

Appendix B

Code & Title	Latest Note	Completed Date
22 E&D 01 Provide a range of reports supporting compliance with the Equality Duty	Community data and basic workforce information have been published on our website supporting the core compliance. We will look to add further data on-going.	15-May-2023
22 E&D 02 Create and monitor a policy on periodic provision of training and monitor attendance	Following the Election, members have received EDI training, several sessions have been delivered by South West Councils & W&R are receiving internal training. This is ongoing and we are exploring different delivery methods, attendance is being captured. The L&D policy is being updated to build in the need for planned refresher training and EDI will form of the recruitment training for managers.	13-Aug-2023
22 E&D 03 HR policies should be reviewed to ensure they are current and in a “finalised” format.	The majority of the policies as listed have been updated others will be updated as part of a schedule with Unison.	13-Aug-2023
22 E&D 04 Work to be undertaken to identify the diversity of the workforce	Community & available workforce data has been published on the website and further reminders sent to non-responding staff to complete their ESS.  Further work will continue and updated accordingly	01-Jun-2023
22 E&D 05 Refresher training for recruiting managers on Unconscious Bias and other recruitment training	<b>Closure Note:</b> Unconscious bias has formed part of the EDI training currently taking place and is also part of the phase one recruitment training, initially this will be to those new managers who will be involved in recruitment first recruitment sessions planned for July 2023. Separate sessions have also taken place with our Works and Recycling colleagues to work around their work patterns.	31-May-2023
22 E&D 06 HR should provide a periodic report detailing the reasons	Leavers letter has been updated and all leavers will be required to attend an exit interview, first report detailing reasons for leaving will go to SMT in March 2023 and thereafter as appropriate. Action will be	06-Apr-2023

Code & Title	Latest Note	Completed Date
for officers departing from the council.	completed once first report has gone. So during the next reporting period this action will be shown as complete and these reports will form a regular update to SMT.	