

# Report

Report to:	<b>South Lanarkshire Council</b>
Date of Meeting:	<b>2 March 2022</b>
Report by:	<b>Executive Director (Finance and Corporate Resources)</b>

Subject:	<b>Equity Working Group Progress Report - Update</b>
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## 1. Purpose of Report

1.1. The purpose of the report is to:-

- ◆ Provide an update progress report on the work of the Equity Working Group

## 2. Recommendation(s)

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

- (1) that the progress update on work undertaken by the Equity Working Group be noted.

## 3. Background

3.1. At its meeting on 22 September 2021, the Council was updated on the progress of the Equity Working Group.

3.2. The Council agreed that the Equity Working Group would continue to meet into the final cycle of committee meetings to allow it to undertake further work. A summary of progress since the report in September 2021 is contained in para 4.

## 4. Work undertaken by the Group

4.1. The Working Group has held 3 further meetings. An overview of the topics considered by the Group since the September 2021 report is provided in Table 1 below.

**Table 1**

Meeting Date	Items Considered
9 November 2021	Presentation from Amina Group – highlighting the support they can offer applicants from a BAME background in relation to recruitment and retention
6 December 2021	Overview of NHS Lanarkshire's Response to Supporting Ethnic Minority Communities and Staff during COVID-19
7 February 2022	Presentation from Police Scotland relating to their Positive Action initiatives when recruiting police officers

#### 4.2. The Group has:-

- ◆ gained an understanding of the support available for BAME applicants from the Amina Group and discussed how the Council could work with this organisation to improve the recruitment of BAME applicants when applying for vacancies with the Council
- ◆ considered a presentation from officers of NHS Lanarkshire on their newly established Ethnic Minority Employee Network (EMEN)
- ◆ gained an insight into the support that is offered to potential police officer candidates throughout the recruitment process.

#### 5. Next Steps

- 5.1. As agreed at the Council meeting in September 2021, a report will be submitted to the statutory meeting of the Council in May 2022 proposing that the membership of the Equal Opportunities Forum is increased to allow representation by all political groups within the Council and that its Terms of Reference is expanded to allow the Forum to continue the work started by the Equity Working Group.

#### 6. Employee Implications

- 6.1. Employees have started to undertake the programme of equalities training as outlined in the report considered by the Equity Working Group on 26 April 2021.

#### 7. Financial Implications

- 7.1. There are no financial implications.

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

- 8.1. There are no implications for climate change, sustainability, or the environment as a result of this proposal.

#### 9. Other Implications

- 9.1. There is a public commitment to race equality in employment on the Council's website, and our progress will be monitored and reported through our Equalities Mainstreaming update reports.
- 9.2. The reliance on personal data from employees and applicants, in order to monitor progress, is an area which needs to be better communicated and understood. This information is provided voluntarily, and is often incomplete, as people are not aware of how the data is used and for what purpose.

#### 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 information contained in this progress report.

**Paul Manning**

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

16 February 2022

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

- ◆ Promote economic growth and tackle disadvantage
- ◆ Improve Quality of Life for Everyone in South Lanarkshire
- ◆ Focussed on People and Their Needs

**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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