

**MINUTES OF THE MEETING OF THE GMCA RESOURCES COMMITTEE  
HELD ON FRIDAY 28 JANUARY 2022 AT LEIGH SPORTS VILLAGE, WIGAN**

**PRESENT:**

Andy Burnham (In the Chair)	Mayor of Greater Manchester
Councillor Elise Wilson	Stockport
City Mayor Paul Dennett	Salford
Councillor Brenda Warrington	Tameside

**ALSO PRESENT:**

Cllr Nazia Rehman	Wigan
Eamonn Boylan	Chief Executive, GMCA
Steve Wilson	GMCA Treasurer
Kevin Lee	Office of the GM Mayor
Julie Connor	Assistant Director Governance & Scrutiny
Nicola Ward	Senior Governance Officer

**RC/15/21 APOLOGIES**

Apologies were received and noted from Councillor David Molyneux (Wigan), Councillor Martyn Cox (Bolton) and Councillor Andrew Western (Trafford).

**RC/16/21 CHAIRS ANNOUNCEMENTS AND URGENT BUSINESS**

**RESOLVED/-**

There were no urgent announcements or urgent business.

**RC/17/21 DECLARATIONS OF INTEREST**

**RESOLVED/-**

There were no declarations of interest.

**RC/18/21 MINUTES OF THE GMCA RESOURCES COMMITTEE HELD ON 17  
DECEMBER 2021**

**RESOLVED/-**

That the minutes of the GMCA Resources Committee meeting held on 17 December 2021 be approved.

**RC/19/21 GMCA GENDER AND ETHNICITY PAY GAP REPORTING MARCH 2021**

Eamonn Boylan, Chief Executive Officer GMCA & TfGM explained to the Committee that it was a statutory requirement to report on gender pay gap issues, however it had been decided to also include the work undertaken to remove any ethnicity pay gap issues.

The report highlighted that there had been relative change since 2017 in relation to gender pay, with a significant improvement reported for women. The mean figure reported in paragraph 7.7 of the report showed that women are paid on average more than men in the organisation due to the number of women holding senior positions. The GMCA were proud to be well above the national average in relation to the number of women at this level in the organisation.

In relation to ethnicity pay gaps, the GMCA were broadly comparable with other organisations of the same size, however there was a recognition that further work needed to be done in this area. Already steps were being taken to review the advertising style and location of role and work was underway to address the unconscious bias through additional training for staff.

Members questioned the increased percentage of women in lower and middle pay positions, and it was confirmed that this could be predominately attributed to the success of recruitment for GMFRS where reaching gender balance was a conscious target for the new Chief Fire Officer.

The Committee further offered challenge in relation to the gender and equality pay gap issues of the CA's third-party organisations and sub-contractors, especially regarding those who undertake large contracts on behalf of GMFRS. Officers were confident that ensuring their staff received a real living wage was part of the contract conditions, however offered to provide further information to the Committee.

**RESOLVED/-**

That further information as to how procurement contracts with third party organisations and contractors actively support the GMCA's equal pay policy be shared with the Committee.