
Cabinet Member (Community Safety and Equalities)
Scrutiny Co-ordination Committee

4 July 2013
7 August 2013

Name of Cabinet Member:

Cabinet Member (Community Safety and Equalities) – Councillor Townshend

Director Approving Submission of the report:

Director of Customer and Workforce Services

Ward(s) affected:

None

Title:

Equalities in Employment

Is this a key decision?

No

Executive Summary:

At the Cabinet Member (Community Safety and Equalities) meeting on 11 April 2013 the Cabinet Member asked officers to produce a report and proposals setting out how vacancies at the middle and senior levels within the authority can be advertised with disadvantaged groups in mind, and highlighting further actions that can be taken to empower disadvantaged groups to gain employment within the City Council.

The Cabinet Member also requested that this work include the continued recruitment of Apprentices in line with the council's apprenticeship strategy.

Recommendations:

The Cabinet Member is requested to:-

- (1) Agree the proposals set out in this report.

List of Appendices included:

Coventry City Council Workforce Profile as at 17/06/2013
Apprenticeship Strategy Intake Information

Other useful background papers:

None

Has it been or will it be considered by Scrutiny?

No

Has it been or will it be considered by any other Council Committee, Advisory Panel or other body?

No

Will this report go to Council?

No

Report title:

Equalities in Employment

1. Context (or background)

- 1.1 The City Council is the largest employer within the City and it is important that processes are put in place to ensure that the Council's workforce (at all levels) is as representative as possible of the population of the City.

2. Options considered and recommended proposal

- 2.1 The Cabinet Member (Community Safety and Equalities) asked for a further report setting out proposals of how Apprenticeship opportunities and vacancies at the middle and senior level within the council can be advertised with the aim of disadvantaged groups in mind, and highlighting further actions that can empower disadvantaged groups to gain employment with the City Council.

- 2.2 The following proposals are recommended:

2.2.1 Develop a Black Minority Ethnic (BME) Employees Coaching and Mentoring Programme

2.2.2 Target recruitment activity – As specific managerial vacancies arise in addition to the normal channels of recruitment advertising, work with local community organisations and within the more deprived areas of the city

2.2.3 Deliver on the Apprenticeship Strategy – work closely with training providers focusing on supporting applications from the most disadvantaged young people across the city. In addition to this as part of the targeted recruitment activity work closely with community groups promoting the Apprenticeship scheme and opportunities

2.2.4 As part of our programme of managing talent Directors to nominate employees for the council's in-house ILM (Institute of Leadership Management) Management Development programme/qualification.

- 2.3 It is apparent that as the council faces up to the challenges of continued spending cuts there will be a continued reduction in the number of job opportunities, particularly at a senior managerial level. The proposals recommended in this report are about succession planning and giving disadvantaged staff the opportunity to be 'job ready' as and when opportunities arise.

3. Results of consultation undertaken

- 3.1 The council's overall Equality Strategy is currently subject to consultation, including with trade unions. These proposals would complement the overall Equality Strategy. Furthermore the BME Employees network recognise that these initiatives would be a positive step in helping address the under representation of BME staff at senior level.

4. Timetable for implementing this decision

- 4.1 The proposals will begin to be implemented with immediate effect and will be monitored on an annual basis.

5. Comments from Director of Finance and Legal Services

5.1 Financial implications

There are no specific financial implications arising from this report. Any future actions or proposals that require specific funding will be subject to the necessary financial approvals.

5.2 Legal implications

Any actions taken as a result of the Equalities in Employment Action Plan will have regard to the legal framework regarding equalities in the workplace. Section 158 of the Equality Act 2010 does allow an employer to take proportionate positive actions to enable and encourage those who share a protected characteristic such as race or sex to overcome or minimise any disadvantage they may have but it does not permit positive discrimination.

6. Other implications

None

6.1 How will this contribute to achievement of the Council's key objectives / corporate priorities (corporate plan/scorecard) / organisational blueprint / Local Area Agreement (or Coventry Sustainable Community Strategy)?

The proposals outlined will help to ensure the profile of the council's workforce as closely as possible reflects the profile of the population of the City. This is consistent with one of the council's core aims of developing a more equal city with cohesive communities and neighbourhoods.

6.2 How is risk being managed?

Risks are managed in accordance with the Corporate Risk Register

6.3 What is the impact on the organisation?

The proposals will help to ensure the profile of the workforce more closely matches the profile of the population of the City.

6.4 Equalities / EIA

Legislation requires the council to monitor and report on the gender, ethnicity and disability profile of the workforce. The proposals in this report will assist the council to improve the overall profile of the workforce ensuring a better balance of underrepresented groups.

6.5 Implications for (or impact on) the environment

None

6.6 Implications for partner organisations?

None

Report author(s):

Name and job title:

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Enquiries should be directed to the above person.

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Bev Messinger	Director of Customer & Workforce Services	Customer and Workforce Services		24/6/13
Names of approvers for submission: (officers and members)				
Finance: Neil Chamberlain		Finance & Legal	20/6/13	20/6/13
Legal: Gill Carter		Finance & Legal	20/6/13	21/6/13
Members: Cllr Townshend	Cabinet Member		18/6/13	18/6/13

This report is published on the council's website:
www.coventry.gov.uk/councilmeetings

Appendices

Ethnicity of Apprentices at Coventry City Council as at 18/6/13

Asian British Indian	3
Asian British Pakistani	4
Black Caribbean	3
Mixed White Asian	1
Mixed White Black Caribbean	1
Mixed White British	72
Total	84

Coventry City Census Statistics 2011

Gender

Number (%)

Male 157,621 (49.7%)

Female 159,339 (50.3%)

Total 316,960

Ethnicity

Ethnicity (% BME)	33.4%
<input type="checkbox"/> % White British	66.6%
<input type="checkbox"/> % White Irish	2.3%
<input type="checkbox"/> % White Gypsy or Irish Traveller	0.0%
<input type="checkbox"/> % White Other	4.9%
<input type="checkbox"/> % Mixed	2.7%
<input type="checkbox"/> % Asian British: Indian	8.8%
<input type="checkbox"/> % Asian British: Pakistani	3.0%
<input type="checkbox"/> % Asian British: Bangladeshi	0.9%
<input type="checkbox"/> % Asian British: Chinese	1.2%
<input type="checkbox"/> % Asian British: Other	2.4%
<input type="checkbox"/> % Black British: African	4.0%
<input type="checkbox"/> % Black British: Caribbean	1.0%
<input type="checkbox"/> % Black British: Other	0.5%
<input type="checkbox"/> % Other	1.6%

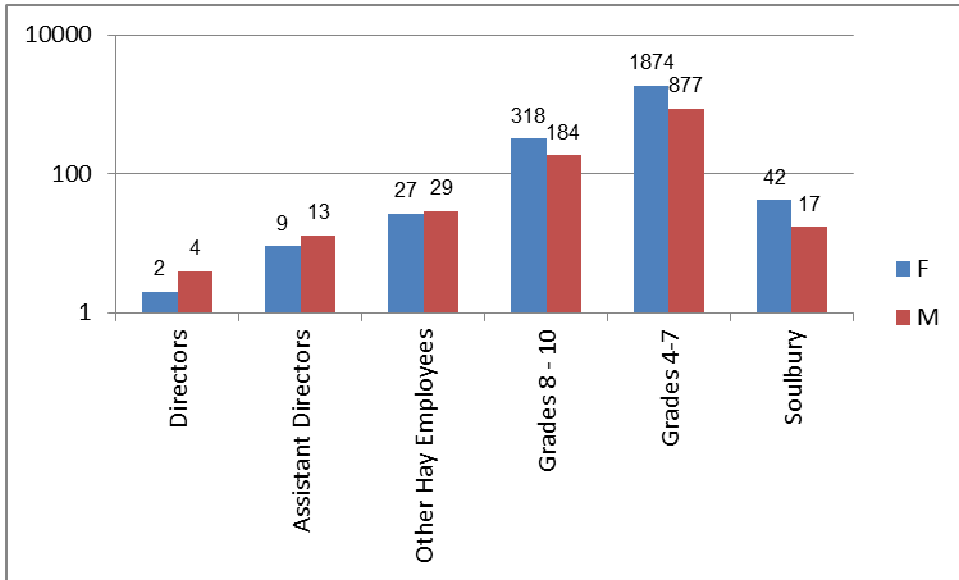
**Coventry City Council Workforce Profile – Head,
Total Contract Count & FTE as at 17/06/2013**

EMP GROUPS	Employee Headcount	Total Contract Count	Total FTE
Directors	6	6	6.00
Assistant Directors	22	22	22.00*
Other Hay Employees	55	56	54.62
Grades 8 – 10	495	502	471.60
Grades 4 – 7	2,724	2,751	2,439.60
Grades 1- 3	2,239	2,394	1,497.27
Soulbury	57	59	50.72
Totals	5,598	5,790	4,541.81

***There are 5 employees in the Public Health service who are paid at a similar level to Assistant Directors**

Breakdown by Gender as at 17/06/2013

EMP GROUPS	Gender	Total Contract Count	Percentage
Directors	F	2	33.33%
	M	4	66.67%
Directors	Totals:	6	100.00%
Assistant Directors	F	9	40.91%
	M	13	59.09%
Assistant Directors	Totals:	22	100.00%
Other Hay Employees	F	27	48.21%
	M	29	51.79%
Other Hay Employees	Totals:	56	100.00%
Grades 8 – 10	F	318	63.35%
	M	184	36.65%
Grades 8 – 10	Totals:	502	100.00%
Grades 4 – 7	F	1,874	68.12%
	M	877	31.88%
Grades 4 – 7	Totals:	2,751	100.00%
Grade 1 - 3	F	1,853	71.19%
	M	541	28.81%
Grades 1 - 3	Totals:	2,394	100.00%
Soulbury	F	42	77.40%
	M	17	22.60%
Soulbury	Totals:	59	100.00%
Overall	Totals:	5,790	100.00%



Breakdown by Ethnicity as at 17/06/2013

EMP GROUPS	Ethnicity	Total Contract Count	Percentage
Directors	White	6	100.00%
Directors	Totals:	6	100.00%
Assistant Directors	Asian/Asian Brit	1	4.55%
	White	21	95.45%
Assistant Directors	Totals:	22	100.00%
Other Hay Employees	Asian/Asian Brit	4	7.14%
	Black/Black Brit	1	1.79%
	Mixed	1	1.79%
	Unknown	1	1.79%
	White	49	87.50%
Other Hay Employees	Totals:	56	100.00%
Grades 8 – 10	Asian/Asian Brit	49	9.76%
	Black/Black Brit	15	2.99%
	Mixed	5	1.00%
	Other	1	0.20%
	Unknown	17	3.39%
	White	415	82.67%
Grades 8 – 10	Totals:	502	100.00%
Grades 4 – 7	Asian/Asian Brit	258	9.38%
	Black/Black Brit	99	3.60%
	Chinese	7	0.25%
	Mixed	29	1.05%
	Other	7	0.25%
	Unknown	148	5.38%
	White	2,203	80.08%
Grades 4 – 7	Totals:	2,751	100.00%
Grades 1 - 3	Asian/Asian Brit	319	13.32%
	Black/Black Brit	114	4.76%
	Chinese	7	0.29%
	Mixed	23	0.96%
	Other	10	0.42%
	Unknown	157	6.56%
	White	1,764	73.68%
Grades 1 - 3	Totals:	2,394	100.00%
Soulbury	Asian/Asian Brit	2	3.39%
	Unknown	1	1.69%
	White	56	94.92%
Soulbury	Totals:	59	100.00%
Overall	Totals:	5,790	100.00%

Coventry City Council Workforce Profile by Ethnicity as at 17/06/2013

