

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: **Our People and Culture Strategy**

Lead Cabinet Member(s): Cllr Neil Fawcett, Deputy Leader and Cabinet Member for Resources

Date response requested:² 16 September 2025

Response to recommendations:

Recommendation	Accepted, rejected or partially accepted	Proposed action (if different to that recommended) and indicative timescale (unless rejected)
1. That the Council reports to Cabinet greater detail of the levels of sickness within different parts of the organisation and at different strata of the organisation.	Accepted	We will provide a report on sickness and wellbeing, including main reasons for sickness and the support that is available. This will come to Cabinet for Quarter 4.

¹ Date of the meeting at which report/recommendations were received

² Date of the meeting at which report/recommendations were received

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<p>2. That the Council commits to reviewing whether to pass on unspent apprenticeship levy funds to local voluntary sector organisations with a presumption it will do so.</p>	<p>Accepted</p>	<p>We recognise the importance of supporting local voluntary sector organisations with our unspent apprenticeship levy funds. Historically, the Council has prioritised transferring these funds to identified voluntary sector organisations, particularly those supporting youth workers. Our intention is to broaden this support to include a wider range of sectors, especially groups within the local community. As part of our early careers strategy, we are reviewing the process with the presumption of passing on unspent levy funds. We will identify and transfer a set amount each year to ensure consistent and meaningful impact.</p>
<p>3. That the Council is more proactive in promoting its work around redirecting unspent apprenticeship levies to create opportunities.</p>	<p>Accepted</p>	<p>In partnership with Enterprise Oxfordshire, we will support local organisations to access our unspent levy funds. This will ensure that voluntary sector groups and community organisations can create new opportunities. Enterprise Oxfordshire specialises in helping local organisations navigate and obtain apprenticeship levy funding – by working in partnership, the Council aims to increase uptake, maximise the impact of unspent funds, and strengthen the local workforce.</p>
<p>4. That the Council recognises formally its good relations with the unions, and updates its Our People and Culture Strategy to reflect this.</p>	<p>Accepted</p>	<p>We do recognise the good relations with our Trade Unions and this will be reflected in our refreshed Our People and Culture Strategy.</p>
<p>5. That the Council discusses its plans to replace the existing annual Employee Engagement Survey with the Employment Joint Consultative Committee before making a final decision.</p>	<p>Accepted</p>	<p>A new quarterly pulse survey will be introduced in November, following engagement with UNISON and SLB. This is a shorter survey with no more than 10 questions, replacing the previous annual survey. Analysis and insights will be presented back via the EJCC at the next meeting. The survey will be iterated and refined following EJCC's feedback.</p>