

# Report

Report to:	<b>Finance and Corporate Resources Committee</b>
Date of Meeting:	<b>28 October 2020</b>
Report by:	<b>Executive Director (Finance and Corporate Resources)</b>

Subject:	<b>Equity Working Group</b>
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## **1. Purpose of Report**

1.1. The purpose of the report is to: -

- ◆ advise of the creation of a new cross-party Equity Working Group

## **2. Recommendation(s)**

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

- (1) that the creation of the new cross-party Equity Working Group by the Council at its meeting held on 23 September 2020 be noted;
- (2) that it be noted that a report on the recruitment of applicants of a black or ethnic minority will be taken to the Equity Working Group for consideration before being reported to the Finance and Corporate Committee for noting at a later date, and
- (3) that it be noted that any updates and outcomes from the Equity Working Group will be reported to Council.

## **3. Background**

### **3.1. Motion**

3.1.1. The Council considered a motion proposed by Councillor Razzaq and seconded by Councillor McGeever at its meeting held on 23 September 2020.

3.1.2. Council acknowledged that recruitment statistics continue to show disparities between the success rates of applicants of white ethnicity and applicants of black and minority ethnicities (BAME). The Council noted the importance of fully understanding the reasons for this and resolving identified sources of inequity.

3.1.3. The Council appreciated the work undertaken by officers to investigate disparities in the recruitment statistics and welcomed the commitment for a report on this to be brought before the next meeting of the Finance and Corporate Resources Committee, however believed that it is essential that elected members of all groups work together to provide political leadership and establish clear direction.

## **4. Equity Working Group**

4.1. The Council agreed to establish an all-party Equity Working Group tasked to:-

- ◆ consider officers' report on recruitment disparities between white and BAME applicants
- ◆ investigate and identify sources of inequity
- ◆ develop consensus on effective ways to address them
- ◆ recommend to full Council measures to ensure equitable treatment

- 4.2. This working group will consist of seven elected members including the Chair and will reflect the political composition of the Council. Nominees have been sought from Political Group Leaders.
- 4.3. The leader of each political group shall be able to designate a substitute member(s) of the working group, who may participate in its proceedings in the absence of the political group's appointed member(s).
- 4.4. The chair of the working group will be Councillor Razzaq.
- 4.5. The chair of the working group, in consultation with the leaders of each political group and the Chief Executive, will establish terms of reference for the working group, to be approved at the next meeting of the Council.

## **5. Recruitment Report**

- 5.1. At the last meeting of this Committee on 19 August 2020, a commitment had been given to provide an update to the next meeting of this Committee on the work undertaken on the recruitment of black and ethnic minority groups. Given the purpose of the Equity Working Group, as set out in paragraph 4.1 above, this report will now go to the Working Group for consideration before being reported to the Finance and Corporate Resources Committee for noting. The outcomes of the Equity Working Group together with effective measures to address any disparities will be reported to Council.

## **6. Employee Implications**

- 6.1. There are no employee implications in terms of the content of this report.

## **7. Financial Implications**

- 7.1. There are no financial implications in terms of the content of this report.

## **8. Climate Change, Sustainability and Environmental Implications**

- 8.1. There are no climate change, sustainability or environmental issues in terms of the content of this report.

## **9. Other Implications**

- 9.1. There are no risk implications in terms of the content of this report.

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

- 10.1. 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.
- 10.2. There was no requirement for consultation in terms of the content of this report.

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

19 October 2020

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

- ◆ Accountable, effective, efficient and transparent
- ◆ Fair, open and sustainable

**Previous References**

- ◆ South Lanarkshire Council of 23 September 2020

**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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