



## **SPECIAL CABINET**

### **MINUTES OF THE SPECIAL REMOTE MEETING HELD VIA MICROSOFT TEAMS ON WEDNESDAY, 17TH MARCH 2021 AT 10.30 A.M.**

PRESENT:

Councillor P. Marsden (Leader) - Chair

Councillors:

S. Cook (Social Care), N. George (Waste and Public Protection), C. Gordon (Corporate Services), S. Morgan (Economy and Enterprise), L. Phipps (Homes and Places), J. Ridgewell (Environment and Infrastructure), E. Stenner (Performance and Customer Services) and R. Whiting (Learning and Achievement).

Together with:

C. Harryy (Chief Executive), R. Edmunds (Corporate Director – Education and Corporate Services), D. Street (Corporate Director – Social Services and Housing) and M.S. Williams (Interim Corporate Director – Communities).

Also in Attendance:

L. Donovan (Head of People Services), M. Jacques (Scrutiny Officer), R. Tranter (Head of Legal Services and Monitoring Officer), S. Harris (Head of Financial Services and S151 Officer), M. Harris (Committee Services Support Officer/Chauffeur), J. Lloyd (Committee Services Officer) and C. Evans (Committee Services Officer).

#### **RECORDING AND VOTING ARRANGEMENTS**

The Leader reminded those present that the meeting was being filmed but would not be live streamed, however a recording would be available following the meeting via the Council's website – [Click Here To View](#). She advised that decisions would be made by Microsoft Forms.

#### **1. APOLOGIES FOR ABSENCE**

There were no apologies for absence.

#### **2. DECLARATIONS OF INTEREST**

There were no declarations for interest.

#### **3. CABINET FORWARD WORK PROGRAMME – TO NOTE**

Cabinet were provided with the Cabinet Forward Work Programme, which detailed the scheduled reports from 17th March 2021 to 21st April 2021. Members were reminded that the Cabinet Forward Work Programme is a working document and therefore subject to change.

Cabinet thanked Officers for the extended Forward Work Programme and noted that it has been difficult to provide a further look at scheduled reports due to the ongoing Pandemic.

Following consideration and discussion, it was moved and seconded that the Forward Work Programme be noted. By a show of hands this was unanimously agreed.

RESOLVED that the Cabinet Forward Work Programme be noted.

## **5. INTERIM REPORT FROM TASK AND FINISH GROUP ON NONRESIDENTIAL CARE CHARGES**

The report provided Cabinet with an update on the Task and Finish inquiry into charging for non-residential social care within the county borough. This inquiry is being carried out by a sub-group of the Social Services Scrutiny Committee and they held their initial meeting on 25th September 2019.

The report recommended to Cabinet that it extends the current rate increases for the 2021/22 financial year. This would allow the Task and Finish group to continue their inquiry and to draft recommendations for Cabinet consideration on the charge for non-residential care from 2022/23 onwards.

The report gave a brief summary of information received by Members of the Task Group thus far and outlined how disruption caused by the Covid-19 pandemic has meant that final recommendations have not yet been reached and therefore cannot be applied to the rates for the 2021/22 financial year.

The report also provided a synopsis on the background to the current Task and Finish inquiry into charging for non-residential care within the county borough.

Cabinet thanked the Officer and Cabinet Member for the report and discussion ensued.

A Cabinet Member queried whether the recommendation would have an impact on affordability for services for users. Officers assured Members that whilst Caerphilly's fees are one of the lowest in Wales, each service user is means tested to determine their affordability. There are currently up to 40% of service users in receipt of the service free of charge as a result of means testing, which will continue to be applied for services.

Following consideration and discussion, it was moved and seconded that the recommendations in the report be approved. By way of electronic voting this was unanimously agreed.

RESOLVED that for the reasons contained in the Officer's Report the decision to increase non-residential charges by 10% per annum for hourly rates and 20% per annum for daily rates be extended for a further year in to the 2021/22 financial year. The Task and Finish group on Non-Residential Care charges would then make recommendations for Cabinet consideration on the charge from 2022/23 onwards.

## **6. PUBLICATION OF GENDER PAY GAP DATA 2020 – EQUALITY ACT 2010 (SPECIFIC DUTIES AND PUBLIC AUTHORITIES) REGULATIONS 2017**

The report sought Cabinet approval for the publication of the Authority's gender pay gap written statement 2020.

It was noted that Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, all organisations listed at Schedule 2 to the regulations that employ over 250 employees are required to report annually on their gender pay gap from 2017.

The provisions under these Regulations only apply to employees directly appointed and managed by the Council. Employees who are appointed and managed by school head teachers/Governing Bodies are not required to be included within the scope of the Council's Gender Pay Gap Data. This reflects the unique employment legislation position whereby all schools' employees are employed by the local authority, but decisions about the appointment and management of such employees are mostly discharged by head teachers/governing bodies, as appropriate. Caerphilly Schools will not be required to publish and report their own specific figures as no School employs more than 250 staff.

It was noted that the Council's gender pay gap data is required to be published on our own website and a government website by 30th March each year. The data must include the hourly pay, as both a mean figure, (identifying the difference between the average of men's and women's pay) and the median figure, (identifying the difference between the midpoints in the ranges of men's and women's pay). Employers are encouraged to produce a written statement explaining the data.

The Regulations further require the Council to publish the mean and median gender pay gap relating to bonus pay. Cabinet noted that the Council does not offer piecework or bonus incentive schemes.

Cabinet thanked the Officer and Cabinet Member for the report and discussion ensued.

Following consideration and discussion, it was moved and seconded that the recommendations in the report be approved. By way of electronic voting this was unanimously agreed.

RESOLVED that for the reasons contained in the Officer's Report the written statement attached at Appendix 1 of the report detailing gender pay gap data for publication on the Council's website and the Government website online using the gender pay gap reporting service be agreed.

The meeting closed at 10.43am

Approved and signed as a correct record subject to any corrections made at the meeting held on 7th April 2021.

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CHAIR