

BRISTOL CITY COUNCIL

Overview and Scrutiny Management Board

15th June 2016

Report of: Andrea Dell, Service Manager, Policy, Scrutiny, Research and Executive Support

Title: Mayoral Commission on the Elimination of the Gender and Race Pay Gap

Ward: Citywide

Officer Presenting Report: Andrea Dell, Service Manager, Policy, Scrutiny, Research and Executive Support

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RECOMMENDATION

That the Board consider the Mayor's request that Scrutiny be involved in establishing a Mayoral Commission to eliminate the gender and race pay gap, and report back to the Mayor with a suggested way forward.

Summary

Members are asked to consider Scrutiny's role in the Mayoral Commission and agree any next steps, including timescales.

The significant issues in the report are:

1. Whether Members wish to accept the Mayor's suggestion that Scrutiny becomes involved in the Mayoral Commission to eliminate the gender and race pay gap.
2. If Scrutiny chooses to accept the referral from the Mayor, one key question is whether the Mayoral Commission should be established as part of the Scrutiny structure e.g. a Select Committee, or alternatively be an independent body set up of external partners that reports back with findings in due course.
3. The timelines that should apply to this piece of work.
4. Whether it is appropriate for a report to come back to the September OSMB meeting (draft date 8th September 16) to set out key national and local policies

regarding Human Resources, Equalities and Procurement processes to help to shape any proposals.

Background

1. At Full Council on 31st May 16, the Mayor stated 'I am pleased to announce that my first Mayoral Commission will focus on the elimination of the gender and race pay gap. The commission will bring together our private, public and voluntary sector partners, as well as our councillors, to ensure Bristol makes real progress in ensuring everyone is paid equally. I would like to formally ask Geoff Gollop and our Scrutiny Leads to consider making this a part of their work programme and for Scrutiny to lead this work. I would like this Commission to work alongside, subject to Geoff and the committee's agreement, the Council's Scrutiny function, who I hope will be integral to reviewing the Commission's recommendations and helping make these happen for our city.