

General Purposes Committee

Monday 7 March 2022 at 9.30 am

Conference Hall - Brent Civic Centre, Engineers Way,
Wembley, HA9 0FJ

Please note that this meeting will be held in person with all members of the Committee required to attend in person. This meeting is open to members of the press and public, alternatively meeting proceedings may be followed via the live webcast. The link to attend the meeting is available [HERE](#)

Membership:

Members

Councillors:

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

Substitute Members

Councillors:

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

Councillors:

Kansagra and Maurice

For further information contact: Natalie Connor, Governance Officer
Tel: 020 8937 1506, Email: natalie.connor@brent.gov.uk

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

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
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1	Apologies for absence and clarification of alternate members	
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2	Declarations of interests	
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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.

3	Deputations (if any)	
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To hear any deputations received from members of the public in accordance with Standing Order 67.

4	Minutes of the previous meeting	1 - 4
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To approve the minutes of the previous meeting held on 6 December 2021 as a correct record.

5	Matters arising (if any)	
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To consider any matters arising from the minutes of the previous meeting.

6	Stopping Up Order - Engineers Way	5 - 16
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This report seeks authorisation to make a stopping up order for land parcels of public highway consisting of footway on the south side of Engineers Way under Section 116 and 117 of the Highways Act 1980.

Ward Affected:
All Wards

Contact Officer: John Fletcher, Team Leader
Development Control
Tel: 020 8937 5123
Email: john.fletcher@brent.gov.uk

7 Proposal to Amend Hay Pay Scales 17 - 20

This report provides General Purposes Committee with a proposal to amend Hay pay scales to take account of pay drift in London Local Authorities and to address other anomalies.

Ward Affected: All Wards
Contact Officer: Martin Williams, Head of HR
Tel: 020 8937 3209
Email: martin.williams@brent.gov.uk

8 Workforce Equality and Pay Gap Report 21 - 62

This report is presented to provide the Committee with information on Brent's annual workforce equalities data, published in January 2022, and pay gap data relating to gender, ethnicity and disability before the Council's publishing of this data by 30 March 2022.

Ward Affected: All Wards
Contact Officer: Martin Williams, Head of HR
Tel: 020 8937 3209
Email: martin.williams@brent.gov.uk

9 Apprenticeship Scheme - Update and Pay Rates 63 - 72

This report seeks to provide an update on the Apprenticeship Strategy and associated action plan for 2022 onwards, including an outline proposal for apprenticeship salaries for L2 & L3 apprentices to be aligned with the London Living Wage (LLW).

Ward Affected: All Wards
Contact Officer: Martin Williams, Head of HR
Tel: 020 8937 3209
Email: martin.williams@brent.gov.uk

10 Approval to waive Actuarial Strain Costs 73 - 76

This report seeks approval to waive the actuarial strain costs relating to the release of a pension on compassionate grounds.

Ward Affected: All Wards
Contact Officer: Martin Williams, Head of HR
Tel: 020 8937 3209
Email: martin.williams@brent.gov.uk

11 Appointments to Sub-Committees / Outside Bodies
(agenda re-published on 2 March to include item 11 report)

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

12 Exclusion of Press and Public

The following item is not for publication as it relates to the following category of exempt information set out below as specified under Part 1, Schedule 12A of the Local Government Act 1972:

Agenda Item 10: Approval to Waive Actuarial Strain Costs: Appendix 1 (Pension Strain Costs) - classified as exempt under Para 1 of Schedule 12A: "Information relating to an individual".

13 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 her representative before the meeting in accordance with Standing Order 60.



- Please remember to set your mobile phone to silent during the meeting.
- The meeting room is accessible by lift and limited seats will be available for members of the public. Alternatively it will be possible to follow proceedings via the live webcast [here](#)