



Establishment Committee – Public and NP Agenda

Date: FRIDAY, 26 MARCH 2021

Time: 1.45 pm

Venue: VIRTUAL PUBLIC MEETING (ACCESSIBLE REMOTELY)

Members:

Deputy Edward Lord, Farringdon Without South Side (Chair)	Sheriff Christopher Hayward
Tracey Graham (Deputy Chairman)	Deputy Jamie Ingham Clark
Randall Anderson	Jeremy Mayhew
Deputy Keith Bottomley	Sylvia Moys
Alderman Sir Charles Bowman	Deputy Richard Regan, Farringdon Within North Side
Henry Colthurst	Deputy Elizabeth Rogula
Karina Dostalova, Farringdon Within	Ruby Sayed
Deputy Kevin Everett	Deputy Philip Woodhouse
The Revd Stephen Haines	

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Accessing the virtual public meeting

Members of the public can observe this virtual public meeting at the below link:
<https://youtu.be/G76G3IzMWVY>

This meeting will be a virtual meeting and therefore will not take place in a physical location following regulations made under Section 78 of the Coronavirus Act 2020. A recording of the public meeting will be available via the above link following the end of the public meeting for up to one municipal year. Please note: Online meeting recordings do not constitute the formal minutes of the meeting; minutes are written and are available on the City of London Corporation's website. Recordings may be edited, at the discretion of the proper officer, to remove any inappropriate material.

John Barradell
Town Clerk and Chief Executive

AGENDA

Part 1 - Public Agenda

1. **APOLOGIES**

2. **MEMBERS' DECLARATIONS UNDER THE CODE OF CONDUCT IN RESPECT OF ITEMS ON THE AGENDA**

3. **MINUTES**

To agree the public minutes of the meeting held on 27th January 2021.

For Decision
(Pages 1 - 8)

Strategic Business

4. **EQUALITY ANNUAL PERFORMANCE REPORT**

Report of the Town Clerk.

Appendix 1: 2020 Equality Annual Performance Summary to follow.

For Discussion
(Pages 9 - 16)

5. **GUILDHALL - NEW WAYS OF WORKING UPDATE REPORT**

Report of the City Surveyor.

For Discussion
(Pages 17 - 24)

6. **BREXIT UPDATE**

The Director of Human Resources to be heard.

For Information

For Formal Decision

7. **TOM REVIEW, PILOT PROJECT AT THE 3 CITY OF LONDON SCHOOLS - PEOPLE MANAGEMENT - GREATER LOCAL DELEGATION**

Report of the Director of Human Resources.

For Decision
(Pages 25 - 30)

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

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

10. **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

11. **NON-PUBLIC MINUTES**

To agree the non-public minutes of the meeting held on 27th January 2021.

For Decision
(Pages 31 - 32)

12. **REDEPLOYMENT - PAY PROTECTION**

Report of the Director of Human Resources.

For Decision
(Pages 33 - 38)

13. **TARGET OPERATING MODEL - UPDATE ON PROGRESS**

Report of the Town Clerk.

For Information
(Pages 39 - 54)

14. **NEW FINANCIAL SYSTEM AND ERP PROJECT**

Report of the Chamberlain.

For Decision
(Pages 55 - 78)

15. **EXTENSION OF MANAGED SERVICE TEMPORARY AGENCY RESOURCE CONTRACT**

Report of the Director of Human Resources.

For Information
(Pages 79 - 84)

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

17. **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

18. **CONFIDENTIAL MINUTES**

To agree the Confidential minutes of the last meeting held on 27th January 2021.

For Decision

For Formal Decision

19. **TOM REVIEW, PILOT PROJECT AT THE CITY OF LONDON SCHOOL AND ASSOCIATED BENCHMARK REWARD CHANGES ACROSS THE INDEPENDENT SCHOOLS**

Report of the Head of the City of London School.

For Decision

20. **DCCS - HOUSING DIVISION - RESTRUCTURE**

Report of the Director of Community and Children's Services.

For Decision

21. **GUILDHALL SCHOOL OF MUSIC & DRAMA - RESTRUCTURE (1)**

Report of the Principal, Guildhall School of Music & Drama.

For Decision

22. **GUILDHALL SCHOOL OF MUSIC & DRAMA RESTRUCTURE (2)**

Report of the Principal, Guildhall School of Music & Drama.

For Decision

23. **STAFFING AND PROPOSED EFFICIENCIES ACROSS CULTURAL AND VISITOR DEVELOPMENT TEAMS TO MEET INCOMES LOSSES**

Report of the Town Clerk.

For Decision

24. **WORKING PRACTICES MEDIUM AND LONGER TERM**

Report of the Director of Human Resources.

For Decision

25. **SENIOR OFFICER RECRUITMENT**

The Chair to be heard reporting the outcome of the Senior Officer Recruitment Panels, and to agree a report to the Court of Common Council recommending the appointment of Chamberlain and noting the other senior appointments.

For Decision

For Information

26. **EMPLOYMENT TRIBUNAL CASES AND SETTLEMENTS**

Report of the Comptroller & City Solicitor.

For Information

27. **TOWN CLERK'S UPDATE**

The Town Clerk to be heard.

For Information