



Senior Officer and Appointments Staffing Sub-Committee

Date:	Tuesday, 6 February 2024
Time:	9.45 a.m.
Venue:	Committee Room 1 - Birkenhead Town Hall

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Please note that public seating is limited therefore members of the public are encouraged to arrive in good time.

Wirral Council is fully committed to equalities and our obligations under The Equality Act 2010 and Public Sector Equality Duty. If you have any adjustments that would help you attend or participate at this meeting, please let us know as soon as possible and we would be happy to facilitate where possible. Please contact committeeservices@wirral.gov.uk

AGENDA

- 1. WELCOME AND INTRODUCTION**
- 2. APOLOGIES**
- 3. MEMBERS' CODE OF CONDUCT - DECLARATIONS OF INTEREST**

Members are asked to consider whether they have any disclosable pecuniary interests and/or any other relevant interest in connection with any item(s) on this agenda and, if so, to declare them and state the nature of the interest.

- 4. MINUTES (Pages 1 - 4)**

To approve the accuracy of the minutes of the meeting held on 5 December 2023.

5. EXEMPT INFORMATION - EXCLUSION OF THE PRESS AND PUBLIC

The following item contains exempt information.

RECOMMENDATION – That in accordance with section 100A (4) of the Local Government Act 1972, the public be excluded from the meeting during consideration of the following item of business, on the grounds that it involves the likely disclosure of exempt information as defined by paragraph 1 of Part 1 of Schedule 12A (as amended) to that Act. The public interest test has been applied and favours exclusion.

6. APPOINTMENT OF DIRECTOR OF CHILDREN, FAMILIES AND EDUCATION

To interview the short-listed candidates for this post.

Senior Officer and Appointments Staffing Sub-Committee Terms of Reference

Senior Officer Appointments & Staffing Sub-Committee

(a) A Sub-Committee of members of the Policy and Resources, with delegated authority to recommend or make appointments and related matters in respect of chief officers, as set out at Part 4(7) of the Constitution, together with oversight of employment policies, terms and conditions.

(b) The Sub-Committee will not be appointed in accordance with the political balance rules (minute 8(1) of 2020/21 refers) but will consist of:

- (i) the Leader (Chair of Policy & Resources Committee), or in their absence the Deputy Leader (Vice-Chair), who shall chair the Sub-Committee;
- (ii) a member from each of the other Political Groups represented on the Policy & Resources Committee; and (iii) the Chair, or in their absence the Vice-Chair, of the Policy & Services Committee with terms of reference most closely associated with the post concerned (or if that committee concerned is deemed to be the Policy & Resources Committee then the Deputy Leader (Vice-Chair).

SENIOR OFFICER AND APPOINTMENTS STAFFING SUB-COMMITTEE

Tuesday, 5 December 2023

Present: Councillor J Robinson (Chair)
Councillors L Rennie P Cleary
P Gilchrist

7 **WELCOME AND INTRODUCTION**

The Chair opened the meeting and reminded everyone that the meeting was being webcast and a copy was retained on the Council's website.

8 **APOLOGIES**

No apologies for absence had been received.

9 **MEMBERS' CODE OF CONDUCT - DECLARATIONS OF INTEREST**

Members of the Sub Committee were asked to declare any disclosable pecuniary and non-pecuniary interests, in connection with any item on the agenda and state the nature of the interest.

No declarations were made.

10 **MINUTES**

Resolved – That the minutes of the meeting held on 17 July 2023 be approved as an accurate record.

11 **PUBLIC AND MEMBERS QUESTIONS**

There were no questions, petitions or statements received for this meeting.

12 **WORKFORCE EQUALITY REPORT 2023**

The Assistant Director for Human Resources and Organisational Development introduced the report of the Director of Resources which provided the Senior Officer Appointments and Staffing Sub-Committee with the Annual Workforce Equality Report for 2022/23 which was statutorily required to be reported under the Public Sector Equality Duty (PSED) 2011. In addition, an update on the actions outlined within the action plan in relation to progress made over the previous year was reported.

Members of the Sub-Committee discussed the work being undertaken to address challenges relating to an ageing workforce. The Assistant Director affirmed that the Council had published a talent strategy which outlined several pipelines to attract talent into Local government including graduate and apprenticeship programmes.

Additionally, Members noted work undertaken to provide employment opportunities to Care Leavers. The Head of Organisational Development & Talent outlined that this was an important pipeline for the Council, and most recently 6 apprentices who were care leavers had been supported into different parts of the organisation, who had been provided with both technical and pastoral development.

Resolved – That

- 1. The publication of the Annual Workforce Equality Report be approved in order to meet the legal requirements under the Public Sector Equality Duty (PSED) 2011; and**
- 2. The position in relation to workforce equality performance and the progress made by the Council in relation to producing, analysing and publishing workforce data be noted.**

13 GENDER PAY GAP REPORT 2023

The Assistant Director of Human Resources and Organisational Development introduced the report of the Director of Resources which, in line with the Equality Act 2010, the purpose of the Council's Gender Pay Gap Report is to provide transparency with regard to the average difference between earnings of women and men, which was required to be published by 31 March each year, reflecting the pay gap as at March of the previous year. The report reflected the position as at March 2023. It was reported that the gender profile had remained steady for the fifth consecutive year - 64% female and 36% male – and that the median gender pay gap had increased from 5.01% in 2022 to 6.48%, whilst the mean gender pay gap had also increased slightly from 4.4% to 4.65%.

Resolved – That the Gender Pay Gap report be noted and endorsed.

14 EXEMPT INFORMATION - EXCLUSION OF THE PRESS AND PUBLIC

Resolved – That in accordance with section 100A (4) of the Local Government Act 1972, the public be excluded from the meeting during consideration of the following item of business, on the grounds that it

involves the likely disclosure of exempt information as defined by paragraph 1 of Part 1 of Schedule 12A (as amended) to that Act. The public interest test has been applied and favours exclusion.

15 **CHIEF OFFICER STRUCTURE UPDATE REPORT**

The Assistant Director for Human Resources and Organisational Development presented the report of Chief Executive.

Resolved – That the recommendations as detailed in the report be noted and approved.

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