

UPDATE REPORT

EQUALITY EMPLOYMENT INITIATIVES

RESOURCES DIRECTORATE

Resources Directorate is not one of the larger Directorates in the Council and therefore opportunities for employment initiatives can only be limited in scope.

Nonetheless the Directorate has attempted to contribute to the attempts being made in the Council to increase diversity and representation.

Like other Directorates it has participated in the Recruitment Fairs and Awareness Raising events that have taken place since April to encourage minority ethnic people to consider and learn about the jobs and careers that are available, such as those at the Masjid Mosque and at Rosehill Surestart.

Additionally it took on one JET trainee to work in the Directorate's Transactional Service Centre. JET is a specific initiative related to the Pakistani Community who are under-represented in the Council's workforce. However, the trainee has subsequently left to take up other employment. This Traineeship is currently vacant and we are seeking to re-appoint to it.

Modern Apprentices are employed in the Directorate. Four of these are currently undergoing training. Three of the Apprentices are women. At the moment there are no minority ethnic apprentices, although if there is a further intake the Directorate will be addressing this.

Some Managers have broadcast on Radio Iklas to give information about jobs in Finance and in the wider Directorate, and to encourage people from minority ethnic communities to apply.

An important strategy that we have consistently maintained is in relation to recruitment to posts in Customer Services. Here we have recruited minority ethnic people so that there is a direct relationship between the numbers of staff employed on this work compared to the minority ethnic customers in the population of Derby. This is to enable us to better respond to people who access our services.

Although modest in our efforts the Directorate continues to actively support the drive in the Council to improve the opportunities for under-represented groups to gain employment in Local government in the city.

Our Directorate employs the most disabled people in the Council at 12.7% of its workforce compared to 6.15% of the Council as a whole.