

Policy Review and Performance Scrutiny Committee

Correspondence update 2015 - 16

Committee date & topic	Recipient	Comments/Information requested	Response received	Response	Future Action
3 November 2015 Non Operational Property Review	Cllr Hinchey	An annual report to the Policy Review & Performance Scrutiny Committee on the performance of the Investment Estate Board; supported by a cash flow statement outlining all sources of income and allocation of funding.		No response requested	W/P 16/17
Disciplinary Policy Review	Cllr Hinchey	A disciplinary performance indicator developed with clear target, and progress reported as a part of quarterly Council performance reports for: <ul style="list-style-type: none"> • the number of grievances logged; • the number of actual suspensions as an outcome of disciplinary action; and • the length of time taken to resolve disciplinary cases. 	No		

Correspondence Monitoring Sheet

Appendix 1

<p>6 October 2015</p> <p>Employee Survey & Employee Engagement</p>	<p>Cllr Hinchey</p>	<p>Committee will return to this topic when analysing a future round of quarterly performance, to see what is changing on the ground within Directorates as an outcome from this work.</p> <p>Members feel strategic lessons could be learnt from the results themselves to assist with forecasting or developing targets for improvement.</p> <p>We will be pleased to receive:</p> <ul style="list-style-type: none"> • the list of employees suggestions received through the Survey. • the list of Ambassadors by Directorate. 	<p>6.11.15</p>	<p>See Appendix 4.1 for list of employee suggestions.</p> <p>See Appendix 4.2 for lost of Ambassadors by Directorate</p>	
<p>Draft Strategic Equality Plan 2016/20</p>	<p>Cllr D’Ath</p>	<ul style="list-style-type: none"> • Reflect on the aspirations you stated for the improvements to equality impact assessment, and factor these arrangements into 	<p>23.11.15</p>	<ul style="list-style-type: none"> • Objective One in our draft SEP is to <i>“meet our specific equality objectives, and build equality into everything we do”</i>. You heard my thoughts on how the Council’s 	

Correspondence Monitoring Sheet

Appendix 1

		<p>the equality action plan;</p> <ul style="list-style-type: none"> • Ensure that our four yearly Equality Objectives are resilient to and capable of transcending immediate Corporate Plan priorities; • Ensure that senior management and Cabinet Members explicitly champion equalities work and drive mainstreaming of equalities into everything we do; 		<p>practice of equality impact assessment can be developed, and we will seek to reflect this into the Plan's action plan on publication in March 2016.</p> <ul style="list-style-type: none"> • I feel that our draft Objectives are already broad and strategic enough to remain relevant over the four year Equality Plan period. I will, however, will discuss with Cabinet colleagues, and also reflect on any key messages coming out of the What Matters! Refresh to ensure that our final Objectives link to the highest level of policy commitments possible. • Linking to the points made above, you will have seen in our draft SEP the statements <i>“each Cabinet Member has individual responsibility to mainstream diversity within their portfolio of responsibilities”</i> and <i>“each Director will have responsibility for actions within the Plan”</i>, with individual responsibilities also identified for the Leader, myself, the Chief Executive and the Director of Governance and Legal Services, and collective 	
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Appendix 1

		<ul style="list-style-type: none"> • Reflect on the useful comments made by Martyn Jones (summarised above) and factor these arrangements into the equality action plan; 		<p>responsibility for every Council employee . I anticipate that our final Plan document will continue to reflect this commitment, and the action plan may contain targets associated with this.</p> <ul style="list-style-type: none"> • I have since you meeting updated the document, so that the version that is out for consultation is now more age neutral. I will also ask officers to explore the points made by Martyn regarding Prudential Healthcare, the Wellbeing of Future Generations and socio economic deprivation when they consult Diverse Cymru on the draft Plan on 13 November. <p>We have made inquiries with local public service partners regarding the possibility of working to shared equality objectives. Arrangements for the immediate period are limited by the fact that several organisations have already gone out to consultation on their objectives, but this clearly remains an aspiration moving forward.</p>	
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		<ul style="list-style-type: none"> • Continue to develop effective partnerships with third sector expertise, and consider the adoption of a more formal advisory arrangement between the Council and local third sector organisations to shape Cardiff's equalities work; • Undertake work during the consultation period to gain a clear picture of what outcomes the Council wants to see emerging from the Plan, to facilitate the process of action planning; and • Do all you can to make the consultation with citizens and employees inclusive and effective. 		<ul style="list-style-type: none"> • Amongst other arrangements to involve local third sector organisations in the SEP, officers have arranged to consult the Cardiff Third Sector Council on 18 November, and the points you have raised around the advisory role of the third sector will be explored then. • Equality Officers have now begun the process of meeting Directorate equality representatives to plan how outcomes from the consultation process can be translated into actions in the final SEP, and this process will continue through the winter. • We will do all we can to make our consultation inclusive. As examples, arrangements are developing to consult People First, Cardiff Deaf Club and Gypsy Travellers Wales. The consultation documents have been sent to trades union representatives, as requested. 	
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