

STOCKTON-ON-TEES BOROUGH COUNCIL

CABINET RECOMMENDATIONS

PROFORMA

Cabinet Meeting14th February 2019

1. Title of Item/Report

People Select Committee - Scrutiny Review of Under-representation of BME Communities in the SBC Workforce

2. Record of the Decision

Consideration was given to a report that presented the outcomes of the People Select Committee's review of Under-representation of BME Communities in the SBC Workforce.

RESOLVED that:

1. Further work be undertaken to investigate and follow-up on undeclared ethnicity of Council staff, ensuring clarity around why the Council is requesting ethnicity data and what it will be used for, and providing a paper copy of the equality monitoring form for those staff not within a traditional office base.
2. Discussions be held at Senior Management level to understand variances of BME representation across directorates and encourage shared corporate responsibility in increasing workforce diversity. Consideration be given to directorate-specific Action Plans to identify and promote potential employment opportunities to the BME community.
3. Senior Management should continue to periodically promote all Council staff forums (including the BME Staff Forum) and take positive action to ensure Officers are supported to attend and engage.
4. Interview evaluation be developed to allow any Council job applicant to comment on the interview process (organisation, documentation, interview panel, questions, etc.) which may identify areas for improvement.
5. To increase awareness of the Council, what it provides, and potential routes for employment (including apprenticeships, work placements, etc.), SBC promote itself as a diverse employer across a large and varied range of services through multiple mediums (e.g. via social media, in schools / colleges, at targeted job fairs, with established

BME community groups).

6. A poster / social media campaign be developed (similar to 'Be a Councillor') to promote the diversity of the Council's staff and the roles they undertake.

7. The responses from BME staff to the Employee Survey 2018 are explored, particularly around opportunities to learn, develop and progress.

8. Subject to a review of who is responsible for each identified action, a final draft BME Staff Forum Action Plan be endorsed by the Council, and the proposed report on progress of this Action Plan be shared with the People Select Committee.

3. Reasons for the Decision

The report presents the findings of the scrutiny review of Under-representation of BME Communities in the SBC Workforce which was part of the 2018-2019 scrutiny work programme.

4. Alternative Options Considered and Rejected

None

5. Declared (Cabinet Member) Conflicts of Interest

None

6. Details of any Dispensations

N/A

7. Date and Time by which Call In must be executed

Midnight, 23 February 2019

Proper Officer
19 February 2019