

## Minutes of the Meeting of the London Legacy Development Corporation Chair's Committee

**Date:** Tuesday 26 June 2018  
**Time:** 12.00 pm  
**Venue:** LLDC meeting rooms 1 and 2, Level 10, 1 Stratford Place, Montfichet Road, London, E20 1EJ

**Present:** Sir Peter Hendy CBE (Chair)  
Sonita Alleyne OBE  
Nicky Dunn OBE  
Keith Edelman  
Philip Lewis

**In Attendance:** Andrea Gordon, Head of HR  
Tim Somerville, Mayor's Observer  
Rachel Massey, Board Secretary  
Jamie Mordue, GLA Secretary

### 1 Apologies for absence

- 1.1 An apology for absence was received on behalf of Lyn Garner, Chief Executive Officer.

### 2 Declarations of interest

- 2.1 The Chair noted that Members had declared registrable interests in line with the relevant Standing Orders and asked Members to confirm if they had any interests or additional interests to be declared related to matters listed on the agenda other than those already made and included in the register.

There were no additional declarations of interest.

### 3 Minutes of the previous meeting held on 27 February 2018

- 3.1 It was agreed that the minutes of the meeting held on 27 February 2018 be signed by the Chair as a correct record.

### 4 Matters Arising and Action List

- 4.1 The Committee noted the Actions List.

- 4.2 Members asked about future visit dates and noted that a visit would form part of the Committee's away day. Further dates would be scheduled.  
[Action: Board Secretary]

## **5 Committee Forward Agenda and Annual Review of Committee Terms of Reference**

- 5.1 The Board Secretary presented the Committee forward agenda and annual review of the Committee's terms of reference.
- 5.2 The Committee noted the addition of point 7, relating to overseeing Diversity and Inclusion within the Committee's remit.

### **5.3 The Committee:**

- (a) noted the forward plan of agenda items; and**
- (b) noted the Committee's terms of reference.**

## **6 People Strategy Update**

- 6.1 The Director of Human Resources presented the People Strategy update.
- 6.2 The Committee was advised that the Diversity Standard self-assessment had been completed and the LLDC had met base level. The Diversity and Inclusion Group would implement a range of measures to fill the gaps, as set out in the report.
- 6.3 The Women in Leadership Sponsorship programme was progressing with applications. Three applicants would be matched with sponsors from across the GLA. Deloitte were to determine how sponsors would be matched with staff but it was likely that staff would be matched with sponsors outside their direct employer organisation.
- 6.4 The programme would be a good networking opportunity and would incorporate structured training and workshops. The programme was established to initially last six months. The Chair asked whether training could be bought from other organisations under the GLA umbrella, such as Transport for London. It was confirmed this was being looked at.
- 6.5 The Committee asked how the Legacy Corporation compared to other organisations on the gender pay gap and the differences between those on the same pay bands. The Director of Human Resources advised that the incremental pay scale meant determining pay gap between those on the same pay bands was not straightforward, as one would expect to be paid more if they had more experience and longer service working at the organisation. The Director of Human Resources would send further information to the Committee, including the span pay scales and an analysis of like-for-like roles.

**[Action: Director of Human Resources]**

- 6.6 Discussions were on-going on how recognition pay could be linked to Objectives and Key Results.

**6.7 The Committee noted the report.**

**7 Chief Executive Performance Against 2017/18 Objectives**

- 7.1 The Director of Human Resources introduced the report on the Chief Executive's performance against the overarching objectives for 2017/18 at the end of Quarter 4.

**7.2 The Committee noted the update on the performance against the overarching objectives for 2017/18 at the end of Quarter 4.**

**8 Chief Executive Objectives for 2018/19**

- 8.1 The Director of Human Resources introduced the report on the Chief Executive's objectives for 2018/19.

- 8.2 The Committee discussed whether the new Chief Executive's objectives should remain the same as previously. It was agreed that the Chief Executive's objectives should incorporate East Bank, housing strategy and a business plan for the stadium, in addition to providing overall leadership to the organisation.

**[Action: Director of Human Resources]**

- 8.3 The Committee was reminded that performance pay would be linked to the set objectives and so it was important to track and measure performance against objectives.

**8.4 The Committee noted the Chief Executive's objectives for 2018/19 and asked for further detail to be added as noted above.**

**9 Member suggestions for future agenda discussions**

- 9.1 Members asked about how many consultants were employed by the Corporation. The Director of Human Resources agreed to send information to the Committee for the next meeting.

[Action: Director of Human Resources]

**10 Any Other Business the Chair Considers Urgent**

- 10.1 There was no urgent business.

**11 Date of Next Meeting**

- 11.1 The Committee noted that the next meeting was due to be held on 20 November 2018 at 2pm.**

**12 Exclusion of the Press and Public**

**12.1** It was agreed that the public and press be excluded from the meeting, in accordance with Part 1, paragraph 3 of Schedule 12A to the Local Government Act 1972 (as amended), in order to consider the exempt papers. Each of these papers contained information relating to the financial or business affairs of a person or authority.

**13 Minutes of the previous meeting held on 27 February 2018 containing exempt information**

**13.1** It was agreed that the minutes of the meeting of the Chair's Committee held on 27 February 2018 containing exempt information be signed by the Chair as a correct record.

**14 Matters Arising and Action List - exempt information relating to the item on Part 1**

**14.1** The Board Secretary introduced the exempt appendix to the Matters arising and action list.

**14.2** The Committee noted the action list.

**15 Chief Executive's performance against 2017/18 objective - exempt information relating to the item on Part 1**

**15.1** The Board Secretary introduced the appendices containing exempt information on the Chief Executive's performance against the overarching objectives for 2017/18 at the end of Quarter 4.

**15.2** The Committee noted the update.

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Chair

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Date

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