

CATALYST MULTICULTURAL FORUM

Questions

- 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?
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Responses

Feedback from a representative from a group that works with Women from the BME Community

Hope you are well, for the women that I work with the potential barriers would be:

- *Not knowing about the opportunities being available due to their isolation*
- *Lack of confidence/Self esteem*
- *Language Barrier*
- *Not having the specific qualifications for roles*

Suggestions for Council to increase awareness of opportunities for BME community:

- *Distribute information to BME parents through schools which their children attend.*
- *BME community groups which are already being accessed such as the day care centre, the attendees may not be eligible for the opportunities themselves but their carers or other family members may be so information can still be passed on.*
- *Mosques have a good network, especially Friday prayers to target BME males.*
- *Already established projects who have access to BME communities, such as Nur Fitness, Cultures, Halo, Apna services, Tumhara Centre.*

You probably know a lot of the above already 😊

Feedback from a representative from an African community group

If I look at recruitment for BME is less than 1% in all government or higher institute of employment. We are marginalised and less represented, either in the police, paramedics, local Councils, army or the intelligence services. I made several attempts in the police force but couldn't and other sectors within the Council. I think there lots to be done on public awareness and discrimination within the employment selection and criteria. Lots has to done to tackle this barrier. I don't mind coming to talk to you in person.