

Workplace Equalities

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Recommendation	Agree?	Comment
1) That the Council considers a report providing similar details of the diversity profile of its companies, particularly ODS, and the actions being taken to ensure the workforces of these companies are reflective of the community they serve.	Yes	Scrutiny may wish to refer this to the Companies Scrutiny Panel, as a report on the diversity of the ODS workforce would be legally and administratively separate from the Council's Equalities Report. However, I'm happy to endorse the request; this wouldn't involve a lot of extra effort since ODS does monitor and does strive to diversify its workforce.
2) That the Council publishes as an appendix to next year's report the same statistics for the staff in its wholly-owned companies as it does for its own staff	Yes	It would make sense to do this for the sake of clarity and convenience, though as stated above, the reports would be prepared separately.
3) That the Council, in the next year's report, provides details of the positive action schemes undertaken by the Council – those started, those completed and those planned, and their results (where relevant) – and that that information is shared with those minoritised groups the Council is targeting as being particularly unrepresented within the Council workforce	Yes	
4) That the Council makes a renewed and determined effort to persuade managers to share the details of their protected characteristics, particularly ethnicity, to ensure a greater response rate next year	Yes	It isn't compulsory for any Council employee to do this, but we will once again make absolutely clear that there can be no negative consequence to identifying yourself as having a protected characteristic under the Equality Act.
5) That the Council continues to monitor the demographic profile of responses to adverts and	Yes	This work is ongoing, and considerable progress is being made as this year's report shows. Efforts will continue to

<p>short-listed candidates, and supports areas which are struggling to attract appropriately-qualified diverse candidates to do so.</p>		<p>broaden knowledge and appeal of Council job and apprenticeship opportunities among minoritised groups and across the full diversity of Oxford's community.</p>
<p>6) That the Council amends its report to clarify that the pay gaps referenced in the report are caused by differences in seniority and full time/part time working, rather than unequal pay for equal work.</p>	<p>Yes</p>	

Strategic Grants

Recommendation	Agree?	Comment
<p>1) That the Council permits (but does not oblige) organisations granted three-year grant funding to reapply for such funding on an annual basis.</p>	<p>No</p>	<p>Whilst we understand that this would give security to organisations and their other funders, it goes against the review findings in the following ways:</p> <ul style="list-style-type: none"> • It would enable a small group of organisations to hold onto the bulk of the available funding which would make it harder for new organisations to join therefore potentially reducing access, diversity and inclusion. <p>It would reduce the timetable to change the funding scheme, making it more difficult for the council to align the grants programme to future financial challenges</p>
<p>2) That the Council makes available tickets for the Oxford Lottery at cash registers in the Town Hall, such as the museum shop and coffee shop.</p>	<p>No</p>	<p>Whilst we hoped this would be possible in the Town Hall and for community centres in Oxford, when officers were looking into implementing it they discovered that there is a legal issue which prevents them from being able to do so.</p>

Asset Management Strategy

<i>Recommendation</i>	<i>Agree?</i>	<i>Comment</i>
1) That the Council includes within the Strategy a commitment to working towards phasing out the use of gas within its non-domestic properties over the medium to long term.	Yes	We will amend the report to include a high level target, with the caveat that how this can be achieved, and the pace at which progress can be made, will be dependent on government policy and funding decisions to a large degree

Air Quality

Recommendation	Agree?	Comment
<p>1) That the Council reviews the location of its air quality monitoring equipment to support the monitoring of roads where there is the possibility of displacement traffic generated by LTNs, particularly around Hollow Way and the junction with Crescent Road, that the Council makes publicly available the findings as soon as possible if and when the Cowley, Headington and East Oxford LTNs are concluded, and that the information is also passed on to County Council colleagues.</p>		<p>This is already in progress. The effects of LTNs on Holloway road is currently being monitored in 2 locations: south, close to intersection with Garsington Road; and also to the north – Hollow Way road and The Slade area –here looking at potential traffic displacement in that area.</p> <p>Oxfordshire County Council is making a preliminary evaluation of the Cowley LTNs, and that the impact of LTNs on air quality, displaced vehicle traffic and active travel modes will be introduced in the evaluation. The assessment will also try to estimate the specific contribution of the pandemic to air quality and traffic levels in these areas and during the period of interest, so that the impacts caused by LTNs alone can be isolated and properly quantified –the results of this evaluation are expected to be shared with everyone. The air quality elements of the analysis will be provided by Oxford City Council to Oxfordshire County Council.</p> <p>Working with Oxfordshire County Council we will then review the location of air quality monitoring equipment in this area.</p>
<p>2) That the Council seeks to work with the County Council to ensure that sufficient concurrent data is collected and shared to enable contextualised analysis of the impacts of LTNs, with particular regard to identifying whether a displacement effect</p>		<p>This is already in progress. Oxford City Council’s air quality officer has been working with County Council Colleagues since early March 2021 on the development of monitoring plans that could assess the impacts of LTNs.</p> <p>LTN geographical areas were compared against the areas</p>

<p>is evident.</p>		<p>where air quality monitoring was currently being conducted by the City Council, to identify:</p> <ul style="list-style-type: none"> · Locations where OCCs current AQ monitoring network does not provide adequate coverage + where LTN impacts are expected to be greater. This included: · Locations inside LTN designated areas · Locations on the outskirts of LTN areas but with the potential to suffer from traffic displacement caused by LTNs <p>The analysis above has allowed to identify 16 black spots: i.e. extra locations that were not currently being covered by the city's air quality network and that were considered relevant to assess the impacts of LTNs and hence where air quality should start being monitored.</p> <p>Those locations were: <u>Prince St, East Oxford Primary, Morrel Avenue, Divinity Road, Quarry School, Gladstone Road, Wharton Road, Ruskin Hall, Woodlands Road, Latimer Road, Saint Christopher School, Howard Street, Quarry Road, Valentia Road, Hurst St, The Slade</u></p> <p>New diffusion tubes were installed and monitoring started at the end of March 2021 at these locations. Monitoring at this locations is still ongoing</p>
<p>3) That the Council works with the Oxfordshire Strategic Partnership to engage major local stakeholders, including the universities, in conversations with the Council about how they can incorporate air-quality positive measures into their</p>		<p>This is already in progress. There has been engagement with city centre colleges and businesses with regards to last mile deliveries, and also via the Zero Carbon Oxford Partnership. This partnership work will continue as ZEZ work progresses</p>

strategic plans.		
4) That the Council makes available to all councillors all educational graphics developed by the Air Quality team for further sharing with community organisations.	Yes	Agreed. Meanwhile, useful air quality information (including access to latest air quality data, reports, air quality action plan, and access to air quality factsheets on air quality data interpretation, bonfires, idling, smoke control areas) , and some raising awareness projects such as STOP, anti-Idling campaign, etc can also be find directly in our website here: https://www.oxford.gov.uk/info/20052/air_quality
5) That the Council builds a function into the new community Air Quality website to enable members of the public to subscribe to real time air quality alerts		Under consideration. This is already being considered by the project team

Housing and Carbon Reduction

Recommendation	Agree?	Comment
1) That the Council works with the Tenant Involvement Team to ensure tenant engagement is sought and incorporated into the Council's work plans for improving the energy efficiency of its housing stock at the earliest stage. Areas of engagement to include both work with individual households and multi-household representatives for wider-ranging issues	Yes	Housing Management have made a budget bid for two Customer Experience Officer roles in addition to the Energy Advice officer role currently in place. These Customer Experience roles will have a wide range of engagement activities which will include the carbon reduction projects
2) That the Council makes specific provision to support those with disabilities or mental health problems to engage in discussions about the most appropriate changes to their homes.	Yes	Through the engagement activities, officers will speak to those with disabilities or mental health problems about their individual needs, including any adjustments that might be needed. This will include identifying any unmet support needs and actively working with relevant support agencies throughout the whole process.
3) That the Council provides ongoing support to those with new technology fitted to their homes to understand and implement the changes those technologies require to realise their full benefits.	Yes	We will continue to support residents with any changes to technology within their homes, including Contractor demonstrations on how to operate items such as Heating, hot water etc. on a one to one basis upon completion of any works.

Tourism Review Update

Recommendation	Agree?	Comment
1) That the Council plans how it will work with those responsible for tourist travel to Oxford more environmentally sustainable	Yes	
2) That the Council revives its partnership with City Centre shops to provide a toilet scheme.	Yes	
3) That the Council, in its work with partners, pursues a renewed focus on attracting domestic tourists to Oxford	Yes	The Council has been doing so, with partners, for the last year. This being said, we are aware of a high degree of pent up demand to visit Oxford from overseas, particularly the USA.
4) That the Council reviews and updates its responses to the recommendations made by the Tourism Review Group in light of the changes of Covid and the proposed Oxford Economic Strategy and City Centre Action Plan.	Partially	

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