



DERBY CITY COUNCIL

MINORITY ETHNIC COMMUNITIES ADVISORY COMMITTEE 7 APRIL 2005

Report of the Director of Policy

POSITIVE ACTION UPDATE

RECOMMENDATION

1. To comment on the report.

SUPPORTING INFORMATION

- 2.1 A report was presented to this Committee in September 2004 about the progress made in submitting bids to the Learning and Skills Council – LSC - for positive action training.
- 2.2 The aim of the positive action training is help build a diverse workforce that reflects the local community the Council serves. This is measured through the equality related corporate performance targets attached at Appendix 2.
- 2.3 The LSC bids were partly successful. We were allocated funding to prepare and run Interview Skills Training Courses for disabled and minority ethnic job seekers. The bids for management development were not successful because they did not fulfil the LSC's criteria.
- 2.4 To date, two interview skills training courses for people currently on the Job Seekers register have taken place. The average attendance was seven and feedback has been good, with everyone attending taking away useful information and valuable interview experience to help them get a job at the Council.
- 2.5 Posters and leaflets have been distributed to local community centres, housing offices, libraries and other organisations working with disabled and minority ethnic job seekers to generate more interest for future courses.
- 2.6 The Recruitment Officer for Positive Action will monitor and record any successes that stem from the training.
- 2.7 Chief Officer Group on 23 March approved a pilot Positive Steps - Management Development Programme to tackle the under-representation of minority ethnic managers at senior levels.
- 2.8 The programme will aim to identify and meet learning and development needs through an induction process. This will allow for minority ethnic managers to tailor the programme to meet their specific needs. We aim to complete the induction process so that the full programme can start by September.

- 2.9 We will buy in external training consultants to deliver training for needs identified during induction. Derbyshire Connexions Service will carry out psychometric and careers analysis using Morrisby; an assessment that finds out what people are like, what they can do, what they know and what interests or motivates them. As well as personality, psychometrics also include tests of ability, interest, aptitudes, learning style, attitude and many other attributes. The administrators are appropriately qualified and governed by the British Psychological Society.
- 2.10 Mentoring, work placement and shadowing will be built into the programme in order for minority ethnic managers to gain first hand experience at senior levels.
- 2.11 We hope to present another report to Committee in the future, outlining the outcome of the Interview Skills Training and where we are with the Positive Steps – Management Development Programme.

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Background papers:	Appendix 1 – Implications			
List of appendices:	Appendix 2 – Employment Related BV Targets			

IMPLICATIONS

Financial

- 1.1 £5,470 has been approved by LSC for the Interview Skills Training.
- 1.2 The Positive Steps – Management Development Programme is estimated to cost around £6,500 for 20 delegates or £320 for each employee.

Legal

- 2.1 The Race Relations Amendment Act 2000 places a legal duty on public authorities to promote race 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 ground of their sex.
- 2.3 The Disability Discrimination Act is currently consulting on the positive duty to promote disability. This duty, which is similar to the Race duty, will soon come into force.
- 2.4 Positive action will help the Council to achieve its target of having a diverse workforce at all levels within the organisation.

Personnel

3. Two officers from Employee Development, the Equality Standard Project Manager and the Recruitment Officer – Positive Action, would co-ordinate and facilitate the two programmes.

Equalities impact

4. The programmes will positively contribute to addressing under representation and improve prospects for the equality target groups identified.

Corporate objectives and priorities

5. The proposal furthers the Council's objective to provide **a stimulating and high quality learning environment.**

EMPLOYMENT RELATED BV TARGETS

Section 1 – 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.

04/05 current position at Quarter 3 is 47.1%.

1.3 Proposed targets	2004/05 Yr 1	2005/06 Yr 2	2006/07 Yr 3
% 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%
- Percentage of females in the workforce – 78%
- Percentage of females in Derby 51.2%

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.

04/05 current position at Quarter 3 is 5.3%.

2.3 Proposed targets	2004/05 Yr 1	2005/06 Yr 2	2006/07 Yr 3
% 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 Derby – 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.

04/05 current position at Quarter 3 is 2.3%.

3.3 Proposed targets	2004/05 Yr 1	2005/06 Yr 2	2006/07 Yr 3
% 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 nationally – 11%
- 59 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.

04/05 current position at Quarter 3 is 10.2%.

4.3 Proposed targets	2004/05 Yr 1	2005/06 Yr 2	2006/07 Yr 3
% 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%
- 1,858 employees with unknown ethnic origin

5 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.