

Appendix B Action Plan update

Action	Officer update
<p>1. Increase uptake of ethical awareness training - increase staff/member uptake of the Anti-bribery and Fraud Awareness e-learning modules, noting uptake levels through the Civic year. (Leadership Team; Learning & Development; Committee Services)</p>	<p>ONGOING</p> <p>Learning and Development currently working with the Shared Anti-Fraud Service (SAFS) to increase the uptake</p>
<p>2. Review and develop a Member training programme for commencement after the May 2024 local election. (Leadership Team; Committee Services; Learning and Development)</p>	<p>ONGOING</p> <p>Committee Services have met with the Member Learning and Development Champions to discuss feedback on the 2023 Member training programme. Committee Services have also run a survey for Members who attended the 2023 training sessions and Officers who presented the sessions. Feedback from these surveys has been compiled and is due to be shared with the Member Learning and Development Champions shortly. The feedback will help shape the 2024 training programme, for which formal planning will begin shortly.</p>
<p>3. The Inclusion Group to establish a procedure for developing recommendations and delivering these to Leadership Team. (Inclusion Group; Human Resources; Policy)</p>	<p>COMPLETE</p> <p>Process agreed: HR and Policy & Strategy to produce a summary of the discussion that took place at each Inclusion Group meeting, including recommendations based on the discussion. The Service Director – Resources will then take this summary and recommendation document to the Leadership Team for their consideration following each Inclusion Group meeting.</p>
<p>4. Develop greater scrutiny of performance against the gender pay gap action plan (Human Resources; Inclusion Group; Leadership Team; Joint Staff Consultative Committee)</p>	<p>ONGOING</p> <p>The Inclusion Group proposed that a subgroup be set up to analyse in more detail the data around the gender pay gap and consider measures to improve the gap. This group will first be convened in early September.</p>
<p>5. To monitor trends and circumstances around Local Government Ombudsman (LGO) complaints via the review of quarterly reports (Leadership Team)</p>	<p>ONGOING</p>
<p>6. Implement the action plan, once agreed with the relevant Committees and Cabinet, which is being proposed to Overview & Scrutiny and Finance, Audit, and Risk Committees from June 2023. (Leadership Team / Overview & Scrutiny and Finance, Audit and Risk Committees to monitor).</p>	<p>ONGOING</p>