

# Report

Report to:	<b>Equal Opportunities Forum</b>
Date of Meeting:	<b>30 October 2019</b>
Report by:	<b>Executive Director (Finance and Corporate Resources)</b>

Subject:	<b>Black and Minority Ethnic (BME) Employees and Recruitment</b>
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## 1. Purpose of Report

1.1. The purpose of the report is to:-

- ◆ advise the Forum of the number of job applications, interviews and selection for employment from candidates who identify as Black and Minority Ethnic (BME)

## 2. Recommendation(s)

2.1. The Forum is asked to approve the following recommendation(s):-

- (1) that the contents of the report be noted.

## 3. Background

3.1. The Council has a duty under the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 No 162 to gather and use employee information. The details of the duty is shown below:-

*Duty to gather and use employee information:*

*(1) A listed authority must take steps to gather information on:-*

*(a) the composition of the authority's employees (if any); and*  
*(b) the recruitment, development and retention of persons as employees of the authority, with respect to, in each year, the number and relevant protected characteristics of such persons.*

*(2) The authority must use this information to better perform the equality duty.*

*(3) A report published by the listed authority in accordance with regulation 3 must include:-*

*(a) an annual breakdown of information gathered by it in accordance with paragraph (1) which has not been published previously in such a report; and*  
*(b) details of the progress that the authority has made in gathering and using that information to enable it to better perform the equality duty*

3.2. To comply with the duty, everyone who applies for employment with the Council is asked to provide information relating to sex (gender), gender identity, marital status, religion or belief, national identity, ethnic group, disability and sexual orientation. It should be noted that, although the legislation requires that the monitoring questions are asked, there is no obligation to answer them. To take account of this, there is a 'prefer not to say' option available for all the equality questions.

- 3.3. The questions asked in relation to Ethnicity and National Background reflect the classifications used by the Scottish Government in the 2011 Census. There is a review of the questions that will be asked in the 2021 Census and, therefore, the monitoring questions asked may need to be updated to reflect any change introduced by the Scottish Government.

#### **4. Population Data**

- 4.1. There are no current population figures with the last reliable figures being from the 2011 Census records. However, figures provided by the Council's Central Research Unit for 2014 have provided more up-to-date data.
- 4.2. It was estimated in 2014 that, of the South Lanarkshire population, a total of 300,400 were from White Communities and 10,900 were from Minority Ethnic Communities, 96.5% and 3.5% respectively. In Scotland as a whole, 4.1% of the population came from Minority Ethnic Communities.

#### **5. Recruitment Information**

- 5.1. Recruitment information held since 1 April 2016 shows that the number of job applications from candidates who identify as BME has increased year on year. The numbers of candidates interviewed has also increased. The latest figures for appointments show that there has been a slight decrease in the numbers of successful candidates. The figures are shown in the table below:-

	1 April 2016 - 31 March 2017	1 April 2017 - 31 March 2018	1 April 2018 - 31 March 2019
Total number of applications	36493	29974	32507
Applications rec'd from BME candidates	224	277	371
% of all applications	0.61%	0.92%	1.14%
BME candidates Interviewed	66	92	169
% of all interviews	0.52%	0.85%	1.09%
BME candidates appointed	26	32	26
% of all appointments	0.52%	0.75%	0.52%

- 5.2. It should be noted that not all applicants complete an Equal Opportunities Monitoring Form and, therefore, the figures shown in the table above could be higher. For the period April 2018 to March 2019, 98% of applicants completed an Equal Opportunities Monitoring Form, compared with 95% for the period April 2017 to March 2018.

#### **6. Employee Information**

- 6.1 The table below shows the declared workforce profile figures at 31 March 2019. It is noted that not all employees disclosed their ethnicity with 2.42% of employees who provided ethnicity data identifying as having an ethnic background other than White Scottish or White Other British.

Ethnicity figures at 31 <sup>st</sup> March 2019	
Any Other Background	0.12%
Arab - British/ Scottish	0.02%
Arab - Other	0.01%
Asian - Bangladeshi	0.01%
Asian - Chinese	0.06%
Asian - Indian	0.19%
Asian - Other	0.15%
Asian - Pakistani	0.19%
Black - Caribbean	0.01%
Black - Other	0.06%
Mixed Background	0.16%
White - Eastern European	0.07%
White - Gypsy/ Traveller	0.00%
White - Irish	0.45%
White - Other British	3.24%
White - Other White	0.92%
White - Scottish	90.93%
Not Disclosed	0.29%
Details not entered	3.07%
<b>Total</b>	<b>100.00%</b>

6.2. The table below shows the pay gap information broken down by grade and ethnicity.

Grade	Basic Salary		
	Average White Employee Basic Salary	Average Minority Ethnic Basic Salary	Pay Gap (%)
Grade 1	£18,791.52	£18,482.94	1.64%
Grade 2	£25,104.80	£25,448.23	-1.37%
Grade 3	£36,344.63	£37,746.23	-3.86%
Grade 4	£46,251.20	£46,388.96	-0.30%
Grade 5	£59,859.33	£62,000.98	-3.58%

## **7. Advertising Vacancies**

- 7.1. Members of the Employee Network are sent information in relation to opportunities for Modern Apprentices. This is to try to ensure that people who might not access myjobscotland find out about opportunities.
- 7.2. A statement is also included in the advert for Modern Apprentices that reflects the funding available via Skills Development Scotland in relation to the Ethnic Intersectionality Incentive (EII) pilot.
- 7.3. EII funding encourages participation of people from a BME background who may also experience additional barriers to their participation in Modern Apprenticeships. The pilot initiative is intended to focus support on those from BME communities and focus on cumulative disadvantage as these groups remain under-represented.

## **8. Employee Implications**

- 8.1. The Council will continue to encourage employees to provide information in relation to their Ethnicity and Nationality by emphasising the reasons for collection.

## **9. Financial Implications**

- 9.1. All financial implications are accommodated within existing budgets.

## **10. Other Implications**

- 10.1. There are no implications for risk or sustainability in terms of the information contained in this report.

## **11. Equality Impact Assessment and Consultation Arrangements**

- 11.1. This report does not introduce a new policy, function or strategy or recommend a change to an existing policy, function or strategy and therefore no impact assessment is required

11.2. There is also no requirement to undertake any consultation in terms of the information contained in the report.

**Paul Manning**  
**Executive Director (Finance and Corporate Resources)**

26 September 2019

**Link(s) to Council Values/Ambitions/Objectives**

- ◆ Fair, open and sustainable
- ◆ Focused on people and their needs
- ◆ Working with and respecting others
- ◆ Excellent employer

**Previous References**

- ◆ None

**List of Background Papers**

- ◆ None

**Contact for Further Information**

If you would like to inspect the background papers or want further information, please contact:-

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