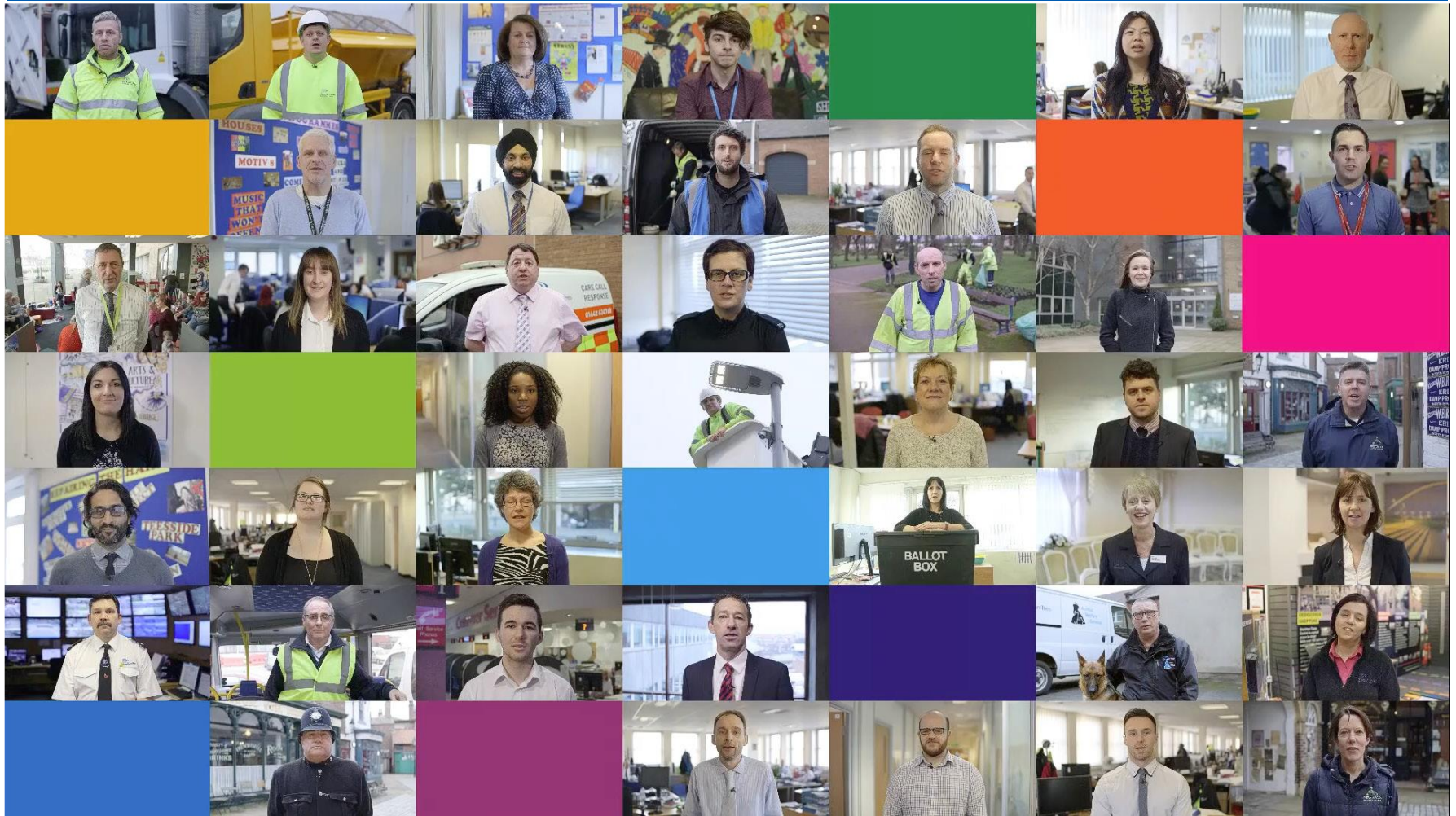


Scrutiny Review of BME Workforce



Beccy Brown – Director HR, Legal and Communications

Scrutiny Review of BME Workforce

- Council Plan
- Workforce Data
- Recruitment
- Retention
- BME Staff Forum & Action Plan

Council Plan – Key Objective



Key objectives

- Deliver a balanced and sustainable medium term financial plan
- Maximise and safeguard income for the Council
- Ensure the Council uses its assets effectively
- Develop and ensure delivery of a robust governance framework
- Continue to improve the efficiency and effectiveness of our services
- Continue to attract, develop and support diverse, capable and resilient employees
- Deliver effective communication

Council Plan – Translated to an HR Target



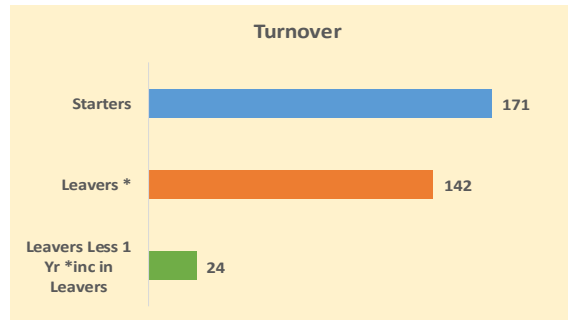
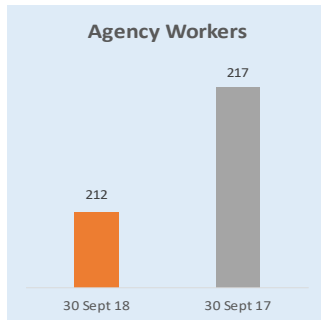
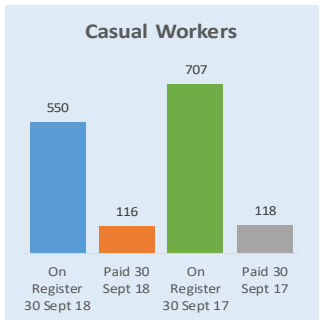
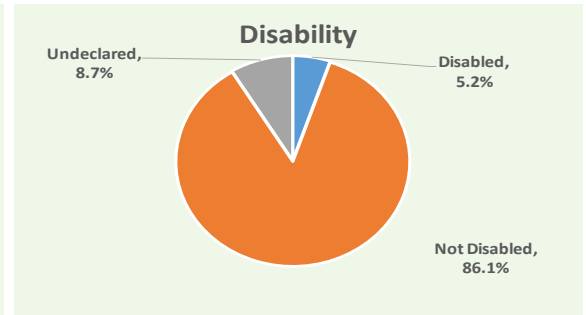
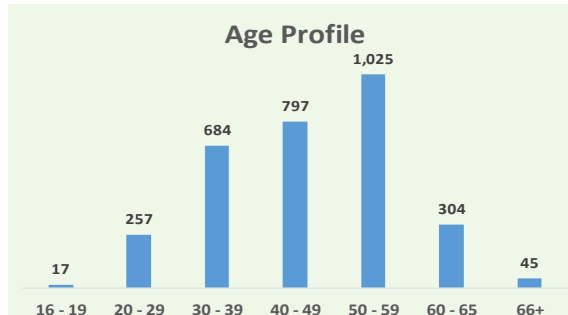
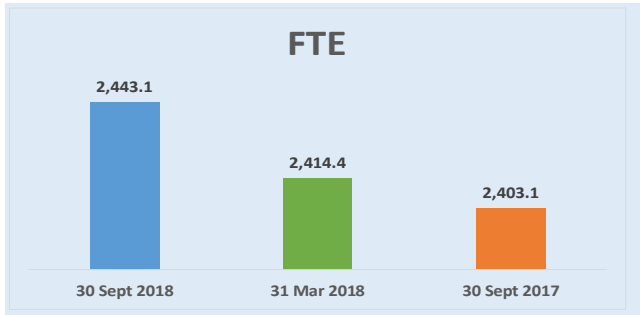
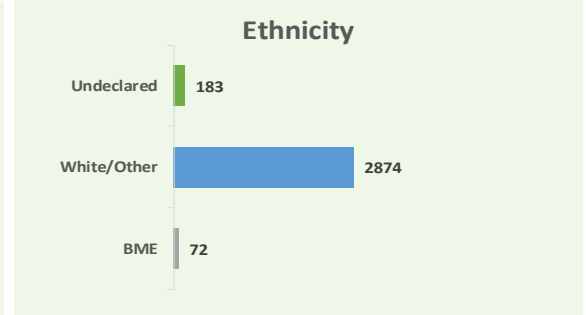
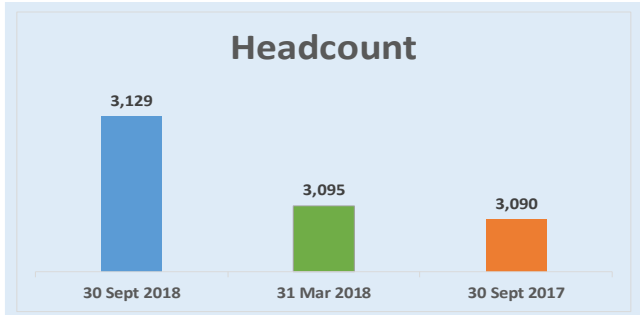
A workforce that is representative of the working population in the borough.

Corporate Workforce Data 30th September 2018

Workforce Data – 30th September 2018

Directorate	Corporate
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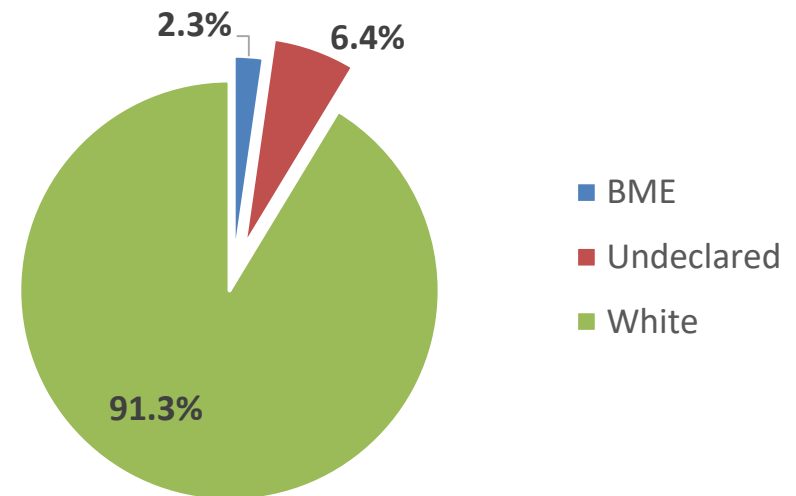
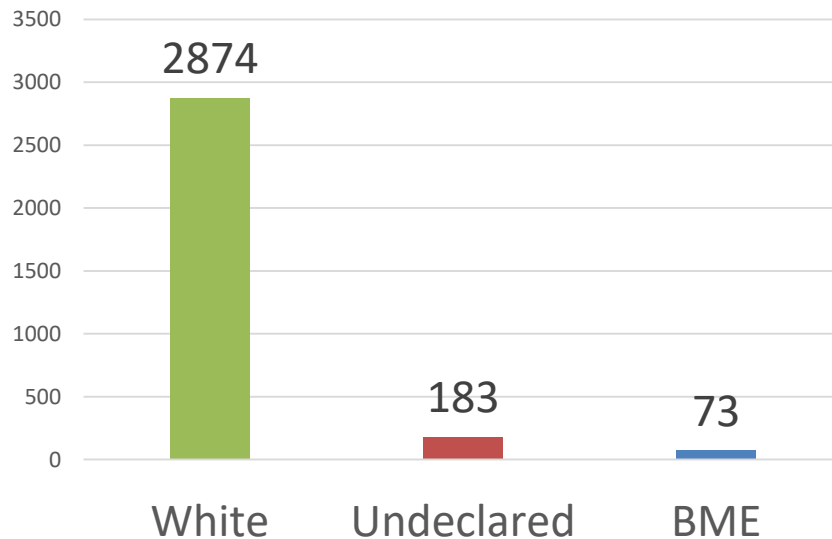
Drop Down Box



Ethnicity breakdown within SBC

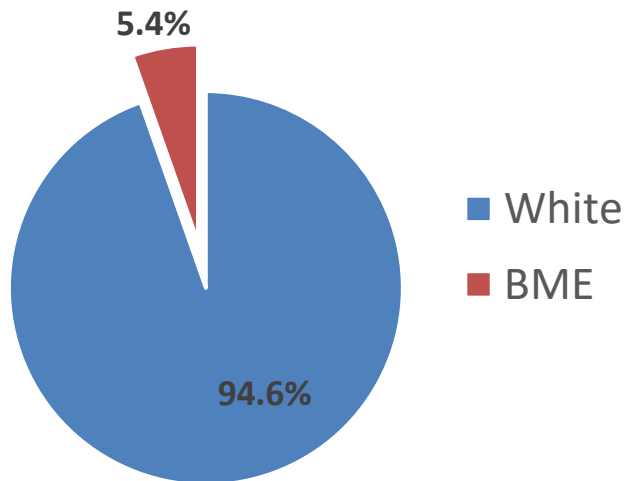
3,161 Employees

- 2.3% of workforce declared BME
- 6.4% Undeclared

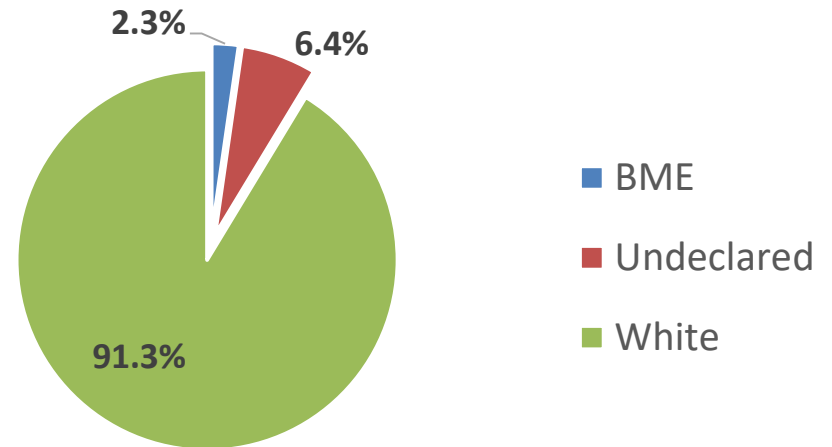


Workforce compared to Population

Stockton Population



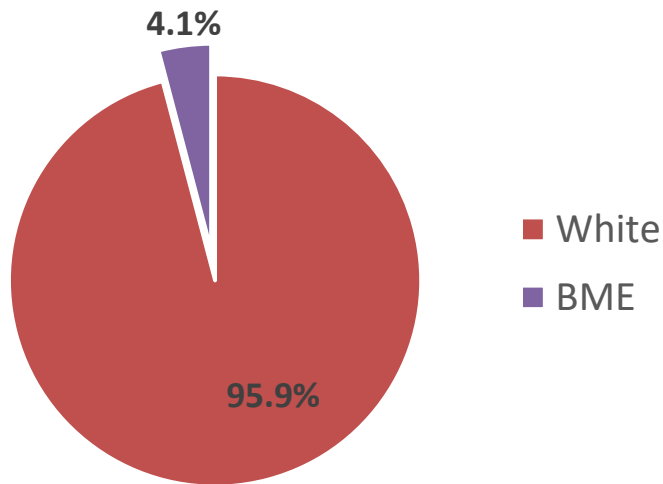
SBC Workforce



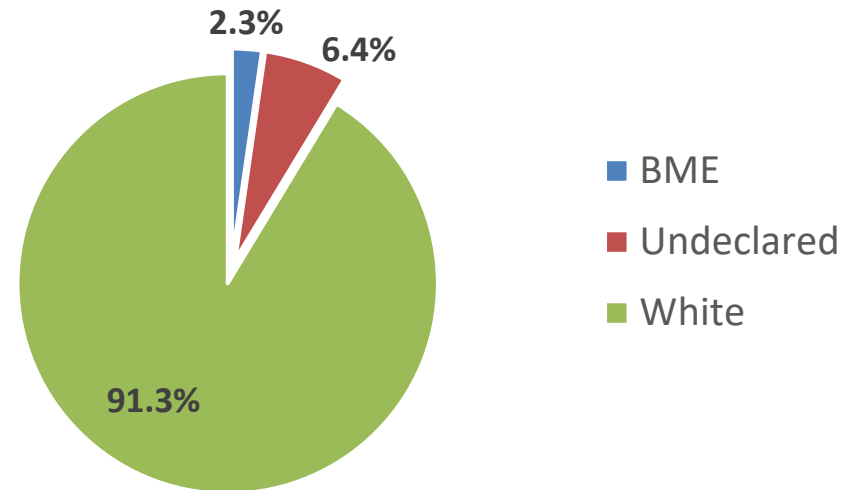
Office for National Statistics (ONS) 2011 census

Workforce compared to Population

Stockton Working Population



SBC Workforce



Office for National Statistics (ONS) 2011 census

Ethnicity by Directorate

Directorate	BME	% BME	Total Headcount
Administration, Democratic & Electoral Services	4	4.6%	87
Adoption Tees Valley	0	0.0%	32
Adults & Health	20	3.6%	557
Chief Executive	1	14.3%	7
Children's Services	14	2.4%	592
Community Services	15	1.6%	937
Culture, Leisure & Events	6	2.3%	256
Economic Growth & Development	0	0.0%	210
Finance & Business Services	4	1.6%	250
HR, Legal & Communications	4	5.8%	73
Xentrall Shared Services	5	3.1%	160
Grand Total	73	2.3%	3,161

Ethnicity by Grade

Grade	Actual BME	Expected BME in % to grade profile	Grand Total
Apprentice - NJC E	18	26	1,104
NJC F - NJC H	15	18	766
NJC I - NJC K	24	17	724
NJC L – NJC N	13	9	397
NJC O – NJC Q	3	2	107
SM4 - 1	0	1	47
Chief Officer	0	0	16
Grand Total	73	73	3,161

Recruitment

Recruitment Data

- Hold data on number of applications received for each post
- Data is recorded on all 9 protected characteristics:



BME Recruitment

1st Oct 2017 – 30 Sept 2018

	Total	BME	% BME
Applications Received	4,758	283	5.9%
Invited to Interview	1,479	79	5.3%
Appointed	266	5	1.9%

Recruitment – “Not Disclosed” Applicants

1st Oct 2017 – 30 Sept 2018

	Number Applicants	Not Disclosed Applicants	% Not Disclosed
Applications Received	4,758	170	3.6%
Invited to Interview	1,479	50	3.4%
Appointed	266	5	1.9%

Recruitment – BME Engagement

- Catalyst e-bulletin – link to SBC jobs page
- Targeted organisations i.e. jobs from Hilton Hotel shared with NE Migration Partnership
- Reach out through existing events i.e. Volunteer Market



Recruitment - Training

- Compulsory recruitment training
- Compulsory Equality & Diversity training
- Currently being updated

Retention

Leavers 1 April 2011 – 30 Sept 2018

Leaving Category	BME	Undeclared	White	Number of Leavers
Dismissals	0.6%	5.9%	93.5%	169
Other	1.5%	5.6%	92.9%	266
Redundancy	2.4%	3.5%	94.0%	735
Retirement	0.6%	1.3%	98.1%	318
End of Contract	2.9%	22.9%	74.3%	140
Voluntary Resignations	2.3%	7.1%	90.6%	1,220
Grand Total	2.0%	6.1%	91.9%	2,848

Progression

- Data on BME progression not available – could be produced

Equality & Diversity Training

- All Employees attend a compulsory the Equality & Diversity course every 5 years.
- Online e-learning module from ACAS
- Bespoke E & D training for Social Workers
- Employee Survey BME analysis currently underway

Equality Staff Forums

Your voice. Your choice.



Recruitment and Retention of the BME Workforce

Roisin Mc Kenzie – Lead Solicitor and Chair BME Staff Forum

Our Involvement

- Chief Executive invited to a BME Staff Forum meeting on the 11th December 2017
- Role of the BME forum and issues affecting the BME workforce were discussed.
- The Forum accepted the Chief Executive's invitation to consider issues regarding recruitment and retention of the BME workforce resulting in an Action Plan proposed by the Forum.

Views of the BME Staff Forum

In considering an Action Plan the Forum considered:

- Whether it is important to have a diverse workforce whilst recognising the Council's statutory responsibilities.
- The Council Plan objective to have a BME workforce which is representative of the community we serve.
- Whether existing BME employees were taking responsibility for their own development through existing opportunities such as the Talent Network.

Views of the Forum (continued)

- BME workforce is lots of different communities so a one size fits all approach may be ineffective.
- Wary of how the project could be perceived by others – we wanted to focus on retaining and employing the best candidate for a job role but ensuring the BME workforce had the same opportunities to apply/develop.
- Great opportunity for the forum to try and make a difference.

Actions so far

- Considered Reports such as Race in the Workplace ,McGregor –Smith Review and CIPD Developing Black and Minority Talent Report and 25 point action plan.
- Considered recruitment and workforce data.
- Information also obtained from services who work directly with children and young adults regarding careers.
- Discussed the needs of our own community and where jobs could be advertised to ensure it reaches all of the people of the Borough.

Action Plan:

1. To increase and improve recruitment of BME Employees:

- Monitor progress towards the Council's targets
- Identify and promote SBC at Job Fairs
- Include diverse stories and images are represented externally – i.e. through Stockton News
- Identify gaps in recruitment data and understand how this can be improved

Action Plan:

1. To increase and improve recruitment of BME Employees (continued)

- For a number of interview panels to have representatives from BME staff forum on panel
- Ensure all apprenticeships include a min of 6% applicants from BME community
- Set up new advertising routes for all vacancies to ensure more targeting and links with BME communities

Action Plan:

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

- Encourage and promote BME employees to access and engage with opportunities available through Talent Network and SBF
- Identify the support that can be offered to existing BME employees to achieve and fulfil their potential
- Identify further training opportunities on equality & diversity for managers involved in recruitment

Action Plan:

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

- Employee Survey:
 - Produce BME analysis of the Employee Survey results
 - Respond to any issues identified
 - BME staff forum to encourage completion of Employee Survey
- Ensure all new employees are provided details of the staff forums

Action Plan:

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

- Ensure more diverse stories and images are represented internally- i.e. KYIT
- BME staff to support and promote “Show Racism the Red Card” campaign
- SMT and Service Managers engage with the BME staff forum as a conduit and consultation forum for developing policies, service changes and support Council wide activity