

SCRUTINY COMMISSION

Minutes of a meeting held at the Council Offices, Narborough

WEDNESDAY, 7 FEBRUARY 2024

Present:-

Cllr. Nick Brown (Chairman - Scrutiny Commissioner)
Cllr. Roy Denney (Vice-Chairman - Scrutiny Commissioner)

Cllr. Nick Chapman
Cllr. Janet Forey
Cllr. Antony Moseley

Cllr. Ande Savage
Cllr. Tracey Shepherd
Cllr. Matt Tomeo

Cllr. Neil Wright

Officers present:-

Louisa Horton	- Executive Director - Communities and Monitoring Officer
Lisa Boland	- Transformation Group Manager
Annette Groark	- HR Service Manager
Katie Brooman	- Elections and Governance Manager
Sandeep Tiensa	- Senior Democratic Services & Scrutiny Officer
Nicole Cramp	- Democratic & Scrutiny Services Officer
Isaac Thomas	- Democracy Support Officer

Apologies:-

Cllr. Luke Cousin and Cllr. Susan Findlay

1. DISCLOSURES OF INTERESTS FROM MEMBERS

No disclosures were received.

2. MINUTES

The minutes of the meeting held on 8 November 2023, as circulated, were approved and signed as a correct record.

3. **GENDER PAY GAP REPORT 2023**

Considered – Report of the HR Service Manager.

The HR Service Manager provided an overview of the Gender Pay Gap at Blaby District Council for the year to the 31 March 2023 and invited Members to ask any questions.

Members discussed the following:

- The impact of length of service on officer's pay scales and its differential impact on the gender pay gap, e.g. women staying longer in post than men.
- Comparisons to national trends, e.g. more females working part time than full time and more female carers.
- Which policies are encouraging women to stay longer in post than men? The HR Service Manager discussed factors such as locality, flexible working (giving more opportunity to carers) and the maternity policy.
- Cllr. Tracey Shepherd asked whether Blaby District Council has a menopause policy? The HR Service Manager responded that Blaby does not have a direct menopause policy, but there is an active network providing menopause support.

4. **SCRUTINY OF THE ADMINISTRATIONS DRAFT 2024/25 BUDGET PROPOSALS**

Considered – Report of the Senior Democratic Services & Scrutiny Officer.

Members had no further amendments to make to the report. The Chair, Cllr. Nick Brown thanked all Members that were involved in the work.

DECISION

That the report and Statement on the Administrations 2024-25 Draft Budget Proposals for submission to Cabinet Executive on 26 February 2024 be approved.

Reason:

Scrutiny Commission has a mandate to scrutinise the Administration's draft budget proposals and make recommendations to Cabinet which it is obliged to consider before making final recommendations on the Budget to Council.

5. SCRUTINY WORK PROGRAMME

The Senior Democratic Services & Scrutiny Officer updated Members on several upcoming Scrutiny groups and informed Members that they would receive invitations to the following:

- HR Review Task & Finish Group
- Contaminated Land Working Group
- Net Zero by 2050 Working Group
- iPlan Working Group

Members accepted the items on the Scrutiny Work Programme 2023-24 and no additional actions were proposed.

6. CONSIDERATION OF FORWARD PLAN ITEMS

No items were raised for further information or examination.

7. FURTHER ACTIONS FOR SCRUTINY ARISING FROM MEETING

Cllr. Antony Moseley asked whether Scrutiny would examine the feedback to the Council's recent survey on the Council Tax increase. Members agreed that Scrutiny would examine the outcome should the consultation feedback highlight any concerns.

THE MEETING CONCLUDED AT 5.51 P.M.