



The Local Government Workforce Event 2021
**Ensuring Fair and Inclusive Recruitment Processes to Build a
Diverse Workforce**

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Chief Executive

BTEG's mission

'To end racial inequality...We champion fairness, challenge discrimination and pioneer innovative solutions to empower BAME communities through education, employment and enterprise. Our activities involve working with Government, business, public services, BAME organisations and the media.'

Our aim is to improve the success rates for children and young people (10-30 years) in education, employment/apprenticeships and entrepreneurship.

30-year track record of working with and working on behalf of African, African-Caribbean, South Asian, Southeastern Asian and Mixed heritage communities.

Our work includes:

Advising government departments, public, private and voluntary sector

- **DfE Apprenticeships Equality & Diversity Advisory Group**
- **GLA Equality Diversity Inclusion Advisory Panel**
- **Met Police External Advisory Board**
- **HMPPS External Advice & Scrutiny Panel**
- **Plus! Lewis Hamilton Commission.**

We want **all young people and adults to reach
their full potential and secure employment
with good progression opportunities**

4 Years on from The McGregor-Smith Review

Race in the workplace

- Ethnic minority people are **far less likely** than White people to have done an apprenticeship (2017-2020 **9%** of White males completed an apprenticeship, compared to **3%** of Black or Asian males and just **1%** of Asian females.)
- The rate of ethnic minority participation in apprenticeships has **changed very little** over the past decade (from **9%** to **13%** and only 7% starts in engineering apprenticeship starts)
- **Only 7%** of young people age 16-18 starting an apprenticeship in 2019/20 are ethnic minority (participation is highest in London at 40%)
- **BTEG 2021 young people survey** (size 250/UK): Black, Asian and Mixed ethnicity young people share the top concern of all young people that Covid-19 is the biggest issue facing the country but rate **RACIAL DISCRIMINATION** and **POVERTY** as the next most important (all young people survey put economy and unemployment in 2nd and 3rd place)

4 Years on from McGregor-Smith Review

- **No** Government legislation to ensure that all listed companies and business with more than 50 people publish workforce data broken down by race and pay band (**Rec4.**)
- **Not enough diversity in supply chains** - we are outside the EU and should use that 'freedom' from EU regulation to be more radical with public procurement and supply chains to grow Black, Asian and women owned businesses. This should be part of the Levelling Up agenda. (**Rec16**)
- Many more employers are **talking about race** following the murder of George Floyd and the BLM protests but many are NOT (**Rec22**)
- **George Floyd/BLM** has boosted race conversations in the workplace and membership of **BiTC Race at Work Charter** - will this current focus on race change workplaces forever?

Where do we go from here?

- Leaders need to be better at accepting the **possibility of institutional racism** - take responsibility for dismantling it (see BTEG blog)
- Ethnicity data and target setting are key - based on **local and regional** ethnicity demographic (intersectional considerations)
- Race in the workplace is the responsibility of **everyone** but leadership is critical
- **Levelling UP** must have race equality baked into policy and programmes (national ethnic minority employment/apprenticeship targets and local targeted interventions)
- UK is not yet a meritocracy therefore **positive action** needs to be widespread and not minimal (not about lowering standards)
- **Senior** Black and Asian people committed to race equality involved in all senior recruitment/progression panels

The public sector has been operating under equality legislation for a long time - what matters?

- D&I **targets**
- Strong D&I staff associations - **voices from all levels** of the organisation
- D&I is a continuous **challenge and learning** curve - we need to be better at listening to each other (providing a safe spaces)
- Need **trade unions** to be knowledgeable and champions of D&I good practice
- **Leaders & line managers** leading conversations about D&I organisation values with individuals and their teams
- Effective use of ethnicity recruitment & promotion **data**
- **Pause recruitment processes** where there is no diversity (especially ethnicity & gender)
- Use **positive action** lever to ensure underrepresented groups can compete (make use of the levers in the Equality Act - we don't have many!)
- Assess effectiveness of **graduate and apprenticeship** pathways
- Effective **external collaborations** with agencies that can connect you with underrepresented group (Education institutions & voluntary sector)
- **Critical friends** - external challenge (Met Police)



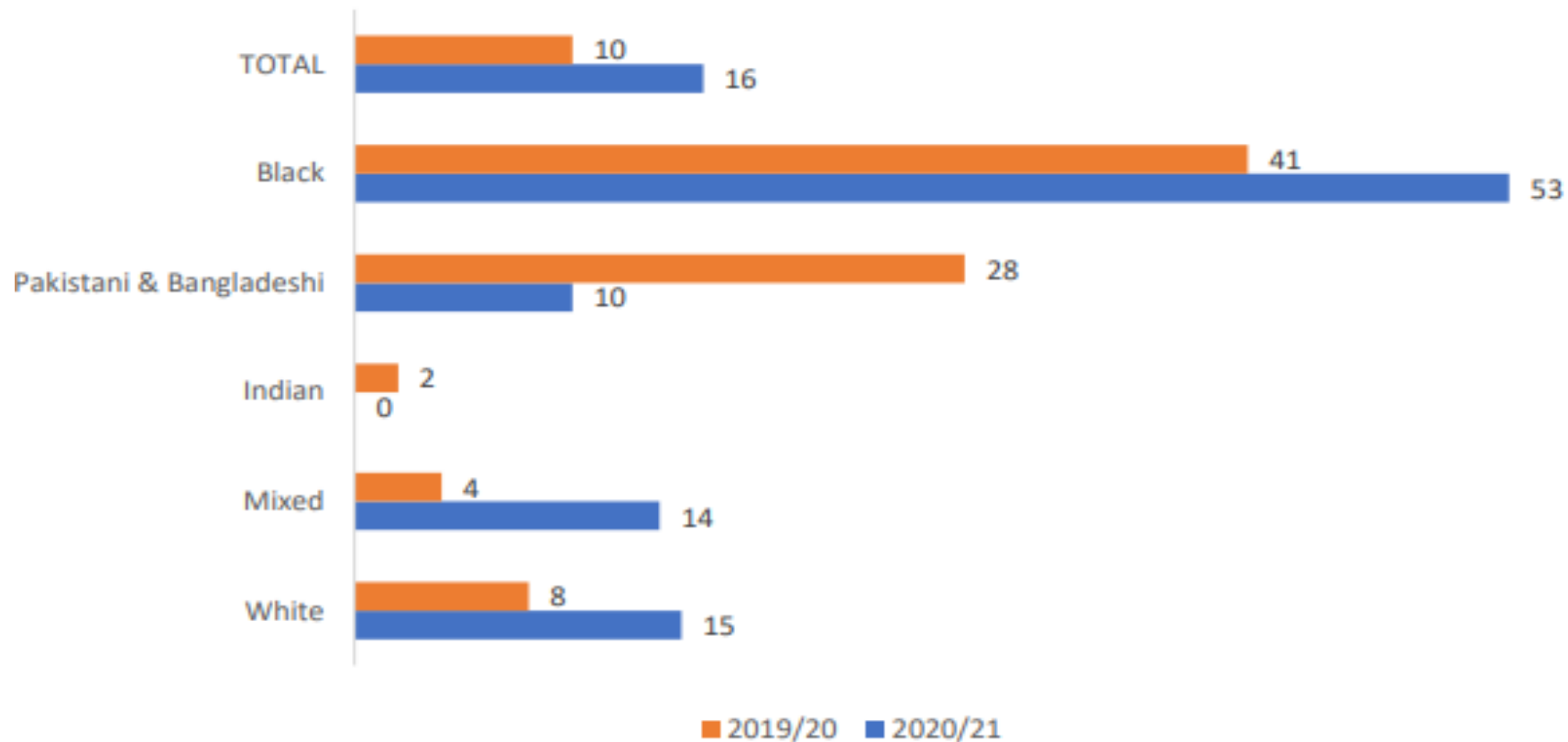
Case Study of Targeted Initiative

Ground-breaking **Employment Initiative** for London's young black men (YBM) 16-24

Partners: Trust for London, City Bridge Trust and Black Training and Enterprise Group

London boroughs Brent & Newham
Collective Impact partners

Unemployment rates (%)
UK males, 16-24, with degree level qualifications



MoU (2018 to 2023) Components

- Supporting two local **MoU Collective Impact Partnerships** chaired and hosted by **Brent and Newham councils** supporting YBM into work with good prospects
- Partners include: civil society providers, Jobcentre Plus, employers, education institutions and YBM
- MoU working in partnership with **GLA Workforce Integration Network** (WIN) team
- We have employers participating in MoU/GLA **Employer Champions Group** from construction, technology and finance sector
- BTEG produced the GLA WIN **Inclusive Employers toolkit** for employers on how to recruit, retain and progress YBM
- Cadre of paid YBM **MoU ambassadors** to champion the programme with employers and YBM
- MoU Employer Champions still reporting **challenges getting ethnicity data** and a reluctance to focus on YBM. Despite many events and a Mayor of London Inclusive Employers Toolkit informed by 45 employers

Thank you.

www.bteg.co.uk

Useful Links

[Institutional racism – time for leaders to accept the challenge of dismantling it | Black Training and Enterprise Group \(bteg.co.uk\)](#)

[Population of England and Wales - GOV.UK Ethnicity facts and figures \(ethnicity-facts-figures.service.gov.uk\)](#)

[Race in the workplace: The McGregor-Smith review \(publishing.service.gov.uk\)](#)

[GLA Inclusive Employer Toolkit Date \(london.gov.uk\)](#)

[gender-pay-gap-2021.pdf \(thameswater.co.uk\)](#)