

Appendix 1 – City Executive Board response to recommendations of the Scrutiny Committee made on 6 November 2018 concerning Workplace Equalities

Draft response provided by the Board Member for Customer Focussed Services

Recommendation	Agree?	Comment
Recommendation 1 - That the Council does not differentiate between Catholics and Christians in its workforce equalities data.	Agreed	The technical aspects of changing the categories available for applicants to select from will be explored with the platform provider and the data reported going forwards relating to religious belief will be amended accordingly.
Recommendation 2 - That the Council explores opportunities to improve its engagement with the BAME population within Oxford, through existing means such as recruitment fairs, for example.	Agreed	This will be taken forward as part of the action plan for 2018.
Recommendation 3 - That the Council ensures it has robust processes in place to gather feedback from employees who are leaving the organisation, and whether their treatment in relation to any protected characteristics was a factor in their decision to leave. Consideration should also be given to facilitating a 'safe space' where current employees can feedback about sensitive employment matters, such as barriers experienced by under-represented groups.	Agreed	<p>A revised exit interview process, based on a face to face discussion with a member of the HR team, will be implemented in the New Year. Feedback on the data trends from the new exit interview process will form part of the update to Scrutiny next year.</p> <p>Current policies and procedures provide a confidential pathway for staff to raise such concerns, either through trade union representatives or to HR directly, in a supported and safe environment.</p> <p>In addition a Staff Reference Group will be established shortly where such feedback and perceived or actual barriers can be discussed.</p>

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