

<b>Subject:</b>	<b>Race Equality in Employment and Skills in Brighton &amp; Hove</b>		
<b>Date of Meeting:</b>	<b>28<sup>th</sup> November 2016</b>		
<b>Report of:</b>	<b>Acting Director of Public Health, Executive Director, Families Children and Learning, Executive Director Economy, Environment and Culture</b>		
<b>Contact Officer:</b>	<b>Name:</b>	<b>Emma McDermott</b>	<b>Tel: 29-1577</b>
	<b>Email:</b>	<b>Emma.mcdermott@brighton-hove.gov.uk</b>	
<b>Ward(s) affected:</b>	<b>All</b>		

**FOR GENERAL RELEASE**

**1. PURPOSE OF REPORT AND POLICY CONTEXT**

1.1 The purpose of the paper is to report the work of the Brighton & Hove BME Needs Assessment Steering Group in relation to BME people in the city. In April 2015 the city council's Policy, Scrutiny & Communities Unit completed a [snapshot review of the Black and Minority Ethnic communities](#) in Brighton & Hove. The report sought to provide an accessible overview of statistics about Black and Minority Ethnic (BME) people living, working or studying in Brighton & Hove. The ultimate aim of the report being to create a shared sense of priorities.

The snapshot report shows that the number of residents identifying as BME has increased across all ethnicities between 2001 to 2011. The BME population in Brighton & Hove has grown from 12% in 2001 to 19.5% in 2011, which is higher than the average in the South East.

1.2 Further scrutiny of the snapshot report, resulted in the BME Needs Assessment Steering group deciding to focus in on the variation between different ethnic groups in terms of economic activity and to also look at the variation between the genders. Whilst as a whole unemployment and employment rates for BME people are comparable with the white British population a more detailed analysis shows barriers to accessing and maintaining employment appears to be a significant issue for specific individuals from specific BME communities.

1.3 In December and February 2016, a cross sector sub-group of the BME Needs Steering Group drafted and released a tender for research into the barriers to employment with the requirement for a set of practical, realistic actions to help Black and Minority Ethnic people secure and sustain employment. The proposal was that the actions be included in the action plan of the new City Employment and Skills Plan (CESP) 2016-20, under objective 2 and 3, following its adoption by Full Council.

- 1.4 On 20<sup>th</sup> October Full Council approved the CESP. Four action groups have been established to deliver the CESP Strategic Map and the Learning, Employment and Skills Partnership will have overall responsibility for the CESP along with the City Management Board.
- 1.5 Appendix 1 is the full research report completed by the appointed consultant Ottaway Strategic Management Ltd on addressing barriers to work for BME people in Brighton and Hove including the recommended actions (section 7 of appendix 1).

## **2. RECOMMENDATIONS:**

- 2.1 That the committee welcomes the research and its findings and agrees the recommendations.
- 2.2 That committee refers the research report to the Children, Young People and Skills Committee and the Economic Development and Culture Committee for information.
- 2.3 That committee refers the research report to the Learning and Skills & Employment Partnership and the City Management Board for consideration as part of their responsibility for overseeing the delivery of the CESP action plan.
- 2.4 That committee requests that the work plans of the appropriate CESP action groups be reported back to committee for consideration of how the research findings and recommendations have been incorporated.
- 2.5 That committee instructs officers to bring a report back in 12 months detailing how the research recommendations have been progressed.

## **3. CONTEXT/ BACKGROUND INFORMATION**

- 3.1 In 2015 the city commissioned Rocket Science to refresh its City Employment and Skills Plan. The City has benefited from economic growth with a strong financial services sector, vibrant visitor economy, emerging dominance in the creative and digital sectors and a centre for learning and innovation. However, there is evidence that this growth has not benefited everybody. Youth unemployment although reducing is still high and there is deeply entrenched unemployment for some residents and increasing polarisation between wealth and poverty. One of the Plan's three priorities is "no one left behind" and one of its four objectives is "Making our services, providers and funding work better to help those furthest from the labour market".
- 3.2 With the development of the CESP in progress and the compilation of the 2015 Black and Minority Ethnic snapshot report it was apparent that a more detailed analysis of the challenges faced by BME people should be explored and what more or differently could be done to ensure that members of BME populations who experience the most barriers to securing work, are able to compete more effectively and fairly for jobs, and to realise their skills, abilities and potential. What was working or hindering employers hiring BME people and how did this

vary across the different ethnicities and genders? The BME Needs Assessment group agreed an approach to answer these questions.

- 3.3 Following a competitive tendering process, overseen by a sub-group of the BME Needs Assessment Steering Group, the consultancy Ottaway Strategic Management Ltd was awarded the research contract. Starting in May 2016, the research was completed in mid-October 2016. The methodology for the research is outline in section 2 of appendix 1. The research was funded by the city council.
- 3.4 The research suggests 14 key recommendations which can be summarised into five main areas:
- For the Public Sector leadership to address race equality in its workforce and in its procurement processes
  - Support for SMEs across the city to increase their appointment of BME staff
  - Improved growth of the BME business sector in the city to deal with the changing socio-demographic nature of the City
  - A focus on employment and skills support to: BME women in the labour market in particular Bangladeshi, Pakistani, Arab, Chinese and African women in the city; and to the Gypsy and Irish Traveller community
  - The development and support of the BME third sector to effectively disseminate employment and skills opportunities to BME communities across the city

Under each recommendation there are short, medium and long term actions with details on how these could be achieved.

See section 1 pages 8 to 14 in appendix 1 for full details.

#### **4. ANALYSIS & CONSIDERATION OF ANY ALTERNATIVE OPTIONS**

- 4.1 Alternative option - not accept the research findings and recommendations. This is not an option because the CESP is reliant on this research and a similar one into the barriers to employment experienced by disabled people in the city to ensure that its actions under “no one left behind” are meaningful and will make a difference to these two groups.

#### **5. COMMUNITY ENGAGEMENT & CONSULTATION**

- 5.1 As part of the research a wide range of stakeholders were engaged including BME people in work and out of work. Engagement of employers both large and small/micro and public and private sector was a critical element of the commission. In fact this was one of the first times to engage with employers about their views of Race equality and employment. The commission identified that there has been considerable engagement locally regarding the issues and barriers faced by BME people from their perspective but very little in comparison with employers.
- 5.2 In addition, the draft findings were reported to the Equality and Inclusion Partnership in October at which public sector organisation members committed to taking the findings and recommendations back into their organisations.

## 6. CONCLUSION

- 6.1 As the research demonstrates BME people fare badly in the labour market. There is an under representation of BME communities in employment and an over representation in economic inactivity. The uptake of training and skills and apprenticeships is low by BME people and there are lower levels of career progression of BME staff in larger organisations.
- 6.2 For example, 66% of the city's population are economically active compared to 61% from the BME population . This is much lower for some ethnic groups: Pakistani (51%), Irish or Gypsy Traveller (51%), Black African (52%), Bangladeshi (53%). 34% of whole working age population is economically inactive across the city compared to 39% from the non-White population. This increase to 61% in the Chinese population, 53% in Arab population, and 41% Pakistani population. 40% of BME people have a level 4 qualification (Degree equivalent) compared to the whole city figure of 37% with Asian having 41%, Mixed 37% and Black communities 37%. 9% of the non-White population have no qualifications against a whole city population figure of 16% who have no qualifications; with the White British population with 17% with no qualifications compared to Mixed populations with 7%, Black with 7% and Asian with 9%
- 6.3 The research found the following ten barriers to employment and skills development for BME people in Brighton and Hove:
1. Lacking job ready English both verbal and written
  2. Complexity of the application process particularly on-line processes/forms
  3. Fear and limitations; many BME people search for jobs within their own communities and through word of mouth
  4. Being born & educated outside the UK; qualifications not recognized and it's too costly and takes too long to convert them
  5. Discrimination or unconscious bias
  6. Gender added a further barrier
  7. Age
  8. Lack of culturally sensitive child care
  9. Employers lack flexibility to adapt to cultural needs
  10. Lack of awareness of opportunities /recruitment processes; BME people are not linked into mainstream recruitment processes or hearing about job opportunities
- 6.4 Furthermore the research found some key issues which compounded these barriers:
1. ESOL offer in the city was not sufficiently focused on language for employment
  2. Poor and inconsistent ethnic monitoring especially in larger organisations
  3. Underrepresentation of BME people in particular occupations & senior positions; lack of visible leadership roles held by BME people
  4. Employment and skills support is not meeting the needs of BME people; DWP don't see BME as a significant priority for support
  5. BME Third Sector not currently engaged in employment and skills work; not playing a crucial role in disseminating information about employment

and learning opportunities, providing link/stepping stone to mainstream employment and skills support, providing BME tailored support

6. Limited understanding of diversity in the city; businesses don't see the problem as many employ EU nationals
7. Limited access to business support by BME businesses
8. City's business base is predominantly SMEs and micro businesses that tend to recruit more informally and through word of mouth this practice excludes some communities

- 6.5 In response to these barriers and issues and considering who fairs worst in the labour market the research concluded with fourteen recommendations for the City Employment Skills Plan, for public sector employers and large private sector employers, for the BME Third Sector, for Employment and Support agencies, and for SMEs in the city.
- 6.6 The findings and recommendations have already been presented to the services action groups (one of the four action groups responsible for delivering the CESP) as well as the Learning, Employment and Skills Partnership which has overall responsibility for the CESP for consideration of how to take forward the recommendations.

## **7. FINANCIAL & OTHER IMPLICATIONS:**

### Financial Implications:

- 7.1 There are no direct financial implications associated with the recommendations in this report. The cost of research was funded from within existing resources in the Communities, Equality and Third Sector team. Any financial implications associated with the delivery of the recommendations set out in the report will be assessed within relevant future reports or business cases and appropriate approval for funding will be sought where required.

*Finance Officer Consulted: Mike Bentley*

*Date: 03/11/16*

### Legal Implications:

- 7.2 This Report asks the Committee to agree and refer on research commissioned by the authority pursuant to its responsibilities under the Equalities Act 2010, including its duty to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations. This Report raises no additional legal implications.

*Lawyer Consulted: Elizabeth Culbert  
2/11/16*

*Date:*

### Equalities Implications:

- 7.3 Race is one of the nine characteristics protected by the Equality Act 2010. Through this piece of research, its findings and recommendations we are seeking

to ensure that Black and Minority Ethnic people are not unfairly treated or discriminated against in the labour market either consciously or unconsciously and the most effective action is being taken to support individuals into employment.

Sustainability Implications:

- 7.4 Sustainable communities are inclusive communities where all individuals have equality of opportunity and are not hindered by their circumstances or characteristics, and everyone has the opportunity to reach their full potential and play an active role, educationally, economically and socially in the city. It is well documented that being employed in satisfying work has a considerable impact on individuals, their families and local communities.

## **SUPPORTING DOCUMENTATION**

### **Appendices:**

1. Brighton and Hove Race Equality of Employment and Skills in the City Research and Recommendations Report, Ottaway Strategic Management Ltd, October 2016.

### **Background Documents**

1. [Black and Minority Ethnic Communities in Brighton & Hove April 2015](#)

Appendix 1

Crime & Disorder Implications:

- 1.1 The Office of National Statistics (ONS) measures national wellbeing and established that economically inactive people have lower levels of wellbeing than those in employment and that even being under-employed is detrimental to wellbeing. The 2015 Public Health report focuses on equalities impacts and that information from this document will help inform strategies to address equalities in the delivery of the plan. The BME report will aim to have a positive impact on those BME residents in the city that are unemployed or under-employed

### Risk and Opportunity Management Implications:

- 1.2 The risk of not approving the recommendations and including them in the CESP action plan is that practical and tangible actions that will help improve the employment opportunities for Black and Minority Ethnic people will not be taken forward. There is a risk that the resources and changes needed to achieve the actions will not be forthcoming or easy to secure. To mitigate this risk, the recommendations will be included in the CESP action plan and taken forward as part of the four action groups established for each CESP objective. The report is a key opportunity to ensure that resources in the city, across different sectors, are being best deployed to help employers recruit Black and Minority Ethnic people.

### Public Health Implications:

- 1.3 The local Joint Strategic Needs Assessment highlights the importance of employment for health and wellbeing. The effects of unemployment on health can be linked to poverty and low income amongst the unemployed. There are also significant psychological consequences from being out of work, especially for the long-term unemployed. Inequalities in the labour market affecting Black and Minority Ethnic groups have implications for their health and wellbeing, and effective action to address these barriers will contribute to reducing health inequalities locally.

### Corporate / Citywide Implications:

- 1.4 The work and the recommendations directly support the council's corporate plan priority to increase equality. They also impact on other organisations in the city not only in terms of how they may change their approaches and/or the allocation of resources but also the demand on their services. The final report will also be circulated to the Equality and Inclusion Partnership for consideration and response.

