

## Appendix 1 – Equal Pay Agreed Resolution (11 July City Council Meeting)

“Given the seriousness of the current situation brought about by the Council’s reported equal pay liability, this Council is taking a range of urgent actions to address the unsustainable growth in Equal Pay liability, improve governance and strengthen organisation capacity, including:

- Appointing three Strategic Expert Advisers to support the Council’s Directors and Cabinet
- Formally commissioning an independent Governance Review in collaboration with the Department for Levelling-Up, Housing and Communities
- Commissioning an independently chaired, internal management review to ascertain the root causes of the failure to effectively implement Oracle
- Setting out plans to instigate a judge-led inquiry to determine the causes of the equal pay liability growth since 2012, to begin following the outcome of the Governance Review
- Implementing mandatory spending restrictions

To oversee this work, a new Strategic Delivery Board will be created to develop and deliver plans for improvement. To ensure openness and transparency, the Strategic External Advisers will produce an independent report on a quarterly basis with an update on progress and an analysis on whether there is adequate grip and pace in relation to the delivery of the change that is required.

This Council commits to bringing these reports to Full Council each quarter to update members and allow a debate of not less than one hour on progress against actions to address the crisis. This should continue until such a time as the situation is fully resolved as agreed by a future resolution of Council.

Council Business Management Committee is asked to consider revisions to the Council’s Constitution to accommodate this.

Further, this Council resolves that any amendment to the 2023/24 Council Budget, made in response to the Equal Pay Crisis, should come to Full Council for debate and approval.

In addition the Council resolves to ask the Executive to ensure that all political groups are fully briefed on any developments between Council meetings.

The Council also believes that ordinary residents, particularly those most in need and those most left behind, should not have to pay for the Council’s financial crisis.

Further, there are ongoing existing challenges, particularly in the Council's housing service, that urgently need to be addressed.

The cost-of-living crisis is still massively affecting our residents and one of the best ways of tackling high energy bills are measures that also address the climate crisis, such as energy efficiency measures.

This Council therefore resolves, and asks the Executive, that future debates and decisions, including around the values framework:

- Prioritise improving the City Council's appalling housing conditions
- Protect services for those residents who need them most, particularly social care
- Protect our vital youth and library services
- Protect investment in our most left behind communities
- Prioritise action to tackle the cost-of-living crisis
- Ensure the Council lives up to its climate commitments".