

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

|   | 4 September 2023  | 11 December 2023  | 21 March 2024   | 13 June 2024   |
|---|---|---|---|--|
| <b>Standing Items</b>                   | Minutes of the previous meeting<br>EDI Sub-Committee Forward Plan   | Minutes of the previous meeting<br>EDI Sub-Committee Forward Plan   | Minutes of the previous meeting<br>EDI Sub-Committee Forward Plan   | Minutes of the previous meeting<br>EDI Sub-Committee Forward Plan  |
| <b>Strategic Items for Decision</b>     | EDI Charters and Agreements   | EDI annual Procurement Strategy review<br><br>Accessibility Policy and Accessibility Assessment Update<br><br>Equality Objectives Final Update<br><br>EDI Strategy (draft)<br><br>EDI Business Plan 24-25 | Annual employee engagement review (Triangulation - focus groups, listening circles, etc)<br><br>Equality representatives review (Dignity at work advisers, Equality reps, line, managers, Staff Networks and Unions)<br><br>Annual Social Mobility Strategy review<br><br>EDI Communications Plan 24/25 | EDI Annual EDI policies and procedures review<br><br>EDI Key institutions EDI review<br>Annual Member Diversity review   |
| <b>Reporting for Information</b>        | EDI consultation results summary (verbal update on early themes)<br><br>Business Plan Mid-Year Report<br><br>Workforce reports<br><br>Tackling Racism Task Force update   | HR Update People Strategy<br><br>Responsible Procurement update<br><br>City Belonging Project<br><br>Care Experienced as a Protected Characteristic   | EDI Budget report (Year End)<br><br>Business Plan End Year Report<br><br>Annual Staff Survey Update   | EDI Budget report (Planning/ Estimates)<br><br>HR Annual Workforce profile & data report<br><br>Annual Equalities report |
| <b>Other Business</b>                   | Staffing and Resources (verbal update)  |   | Annual review of Sub- Committee Terms of Ref  |  |
| <b>Future Items (No Date Specified)</b> | <ul style="list-style-type: none"> <li>○ Annual review of relevant policies</li> <li>○ Recruitment and attraction strategy</li> <li>○ Pay Gap update</li> <li>○ Updates on the recommendations in the TRTF in the Forward Plan</li> <li>○ Also group the Plan together by key themes</li> </ul> |   |   |  |