 April 2019 and 1 April 2020 respectively.

2. To agree that future annual uplifts were in accordance with those as recommended by the Joint Negotiating Committee for Coroners, in the same way that local government employees and Chief Officers' increases were with their negotiating body.

**MINUTES OF CHIEF OFFICERS EMPLOYMENT COMMITTEE MEETING - MONDAY, 14
JANUARY 2019**

Chairman

(The meeting ended 1.10pm)

Any queries regarding these minutes, please contact:
Yvonne Burnett, Democratic Governance Senior Advisor
Tel: (01253) 477127
E-mail: yvonne.burnett@blackpool.gov.uk

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Report to:	CHIEF OFFICER EMPLOYMENT COMMITTEE
Relevant Officer:	Linda Dutton, Head of Human Resources and Workforce Development
Relevant Cabinet Member:	Councillor Blackburn, Leader of the Council
Date of Meeting:	20 January 2020

PAY POLICY STATEMENT 2020/2021 AND INTRODUCTION OF THE JOB TITLE ASSISTANT DIRECTOR OF CHILDREN'S SERVICES

1.0 Purpose of the report:

- 1.1 To consider the Council's Proposed Pay Policy Statement and the introduction of the job title Assistant Director of Children's Services.

2.0 Recommendation(s):

- 2.1 To approve the Proposed Pay Policy Statement, as attached at Appendix 3(a).
- 2.2 To approve the introduction of the job title Assistant Director of Children's Services for Jeanette Richards's post which is graded H8 and is currently known as Strategic Senior Head of Service.

3.0 Reasons for recommendation(s):

Pay Policy statement

- 3.1 The Council has a duty to agree a pay policy statement before 31 March each year. The statement attached at Appendix 3(a) meets the statutory requirements and the expectations of the guidance from the Ministry for Housing, Communities and Local Government. The statement also meets the requirements for mandatory gender pay gap reporting for public sector employers with 250 or more employees.

Introduction of Assistant Director job title

- 3.2 The post holder is acting as assistant to the Director of Children's Services and the current job title of Strategic Senior Head of Service is not consistent with similar Local Authority roles. This leads to lack of clarity of role purpose with external contacts including DfE and Ofsted. It is therefore requested that the previous decision (16 November 2015) to limit the use of this job title for Chief Officer posts only, is reconsidered for this particular post.

3.3a Is the recommendation contrary to a plan or strategy adopted or approved by the Council? No

3.3b Is the recommendation in accordance with the Council's approved budget? Yes

4.0 Council Priority:

4.1 The relevant Council priorities are "The economy: Maximising growth and opportunity across Blackpool" and "Communities: Creating stronger communities and increasing resilience".

5.0 Background Information

Pay Policy statement

5.1 The Council is required to produce a pay policy statement, which must be in place for the year 2020/ 2021 and have received full Council approval before the start of that financial year.

5.2 The statement must set out the Council's policy on:

- i. Chief Officer Remuneration (at recruitment, salary, bonus, performance related pay, charges, fees, allowances, benefits in kind, enhancement to pension at termination).
- ii. Remuneration of its lowest paid employees (elements as above), the definition used for this group and the reason for adopting that definition.
- iii. The relationship between chief officer remuneration and that of other staff. This however is a minimum requirement and Councils can do more if they so wish.

5.3 The guidance from the Department for Communities and Local Government has added that they expect the policy statement to cover:

- i. The opportunity for full Council to vote on senior remuneration packages with a value over £100,000 prior to an offer of appointment being made.
- ii. Policies should explain the planned relationship between Chief Officer remuneration and that of other staff and the ratio between the highest paid and median salary that the authority aims to achieve and maintain.
- iii. The value of the system of earn back pay with an element of their basic pay at

risk each year to be earned back through meeting pre-agreed objectives.

- iv. Any decision that the Authority takes in relation to the award of severance to an individual Chief Officer.
- v. An explicit statement on whether or not they permit an individual to be in receipt of a pension in addition to receiving a salary.
- vi. Policies to deal with those who may have returned to the authority under a contract of service of any type having already received a severance or redundancy payment.

5.4 In addition to this guidance, it should be noted that the recommended practice for Local Authorities on data transparency states that the Council should disclose publicly:

- i. Employees salaries (that earn £50,000 and above). This includes disclosing their names, details of their remuneration, a list of responsibilities, for example, the services and functions they are responsible for, budget held and number of staff.
- ii. An organisation chart.
- iii. The pay multiple, which is the ratio between the highest paid salary and the median average salary of the whole authority's workforce.

5.5 The Corporate Leadership Team at its meeting on 7 January 2020 had considered the draft Pay Policy Statement for 2020 / 2021. Following approval by the Committee the Pay Policy Statement will be submitted to full Council on 12 February for final approval.

5.6 The Government has proposed to establish a £95,000 cap on the total value of exit payments made to an individual in relation to their exit from public sector employment. Confirmation as to how this will be applied/ implemented is still awaited and has therefore not been included in this Pay Policy.

Introduction of Assistant Director job title

5.7 The 2018 Ofsted inspection of Children's Services in Blackpool judged the Local Authority to be 'Inadequate' overall.

5.8 Whilst the improvement journey was underway prior to the Ofsted inspection, it has continued at pace to respond to the challenges posed by the inspection. Leadership capacity has been increased through the appointment of Heads of Service and the

post of Senior Strategic Head of Service has been created and filled.

5.9 This new post provides much needed support to the Director of Children's Services in bringing about a whole system approach to Social Care by bringing services together to provide an effective service to Blackpool children and young people.

5.10 Does the information submitted include any exempt information? No

5.11 List of Appendices:

Appendix 3(a) - Proposed Pay Policy Statement.

Appendix 3(b) - Proposed Gender Pay Policy Statement.

6.0 Legal considerations:

6.1 All legal duties have been complied with.

7.0 Human Resources considerations:

7.1 The Council's pay review process introduced two robust job evaluation schemes, which are designed to ensure fairness and equity in pay.

8.0 Equalities considerations:

8.1 All equalities duties have been complied with.

9.0 Financial considerations:

9.1 No changes to the Council's financial arrangements have been made as a result of the introduction of this statement.

10.0 Risk management considerations:

10.1 The most significant risks around pay relate to the increased costs of employment and balancing the need to pay an appropriate salary that will mean that the roles the Council needs to fill to discharge its duties as a Local Authority can be filled by skilled, appropriately qualified staff. To mitigate against the first risk the Council ensures that its budgets are managed effectively and to deal with the second risk, there is a policy to deal with market supplements if they can be objectively justified.

11.0 Ethical considerations:

11.1 The desire to ensure fairness and transparency around pay form the basis of the Council's Pay Policy Statement.

12.0 Internal/ External Consultation undertaken:

12.1 Consultation has previously taken place with Trade Union Representatives on the policies referred to in the pay policy statement. Any new areas, which could be added to the statement, will be discussed with the Trade Union representatives.

13.0 Background papers:

13.1 None.

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Blackpool Council - Pay Policy Statement

Summary Statement

Blackpool Council is committed to paying all its employees appropriately and fairly using recognised job evaluation schemes that have been tested to ensure that they are free of gender and any other bias. The pay scales for employees at all levels are in the public domain and the Council complies with requirements to publish data on senior salaries and its entire pay scale in the interests of transparency.

In determining the pay and remuneration of all its employees, the Council will comply with all relevant employment legislation. This includes legislation such as the Equality Act 2010; Part Time Employment (Prevention of Less Favourable Treatment) Regulations 2000; and where relevant, the Transfer of Undertakings (Protection of Earnings) Regulations.

As far as possible, all Council policies that relate to employment benefits are universally applied unless there is a specific contractual or business reason why they should be limited to a certain group of employees.

Basic Pay

All employees including Chief Officers basic pay is based on job evaluation processes that use the NJC scheme for posts graded at G and below and the Hay scheme for posts graded H1 and above.

Both of these schemes have been tested to ensure that they are free from gender and any other bias and the use of these schemes has been agreed with the relevant recognised trade unions.

Job evaluation panels made up of trade union and management representatives sit on a regular basis to evaluate posts, which in turn produces a score and a grade. At the cross over of the two schemes, there is a protocol for assessing whether the post should be dealt with under the Hay or the NJC scheme. Periodically, the Council uses the services of experts in the two schemes to assist with the evaluation of posts, provide training for staff and monitor the appropriateness of the senior pay line relative to the market.

The Council adopts the national pay bargaining arrangements in respect of the establishment and revision of the national pay spine, for example, through any agreed annual pay increases negotiated with joint trade unions.

Real Living Wage

As an accredited employer to the Living Wage Foundation and in order to support the lowest paid workers in the Council, the Real Living Wage supplement would be applied for Council employees should their hourly rate fall below the hourly rate set by the Joseph Rowntree Foundation. (The rate will be £9.30 from 1 April 2020).

The normal job evaluation processes will continue to determine the grade of posts in the Council. This will not include employees in maintained schools, where pay is a matter for the relevant Governing Body.

Market Forces Supplements

Market forces supplements are only paid to employees including Chief Officers in exceptional circumstances and in accordance with the strict controls in the Council's Market Forces Policy. Any such payments are reviewed annually to ensure they remain valid.

Incremental Progression

Progression through the grade for permanent and temporary employees is only possible upon completion of satisfactory service and in line with the NJC Terms and Conditions as described in the Green Book. Chief Officers are required to demonstrate that they have achieved or exceeded their objectives in order to progress through the grade and a scheme is in place to monitor that.

New Appointments

Appointment to new posts are usually made at the bottom of the grade except in exceptional circumstances where the most suitable candidate can evidence that such an offer would not reasonably be acceptable to them and the Council is satisfied that market conditions require the appointment to take place at a higher point than the minimum. This is currently the case for the hard to fill qualified Social Work roles in Children's Services.

The Chief Officer Employment Committee deals with all Chief Officer appointments, using the normal recruitment procedures. Full Council must ratify posts with a remuneration package of more than £100,000.

Overtime and Additional Hours Payments and Premium Payments

In the absence of any agreement to the contrary, the following applies:

Contractual overtime and additional hours are paid in accordance with the NJC Terms and Conditions as described in the Green Book.

Non-contractual, voluntary overtime and additional hours payments are paid in accordance with the Council's Pay Review Booklet.

To meet specific operational requirements it may be necessary for an individual to temporarily take on additional duties to their identified role. The Council's arrangements for authorising any additional remuneration, e.g. honoraria, ex-gratia, 'acting up', relating to temporary additional duties are set out in the Council's Pay Review Booklet

Chief Officers are not paid overtime, additional hours payments or premium payments.

All other pay related allowances are the subject of either nationally or locally negotiated rates, having being determined from time to time in accordance with collective bargaining machinery or through contractual changes.

Honoraria Payments

Subject to certain conditions, employees, with the exception of the Chief Executive and Chief Officers, who are temporarily required to undertake some or all of the duties of a

higher graded post, are eligible to be paid an honorarium. Details of the scheme can be found in the Council's Honoraria Procedure.

Bonus Payments and Earn Back Schemes

No employees, including Chief Officers in the Council are in receipt of bonus payments or subject to earn back schemes where employees give up some salary to earn it back upon completion of agreed targets.

Relationship between the Highest and the Lowest Paid

The Council is committed to paying employees based on the recognised job evaluation schemes detailed above. The application of these schemes creates the salary differentials. Pay rates for each grade are published on the Council's website.

Relationship between the Highest Paid Employee and the Median Salary

The relationship between the highest paid employee and the median salary will be calculated on an annual basis and published on the Council's website alongside the information provided regarding senior managers salaries.

As part of its overall and ongoing monitoring of alignment with external pay markets, both within and outside the sector, the Council will use available benchmark information as appropriate. In addition, upon the annual review of this statement, the Council will monitor any changes in the relevant 'pay multiples' and benchmark against other comparable local authorities.

Charges, Fees and Allowances

The Travelling, Subsistence and Related Expenses Policy apply to all employees including Chief Officers.

The reimbursement of professional fees for certain occupational groups is covered by the Personnel Code and applies to all relevant employees regardless of grade.

All other allowances paid to employees regardless of grade are detailed in the Council's Pay Review Booklet.

Chief Officers do not receive additional allowance payments.

Gender Pay Gap Information

In accordance with regulations introduced in 2017, the Council will publish gender pay gap information alongside all other pay policy related data on its website and update this on an annual basis.

Pension

Where employees are contractually enrolled to the Local Government Pension Scheme (LGPS), the Council is required to make a contribution to the scheme representing a percentage of the pensionable remuneration due under the contract of employment of that employee. The rate of contribution is set by Actuaries advising the Lancashire Pension Fund

and reviewed on a triennial basis in order to ensure the scheme is appropriately funded. The employer contribution rates are set by statute and are available from the Payroll Team.

Flexible Retirement

The Council's LGPS Employee Discretions Policy provides the ability for an employee to have their pension benefits released subject to the current policy and relevant approvals.

Electoral Fees

The Chief Executive is the Council's appointed Returning Officer and is personally (not corporately) liable for the management of elections and referendums. The fee payable to the Returning Officer for UK Parliamentary, Police and Crime Commissioner and any other election or referendum organised nationally and paid for from Central Government. The fee payable to the Returning Officer for a local election, (which is held every four years) is the same as the fee set nationally for an equivalent election/ referendum, which is run on the local authority boundary.

For a local by-election the Returning Officer's fee is 10% of the fee for a full local election, with a higher applied should there be four or more elections taking place at the same time, as set out in the fees agreed by the Council. Other fees paid to employees appointed by the Returning Officer for a local election are paid by the Returning Officer, against fees set by the Council.

Redundancy Payments, Severance Payments and Retirement

All employees including Chief Officers are entitled to redundancy payments and pension release in accordance with the Council's Redundancy and Retirement Procedure. Where the proposed severance package is more than £100,000, the decision will be ratified by full Council.

Termination Payments

In exceptional circumstances, the Council may make a termination payment to an individual under a settlement agreement. Such agreements protect the Council where there is a risk of high financial impact and/ or damage to the Council's business or reputation. Payments are authorised by the Chief Executive or his delegated Officers. In the event a settlement agreement involving the Chief Executive or a Chief Officer, where the payment exceeds £100,000, the decision would be made by the Council based on a recommendation from the Chief Officers Employment Committee.

Re-employment/ Re-engagement of Former Employees

The Council has an obligation to ensure that it is managing public monies responsibly. It will not re-engage (into the same or a very similar role) ex-employees who have left their prime employment with the Council on the grounds of voluntary or compulsory redundancy, efficiency release or employer consent retirement (where there is a cost to the Council) for a period of 12 months with effect from the date of leaving. This does not cover those employees who access their pension via the Council's Flexible Retirement Scheme.

In addition any proposal to re-engage an ex-employee, who was Graded H3 or above (or equivalent salary) will require the agreement of the Chief Executive following consultation with relevant Chief Officers.

Scope

This Pay Policy Statement applies to all Council employees. Employees whose terms and conditions of employment have been retained following a TUPE transfer (Transfer of Undertakings Protection of Employment) and are subject to the TUPE Regulations may be excluded from this policy.

Review

The Pay Policy Statement will be kept under review and developments considered in the light of external best practice and legislation. The Council will ensure the Pay Policy Statement is updated on an annual basis in line with the requirement of the Localism Act 2011. The annual Pay Policy Statement will be submitted to Chief Officers Employment Committee and then full Council by 31 March of each year.

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Gender Pay Gap Report – 2019

1.0 Introduction

From April 2017, all organisations that employ over 250 employees are required to report annually their gender pay gap. The gender pay gap is defined as the differences in the average earnings of men and women over a standard period of time, regardless of their role seniority.

The data we are required to report is:

Mean gender pay gap	The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
Median gender pay gap	The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
Mean Bonus Gap	The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees
Median Bonus Gap	The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees
Quartile pay bands	The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands

The overall gender pay gap is defined as the difference between the median (actual midpoint) or mean (average) basic annual earnings of men and women expressed as a percentage of the median or mean basic annual earnings of men. A positive pay gap indicates that men are paid on average a greater hourly rate; a negative pay gap indicates that women are on average a greater hourly rate.

2.0 Context

Blackpool Council is a unitary authority, which provides around 150 services to 142,000 Blackpool residents.

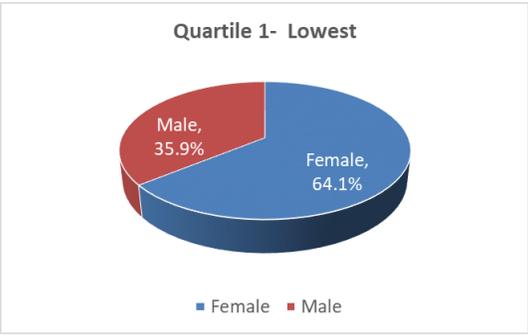
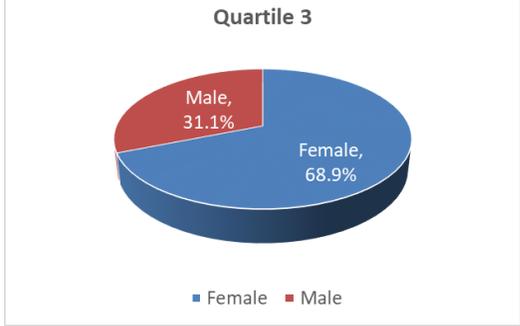
All Blackpool Council employees are remunerated according to set pay scales; posts are regularly reviewed and agreed by employee representatives through a formal job evaluation system. Our workforce is currently 2803 employees, in the scope of the Gender pay gap of whom two thirds are female (65.9 %).

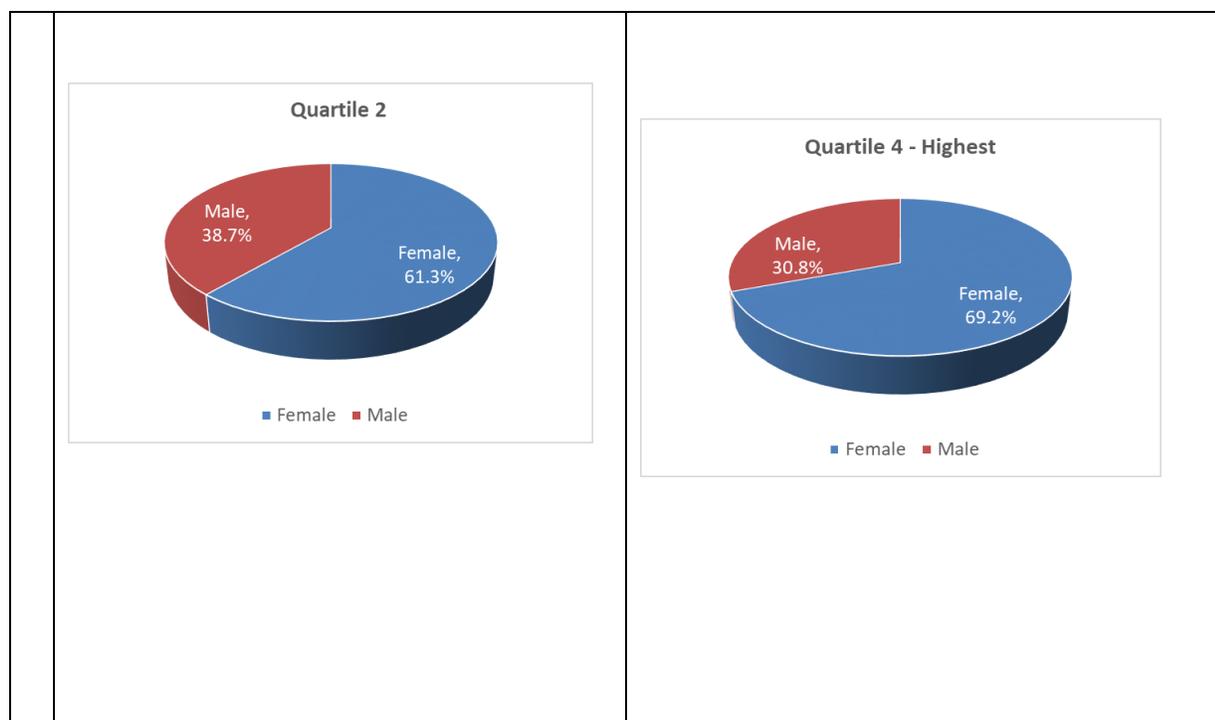
Blackpool Council is committed to eliminating discrimination and encouraging equality and diversity in our workforce. This approach is endorsed in our Council Plan, which includes an assurance of equality and fairness in respect of gender.

Our equality objectives aim to get more people to tell us they experience fair treatment by Council services; to make our workforce representative of our communities, with more people from diverse backgrounds involved in decision-making at every level; that equality and diversity is embedded in staff culture; and that we celebrate growing diversity and increase respect and understanding for all.

3.0 Data

Blackpool's Gender Pay Gap as at 31 March 2019 is as follows:

1	Mean Pay Gap	-0.94 %												
2	Median Pay Gap	-6.69 %												
3	Mean bonus gender pay gap	Blackpool Council does not operate any bonus scheme and therefore has no bonus gender pay gap.												
4	Median bonus gender pay gap													
5	Proportion of males /females receiving a bonus payment													
6	Proportion of males and females in each quartile pay band													
	 <p>Quartile 1- Lowest</p> <table border="1"> <tr> <th>Gender</th> <th>Percentage</th> </tr> <tr> <td>Female</td> <td>64.1%</td> </tr> <tr> <td>Male</td> <td>35.9%</td> </tr> </table>	Gender	Percentage	Female	64.1%	Male	35.9%	 <p>Quartile 3</p> <table border="1"> <tr> <th>Gender</th> <th>Percentage</th> </tr> <tr> <td>Female</td> <td>68.9%</td> </tr> <tr> <td>Male</td> <td>31.1%</td> </tr> </table>	Gender	Percentage	Female	68.9%	Male	31.1%
Gender	Percentage													
Female	64.1%													
Male	35.9%													
Gender	Percentage													
Female	68.9%													
Male	31.1%													



4.0 Findings

You will see that if you compare the Mean Gender Pay Gap data of **-0.94 %** and the Median Gender Pay Gap **-6.69 %** to the national picture, it fairs very favorably as the median pay gap among all companies that have reported is **8.9%** (Source : Office of National statistics)

Although these figures are favourable for the Council, we are not complacent and will continue to monitor our performance, along with initiatives that we have in place which have contributed to these results such as:

- Family friendly
 - ✓ Actively supporting parents returning to work from maternity leave, shared parental leave or adoption leave by offering job share, career break or part time opportunities.
 - ✓ Flexible working (Flexitime) in many locations.
 - ✓ Voluntary Reduced Hours.
 - ✓ Signposting Childcare Information.
 - ✓ Compassionate/Special Leave arrangements.
- Learning and Development
 - ✓ Annual and interim appraisals for all staff to allow the opportunity to discuss key work objectives and learning and development needs.
 - ✓ Mandatory Equalities E-learning for all.
 - ✓ 360-degree feedback process for managers.

- ✓ Development of coaching and mentoring programmes.
- Leadership
 - ✓ Introduction of a Leadership Charter and Survey.
 - ✓ Introduction of Development programmes for aspiring managers.
 - ✓ Post of Strategic Equality and Diversity Manager who is a member of the Senior Leadership Team.
- Recruitment and retention
 - ✓ An established on line jobs portal, where all jobs are advertised.
 - ✓ Establishment and maintenance of a job evaluation system using nationally recognised NJC and Hays schemes.
 - ✓ Salary Scales clearly showing incremental progression and related criteria.
 - ✓ Established Foundation living wage.
 - ✓ Monitoring of recruitment data as part of workforce equality monitoring.

5.0 Agreement

I confirm that Blackpool Council is committed to the principle of gender pay equality and has prepared its 2019 gender pay gap results in line with mandatory requirements.

Signed:



Neil Jack Chief Executive

Publication Date: