

## REMUNERATION COMMITTEE

**MINUTES** of the meeting held on Monday, 25 January 2021 commencing at 9.00 am and finishing at 10.15 am.

**Present:**

**Voting Members:** Councillor Ian Hudspeth – in the Chair

Councillor Liz Brighthouse OBE  
Councillor Mrs Judith Heathcoat  
Councillor Charles Mathew  
Councillor Liz Leffman (in place of Councillor Richard Webber)

**Officers:** Director for Law & Governance, Nick Graham, Director of HR, Karen Edwards and Sue Whitehead (Law and Governance).

*The Committee considered the matters, reports and recommendations contained or referred to in the agenda for the meeting and decided as set out below. Except as insofar as otherwise specified, the reasons for the decisions are contained in the agenda and reports, copies of which are attached to the signed Minutes.*

### **8/21 APOLOGIES FOR ABSENCE AND TEMPORARY APPOINTMENTS**

(Agenda No. 1)

Apologies for absence were received from Councillor Kevin Bulmer and Councillor Richard Webber (Councillor Liz Leffman substituting).

### **9/21 MINUTES**

(Agenda No. 4)

The Minutes of the Meeting held on 4 April 2019 were approved and signed as an accurate record.

### **10/21 GENDER PAY GAP**

(Agenda No. 5)

The Committee had before it a report which provided an overview of Oxfordshire County Council's Gender Pay Gap, as required under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The report set out a brief overview of the Gender Pay Gap and the requirements the Council were obliged to meet. Finally, the report set out a high-level overview of planned communication of our Gender Pay Gap.

The Remuneration Committee was asked to consider, comment and agree on Annex 2 which would become the basis for the information placed before Council on 11 February 2020. The obligation on the Council was to publish annually a Gender Pay Gap Report by 30 March each year and this Data Summary set out the minimum information required for that report.

Mrs Edwards in introducing the report explained that before the Committee was a good news report. The mean and the medium were reducing year on year, and although there had been a spike in 2018, the Council was at 3.3% which was well below the National Average of 17.3%. The figures showed that there were no impediments to women in reaching senior positions and achieving higher earnings. There was a good spread of female employees in the upper quartile. She reported an amendment needed to page 3 of the report where the figure for Upper Middle Quartile for Female should read 62.3 and not 63.3.

The Chairman, Councillor Ian Hudspeth questioned why, when the Council employed more females than males was there still a gap? Mrs Edwards agreed that it was an area that needed to be investigated. There was debate around whether this could be due to part time working, longevity or whether it was just down to the numbers.

Mrs Edwards agreed that further work was needed on this and commented that work to get under the data would be carried out prior to it being published next year. There was a need to change how the data was presented and stated that her preference would be to see a male and female model.

**RESOLVED:** to note and agree the figures for publication.

## **11/21 PAY POLICY STATEMENT**

(Agenda No. 6)

*The information contained in the report was exempt in that it fell within the following prescribed category:*

- 4 Information relating to any consultations or negotiations, or contemplated consultations or negotiations, in connection with any labour relations matters arising between the authority or a Minister of the Crown and employees of, or officer-holders under the authority

*It was considered that in this case the public interest in maintaining the exemption outweighed the public interest in disclosing the information, in that such disclosure would distort the proper process of free negotiations between the authority with another party for the purposes described and would prejudice the position of the authority in those negotiations and other negotiations of a similar nature in future.*

The Committee had before it a report which set out an overview of the Pay Policy Statement which was required under The Localism Act 2011. It gives a brief overview of the revisions that have been made and has the Pay Policy Statement as an Appendix.

Mr Graham, Director for Law and Governance in introducing the report sought the Committee's view as to whether they would wish to keep or remove

***The Remuneration Committee is RECOMMENDED to consider the draft report and agree it for submission to Council.***

Recommendations agreed, subject to further explanation being added to table 1 in the Pay Policy Statement.

..... in the Chair

Date of signing .....