

Environmental Services Department Employment Equality Actions update – October 2008

Environmental Services has continued to review its practices to try to address under-representation in the workforce where it exists. Examples of some of the work that has been carried out is detailed below.

1. We have successfully participated in a number of open days and recruitment events to raise awareness of the Council as an employer of choice, and to raise the profile of job opportunities in the department. A recent successful example of this was a Recruitment Fair held at the Westfield Centre for the 3 Cs area – Cleaning, Catering and Caretaking, held on 5 September 2008. On the day over 200 people were interviewed, and 60 posts were appointed to. Of the 60 posts, 8 successful candidates were Pakistani, 4 were Caribbean and 5 successful candidates were Indian. The department worked successfully with corporate HR colleagues to ensure that the event was accessible to all members of the community.

A number of other recruitment events, jobs fairs and careers events have also been regularly supported, including events at the Assembly Rooms and Pride Park. The department has also worked with corporate HR colleagues on specific events at the mosque and also at Sure Start in Normanton to highlight the range of council opportunities.

2. Substantial progress has also been made with developing traineeships for the Pakistani community in relation to the JET scheme in the Local Environment division. Ten traineeships have been offered in the 3 Cs area, and a further traineeship is being developed in waste management. Further work will continue in the department to try to increase the number and range of traineeships.
3. Our Learning and Development Officer is actively involved with Employee Development in supporting and facilitating the Positive Steps Programme. Further discussion will take place with Employee Development on supporting the programme being implemented for women, as detailed in the Workforce Development Plan 2007/10.
4. The role of the three employee networks has been promoted again at the departmental management team, to raise the profile of the networks and to remind managers of the need to support requests for time off to attend the meetings. The networks are also discussed at the departmental induction courses, to raise awareness with new starters.
5. We are about to start to review our work experience practices, and work with corporate HR to explore linking applicants on the job seeker registers for disabled people and for the minority ethnic communities into work experience placements in the department. However, we have been linking with job coaches in Adult Learning Difficulties to

explore work placements in Local Environment and we will include our links with the job coaches in our review of work experience placements.