

Cabinet response to recommendations of the Scrutiny Committee made on 01/12/2020 concerning the Workplace Equalities and Action Plan report

Response provided by Cabinet Member for Customer Focused Services, Nigel Chapman

195

Recommendation	Agree?	Comment
1) That the Council continues its work to foster an environment in which staff members feel confident to participate in exit interviews as a matter of course	Agreed	Progress to date has already increased the percentage of leavers taking up exit interviews from less than 30% to circa 55% by the end of March 2020. We wish to see this percentage increase. The more accurate information we can gather from departing employees as to their reasons the better we can tailor our policies and working practices to encourage talented individuals to stay with us.
2) That the Council adopts practices for recording sexual and gender insight in line with Stonewall's guidance	Agreed	Stonewall uses anonymous surveys and recommends taking a snapshot of employees at different parts of the employee life cycle. Hence this approach is not all about getting staff to declare, it is also about using other insight channels to understand issues.
3) That the Council investigates the barriers to individuals disclosing their ethnicity, sexuality and faith-based identities	Agreed	
4) That the Council continues to increase the promotion of itself as an employer to those within the City	Agreed	This will build on existing good practice that was in operation pre Covid where the Council was using a variety of approaches to promote job opportunities within the local community, including: holding recruitment roadshows in local community venues; attendance at local job fairs and careers events in local schools. The next cohort of apprentices will be introduced into the organisation in the coming year and will naturally provide an opportunity to

		promote the Council as a relevant and viable employer.
5) That the Council further develops communications and recruitment approaches to target women from minoritised backgrounds	Agreed	Each recruitment campaign is currently reviewed to ensure that the vacancy attracts as diverse a group of applicants as possible. Further improvements are planned to improve the skills of under-represented staff; to use local community pathways to advertise and promote opportunities and to ensure diversity at each stage in the recruitment process.