

Response to Corporate Scrutiny Committee Recommendations/Actions – Appendix 2

EDI Strategy considered at the meeting on 22 November 2023

Committee Date	<u>Recommendation (R) / Action (A)</u>	Notes/Response
22 November 2023	Recommends the Council combine the EDI and HR portfolios under one strand/directorate to ensure consistency in approach and easier accountability. (R)	The Portfolio Holder has agreed to take this away and discuss options with colleagues. The Committee will be updated if any change to the Portfolios are made.
	Recommends that the equalities board is included in the Council's constitutional arrangements so that it has more formal footing in regards to governance and accountability. (R)	<p>The Council's constitutional arrangements will be reviewed to establish where the responsibilities of the Equalities Board would best sit. This will be done as part of the wider review of Committee arrangements arising from the saving proposal relating to Committee Administration.</p> <p>The Committee will be updated when this review has been completed.</p>
	Recommends that the reviewed grievance/escalation procedures are included in the Strategy so that employees are aware how to raise concerns. (R)	<p>The updated grievance procedures are in the process of being finalised following additional feedback from a range of internal stakeholders.</p> <p>Reference to the updated policy and guidance will be included in the EDI Strategy.</p>
	Recommends improvement to the current system to monitor and track all relevant EDI statistics and pulled together and stored centrally. (R)	The team will schedule a quarterly reporting process, so that relevant data is shared proactively. All data will be brought together to provide a

		holistic.view of the employee lifecycle and a refresh of HR data is currently underway.
	Recommends that the Strategy is treated as a 'living document' and annually re-assessed and brought back to scrutiny committee; along with action plans against each protected characteristics once completed. (R)	<p>A corporate action plan is under development and individual action plans for each directorate will be developed following launch. Plans will need to be assessed in line with D&P changes and the LGA's Equality Framework for Local Government.</p> <p>An annual review of progress will be brought through Scrutiny Committee.</p>
	That the Committee receives assurance that any EDI equalities impact assessments have detailed information on how they will be actioned. (A)	The Council has an established EIA process with full guidance and training available for colleagues involved in the process. All versions of EIAs are retained for audit purposes and if mitigation actions have not been specified then the EIA is not signed off by the EDI Team until done so.
	Recommends that commissioned reports are always shared with the relevant officers, Portfolio Holders, Committee Members and the public. (R)	<p>Sharing arrangements should be agreed prior to commissioning any report and reports will be shared where appropriate to do so.</p> <p>In any case where there is to be consideration of sharing with the public due regard will need to be given to issues of confidentiality and the application of the Public Interest test</p>
	Recommends that the trade unions are formally consulted on the EDI Strategy. (R)	Trades Unions will be consulted on the EDI Strategy.
	Recommends that the committee views the Council's Whistleblowing Policy and figures on grievances be broken down by protected characteristics. (R)	<p>The whistleblowing policy is available to review on the intranet.</p> <p>As part of the review of HR data and reporting, employee relations case data will be included in</p>

		reports to ensure transparency and accountability of actions to address any identified disproportionate impacts.
	That the committee views the draft workforce strategy and HR improvement strategy. (A)	<p>The Workforce Strategy and HR Improvement Plan can be shared with Scrutiny Committee.</p> <p>The HR Improvement plan is currently under review in line with savings proposals and a revised HR service offer.</p>
	Recommends that when comparing relevant statistics the Council should compare it with local working age population data (both figures and percentages) to ascertain an accurate comparisons. (R)	Working age population data will be included in the finalised EDI strategy to ensure relevant comparison with workforce demographics.
	Recommends that the Appointments and Conditions of Service Committee covers wider recruitment and not just Corporate Director Recruitment. (R)	<p>The responsibilities of the Appointments and Conditions of Service Committee are clearly set out in its terms of reference and support the principles outlined in the remainder of the Constitution in relation to the appropriate roles for Officers and Councillors.</p> <p>Recruitment of staff is specifically covered in the Councillor/ Officer Protocol which states <i>“The management of all officers (including Political Assistants) is the responsibility of officers and ultimately the Chief Executive as Head of Paid Service.... In some officer appointments, at the level of Head of Service and above, Councillors may take part in selecting and appointing an officer.”</i></p>

		The current levels of involvement of Councillors in recruitment is felt to be appropriate and in line with these principles with the most senior officers being directly appointed by Councillors and with the option for Councillor involvement as appropriate for other posts of Head of Service level and above.
	Recommends that a Strategy is developed to address how the Council will reflect the diversity of the City. (R)	Each EDI action plan should state what actions/initiatives are being undertaken to tackle underrepresentation in each directorate, linking to workforce plan priorities and activities.
	Recommends that Portfolio Holders meet monthly with their Corporate Directors to track and monitor EDI performance in their division. (R)	EDI performance measures are yet to be agreed. It is proposed that quarterly reporting would be more relevant for Portfolio Holder discussions with their Corporate Directors.
	That a review of these recommendations and the final EDI Strategy three months after the Strategy has been implemented to assess its progress at a committee meeting. (A)	At the launch of the EDI Strategy, the Equalities Board will need to be re-established. A six-month review would be better to be able to meaningfully assess the impacts and progress.