

Agenda

Meeting: Remuneration Committee

Date: Wednesday 10 November 2021

Time: 10:00am

**Place: Conference Rooms 1 and 2,
Ground Floor, Palestra, 197
Blackfriars Road, London, SE1
8NJ**

Members

Ben Story (Chair)

Heidi Alexander

Kay Carberry CBE (Vice-Chair)

Copies of the papers and any attachments are available on [tfl.gov.uk How We Are Governed](https://tfl.gov.uk/How-We-Are-Governed).

This meeting will be open to the public and webcast live on [TfL YouTube channel](#), except for where exempt information is being discussed as noted on the agenda.

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Further Information

If you have questions, would like further information about the meeting or require special facilities please contact: Shamus Kenny, Head of Secretariat; telephone: 020 7983 4913 email: ShamusKenny@tfl.gov.uk.

For media enquiries please contact the TfL Press Office; telephone: 0343 222 4141; email: PressOffice@tfl.gov.uk

Howard Carter, General Counsel
Tuesday 2 November 2021

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1 Apologies for Absence and Chair's Announcements

2 Declarations of Interests

General Counsel

Members are reminded that any interests in a matter under discussion must be declared at the start of the meeting, or at the commencement of the item of business.

Members must not take part in any discussion or decision on such a matter and, depending on the nature of the interest, may be asked to leave the room during the discussion.

3 Minutes of the Meeting of the Committee held on 7 July 2021

(Pages 1 - 6)

General Counsel

The Committee is asked to approve the minutes of the meeting of the Committee held on 7 July 2021 and authorise the Chair to sign them.

4 Matters Arising, Actions List and Use of Delegated Authority

(Pages 7 - 12)

General Counsel

The Committee is asked to note the updated actions list and the use of Chair's Action.

5 Approach to Strategic Workforce Planning (Pages 13 - 22)

Chief People Officer and Director of Diversity, Inclusion and Talent

The Committee is asked to note the paper.

6 Pay Gap Analysis (Pages 23 - 72)

Director Diversity, Inclusion and Talent

The Committee is asked to note the analysis of TfL's gender and race pay gap reports and the action being taken to narrow the gaps.

7 Members' Suggestions for Future Discussion Items (Pages 73 - 76)

General Counsel

The Committee is asked to note the forward plan and is invited to raise any suggestions for future discussion items for the forward plan and for informal briefings.

8 Any Other Business the Chair Considers Urgent

The Chair will state the reason for urgency of any item taken.

9 Date of Next Meeting

Thursday 3 March 2022 at 10am.