

NOTICE OF MEETING

STAFFING AND REMUNERATION COMMITTEE

Monday, 23rd July, 2018, 7.00 pm - Civic Centre, High Road, Wood Green, N22 8LE

Members: Councillors Julie Davies (Chair), Eldridge Culverwell (Vice-Chair), Patrick Berryman, Zena Brabazon and Paul Dennison

Quorum: 3

1. FILMING AT MEETINGS

Please note that this meeting may be filmed or recorded by the Council for live or subsequent broadcast via the Council's internet site or by anyone attending the meeting using any communication method. Although we ask members of the public recording, filming or reporting on the meeting not to include the public seating areas, members of the public attending the meeting should be aware that we cannot guarantee that they will not be filmed or recorded by others attending the meeting. Members of the public participating in the meeting (e.g. making deputations, asking questions, making oral protests) should be aware that they are likely to be filmed, recorded or reported on. By entering the meeting room and using the public seating area, you are consenting to being filmed and to the possible use of those images and sound recordings.

The chair of the meeting has the discretion to terminate or suspend filming or recording, if in his or her opinion continuation of the filming, recording or reporting would disrupt or prejudice the proceedings, infringe the rights of any individual or may lead to the breach of a legal obligation by the Council.

2. APOLOGIES FOR ABSENCE AND SUBSTITUTIONS (IF ANY)

To receive any apologies for absence.

3. URGENT BUSINESS

The Chair will consider the admission of any late items of Urgent Business. (Late items of Urgent Business will be considered under the agenda item where they appear. New items of Urgent Business will be dealt with under agenda item below. New items of exempt Urgent Business will be dealt with at agenda item 13 below).

4. DECLARATIONS OF INTEREST

A member with a disclosable pecuniary interest or a prejudicial interest in a matter who attends a meeting of the authority at which the matter is considered:

- (i) must disclose the interest at the start of the meeting or when the interest becomes apparent, and
- (ii) may not participate in any discussion or vote on the matter and must withdraw from the meeting room.

A member who discloses at a meeting a disclosable pecuniary interest which is not registered in the Register of Members' Interests or the subject of a pending notification must notify the Monitoring Officer of the interest within 28 days of the disclosure.

Disclosable pecuniary interests, personal interests and prejudicial interests are defined at Paragraphs 5-7 and Appendix A of the Members' Code of Conduct

5. DEPUTATIONS / PETITIONS / PRESENTATIONS / QUESTIONS

To consider any requests received in accordance with Part 4, Section B, paragraph 29 of the Council's constitution.

6. MINUTES (PAGES 1 - 4)

To confirm and sign the minutes of the meeting held on 26 March 2018.

7. GENDER PAY GAP REPORTING (PAGES 5 - 14)

As a public authority which has 250 or more employees, the Council is required by the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 to report publicly every year on the differences in aggregate pay and bonuses of men and women. This is known as Gender Pay Gap Reporting.

Gender Pay Gap is concerned with variances in the average earnings of men and women, regardless of role or seniority. It is a broader measure of capturing any pay inequalities resulting from variances in the sorts of jobs performed by men and women and the gender composition of our workforce by seniority.

8. PEOPLE REPORT - MARCH 2018 (PAGES 15 - 18)

The People Report is designed to give officers and members relevant workforce data in an easy to understand format in order to support informed strategic decision making.

9. STAFFING AND REMUNERATION COMMITTEE TERMS OF REFERENCE (PAGES 19 - 22)

10. HUMAN RESOURCES FORWARD PLAN 2018-19 (PAGES 23 - 28)

The report is to inform the Committee of the process for agenda planning and to notify Members of the reports to be brought to Committee during the municipal year.

11. DOMESTIC VIOLENCE AND VIOLENCE AGAINST WOMEN AND GIRLS POLICY (PAGES 29 - 46)

This report seeks the approval of the Staffing & Remuneration Committee to implement a human resources policy which aims to better support the workforce around domestic violence and violence against women and girls (VAWG).

Subject to approval being granted, a suite of training will be developed for managers to support them to better manage the health and wellbeing of their employees.

12. SCHOOLS HR POLICIES (PAGES 47 - 124)

This report presents a number of model policies to be recommended by the Council for adoption by the governing bodies of the community, voluntary controlled, community special and maintained nursery schools, which the Council maintains, and to be implemented by the Council in respect of any unattached teachers that it employs. The recommended policies are:

- Annual Leave and Special Leave;
- Flexible Working;
- Whistleblowing;
- General Data Protection Policy;
- GDPR Privacy Notices.

13. NEW ITEMS OF URGENT BUSINESS

To consider any new items of urgent business admitted by the Chair under agenda item 3 above.

14. DATES OF FUTURE MEETINGS

1 October 2018
17 December 2018
11 February 2019
25 March 2019

Felicity Foley, Acting Committees Manager

Tel – 020 8489 2919

Fax – 020 8881 5218

Email: felicity.foley@haringey.gov.uk

Bernie Ryan

Assistant Director – Corporate Governance and Monitoring Officer

River Park House, 225 High Road, Wood Green, N22 8HQ

Friday, 13 July 2018