

Corporate Scrutiny Committee Recommendation/Actions – EDI Strategy – 29 May 2024

29 May 2024	<p><u>EDI Strategy</u></p> <ol style="list-style-type: none"><li data-bbox="533 264 1249 400">1. To share the draft EDI Strategy with staff networks and Trade Unions as soon as possible so that they can be involved in the development of the Strategy. (A)</li><li data-bbox="533 435 1189 533">2. That the action plan as part of the Council's response to the Inclusive Employers Report be shared with the Committee. (A)</li><li data-bbox="533 568 1227 665">3. That the distinctions in the Strategy between what the Council is doing currently and what actions it plans to take in the future are refined. (R)</li><li data-bbox="533 700 1234 798">4. That the metrics outlining the equalities data in the Strategy be expanded, including a breakdown of staff pay bands. (R)</li><li data-bbox="533 833 1189 906">5. That the Committee views the action plans that underpin the Strategy at its July meeting. (A)</li><li data-bbox="533 941 1249 1007">6. That the references to poverty are cross referenced and expanded on within the Strategy. (R)</li><li data-bbox="533 1042 1256 1107">7. That 'culture development' is included as part of the Strategy, and specific interventions are included. (R)</li><li data-bbox="533 1142 1256 1278">8. That a specific officer has responsibility for developing good organisational culture in regards to equality, diversity and inclusion to ensure accountability. (R)</li></ol>	
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	<p>9. That inclusive employers conduct a follow up report 12 months after the Strategy has been implemented. (R)</p> <p><u>Recommendations re-issued from the November meeting:</u></p> <p>1. That the Council combine the EDI and HR portfolios under one strand/directorate to ensure consistency in approach and easier accountability. (R)</p> <p>2. 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> <p>3. That the committee views the Council's Whistleblowing Policy and figures on grievances be broken down by protected characteristics. (R)</p> <p>4. That the committee views the draft workforce strategy and HR improvement strategy. (A)</p>	
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