

**MINUTES OF THE MEETING OF THE GMCA RESOURCES COMMITTEE
HELD ON FRIDAY 24 MARCH 2023**

PRESENT:

Andy Burnham (In the Chair)	Mayor of Greater Manchester
Councillor Martyn Cox	Bolton
Councillor Bev Craig	Manchester
City Mayor, Paul Dennett	Salford
Councillor Mark Hunter	Stockport
Councillor David Molyneux	Wigan

ALSO PRESENT:

Eamonn Boylan	Chief Executive Officer, GMCA & TfGM
Andrew Lightfoot	Deputy Chief Executive, GMCA
Gill Duckworth	Monitoring Officer, GMCA
Kevin Lee	GM Mayor's Office
Steve Wilson	Treasurer, GMCA
Lee Teasdale	Senior Governance & Scrutiny Officer, GMCA

RC/05/23 APOLOGIES

Apologies were received from Councillor Amanda Chadderton (Oldham).

RC/06/23 DECLARATIONS OF INTEREST

RESOLVED/-

There were no declarations of interest.

**RC/07/23 APPOINTMENT OF COUNCILLOR AMANDA CHADDERTON TO THE
GMCA RESOURCES COMMITTEE**

RESOLVED/-

That the Committee notes the appointment of Councillor Amanda Chadderton to the GMCA Resources Committee, as agreed at the GMCA meeting held on 27 January 2023.

RC/08/23 MINUTES OF THE MEETING HELD ON 27 JANUARY 2023

RESOLVED/-

That the minutes of the meeting held on 27 January 2023 be approved as a correct record.

**RC/09/23 GMCA GENDER AND ETHNICITY PAY GAP REPORTING MARCH
2022**

Eamonn Boylan introduced a report setting out the legislative reporting arrangements in relation to Gender Pay Gap and sought approval and authorisation to publish the report on the GMCA internet site and update the Government Gender Pay Gap website.

For the first time the GMCA was also voluntarily sharing its GMCA wide Ethnicity Pay Gap. This was not a legislative requirement at this stage. But by publishing the ethnicity pay gap annually it was hoped that it would drive progression in diversifying its staff groups ethnicity representation and be used as a reporting tool to assist with embedding a diverse and inclusive culture within the GMCA.

The results in terms of the gender pay gap were looking very positive and was in fact a reversal of national trends. Mean hourly earnings for female staff were 6.7% higher

than for male staff and median hourly pay was 9.8% higher for female staff compared to male staff.

The results in terms of the ethnicity pay gap however were less positive. The Mean Ethnicity Pay Gap has widened from 4.4% in favour of the majority staff group in 2021 to 4.7% in 2022. The Median Ethnicity Pay Gap has increased considerably, from 1.3% in favour of the majority staff group in 2021 to 3.6% in 2022.

It was noted that a request had been made to see if metrics could be included which would compare pay grades to socio-economic backgrounds.

Comments and Questions

A query was raised about the next steps that would be taken in order to address the widening of the ethnicity pay grade gap. It was advised that a piece of work was being done by Salford City Council around representation which had kicked off a conversation between the 10 district leads and the GMCA about what could be done collectively to improve representation, particularly around race. Proposals arising from these discussions were expected to be prepared within the next two months.

RESOLVED/-

1. That the publication of the GMCA Gender Pay Gap on the GMCA website on an annual basis based on snapshot of data as at 31 March 2022, to comply with the legislative requirement for employers with more than 250 employees, be approved.
2. That the proposal to publish the GMCA wide Ethnicity Pay Gap be endorsed.