

**Birmingham City Council**  
**Council Business Management Committee**

23 October 2023



**Subject:** Equal Pay – City Council Reporting Options  
**Report of:** Janie Berry, City Solicitor (Monitoring Officer)  
**Report author:** Ben Patel Sadler  
Senior Committee Manager  
[Ben.Patel-Sadler@birmingham.gov.uk](mailto:Ben.Patel-Sadler@birmingham.gov.uk)

Does the report contain confidential or exempt information?  Yes  No

If relevant, state which appendix is exempt, and provide exempt information paragraph number or reason if confidential :

**1 Executive Summary**

1.1 This report seeks to consider amendments to the Council Procedural Rules to facilitate update reports on Equal Pay being submitted to City Council meetings.

**2 Recommendation(s)**

2.1 That the Committee discusses and considers the options to amend the Council Procedure Rules outlined within this report in relation to the submission of equal pay reports to meetings of the City Council.

2.2 The Committee is asked to consider possible amendments to the Constitution (if required) to formalise equal pay reporting arrangements.

**3 Background**

3.1 At the 11 July City Council meeting, a Motion was submitted by the Conservative Group in relation to the Council's equal pay liabilities.

3.2 The Resolution as agreed by Council is set out within Appendix 1.

- 3.3 The particular section of the Resolution relating to equal pay reporting and relevant to this report states “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”.
- 3.4 At the 29 August Committee meeting, it was agreed that a report should be submitted to this meeting to outline potential options in relation to equal pay reports submitted to the City Council.

#### **4 Potential options for consideration by the Committee**

- 4.1 As per the latest version of the Constitution, the Committee is responsible for the planning and preparation of the agenda, papers and other arrangements for meetings of the Council.
- 4.2 Option 1:

The Committee can schedule equal pay reports on a quarterly basis as part of the agenda planning process for each meeting of the City Council which is undertaken at each Council Business Management Committee meeting. Officers can work with Members in this regard to ensure quarterly equal pay updates are scheduled accordingly.

- 4.3 Option 2:

The Committee may wish to suggest and agree amendments to the table at Appendix 2 in relation to the order of business and the indicative timescales at every ordinary meeting of the Full Council. This would formalise equal pay reporting arrangements as part of ordinary meetings of the City Council.

- 4.4 Option 3:

The Committee may wish to discuss and agree another option in relation to equal pay reporting to meetings of the City Council.

#### **5 Legal Implications**

- 5.1 If the Committee takes a decision to amend the Constitution to formalise equal pay reporting to ordinary meetings of the City Council, these amendments will need to be made and subsequently submitted for Council consideration and approval at an ordinary meeting of the City Council.

## **6 Financial Implications**

6.1 There are no immediate financial implications arising from this report.

## **7 Public Sector Equality Duty**

7.1 There are no immediate equality implications arising from this report.

## **8 Other Implications**

8.1 None.

## **9 Background Papers**

9.1 None.

## **10 Appendices**

10.1 Appendix1 - Resolution as agreed at the 11 July City Council meeting.

10.2 Appendix 2 - Table of Council Procedural Rules from the Birmingham City Council Constitution.

10.3 Appendix 3 – Birmingham City Council Constitution, Section B4 (Full Council Role, Function and Procedure Rules).