

**THE EXECUTIVE**

**Tuesday, 17 August 2004**

**Open Report**

**Agenda Item 7a      Ethnic Monitoring (Pages 1 - 2)**

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**THE EXECUTIVE****17 AUGUST 2004****JOINT REPORT FROM THE DIRECTOR OF CORPORATE STRATEGY AND  
THE DIRECTOR OF SOCIAL SERVICES**

The Chairman will be asked to decide if this report can be considered at the meeting under the provisions of Section 100B(4)(b) of the Local Government Act 1972 as a matter of urgency, because of the need to ensure that we can fully report our achievements to the Commission for Social Care Inspection by 31<sup>st</sup> August 2004.

<b>ETHNIC MONITORING</b>		<b>FOR INFORMATION</b>
<p><i>This report is written for the Executive and for publication, thus ensuring that Council continues to meet the Commission for Racial Equality (CRE) standards in relation to employment and can report appropriately to the Commission for Social Care Inspection.</i></p> <p><b>Summary</b></p> <p>This report updates Members on the continued refinement of our ethnic monitoring scheme and supplements the information already published externally on the Internet.</p> <p><b>Recommendation</b></p> <p>The Executive is requested to note the contents of this report.</p>		
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**1. Background**

Equalities and Diversity in Employment is one of the 5 key areas identified in the Council's corporate Equalities and Diversity Policy Framework. It is essential that we continue to develop in this area so that our practice remains in line with national and local developments and enables the Council to become a best practice employer of choice. This report informs Members of some further developments.

**2. Training**

We have reviewed our ethnic monitoring of applications and attendance on training courses. All applicants for training are automatically accepted onto the next available training course so we are confident that all applicants receive the training they require. We take training seriously in Barking and Dagenham and this forms a routine part of our annual appraisals for all staff and our commitment to this has been recognised by Investors in People. However to supplement our current information, we now intend to ensure that data on ethnic background will be tracked routinely both at applicant and attendance stage.

### **3. Performance Appraisal**

The Council elected three years ago to make the performance appraisal process independent from any discussion on grading or pay as a deliberate measure to ensure that the process was as affirming and positive as possible. This means, therefore, that staff cannot suffer disadvantage from the process, unlike other performance schemes which link the outcome of appraisals with gradings or pay. Our approach has been extremely successful and is one that, again, has been commended by Investors in People. One key element of our appraisal system is the link to training and it is clear that, while the proportion of our workforce from a Black or ethnic minority background stood at 9.93% during 2002-3, 13.28% of those attending training were from Black and ethnic minority communities.

### **4. Diversity in employment**

It is encouraging to report that over the past few years, there has been a significant change in the workforce. In March 2001, only 3.17% of our staff came from Black and ethnic minorities. In March 2004, there had been a sizeable increase so that now 11.10% of our staff are from a Black or ethnic minority background.

### **5. Conclusions**

We have expended considerable time and resources in developing and increasing the proportion of staff from an ethnic minority background so that they reflect accurately the make-up of our local community. These efforts have been recognised by the Commission for Racial Equality (CRE). Every year, in October, we publish, externally and internally, our race equality performance report. The report for 2003-4 will be presented to the Executive in September for consideration and will be put on the website so that it is publicly available.

### **Background papers used in the preparation of this report:-**

Annual Report on Equalities & Diversity in Employment 2002-03.