

COMMITTEE: ADMINISTRATION

DATE: 4TH MARCH, 2003

SUBJECT: REFERENCE FROM RACE ADVISORY FORUM –
PERSONNEL POLICIES – RECRUITMENT

REPORT BY: CHIEF EXECUTIVE (HEAD OF LOCAL DEMOCRACY)

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IMPLICATIONS:

LEGAL	<input type="checkbox"/>	COMMUNITY SAFETY	<input type="checkbox"/>
EQUALITIES	<input type="checkbox"/>	ENVIRONMENT	<input type="checkbox"/>
FINANCIAL	<input type="checkbox"/>	CONSULTATIONS	<input type="checkbox"/>
STAFFING	<input type="checkbox"/>	OTHER	<input type="checkbox"/>

WARDS AFFECTED: NONE

PURPOSE

1. To refer to the Committee the recommendation of the Race Advisory Forum in respect of the Council's targets for Representative Interview Panels.

RECOMMENDATION(S)

2. That in the light of the considerations and comments by the Corporate Directors Management Team, that Committee does not support the recommendation of the Race Advisory Forum for representatives of that body to sit as members of interview panels for Council appointments.

BACKGROUND

3. At its meeting held on 4th November, 2002 the Race Advisory Forum considered a report of the Head of Human Resources, attached as Appendix A to this report, regarding Personnel Policies on Recruitment and Training. The Race Advisory Forum resolved as follows:

“(i) That the report be noted.

(ii) That the Head of Human Resources be requested to submit a further report to the next meeting of the Forum which included a breakdown of black and minority ethnic employees employed by the Council, their departments.

(iii) That Administration Committee be requested to give serious consideration to the possibility of inviting members of the Race Advisory Forum to sit on the Councils' interview panels in order to improve the Councils targets for representative interview panels.”

The Race Advisory Forum was provided with full information concerning the current Council's recruitment and selection processes including the selection of appropriate employees to form part of the interview panel. However the Forum felt that the interview panels should include independent members, ideally officers from the Equalities Unit and also Union Representatives. The Head of Equalities Advised the Forum that there were not the resources available to enable the Equalities Unit to be represented on every interview undertaken by the Council. The Chair of the Forum suggested that in order to improve the Council's targets for representative interviewing panels members of the Race Advisory Forum would be happy where possible to sit on interview panels.

REPORT

4. In order to debate the resolution of the Race Advisory Forum at officer level, consideration was given by the Corporate Directors Management Team (CDMT) at their meeting on 30th January 2003. A copy of that report setting out the issues is attached at Appendix 1. CDMT considered the issues and fully supported the concerns highlighted at paragraph 5 a) to k) as reasons for not agreeing to the recommendation of the race Forum. CDMT did accept that line managers should be encouraged to pursue Representative Interview Panels at all level of recruitment, by using where necessary the "pool" of trained and willing employees who were willing to assist because of their ethnicity, gender or disability. Officers will be re-visiting all the Council's equalities targets in employment following release of the 2001 Census data. Part of that review that will need to be considered formally by the Council, will be to also re-visit the current Representative Interview Panel targets to ensure that they are realistic and achievable.

APPENDIX

5. Appendix 1: Copy of report to CDMT dated 30th January 2003.

LIST OF BACKGROUND PAPERS

LOCAL GOVERNMENT ACT 1972, SECTION 100D

Report Ref: RAF/11/02/5.1

Race Advisory Forum Minute No. 55/02