



29 February 2024

Re: Pre-Scrutiny of the Draft Annual Equality Report 2022-23 and Draft Strategic Equality Plan

Dear Cabinet Members

I have been instructed by this Council's Overview & Scrutiny Committee to convey the comments and observations of Members in relation to the Draft Annual Equality Report 2022-23 and the Draft Strategic Equality Plan.

The Overview & Scrutiny Committee had the opportunity to pre-scrutinise the arrangements at its meeting on the 26th February 2024. Members undertook a constructive discussion in respect of the proposals. The Members' comments are summarised below.

Draft Annual Equality Report 2022-23

The Committee welcomed and supported the report and during discussions considered the possibility of poverty and class being discriminated against which is a concern. Therefore members **recommended** that this is considered as part of the reporting process in future reports.

In analysing data throughout the report, Members were pleased to note the improved outcomes in a number of areas including the Healthy Relationship Programme. Members **recommended** that the data did not suggest improved outcomes following the project. Members were reassured to hear however that this was not the case and outcomes were positive. Members also noted the Equality monitoring data around national identity and ethnicity and **recommended** more commentary and summary around ethnicity, particularly including information around how the Council is widening recruitment practices to ensure we are an attractive employer to the global majority.

Strategic Equality Plan

Members welcomed the Strategic Equality Plan which was supported by all Members of the Committee. Members thanked the officers for their commitment on the implementation of the plan and were reassured to see a detailed action plan outlining its implementation. Members **recommended** that Scrutiny revisit this item in the future to measure its effectiveness and implementation, particularly in relation to the rollout and delivery of the mandatory training to all staff which they recognised is a vast undertaking.



The Overview and Scrutiny Committee were grateful for the opportunity to pre-scrutinise the above reports. A copy of the recording of the meeting can be found [here](#)

Yours sincerely,

Christian Hanagan
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