



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 The network held the first meeting on 15 April 2003, where the terms of reference were agreed, see Appendix 2. At this meeting, we elected the Chair and Vice Chair and sought 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 2005 to 2006. The key work areas and focus for the year are policy and practice, training, positive action, guest speakers, and other general, council-focused areas. 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
 - incorporated network information on Council's corporate induction
 - publicised the network widely throughout departments within the Council.

2.5 In addition, during the period 2004 to 2005, the BESN has:

- received consultation on the Corporate Equality and Diversity plan
- received consultation on the Fairness at Work policy
- received and commented on the Council's workforce statistics report
- received information on the Employee Survey
- received a presentation on the role of Derby Race Equality Council and the government proposal to establish a Commission for Equality and Human Rights

2.6 At the Annual General Meeting held on 15 June 2005, the following were elected:

Yvonne Burrell, Social Services – Chair

Samragi Madden, Policy Directorate – Vice 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 2005-2006

IMPLICATIONS

Financial

1. The Council has approved £2,000 for all employee networks for 2004/05. This includes the cost of signers for the Disabled People's Support Network.

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 objectives and priorities for change

5. The work of the BESN links directly to:
 - valuing our employees in delivering services
 - being open, transparent and honest in everything we do.

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/Directorate
Yvonne Burrell – Chair	Social Services
Samragi Madden – Vice Chair	Policy Directorate
Susan Sanghera – Co-ordination	Policy Directorate
Vivene McCalla	Policy Directorate
Pam Thompson	Policy Directorate
Tariq Iqbal	Policy Directorate
Gurpal Kooner	Corporate Services Directorate
Cheryl Whittaker	Corporate Services Directorate
Noreen Ahmed (provisional)	Finance Directorate
Nina Akhter	Community Safety Partnership
Errol Harriott	Commercial Services
Rab Singh	Development and Cultural Services
James Howell	Education Service
Mohammed Jamil	Education – Non-teaching
Nasrat Nisa	Education – Teaching
Avtar Pabla	Education – Teaching
Donna Brooks	Education – Sure Start
Lorraine Brimelow	Social Services
John Dhamrait	Social Services
Litton Pitter	Social Services
Pearlene Webb	Social Services
Iqbal Mohammed	Social Services – Trade Union
Shahid Ashrif	Derby Homes

BLACK EMPLOYEES SUPPORT NETWORK WORK PROGRAMME - UPDATED JUNE 2005

No	Work area	Review date	Responsible Section/Officer	Actioned	Date last actioned
1.	Policy and practice				
	Review departmental contacts across departments	Annual	Recruitment Officer – Positive Action		
	Promote BESN to new employees during induction	Ongoing	Employee Development, Departmental Personnel Officers / BESN departmental contacts		
	Workforce statistics report	Annual	Personnel – Operations		Oct 2004
	Recruitment statistics report	Annual	Personnel – Operations		Jan 2005
	Update on interpretation and translation policy		Head of Communications and Consultation		
	Feedback on exit interviews of minority ethnic employees done by DPOs		Personnel – Operations		
	Complaints report to BESN for comment	Dec 2005	Personnel – Operations		
	Report on training applications – uptake from minority ethnic employees by department		Personnel - Employee Development		
	Input into the next employee survey and establish findings of the 2005 employee survey from black employees	2005	Feedback Forum		
	Seek representation on equality task groups		BESN Chair		
	Receive consultation on Corporate Equality Plan		Equality Standard Project Manager		
2.	Training				
	Raise awareness of customer complaints process and internal complaints process		Corporate Complaints Officer		
3.	Positive action				
	Presentation on the Council's Traineeship Scheme		Learning to Work		
	Training programme for minority ethnic employees into senior management		Personnel - Employee Development		
	Work shadowing, placements and mentoring updates		Personnel – Operations and Employee Development		

No	Work area	Review date	Responsible Section/Officer	Actioned	Date last actioned
4.	Guest speakers				
	Operation Black Vote		Personnel - Employee Development		
	Black Police Association	Dec 2005	Derbyshire Constabulary		
	Probation Black Workers Group	Dec 2005	Co-ordinator		
	Derby Homes Black Workers Group		Co-ordinator		
	Regional Black Employees Support Network		Co-ordinator		
5.	Other areas				
	Provide progress reports to MECAC and others on the work of the BESN		BESN Chair		
	Provide leaflets and posters for existing, new starters and BESN departmental contacts	Ongoing	Personnel - Operations and Employee Development		March 2005
	BESN members attend Regional Network	Ongoing	BESN members		
	Hold a BESN Developmental Event		Departmental contacts		
	Seek input into the Council's Cultural Diversity event from members of the BESN	Ongoing	Cultural Diversity Arts Officer		
	Set up details of BESN on Intranet		Personnel – Operations		
	Departmental contacts work programme workshop		Recruitment Officer – Positive Action		