



## **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).**

Personally I would love to work in the Stockton Council, it's an amazing environment and it is obvious to see that they truly care about the people in the borough. Obviously I am not part of the BME category but from my perspective I think the council do amazing work for minorities working for them and for the minorities of Stockton. I do not see this as barrier at all from my perspective.

I don't particularly hold any views on the council being an employer because I never given any thoughts on it until I was asked for the people's committee and I'm not really aware of what it can offer. When discussing with others I found:

- When others don't see BME in a work place they sometimes can't help but think 'do I stand I chance'
- My BME peers had similar views in that they have never given any thought about working in the council.
- Some are not aware of what the council can offer in terms of job opportunities.

The perceptions from peers from outside the BMBF Big Committee is that the Council as a majority is politically biased. People compare the council with what other places are doing. Need to show off that it is at a local level that they are doing their work and that the jobs that are advertised are great opportunities across the board from business to events to services to communication and marketing. You need to show that the Council provides services that are needed, as it isn't very clear how this supports the community. The council like national government is mainly white people.


## **Views on barriers to recruitment (to the Council).**

The only barrier I see within recruitment in the council is experience and qualification, as you would in any job.

The views on recruitment to barriers is to work or apply for the council you have to be politically minded to either agree or oppose what ideas the Council comes up with, therefore if you don't have a great passion for politics you can't work in the local authority. Plus people have strong ideas and believe that there isn't jobs in the Council to help the Borough.

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





Some ideas:

- Awareness campaigns in schools, what the council do and how they support BME communities
- Openness and clear statistics on the BME community within Stockton council where they can be easily accessed by the public.
- Campaign similar to the "Abuse champions"?

Ideas to make young BME aware:

- Go to colleges and schools and talk to others about the opportunities.
- Create a poster
- Use social media

Increasing young BME community, with the buying up assets. For example make places that they feel comfortable and they want to work; show what young people are doing in the council and what BME people are doing. Do more media to show what each department does and why it's good to work here no matter their background. This would work well with young people on line as it is the age of social media. Show how fun it is working for the council and what a huge difference it makes to local people.

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