

**People Select Committee
Chair's Update – January 2019**

Scrutiny Review – Digital Optimisation	
Achieved since last meeting	<p>During an informal session in November 2018 to consider a summary of evidence received as part of this review, the Committee formulated a number of draft recommendations.</p> <p>A draft final report was subsequently considered and agreed by the Committee at its last meeting in December 2018.</p>
Problems or concerns	None.
Planned next month	The agreed final report will be presented to Cabinet in January 2019.
On track – yes / no	Yes.

Scrutiny Review – Under-representation of BME Communities in the SBC Workforce	
Achieved since last meeting	<p>In November 2018, the Committee received a joint presentation from HR (current workforce diversity data, recruitment policy and process), Community Engagement (engagement with and promotion of Council employment opportunities to the BME community, reported barriers from the BME community) and the BME Staff Forum (details of work already undertaken to investigate ways of increasing BME representation in the Council's workforce, draft BME Staff Forum Action Plan).</p> <p>At the last Committee meeting in December 2018, representatives from the Catalyst Multicultural Forum and the Big Committee provided their views on the perceptions of the Council in terms of being a potential employer, any barriers to recruitment (to the Council), and ideas on increasing BME community awareness of Council employment opportunities and inspiring the BME community to want to work for the Council.</p> <p>The December 2018 meeting also heard how some external organisations were addressing workforce diversity, and received feedback from a recent visit to the latest Council BME Staff Forum meeting, and a reflection on the SBC Employee Survey results from a BME staff perspective.</p>
Problems or concerns	None.
Planned next month	<p>A summary of the evidence received as part of this review will be considered by the Committee in early-January 2019 (informal session), where draft recommendations will also be formulated.</p> <p>A draft final report will then be considered by the Committee at the next formal meeting in late-January 2019, with an agreed</p>

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	version to be presented to Cabinet in February 2019.
On track – yes / no	Yes.

Overview / Performance and Quality Assurance

Key Issues / Problems or concerns	None.
Requests for more information	None.

Monitoring

Key Issues / Problems or concerns	The Committee has not considered any monitoring updates since the last meeting. The next monitoring updates are scheduled to be presented in March 2019.
Requests for more information	None.

Next Meeting

Monday 21st January 2019 (1.30pm)