**Cabinet response to recommendations of the Scrutiny Committee made on 05/11/2019 concerning Workforce Equality Report & Update on the Equalities Action Plan**

**Provided by the Cabinet member for Safer Communities and Customer Focused Services, Councillor Nigel Chapman**

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| ***Recommendation*** | ***Agree?*** | ***Comment*** |
| 1. **That consideration is given to the suitability of the Council’s current policy in regards to BAME and female representation on officer-led recruitment panels, particularly with reference to the recruitment of heads of service.** | Agree |  |
| 1. **That when making appointments to Director and Head of Service level that the Council expressly shares its expectation to relevant recruitment agencies that shortlists will include women and BAME candidates.** | Agree |  |
| 1. **That all managers, particularly senior managers, be given structural discrimination training** | Agree | NB It will be necessary to ensure that this training does not simply repeat existing training. |
| 1. **That briefings on current outreach and employment opportunities be provided to civic office holders, with details to include i) the support available to BAME groups to make applications to work at the Council, ii) upcoming job fairs and other events, and iii) upcoming apprenticeship and graduate placements** | Agree |  |
| 1. **That the Council extends the number of targeted BAME-focused careers fairs to reach different BAME communities** | Agree |  |
| 1. **That Oxford Direct Services is held to the same equality standards as the Council, and that it should make regular reports on actions taken towards and progress against equality goals to the shareholder** | Agree |  |
| 1. **To investigate the reasons for the high rate of non-disclosure over sexual orientation, and consider whether as part of that work to engage with the Stonewall Workforce Equality Index.** | Agree |  |
| 1. **Before new census data are released learning on which approaches are and are not successful in attracting BAME staff is captured to inform recruitment strategies.** | Agree |  |