



DERBY CITY COUNCIL

MINORITY COMMUNITIES DIVERSITY FORUM 12 JULY 2007

Report of the Co-ordinator of the Black Employees Support Network

Black Employees Support Network – Annual Report

RECOMMENDATION

- 1 To consider the report.

SUPPORTING INFORMATION

- 2.1 The Black Employees Support Network, BESN was established in January 2003. A report was presented to Chief Officers who agreed the re-establishment of the group, allowing paid time off for Black employees to attend meetings. This was also in agreement with the trade unions at the Corporate Joint Committee. The network and departmental contact group meetings take place quarterly.
- 2.2 Following the re-establishment of BESN, the network held their first meeting on 15 April 2003, where the terms of reference were agreed, see Appendix 2. At BESN annual meetings, we elect a Chair and Vice Chair and seek nominations for departmental contacts to signpost and offer support to Black colleagues, when needed, within their departments. The names of the departmental contacts are attached at Appendix 3.
- 2.3 The departmental contact group has recently devised and developed the current work programme to cover the period 2006 to 2007. The key work areas and focus for the year are promotion and publicity of BESN, policy and practice and guest speakers. The work programme is attached at Appendix 4. Susan Sanghera – Recruitment Officer Positive Action is co-ordinating both BESN and the departmental contact group.
- 2.4 The network has achieved the following:
 - agreed terms of reference
 - raised awareness of BESN to managers requesting they allow Black employees time to attend meetings
 - identified departmental contacts
 - reviewed and updated the current membership list
 - incorporated network information on the intranet and the Council's corporate induction
 - publicised the network widely throughout departments within the Council

2.5 In addition, during the period 2006 to 2007, BESN has:

- received consultation on the Corporate Equality and Diversity plan
- received consultation on Customer Service Training
- received consultation on the Communications Strategy
- received and commented to Unison's Equality Representatives
- received and update on the Disability Equality Duty
- received a presentation on the 14-19 Transition Mentoring Programme from Derbyshire Education Business Partnership
- contributed to Derby City Council's Employees Network Seminar

2.6 At the Annual General Meeting held on 11th April 2006, the following were elected:

Yvonne Burrell, Corporate & Adult Social Services – Chair

Samragi Madden, Corporate & Adult Social Services – Vice Chair

Yvonne Burrell retired from the Council July 2006 and it was agreed by all members present, Samragi Madden to continue as acting Chair.

For more information contact:	Susan Sanghera 01332 255695 e-mail susan.sanghera@derby.gov.uk
Background papers:	None.
List of appendices:	Appendix 1 – Implications Appendix 2 – Terms of reference Appendix 3 – Departmental contact list Appendix 4 – Work programme 2006-2007

IMPLICATIONS

Financial

1. The Council approved £2,000 for all employee networks for 2006/07. This includes the Black Employees Support Network and the Disabled Employees Network and will include the LGBT – Lesbian Gay Bi-sexual and Transgender network in 2007/08. This amount will also finance the cost for any additional support to attend, for example, British Sign Language Interpreters and any promotional and marketing information.

Legal

2. The Race Relations Amendment Act 2000 places a duty on public authorities to promote positive action and race relations in employment and service delivery.

Personnel

3. None arising directly from this report.

Equalities impact

4. The Race Relations Amendment Act 2000 places a positive duty on public authorities to actively promote race equality, avoiding race discrimination before it occurs. The BESN helps meet the positive duty by creating a forum where any impact on race discrimination can be identified at an early stage.

Corporate priorities

- 5.1 The proposal comes under the Council's objective of providing.
Giving excellent services and value for money
- 5.2 The proposal furthers the priority of:
Delivering our equality and diversity action plan

BLACK EMPLOYEES SUPPORT NETWORK

TERMS OF REFERENCE

Aims

To provide advice, assistance and support to black employees and ensure black service users have equal access to Council services.

Objectives

1. Influence Council policy and strategy affecting black employees, in terms of employment, promotion, training and other conditions of service.
2. Act as a forum for black employees and raise issues affecting them.
3. Discuss areas of concern with senior managers and leaders.
4. Examine departmental practice and procedure in the recruitment of black employees at all levels, making sure there is equality of opportunity.
5. Monitor policy and practices to highlight and eliminate discrimination.
6. Propose initiatives to further career development for black employees.
7. Provide a forum for black employees to network and exchange information.
8. Make sure service users have full access to the Council's services, highlighting concern, where there are gaps.
9. Review terms of reference annually.
10. Commitment from members.

**BLACK EMPLOYEES SUPPORT NETWORK
DEPARTMENTAL CONTACTS**

Name	Department	Division
Yvonne Burrell – Chair	Corporate & Adult Social Services	Adult direct services older people
Samragi Madden – Vice Chair/Chair	Corporate & Adult Social Services	Housing & Advice Services
Susan Sanghera – Co-ordination	Corporate & Adult Social Services	Human Resources
Tariq Iqbal	Corporate & Adult Social Services	Human Resources
Pam Thompson	Corporate & Adult Social Services	Democratic Services
John Dhamrait	Corporate & Adult Social Services	Adult Social Services
Litton Pitter	Corporate & Adult Social Services	Adult Social Services
Gurpal Kooner	Environmental Services	Environmental Health & Trading Standards
Errol Harriott	Environmental Services	Facilities Management
Nina Akhter	Regeneration & Community	Community Safety Partnership
Rab Singh	Regeneration & Community	Highways and Transport
James Howell	Children & Young People's Services	School Improvement & Inclusion
Nasrat Nisa	Children & Young People's Services	Hardwick Primary School
Avtar Pabla	Children & Young People's Services	Hardwick Primary School
Lorraine Brimelow	Children & Young People's Services	Specialist Services
Pearlene Webb	Children & Young People's Services	Specialist Services

BLACK EMPLOYEES SUPPORT NETWORK

WORK PROGRAMME - UPDATED March 2006

No	Work area	Review date	Responsible Section/Officer	Actioned	Date last actioned
1.	Promotion & Publicity of BESN				
	Set up and review details of BESN & departmental contacts on intranet	Annual	Co-ordinator	√	April 2006
	Review departmental contact role across departments	Annual	Co-ordinator	√	April 2006
	Review membership of BESN	Annual	Co-ordinator	√	April 2006
	Provide leaflets and posters for existing, new starters and BESN departmental contacts	Ongoing	Human Resources - Operations and Employee Development	√	Ongoing
	Promote BESN to new employees during induction	Ongoing	Employee Development, Departmental Personnel Officers / BESN departmental contacts	√	Ongoing
	Hold a BESN Developmental Event Employee Networks Seminar	Annual	Co-ordinator & Chair	√	April 2007
2.	Policy and practice				
	Departmental contacts work programme	Annual	Recruitment Officer – Positive Action	√	April 2006
	Provide progress reports to Minority Community Diversity Forum and others on the work of the BESN	Annual May 2007	BESN Co-ordinator BESN Chair		Sept 2005
	Consultation on Corporate Equality and Diversity Plan		Ann Webster - Equality Standard Project Manager	√	April 2006
	Consultation on customer services training		Helen Corbett – Customer Service Training Officer	√	July 2006
	Unison Equality Representatives		Sukhi Kainth – Unison representative	√	July 2006

	Update Disability Equality Duty		Ann Webster - Equality Standard Project Manager	√	Nov 2006
	Consultation on Communications Strategy		Andrew Auld – Head of Communications and Consultation	√	Nov 2006
3.	Guest speakers				
	Operation Black Vote	July 2006	Magistrates Shadowing Scheme – Carol Burtoft Magistrate & Gurpal Kooner	√	Jan 2007
	Derbyshire Black Police Association	Dec 2006	Derbyshire Constabulary		Dec 2005
	Derbyshire Probation Black Workers Group Spice	Dec 2006	Co-ordinator Spice – Byron Morgan	√	Jan 2007
	14-19 Transition Mentoring Programme		Derbyshire Education Business Partnership	√	Nov 2006
	Seek input on Cultural Diversity Arts Events	Ongoing	Cultural Diversity Arts Officer	√	Ongoing
	Networking and sharing of Information	Ongoing	All BESN members	√	Ongoing
4.	Additional Areas to be covered 2007-2008				
	Policy and practice				
	Workforce statistics report	Annual	Human Resources - Operations		Feb 2004
	Recruitment statistics report	Annual	Human Resources - Operations		Jan 2005
	Feedback on exit interviews/leaver questionnaires of minority ethnic employees		Human Resources – Operations		
	Corporate complaints report		Human Resources - Operations		Dec 2005
	Report on training applications – uptake from minority ethnic employees by department		Human Resources - Employee Development		
	Training programme for minority ethnic employees into senior management		Tariq Iqbal – Human Resources Employee Development		Sept 2005
	Raise awareness of customer complaints process and internal complaints process		Corporate Complaints Officer		
	Presentation on the Council's City Placement Scheme		DCC Placements – Erica Brown & Julie Wheat		
	Work shadowing, placements and mentoring updates		Human Resources – Operations and Employee Development		
	Derby Homes Black Workers Group		Co-ordinator		

	East Midlands Regional Black Employees Support Network		Co-ordinator	May 2007 Group has ceased	
	Update on interpretation and translation policy		Rod Wood – Assistant Director Human Resources		
	Input into the next employee survey and establish findings of the employee survey from black employees		Feedback Forum		