

Safer, Stronger Communities Select Committee		
Report Title	Mayoral response to referral from the Safer Stronger Communities Select Committee on the Council's Employment Profile 2017/18	
Key Decision	No	Item No
Ward	All	
Contributors	Executive Director for Resources & Regeneration (Head of Business & Committee)	
Class	Part 1	Date: 19 December 2018

1. Summary

This report informs members of the response given at Mayor and Cabinet to a referral in respect of a review which the Committee considered in July 2018.

2. Purpose of the Report

To report to members the response given at Mayor and Cabinet to recommendations made by the Committee regarding

3. Recommendation

The Committee is recommended to receive the Mayor & Cabinet response to the Committee's comments on the Council's Employment Profile 2017/18

4. Background

- 4.1 The Mayor and Cabinet considered the attached report entitled "Response to Safer Stronger Communities Select Committee on the Council's Employment Profile 2017/18" at the Mayor & Cabinet meeting held on 12 December 2018.

5. Mayor & Cabinet Response

- 5.1 The Mayor and Cabinet received an officer report and a presentation from the Mayor.
- 5.2 The Mayor and Cabinet unanimously resolved that the recommendations shown below be approved:

(1) the actual employee data on new employees joining Lewisham Council in 2017-2018 from the joiners declaration of ethnicity is 53.1% BAME and 40% non BAME and 6.9% undisclosed. This is a greater proportionate rate (6.5%) than Lewisham Boroughs BAME profile from the 2011 census of 46.6%, and this compares favourably to other benchmarked London Boroughs;

(2) the more accurate joiners' declaration of ethnicity is used in the future for the Employment Profile Report, rather than the declaration of ethnicity at the application stage, and the 2017-2018 Profile is amended to reflect this more accurate data;

(3) our approach to equality and diversity be further enhanced by including the statement in all job adverts 'We welcome applications from all backgrounds';

(4) the Council will be strengthening the recruitment and selection training offered to recruiting managers and include greater focus on unconscious bias to ensure best practice recruitment;

(5) the Council will launch next year a 'Leadership Development Program' to support council managers progressing through to senior levels. The selection for this programme will stipulate that a fair proportionality of BAME employees are selected, to support equal opportunity of progression into the senior management level that they are underrepresented in. Also the HR Division will review the option of a mentoring program for senior BAME managers being made available; and

(6) the report be forwarded to the Safer Stronger Communities Select Committee.

BACKGROUND PAPERS

Mayor & Cabinet minutes 12 December 2018

If you have any queries on this report, please contact Sarah Assibey, Committee Support Officer, 0208 314 8975