

Workforce Panel Meeting Held on 28th September 2021 in the Salford Suite, Civic Centre, Chorley Road, Swinton.

Meeting started at 11:35am

Meeting ended at 12:07pm

Present in Person

Councillors Hinds (in the chair), Bentham, Cammell, Kelly, Lancaster and McCusker.

In Attendance in Person

Sam Betts (Assistant Director HR & OD), Tom Stannard (Chief Executive)

In Attendance via MS Teams

Muna Abdel-Aziz (Director of Public Health), Carol Eddleston (Democratic Services) and Catherine Sharples (Strategic Manager HR & OD)

1. Apologies for Absence

Apologies for absence were submitted on behalf of City Mayor Paul Dennett and Councillors August and Merry.

2. Declarations of Interest

There were no declarations of interest.

3. Minutes of the Meeting Held on 25th May 2021

The minutes of the meeting held on 25th May 2021 were approved as a correct record.

4. Workforce Equality, Diversity and Inclusion Strategy

At the invitation of Councillor Hinds, Lead Member for Finance and Support Services, the Assistant Director and Strategic Manager presented the report and strategy which had been developed based on feedback over a period of time from a range of stakeholders including discussions with staff equality groups, the joint trade unions, the Salford 100 staff engagement network, senior leaders and elected members. The strategy was also closely aligned to the City Equality strategy as almost 60% of the Council workforce were also residents in the city.

There were four priority areas within the draft strategy:

- Actively developing our leaders.
- Improving Education, awareness, and training.
- Improving workforce intelligence, insight, and representation.
- Reducing the gender and ethnicity pay gaps.

Within each of the areas there were a number of areas of focus and more in depth actions plans would be co-developed with the workforce to ensure delivery of the priorities.

RESOLVED, THAT:

- 1) The Workforce Equality, Diversity and Inclusion Strategy be approved, and
- 2) The plans for a launch event in October 2021 for the Salford Equality Strategy and the Workforce Equality, Diversity and Inclusion Strategy be noted.

5. Exclusion of the Public (Part 2)

RESOLVED, THAT: under Section 100a(4) of the Local Government Act 1972, the public be excluded from the meeting for the following items of business on the grounds that they included the likely disclosure of exempt information as specified in the relevant paragraphs of Part 1 of Schedule 12A to the Act.

6. Senior Leadership Appointments and Remuneration

The Assistant Director presented a report which related to the application of a market enhancement to a specific role within the council and to the review of a single job role within the council.

RESOLVED, THAT the Workforce Panel approve the recommendations outlined in the report.