

## 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 the Chief Officers who agreed the re-convening of the group, this allowed authorised absence for employees to attend meetings. This was also agreed with the trade unions at the Corporate Joint Committee.

The Network and Departmental Contact Group (DCG) meetings take place every quarter.

The financial, legal, personal, equalities impact and corporate priorities are grouped under the heading 'Implications' and these can be viewed in (Appendix 1).

- 2.2 The Network held their first meeting on 15 April 2003. At this time, the aims and objectives of the Network and the terms of reference were agreed. These have now been revised to include the new changes implemented this year. See (Appendix 2) for aims/objectives and (Appendix 3) for Terms of reference.

At the BESN annual meeting, a Chair and Vice Chair are elected and nominations are sought for departmental contacts to deal with administration and to offer support to Black colleagues, when required.

The departmental contact list for 2009/10 was revised and updated in October 2009. See (Appendix 4). The overwhelming interest from employees has allowed this contact list to be extended to include employees from all Derby City Council (DCC) departments.

- 2.3 The (DCG) devised and developed the current work programme to cover the period 2008/09. The key work areas and focus for this programme has been to promote and publicise the BESN, develop policy and practice, collaborative working with all DCC Networks through events, research projects and guest speakers. Refer to (Appendix 5).

## **THE RECENT HUMAN RESOURCES REVIEW**

- 2.4 In March 2009, a decision was reached to remove the role of the Network co-ordinator.

The Assistant Director of Human Resources presented a Proposals and Recommenders Report to Network members during the BESN extraordinary meeting held on Friday 7<sup>th</sup> August 2009. Refer to (Appendix 6).

- 2.5 It has been an exciting year for the BESN and other groups, including the Disability Employee Network (DEN). The BESN has two Corporate Sponsors and is self sufficient with the Chair undertaking all administrative functions as well as liaising with internal officers, departments and external organizations etc

Two Corporate Sponsors that have been selected which it is intended will represent the Network at both Chief Officer and Director level.

## **CHAIRS RECOMMENDATIONS**

- 2.6 In order to sustain the Network and to meet corporate targets, the following is recommended:

- 1 Consultation with BESN members during the production of a three year BESN work plan.
- 2 The provision of central support for clerical and administrative duties. If this is not viable, then additional authorised absence should be considered for elected officers (Chair, Vice Chair) to carry out these tasks
- 3 Space is provided on the Council's computer network to store, retrieve and send BESN information electronically.
4. BESN members to provide commitment in meetings and project work –  
Managers to support members in meeting corporate targets

## **BESN HAS BEEN DEALING WITH VARIOUS ISSUES AND HAVE ACHIEVED THE FOLLOWING OVER 2008/9**

### **2.7 THE SET UP OF THE EMPLOYEE NETWORK EVENT PLANNING WORKING GROUP.**

#### **A joint Tri-network event celebrating diversity**

The Working group who pioneered, assessed, planned and implemented the tri-network project are as follows;

- Gurpal Kooner - (Chair of BESN)
- Maggie Fennell - (Chair of DEN)
- Roger Vardey - (Member of LGBT Network)
- Susan Sanghera - (Co-ordinator)

A Tri-Network event 'Celebrating Diversity' was held on 25th March 2009 to raise awareness and celebrate the diversity of the different Networks. This brought together people working for (DCC), uniting our existing Networks: the BESN, DEN and LGBT (the Lesbian, Gay, Bisexual and Transgender Employee Network).

'Talking Heads' the Network's DVD vox pop was launched with a positive response. The DVD has been made visible on DebyNet, under staff support.

The materials displayed on the stands and the individual/s manning them, added value to the event. Over 100 people attended and feedback has been extremely positive. Refer to (Appendix 7).

#### **Design and production of tea coasters**

Coasters were devised by the working group with the Tri-network logo and contact details displayed. These were distributed during the event.



## 2.8 **Derby City Council - Collaborative Employees' Networks Survey**

Members of the Employee Network Survey task group:

Ann Webster - (Equality and Diversity Manager)  
Gurpal Kooner - (Chair of BESN)  
Kerry Gjokaj - (Vice-Chair of BESN)  
Maggie Fennell - (Chair of DEN)  
Pam Thompson - (Member of BESN)

During the Employees' Network meetings there were discussions concerning how to increase our membership and attendance. It was clear that there were many more employees who could not attend and /or do not receive information about the Network and its activities. It was agreed during our meeting in October 2008, to undertake a survey of our existing members and offer the survey out further via our departmental contacts. For example, asking what if any, are the perceived barriers in the workplace.

The Employee Network Survey has been devised and after discussions and consultation with Network members the survey questionnaire was emailed to BESN members on the 20 October 2009, and a postal survey was sent out on the 22 October 2009. Refer to (Appendix 8).

## 2.9 **Design of BESN display posters**

Posters were designed and circulated to departments to provide information and promote the Network

## 2.10 **Audit to evaluate the equality standard**

Acknowledged the various groups but gender is not addressed

## 2.11 **Engaging in consultation on Council policy and practice**

Chair and members have taken part in consultations on corporate policy and practice in order to meet one of our objectives. This is an ongoing process. Refer to (Appendix 9).

## 2.12 **Employee engagement in equality impact assessments**

Attended and provided contributions in the equality impact assessments. Positive feedback has been received from officers regarding members' contributions in the equality impact assessments. Refer to (Appendix 10).

## 2.13 **Provision of Training opportunities for BESN member**

Several training opportunities have been offered to and taken up by BESN members. Refer to (Appendix 11).

## 2.14 **Workshops awareness raising provisions of information**

Speakers at meetings, new council documents, polices etc. Refer to (Appendix 12).

## 2.15 **External networking**

Networking and Links developed with external organisations. Refer to (Appendix 13).

## 2.16 **Publicity and profiling of BESN**

The BESN has been publicised in several communications from internal publications, the DCC website and to external publications. Refer to (Appendix 14).

## 2.17 **BESN Membership**

45% Increase in membership since 2008/2009.

## 2.18 **The Annual General Meeting**

The Annual General Meeting was held on 5<sup>th</sup> October 2009 and nominations were sought from the floor:

The Vice-Chair for 2008/09 resigned in June 2009 for personal reasons.

The current Chair for 2008/09 is Gurpal Kooner, Technical Officer (Environmental Health and Trading Standards)

**For more information contact:** Gurpal Kooner 01332 641995 e-mail [gurpal.kooner@derby.gov.uk](mailto:gurpal.kooner@derby.gov.uk)

**Background papers:**

None.

**List of appendices:**

Appendix 1 – Implications  
Appendix 2 – Aims and objectives of BESN  
Appendix 3 – Terms of References  
Appendix 4 – Departmental contact list  
Appendix 5 – Work programme 2007/08  
Appendix 6 – Employee Networks Proposals and Recommendations, outlined

Please see examples of Network achievements in the following appendices

Appendix 7 – Tri-network event  
Appendix 8 – Employees Network Research Project & Survey letter  
Appendix 9 – Engaging in consultation on Council policy and practice  
Appendix 10 – Employee engagement in equality impact assessments  
Appendix 11 – Provision of Training opportunities for BESN member  
Appendix 12 – workshops awareness raising provisions of information  
Appendix 13 – External networking  
Appendix 14– Publicity and profiling of BESN

Report by: **Gurpal Kooner Chair of BESN**

Date: **2 October 2009**

Updated: **22 October 2009**

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

1. The Council approved £2,000 for all employee Networks for 2008/09. This includes the Black Employees Support Network (BESN), Disabled Employees Network (DEN) and also the Lesbian Gay Bi-sexual and Transgender network (LGBT).

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. Facility of time and training will be needed in order to work to the new protocol.

As a result of the HR Review, the removal of central support for co-ordination of the Networks has had an impact on the role of the Chair of BESN who as well as maintaining her full time, permanent workload, is also responsible for Network co-ordination which is proving difficult to carry out effectively.

**Equalities impact**

4. The Race Relations Amendment Act 2000 places a positive duty on public authorities to actively promote race equality and 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. BESN members also work closely with other diversity Networks to make sure that race discrimination is looked at in the wider sense of equality.

**Corporate priorities**

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

## **BLACK EMPLOYEES SUPPORT NETWORK AIMS AND OBJECTIVES**

### **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.

## BLACK EMPLOYEES SUPPORT NETWORK DEPARTMENTAL CONTACT ROLE 2009-10

### TERMS OF REFERENCE

The role of the departmental contacts is as follows;

- To promote the work of BESN to other Black and minority ethnic employees within their department
- To feed ideas into the BESN work programme
- Raise the profile of BESN to existing and new black employees within the department through;
  - word of mouth
  - department newsletter
  - displaying information on notice boards
  - promotion of BESN via Council Life (*now intouch – one Derby one Council ebulletin*)
  - to attend pre BESN agenda setting meeting on a quarterly basis
  - to encourage new membership of BESN and departmental contacts

### QUORUM

- Departmental contact meetings require a minimum of 4 people which must include either Chair or Vice-Chair

### PUBLICITY

It was suggested that within BESN publicity, it would be a good idea to include details of useful contacts;

<b>Gurpal Kooner</b>	<b>Chair of BESN</b> Tel: 641995 Minicom: 01332 256666 <a href="mailto:gurpal.kooner@derby.gov.uk">gurpal.kooner@derby.gov.uk</a>
<b>Olu Idowu</b>	<b>Corporate Sponsor</b> Tel: 255675 Minicom: 01332 256666 <a href="mailto:olu.idowu@derby.gov.uk">olu.idowu@derby.gov.uk</a>
<b>Hazel Lymbery</b>	<b>Corporate Sponsor</b> Tel: 255675 <a href="mailto:hazel@derbycitypartnership.co.uk">hazel@derbycitypartnership.co.uk</a>
<b>Ann Webster</b>	<b>Equality Standard Project Manager</b> Tel:01332 255384 Minicom:01332 258427 <a href="mailto:ann.webster@derby.gov.uk">ann.webster@derby.gov.uk</a>

It is crucial as a network we aim for a cross-representation of contacts from all departments. If you do have any queries or are interested in joining BESN then please contact Gurpal Kooner on Tel: 01332 641995, minicom 01332 256666 or email [gurpal.kooner@derby.gov.uk](mailto:gurpal.kooner@derby.gov.uk)



## APPENDIX 4

### BLACK EMPLOYEES SUPPORT NETWORK - DEPARTMENTAL CONTACT LIST 2009 - 2010

Name	Department	Telephone	E-mail
Gurpal Kooner Chair	Environmental Services Environmental Health/Trading Standard	64 1995	Gurpal.kooner@derby.gov.uk
Alistair Crosdale	Derby Homes Local Services	71 1070	Alistair.crosdale@derbyhomes.org
Alison Chambers	Derby City Partnership	255510	alison@derbycitypartnership.co.uk
Delores Hutchinson	Children and Young People's Services Youth Service	514977	Mackworth@dcys.org.uk
Errol Harriott	Environmental Services Facilities Management	64 2013	Errol.Harriot@derby.gov.uk
Farooq Malik	Derby Homes Supported Living Service	711099	Farooq.Malik@derbyhomes.org
Hyacinth Nelson	Derby Homes Local Services	71 7868	Hyacinth.nelson@derbyhomes.org
Jasvir Bahth	Children and Young People's Services Youth Service	572412	Jasvir.bahth@dcys.org.uk
Kerry Gjokaj	Children & Young People Locality Services	64 1454	Kerry.gjokaj@derby.gov.uk
Minakshi Dayaram	CYPS - Adult Learning Service	711935	mina.dayaram@derbyals.org
Pam Thompson	Chief Executive's Office	25 8423	Pamela.thompson@derby.gov.uk
Pearlene Webb	Children and Young People's Services Locality Services	288773	Pearlene.Webb@derby.gov.uk
Rabinda Singh	Regeneration and Community	64 1844	rab.singh@derby.gov.uk
Samragi Madden	Housing & Advice Service – Empty Homes Team	255313	Samragi.Madden@derby.gov.uk
Tariq Iqbal	Corporate Human Resources	258422	tariq.iqbal@derby.gov.uk
BESN Email	Environmental Services		BESN@derby.gov.uk

### Black Employees Support Network - Corporate Sponsors 2009-2010

Name	Department	Telephone	E-mail
Hazel Lymbery Corporate Sponsor	Derby City Partnership	258507	<a href="mailto:hazel.lymbery@derby.gov.uk">hazel.lymbery@derby.gov.uk</a>
Olumide Idowu Corporate Sponsor	Corporate and Adult Services	25 5675	<a href="mailto:olu.idowu@derby.gov.uk">olu.idowu@derby.gov.uk</a>

**BLACK EMPLOYEES SUPPORT NETWORK**  
**WORK PROGRAMME – April 2008 to October 2009**

No	Work Area	Review Date	Responsible Section/Officer	Actioned	Date
<b>1.</b>	<b>Promotion &amp; Publicity of BESN</b>				
	Review details of BESN and departmental contacts on intranet	Annual	Chair of BESN Co-ordinator	√	Ongoing
	Review membership of BESN	Annual	Chair	√	Ongoing
	Provide leaflets and posters for existing, new starters and BESN departmental contacts		Human Resources - Operations and Employee Development	√	Ongoing
	Promote BESN to new employees via corporate induction		Employee Development Personnel departments BESN departmental contacts	√	Ongoing
	Promote BESN to employees via Council Publications		Chair / Co-ordinator Communications and Consultation unit BESN departmental contacts	√	Ongoing
	Hold BESN Developmental Event, Employee Networks Seminar, Tri-Network seminar	Annual	Chair / Co-ordinator Working group	√	25 March 2009
	Collaborative Employees 'Networks survey project		Chair -BESN Working group	√	Ongoing
	Promote employee network on DCC website under equality and diversity in employment		Chair/ Co-ordinator	√	Ongoing
	Departmental contacts taking a lead on issuing article in departmental publications		BESN departmental contacts		
	Profile BESN to Managers		Chair	√	Ongoing
	Setting up of a East Midlands Regional Black Employees Support Network		Chair	√	Ongoing
<b>2.</b>	<b>Policy and practice</b>				
	Joint working and shared communication with DEN and the LGBT network		Chair	√	Ongoing

	Inform BESN members of forthcoming events and seminars		Chair	√	Ongoing
	Employee engagement in Equality Impact Assessments		Chair BESN members	√	Ongoing
	Provide progress reports to Minority Communities Diversity Forum and to others on BESN	Annual	Chair		October 2009
	Share good practice with Derby Homes Black workers Group		Chair	√	Ongoing
	Consultation on generic recruitment application form		Karen o'Donnell Corporate Recruitment Adviser	√	July 2009
	Update on Positive Steps		Tariq Iqbal Training and Development Adviser	√	July 2009
	Monitoring informal complaints & grievances		Dave Parnham Governance & Policy Manager	√	2009
	Working for the Council Employment statistics report	annual	Ann Webster Equality and Diversity Manager	√	
	New Equality and Diversity Plan 2009-2012		Ann Webster Equality and Diversity Manager	√	January 2009
	Update on draft Interpreting and translation guidelines		Pam Thompson Consultation Support Officer	√	2009
	Update on employee survey action planning		Mark Edwards Performance and Learning Manager	√	2009
	Review employee networks budget	Annual	Chair and Vice-Chair		October 2009
<b>3.</b>	<b>Guest speakers</b>				
	Networking and sharing of Information		All BESN members	√	Ongoing
	Guest speakers on request of BESN members		All BESN members	√	Ongoing
	Derbyshire Constabulary Black Police Association		Vinnie Sanghera BPA Co-ordinator	√	July 2009
	Derby Homes Black Workers Group		Chair	√	Ongoing

## APPENDIX 6

## **BLACK EMPLOYEE SUPPORT NETWORK – BESN DISABLED EMPLOYEE NETWORKS - DEN**

As BESN and DEN Employee Networks are going to be self-supporting, an appropriate system needs to be put in place, in order for both networks to co-ordinate information effectively.

### **PROPOSALS**

- 1.1 In order for members to access agendas and minutes of network meetings, the documents will be kept and updated on Derby Net on the existing Employee Network page within Staff Support. An e-mail reminder will be circulated by the chair/vice chair to inform members of the new documents. E-mails should be sent out using the Bcc – Blind copy facility, to retain confidentiality of network members.
- 1.2 Any employee network member who cannot access Derby Net will be added on to the existing postal distribution list. Details will then be posted by the chair/vice chair in good time for the meeting.
- 1.3 To retain confidentiality an attendance list of members who attended the meeting will no longer be recorded on minutes.
- 1.4 Names and job titles should not be included on minutes that will be uploaded on to Derby Net. Instead any information that could identify an individual should be written as a third party to retain confidentiality of items discussed at the meetings.
- 1.5 The existing BESN and DEN generic e-mail addresses to be held and dealt with by the chair/vice chair. There are currently less than 10 e-mails a month sent to these mailboxes.
- 1.6 Other network information, such as information on events and so on, to be held by each chair/vice chair and circulated when necessary.
- 1.7 Each chair/vice chair to be given access to a laptop around the time of each quarterly employee network meeting for agendas/minutes to be produced. Alternatively they could use a PC located in Corporate HR. *(Clarification on how new HR setup impacts on facilities previously agreed).*

### **RECOMMENDATIONS**

1. Each chair/vice chair to:
  - have the necessary access to upload new documents on to Derby Net as and when required
  - hold and update the existing e-mail distribution list of network members and send an alert e-mail to inform them new documents have been uploaded on to Derby Net
  - hold existing postal address labels of network members who cannot access Derby Net and post out details when necessary
  - be responsible for the generic e-mail address for their network and respond and deal with queries accordingly
  - train their successors on how to maintain the self-supporting service, with support available from the Corporate HR Support team
  - liaise with Corporate HR regarding the use of a computer or lap top, ensuring enough time for the lap top to be booked out.

# **ACHEVEMENTS**

## **TRI-NETWORK EVENT CELEBRATING DIVERSITY**

**A Tri-Network event ‘Celebrating Diversity’** was held in March 2009 to raise awareness and celebrate the diversity of the different networks. This brought together people working for DCC, uniting our existing networks; the Black Employees Support Network (BESN), the Disabled Employees Network (DEN) and the Lesbian, Gay, Bisexual and Transgender (LGBT) Employee Network.

The idea came about after consultations and analyses of the networks during network meetings. A working group was formed consisting of the Chair of BESN, the Chair of DAN, Co-ordinator of the networks and a member of the LGBT network.

Tremendous amount of time and energy was invested in assessing, planning, organising and implementing this event, this also including weekend work for example drafting risk assessment etc

**The official opening** was carried out by the then Council’s Chief Executive, Ray Cowlshaw and the Deputy Mayor of Derby, Councillor Sean Marshall.

The event was celebrated by entertainment from the local Shakti Arts dance troupe, Johnny Fantastica, president of the UK deaf magicians’ society and Narvel Annable, a local gay author. ‘Talking Heads’ the Networks DVD vox pop was launched and received a positive response.

Members of each network were on hand throughout the event and a number of local organisations were also there to provide information, support and advice.

The materials displayed on the stand and the individual/s working it, really added value to the event. Over 100 people attended and feedback has been extremely positive. Event focussed more on diversity than promoting BESN – this was the idea.

### **Tri-network Event DVD**

Talking Heads’ the Networks DVD vox pop was launched to a warm response. The DVD will be made visible under staff support on Derbynet. Chair sent letters of thanks to people who supported the tri-network event.

Photos of the Tri-network event



**DERBY CITY COUNCILS – COLLABORATIVE NETWORKS SURVEY PROJECT**

## Network Survey working group

Gurpal Kooner - (Chair of BESN)  
Kerry Gjokaj - (Vice-Chair of BESN)  
Maggie Fennell - (Chair of DEN)  
Ann Webster - (Equality and Diversity Manager)  
Pam Thompson - (Member of BESN)

During the BESN Employees' Network meetings there were discussions concerning how to increase our membership and attendance. It was clear that there were many more employees who could not attend and /or do not receive information about the network and its activities. It was agreed at the working party meeting in 13th October 2008, to undertake a survey of our existing members and offer the survey out further via our departmental contacts to establish, for example, ask what if any, are the perceived barriers in the workplace. Other Network members also had similar concerns.

The network survey working group felt that common themes prevailed throughout the Networks, therefore a joint survey could identify those themes and perhaps give us something to examine together. As a result in December 2008 an Employee Networks Survey questionnaire was drafted.

A draft copy of the survey questionnaire was circulated during the meeting on Thursday 15<sup>th</sup> January 2009 for comments. It was suggested that we should have an on-line survey in addition to a hard copy of the survey questionnaire. Pam Thompson volunteered to participate in the working group to support and advise on the survey.

The Employee network survey questionnaire was finalised and made available as an on-line survey in addition to a hard copy. The survey was emailed to all BESN members on 20 October 2009 and postal survey was posted out to BESN members with a covering letter on 22 October 2009 as follows;

Con/

**PRIVATE & CONFIDENTIAL**

«Name»  
«Address1»  
«Address2»  
«Address3»  
«Address4»

Your ref:  
Our ref: 091021 LETTER/GK/RW  
Date: 21 October 2009  
Contact: Gurpal Kooner  
E-mail: [gurpal.kooner@derby.gov.uk](mailto:gurpal.kooner@derby.gov.uk)  
Telephone: 01332 641995  
Minicom: 01332 256666  
Fax: 01332 716330

Dear Black Employee Support Network Members

**BLACK EMPLOYEE SUPPORT NETWORK SURVEY QUESTIONNAIRE**

We have noticed a sharp decline in attendance at BESN meetings. This has resulted in the BESN, the Disability (DEN) and Lesbian, Gay Bisexual and Transgender (LGBT) networks producing a questionnaire to ask for your views.

The BESN network was the first employee network established in the Council, and has been in operation for a number of years now. It would be unfortunate for it to stop running.

**The BESN needs to refresh itself with a work programme that includes a list of real topic areas, committed members and departmental representatives to address the issues raised by colleagues and take them forward through the help of corporate sponsors (senior managers dedicated to help and provide support).**

This is your opportunity to tell us your views and explain what you need to see happen at the BESN, and to give you and others you work with, the advice, guidance, help and support needed to improve employment and service delivery for Black employees and service users - which is the fundamental aim of the network.

The deadline for receiving completed questionnaires is the **19 November 2009**. Findings will be analysed and shared with the network at a future BESN meeting, which is scheduled to be held around December 2009 /January 2010. I will send details once the meeting date has been confirmed, and I look forward to seeing you there.

If any colleagues have been missed off the circulation list, please forward this letter and the attached questionnaire to them.

Please return your completed questionnaire to me in the pre-paid envelope provided.

I have enclosed the questionnaire for you to complete and return.

Yours sincerely

Gurpal Kooner  
Chair of Black Employee Support Network

**Encls:** Survey Questionnaire  
Pre-paid Reply Envelope

**EXAMPLES OF WHERE EMPLOYEE ENGAGED IN CONSULTATION ON COUNCIL POLICY AND PRACTICE,**

- Derby City Council's Procedures
- Complaints and Grievance
- Disciplinary and dismissals
- Draft interpretation and translation guide
- New Equality and Diversity Plan 2009-2012
- New Ways of Working
- HR review and Employee Networks
- Proposed changes to Business Travel
- Car share scheme and the business travel plan proposals
- Contributed to Government consultation on introduction of the Single Equality Bill

**ONE EXAMPLE OF WHERE EMPLOYEE ENGAGEMENT IN EQUALITY IMPACT WAS UNDERTAKEN**

- **Equality impact assessment** for the abuse aggression and violence policy /code - significant input from the BESN members and myself was provided during the consultation meeting on 15 May 2009 with regards to the equality impact assessment undertaken for the abuse, aggression and violence policy which includes:
  - monitoring of equalities issues
  - format of AAV incident reporting forms
  - AAV incident reporting procedures

Lone working – types and various lone working jobs

This is not an exhaustive list several other EIA were attended



## DETAILS OF THE PROVISION OF TRAINING OPPORTUNITIES FOR BESN MEMBER:

- **National MP Shadowing Scheme** – OBV (The application process will begin in November 2009. OBVs site ([www.obv.org.uk](http://www.obv.org.uk)))
- **The Magistrates Shadowing Scheme** - OBV (will begin a series of free regional seminars in January 2010 - March 2010).
- **Black and Minority Ethnic Workers into Management** - Unionlearn free one day workshop (NASUWT, Colliers Way, Nottingham July 2009)
- **First national BAME Women Councillor Shadowing Scheme**  
Operation Black Vote in partnership with the Government Equalities Office lauded the country's first national BAME Women Councillor Shadowing Scheme.
- **CDX event** took place on 25th June in Nottingham. regional event in association with East Midlands Empowerment Partnership (EMEP) was to bring together practitioners across all sectors to discuss the key challenges of current policy agendas on community engagement and empowerment and explore practical solutions
- **Diversity and Equality in Government** (Meeting the Challenges of the Future) - 10th December. This was the inaugural annual conference for the diversity and equality community in Government. This event was specifically aimed at policy makers and practitioners working across the civil service and featured a series of keynote addresses as well as best practice case studies drawn from nominees in the 2009 Diversity & Equality Awards.
- **WiM (women in management)** Derby Network event took place Monday 16<sup>th</sup> November at Nottingham Road Fire Station, Derby, DE21 6FP

The above training opportunities provided were at no cost to members of BESN and this is not an exhaustive list there are several other events which are not included above these are just some examples.

## EXAMPLES OF AWARENESS RAISING WORK SHOPS / INFORMATION

- **Black Police Association, Derbyshire Constabulary – Co-ordinator (July 2008)**  
Presentation was provided by the Co-ordinator of the Derbyshire Constabulary Black Police Association on the history, aims, objectives and purpose.
- **New Ways of Working – DCC - Change Manager (January 2009)**  
The Change Manager raised people's awareness of the new development which will include opportunities for shared working, with a calculation based on 10 employees to 7 desks. The timescale for these changes may take up to 4 years.
- **HR review and Employee Network Rod Wood - Assistant Director HR (January 2009)**  
Mr Wood shared there is a current review of the Human Resources department and the need to assess what support continues to be provided to employee networks. The changes following the review are expected to be in place for September 2009. RW felt the support provided by the co-ordinate is inappropriate as BESN is now a mature group.
- **BME Solicitors**  
Information and reference to a hard copy of the Black and Minority Ethnic solicitors' directory made available to BESN members. Details on BME solicitors who are part of the network can also be found by region and specialism on [www.blacksolicitorsnetwork.co.uk](http://www.blacksolicitorsnetwork.co.uk)
- **Pakistani Recruitment Initiative - Workshop**  
The project aims to help people get jobs in the Council. Chair of BESN arranged for the Project coordinator to visit a youth group in October 2009. - Information workshop for people that would like to work for Derby City Council and are over 16 years of age –, the types of jobs currently on offer and consulted with them about their job search and researched if they have encountered any difficulties.
- **Black Achievers Directory – 2<sup>nd</sup> Edition**  
Chair shared information with members present of the BAD received from one of the BESN members (AC). Black Achievers Directory has a distinctive Derby Flavour and is a valuable addition to the activities in schools to support Black-Afro-Caribbean and Dual Heritage learners. It provides excellent examples of local Black individuals with positive attitudes to learning and life.

Members were advised that Submissions for this year have been taken. However if anyone wishes to be included in the future editions please contact:

- **Unison representative work shop** - Unison, Unite and GMB only trade unions recognised by DCC. Unison support is available for employees with regards to policy and procedures for staffing, terms and conditions of pay. Membership is public sector with 70% of members being women. Looking at new equalities legislation and how this will work.

#### **Survey**

- Survey - Following the publication of the survey results in September 2007, 130 volunteers participated in a workshop exploring the findings and recommending ways of building on our strengths and responding to some of the issues raised.

This is not an exhaustive list there are several other events etc which are not included above these are just some examples.

## EXAMPLES OF EXTERNAL NETWORKING

### 1. **Equality & Diversity Co-ordinator / Human Resources Department/ University of Derby July 2009**

Feed back - Thank you for meeting with me to discuss the Black Employee Support Network.

The University of Derby do not have a “Black” membership only group; the Race Equality Group is made up of volunteers from any ethnicity and a desire has been proposed to have a “Black” membership only group. I found your information very enlightening and this has enabled me to make contact with other Black Networks as well take learning’s from your experiences.

I would like to thank you for your time and very inspiring conversation.

2. **Black Police Association, Derbyshire Constabulary** - BPA Coordinator  
Confidence & Equality Unit Force HQ – guest speaker at BESN meeting and –  
workshop Tri-network event
3. **DERBY Race Equality Scheme** – workshop Tri-network event
4. **Derby Millennium Network** Office 24 / Rosehill Business Centre – workshop Tri-  
network event
5. **Shakti Arts** - Choreographer/ Workshop Leader/dance group
6. **The Managements of the Spot conference Centre** – Tri-network event venue
7. **Operation Black Vote (OBV) London** – workshop and Tri-network Journal July  
2009
8. **Derby Homes Black Workers Group** – networking
9. **Southgate Youth Centre** – BESN meeting / venue

## EXAMPLES OF PUBLICITY AND PROFILING OF BESN IN INTERNAL PUBLICATIONS AND THE DCC WEBSITE

- **Article on Employee Networks** - Article on employee networks was published in 'Leading Manager'. This article was to promote the networks to managers in order to share with their employees and to emphasise that employees get paid time off to attend during working hours.
- **Article on Tri-network** – CHYP Chat – Children & Young People Departmental Newsletter May 2009
- **Article in Teamworks Environmental Services** 1 Issue 38 June 2009
- **Article in the OBV journal – London**

The above are only some of the examples