

**GREATER MANCHESTER COMBINED AUTHORITY  
RESOURCES COMMITTEE**

**DATE:** Friday, 17th December, 2021

**TIME:** 10.15 am

**VENUE:** Ogden Room, Rochdale Council Offices, No.1  
Riverside, Rochdale, OL16 1XU

**WiFi :** RMBC-Public

**AGENDA**

1. **Apologies**
2. **Chairs Announcements and Urgent Business**
3. **Declarations of Interest** 1 - 4  
  
To receive declarations of interest in any item for discussion at the meeting. A blank form for declaring interests has been circulated with the agenda; please ensure that this is returned to the Governance & Scrutiny Officer 48 hours before the start of the meeting.
4. **Minutes of the GMCA Resources Committee held on 24 September 2021** 5 - 8
5. **LGBTQ+ Mayoral Advisor** 9 - 12

Report of Andy Burnham, Mayor of Greater Manchester

<b>Name</b>	<b>Organisation</b>	<b>Political Party</b>
GM Mayor Andy Burnham	GMCA	Labour
Councillor Martyn Cox	Bolton Council	Conservative
City Mayor Paul Dennett	Salford City Council	Labour
Councillor David Molyneux	Wigan Council	Labour
Councillor Brenda Warrington	Tameside	Labour
Councillor Elise Wilson	Stockport MBC	Labour

<b>BOLTON</b>	<b>MANCHESTER</b>	<b>ROCHDALE</b>	<b>STOCKPORT</b>	<b>TRAFFORD</b>
<b>BURY</b>	<b>OLDHAM</b>	<b>SALFORD</b>	<b>TAMESIDE</b>	<b>WIGAN</b>

For copies of papers and further information on this meeting please refer to the website [www.greatermanchester-ca.gov.uk](http://www.greatermanchester-ca.gov.uk). Alternatively, contact the following  
Sylvia Welsh – Head of Governance & Scrutiny :  
✉ [sylvia.welsh@greatermanchester-ca.gov.uk](mailto:sylvia.welsh@greatermanchester-ca.gov.uk)

This agenda was issued on 9 December 2021 on behalf of Julie Connor, Secretary to the Greater Manchester Combined Authority, Broadhurst House, 56 Oxford Street, Manchester M1 6EU

## Declaration of Councillors' Interests in Items Appearing on the Agenda

GMCA Resources Committee – 17 December 2021 

Agenda Item Number	Type of Interest - PERSONAL AND NON PREJUDICIAL Reason for declaration of interest	NON PREJUDICIAL Reason for declaration of interest Type of Interest – PREJUDICIAL Reason for declaration of interest	Type of Interest – DISCLOSABLE PECUNIARY INTEREST Reason for declaration of interest
Page 1			

Please see overleaf for a quick guide to declaring interests at GMCA meetings.

## Quick Guide to Declaring Interests at GMCA Meetings

Please Note: should you have a personal interest that is prejudicial in an item on the agenda, you should leave the meeting for the duration of the discussion and the voting thereon.

This is a summary of the rules around declaring interests at meetings. It does not replace the Member's Code of Conduct, the full description can be found in the GMCA's constitution Part 7A.

Your personal interests must be registered on the GMCA's Annual Register within 28 days of your appointment onto a GMCA committee and any changes to these interests must notified within 28 days. Personal interests that should be on the register include:

1. Bodies to which you have been appointed by the GMCA
2. Your membership of bodies exercising functions of a public nature, including charities, societies, political parties or trade unions.

**You are also legally bound to disclose the following information called Disclosable Personal Interests which includes:**

1. You, and your partner's business interests (eg employment, trade, profession, contracts, or any company with which you are associated).
2. You and your partner's wider financial interests (eg trust funds, investments, and assets including land and property).
3. Any sponsorship you receive.

**Failure to disclose this information is a criminal offence**

**Step One: Establish whether you have an interest in the business of the agenda**

1. If the answer to that question is 'No' then that is the end of the matter.
2. If the answer is 'Yes' or Very Likely' then you must go on to consider if that personal interest can be construed as being a prejudicial interest.

## **Step Two: Determining if your interest is prejudicial**

A personal interest becomes a prejudicial interest:

1. where the wellbeing, or financial position of you, your partner, members of your family, or people with whom you have a close association (people who are more than just an acquaintance) are likely to be affected by the business of the meeting more than it would affect most people in the area.
2. the interest is one which a member of the public with knowledge of the relevant facts would reasonably regard as so significant that it is likely to prejudice your judgement of the public interest.

### **For a non-prejudicial interest, you must:**

1. Notify the governance officer for the meeting as soon as you realise you have an interest.
2. Inform the meeting that you have a personal interest and the nature of the interest.
3. Fill in the declarations of interest form.

### **To note:**

1. You may remain in the room and speak and vote on the matter

2. If your interest relates to a body to which the GMCA has appointed you to, you only have to inform the meeting of that interest if you speak on the matter.

### **For prejudicial interests, you must:**

1. Notify the governance officer for the meeting as soon as you realise you have a prejudicial interest (before or during the meeting).
2. Inform the meeting that you have a prejudicial interest and the nature of the interest.
3. Fill in the declarations of interest form.
4. Leave the meeting while that item of business is discussed.
5. Make sure the interest is recorded on your annual register of interests form if it relates to you or your partner's business or financial affairs. If it is not on the Register update it within 28 days of the interest becoming apparent.

### **You must not:**

Participate in any discussion of the business at the meeting, or if you become aware of your disclosable pecuniary interest during the meeting participate further in any discussion of the business,  
participate in any vote or further vote taken on the matter at the meeting.

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## MINUTES OF THE MEETING OF THE GMCA RESOURCES COMMITTEE HELD ON FRIDAY 24 SEPTEMBER 2021

### PRESENT:

Andy Burnham (In the Chair)	Mayor of Greater Manchester
Councillor Martyn Cox	Bolton
Councillor Richard Leese, Deputy Mayor	Manchester
Councillor John Merry	Salford
Councillor Elise Wilson	Stockport
Councillor Brenda Warrington	Tameside
Councillor David Molyneux	Wigan

### ALSO PRESENT:

Eamonn Boylan	Chief Executive, GMCA
Steve Wilson	GMCA Treasurer
Julie Connor	Asst Director, Governance & Scrutiny, GMCA
Phillipa Nazari	Asst Director, Information Governance, GMCA

### RC/01/21 APOLOGIES

Apologies were received and noted from City Mayor, Paul Dennett (Salford).

### RC/02/21 APPOINTMENT OF CHAIR 2021/22

#### RESOLVED/-

That Andy Burnham, GM Mayor be appointed as Chair of the Committee for 2021/22.

### RC/03/21 MEMBERSHIP

#### RESOLVED/-

That the membership of the GMCA Resources Committee, as agreed at the GMCA Annual Meeting held on 25 June 2021 be noted as follows:

- Andy Burnham
- Richard Leese
- Paul Dennett
- Brenda Warrington
- Elise Wilson
- David Molyneux
- Martyn Cox

#### **RC/04/21 TERMS OF REFERENCE**

Steve Wilson, Treasurer, GMCA, presented the current Terms of Reference for the Committee for noting. He advised that a review had been undertaken and it was proposed that a revised Terms of Reference to enhance financial and performance monitoring would be presented at the next meeting for consideration and approval.

#### **RESOLVED/-**

1. That the Terms of Reference of the Committee, as agreed within the GMCA Constitution, approved at the GMCA Annual Meeting held on 25 June 2021 be noted.
2. That it be noted that a revised Terms of Reference for the Committee to include enhanced financial and performance monitoring would be presented to the next meeting for consideration and approval.

#### **RC/05/21 DECLARATIONS OF INTEREST**

#### **RESOLVED/-**

There were no declarations of interest.

#### **RC/06/21 APPOINTMENT OF THE HEAD OF COMMERCIAL SERVICES**

Steve Wilson advised the Committee that the GMCA Commercial function had been restructured and had included the establishment of a Head of Commercial Services position. The new role, combining the leadership of two previous functions, namely the GMCA and AGMA Hub teams and the role profile were outlined within the report.

Members were requested to consider and approve the proposed remuneration for the role in the range £60-65k.

#### **RESOLVED/-**

That the proposed salary of the Head of Commercial Services in the range £60-65k be approved.

#### **RC/07/21 YOUNG PERSON'S MAYORAL ADVISOR**

#### **RESOLVED/-**

That the item be deferred to a future meeting.

#### **RC/08/21 GENDER PAY GAP REPORT**

Eamonn Boylan, Chief Executive Officer GMCA & TfGM presented a report which informed the Resources Committee of the legislative reporting arrangements in relation to the Gender Pay Gap and requested approval and authority to publish the



report on the GMCA internet site and update the Government Gender Pay Gap website.

A significant positive swing in the Gender Pay Gap since 2017 from 10.3% to -7.1% as of 31 March 2020 was reported. Furthermore, the GMCA had decreased gender inequality within the workplace and the Gender Pay Gap mean was below the national average by circa. 22 percentage points.

Members were informed that currently there was no obligation or legal guidance for employers to provide Ethnicity Pay Gap data. However, the GMCA had decided to voluntarily provide a picture of their Majority and Minority Ethnicity Pay Gap in the interest of transparency. Minority ethnic staff hourly earnings were on average 6.3% (mean) lower than the majority ethnic staff as of 31 March 2020.

On behalf of the Committee the Chair welcomed the positive trend of closing the Gender Pay Gap and the favourable swing towards the female workforce driven by recruitment to senior roles. He acknowledged further work was required to close the Ethnicity Pay Gap.

**RESOLVED/-**

1. That the Gender Pay Gap report be approved for publication on GMCA website and the Government Gender Pay Gap website, in line with the legislative requirement for employers with more than 250 employees.
2. That it be noted that the GMCA was legally required to publish their Gender Pay Gap on an annual basis based on snapshot data on 31 March 2020.

**RC/09/21 GMCA INFORMATION GOVERNANCE POLICIES**

Phillipa Nazari, Assistant Director, Information Governance, GMCA, introduced a report which presented a set of information governance policies for GMCA which would provide a clear framework for employees, ensuring their role in supporting the GMCA's organisational compliance was understood.

**RESOLVED/-**

That the following appended information governance policies be approved:

- Appropriate Policy (Special Category Data)
- Data Subject Rights Policy
- Data Quality Policy
- Anonymisation and Pseudonymisation Policy
- Freedom of Information and Environmental Information Regulations Policy

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**GREATER MANCHESTER COMBINED AUTHORITY  
RESOURCES COMMITTEE**

Date: 17<sup>th</sup> December 2021

Subject: LGBTQ+ Mayoral Advisor

Report of: Andy Burnham, Mayor of Greater Manchester

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**1. BACKGROUND**

1.1 In October 2020 the Mayor (in his role as PCC) engaged Carl Austin-Behan as a strategic advisor, working 2 days per week, in order to provide the Mayor and Deputy Mayor with strategic advice and support on LGBTQ+ issues.

1.2 Specifically the role of the LGBTQ+ Advisor was to:

- provide strategic advice to the Mayor / Deputy Mayor on the development of a strategic programme of work relating to the LGBTQ+ community;
- oversee the agreed programme of work in partnership with key stakeholders;
- offer wide-ranging advice to the Mayor and Deputy Mayor on matters relating to the LGBTQ+ community; and
- work collaboratively with the GMCA's LGBTQ+ Panel

1.3 The appointment was for a fixed term period, from 1<sup>st</sup> November 2020 to the end of December 2021 and was remunerated at £1416.67 per month. The costs of the appointment were met from the Mayor's Community Safety Fund (a PCC budget).

1.4A Deputy Mayor's Decision Notice was published in November 2020 detailing the terms of the appointment.

## **2. EXTENSION OF LGBTQ+ ADVISORS APPOINTMENT TO 31<sup>st</sup> MARCH 2022**

2.1 Resources Committee are requested to approve the extension of Carl Austin-Behan's engagement for a further 3 months on the existing terms and conditions as outlined in paragraph 1.3.

2.2 *Standing Together*, Greater Manchester's Police & Crime Plan, sets out its commitment to promoting social cohesion in Priority 1 - Keeping People Safe. The LGBTQ+ Advisor's role will contribute directly towards the objective of reducing hate crime and promoting social cohesion for some of Greater Manchester's most vulnerable communities.

2.3 The extension of the engagement will enable the Mayor and Deputy Mayor to maintain the development and implementation of an ambitious programme of work focusing on matters relating to LGBTQ+ communities across Greater Manchester.

## **3. PROTOCOL FOR APPOINTMENT OF MAYORAL ADVISORS**

3.1 Resources Committee will be requested to consider and approve the establishment, and the terms and conditions associated with, all Mayoral Advisor positions going forward.

3.2 A further report will be submitted to the next meeting of the Committee detailing the proposed protocol, which will provide enhanced transparency around Mayoral Advisor positions and will ensure consistency, where appropriate. The proposed 3 month extension of LGBTQ+ Advisor will enable continuation of the work programme

undertaken by this individual, pending adoption of the new protocol governing Mayoral Advisor appointments.

#### **4. RECOMMENDATIONS**

4.1 Resources Committee is requested to approve the extension of the LGBTQ+ Advisor's contract for a period of 3 months from 1<sup>st</sup> January 2022 to 31<sup>st</sup> March 2022 at a cost of £4250, to be funded from the Mayors Community Safety Fund.

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