

Minutes of a virtual Meeting of the HR Policy Committee held at 2pm on

Tuesday 19th January 2021

PRESENT

Cllr M Chilcott (in the Chair)

Cllr A Groskop

Cllr P Ham

Cllr A Kendall

Cllr L Redman

Cllr W Wallace

Other Members Present:

Cllr T Munt

Officers Present:

Chris Squire - Director of HR & Organisational Development

Vicky Hayter - Strategic Manager, HR Business Relations

37 Apologies for Absence - Agenda item 1

None received.

38 Declarations of Interest - Agenda item 2

Reference was made to the following personal interests of the Members of the Regulation Committee, published in the Register of Members' Interests, which was available for public inspection via the Committee Clerk:

Cllr Philip Ham – Mendip District Council

Cllrs Groskop and Wallace declared a personal interest by virtue of receiving a local government pension.

39 Minutes - Agenda item 3

The Minutes of the meeting held on 10 November 2020 were signed as a correct record.

40 Public Question Time (PQT) - Agenda item 4

There were no public questions, statements or petitions.

41 Pay Policy Statement Update 2021/22- Agenda item 5

The Committee considered a Report on the Pay Policy Statement Update 2021/22, setting out the proposed amendments to the Pay Policy Statement (PPS) for 2021/22. The amendments being minor and relating mainly to date changes.

The Committee discussed the following points:

- Inclusion of rate between CEO and lowest pay was not currently complete in the Appendix.
- Gender parity data, assessments completed on the gender pay gap; such information was not included within the Equalities Report; the need to cross reference gender pay data with reports and request to reference gender data within the Pay Policy Statement to Full Council, providing update on this matter.

In response to the discussion, the Strategic Manager referred to:

- Regulatory instruments in respect of Gender pay gap, required a separate submission. It was further noted that information would be shared when completed.
- The Pay Policy statement was referenced in the Equalities Report and available as public data.
- The availability of the Gender Pay Gap Report for the next Committee meeting.

The Committee Resolved:

1. To recommend the Council to approve the Pay Policy Statement for the Council for 2021-22 attached as Appendix A to the report, to have effect from 1st April 2021.

2. To note the revised National Living Wage rate from 1st April 2021 to £8.91. Also, to note the inclusion of 23 and 24 year olds for the first time.

3. To note that proposals from the staff side are expected to be tabled by the end of January.

4. To note that the review of Grades 1-3 pay, in relation to the national Green Book pay negotiations, will have to be revisited at an extraordinary meeting of the HR Policy Committee.

42 Annual Equalities Report - Agenda item 6

The Committee received a verbal update in the Annual Equalities Report from the Strategic Manager – HR Business Relations.

The Strategic Manager introduced the report, highlighting key points as below:

Case studies within report, provided positive experiences to accompany the narrative. The report covered timescale to March 2020, with future key objectives; experiences of returning mothers; and training on equalities in recruitment.

The Committee discussed the following points:

- Use of case studies, to add depth to the report was welcomed.
- The location of the data contained within the report and its use to highlight efforts in respect of diversity; the availability of data older than 2 years, to indicate transition; use of visual presentations, including pie charts for comparative data sets, as a means of viewing demographics trends.
- Reference to significant, rather than predominantly rural, population, contained in section on rurality.
- The direction of travel of workforce over the last decade in respect of occupation of traditionally gender-based roles.
- Positive direction of travel from 2016 to present, in data on age and young people at SCC, noting the Young People's Strategy put in place in 2016.
- Breadth of roles available at SCC; positivity from staff in respect of the support by and working for SCC.

In response to the discussion, the Director of HR and Organisational Development referred to:

- Acknowledgement of positive data, age and young people data indicative of proactive intervention; opportunities to bring out more cases from the workforce, although restricted by Covid; the high vacancy

rates in social care; and need for a strategy to look at post-Covid recovery.

The Chair supported the examples, as enriching the Report, providing context and direction of travel.

The Committee noted the position.

43 Any other urgent items of business - Agenda item 7

There was no urgent business.

(The meeting ended at 2.33pm)