



Establishment Committee – Main Agenda Pack

Date: WEDNESDAY, 23 JUNE 2021
Time: 1.45 pm
Venue: VIRTUAL PUBLIC MEETING (ACCESSIBLE REMOTELY)

Members:

Tracey Graham (Chair)	Sheriff Christopher Hayward
Deputy Edward Lord (Deputy Chair)	Deputy Jamie Ingham Clark
Randall Anderson	Jeremy Mayhew
Deputy Keith Bottomley	Deputy Richard Regan
Alderman Sir Charles Bowman	Deputy Elizabeth Rogula
Henry Colthurst	Ruby Sayed
Karina Dostalova	Deputy Tom Sleigh
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/FrnkTtDQeJU>

This meeting will be a virtual meeting and therefore will not take place in a physical location. Any views reached by the Committee today will have to be considered by the Director of Human Resources after the meeting in accordance with the Court of Common Council's Covid Approval Procedure who will make a formal decision having considered all relevant matters. This process reflects the current position in respect of the holding of formal Local Authority meetings and the Court of Common Council's decision of 15th April 2021 to continue with virtual meetings and take formal decisions through a delegation to the Town Clerk and other officers nominated by him after the informal meeting has taken place and the will of the Committee is known in open session. Details of all decisions taken under the Covid Approval Procedure will be available online via the City Corporation's webpages.

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 12 May 2021.

For Decision
(Pages 7 - 14)

4. **OUTSTANDING ACTIONS REPORT**

Report of the Town Clerk.

For Information
(Pages 15 - 16)

Strategic Business

5. **UPDATE ON OVERALL TOM FLIGHT PATH SAVINGS**

Report of the Chamberlain.

For Information
(Pages 17 - 28)

6. **DEVELOPMENTS IN EMPLOYMENT LAW**

Report of the Director of Human Resources.

For Information
(Pages 29 - 34)

For Formal Decision

7. **MEMBER GOVERNANCE OF THE ERP PROJECT DELIVERY**

Report of the Chamberlain.

For Decision
(Pages 35 - 40)

8. **MENTAL HEALTH AND WELLBEING POLICY REVIEW**

Report of the Director of Human Resources.

For Decision
(Pages 41 - 54)

For Information

9. **EQUALITY AND INCLUSION UPDATE**
Report of the Director of Human Resources.

For Information
(Pages 55 - 64)

10. **STONEWALL UPDATE**
Report of the Director of Human Resources.

For Information
(Pages 65 - 68)

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

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

13. **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

14. **NON-PUBLIC MINUTES**
To agree the non-public minutes of the meeting held on 12th May 2021.

For Decision
(Pages 69 - 70)

15. **DEEP DIVE REPORT FOR COMPTROLLER - TOM SAVINGS**
Report of the Comptroller and City Solicitor.

For Information
(Pages 71 - 76)

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 12 May 2021.

For Decision

19. **OUTSTANDING ACTIONS REPORT**

Report of the Town Clerk.

For Information

For Formal Decision

20. **TARGET OPERATING MODEL PROPOSALS - COMMUNITY AND CHILDREN'S SERVICES DEPARTMENT**

Report of the Executive Director of Community & Children's Services.

For Decision

21. **CHAMBERLAIN'S PROPOSED TIER 2 STRUCTURE**

Report of the Chamberlain.

For Decision

22. **TARGET OPERATING MODEL PROPOSAL - CITY SURVEYOR'S DEPARTMENT**

Report of the City Surveyor.

For Decision

23. **SCHOOL OPERATIONS PILOT (TARGET OPERATING MODEL)**

Joint Report of the Head of the City of London School and the Head of the City of London School for Girls.

For Decision

24. **TEACHER PAY AND REWARDS UPDATE**

Joint Report of the Head of the City of London School, the Head of the City of London School for Girls, and the Head of the City of London Freemans School.

For Decision

25. **HONORARIUM**
Report of the Remembrancer.

For Decision

For Information

26. **PAY AWARD UPDATE**
The Chair to be heard.

For Discussion

27. **FURLOUGH UPDATE**
The Director of Human Resources to be heard.

For Discussion

28. **TOWN CLERK'S UPDATE**
The Town Clerk to be heard.

For Information