

## 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 04 July 2023 concerning the Oxfordshire Inclusive Economy Partnership (OIEP) Charter/Pledge. The Cabinet is asked to amend and agree a formal response as appropriate.

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| <b>Recommendation</b>  | <b>Agree?</b>                 | <b>Comment</b>  |  |                               |                 |
|--|-------------------------------|---|--|-------------------------------|-----------------|
| 1) That the Council requests that the Oxfordshire Inclusive Economy Partnership ensures the full list of possible pledges is easily and prominently available online.  | Yes                           | As referenced at the meeting, the OIEP is in the process of setting up its own website – so the link to the pledges will change by September this year; the OIEP currently sits on the Future Oxfordshire Partnership website and has a specific page on the Charter including a link to the pledges:<br><a href="#">Oxfordshire Inclusive Economy Charter - Future Oxfordshire Partnership</a>   |  |                               |                 |
| 2) That the Council reviews the full list of possible pledges to see if it could sign-up to additional pledges; including whether the Council could sign-up to any pledges within the 'recruit inclusively' theme.   | Yes                           | <p>The Council has signed up to an inclusive recruitment pledge under 'Opportunities to work' group:<br/><u>Opportunities to work</u> - Supporting those furthest from the labour market on their journey towards secure employment</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="padding: 5px;"><i>As an employer we pledge to improve the diversity of our workforce through more inclusive recruitment practices</i></td> <td style="padding: 5px;">Gail Makin,<br/>Head of People</td> <td style="padding: 5px;">People Strategy</td> </tr> </table>   | <i>As an employer we pledge to improve the diversity of our workforce through more inclusive recruitment practices</i> | Gail Makin,<br>Head of People | People Strategy |
| <i>As an employer we pledge to improve the diversity of our workforce through more inclusive recruitment practices</i>   | Gail Makin,<br>Head of People | People Strategy   |  |                               |                 |
| 3) That the Council undertakes a RAG rating audit for the full list of potential pledges outlining what it could do against each one, whether there are any additional budget or resource implications, whether the Council is currently meeting a pledge or if more work needs to be done and then prioritises pledges on the basis of that audit, to provide assurance that the Council is doing as much as possible to ensure an inclusive economy. | Yes                           | <p>Participation in the Charter requires commitment to select pledges only, organisations are not expected to sign up to all pledges or to be audited on them.</p> <p>Therefore, it is in addition to participation in the Charter/pledges and to respond to Scrutiny Committee's further recommendations that officers will report back to Scrutiny Committee on an annual basis (July 2024 onwards) with an audit of progress against both agreed pledge commitments and the full list of all pledges to identify any further potential areas to sign up to and/or endorse the pledges. A baseline will be compiled in this year (July 2023) against which to measure progress in subsequent years.</p> <p>This audit will provide assurance that the Council is doing as much as</p> |  |                               |                 |

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|   |                               | possible to ensure an inclusive economy.  |
| 4) That the Council engages with the Oxfordshire Inclusive Economy Partnership to understand whether it has a preferred approach for organisations' pledge selection approach, or whether there is flexibility for organisations to determine their own approach; and requests that this be clearly articulated in an appropriate location. | Yes                           | <p>The approach for the Oxfordshire Inclusive Economy Charter is designed to be flexible in terms of signing up to pledges, the main aim of the Charter is increased engagement from employers and progress towards a more inclusive economy through meaningful actions as well as the ability to showcase good practice. Organisations are asked to choose a selection of pledges that are most relevant; it could be things they are already doing and will continue to do over the next 12 months or it could be something they are looking to start work on this year.</p> <p>This will be communicated via the new OIEP website (in development) in addition to current information which sits on the Future Oxfordshire Partnership website and has a specific page on the Charter including a link to the pledges:<br/> <a href="#">Oxfordshire Inclusive Economy Charter - Future Oxfordshire Partnership</a></p> |
| 5) That the Council improves its communications on how its pledge commitments are framed to ensure clarity around whether they are a checklist of work already completed or underway, or whether they represent a more aspirational 'to do' list; and clearly articulates this locally.   | Yes                           | <p>Officers will work with colleagues in internal communications to feedback detailed and point-by-point responses to staff and union engagement in the Charter and pledges and feedback for each point raised any identified actions resulting from the engagement.</p> <p>A 'You said, we did' approach will frame this checklist and be presented back to staff and unions via the intranet from September 2023.</p>   |
| 6) That the Council suggests to the Oxfordshire Inclusive Economy Partnership the addition of pledges relating to the inclusion of organisations with Trade Union Recognition Agreements as a preference during procurement exercises.  | Yes, subject to OIEP decision | Emma Coles (Oxfordshire Inclusive Economy Partnership Manager) will take this back to the Oxfordshire Inclusive Economy Partnership Steering Group for consideration.   |