



Establishment Committee

Date: TUESDAY, 30 APRIL 2019
Time: 1.45 pm
Venue: COMMITTEE ROOM - 2ND FLOOR WEST WING, GUILDHALL

Members:

Deputy Edward Lord (Chair)	Deputy Joyce Nash
Deputy the Revd Stephen Haines (Deputy Chairman)	Barbara Newman
Randall Anderson	Deputy Richard Regan
Deputy Keith Bottomley	Deputy Elizabeth Rogula
Deputy Kevin Everett	Alderman William Russell
Christopher Hayward	Ruby Sayed
Deputy Jamie Ingham Clark	Deputy Philip Woodhouse
Jeremy Mayhew	Vacancy
Sylvia Moys	

Enquiries: Martin Newton
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Lunch will be served in Guildhall Club at 1.00pm
NB: Part of this meeting could be the subject of audio or video recording

John Barradell
Town Clerk and Chief Executive

AGENDA

NB: Certain matters have been starred and will be taken without discussion, unless the Committee Clerk has been informed that a Member has questions or comments prior to the start of the meeting.

Part 1 - Public Agenda

1. **APOLOGIES**
2. **MEMBERS' DECLARATIONS UNDER THE CODE OF CONDUCT IN RESPECT OF ITEMS ON THE AGENDA**
3. **ORDER OF COURT OF COMMON COUNCIL**
To receive the Order of the Court of Common Council appointing the Committee dated 25 April 2019. TO FOLLOW

This document was not available at the time of publication and will be circulated separately.
4. **ELECTION OF CHAIR**
To elect a Chair in accordance with Standing Order 29.

For Information
5. **ELECTION OF DEPUTY CHAIR**
To elect a Deputy Chair in accordance with Standing Order 30.

For Decision
6. **MINUTES**
To agree the public minutes and summary of the meeting held on 26 February 2019.

For Decision
(Pages 1 - 10)
7. **OUTSTANDING ACTIONS REPORT**
Report of the Town Clerk.

For Information
(Pages 11 - 12)
8. **APPOINTMENT OF THE JOINT CONSULTATIVE COMMITTEE**
To appoint four Members, in addition to the Chair, Deputy Chair and representative of the Finance Committee, to the Joint Consultative Committee.

For Decision

9. **SENIOR REMUNERATION SUB COMMITTEE**

To appoint the following Members to the Senior Remuneration Sub-Committee:

- Chair of the Establishment Committee (Chair)
- Chair of the Policy and Resources Committee (Deputy Chair)
- Deputy Chair of the Establishment Committee
- A Deputy Chair of the Policy and Resources Committee
- Chairman of the Finance Committee
- Chairman of the General Purposes Committee of Aldermen
- Up to 3 additional members of the Establishment Committee

For Decision

Strategic Business

10. **GENDER IDENTITY POLICY**

Report of the Town Clerk & Chief Executive.

For Decision
(Pages 13 - 70)

11. **BREXIT UPDATE**

The Director of Human Resources to be heard.

For Information

12. **EQUALITY AND INCLUSION UPDATE - INCLUDING PAY GAP**

Report of the Director of Human Resources.

For Information
(Pages 71 - 80)

For Formal Decision

13. **CODE OF CONDUCT AND CONFLICT OF INTEREST**

Report of the Director of Human Resources.

For Decision
(Pages 81 - 118)

14. *** BUYING ADDITIONAL LEAVE SCHEME - REVIEW OF 1-YEAR TRIAL**

Report of the Director of Human Resources.

For Decision
(Pages 119 - 122)

15. **STAFF CHRISTMAS LUNCHEON**

The Head of Events to be heard.

For Decision

For Information

16. *** CITY OF LONDON CORPORATION SCHOOLS - UPDATE REPORT**
Report of the Director of Human Resources.

For Information
(Pages 123 - 126)

17. **DEVELOPMENTS IN EMPLOYMENT LAW**
Joint report of the Director of Human Resources and the Comptroller & City Solicitor.

For Information
(Pages 127 - 132)

18. **OPERATIONS OF THE SCHEME OF DELEGATIONS OCTOBER 2018 - MARCH 2019**
Report of the Director of Human Resources.

See also item 38 in the confidential section of the agenda.

For Information
(Pages 133 - 134)

19. **QUESTIONS ON MATTERS RELATING TO THE WORK OF THE COMMITTEE**

20. **ANY OTHER BUSINESS THAT THE CHAIR CONSIDERS URGENT**

21. **EXCLUSION OF THE PUBLIC**

MOTION - 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 involve the likely disclosure of exempt information as defined in Part I of Schedule 12A of the Local Government Act.

For Decision

Part 2 - Non-Public Agenda

22. **NON-PUBLIC MINUTES**

To agree the non-public minutes of the meeting held on 26 February 2019.

For Decision
(Pages 135 - 136)

For Information

23. **GUILDHALL SCHOOL OF MUSIC AND DRAMA - STRATEGIC OVERVIEW AND STAFFING**

Principal of the Guildhall School of Music and Drama to be heard.

For Information

24. **OUTSTANDING ACTIONS REPORT**

Report of the Town Clerk.

For Information
(Pages 137 - 138)

25. **NON-PUBLIC QUESTIONS ON MATTERS RELATING TO THE WORK OF THE COMMITTEE**

26. **ANY OTHER BUSINESS THAT THE CHAIR CONSIDERS URGENT AND WHICH THE COMMITTEE AGREES SHOULD BE CONSIDERED WHILST THE PUBLIC ARE EXCLUDED**

Part 3 - Confidential Agenda

27. **CONFIDENTIAL MINUTES**

To agree the confidential minutes of the last meeting held on 26 February 2019.

For Decision

For Formal Decision

28. **STAFFING MATTERS**

Report of the Bursar of the City of London School.

For Decision

29. **STAFFING MATTERS**

Report of the Chamberlain.

For Decision

30. **STAFFING MATTERS**

Report of the City Surveyor.

For Decision

31. **STAFFING MATTERS**

Report of the City Surveyor.

For Decision

32. **STAFFING MATTERS**

Report of the Barbican Chief Operating and Financial Officer.

For Decision

33. **STAFFING MATTERS**
Report of the Managing Director of the Barbican.
For Decision
34. **STAFFING MATTERS**
Report of the Executive Director Mansion House and Central Criminal Court.
For Decision
35. **STAFFING MATTERS**
Report of the Director of Economic Development.
For Decision
- For Information**
36. *** STAFFING MATTERS**
Joint report of the Assistant Town Clerk and the Director of Economic Development.
For Information
37. *** EMPLOYMENT CASES AND SETTLEMENTS**
Report of the Comptroller & City Solicitor.
For Information
38. **CONFIDENTIAL APPENDIX TO OPERATIONS OF THE SCHEME OF DELEGATIONS**
Item 18 in the public section of the agenda refers.
For Information
39. *** ESTABLISHMENT COMMITTEE WORKSHOP NOTES**
For Information
40. *** REPORT OF ACTION TAKEN**
Report of the Town Clerk.
For Information
41. **TOWN CLERK'S UPDATE**
The Town Clerk to be heard.
For Information