

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

Summary

Representatives from the Catalyst Multicultural Forum and the Big Committee will be in attendance to provide information in relation to the Scrutiny Review of Under-representation of BME Communities in the SBC Workforce. Contributions received from other external organisations around the issue of workforce diversity will also be considered.

Detail

1. Committee Members are reminded that this review is assessing 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 again included below for information.

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

2. BME groups represented on the Catalyst Multicultural Forum have been asked to respond to the following questions (responses received are attached):
 - What are the perceptions of the Council in terms of being a potential employer (e.g. services that the Council provides, job opportunities)?
 - How do members of your group view working for a Local Authority?
 - Do members of your group think there are any barriers to recruitment (to the Council)?
 - Have you any ideas on increasing BME community awareness of Council employment opportunities and inspiring the BME community to want to work for the Council?

A link to the ERSA (in partnership with PeoplePlus) report '*Race, Ethnicity and Employment: Addressing disparities and supporting communities*' has also been provided for related background information (<http://ersa.org.uk/documents/race-ethnicity-and-employment-addressing-disparities-and-supporting-communities>).

3. The Big Committee were asked their views on the following:
 - Perceptions from any Big Committee BME members (and their peers) of the Council in terms of being a potential employer (e.g. services that the Council provides, job opportunities).
 - Views on barriers to recruitment (to the Council).

- Ideas on increasing young BME community awareness of Council employment opportunities and inspiring the young BME community to want to work for the Council.

Big Committee representatives have provided the attached written submission, and will also be present at the meeting to discuss this further.

4. The attached written submission has been received from North East Ambulance Service (NEAS) in relation to their approach to increasing workforce diversity.
5. 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).

Name of Contact Officer: Gary Woods

Post Title: Scrutiny Officer

Telephone No: 01642 526187

Email Address: gary.woods@stockton.gov.uk