



VALE OF GLAMORGAN COUNCIL CABINET OFFICE

Cabinet Quarterly Work Programme

January 2024 – March 2024



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Forward Work Programme: January 2024

Month	Report Title	Purpose of Report (Summary)	Lead Cabinet Member	Scrutiny Consideration Yes / No	Council Yes / No	Updates
January	Cabinet Quarterly Work Programmes – October to December 2023 and January to March 2024.	To inform Members of the progress to date in respect of Cabinet Quarterly Work Programmes for the period October to December 2023 and to confirm the Quarterly Work Programme for January to March 2024.	Leader	No	No	Reported to 11/01/24 Cabinet meeting Min. No. C195 https://www.valeofglamorgan.gov.uk/Documents/Committee%20Reports/Cabinet/2024/24-01-11/Cabinet-Quarterly-Work-Programmes.pdf
January	Final Housing Revenue Account (HRA) Budget Proposals 2024/25, Rent Setting 2024/2025 and Housing Revenue Account Business Plan 2024/25.	To set the HRA budget for the financial year 2024/25, set the rents and service charges for the forthcoming rent year beginning on 1st April 2024 and present the 30 Year Housing Business Plan starting financial year 2024/25.	Leader	No	Yes	Reported to 11/01/24 Cabinet meeting Min. No. C196 https://www.valeofglamorgan.gov.uk/Documents/Committee%20Reports/Cabinet/2024/24-01-11/Final-HRA-Budget-Proposals-24-25.pdf

Month	Report Title	Purpose of Report (Summary)	Lead Cabinet Member	Scrutiny Consideration Yes / No	Council Yes / No	Updates
January	Annual Delivery Plan Monitoring Report: Quarter 2 Performance 2023/24.	To present quarter 2 performance results for the period 1st April, 2023 to 30th September, 2023 in delivering our 2023/24 Annual Delivery Plan commitments as aligned to our Corporate Plan Well-being Objectives.	Leader	Yes (All Scrutiny Committees)	No	Reported to 11/01/24 Cabinet meeting Min. No. C197 https://www.valeofglamorgan.gov.uk/Documents/Committee%20Reports/Cabinet/2024/24-01-11/ADP-Q2-Performance-Monitoring.pdf
January	Retendering of Insurance 2023/24.	To advise Cabinet that the Council's insurance policies will need to be retendered during 2023 / 2024 due to the expiry of the existing long-term agreements and to outline and agree the process that will be followed in carrying out the tenders and contract award.	Leader	No	No	Reported to 11/01/24 Cabinet meeting Min. No. C198 & C202 https://www.valeofglamorgan.gov.uk/Documents/Committee%20Reports/Cabinet/2024/24-01-11/Retendering-of-Insurance.pdf
January	Initial Budget 2024/25 and Medium Term Financial Plan 2024/25 to 2028/29 Proposals for	To put forward the Council's budget proposals for consultation with residents, other stakeholders and	Leader	Yes (All)	No	Reported to 18/01/24 Cabinet

Month	Report Title	Purpose of Report (Summary)	Lead Cabinet Member	Scrutiny Consideration Yes / No	Council Yes / No	Updates
	Consultation.	the Council's Scrutiny Committees.				meeting Min. No. C206 https://www.valeofglamorgan.gov.uk/Documents/Committee%20Reports/Cabinet/2024/24-01-18/Budget-for-Consultation-2024-25.pdf
January	Draft Capital Programme Proposals 2024/25 to 2028/29.	To gain approval for the Draft Capital Programme Proposals for 2024/25 to 2028/29 so that they may be submitted to Scrutiny Committees for consultation, prior to the final Capital Proposals being presented to Members in February 2024.	Leader	Yes (All via Corporate Performance and Resources)	The final 2024/25 report will require the approval of Full Council.	Reported to 18/01/24 Cabinet meeting Min. No. C207 https://www.valeofglamorgan.gov.uk/Documents/Committee%20Reports/Cabinet/2024/24-01-18/Draft-Capital-Programme-Proposals-24-25-to-28-29.pdf
January	Reshaping: The Next Phase of Transformation.	To seek Cabinet approval for the next phase of the Council's transformational change programme, Reshaping.	Leader	Yes (Corporate Performance and Resources)	No	Reported to 18/01/24 Cabinet meeting Min. No. C208 https://www.vale

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						ofglamorgan.gov.uk/Documents/Committee%20Reports/Cabinet/2024/24-01-18/Reshaping-A-Future-Transformation-Programme.pdf
January	Use of the Chief Executive's Emergency Powers.	To notify Cabinet of the exercising of Emergency Powers by the Chief Executive since the last report on 30th November, 2023.	Leader	No	No	Reported to 25/01/24 Cabinet meeting Min. No. C218 https://www.valeofglamorgan.gov.uk/Documents/Committee%20Reports/Cabinet/2024/24-01-25/Use-of-CX-Emergency-Powers.pdf
January	Levelling up and Long-Term Plan for Town Update Report.	To inform Cabinet of the recent awards of UK Government administered funds and initiatives to support local economic growth: Long-Terms Plan for Towns; Levelling Up Funding; and To seek Cabinet authority to take	Leader	Cabinet	No	Reported to 25/01/24 Cabinet meeting Min. No. C219 https://www.valeofglamorgan.gov.uk/Documents/Committee%20R

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		the necessary next steps to progress delivery of the funding.				eports/Cabinet/2024/24-01-25/Levelling-up-and-Long-Term-Plan-for-Town-Plan-for-Town-Report.pdf
January	Corporate Fraud Enforcement Policy.	To provide Cabinet with the Council's draft Corporate Fraud Enforcement Policy ("the Policy") following comments from the Governance and Audit Committee for consideration and approval.	Leader	No	Yes	Reported to 25/01/24 Cabinet meeting Min. No. C220 https://www.valeofglamorgan.gov.uk/Documents/Committee%20Reports/Cabinet/2024/24-01-25/Corporate-Fraud-Enforcement-Policy.pdf
January	Disposal of Freehold Interest in 119 Broad Street, Barry.	To seek Cabinet approval to dispose of the freehold interest in 119 Broad Street, Barry to Cardiff and Vale Citizens Advice Bureau.	Leader	No	No	Reported to 25/01/24 Cabinet meeting Min. No. C221 https://www.valeofglamorgan.gov.uk/Documents/Committee%20Reports/Cabinet/2024/24-01-

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						25/CAB-119-Broad-Street-Barry.pdf
January	Vale of Glamorgan Enterprise Centre.	To consider strategic options for the Vale of Glamorgan Enterprise Centre and to obtain authority for a way forward.	Deputy Leader and Cabinet Member for Sustainable Places	No	No	Reported to 25/01/24 Cabinet meeting Min. Nos. C224 & C227 https://www.valeofglamorgan.gov.uk/Documents/Committee%20Reports/Cabinet/2024/24-01-25/Urgent-Item-Vale-of-Glamorgan-Enterprise-Centre.pdf
January	Update Report: Recycling and Waste Management Service Changes 2023/24.	To seek approval to set the green waste subscription services charges for 2024/25 and to report on the performance of service changes introduced, July 2023.	Neighbourhood and Building Services	Yes (Environment and Regeneration)	No	Reported to 18/01/24 Cabinet meeting Min. No. C209 https://www.valeofglamorgan.gov.uk/Documents/Committee%20Reports/Cabinet/2024/24-01-18/Recycling-

Month	Report Title	Purpose of Report (Summary)	Lead Cabinet Member	Scrutiny Consideration Yes / No	Council Yes / No	Updates
						and-Waste-Management-Report.pdf
January	Acquisition of Residential Properties in the Vale of Glamorgan.	To seek Cabinet approval to acquire up to three residential properties in the Vale of Glamorgan.	Social Care and Health	No	No	Reported to 25/01/24 Cabinet meeting Min. Nos. C222 & C226 https://www.valeofglamorgan.gov.uk/Documents/Committee%20Reports/Cabinet/2024/24-01-25/Part-I-Acquisition-of-residential-properties.pdf
January	Annual Equality Monitoring Report 2022-23.	To seek approval of the Annual Equality Monitoring Report (Appendix A).	Community Engagement, Equalities and Regulatory Services	Yes (Learning and Culture)	No	Reported to 11/01/24 Cabinet meeting Min. No. C199 https://www.valeofglamorgan.gov.uk/Documents/Committee%20Reports/Cabinet/2024/24-01-11/Annual-Equality-

Month	Report Title	Purpose of Report (Summary)	Lead Cabinet Member	Scrutiny Consideration Yes / No	Council Yes / No	Updates
						Monitoring-Report.pdf
January	Review of Vale of Glamorgan Council Strategic Equality Objectives for Period 2024-25.	To seek Cabinet endorsement of the proposals for reviewing Strategic Equality Objectives for the period 2024-25.	Community Engagement, Equalities and Regulatory Services	Yes (Learning and Culture)	No	Reported to 11/01/24 Cabinet meeting Min. No. C200 https://www.valeofglamorgan.gov.uk/Documents/Committee%20Reports/Cabinet/2024/24-01-11/Review-of-Strategic-Equality-Objectives.pdf

Forward Work Programme: February 2024

Month	Report Title	Purpose of Report (Summary)	Lead Cabinet Member	Scrutiny Consideration Yes / No	Council Yes / No	Updates
February	Pay Policy 2024/25. Deferred from January cycle.	To ask Cabinet to consider and endorse the annual Council's annual Pay Policy for 2024/25 as set out prior to its submission to Council for approval.	Leader	Yes (Corporate Performance and Resources)	Yes	Reported to 08/02/24 Cabinet meeting Min. No. C234 https://www.valeofglamorgan.gov.uk/Documents/Committee%20Reports/Cabinet/2024/24-02-08/Pay-Policy-2024-25.pdf
February	Timetable of Meetings: May 2024 to May 2025. Deferred from January cycle.	To consider a draft timetable of meetings for the period May 2024 - May 2025.	Leader	No	No	Reported to 08/02/24 Cabinet meeting Min. No. C235 https://www.valeofglamorgan.gov.uk/Documents/

Month	Report Title	Purpose of Report (Summary)	Lead Cabinet Member	Scrutiny Consideration Yes / No	Council Yes / No	Updates
						Committee %20Reports /Cabinet/2024/24-02-08/Timetabl e-of-Meetings.pdf
February	Employee Code of Conduct Protocol Review 2024.	To seek Cabinet Approval for the revised Code of Conduct Protocol.	Leader	No	No	Reported to 22/02/24 Cabinet meeting Min. No. C247 https://www.valeofglamorgan.gov.uk/Documents/_Committee %20Reports /Cabinet/2024/24-02-22/Code-of-Conduct-Protocol.pdf
February	Draft Vale of Glamorgan Council Annual Delivery Plan 2024-25.	To enable Cabinet to consider the draft Annual Delivery Plan 2024-25 post consultation.	Leader	No	Yes	Reported to 22/02/24 Cabinet meeting Min. No. C248 https://www.valeofglamorgan.gov.uk/Documents/_Committee %20Reports /Cabinet/2024/24-02-22/Code-of-Conduct-Protocol.pdf

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						valeofglamorgan.gov.uk/Documents/Committee%20Reports/Cabinet/2024/24-02-22/Draft-VoG-Annual-Delivery-Plan.pdf
February	Capital Monitoring for the Period 1st April to 31st December, 2023.	To advise Cabinet of the progress on the 2023/24 Capital Programme for the period 1st April, 2023 to 31st December, 2023 and to request changes to the Capital Programme.	Leader	No	No	Reported to 29/02/24 Cabinet meeting Min. No. C258 https://www.valeofglamorgan.gov.uk/Documents/Committee%20Reports/Cabinet/2024/24-02-29/Capital-Monitoring.pdf
February	Quarter 3 Revenue Monitoring 2023/24.	To advise Cabinet of the Quarter 3 Revenue Monitoring position for 2023/24.	Leader	No	Yes (Corporate Performanc	Reported to 29/02/24 Cabinet

Month	Report Title	Purpose of Report (Summary)	Lead Cabinet Member	Scrutiny Consideration Yes / No	Council Yes / No	Updates
					e and Resources)	meeting Min. No. C259 https://www.valeofglamorgan.gov.uk/Documents/Committee%20Reports/Cabinet/2024/24-02-29/Q3-Revenue-Monitoring.pdf
February	Draft Budget 2024/25 and Medium Term Financial Plan 2024/25 to 2028/29.	To put forward draft proposals for the Budget 2024/25 and outline the financial position across the medium term 2024/25 to 2028/29 for approval by Full Council on 6th March, 2024.	Leader	No	Yes	Reported to 29/02/24 Cabinet meeting Min. No. C260 https://www.valeofglamorgan.gov.uk/Documents/Committee%20Reports/Cabinet/2024/24-02-29/Draft-Budget-and-MTFP.pdf

Month	Report Title	Purpose of Report (Summary)	Lead Cabinet Member	Scrutiny Consideration Yes / No	Council Yes / No	Updates
February	Capital Strategy 2024/25 and Final Capital Programme Proposals 2024/25 to 2028/29.	The purpose of this report is to set out final proposals for Cabinet Members to consider, before making their recommendations to Full Council, in respect of the final capital budget for the financial year 2024/25 to 2028/29 and to consider the Capital Strategy for 2024/25.	Leader	No	Yes	Reported to 29/02/24 Cabinet meeting Min. No. C261 https://www.valeofglamorgan.gov.uk/Documents/Committee%20Reports/Cabinet/2024/24-02-29/Final-Capital-Proposals.pdf
February	Treasury Management and Investment Strategy 2024/25 and Update for 2023/24.	To provide an interim report on the Council's treasury management operations for the period 1st April 2023 to 31st December 2023 and to submit for consideration the proposed 2024/25 Treasury Management and Investment Strategy.	Leader	No	Yes	Reported to 29/02/24 Cabinet meeting Min. No. C262. https://www.valeofglamorgan.gov.uk/Documents/Committee%20Reports/Cabinet/2024/24-02-

Month	Report Title	Purpose of Report (Summary)	Lead Cabinet Member	Scrutiny Consideration Yes / No	Council Yes / No	Updates
						29/Treasury-Management-and-Investment-Strategy.pdf
February	Annual Report for SACRE/SAC 2022-2023 (Standing Advisory Council for Religious Education) /SAC (Standing Advisory Council).	To ratify the Annual Report 22-23 for SACRE (Standing Advisory Council for Religious Education) / SAC (Standing Advisory Council).	Education, Arts and the Welsh Language	Yes (Learning and Culture)	No	Reported to 22/02/24 Cabinet meeting Min. No. C249 https://www.valeofglamorgan.gov.uk/Documents/_Committee%20Reports/Cabinet/2024/24-02-22/SACRE.pdf
February	Highway Maintenance Inspection Regime.	To propose changes to the footway and carriageway inspection regime.	Neighbourhood and Building Services	Yes (Environment and Regeneration)	No	Reported to 08/02/24 Cabinet meeting Min. No. C236 https://www.valeofglamorgan.gov.uk/Documents/_Committee

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						%20Reports/Cabinet/2024/24-02-08/Inspection-Regime-Report.pdf
February	Housing Windows and Doors Replacement Scheme 2024-2027.	To advise Cabinet of the tender process for the Housing Windows and Doors Replacement Scheme 2024-2027.	Public Sector Housing and Tenant Engagement	No	No	Reported to 22/02/24 Cabinet meeting Min. Nos. C251 & C253 https://www.valeofglamorgan.gov.uk/Documents/Committee%20Reports/Cabinet/2024/24-02-22/Part-I-Housing-Windows-and-Doors-Replacement.pdf
February	Cowbridge Physic Garden – Fields in Trust Status.	To seek approval to dedicate Cowbridge Physic Garden as protected green space with Fields in Trust.	Leisure, Sport and Well-being	No	No	Reported to 08/02/24 Cabinet meeting Min. No.

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						<p>C237</p> <p>https://www.valeofglamorgan.gov.uk/Documents/_Committee%20Reports/Cabinet/2024/24-02-08/Cowbridge-Physic-Garden.pdf</p>
February	Improvements to Colcot and Buttrills Recreation Sites.	To seek approvals for significant improvement works to the Colcot and Buttrills recreation sites with an emphasis on improving recreational facilities.	Leisure, Sport and Well-being	No	No	<p>Reported to 22/02/24 Cabinet meeting Min. No. C250</p> <p>https://www.valeofglamorgan.gov.uk/Documents/_Committee%20Reports/Cabinet/2024/24-02-22/Buttrills-Recreation-Sites.pdf</p>

Forward Work Programme: March 2024

Month	Report Title	Purpose of Report (Summary)	Lead Cabinet Member	Scrutiny Consideration Yes / No	Council Yes / No	Updates
March	Strategic Collaborative Working Initiatives Update.	To provide an update for Cabinet on the Council's strategic collaborative working initiatives.	Leader	No	No	Reported to 21/03/24 Cabinet meeting Min. No. C285 https://www.valeofglamorgan.gov.uk/Documents/Committee%20Reports/Cabinet/2024/24-03-21/Strategic-Collaborative-Working-Initiatives.pdf
March	Grant Award and Licence Extension to Cowbridge Charter Trust 2024/25 to 2028/29.	To seek Cabinet's approval in the awarding of a grant from the 2024/25, 2025/26, 2026/27, 2027/28 and 2028/29 corporate revenue budgets and the award of a corresponding licence for the Cowbridge Town Wall for the period 1st April 2024 to 31st March 2029.	Leader	No	No	Reported to 21/03/24 Cabinet meeting Min. No. C286 https://www.valeofglamorgan.gov.uk/Documents/

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						Committee %20Reports /Cabinet/2024/24-03-21/Cowbridge-Charter-Trust-Grant-Award-2024-25-to-2028-29.pdf
March	Regional Internal Audit Shared Services (RIASS) Partnership 2024.	To provide Members of Cabinet with a position statement on the renewal of the RIASS partnership arrangement from April 2024 and to allow new partners to join	Leader	No	No	Reported to 21/03/24 Cabinet meeting Min. No. C287 & C295 https://www.valeofglamorgan.gov.uk/Documents/Committee %20Reports /Cabinet/2024/24-03-21/Part-I-RIASS-Partnership.pdf
March	Annual Delivery Plan Monitoring Report: Quarter 3 2023/24.	To present the Council's performance against the Annual Delivery Plan for Q3.2023/24.	Leader	Yes (All Scrutiny Committees)	No	Going through the 11/04/24

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						Cabinet cycle
March	Service Plans and Target Setting to deliver the Annual Delivery Plan 2024/25.	To present the priority actions as reflected in Service Plans and proposed service performance targets for the period 2024/2025 that will deliver the Council's Annual Delivery Plan 2024/25.	Leader	Yes (Environment and Regeneration)	No	Going through the 11/04/24 Cabinet cycle
March	Proposed Events Programme 2024-25.	Agreement of annual programme of events and allocation of funds.	Deputy Leader and Cabinet Member for Sustainable Places	No	No	Going through a future Cabinet cycle
March	Disposal of Additional Education Land at St Cyres Comprehensive School, Penarth.	To seek Cabinet approval to dispose of an additional piece of disused land at St Cyres Comprehensive School, Penarth.	Education, Arts and the Welsh Language	No	No	Reported to 07/03/24 Cabinet meeting Min. No. C269 https://www.valeofglamorgan.gov.uk/Documents/Committee%20Reports/Cabinet/2024/24-03-07/Disposal-of-addtional-land-Cwrt-St-Cyres.pdf

Month	Report Title	Purpose of Report (Summary)	Lead Cabinet Member	Scrutiny Consideration Yes / No	Council Yes / No	Updates
March	Sustainable Communities for Learning (SCfL) Rolling Programme.	To seek Cabinet approval on the Sustainable Communities for Learning Rolling Programme. This report does not seek any financial commitment. It seeks approval of the recommended projects in order to submit a Strategic Outline Rolling Programme to Welsh Government.	Education, Arts and the Welsh Language	No	No	Reported to 07/03/24 Cabinet meeting Min. No. C270 https://www.valeofglamorgan.gov.uk/Documents/Committee%20Reports/Cabinet/2024/24-03-07/Sustainable-Communities-for-Learning-SOP.pdf
March	Proposed Social, Emotional, Mental Health and Well-being Strategy 2024-2026 (Learning and Skills).	To ratify Learning and Skills Directorate Social, Emotional, Mental Health (SEMH) and Well-being Strategy 2024- 2027.	Education, Arts and the Welsh Language	Yes (Learning and Culture)	No	Reported to 07/03/24 Cabinet meeting Min. No. C271 https://www.valeofglamorgan.gov.uk/Documents/Committee%20Reports

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						/Cabinet/2024/24-03-07/Proposed-Social-Emotional.pdf
March	Consultation on the Proposal to Create a Welsh Medium Specialist Resource Base at Ysgol Gwaun y Nant with effect from September 2024.	To seek Cabinet approval to consult with stakeholders on the proposal to create a Welsh Medium Specialist Resource Base at Ysgol Gwaun y Nant with effect from September 2024.	Education, Arts and the Welsh Language	Yes (Learning and Culture)	No	Reported to 07/03/24 Cabinet meeting Min. No. C272 https://www.valeofglamorgan.gov.uk/Documents/Committee%20Reports/Cabinet/2024/24-03-07/Welsh-Medium-Specialist-Resource-Base.pdf
March	School Admission Arrangements 2025/26.	To advise Cabinet of the outcome of the consultation exercise undertaken on school admission arrangements for Community Schools in accordance with the Education (Determination of Admission Arrangements) (Wales) Regulations 2006.	Education, Arts and the Welsh Language	No	No	Reported to 21/03/24 Cabinet meeting Min. No. C288 https://www.valeofglamorgan.gov.uk/Documents/Committee%20Reports/Cabinet/2024/24-03-07/School-Admission-Arrangements-2025-26.pdf

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						valeofglamorgan.gov.uk/Documents/Committee%20Reports/Cabinet/2024/24-03-21/School-Admission-Arrangements-Report.pdf
March	Highway Maintenance Contract Awards.	To advise Cabinet of the tender process for Highway Maintenance Repairs and Carriageway Resurfacing (2024-2027) and for Surface Dressing and Micro Asphalt Treatment (2024/2026).	Neighbourhood and Building Services	No	No	Reported to 07/03/24 Cabinet meeting Min. No. C273 & C276 https://www.valeofglamorgan.gov.uk/Documents/Committee%20Reports/Cabinet/2024/24-03-07/Part-I-Highway-Maintenance-Contracts.pdf

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March	Review of the Council's 2021 Residential Parking Permit Schemes.	To review, and where necessary, propose amendments to the 2021 residential parking permit schemes implemented at Cosmeston, Cowbridge, Barry Island, the Knap and Ogmore by Sea.	Neighbourhood and Building Services	Yes (Environment and Regeneration)	No	Reported to 21/03/24 Cabinet meeting Min. No. C289 https://www.valeofglamorgan.gov.uk/Documents/Committee%20Reports/Cabinet/2024/24-03-21/Residential-Parking-Permit-Scheme-Report.pdf
March	Update Report: Household Waste Recycling Centres.	To provide a performance update for the Council's Household Waste Recycling Centres and to seek approval to extend the lease and improve the access road leading to the Llandow site.	Neighbourhood and Building Services	Yes (Environment and Regeneration)	No	Reported to 21/03/24 Cabinet meeting Min. No. C290 https://www.valeofglamorgan.gov.uk/Documents/Committee%20Reports/Cabinet/2024/24-03-21/Residential-Parking-Permit-Scheme-Report.pdf

Month	Report Title	Purpose of Report (Summary)	Lead Cabinet Member	Scrutiny Consideration Yes / No	Council Yes / No	Updates
						4/24-03-21/Update-Report-Household-Waste-Recycling-Centres.pdf
March	Procurement for the Supplying and Fitting of Tyres to Council Fleet.	To obtain approval to tender and award a contract for the Supplying and Fitting of Tyres to Council fleet.	Neighbourhood and Building Services	No	No	Reported to 21/03/24 Cabinet meeting Min. No. C291 https://www.valeofglamorgan.gov.uk/Documents/Committee%20Reports/Cabinet/2024/24-03-21/Supplying-and-Fitting-of-Tyres-Report.pdf
March	Consultation Response to Welsh Government White Paper - Ending Homelessness in Wales.	To approve the Council's response to the White Paper - 'Ending Homelessness in Wales'.	Public Sector Housing and Tenant Engagement	No	No	Reported to 07/03/24 Cabinet meeting Min. No. C274

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						https://www.valeofglamorgan.gov.uk/Documents/_Committee%20Reports/Cabinet/2024/24-03-07/Ending-Homelessnes.pdf
March	Strategic Equality Plan 2024-25.	To seek Cabinet approval of updated Strategic Equality Plan for the period 2024-25.	Community Engagement, Equalities and Regulatory Services	No	No	Reported to 21/03/24 Cabinet meeting Min. No. C292 https://www.valeofglamorgan.gov.uk/Documents/_Committee%20Reports/Cabinet/2024/24-03-21/Strategic-Equality-Plan-2024-2025-Report.pdf