BAME Workforce – Motion, as adjusted, approved.

11 Bailie Raja, seconded by Councillor O'Lone, moved that:-

"Council believes that racism is deep-rooted, and the consequences of structural racism are expressed in a continuing lack of representation of BAME people among the general workforce, including just 3.1% of the current Council-family workforce. This does not reflect the diversity of our city, particularly in senior roles including in our schools; and Council notes that this trend is also seen in Police Scotland and Scottish Fire and Rescue.

Council notes the BAME Employment Working Group which has produced several outputs, including an over 1% increase in the BAME workforce within the Council; further notes that the work of the Black Lives Matter/Slavery Legacy Group is due to address barriers to employment.

Council believes progress to date has been insufficient and that progress needs to be accelerated.

However, Council recognises that the onus should not just be on the Council's existing BAME workforce to drive that action. Council reiterates its belief that anti-racist work, and work to improve equality outcomes for the city's diverse communities is core to its work.

Therefore, Council resolves to instruct officers to work with the various working groups and key stakeholders to bring forward an Action Plan to be approved by the relevant committee by March 2023. This action plan should:

- demonstrate the potential generational change towards representation and diversity in the Council's workforce, so that our workforce better represents the communities it serves;
- establish a target to achieve population-proportionate level of BAME employment across the Council family, including senior levels, and an assessment of how this can be achieved;
- respond to the Report of the Inquiry into Islamophobia in Scotland's recommendation to "Include representatives from Scotland's diverse communities – where possible – on interview panels in the workplace"; and
- respond with key actions and strategies to enable a step-change in the city's commitment to equality and diversity among its workforce.

Council recognises the importance of the work already being done to support its own workforce who have experiences of prejudice-based bullying and racist incidents, and resolves to work to understand those experiences, including by developing a training resource on that basis.

Council further resolves that the Wellbeing, Empowerment, Community, Citizen Engagement and General Purposes City Policy Committee should be renamed to include 'Equality and Justice' with quarterly reports from the various working groups."

Councillor Casey, seconded by Councillor Campbell, moved as an amendment:-

(1) that the second paragraph be deleted and replaced with the following:

"Council notes the BAME Employment Working Group which has produced several outputs, including doubling the number of BAME employees in the council between 2017 & 2021 which equates to a 1% increase in the BAME workforce within the Council; further notes that the work of the Black Lives Matter/Slavery Legacy Group.";

(2) that the third paragraph be deleted and the following sentence inserted at the beginning of the fourth paragraph:

"Council thanks the Council's BME employee network for all of their work to improve equality and diversity across the Council family & notes that the network have established nine key formal proposals which they are currently progressing. Council however…";

(3) that the following be inserted after the amended fourth paragraph and before the first bullet point:

"Council notes that we have already reacted to recommendations from the Report of the Inquiry into Islamophobia in Scotland's recommendation to "Include representatives from Scotland's diverse communities – where possible – on interview panels in the workplace and work on this has commenced.

However, Council believes that whilst some welcome progress has been made, there is much more that could be done and that progress toward a workforce which is representative of Glasgow's diverse communities needs to be accelerated.

Council notes the commitment in the Strategic Plan to establish an Employment Equality Action Plan.

Council agrees that various employee networks including the BME Employee Network, Prism LGBTI Employee Network; Disabled Employees Network, Women's Network and Carers Employee Support Network should be engaged in discussions to develop this Employment Equality Action Plan in order to achieve an intersectional approach to improving diversity in our workforce. Council agrees to bring this plan to the appropriate committee by March 2023.

Council believes that the plan should also:";

(4) that the second bullet point be replaced with the following:

"establish a target to achieve population-proportionate level of employment across the Council family for the protected characteristics & other underrepresented groups, including senior levels, and an assessment of how this can be achieved;";

(5) that the third bullet point be deleted; and

(6) that the last paragraph be deleted and replaced with the following:

"Council understands that the current Terms of Reference for committees are being updated. Council agrees that a committee in the Council should be tasked with receiving regular updates on the delivery of the Action Plan and progress of the various working groups mentioned above and that this should be covered in the updated Terms of Reference when they are presented to a future Council meeting."

Bailie Raja, with the approval of his seconder, accepted the amendment by Councillor Casey resulting in the following adjusted motion:-

"Council believes that racism is deep-rooted, and the consequences of structural racism are expressed in a continuing lack of representation of BAME people among the general workforce, including just 3.1% of the current Council-family workforce. This does not reflect the diversity of our city, particularly in senior roles including in our schools; and Council notes that this trend is also seen in Police Scotland and Scottish Fire and Rescue.

Council notes the BAME Employment Working Group which has produced several outputs, including doubling the number of BAME employees in the council between 2017 & 2021 which equates to a 1% increase in the BAME workforce within the Council; further notes that the work of the Black Lives Matter/Slavery Legacy Group.

Council thanks the Council's BME employee network for all of their work to improve equality and diversity across the Council family and notes that the network have established nine key formal proposals which they are currently progressing. However, Council recognises that the onus should not just be on the Council's existing BAME workforce to drive that action. Council reiterates its belief that anti-racist work, and work to improve equality outcomes for the city's diverse communities is core to its work.

Council notes that we have already reacted to recommendations from the Report of the Inquiry into Islamophobia in Scotland's recommendation to "Include representatives from Scotland's diverse communities – where possible – on interview panels in the workplace and work on this has commenced.

However, Council believes that whilst some welcome progress has been made, there is much more that could be done and that progress toward a workforce which is representative of Glasgow's diverse communities needs to be accelerated.

Council notes the commitment in the Strategic Plan to establish an Employment Equality Action Plan.

Council agrees that various employee networks including the BME Employee Network, Prism LGBTI Employee Network; Disabled Employees Network, Women's

Network and Carers Employee Support Network should be engaged in discussions to develop this Employment Equality Action Plan in order to achieve an intersectional approach to improving diversity in our workforce. Council agrees to bring this plan to the appropriate committee by March 2023.

Council believes that the plan should also:

- demonstrate the potential generational change towards representation and diversity in the Council's workforce, so that our workforce better represents the communities it serves;
- establish a target to achieve population-proportionate level of employment across the Council family for the protected characteristics & other underrepresented groups, including senior levels, and an assessment of how this can be achieved; and
- respond with key actions and strategies to enable a step-change in the city's commitment to equality and diversity among its workforce.

Council recognises the importance of the work already being done to support its own workforce who have experiences of prejudice-based bullying and racist incidents, and resolves to work to understand those experiences, including by developing a training resource on that basis.

Council understands that the current Terms of Reference for committees are being updated. Council agrees that a committee in the Council should be tasked with receiving regular updates on the delivery of the Action Plan and progress of the various working groups mentioned above and that this should be covered in the updated Terms of Reference when they are presented to a future Council meeting

The motion, as adjusted, was approved.