

Equally Safe at Work Employment Policy – Updates to Employment Policies and Conditions of Service approved.

11 With reference to the minutes of the Wellbeing, Equalities, Communities, Culture and Engagement City Policy Committee of 5th March 2026 (Print 7, page 51) when it had been agreed to recommend to this committee approval of changes required to the employment policy in relation to meeting new legislative duties, Councillor Casey, City Convener for Workforce and Homelessness and Addiction Services, presented a report providing the updates required to the policy in order to achieve bronze level accreditation in the Equally Safe at Work Programme, advising

- (1) that after being awarded Development Tier accreditation in November 2023, the Council was progressing towards bronze accreditation under Close the Gap's Equally Safe at Work (ESAW) programme;
- (2) that the ESAW working group, which was chaired by the Director of Legal and Administration and included various partners and trade unions to ensure an intersectional approach, had been set up to carry out the activity required to reach bronze accreditation;
- (3) that a gap analysis had identified a series of policy and guidance updates required to strengthen the Council's approach to gender equality and the prevention of gender-based violence (GBV), and that these updates to policy would ensure clearer expectations of behaviour and would reinforce the Council's commitment to tackling GBV and sexism, improve transparency in employment processes, strengthen reporting routes and supports and ensure that policies reflected the experiences and needs of all women; and
- (4) of a summary of the required updates.

After consideration, the committee approved the proposed changes to Employment Policies and Conditions of Service, as detailed in the report.