

Stockton-On-Tees Borough Council

Black & Minority Ethnic Staff forum - Action Plan Sept 2018- Aug 2019

This action plan has two aims:

1. To increase and improve the recruitment of new BME employees
2. To develop and support a diverse workforce by retaining and supporting the progression of existing BME staff

The Equality Act 2010 replaced the previous anti-discrimination laws with a single Act. It simplified the law, removing inconsistencies and making it easier for people to understand and comply with it. It also strengthened the law in important ways to help tackle discrimination and inequality. In addition on 1 October 2010, general positive action provisions came into force. These replicated provisions in earlier legislation and allowed employers to target measures such as dedicated training to groups, such as women or people from ethnic minorities, who are under-represented or disadvantaged in the workplace, or to meet their particular needs.

Our Council Plan

Under the theme for 'our Council' there is also a commitment through one of our key objectives to 'Further enhance the diversity of our workforce through recruitment and retention' of under-represented groups.

Our Culture

We deliver services by drawing on our workforce culture – the values and behaviours we have agreed we want to encourage here at the Council.

We are an organisation where we all make a positive contribution at work for the whole Council. Where we never lose sight of the fact we are here to serve the people of the Borough, **therefore we need a representative workforce to ensure that we are able to serve our communities the best that we are able.**

This plan will help deliver on these objectives and support the Council through the above two aims.

A report on progress will be developed after August 2019, to consider progress and what changes have been achieved as a result.

1. To increase and improve the recruitment of new BME employees

Action	Responsibility	Progress	Deadline	Success will be measured by....
1.To monitor progress towards the Council meeting its BME workforce targets - through HR presenting 6 monthly BME workforce profile updates to the BME staff forum	HR / CMT	Report six monthly on target figure	Ongoing	Progress towards addressing significant gap in the BME workforce and any action necessary
2. To identify and promote SBC at local Job Fairs as an attractive employer of choice.	HR / BME Staff Forum		Mar 19	The number of outreach events/activities held to promote SBC within BME communities
3. Ensure more diverse stories and images are represented <u>Externally</u> - i.e through Stockton News More BME staff related stories externally to promote a more diverse workforce will encourage more applications from the BME community.	Comm's / HR	Ongoing	March 2019	Increased number of applications for vacancies from the BME community.
4.To identify gaps and issues from the recruitment data and understand how this can be improved to reflect the accuracy . For example analyse the difference between unsuccessful applications from the BME community and their white counterparts	HR / BME staff forum	Aug 2019	March 2019	Regular information available to compare successful candidate % from BME candidates vs. white candidates.
5.To ensure a number of interview panels have representatives from the BME staff forum as part of the interview process – priority to be given to service areas which are under-represented in their BME workforce.	HR / BME staff forum	Ongoing	On-going	At least 10 interview panels next year to include representatives from the forum and to ensure such representatives are fully trained in recruitment and selection training
6.To ensure all apprenticeships include a min of 6% applicants from the BME community. (6% reflecting the % of the BME population in the borough).	HR / BME Staff Forum		Dec 18	6% of new apprenticeships from BME community
7.To set up new advertising routes for all vacancies to ensure more targeting and links with BME communities	HR / BME Staff forum			Increase in the BME workforce across SBC

2.To develop and support a diverse workforce by retaining and supporting the progression of existing BME employees.

Action	Responsibility	Progress	Deadline	Success will be measured by....
1.Encourage and promote BME employees to access and engage with the opportunities available through the Talent Network and SBF.	HR / BME Staff Forum		Mar 19	An increase in those engaged , involved and accessing SBF and Talent network opportunities
2.Identify the support that can be offered to existing BME employees to achieve to fulfil their potential? - Are they applying for promotions when they are advertised? - Are they regularly attending training courses? - Are they progressing as quickly as their white counterparts?	BME Staff Forum		Mar 19	Compare the promotion and progression of BME employees with their white counterparts. Monitor the progression rates for BME staff
3.Identify further training opportunities on equality and diversity for senior management/ recruitment? Are these being accessed?	HR / Staff forum		Mar 19	Percentage of senior managers attending equality and diversity training – both internal and external training
4.Employee Survey - Produce BME analysis of the Employee Survey results. - Respond to any issues identified in the Employee survey undertaken in Oct 2018. - BME staff forum to encourage completion of Employee Survey	HR BME staff forum		Dec 2019	Consider issues and address these through including these within action plan % of Employee surveys completed by BME staff
5. Ensure all new employees are provided details of the staff forums	HR/Comms	Corporate Induction bi-monthly meetings	On-going	Attendance of BME staff at Forum meetings and increased membership

6. Ensure more diverse stories and images are represented <u>internally</u> - i.e through KYIT to encourage BME employees to pursue promotion opportunities.	Comm's / HR	Ongoing	March 2019	An increase in the number of more BME staff related stories in KYIT.
7. BME staff to support and promote the 'Show Racism the Red Card campaign'.	BME staff forum	Annually	Oct 2018	Campaign success
8. SMT and service managers to engage with the BME staff forum as a conduit and consultation forum for developing policies, service changes and to utilise the forum to support Council wide activity.	SMT / BME staff forum		Aug 2019	Monitor the number of proposed policy / service changes which consult with the BME staff forum.