

Mayor and Cabinet		
Title	Comments of the Safer Stronger Communities Select Committee on the Council's Employment Profile	
Contributor	Safer Stronger Communities Select Committee	Item x
Class	Part 1 (open)	19 September 2018

1. Summary

- 1.1 This report informs the Mayor and Cabinet of the comments and views of the Safer Stronger Communities Select Committee, arising from discussions held on the Council's Employment Profile at the meeting on 12 July 2018.

2. Recommendation

- 2.1 Mayor and Cabinet is recommended to note the views of the Select Committee as set out in this report and ask the Executive Director for Resources and Regeneration to provide a response.

3. Safer Stronger Communities Select Committee views

- 3.1 On 12 July 2018, the Safer Stronger Communities Select Committee reviewed the Council's Employment Profile. The Committee noted that in 2017/18 35.07% of all applicants for jobs in the Council were white compared to 58.89% BME and 6.04% unknown. The numbers interviewed were 40.51% white, 49.03% BME and 10.46% unknown. The numbers who went on to be offered a position were 42.92% white, 40.9% BME and 16.18% unknown. The numbers who were finally hired were 41.95% white, 38.39% BME and 19.46% unknown. These figures are based on 4252 applications for 284 roles (paragraph 8.2 of committee report).
- 3.2 The Committee were concerned as to why there was a fall between the number of BME applicants at interview stage who went on to be successfully offered a position and a further fall in those who were successfully hired compared to the number of white candidates at interview stage who were successful in being offered a position and then successfully hired. The Committee asks that Mayor and Cabinet investigates this further and the information is reported back to Safer Stronger Communities Select Committee.

4. Financial implications

- 4.1 There are no financial implications arising out of this report.

5. Legal implications

- 5.1 The Constitution provides for Select Committees to refer reports to the Mayor and Cabinet, who are obliged to consider the report and the proposed response from

the relevant Executive Director; and report back to the Committee within two months (not including recess).

6. Further implications

- 6.1 At this stage there are no specific environmental, equalities or crime and disorder implications to consider. However, there may be implications arising from the implementation of the Committee's recommendations.

Background papers

Safer Stronger Communities Select Committee agenda 12 July 2018: [link](#)

If you have any questions about this report, please contact Katie Wood, Scrutiny Manager (katie.wood@lewisham.gov.uk)