

**Summary of recommendations to the executive and executive responses**  
**Scrutiny Management Board**  
**19 March 2024**

<b>Recommendation 1</b>	That Herefordshire Council's shareholder committee consider a pathway to paying the Real Living Wage.			
<b>Executive Response</b>				
<b>Action –</b>	<b>Owner</b>	<b>By When</b>	<b>Target/Success Criteria</b>	<b>Progress</b>

<b>Recommendation 2</b>	That Herefordshire Council's shareholder committee explore with Hoople the potential to increase its commercial revenue, with a view to reducing the charges it makes to Herefordshire Council.			
<b>Executive Response</b>				
<b>Action</b>	<b>Owner</b>	<b>By When</b>	<b>Target/Success Criteria</b>	<b>Progress</b>

<b>Recommendation 3</b>	Hoople's future gender pay gap reports should include a) comparison with previous years' performance, b) comparison with relevant comparator organisations, c) information on what action they are taking to address the gender pay gap, and d) information on the impact of past actions.			
<b>Response</b>				
<b>Action</b>	<b>Owner</b>	<b>By When</b>	<b>Target/Success Criteria</b>	<b>Progress</b>

<b>Recommendation 4</b>	That Herefordshire Council's shareholder committee seeks to maximise opportunities for looked after children and care leavers through its relationship with Hoople.			
<b>Executive Response</b>				
<b>Action</b>	<b>Owner</b>	<b>By When</b>	<b>Target/Success Criteria</b>	<b>Progress</b>