

North Lanarkshire Council Report

Special Policy and Strategy Committee

approval noting

Ref LMcM/AC

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Race at Work Charter

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Executive Summary

This report provides members with the details of the Race at Work Charter and the process involved in signing up to the Charter, an action recommended by the Council's Black Lives Matter Working Group and endorsed at a recent meeting of the Policy and Strategy Committee.

The Race at Work Charter provides a framework to support employers to take practical steps to ensure that their workplaces are identifying and tackling barriers that minority ethnic people face in in the workplace. It requires employers to commit to seven calls to action to ensure that ethnic minority employees are represented at all levels and that their organisation reflects British society today.

Recommendations

Members are asked to approve the Council's signing of, and ongoing commitment to, the Race at Work Charter.

The Plan for North Lanarkshire

Priority All priorities

Ambition statement (11) Increase economic opportunities for adults by understanding, identifying, and addressing the causes of poverty and deprivation and barriers to financial inclusion

1. Background

- 1.1 Members are reminded of a recent report to Policy and Strategy Committee that provided an overview on the work and progress of the Black Lives Matter Working Group (BLMWG) The group recognise that inequality and discrimination experienced by Black, Asian and Minority Ethnic (BAME) people is evident in employment – disproportionately low numbers in senior positions; disproportionately high numbers in low paid, unskilled sectors; high unemployment rates etc. North Lanarkshire is no exception to these trends. The Council's employment information gathering in 2020 illustrates that the most recent position analysed is as follows: -
- 92 (0.63%) employees have recorded their ethnicity as Black, Asian or minority ethnic (BAME). This does not include white minority groups. *The number of employees not recording has also increased from 21% to 23 %;*
 - the number of Asian Pakistani employees recorded has increased from 15 to 37 employees since 2017;
 - the ethnicity pay gap is 2.3%. Those who have recorded that they are BAME earn £0.41 more /hour than those not from a BAME background. The calculation does not include those employees we do not know about;
 - the number of promoted posts has reduced significantly since 2018 from 226 to 76. No promotions were made to BAME or white minority people; and
 - 16.4% of BAME people who applied to work with the Council were interviewed. This is low in comparison to the percentage of disabled people, men and women.
- 1.2 However, there are a significant number of employees, 27%, who have not recorded their ethnicity in the Council's i-Trent system. Steps are currently underway to improve the instances of recording.
- 1.3 In North Lanarkshire (as at the most recent Census in 2011) the unemployment rate for BAME people was 10.76%, jumping to 17.15% if you are Black Caribbean or African. Caribbean or Black males experienced the lowest rate at 29.68%.
- 1.4 These statistics are pre-Covid -19. It has been well documented that for BAME people the impact of the pandemic has been particularly stark - from higher death rates and disproportionally high numbers working in sectors where furloughing and redundancies were most common. It is clear that in order to make any change in our employment opportunities for BAME people then positive action measures are required. This report describes one such approach, to sign up to the Business in the Community Race at Work Charter.

2. Report

2.1 Race at Work Charter

- 2.1.1 In 2018 the UK Government along with Business in the Community launched a [Race at Work Charter](#) aimed at addressing the underemployment and under-representation of BAME people at senior levels in the workplace.

2.1.2 The Charter provides a framework through which employers can take practical steps to ensure that their workplaces are identifying and tackling the barriers that minority ethnic people face in the workplace. The Charter requires employers to commit to seven calls to action to ensure that ethnic minority employees are represented at all levels and that their organisation reflects British society today.

2.1.3 The seven calls to action are:

1. **Appoint an Executive Sponsor for race**

Executive Sponsors for Race provide visible leadership on race and ethnicity in their organisation and can drive key actions such as setting targets for ethnic minority representation, briefing recruitment agencies and supporting mentoring and sponsorship.

2. **Capture ethnicity data and publicise progress**

Capturing ethnicity data is important for establishing a baseline and measuring progress. It is also a crucial step towards an organisation being able to report on ethnicity pay differentials.

3. **Commit at Board level to zero tolerance of harassment and bullying**

Employers should commit to actions that foster inclusion. 25% of ethnically diverse employees reported that they had witnessed or experienced racial harassment or bullying from managers⁷. 31% of ethnically diverse employees said that they had witnessed or experienced racial harassment or bullying from customers, clients, service users and contractors⁸. Leaders at the top commit to tackling racial harassment and bullying with internal and external stakeholders.

4. **Make equity, diversity and inclusion the responsibility of all leaders and managers**

Actions should include setting performance objectives for leaders and managers with a responsibility to promote conscious inclusion and fair access to opportunity for all staff. Take action to build inclusion, belonging and include the voices of Black, Asian, Mixed Race and other ethnically diverse employees in the workplace and around key decision-making tables.

5. **Take action that supports Black, Asian, Mixed Race and other ethnically diverse employee career progression**

Actions should include embedding two-way mentoring and sponsorship in their organisations.

6. **Support race inclusion allies in the workplace**

Provide support for inclusion to allies to promote race equality in teams, at work and within their communities.

7. **Include Black, Asian, Mixed Race and other ethnically diverse-led enterprise owners in supply chains**

Employers should ensure Black-owned businesses and enterprises are part of their supply chains, monitoring timely payment and contract value. These actions will contribute to creating role models for young people and the wider community, as well as economic inclusion.

2.2 **North Lanarkshire Council - Current Position**

2.2.1 Through the requirements of the Public Sector Equality Duties, and in particular the Scottish Specific Duties, and the Council's own policies and strategies, as an organisation the Council already undertake the following Race at Work Charter requirements:

- Data capture of information on the ethnicity of employees in terms of the composition of the workforce; recruitment (applied, interviewed, and appointed), promotions; training and development opportunities; leavers; Dignity at Work complaints; together with occupations and grades;
- a Dignity at Work Policy is in place that sets out the Council's policy and procedures for dealing with harassment and bullying;
- the Equality Strategy 2019-2024 clearly sets out the roles and responsibilities of all employees and elected members of the Council in relation to equality and diversity matters;
- the Council is working with COSLA to have an entirely anonymous job application process - the first Local Authority in Scotland to do so – to ensure that no unconscious bias exists;
- an Employee Equality Forum that acts as an ally for employees with protected characteristics; and
- The Council takes into account in its tender evaluation and contracting processes, a potential contractor's approach to equalities in terms of its employment practices and service delivery.

2.2.2 However, the Council can and must go further. Signing up to the Race at Work Charter will help the Council to strengthen its approach and fill any gaps within the Race Equality and Employment Action Plan, (see Appendix 1). Having a highly visible public commitment through the Charter, will underscore, for current and prospective employees, not only the Council's commitment, but will also support more effective engagement with BAME employees.

2.3 **Participation in other employer accreditation programmes**

2.3.1 The Council has experience of participating in other employer accreditation programmes which have set out a framework for improving performance for particular groups of people, for example, Investors in Young People, Disability Confident Leader and more recently as an early adopter in the Equally Safe at Work programme.

2.3.2 All of these accreditation programmes have provided the focus and leverage to allow us to make the changes required to advance opportunities and equality for young people, disabled people, and women within the organisation.

2.3.3 The nearest to an accreditation programme for ethnicity is the Race at Work Charter. The Council will be the first Local Authority in Scotland to sign the Charter.

2.4 **Next Steps**

2.4.1 With the approval of Policy and Strategy Committee the following action will be taken:

- the Race at Work Charter will be signed, the declaration of which will be held in the public domain on the Business in the Community website;
- Corporate Communications will promote the signing of the Charter during October as part of the Black History Month activities; and
- the asks of the Charter will be developed and embedded in the Council's Race Equality and Employment Action Plan.

3. **Public Sector Equality Duty and Fairer Scotland Duty**

3.1 The work associated with developing an approach for the Council in relation to improving employment opportunities for BAME people would have the long-term effect of reducing socio-economic disadvantage experienced by BAME people. The work to advance race equality and tackle prejudice and discrimination based on race fulfils the Council's obligations under the Public Sector Equality Duties.

4. **Impact**

4.1 **Financial impact**

4.1.1 None.

4.2 **HR policy / Legislative impact**

4.2.1 This work contributes to the Council's statutory responsibilities under the Equality Act 2010 and Public Sector Equality Duty to advance equality of opportunity between people who share protected characteristics and those who do not.

4.3 **Technology / Digital impact**

4.3.1 None.

4.4 **Environmental impact**

4.4.1 None.

4.5 **Communications impact**

4.5.1 The Council's Corporate Communications team is preparing to promote the Signing of the Race at Work Charter as part of the Council's Black History Month activities

4.6 **Risk impact**

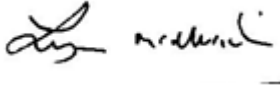
4.6.1 See section 4.2.1.

5. **Measures of success**

5.1 BAME people are represented at all levels within the organisation.

6. Supporting documents

6.1 Appendix 1 - Race Equality and Employment Action Plan



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Race Equality in employment Annual Plan September 2021 – September 2022

The following information was gathered as part of the reporting requirements of the PSED Specific Duties. It covers the year 2020

- 92 (0.63%) employees have recorded their ethnicity as Black, Asian or minority ethnic (BAME). This does not include white minority groups. *The number of employees not recording has also increased from 21% to 23 %.*
- The number of Asian Pakistani employees recorded has increased from 15 to 37 employees since 2017
- The ethnicity pay gap is 2.3%. Those who have recorded that they are BAME earn £0.41 more /hour than those not from a BAME background. The calculation does not include those employees we do not know about.
- The number of promoted posts has reduced significantly since 2018 from 226 to 76. No promotions were made to BAME or white minority people.
- Disproportionately low (in comparison to disabled, men and women) interviews to BAME people in 2020. 16.4% who applied were interviewed.

Issue	Actions	Measure	Timescale
Low self-recording of ethnicity on iTrent gives unclear picture of the ethnic diversity of our workforce	Internal campaign lead by the BLM Working Group and the EEF to promote understanding of the need to record and encourage action.	Increase in numbers of employees self-recording in ethnicity category. Decrease in prefer not to say responses.	October 21 – January 22
Although there is low self-recording we know that there are low numbers of BAME people in our organisation (0.63%). The local population is 1.7% (not including white minority). We want to at least match this.	Work with CoSLA to facilitate entirely anonymous recruitment at application at shortleet.	Increase in BAME people interviewed and appointed	September onwards
	Job adverts to say that applications are particularly welcome from BAME people.	Increase in applications from BAME people	September onwards
	Targeted recruitment campaigns to BAME representative organisations	Increase in BAME people working for the Council.	

	Unconscious Bias training for people on recruitment panels and managers		
There has been very little uptake in Modern Apprentice jobs by BAME young people	Targeted promotion in schools / youth settings / faith-based organisations of opportunities afforded through MA programme / Foundation programme to senior BAME pupils.	Uptake of BAME young people in FA programme Uptake of BAME young people in MA programme	September 2021 – June 2022
We want to know about BAME employees' experiences of working for NLC	Undertake a BAME employee survey	Numbers of BAME employees completing the survey.	October 2021- part of Black History Month activities.
No promotions went to BAME people. There are none at Senior Management Level.	Leadership programmes targeted at BAME employees. Establish a BAME Mentoring / Peer Network support from BLM Working Group and EEF Sign up to Race at Work Charter	Numbers of BAME employees participating in Leadership programme. BAME employees participate in virtual network Employees are aware of the Council's Race at Work Charter	October 2021 as part of BHM activities
Disproportionately low (in comparison to disabled, men and women) interviews to BAME people in 2020. 16.4% who applied were interviewed.	Blind application process implemented. Independent review of applications to be undertaken from 2020 period - random selection.	% of applications received that result in successful advancement to next stage in process.	

	Promote the minority ethnic recruitment toolkit with recruiting panels / training		
There is no specific training for - employees on race equality / anti-racism	Develop e-learning course on race equality. Develop the Diversity Champion Training into a one- day course.	Course developed and numbers participating	November 2021