



**To: Members of the Remuneration Committee**

## ***Notice of a Meeting of the Remuneration Committee***

**Thursday, 9 October 2025 at 3.00 pm**

**Room 3 - County Hall, New Road, Oxford OX1 1ND**

If you wish to view proceedings online, please click on this [Live Stream Link](#).  
However, that will not allow you to participate in the meeting.

Martin Reeves  
Chief Executive

October 2025

*Committee Officer:*     **Democratic Services**  
*Email:* [committeesdemocraticservices@oxfordshire.gov.uk](mailto:committeesdemocraticservices@oxfordshire.gov.uk)

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### **Membership**

Chair – Councillor Liz Leffman  
Deputy Chair - Councillor Neil Fawcett

### *Councillors*

Liz Brighthouse OBE  
Gareth Epps

Andy Graham  
James Robertshaw

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**If you have any special requirements (such as a large print version of these papers or special access facilities) please contact the officer named on the front page, but please give as much notice as possible before the meeting.**

# AGENDA

1. **Apologies for Absence and Temporary Appointments**
2. **Declarations of Interest - see guidance note**
3. **Minutes** (Pages 1 - 4)

To approve the minutes of the meeting held on 5 September 2025 and to receive information arising from them.

## 4. **Petitions and Public Address**

Members of the public who wish to speak at this meeting can attend the meeting in person or 'virtually' through an online connection.

Requests to speak must be submitted by no later than 9am three working days before the meeting. Requests to speak should be sent to [committeesdemocraticservices@oxfordshire.gov.uk](mailto:committeesdemocraticservices@oxfordshire.gov.uk) .

If you are speaking 'virtually', you may submit a written statement of your presentation to ensure that your views are taken into account. A written copy of your statement can be provided no later than 9am 2 working days before the meeting. Written submissions should be no longer than 1 A4 sheet.

## 5. **Gender Equality and Ethnicity Pay Gap Reports 2025** (Pages 5 - 24)

Report by the Director of HR and Cultural Change

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 stipulate that all businesses, public sector and third sector organisations with over 250 employees must publicly report on average pay differences between their male and female employees.

Unlike the gender pay gap, the Council is not legally required to publish its ethnicity pay gap. However, positive steps have been taken to measure and be transparent about the Council's performance in this area.

**The Committee is RECOMMENDED to:**

**a) Note the 2025 gender equality and ethnicity pay gap reports.**

**The Committee is RECOMMENDED to RECOMMEND COUNCIL to:**

**b) Note Oxfordshire County Council's (the Council) statutory Gender Pay Gap report of 2025 and approve it for onward submission to the Gender Pay Gap Service by 31 March 2026.**

**c) Note the Council's voluntary Ethnicity Pay Gap report of 2025.**

#### **EXEMPT ITEM**

In the event that any Member or Officer wishes to discuss the information set out in the Annex to Item 6, the Committee will be invited to resolve to exclude the public for the consideration of the item by passing a resolution in the following terms: "that the public be excluded during the consideration of the item since it is likely that if they were present during that discussion there would be a disclosure of 'exempt' information as described in Part I of Schedule 12A to the Local Government Act, 1972 and specified below the item in the Agenda".

#### **6. Withdrawal of the Coroners' Society of England and Wales (CSEW) from the Joint Negotiating Committee (To Follow)**

Report by the Director of Law and Governance and Monitoring Officer

The information in the Annex to the report is exempt in that it falls within the following prescribed category:

1. Information relating to a particular individual.

and since it is considered that, in all the circumstances of the case, the public interest in maintaining the exemption outweighs the public interest in disclosing the information.

#### **EXEMPT ITEMS**

In the event that any Member or Officer wishes to discuss the information set out for Items 7 or 8, the Committee will be invited to resolve to exclude the public for the consideration of the item by passing a resolution in the following terms: "that the public be excluded during the consideration of the item since it is likely that if they were present during that discussion there would be a disclosure of 'exempt' information as described in Part I of Schedule 12A to the Local Government Act, 1972 and specified below the item in the Agenda".

#### **7. Exempt Minutes (Pages 25 - 26)**

To approve the exempt minutes of the meeting held on 5 September 2025 and to receive information arising from them.

#### **8. Update on Proposed Organisational Restructuring – Tiers 5 and below (Pages 27 - 44)**

Report of the Director of HR and Cultural Change

The information contained in the report and annexes is exempt in that it falls within the following prescribed categories:

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

and since it is considered that, in all the circumstances of the case, the public interest in maintaining the exemption outweighs the public interest in disclosing the information, in that there is an expectation that consultation and negotiation should take place primarily away from the glare of publicity and public scrutiny in keeping with employment law.

## **Councillors declaring interests**

### **General duty**

You must declare any disclosable pecuniary interests when the meeting reaches the item on the agenda headed 'Declarations of Interest' or as soon as it becomes apparent to you.

### **What is a disclosable pecuniary interest?**

Disclosable pecuniary interests relate to your employment; sponsorship (i.e. payment for expenses incurred by you in carrying out your duties as a councillor or towards your election expenses); contracts; land in the Council's area; licenses for land in the Council's area; corporate tenancies; and securities. These declarations must be recorded in each councillor's Register of Interests which is publicly available on the Council's website.

Disclosable pecuniary interests that must be declared are not only those of the member her or himself but also those member's spouse, civil partner or person they are living with as husband or wife or as if they were civil partners.

### **Declaring an interest**

Where any matter disclosed in your Register of Interests is being considered at a meeting, you must declare that you have an interest. You should also disclose the nature as well as the existence of the interest. If you have a disclosable pecuniary interest, after having declared it at the meeting you must not participate in discussion or voting on the item and must withdraw from the meeting whilst the matter is discussed.

### **Members' Code of Conduct and public perception**

Even if you do not have a disclosable pecuniary interest in a matter, the Members' Code of Conduct says that a member 'must serve only the public interest and must never improperly confer an advantage or disadvantage on any person including yourself' and that 'you must not place yourself in situations where your honesty and integrity may be questioned'.

### **Members Code – Other registrable interests**

Where a matter arises at a meeting which directly relates to the financial interest or wellbeing of one of your other registerable interests then you must declare an interest. You must not participate in discussion or voting on the item and you must withdraw from the meeting whilst the matter is discussed.

Wellbeing can be described as a condition of contentedness, healthiness and happiness; anything that could be said to affect a person's quality of life, either positively or negatively, is likely to affect their wellbeing.

Other registrable interests include:

- a) Any unpaid directorships
- b) Any body of which you are a member or are in a position of general control or management and to which you are nominated or appointed by your authority.

- c) Any body (i) exercising functions of a public nature (ii) directed to charitable purposes or (iii) one of whose principal purposes includes the influence of public opinion or policy (including any political party or trade union) of which you are a member or in a position of general control or management.

### **Members Code – Non-registrable interests**

Where a matter arises at a meeting which directly relates to your financial interest or wellbeing (and does not fall under disclosable pecuniary interests), or the financial interest or wellbeing of a relative or close associate, you must declare the interest.

Where a matter arises at a meeting which affects your own financial interest or wellbeing, a financial interest or wellbeing of a relative or close associate or a financial interest or wellbeing of a body included under other registrable interests, then you must declare the interest.

In order to determine whether you can remain in the meeting after disclosing your interest the following test should be applied:

Where a matter affects the financial interest or well-being:

- a) to a greater extent than it affects the financial interests of the majority of inhabitants of the ward affected by the decision and;
- b) a reasonable member of the public knowing all the facts would believe that it would affect your view of the wider public interest.

You may speak on the matter only if members of the public are also allowed to speak at the meeting. Otherwise you must not take part in any discussion or vote on the matter and must not remain in the room unless you have been granted a dispensation.