

Appendix A

Draft Cabinet response to recommendations of the Scrutiny Committee

The document sets out the draft response of the Cabinet Member to recommendations made by the Scrutiny Committee on 05 December 2022 concerning the Equalities Update. The Cabinet is asked to amend and agree a formal response as appropriate.

<i>Recommendation</i>	<i>Agree?</i>	<i>Comment</i>
1) That the Council sets out explicitly its target in relation to the Disability Pay Gap.	Yes	Our aim is to have no pay gap for all groups across the whole organisation.
2) That the Council provides an opportunity in its application forms and monitoring for people to provide their gender identity, including if they identify as trans or non-binary.	Yes	However, we need to safeguard anonymity and protect individual, sensitive data before taking any action.
3) That the Council reports on work surrounding its trans and non-binary policies.	Yes	We will review whether current policy needs to be updated or new policy developed and work to build an inclusive culture where everyone feels a sense of belonging.
4) That the Council assesses whether it would be beneficial to monitor and report on work being undertaken around the LGBT Pay Gap.	Yes	We can calculate a pay gap report for next year's Equalities Report. This will determine whether there is a pay gap and then assess whether there is any specific action required.

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