

**National Association of Black, Asian and Ethnic Minority Councillors**  
**Equalities Tracker**

Name of Local Authority	Plans / strategies in place	Outcomes achieved, impact made
<p align="center">43</p> <p>Oxford City Council</p>	<p><b>Attracting under-represented groups</b></p>	<p>New OD strategy 2017-20 launched which has specific actions within it to review the talent management framework and make it more relevant to workforce and succession planning. This review will include how to best engage with under-represented groups and include consultation with Unions</p> <p>Advertising posts using a range of media to attract a wide pool of candidates. Recruitment roadshow event organised in local Community Centre that was promoted thorough a range of media, including Community Magazines, Libraries and through council Localities Team and Welfare Reform Team. 70 people attended the event, resulting in 3 applicants successfully recruited from the event</p> <p>Planned review of employer branding and maximising use of our website and social media to widen our appeal to a range of job applicants. Previous focus groups in the local community that helped identify how we could become more attractive as an employer to under-represented groups will help inform this. Paper being developed for CEO addressing these issues</p> <p>Consideration given to including the requirement to speak a second language as a desirable criteria (where appropriate) for customer-facing roles, emphasising the value attached to this by the organisation.</p> <p>Apprenticeship programme focused on attracting applicants from regeneration areas and OX1 to OX4 postcodes (taking apprentices from these areas as our first, preferred option).</p>

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44	<p><b>Valuing diversity internally and raising levels of awareness</b></p>	<p>Each year all employees undertake a self-assessment on how they position themselves against the Council's values and behaviours, one of which is about valuing diversity. This self-assessment forms the basis of a discussion with the manager and 3 development areas are agreed for the year based on the Council's values. This gives an opportunity to discuss discriminatory language and behaviours and remains a regular focus of discussion during appraisal meetings held during the review cycle. Going forward there is a plan to have an annual focus on each of the values which will include promoting diversity and standing up to inappropriate behaviour.</p> <p>The OD Team runs workshops around unconscious bias, which also forms part of the recruitment and selection training provided to managers.</p> <p>To minimise the amount of under-reporting of personal sensitive data the Council continues to ask employees to review and complete their personal details, including sensitive information such as their sexual orientation, ethnicity etc.</p>
	<p><b>Monitoring and HR Policy Review</b></p>	<p>Data reports are produced to monitor the success rate of BAME applicants through the stages of the recruitment cycle.</p> <p>A Workforce Equalities Report is produced that provides key statistics and profile data on the composition of the council's workforce</p> <p>An Equalities Impact Assessment is conducted as part of the policy review and approvals process by Members.</p>