

**MINUTES OF CHIEF OFFICERS EMPLOYMENT COMMITTEE MEETING - MONDAY, 24  
JANUARY 2022**

**Present:**

Councillor L Williams (in the Chair)

Councillors

Brookes	Hobson	T Williams
Clapham	Taylor	

**In Attendance:**

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

**1 DECLARATIONS OF INTEREST**

There were no declarations of interest on this occasion.

**2 MINUTES OF THE LAST MEETING HELD ON 9 MARCH 2021**

The Committee considered the minutes of the last meeting held on 9 March 2021.

**Resolved:**

That the minutes of the meeting held on 9 March 2021 be approved and signed by the Chairman as a correct record.

**3 PAY POLICY STATEMENT 2022/2023**

The Committee considered a report on the Council's Pay Policy Statement which included information on the annual assessment of the gender pay gap data.

Mrs Linda Dutton, Head of Human Resources and Workforce Development presented the report to the Committee. Mrs Dutton highlighted that the document included the statutory requirements of a pay policy as outlined in paragraph 6.2 of the report and the additional requirements specified as good practice for Councils by the Department for Levelling Up, Housing and Communities as outlined in paragraph 6.3. The pay policy also included within it the Council's statement on the gender pay gap data which was required of all organisations with more than 250 employees. Mrs Dutton highlighted there were no significant changes including in the direction of travel from previous years. It remained the case that the Council's workforce could be considered representative of its overall gender balance in all four quartiles of the workforce. Members highlighted the good practice relating to family friendly and flexible work patterns.

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**Resolved:**

To recommend to Council to approve the Proposed Pay Policy Statement, as attached at Appendix 3(a).

**Chairman**

(The meeting ended at 5.25 pm)

Any queries regarding these minutes, please contact:  
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