



DERBY CITY COUNCIL

## MINORITY ETHNIC COMMUNITIES ADVISORY COMMITTEE 16 SEPTEMBER 2004

Report of the Director of Policy

### Career Development Update – Positive Action

#### RECOMMENDATION

1. To note the contents of this report.

#### SUPPORTING INFORMATION

- 2.1 The Council is committed to achieving the equality standard for local government and has a legal duty to eliminate unlawful discrimination, promote equality of opportunity and good relations between people of different racial groups. Legislation encourages positive action measures to address past unfairness in the workplace environment.
- 2.2 The Council recognises that under representation of women, disabled and minority ethnic groups exist within the workforce at certain levels. To address the issue, the Council has introduced various positive action initiatives such as mentoring, shadowing and work placements to help achieve targets that have been clearly set out in the Council's Best Value Performance Plan for 2004/2005. These targets are attached at Appendix 2.
- 2.3 We have also submitted a bid to the Learning and Skills Council, LSC, for the following programmes to take place in the latter quarter of 2004/05 and early in 2005/06 ...

#### **Entry into employment:**

- six one-day interview skills training courses for disabled people on the job seekers register
- six one-day interview skills training courses for minority ethnic people on the job seekers register.

#### **Career development:**

- women into senior management programme
- minority ethnic employees into management programme.

The programmes, through agreement with delegates, will include events such as careers and psychometric analysis, change management, time management and assertiveness. External trainers will be commissioned to run the events.

- 2.4 The total cost of the programmes is expected to be £61,500. The Council has put in a total bid to the LSC for £15,750 to help meet advertising, publicity, buy in of external management development trainers, and administration costs.
- 2.5 The project outline was sent to LSC on 6 July 2004. This has now been approved and we are submitting a full application for funding to meet the deadline of Monday 13 September 2004. If approved, the programmes are expected to begin two or three months after.

|                                      |  |
|--------------------------------------|--|
| <b>For more information contact:</b> | Tariq Iqbal 01332 258422 Minicom 01332 255555<br>e-mail <a href="mailto:tariq.iqbal@derby.gov.uk">tariq.iqbal@derby.gov.uk</a> |
| <b>Background papers:</b>            | None   |
| <b>List of appendices:</b>           | Appendix 1 – Implications<br>Appendix 2 – Performance indicators   |

|                     |
|---------------------|
| <b>IMPLICATIONS</b> |
|---------------------|

**Financial**

1. The Council will fund around 75% of the projects through 'in-kind' support. This is mainly officer time spent on planning, co-ordination and training delivery. Some additional training and development costs will be met from departmental budgets.

**Legal**

- 2.1 The Race Relations (Amendment) Act 2000 places a legal obligation on public authorities to promote racial equality and good race relations between different racial groups.
- 2.2 The Sex Discrimination Act 1975 sets out the basic principle that men and women should not receive less favourable treatment on the grounds of their sex.
- 2.3 The Disability Discrimination Act 1995 makes it unlawful for an employer to treat a disabled person less favourably. This applies to all employment matters including recruitment, training and promotion.
- 2.4 The career development programmes will help the Council to fulfil its legal duties.

**Personnel**

3. Co-ordinating and facilitating the programmes will involve substantial time commitment from two officers within Corporate Personnel's Employee Development Team and the Equality Standard Project Manager.

**Equalities impact**

4. The programmes will positively contribute to addressing under-representation and improve prospects for women, disabled and minority ethnic groups.

**Corporate objectives and priorities for change**

5. The programmes will meet the Council's objectives of:
  - job opportunities
  - education
  - protecting and supporting people
  - integrated, cost effective services.



## Equalities-related corporate targets

### 1.1 **BV11A**

Percentage of the top 5% earners that are women

### 1.2 **03/04 position**

47.6%. This is 176 women out of 370 in the pool of people whose salary is £29,835 (SCP 41) and above.

| <b>Proposed targets</b> | <b>2004/05<br/>Yr 1</b> | <b>2005/06<br/>Yr 2</b> | <b>2006/07<br/>Yr 3</b> |
|-------------------------|-------------------------|-------------------------|-------------------------|
| % target                | 48.5%                   | 49.5%                   | 51%                     |
| Number of women         | 179                     | 183                     | 188                     |
| Year on year increase   | 3                       | 4                       | 5                       |

The proposed targets currently mean an increase of 12 women over three years. These figures may change as the size of the overall pool changes and affects the percentage calculation.

### 1.4 **Other relevant information**

Unitary top quartile – 43.2%\*

### 2.1 **BV11B**

Percentage of the top 5% earners that are minority ethnic employees

### 2.2 **03/04 position**

4.1%. This is 15 minority ethnic employees out of 370 in the pool of people whose salary is £29,835 (SCP 41) and above.

| <b>Proposed targets</b> | <b>2004/05<br/>Yr 1</b> | <b>2005/06<br/>Yr 2</b> | <b>2006/07<br/>Yr 3</b> |
|-------------------------|-------------------------|-------------------------|-------------------------|
| % target                | 4.6%                    | 5.4%                    | 6.5%                    |
| Number of ME employees  | 17                      | 20                      | 24                      |
| Year on year increase   | 2                       | 3                       | 4                       |

The proposed targets currently mean an increase of nine ME employees at this level over three years. These figures may change as the size of the overall pool changes and affects the percentage calculation.

## 2.4 **Other relevant information**

Unitary top quartile – 3.9%

Percentage of ME employees in the workforce – 8.5%

Percentage of ME people in the local community – 12.9%

## 3.1 **BV16A**

Percentage of DDA employees

## 3.2 **03/04 position**

2.7%. This is 268 disabled employees out of a pool of 9,992 who have declared their DDA status.

|     |                         |                         |                         |                         |
|-----|-------------------------|-------------------------|-------------------------|-------------------------|
| 3.3 | <b>Proposed targets</b> | <b>2004/05<br/>Yr 1</b> | <b>2005/06<br/>Yr 2</b> | <b>2006/07<br/>Yr 3</b> |
|     | % target                | 2.8%                    | 2.9%                    | 3%                      |
|     | Number of DDA employees | 280                     | 290                     | 300                     |
|     | Year on year increase   | 12                      | 10                      | 10                      |

The proposed targets currently mean an increase of 32 DDA employees over three years. These figures may change as the size of the overall pool changes and affects the percentage calculation.

## 3.4 **Other relevant information:**

Unitary top quartile – 2.21%

Percentage of economically active disabled people in the local community – 15.69%

4,771 employees have unknown DDA status

## 4.1 **BV17A**

Percentage of minority ethnic employees.

## 4.2 **03/04 position:**

8.5%. This is 890 employees out of a pool of 10,420 who have declared their ethnic origin.

|     |                         |                         |                         |                         |
|-----|-------------------------|-------------------------|-------------------------|-------------------------|
| 4.3 | <b>Proposed targets</b> | <b>2004/05<br/>Yr 1</b> | <b>2005/06<br/>Yr 2</b> | <b>2006/07<br/>Yr 3</b> |
|     | % target                | 8.7%                    | 8.9%                    | 9.1%                    |
|     | Number of ME employees  | 907                     | 927                     | 948                     |
|     | Year on year increase   | 17                      | 20                      | 21                      |

The proposed targets currently mean an increase of 58 ME employees over three years. These figures may change as the size of the overall pool changes and affects the percentage calculation.

#### 4.4 **Other relevant information:**

Unitary top quartile – 3.7%

Percentage of ME people in local community – 12.09%

4,343 employees with unknown ethnic origin

#### **Note:**

The data collection and updating exercise continues in departments. If this results in significant changes to the current position, any targets will need to be amended to reflect this.

\*Unitary top quartile figure is used when comparing the Council's performance with the better performing authorities. These are the top 25% Unitary Councils in the UK.