

BIRMINGHAM CITY COUNCIL

PUBLIC

Report to: CABINET

Report of: Chief Finance Officer and City Solicitor

Date of Decision: 17 APRIL 2018

SUBJECT: EQUAL PAY STRATEGY 2018 - CABINET COMMITTEE

Key Decision: No Relevant Forward Plan Ref: 005012/2018.

If not in the Forward Plan: Chief Executive approved
(please "X" box) O&S Chair approved

Relevant Cabinet Member(s) or Relevant Executive Member: Councillor Ian Ward, Leader of the Council and Councillor Brigid Jones, Deputy Leader
Relevant O&S Chair: Councillor Mohammed Aikhlaq.

Wards affected: ALL

1. Purpose of report:

This report proposes formal governance in respect of equal pay liability affecting the Council.

2. Decision(s) recommended:

That the Cabinet:

- 2.1 Note this report as a further update to the Equal Pay Strategy Report dated February 2018.
- 2.2 Approve the establishment of a Cabinet Committee known as 'Equal Pay Executive Committee'.

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3. Consultation:

3.1 Internal

3.1.1 The Leader Councillor Ian Ward, and the Deputy Leader Councillor Brigid Jones and Lead Officers are aware of the proposals set out in this report.

3.2 External

3.2.1 There is no reason to consult externally on the contents of this report.

4. Compliance Issues:

4.1 Are the recommended decisions consistent with the Council's policies, plans and strategies?

4.1.1 The Equal Pay Executive Committee encompasses a role that will have oversight of issued equal pay liability including proposals to mitigate further liability.

4.2 Financial Implications

4.2.1 There are no direct financial consequences arising from the establishment of an Equal Pay Executive Committee.

4.3 Legal Implications

4.3.2 The Equal Pay Executive Committee is a Cabinet Committee pursuant to the provisions of the Local Government Act 2000; as such it will need to be formally set up by Cabinet. The Constitution of the City Council will also need to be amended to note the formation of this Committee.

4.4 Public Sector Equality Duty (see separate guidance note)

4.1.1 There are no public sector equality duties arising from the establishment of this Committee.

5. Relevant background/chronology of key events:

5.1 Equal Pay claims have been issued against the Council since 2007 and the Council continues to be a target for no-win no fee lawyers. Litigation and settlement strategies have been approved by Cabinet including delegations to Equal Pay Sub Group. It is now proposed that that governance is now considered by a Cabinet Committee.

5.2 In addition, the Cabinet Committee will also review proposals that need to be implemented across the Council to ensure that inequality risks do not arise.

6. Evaluation of alternative option(s):

6.1 Doing nothing would not support transparency of operational proposals to ensure that the Council does not carry any continued, new or increased risks.

7. Reasons for Decision(s):

7.1 The proposals also allow for effective management of the operational and financial risks to the Council arising from inequality issues.

Signatures

Date

Councillor Ian Ward
Leader of the Council

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Chief Finance Officer

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City Solicitor

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List of Background Documents used to compile this Report:

1. Public Cabinet Report dated February 2018 'Equal Pay Strategy'.

List of Appendices accompanying this Report (if any):

1. None

Report Version 1

Dated 9th April 2018