

NOTICE OF MEETING

STAFFING AND REMUNERATION COMMITTEE

Tuesday, 2nd February, 2021, 7.00 pm – MS Teams (view it [here](#))

Members: Councillors Dhiren Basu (Chair), Julie Davies (Vice-Chair), Paul Dennison, Yvonne Say and Matt White

Quorum: 3

1. **FILMING AT MEETINGS**

Please note 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. 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', 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 10 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 - 10)

To approve the minutes of the meeting held on 1 December 2020.

To approve the minutes of the Special Staffing and Remuneration Committees held on 9 November and 7 December 2020.

7. PAY POLICY STATEMENT 2021/22 (PAGES 11 - 24)

The Council is required to produce an annual Pay Policy Statement to comply with the requirements of the Localism Act 2011. The Council approved its last Pay Policy Statement at Full Council on 16th March 2020.

The attached Pay Policy Statement provides an update for publication in April 2021.

8. IMPLEMENTING TRANS EQUALITY POLICY (PAGES 25 - 66)

As part of the Council's ongoing commitment to equality and diversity, it is recommended that we adopt a specific Trans Equality policy. Members are asked to consider the Trans Equality Policy (attached as Appendix 1) and Practice Notes (attached as Appendix 2).

9. PEOPLE REPORT - DECEMBER 2020 (PAGES 67 - 76)

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.

10. PERFORMANCE RELATED PAY

Verbal update on Performance Related Pay.

11. NEW ITEMS OF URGENT BUSINESS

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

12. EXCLUSION OF PRESS AND PUBLIC

Items 13-14 are likely to be subject to a motion to exclude the press and public from the meeting as they contain exempt information as defined in Section 100a of the Local Government Act 1972 (as amended by Section 12A of the Local Government Act 1985); paragraph 1.

13. EXEMPT MINUTES (PAGES 77 - 82)

To approve the exempt minutes of the meeting held on 1 December 2020.

To approve the exempt minutes of the Special Staffing and Remuneration Committees held on 9 November and 7 December 2020.

14. NEW ITEMS OF EXEMPT URGENT BUSINESS

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

Emma Perry, Principal Committee Co-ordinator
Tel – 020 8489 3427
Fax – 020 8881 5218
Email: emma.perry@haringey.gov.uk

John Jones
Monitoring Officer (Interim)
River Park House, 225 High Road, Wood Green, N22 8HQ

Friday, 29 January 2021