


<p>Non-Executive Report of the:</p> <p>Overview and Scrutiny Committee</p> <p>4th April 2016</p>	 <p>TOWER HAMLETS</p>
<p>Report of: Melanie Clay, Director of Law, Probity and Governance</p>	<p>Classification: Unrestricted</p>
<p>Challenge Session Report - Improving disabled and ethnic minority staff representation at the senior manager (LP07+) level</p>	

Originating Officer(s)	<p>Kevin Kewin, Interim Service Head Corporate Strategy and Equality</p> <p>Leo Nicholas, Senior Strategy, Policy & Performance Officer, Corporate Strategy & Equality</p>
Wards affected	All Wards

Summary

- 1.1 This report submits the report and recommendations for improving disabled and ethnic minority staff representation at the senior manager (LP07+) level

Recommendations:

- 2.1 The Overview and Scrutiny Committee is recommended to:
- Agree the draft report and the recommendations.
 - Authorise the Interim Service Head Corporate Strategy & Equality to amend the draft report before submission to Cabinet, after consultation with the Scrutiny Lead.

3. BACKGROUND

- 3.1 The challenge session took place on 10th February 2016 as a result of concern amongst Members around the slow progress against the council's commitment to have a senior management that is reflective of the local disabled and ethnic minority communities. The council has been recognised for its efforts on LGBT inclusion and meeting its strategic priority for 50% of senior managers (LP07+) to be women.
- 3.2 The aim of the challenge session was to explore ways in which the council can improve ethnic minority and disabled staff representation at the senior management level (LP07+).
- 3.3 The session was underpinned by the following core questions:
- a) Is there a perception of a glass ceiling for ethnic minority and disabled staff?
 - b) Are there any positive action schemes in place and if so, are they having any effect?
 - c) How do we manage talent within the council?
- 3.5 The report with recommendations is attached at Appendix One. 6 recommendations have been made:
- **Recommendation 1**
The council should adopt a new talent management process for all staff to replace Navigate and actively promote the scheme to ethnic minority and disabled staff through all available communication channels.
 - **Recommendation 2**
The council to ensure that all HR schemes and policies to improve ethnic minority and disabled staff representation at the senior manager level include clear objectives and intended results. These need to be communicated to all staff. Additionally, the impact of any implemented scheme and policy will need to be monitored.
 - **Recommendation 3**
The council should reinvigorate the BAME and disabled staff forums and ensure that they are fit for purpose, are representative, are led by effective chairs and have senior champions whose roles are communicated clearly to all staff.
 - **Recommendation 4**
The council undergoes an organisational culture audit focusing on diversity and inclusion. Specific areas of focus should include line management practice; talent management processes; the effectiveness of current equality and diversity training and staff engagement.
 - **Recommendation 5**
The council should roll out a survey for all staff to provide their views on

career development and any barriers, if any, that are perceived. The survey should seek a representative response, including from BAME and disabled staff.

- **Recommendation 6**

The council's HR service to provide a detailed action plan on how they will address any concerns raised through the survey with regular performance monitoring reports provided to the Tower Hamlets Equality Steering Group.

3.6 Once agreed, a report will be submitted to Cabinet for a response to the recommendations.

4. COMMENTS OF THE CHIEF FINANCE OFFICER

4.1 There are no direct financial implications as a consequence of the recommendations above. However, if the recommendations cannot be implemented within existing budgets, the cabinet paper will need to address the need for any additional resources and appropriate funding will need to be agreed through the Councils financial procedures.

5. LEGAL COMMENTS

5.1 The Council is required by section 9F of the Local Government Act 2000 to have an Overview and Scrutiny Committee and to have executive arrangements that ensure the committee has specified powers. Consistent with this obligation, Article 6 of the Council's Constitution provides that the Overview and Scrutiny Committee may consider any matter affecting the area or its inhabitants. The Committee may also make reports and recommendations to the Full Council or the Executive in connection with the discharge of any functions.

5.2 When making decisions, the Council must have due regard to the need to eliminate unlawful conduct under the Equality Act 2010, the need to advance equality of opportunity and the need to foster good relations between persons who share a protected characteristic and those who do not. A proportionate level of equality analysis is required to discharge the duty and information relevant to this is contained in the One Tower Hamlets section of the report

6. ONE TOWER HAMLETS CONSIDERATIONS

6.1 Representation of disabled and ethnic minority staff at LP07+ are both Strategic Plan measures and measures in the council's Single Equality Framework. They are key measures to combat inequality in the workforce and to promote equality of opportunity.

6.2 This challenge session aimed to improve performance against these strategic measures and improve overall disabled and ethnic minority representation

within the workforce. Should the reports or its recommendations lead to service or policy change a full equality analysis will be undertaken.

7. BEST VALUE (BV) IMPLICATIONS

- 7.1 The recommendations in this report are made as part of the Overview & Scrutiny Committee's role in helping to secure continuous improvement for the council, as required under its Best Value duty.

8. SUSTAINABLE ACTION FOR A GREENER ENVIRONMENT

- 8.1 There are no direct SAGE implications arising from the report or recommendations.

9. RISK MANAGEMENT IMPLICATIONS

- 9.1 There are no direct risk management implications arising from the report or recommendations.

10. CRIME AND DISORDER REDUCTION IMPLICATIONS

- 10.1 There are no direct crime and disorder reduction implications arising from the report or recommendations.

Linked Reports, Appendices and Background Documents

Linked Report

- NONE

Appendices

Appendix 1 – Improving disabled and ethnic minority staff representation at the senior manager (LP07+) level - Scrutiny Challenge Report

Local Government Act, 1972 Section 100D (As amended)

List of "Background Papers" used in the preparation of this report

List any background documents not already in the public domain including officer contact information.

- These must be sent to Democratic Services with the report
- NONE

Officer contact details for documents:

- N/A