

Corporate Scrutiny Committee

24 July 2024

Equality, Diversity, and Inclusion (EDI) Strategy – Action Plans

Report of the Statutory Scrutiny Officer

1 Purpose

- 1.1 To scrutinise the draft version of the Action Plans attached to the draft version of the Council's Equality, Diversity and Inclusion (EDI) Strategy.

2 Action required

- 2.1 The Committee is asked:
 - 1) To make any comments or recommendations on the draft set of Action Plans put together in order to deliver the Council's EDI Strategy.
 - 2) To note the actions taken to date in relation to actions and recommendations following the previous discussion at the Corporate Scrutiny Committee on 29 May 2024.

3 Background information

- 3.1 The Council has produced an EDI Strategy to demonstrate its continued commitment to tackling inequality and promoting diversity. The Strategy outlines a vision for an inclusive Council.
- 3.2 As part of its 'policy development' role the Committee considered draft versions of the Council's EDI Strategy at its meetings on 22 November 2023 and 29 May 2024. During this period the Strategy was also aligned with the Strategic Council Plan (SCP) which was approved by City Council on 04 March 2024. A number of recommendations and actions arose from those scrutiny meetings and these were put forward to the Executive Member/s for a response. The Committee also resolved to re-issue a number of recommendations, alongside additional recommendations, at its previous meeting on 29 May 2024. Those recommendations and actions have been attached as an appendix to this report.
- 3.3 A new section has also been added (page 5) to align and link the Council's culture change work with the EDI Strategy.
- 3.4 Four Action Plans have been developed which include 'focused' actions to be taken in order to implement the ambitions and desired outcomes in the Strategy, with associated 'targets and measures' to track and monitor progress and to determine when an action has been completed.

3.5 The Action Plans are formed around four areas:

- 1) Inclusive and Representative Workforce
- 2) Inclusive and Accessible Services for Citizens
- 3) A Progressive and Equitable City
- 4) Create Economic Growth for All.

3.6 Following final comments and recommendations from the Corporate Scrutiny Committee, the Strategy and Actions Plans will then be taken to Trade Unions and other stakeholders before Executive approval, publication, and implementation.

4 List of attached information

4.1 EDI Strategy 2024-28

4.2 EDI Strategy Action Plans

4.2 Recommendations and Actions Issued by the Committee at its meeting on 29 May 2024

5 Background papers, other than published works or those disclosing exempt or confidential information

5.1 None

6 Published documents referred to in compiling this report

6.1 None

7 Wards affected

7.1 All

8 Contact information

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