

SCRUTINY REVIEW OF UNDER-REPRESENTATION OF BME COMMUNITIES IN THE SBC WORKFORCE

Summary

Representatives from Stockton-on-Tees Borough Council (SBC) will be providing information in relation to the Scrutiny Review of Under-representation of BME Communities in the SBC Workforce. Local Authority contributors include HR, Community Engagement and the Council's BME Staff Forum.

Detail

1. As reflected in the agreed scope, this review will assess the Council's performance against the 'Roadmap to Success', recommended to organisations in the independent McGregor-Smith Review (2018) – *Race in the workplace* to assist leaders to move positively towards a more diverse workforce. A link to the McGregor-Smith report is included below for Members to familiarise themselves with ahead of this meeting.

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/594336/race-in-workplace-mcgregor-smith-review.pdf

2. Local Authority representatives have been asked to provide evidence on the following:

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

BME Staff Forum

- Details of work already undertaken to investigate ways of increasing BME representation in the Council's workforce
- Action Plan

3. A copy of the agreed scope and plan for this review is included for information, as are the 'Roadmap to Success', recommendations from the McGregor-Smith Review (2018).

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