

REMUNERATION COMMITTEE

MINUTES of the meeting held on Friday, 3 November 2023 commencing at 2.30 pm and finishing at 5.00 pm

Present:

Voting Members: Councillor Liz Leffman – in the Chair

Councillor Liz Brighthouse OBE (Deputy Chair)
Councillor Yvonne Constance OBE
Councillor John Howson
Councillor Glynis Phillips
Councillor Nigel Simpson (In place of Councillor Eddie Reeves)

Officers:

Whole of meeting Martin Reeves, Chief Executive; Cherie Cuthbertson, Director of Workforce and Organisational Development

Part of meeting

Agenda Item	Officer Attending
1-4	Colm Ó Caomhánaigh, Democratic Services Manager
4	Paul Tallant, HR Manager – Reward

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.

80/23 APOLOGIES FOR ABSENCE AND TEMPORARY APPOINTMENTS

(Agenda No. 1)

Apologies were received from Councillor Eddie Reeves (substituted by Councillor Nigel Simpson).

The Chair asked if Members would be prepared to consider an appointment to the North Wessex Downs Area of Outstanding Natural Beauty Board. The matter had only arisen since the agenda was published. Nominations to the Board must be made by this Committee and there was no further meeting scheduled.

The Chair proposed the nomination of Councillor Jenny Hannaby to replace Councillor Sally Povolotsky who wished to stand down. Councillor Yvonne Constance noted that she was the only other councillor that represented the area covered by the AONB and she was agreeable to the proposed appointment. Members agreed to accept the nomination in the circumstances.

RESOLVED: to appoint Councillor Jenny Hannaby as the Oxfordshire County Council representative on the North Wessex Downs AONB Board.

81/23 DECLARATIONS OF INTEREST - SEE GUIDANCE NOTE

(Agenda No. 2)

There were no declarations of interest.

82/23 PETITIONS AND PUBLIC ADDRESS

(Agenda No. 3)

No requests had been received.

83/23 GENDER PAY GAP REPORT 2023

(Agenda No. 4)

The Committee considered a report that the Council is required to produce on the gender pay gap. Calculations were based on employer payroll data drawn from a specific date each year.

Paul Tallant, HR Manager – Reward, summarised the report and the next steps.

Members raised a number of issues that the officers responded to as follows:

- There were new management training schemes in place to help reduce the gender gap in representation at Extended Leadership Team level which stood at 50:50 compared to the 2:1 majority of women across the Council.
- The figures included apprentices on full pay but not staff from maintained schools.
- Part-time staff had equal access to education and training.

It was agreed that officers will provide a briefing on the various measures being taken to help those on more junior grades to progress in the organisation.

RESOLVED to:

- **Receive the report**
- **Recommend the Gender Pay Gap report for 2023 for approval by Full Council.**

Paul Tallant summarised the Ethnicity Pay Gap Report. This was not a report the Council was required to produce but was provided for transparency.

Members asked if the briefing already requested could include measures to improve the ethnic diversity in staff as the statistics indicated that only 10% of Council staff were non-white, while the proportion in the population of Oxfordshire is 23.2%. A further breakdown of ethnicity data by gender was also requested.

RESOLVED to receive the report for information purposes.

84/23 APPOINTMENT OF DIRECTOR OF CHILDREN'S SERVICES

(Agenda No. 5)

EXEMPT SESSION

The Committee RESOLVED that from this point onward the public will be excluded, and public webcast stopped for the duration of item 5 since it is likely that if they were present during those items there would be disclosure of exempt information as defined in Part I of Schedule 12A to the Local Government Act 1972 (as amended) and specified below in relation to those items.

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

- 1. Information relating to a particular individual.
- 2. Information which is likely to reveal the identity of an individual.
- 3. Information relating to the financial or business affairs of any particular person (including the authority holding that information).

It is considered that in this case the public interest in maintaining the exemption outweighs 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.

Members conducted interviews.

RESOLVED: to recommend an appointment to the position of Director of Children's Services.

..... in the Chair

Date of signing