

## General Purposes Committee

**Monday 15 March 2021 at 9.30 am**

Please note this will be held as an online virtual meeting

The link to the meeting will be available [HERE](#)

### Membership:

#### Members

Councillors:

M Butt (Chair)  
McLennan (Vice-Chair)  
Colwill  
Farah  
Nerva  
M Patel  
Krupa Sheth  
Tatler

#### Substitute Members

Councillors:

Afzal, S Choudhary, Dixon, Kabir, Knight, Southwood  
and Stephens

Councillors:

Kansagra and Maurice

**For further information contact:** Rashella Rapley, Governance Officer - 020 8937 3051

For electronic copies of minutes, reports and agendas, and to be alerted when the minutes of this meeting have been published visit:

**[democracy.brent.gov.uk](https://democracy.brent.gov.uk)**

**The press and public are welcome to attend this as an online meeting. The link to the meeting will be available [HERE](#)**

### **Notes for Members - Declarations of Interest:**

If a Member is aware they have a Disclosable Pecuniary Interest\* in an item of business, they must declare its existence and nature at the start of the meeting or when it becomes apparent and must leave the room without participating in discussion of the item.

If a Member is aware they have a Personal Interest\*\* in an item of business, they must declare its existence and nature at the start of the meeting or when it becomes apparent.

If the Personal Interest is also significant enough to affect your judgement of a public interest and either it affects a financial position or relates to a regulatory matter then after disclosing the interest to the meeting the Member must leave the room without participating in discussion of the item, except that they may first make representations, answer questions or give evidence relating to the matter, provided that the public are allowed to attend the meeting for those purposes.

### **\*Disclosable Pecuniary Interests:**

- (a) **Employment, etc.** - Any employment, office, trade, profession or vocation carried on for profit gain.
- (b) **Sponsorship** - Any payment or other financial benefit in respect of expenses in carrying out duties as a member, or of election; including from a trade union.
- (c) **Contracts** - Any current contract for goods, services or works, between the Councillors or their partner (or a body in which one has a beneficial interest) and the council.
- (d) **Land** - Any beneficial interest in land which is within the council's area.
- (e) **Licences** - Any licence to occupy land in the council's area for a month or longer.
- (f) **Corporate tenancies** - Any tenancy between the council and a body in which the Councillor or their partner have a beneficial interest.
- (g) **Securities** - Any beneficial interest in securities of a body which has a place of business or land in the council's area, if the total nominal value of the securities exceeds £25,000 or one hundredth of the total issued share capital of that body or of any one class of its issued share capital.

### **\*\*Personal Interests:**

The business relates to or affects:

(a) Anybody of which you are a member or in a position of general control or management, and:

- To which you are appointed by the council;
- which exercises functions of a public nature;
- which is directed is to charitable purposes;
- whose principal purposes include the influence of public opinion or policy (including a political party of trade union).

(b) The interests of a person from whom you have received gifts or hospitality of at least £50 as a member in the municipal year;

or

A decision in relation to that business might reasonably be regarded as affecting the well-being or financial position of:

- You yourself;
- a member of your family or your friend or any person with whom you have a close association or any person or body who is the subject of a registrable personal interest.

# Agenda

Introductions, if appropriate.

Item	Page
------	------

<b>1</b>	<b>Apologies for absence and clarification of alternate members</b>	
----------	---	--

<b>2</b>	<b>Declarations of interests</b>	
----------	----------------------------------	--

Members are invited to declare at this stage of the meeting, the nature and existence of any relevant disclosable pecuniary or personal interests in the items on this agenda and to specify the item(s) to which they relate.

<b>3</b>	<b>Deputations (if any)</b>	
----------	-----------------------------	--

To hear any deputations received from members of the public in accordance with Standing Order 67.

<b>4</b>	<b>Minutes of the previous meeting</b>	<b>1 - 4</b>
----------	--	--------------

To approve the minutes of the previous meeting held on Monday 18 January 2021 as a correct record.

<b>5</b>	<b>Matters arising (if any)</b>	
----------	---------------------------------	--

To consider any matters arising from the minutes of the previous meeting.

<b>6</b>	<b>Brent Workforce Equalities Data 2019/20 and Gender, Ethnicity and Disability Pay Gap Reporting March 2021</b>	<b>5 - 48</b>
----------	--	---------------

This report provides details on Brent's annual workforce equalities data, published in January 2021, and pay gap data relating to gender, ethnicity and disability, prior to its publication by the Council.

**Wards Affected:**  
All Wards

**Contact Officer:** Martin Williams, Head of Human Resources

Tel: 020 8937 3209

Email: martin.williams@brent.gov.uk

This report seeks approval to make severance payments to a number of officers, in particular pursuant to the council's voluntary redundancy scheme, where their redundancy and severance payment, when added to the pension strain costs that the council must bear as part of the Pension scheme rules, comes to over £100,000.

Approval is required at this stage due to the Government issuing the Exit Payment Cap Direction 2021 on 12<sup>th</sup> February, which revoked the Restriction of Public Sector Exit Payments 2020 which had introduced a £95,000 Exit Payments Cap. The report also proposes a revision to the early retirement strain factors previously approved by the Committee.

**Wards Affected:**  
**All Wards**

**Contact Officer:** Martin Williams, Head  
of Human Resources

Tel: 020 8937 3209

Email: martin.williams@brent.gov.uk

## **8 Appointments to Sub-Committees / Outside Bodies**

To consider any appointments needing to be made in relation to the Sub Committees appointed by the General Purposes Committee.

## **9 Exclusion of Press and Public**

The following items are not for publication as they relate to the following category of exempt information as specified under paragraph 1, Part 1 of Schedule 12A of the Local Government Act 1972, namely: ". Information relating to any individual"

Item 7: Severance Payments (Appendix 2 - Redundancy Costs  
(named individuals) in Excess of £100,000)

## **10 Any other urgent business**

Notice of items to be raised under this heading must be given in writing to the Head of Executive and Member Services or his representative before the meeting in accordance with Standing Order 60.