

## Appendix 5 – Item: Equalities Strategy Refresh

Considered by Scrutiny & Overview Committee on 25 July 2023

REC No.	SCRUTINY RECOMMENDATION	DEPARTMENT AND CABINET MEMBER RESPONDING	ACCEPTED / PARTIALLY ACCEPTED / ALREADY IN PROGRESS / REJECTED (inc. reasons for rejection)	IDENTIFIED OFFICER	ANY FINANCIAL IMPLICATIONS	TIMETABLE FOR IMPLEMENTATION OF RECOMMENDATIONS IF ACCEPTED (i.e. Action Plan)	DATE OF SCRUTINY MEETING TO REPORT BACK
SOC.9.23/24	The Scrutiny & Overview Committee recommends that there is further consideration given to how the refreshed Equalities Strategy can reflect the intersectionality between protected characteristics.	Councillor Andy Stranack  ACE	<p>Partially Accepted</p> <p>This is an emerging area of focus with intersectionality between protected characteristics increasingly considered based on analysis of data that we collect both from staff and residents.</p> <p>For example, for staff, this includes looking at the workforce profile, and mapping career progression against the different characteristics.</p> <p>The new EQIA process that is being introduced as part of the roll out of the Strategy will also encourage staff to give regard to data when making decisions that are likely to have an equality impact, including looking at intersectionalities.</p> <p>The Council's staff network groups also hold joint meetings to consider issues of intersectionality.</p>	David Courcoux, Director of Policy, Programmes & Performance	N/A	Following adoption of refreshed Equality Strategy: Guidance on considering intersectional impacts to be included in the guidance notes for new EQIA process and training.	TBC
SOC.10.23/24	In order to improve accountability for the delivery of the Equalities Strategy, the Scrutiny & Overview Committee recommends that a process for holding regular challenge sessions with those officers responsible for specific actions/workstreams within the Strategy is developed	Councillor Andy Stranack  ACE	<p>Already in progress</p> <p>Accountability for the monitoring of the Equality Strategy 2023-2027, lies with the EDI Internal Control Board that is co-chaired by the Chief Executive and the Head of OD and Learning, and is attended by representatives from each Directorate.</p> <p>The EDI Board will be responsible for agreeing the delivery plan following consultation with the</p>	David Courcoux, Director of Policy, Programmes & Performance	N/A	Challenge sessions with EDI Board to commence in 2024, following approval of delivery plan by EDI Board/November/December 2023.	TBC

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	as part of the ongoing monitoring of delivery.		<p>Executive Mayor, Cabinet Member for Communities and Culture, and consideration by the Scrutiny &amp; Overview Committee.</p> <p>Once the delivery plan has been socialised with Directorate Management Teams, commencing early 2024, the Board will receive regular progress updates and hold deep dive challenge sessions with action owners throughout the year. The Equality team will work with DMTs to socialise the delivery plan and provide support and guidance where appropriate.</p>				
SOC.11.23/24	<p>The Scrutiny &amp; Overview Committee agreed with the proposal of the Cabinet Member and Officers, that given its scope, the Equalities Strategy should have a longer term end date, but recommends that:</p> <p>a) key review points are built into the Strategy at appropriate intervals to allow for adjustments and the opportunity to refocus as needed.</p> <p>b) it is sufficiently dynamic to take account of any new initiatives or legislation that may arise over its lifespan.</p>	<p>Councillor Andy Stranack</p> <p>ACE</p>	<p>Already in progress</p> <p>The delivery plan for the Strategy will be designed to be sufficiently dynamic to take account of any new initiatives or legislation that may arise over its lifespan.</p> <p>Each outcome of the Strategy will be monitored by the EDI Board and challenge sessions held as appropriate throughout the year. A review of progress on delivery of the strategy will be undertaken annually by the EDI Board prior to the publication of the Equality Annual Report to ensure it remains on track. The Equality Annual Report will be considered by both Cabinet and Council.</p>	<p>David Courcoux, Director of Policy, Programmes &amp; Performance</p>	<p>N/A</p>	<p>Review of progress via Equality Annual Report</p> <p>Action by: EDI Board July/August 2024</p>	<p>TBC</p>

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SOC.12.23/24	The Scrutiny & Overview Committee recommends that consideration is given to embedding Equalities Champions within directorates to complement existing structures and systems within the Council aimed at promoting equalities and inclusivity.	Councillor Andy Stranack  ACE	<p>Already in progress</p> <p>Croydon already has Equality Champions in place, who provide a link between each Directorate, the EDI Board and the wider organisation.</p> <p>The EDI Board periodically reviews the roles and responsibilities of Equality Champions, with the next review due to take place at an upcoming EDI Board meeting to consider how the role could be enhanced to support the delivery of the refreshed strategy.</p>	David Courcoux, Director of Policy, Programmes & Performance	N/A	October/November – Review by the EDI Board of Equality Champions' role in supporting the roll out of the refreshed Strategy.	TBC