



## MINORITY COMMUNITIES DIVERSITY FORUM 15 July 2010

Report of the Director of Resources

### Progress on tackling under representation of Pakistani employees

#### RECOMMENDATION

- 1.1 To note the progress made in tackling the under representation of Pakistani origin employees within the Council.

#### SUPPORTING INFORMATION

- 2.1 In 2007 the Council's annual workforce and recruitment statistics reports showed reductions in people from this community securing employment and this was beginning to have a negative impact on workforce representation with figures in decline.
- 2.2 The Pakistani community was significantly under represented in the Councils Workforce and – alone among the ethnic minority communities- the number of Pakistani employees in the workforce was falling year on year.
- 2.3 Positive action measures were needed as a priority. This community is the largest minority ethnic community according to 2001 Census, making up 4% of the local population, and it is also one of the long established communities in Derby. Unless the Council would start to attract people from the community into its workforce, the cohesion of the wider community in the city could be affected negatively.
- 2.4 The Council seconded an officer and recruited an Apprentice to work on the Pakistani Recruitment Initiative project from April 2008 to help address the under representation.

#### Progress

- 2.5 To create change and reduce the deficit of 400 employees identified in September 2008, the Council agreed to convert entry level administrative positions into traineeship opportunities for members of this community to gain work experience. The positive action was designed to enable people from the community to enter a level playing field when competing for Council jobs upon expiry of the traineeship.

- 2.6 The Pakistani Recruitment Initiative Project Board was set up in May 2009 consisting of the Director of Resources, Assistant Director HR, Performance and Learning Manager, Head of Employee Service Centre and Executive Members of JET, Pakistani Community Centre and Radio Ikhlas. The Board met four times over the period to agree a Project Initiation Document and steer the Project Plan through receiving Highlight Reports.
- 2.7 We are pleased with the level of awareness and engagement that has been achieved so far with the Pakistani Community through Radio Ikhlas, Jobs Education and Training, JET, Pakistan Community Centre, Masjids and other organisations providing services to this community.
- 2.8 As a result of the intensive work carried out over the period, 103 traineeship opportunities were provided to members of this community and 72 are currently with the Council. This includes 15 Apprentices of which 8 are currently with the Council and 7 have finished their apprenticeships. An additional 174 Pakistani origin candidates have been recruited to or promoted within the Council, through merit appointment. Of these 151 continue to be employed.
- 2.9 At 31 December 2008, Pakistani employees made up 2.2% of the Council's workforce. By 31 December 2009, it was 2.6%, equating to an increase of 18% of Pakistani employees from the previous year. The Council needs to recruit another 1.4% to reflect this community in proportion to the 2001 census data for the size of the community in relation to the population of the city.
- 2.10 Despite the economic climate and Council announcements on creating efficiencies and organisational change, the Council feels it has demonstrated its commitment by showing signs of improvement on Pakistani representation. However, the Council does accept there is still some way to go and to ensure greater success, the initiatives and processes put in place will continue and be delivered by the Recruitment Team of Employee Service Centre, embedding the work into its operational activity.
- 2.11 There has also been some reporting of progress by the Derby Evening Telegraph over the period. Articles written in November 2009 and end of March 2010 are attached at **Appendix 2**. Radio Ikhlas and BBC Radio Derby have also hosted the Cabinet Member for Direct and Internal Services and Executive Member of Pakistan Centre onto their shows.
- 2.12 The Council's detailed annual workforce report will be tabled at MCDF around Autumn 2010, showing recruitment activity and workforce make up of Pakistani employees covering the period April 2009 to March 2010.

**For more information contact:**

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**Background papers:**

None

**List of appendices:**

Appendix 1 – Implications

<b>IMPLICATIONS</b>
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**Financial**

- 1.1 Project costs are met by the Corporate HR budget. Participating services resource the development needs of trainees. Apprentice costs and development costs are met by departments requesting apprentices through City Placements.

**Legal**

- 2.1 The Council has a statutory legal duty to promote good race relations. The work enables the Council to meet the Race Equality Duty highlighted in the Race Relations Amendment Act 2000. This will be further complemented by the Equality Bill due in force October 2010.
- 2.2 Sections 37 and 38 of the Race Relations Act 1976 allow for positive action measures to be used to train or encourage people from a particular racial group that is under represented in the workforce. Training opportunities can be reserved for a particular racial group that is under represented; however, jobs cannot be provided for people of a particular racial or ethnic background. The traineeships identified in the project offer training and encouragement, and not guarantees of employment as such. The entry-level traineeships are available to the clients of JET, the partner organisation as well as those people from the community who have registered their interest for help and support through the internet.

**Personnel**

- 3.1 The project will help the Council improve on its Best Value Performance Indicator of being reflective of the local population. It also works alongside the People Strategy 2007/10 and Workforce Development Plan which is its three year delivery plan.

**Equalities impact**

- 4.1 The Race Relations Act states that where there is under representation of certain disadvantaged groups amongst organisations, positive measures need to be introduced to address the imbalance and promote good relations. The initiatives described in the report aim to create a positive impact for the Pakistani origin community.

**Corporate priorities**

- 5.1 The project supports the Council's Vision. Having a workforce that reflects the communities it serves helps meet the Council's Organisational Development Priority of being a modern, efficient and effective organisation that delivers excellent customer-focused services.

### **Pakistani staff drive succeeds**

Monday, November 09, 2009, 07:30

[Comment on this story](#)

A DRIVE to increase the number of Pakistani employees at Derby City Council has reaped rewards.

The authority launched the Pakistani Recruitment Initiative Project in April to improve the number of people applying for jobs at the council.

Since then 43 Pakistani people have been recruited, compared to just 12 during 2007-08 and 22 between March 2008 and April 2009.

The project will offer support to help candidates who were short-listed but not recruited into council jobs.

### **Pakistani workforce at council is boosted by recruitment drive**

Wednesday, March 24, 2010, 07:30

37 readers have commented on this story.

[Click here to read their views.](#)

A COMMUNITY leader has praised a recruitment scheme, believed to be the only one in the country, aimed at increasing the number of Pakistani workers at Derby City Council.

Shokat Lal said the Pakistani Recruitment Initiative Project had helped members of his community to find jobs at the council and also with private employers.

The project, now ended after running for 12 months, was set up after the council realised it was failing to employ enough people from Derby's largest ethnic minority group, which it is required to do by law.

Final figures are not yet available but by last November 43 Pakistani people had been recruited, compared to just 12 during 2007-8 and 22 between March 2008 and April 2009.

Mr Lal said: "We had been concerned for about six years that Pakistani people were under-represented in the city council workforce.

"A series of initiatives were set up to encourage more ethnic minorities to try for jobs. These included job training and language lessons.

"Although these were successful, it still left Pakistani people under-represented."

The council then decided to set up the Pakistani Recruitment Initiative Project.

Mr Lal thinks it has been successful, as it has offered practical help with CVs, interview techniques and work experience through day courses and work placements.

He said: "People have been encouraged to do volunteering, shadowing people in jobs and helping with administrative work. As a result there are now a substantial number of people in employment.

"The city council has been very courageous setting up the scheme, which I think is the only one in the country."

One principal council officer was seconded to oversee the project at no extra cost.

It led to 200 people registering online to receive help.

A council spokesman said: "To have a city council of 12,000 employees that reflects the community there needs to be about 480 Pakistani people, which was a deficit of 288 as of last April."

The spokesman said other ethnic minority groups in the city were not under-represented in the council workforce.