

## **GENERAL PURPOSES COMMITTEE**

**MONDAY, 1ST FEBRUARY, 2021**

**PRESENT:** Councillor J Blake in the Chair

Councillors D Blackburn, Amanda Carter,  
R Charlwood, D Cohen, D Coupar,  
S Golton, H Hayden, W Kidger, J Lewis,  
J Pryor, A Scopes and F Venner

### **10 Appeals against refusal of inspection of documents**

There were no appeals against the refusal of inspection of documents.

### **11 Exempt Information - possible exclusion of the press and public**

There were no resolutions to exclude the public.

### **12 Late items**

There were no late items.

### **13 Declaration of Disclosable Pecuniary and Other Interests**

There were no declarations of interest.

### **14 Apologies for absence**

There were no apologies.

### **15 Minutes of the last meeting**

**RESOLVED** – That the minutes of the meeting held on the 21 October 2020 be approved as a correct record.

### **16 Approval of the 2021/22 Pay Policy Statement**

The Chief Officer Human Resources submitted a report seeking Members' views on the revised Pay Policy Statement and for the Committee to make recommendations to Full Council to approve the changes before the start of the 2021/22 financial year.

The following were in attendance:

- Emma Wyatt, Head of Human Resources
- Jessica Dolphin, Human Resources Service Manager

In response to a query, it was confirmed that the reference to median pay at 7.87:1 at paragraph 3.2 of the report was incorrect and should read 7.59:1, as set out in Appendix B. Officers advised that this would be amended ahead of submission to Full Council.

Members noted disappointment that the report evidenced a broadening gender pay gap to previous years. Members were advised the 2.6% increase in the median can be attributed to the increase of women in the lower middle and top quartiles, but the representation of males in the bottom quartile, and upper middle quartile has also increased at the same time. Therefore, Members were advised that this reflects a positive trend, as there are more women represented in the higher paid quartiles than previously. However, this increase impacts the median figure as it represents the middle salary, and so the increase in men in the bottom quartile has pushed a lower salary group to the middle, which has a higher representation of women.

**RESOLVED** – That the following be recommended to Full Council:

- a) Consideration and approval of the Pay Policy Statement for the 2021/22 financial year as attached at Appendix A;
- b) That any in year requirement to amend the Annual Pay Policy Statement as a consequence of changes to Council Policies is reported to the General Purposes Committee to consider recommending to Full Council for approval;
- c) Delegation to the Chief Officer (HR) of any necessary adjustments to the Council's pay scales arising from nationally agreed pay awards.

*Councillors Dan Cohen and Amanda Carter wished for it to be noted that they abstained from voting on the decisions as referred to in this minute.*

## **17 Date and time of next meeting**

The next meeting will take place 8th March 2021 at 11.00 a.m.