

# **RECOMMENDATIONS OF THE PERFORMANCE & CORPORATE SERVICES OVERVIEW & SCRUTINY COMMITTEE RE 2022/23 EQUALITY, DIVERSITY AND INCLUSION ACTION PLAN**

Cllr Eddie Reeves

Chair of the Performance & Corporate Services Overview & Scrutiny Committee  
July 2022

## **RECOMMENDATIONS**

**The Cabinet is RECOMMENDED to consider and implement the recommendations of the Performance and Corporate Services Overview & Scrutiny Committee that –**

1. the implementation and impact of the 2022/23 equality, diversity and inclusion action plan be publicly reported at least annually; and
2. the council publish an accessible overview of its work to deliver its strategic priority 'Tackle inequalities in Oxfordshire' and a dashboard of all relevant indicators of inequality to demonstrate its progress.

## **EXECUTIVE SUMMARY**

1. On 17 June 2022, the Performance & Corporate Services Overview & Scrutiny Committee considered a report and heard oral evidence regarding the council's equality, diversity and inclusion (EDI) action plan for 2022/23, prepared in accordance with its EDI framework, 'Including Everyone.
2. This report refers to the Cabinet the recommendations of the Performance & Corporate Services Overview & Scrutiny Committee agreed after the meeting in accordance with decision of the Committee to enable its Chair and Deputy Chair to agree recommendations arising from its scrutiny of the action plan via email in consultation with the Committee.

## **REQUIREMENT TO RESPOND**

3. In accordance with section 9FE of the Local Government Act 2000, the Performance & Corporate Services Overview & Scrutiny Committee hereby requires that the Cabinet consider this report and its recommendations and, within two months of receipt, publish a response to the report and its recommendations indicating what, if any, action the Cabinet proposes to take.

## REASONS FOR RECOMMENDATIONS

### Recommendation 1:

*the implementation and impact of the 2022/23 equality, diversity and inclusion action plan be regularly publicly reported.*

4. When it asked what measures were used to understand how well the council performs in respect of the EDI, the Committee heard that there were specific outcome measures associated with different activities, some of which were harder to define outcome measures for than others; external validation and human resources casework are useful indicators of performance; and the council had consulted staff communities when introducing the EDI framework and it was important to continue that dialogue, particularly staff networks.
5. While the implementation of the action plan is an element of the outcomes framework for the council's Strategic Plan 2022-2025,<sup>1</sup> in the interests of transparency, the Committee would also like to see evidence of the action plan's impact also published.

### Recommendation 2:

*the council publish an accessible overview of the work the council is undertaking to deliver its strategic priority 'Tackle inequalities in Oxfordshire' and a dashboard of all relevant indicators of inequality to demonstrate its progress.*

6. The Committee heard that while the action plan is key to delivering the council's strategic priority 'Tackle inequalities in Oxfordshire', the council's work to deliver the priority went beyond the action plan – equitable outcomes in education and addressing the rising cost of living are outside the scope of the action plan, for example. However, it is unclear to the Committee how Including Everyone and the action plan interact with the council's wider work to tackle inequality. The Head of Insight and Corporate Performance is delivering an action to identify how the council's various strategies interface.
7. The Committee would like to see an accessible ('easy-read') document which draws together the council's work that supports 'Tackle inequality in Oxfordshire' and for this to be published to provide clarity for Members and residents. Noting that the council is to create a public performance portal to enable residents and stakeholders to monitor the delivery and impact of its Strategic Plan, the inclusion within that of an easy-to-access dashboard of all relevant indicators of inequality further to those included the outcomes framework would also be useful to enable more detailed monitoring of progress in relation to inequality.

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<sup>1</sup> [Item 34/22 - Agenda for Cabinet on Tuesday, 15 March 2022, 10.00 am \(oxfordshire.gov.uk\)](#)

## NEXT STEPS

8. The Performance & Corporate Services Overview & Scrutiny Committee will review the published Cabinet response to this report and its recommendations at the next meeting of the Committee in accordance with part 6.2, 13(f), of the Constitution of the Council.
9. The Committee is to scope a potential item for consideration in approximately 12 months on the council's delivery of its priority 'Tackle inequalities in Oxfordshire', likely including the implementation and impact of the 2022/23 EDI action plan and the merits and disadvantages of the council voluntarily adopting the socio-economic duty in the Equality Act 2010.

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