

**MINUTES OF CHIEF OFFICERS EMPLOYMENT COMMITTEE MEETING - MONDAY, 20  
JANUARY 2020**

**Present:**

Councillor Campbell (in the Chair)

Councillors

Blackburn (Item 3)	Cain	Galley	L Williams
Mrs Callow JP	Clapham	I Taylor	T Williams

**In Attendance:**

Mr Lennox Beattie, Executive and Regulatory Support Manager  
Mrs Linda Dutton, Head of Organisation and Workforce Development  
Mr Neil Jack, Chief Executive  
Mr Mark Towers, Director of Governance and Partnerships

**1 DECLARATIONS OF INTEREST**

There were no declarations of interest.

**2 MINUTES OF THE LAST MEETING HELD ON 14 JANUARY 2019**

The Committee agreed that the minutes of the meeting held on 14 January 2019 be signed by the Chairman as a correct record.

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

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 expectations of the guidance from the Ministry for Housing, Communities and Local Government. She added that the statement also met the requirements for mandatory gender pay gap reporting for public sector employers with 250 or more employees.

The Committee was advised that the proposed statement had been considered by the Corporate Leadership Team (CLT) on 7 January 2020 and would be submitted to full Council on 12 February 2020 for final approval, subject to the recommendations of this Committee.

The Committee considered the report, in particular the Gender Pay Gap data (section 3 of Appendix 3a to the agenda). The document, based on the data as at 31 March 2019, identified a mean pay gap of -0.94% and a median pay gap of -6.69%. Mrs Dutton reported that the document confirmed that, as had been the case in previous years, on average female employees of Blackpool Council were paid more than their male counterpart. The figures for the Council compared favourably with the national median pay gap amongst all reporting organisations of 8.9% in favour of males. Mrs Dutton also highlighted the proportion of males and females in each quartile pay band, explaining that this was very similar in each quartile reflecting a workforce where males and females

**MINUTES OF CHIEF OFFICERS EMPLOYMENT COMMITTEE MEETING - MONDAY, 20  
JANUARY 2020**

were employed in the same proportion throughout all levels of the workforce.

Mrs Dutton further added that although the data produced could be argued to be relatively favourable, the Council remained committed to the principle of gender pay equality, proactively addressing issues and ensuring overall fairness within the organisation.

During consideration of the introduction of Assistant Director job title, it was noted that the 2018 Ofsted inspection of Children's Services in Blackpool had judged the Local Authority to be 'Inadequate' overall. Leadership capacity had been increased to support the improvement journey, which continued at pace to respond to the challenges posed by the inspection. It was noted that through the appointment of Heads of Service, the post of Senior Strategic Head of Service had been created and filled and was a much needed support to the Director of Children's Services in bringing about a whole system approach to Social Care. The Committee noted that it had previously limited the use of the term Assistant Director. However, in the special circumstances outlined in the case particularly given the role requiring significant engagement with Ofsted, the Committee agreed that the use of the title would be a necessary exception to the agreed procedure.

**Resolved:**

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

**Chairman**

(The meeting ended at 5.20 pm)

Any queries regarding these minutes, please contact:  
Mark Towers Director of Governance and Partnerships  
Tel: (01253) 477127  
E-mail: mark.towers@blackpool.gov.uk