



LONDON BOROUGH OF BRENT

MINUTES OF THE GENERAL PURPOSES COMMITTEE Monday 9 March 2020 at 6.00 pm

PRESENT: Councillor M Butt (Chair), Councillor McLennan (Vice-Chair) and Councillors Agha, Farah, Colwill, Hirani, Krupa Sheth and Tatler

1. **Apologies for absence and clarification of alternate members**

There were no apologies received.

2. **Declarations of interests**

There were no declarations of interests made by Members.

3. **Deputations (if any)**

There were no deputations received.

4. **Minutes of previous meeting**

RESOLVED that the minutes of the previous meeting, held on Monday 20 January 2020, be approved as an accurate record.

5. **Matters arising (if any)**

There were no matters arising.

6. **Gender, Ethnicity and Disability Pay Gap Report**

Martin Williams (Head of Human Resources) introduced the report from the Director of Legal, HR, Audit & Investigations providing the Committee with information on Brent's Pay Gaps relating to gender, ethnicity and disability, prior to the Council publishing the data by 30 March 2020.

Members noted the breakdown provided within section 3 of the report in relation to the pay gap within Brent alongside the percentage of females, Black, Asian and Minority Ethnic (BAME) and disabled employees within each pay quartile and as a percentage of the overall workforce. Whilst recognising the positive progress made the Committee noted that a number of additional priority actions had been identified in order to assist in tackling the pay gaps. These had been detailed in the Pay Gap report circulated as Appendix 1 of the cover report and included:

- monitoring of internal promotions and progressions by gender and ethnicity and extend to disability;

- monitoring of new joiners' starting salary for grades PO5 and above by gender and ethnicity and extend to disability;
- continued promotion of management development, apprenticeships, mentoring programmes and disability awareness initiatives as a means to support and encourage career advancement amongst the gender, ethnicity and disability characteristic groups; and
- continuing to encourage the disclosure of data amongst employees for better quality data which could more reliably be used for detailed analysis.

In response to a query raised, clarification was provided on the breakdown of the percentage figures provided in relation to the decrease in the mean but increase in median ethnicity pay gap, as detailed within the Ethnicity section of the detailed Pay Gap report.

Having welcomed the progress being made, it was **RESOLVED**:

- (1) To note the findings from the draft pay gap report for 2018/19, prior to its publication at the end of March.
- (2) To confirm and agree the proposed priority action plan for 2020/21, as set out in the Pay Gap report.

7. Appointments to Sub-Committees / Outside Bodies

None

8. Exclusion of Press and Public

There were no items that required the exclusion of the press or public.

9. Any other urgent business

None.

The meeting closed at: 6:05pm

Councillor Muhammed Butt
Chair