

Overview & Scrutiny Recommendation Response Pro forma

Under section 9FE of the Local Government Act 2000, Overview and Scrutiny Committees must require the Cabinet or local authority to respond to a report or recommendations made thereto by an Overview and Scrutiny Committee. Such a response must be provided within two months from the date on which it is requested¹ and, if the report or recommendations in questions were published, the response also must be so. This template provides a structure which respondents are encouraged to use. However, respondents are welcome to depart from the suggested structure provided the same information is included in a response. The usual way to publish a response is to include it in the agenda of a meeting of the body to which the report or recommendations were addressed.

Issue: **EDI Strategy and Action Plan**

Lead Cabinet Member(s): Cllr Nathan Ley, Cabinet Member for Public Health, Inequalities and Community Safety; Cllr Neil Fawcett, Cabinet Member for Community and Corporate Services.

Date response requested: 19 September 2023

Response to report:

Cabinet would like to thank Performance Overview and Scrutiny Committee members for their observations regarding the EDI strategy and action plan.

A question was raised about the council's participation in Stonewall. We currently participate in the Stonewall workplace scheme as we believe it provides us with valuable benchmarking data and the opportunity to learn from a wide range of organisations across different sectors.

However, as a participant in the scheme, we are under absolutely no obligation to support the campaigns or policy positions of Stonewall and have our own equalities, diversity and inclusion framework and action plan.

We do regularly review the wide range of employment accreditation schemes on the market and we will continue to monitor the schemes available and the benefits they offer.

Response to recommendations:

Recommendation	Accepted, rejected or partially accepted	Proposed action (if different from that recommended) and indicative timescale (unless rejected)
That the Council, as part of its response to this recommendation, provides an appraisal of the Council's relationship with Stonewall and the justification for continued involvement with it.	Accepted	Appraisal provided in the response