

**EDI Sub-Committee – Forward Plan 2023/24**

	<b>6 September 2023</b>	<b>11 December 2023</b>	<b>21 March 2024</b>	<b>13 June 2024</b>
<b>Standing Items</b>	Minutes of the previous meeting EDI Forward Plan	Minutes of the previous meeting EDI Forward Plan	Minutes of the previous meeting EDI Forward Plan	Minutes of the previous meeting EDI Forward Plan
<b>Strategic Items for Decision</b>	EDI Key Performance Indicators for 2023/24  EDI Annual targets and metrics review  EDI Strategy 2023-2025 outline	EDI Business Plan (forward plan)  EDI annual Procurement Strategy review  Annual Accessibility policy review  EDI Strategy 2023 -2025	Annual employee engagement review (Triangulation - focus groups, listening circles, etc)  Equality representatives review (Dignity at work advisers, Equality reps, line, managers, Staff Networks and Unions)  Annual Social Mobility Strategy review	EDI Annual EDI policies and procedures review  EDI Key institutions EDI review  Annual Member Diversity review
<b>Reporting for Information</b>	EDI Action Plan EDI Communications Plan Quarter 1 Highlight report Risk Management Strategy HR Pay Gap reports (Gender, Ethnicity, Disability) EDI consultation results summary Responsible Procurement update	EDI Action Plan EDI Communications Plan Quarter 2 Highlight report Risk Management Strategy EDI Business Plan, Mid-year report EDI annual Customer Service survey report	EDI Action Plan EDI Communications Plan Quarter 3 Highlight report Risk Management Strategy EDI Budget report (Year End) Annual Staff survey report	EDI Action Plan EDI Communications Plan Quarter 4 Highlight report Risk Management Strategy EDI Budget report (Planning/ Estimates) HR Annual Workforce profile & data report Annual Equalities report
<b>Other Business</b>			Annual review of Sub-Committee Terms of Ref	