

**Corporate Scrutiny Committee Recommendation Tracker 2023/24**

Date of meeting	Recommendation/Action	Progress/Notes	Status/Response
13 September 2023	None.		
18 October 2023	None.		
22 November 2023	<p><u>Performance Management Framework</u></p> <ol style="list-style-type: none"> <li>1) To request that information on the current staff establishment numbers at the Council is provided to the Committee, in addition to the current number of vacant posts. (A)</li> <li>2) To request that information on the consultation return in relation to the establishment of the Office for Local Government is provided to the Committee, in addition to the Government's formal response. (A)</li> <li>3) To request that a review of the contract management process of commissioned providers of Council services, in the context of the proposed 'One Council' outcomes of the new Performance Management Framework, is added to the Committee's Work Programme. (R)</li> <li>4) To recommend that formal consultation is carried out with staff unions as part of the development of the new Performance Management Framework. (R)</li> </ol>	Recommendations sent to Cllr Mellen and James Rhodes on 11/12/23	COMPLETE: Response provided as appendix 1 to the recommendation tracker at the Committee's meeting on 14 February 2024.
22 November 2023	<p><u>EDI Strategy</u></p> <ol style="list-style-type: none"> <li>1. Recommends the Council combine the EDI and HR portfolios under one</li> </ol>	Recommendations sent to Lee Mann, Cllr Wynter, and	COMPLETE: Response provided as appendix 2 to the recommendation tracker at the Committee's meeting on 14 February 2024.

	<p>strand/directorate to ensure consistency in approach and easier accountability. (R)</p> <ol style="list-style-type: none"> <li>2. 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)</li> <li>3. Recommends that the reviewed grievance/escalation procedures are included in the Strategy so that employees are aware how to raise concerns. (R)</li> <li>4. Recommends improvement to the current system to monitor and track all relevant EDI statistics and pulled together and stored centrally. (R)</li> <li>5. 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)</li> <li>6. Receives assurance that any EDI equalities impact assessments have detailed information on how they will be actioned. (A)</li> <li>7. Recommends that commissioned reports are always shared with the relevant officers, Portfolio Holders, Committee Members and the public. (R)</li> <li>8. Recommends that the trade unions are formally consulted on the EDI Strategy. (R)</li> <li>9. Request that the committee views the Council’s Whistleblowing Policy and figures on grievances be broken down by protected characteristics. (R)</li> </ol>	<p>Cllr Mohammed as Portfolio Holders on 11/12/23</p>	<p>*The Committee considered this at the meeting on 29 May 2024</p>
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	<p>10. Request that the committee views the draft workforce strategy and HR improvement strategy. (A)</p> <p>11. 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)</p> <p>12. Recommends that the Appointments and Conditions of Service Committee covers wider recruitment and not just Corporate Director Recruitment. (R)</p> <p>13. Recommends that a Strategy is developed to address how the Council will reflect the diversity of the City. (R)</p> <p>14. Recommends that Portfolio Holders meet monthly with their Corporate Directors to track and monitor EDI performance in their division. (R)</p> <p>15. Requests 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) *</p>		
17 January 2024	To recommend that the comments and concerns expressed in the open letter to the Council in response to the public consultation on the 2024/25 Budget proposals are taken into account in the planning of the upcoming design-phase consultations, to ensure that they reach a broad audience and are as accessible as possible. (R)	<p>Recommendation emailed to James Rhodes</p> <p>Minutes of the meeting distributed to Cllrs Mellen and Wynter as</p>	

		a summary of the Committee's views on the budget proposals and MTFP.	
14 February 2024	<ol style="list-style-type: none"> <li>1. To request that further information is provided on the demographic breakdown of the response to the public consultation on the budget proposals, and that a 'lessons learned' document is produced that will be applied to the future consultations on the delivery of the proposals. (A) - COMPLETE</li> <li>2. To request that an item is added to the Committee's Work Programme ahead of the consultation process for the 2025/26 budget. - COMPLETE</li> <li>3. To request that further information is provided on the intended approach and timetable for engagement with staff and their trade unions regarding the budget proposals that will reduce staff roles. (A)</li> <li>4. To request that all Equality Impact Assessments are shared, not just the EIA's published as part of the public consultation. (A)</li> </ol>	<p>Emailed to James Rhodes, Lee Mann, CC Cllr Wynter</p> <p>The Committee provided a report to City Council on its view of the budget.</p>	In progress. A response has been provided in relation to recommendation 1 and attached as appendix 1 and 2 to the tracker at the Committee's meeting on 13 March 2024 which provides an overview of the demographic composition of budget survey respondents and a lessons learnt document.
13 March 2024	<ol style="list-style-type: none"> <li>1) The SCP be refined so that it fully aligns with the Budget and its implications. (R)</li> <li>2) That the metrics in the SCP used to measure how the Council will know it is on track in</li> </ol>		Ongoing. Recommendation 1-3 have been responded to and attached as appendix 1 to the recommendation tracker at the Committee's meeting on 29 May 2024.

	<p>achieving its intended outcomes be reviewed so that they are clear and measurable. (R)</p> <p>3) That the Performance Management Framework be shared with Trade Unions. (A)</p> <p>4) That information be provided on when free days are available at the castle. (A)</p> <p>5) That whilst the Anti-Poverty Strategy is on hold due to budget pressures, a Poverty Alleviation Strategy/Framework is considered to assist in mitigating the impacts of the budget. This would be specific to service delivery and focussed on how the Council can indirectly support residents (such as signposting to other organisations). (R)</p>		
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