

Appendix 4 - Feedback from Unions, 28 November 2019

1. Feedback from the unions

- 1.1. In the report that went to Resources Scrutiny Committee on the 26 November 2019, point 4.3 of the report stated:
 - 'The policy was presented to the HR and Trade Unions Monthly Meeting on the 5 November 2019. The unions agreed to feedback any comments by the date of this {26 November} meeting'.
- 1.2. At the above meeting, it was shared with committee members that the deadline for comments had been extended to the 27 November 2019.
- 1.3. Comments from Unison were received on the 28 November 2019 and the following additions have been suggested:
 - Point 5.1 alter the following bullet point from 'involve and consult with individuals and organisations as necessary' to 'involve and consult with individuals and organisations including the recognised trade unions as necessary'.
 - Point 5.4 include the following additional bullet point 'promote and work with the recognised trade unions.
 - Point 6 - include the following additional bullet point 'work with the trade unions where possible to deliver joint training and learning and development opportunities'.
 - Point 10 - include the following text 'Employees can also contact a Trade Union Representative for support and guidance on equality and diversity issues'.
- 1.4. From discussions with officers within Business Intelligence and Human Resources, these are considered as useful additions to the Equality, Diversity and Inclusion Policy.