

Achieving Equity for People of Black and Minority Ethnic Origin

Notice of Motion

Motion received in terms of Standing Order No 19 on 7 September 2020, proposed by Councillor Mo Razzaq, seconded by Councillor Mark McGeever, as follows:-

“South Lanarkshire Council holds that every person interacting with it deserves fair and equitable treatment at all times.

Council acknowledges that recruitment statistics continue to show clear disparities between the success rates of applicants of white ethnicity and applicants of black and minority ethnicities (BAME). This council is concerned by evidence BAME applicants are statistically less likely to be selected for interview and, if interviewed, less likely to be offered a post. Council notes the vital importance of fully understanding and resolving this and any other identified sources of inequity.

This Council appreciates work has been undertaken by officers to investigate disparities in the recruitment statistics and welcomes the commitment for a report on this to be brought before the next meeting of the Finance and Corporate Resources Committee. Following this, it is essential that elected members of all groups now work together to provide political leadership and establish clear direction.

Notwithstanding the remit and work of the existing Equalities Forum, this Council believes successfully addressing inequity between white and BAME members of our communities requires the attention of a working group specifically established for that purpose.

South Lanarkshire Council therefore resolves:-

1. To create an all-party Equity Working Group tasked to:
 - (i) consider officers' report on recruitment disparities between white and BAME applicants;
 - (ii) investigate and identify sources of inequity;
 - (iii) develop consensus on effective ways to address them; and
 - (iv) recommend to full council measures to ensure equitable treatment.
2. That this working group consist of six elected members; one to be appointed by the leader of each of the five political groups, and a chair.
3. The leader of each political group shall be able to designate a substitute member of the working group, who may participate in its proceedings in the absence of the political group's appointed member.

4. That the chair of the working group be Councillor Razzaq.
5. That the chair of the working group, in consultation with the leaders of each political group and the chief executive, establish terms of reference for the working group, to be approved at the next meeting of the Council”.