

**Present:** Sue Burke (*in the Chair*),  
Councillor Biff Bean, Councillor Bill Bilton, Councillor  
Yvonne Bodger, Councillor Alan Briggs, Councillor  
Kathleen Brothwell, Councillor Chris Burke, Councillor  
Sue Burke, Councillor Bob Bushell, Councillor  
Thomas Dyer, Councillor Geoff Ellis, Councillor  
Jim Hanrahan, Councillor Gary Hewson, Councillor  
Andy Kerry, Councillor Jackie Kirk, Councillor  
Rosanne Kirk, Councillor Helena Mair, Councillor  
Adrianna McNulty, Councillor Laura McWilliams,  
Councillor Ric Metcalfe, Councillor Neil Murray, Councillor  
Donald Nannestad, Councillor Christopher Reid,  
Councillor Fay Smith, Councillor Hilton Spratt, Councillor  
Edmund Strengiel, Councillor Ralph Toofany, Councillor  
Naomi Twedde, Councillor Pat Vaughan and Councillor  
Lorraine Woolley

**Apologies for Absence:** Councillor Gill Clayton-Hewson, Councillor Ronald Hills,  
Councillor Lucinda Preston and Councillor Keith Weaver

#### **17. Mayoral Announcements**

The Deputy Mayor reported the sad news that former Councillor Jane Clark had recently passed away. She had been a member of the Council between 2007 and 2014.

Members observed a moment of silence in her memory.

Councillor Ric Metcalfe, Leader of the Council, expressed his sadness and said that Jane Clark was driven by a desire to improve her community and work hard for the range of groups she came into contact with. He added that she spoke with conviction and sincerity and that she was a thoroughly likable person. Councillor Metcalfe acknowledged Jane's contribution to the Council and on behalf of the authority passed members' condolences onto her family and friends.

Councillor Eddie Strengiel echoed the Leader's sentiments, adding that Jane was one of the nicest people you could meet who had supported him many times in the Birchwood Ward. He had made her an Executive Councillor in his time as Leader of the Council, a role which she undertook very well and was liked by all members of the authority. Councillor Strengiel said it was a great shock to hear of her passing and that Jane would be a very sad loss to all at the City Council and the city of Lincoln.

#### **18. Confirmation of Minutes - 30 May 2018**

RESOLVED that the minutes of the meeting held on 30 May 2018 be confirmed.

#### **19. Declarations of Interest**

No declarations of interest were received.

**20. Receive Any Questions under Council Procedure Rule 11 from Members of the Public and Provide Answers thereon**

No questions from members of the public were received.

**21. Receive Any Questions under Council Procedure Rule 12 from Members and Provide Answers thereon**

Councillor Hilton Spratt, Leader of the Opposition, asked the Leader of the Council the following question:

“Can the Leader of the Council tell us what the percentage gender pay gap is and what he is doing to tackle it?”

Councillor Ric Metcalfe, Leader of the Council, responded by saying that this was a very important issue. The difference between the average pay compared to men and women at the City of Lincoln Council was currently 10.3%. Councillor Metcalfe explained that there were many reasons why gender pay gaps existed in organisations such as structural circumstances, for example, that were not always in the gift of the employer to influence.

Councillor Metcalfe was very keen to ensure that nothing about the Council's employment processes worsened the Council's current gender pay gap. All Human Resources policies and procedures in relation to recruitment had been reviewed and monitored in this respect. A lot of training also took place with staff engaging in the recruitment process, with the Human Resources Team ensuring that great care was taken regarding the advertisement of vacancies in order that they were gender neutral, for example. A number of case studies were also in the process of being investigated to see whether any improvements to future employment procedures could be made.

Councillor Metcalfe reminded members that the Council was good as an employer and offered a range of support and benefits, such as flexible working to cater for things such as childcare which could often negatively impact a person's career prospects.

Councillor Metcalfe confirmed that the Council was on the case in respect of the gender pay gap and that the Council would continue to work at reducing the it.

Councillor Hilton Spratt asked the following supplementary question:

“Further to the introduction of the Equal Pay Act in 1970 by the then Labour Government, would the Leader agree that a gender pay gap such as this in a Labour-run local authority was quite extraordinary?”

Councillor Metcalfe made the point that the gender pay gap was nothing to do with equal pay. Equal pay meant that an employer must pay an equal amount for equal work with the gender pay gap being something completely different. He emphasised that the City of Lincoln Council was fully compliant with the requirements of the Equal Pay Act.

One of the explanations as to why organisations experienced a gender pay gap was occupational segregation, with a concentration of women workers in positions of relatively low paid work. He referred to the ‘five c's’, as follows, which were occupations overwhelmingly occupied by women nationally:

- caring;
- catering;
- cashiering;
- clerical;
- childcare.

In terms of the City of Lincoln Council a good proportion of women were in high paid jobs, however, there were also lots of women in low paid jobs on the Council's establishment. In addressing why so many women were in low paid jobs, Councillor Metcalfe surmised that the main reason was biological in that a lot of mothers' careers were interrupted by maternity leave and childcare, together with a segregation of roles in the household. He concluded that these things often held women back.

**22. Receive Reports under Council Procedure Rule 2 (vi) from Members**

**(a) Report by Councillor Ric Metcalfe, Portfolio Holder for Our People and Resources**

A report by Councillor Ric Metcalfe, Leader of the Council and Portfolio Holder for Our People and Resources, was considered which provided an overview of the work of his Portfolio.

No questions on the content of the report were raised.

**23. To Consider the Following Recommendations of the Executive and Committees of the Council**

**(a) Treasury Management Stewardship and Actual Prudential Indicators Report 2017/18 (Outturn)**

It was proposed, seconded and RESOLVED that:

- (1) The actual prudential indicators contained within Appendices A and B of the report be approved.
- (2) The Annual Treasury Management report for 2017/18 be approved.

**(b) Statement of Accounts 2017/18**

It was proposed, seconded and RESOLVED that the Statement of Accounts for 2017/18 be approved.

**(c) Audit Committee Terms of Reference**

It was proposed, seconded and RESOLVED that the revised Terms of Reference for the Audit Committee, as set out in the report, be approved.