

Birmingham City Council**Equal Pay Sub Board****14th February 2024 14:00hrs – 15:30hrs****Attendees:**

Pam Parkes, Commissioner & Chair	Marie Rosenthal, Interim City Solicitor and Monitoring Officer.
Max Caller, Lead Commissioner	Tom Smith, DLUHC Chief of Staff
Deborah Cadman, Chief Executive	William Moody, PA, Commissioners Support Unit
Rishi Shori, Director of Intervention Response	
Katy Fox, Director of Peoples Services	

Apologies:

Chris Tambini, Commissioner.

1. Welcome & Introductions:

- 1.1. Pam Parkes (chair) welcomed everybody to the meeting and board members were introduced.

2. Purpose of the Equal Pay Board:

- 2.1. Pam Parkes set out the purpose of the Equal Pay board, which is to bring the seven key workstreams of the Equal Pay programme together. This will enable the Council to deliver the programme in a coherent way, managing the interdependencies.
- 2.2. The Equal Pay programme is critical to the long-term financial position of BCC.
- 2.3. Deborah Cadman welcomed the structure and focus of the board and set out that the engagement and relationship between politicians should be part of the remit going forward.

3. Terms of Reference:

- 3.1. All sub boards must report to the Improvement and Recovery Board which is a member participant board. Minutes and papers from the Equal Pay boards will be public.
- 3.2. There is the opportunity to reset relationships between officers and Cabinet. Work also needs to be completed in resetting trade union workforce issues, to get to a different workforce strategy.
- 3.3. Marie Rosenthal recommended the terms of reference be amended to advise that under the workstream 'negotiation' all negotiations will be covered as per point 4.2. The board agreed the terms of reference would be updated to reflect this.

4. Equal Pay Update:

- 4.1. New tribunal claims have been made, and there is the potential for further claims to be made. A draft cabinet report on Equal Pay is due for March cabinet. Detailed discussions need to take place about the later litigation, timing, and strategy.

- 4.2. A programme team has been established; Katy Fox presented the structure to the board and outlined that most of the activity is focussed on the job evaluation processes. An operational steering group, joint working group and governance board has also been implemented. The Council re-iterated that the target date of 1st April 2025 is achievable. A plan is in place identifying the key symbolic dates.
- 4.3. BCC continues to work on the JE methodology in practice with the TUs.
- 4.4. It was highlighted that neighbouring LAs are going through Equal Pay challenges and it may be worthwhile for officers in Birmingham to engage with this neighbouring authority to identify any risks.
- 4.5. The Equal Pay board will run monthly. Reporting for the programme is updated weekly but will be consolidated into a monthly report to be available at the board.

5. AOB:

- 5.1. None.

6. Date of next meeting:

- 6.1. Wednesday 13th March 2024 14:00hrs.

Actions:

- Pam Parkes and Tom Smith to update Equal Pay board terms of reference (as noted above) and redistribute to members.