We have structured our response using the identified themes of:

1. Employment support and advice.
2. Recruitment, retention and promotion.
3. Promoting positive action.

We have provided our response from the perspective of an employer.

**Employment Support and Advice**

What provisions are in place to help people from ethnic minorities to access employment support and advice?

We engage with local representative groups to share information on our recruitment and selection processes.

What provisions are in place to recognise and address the lower employment rates among some ethnic minority groups compared to others?

N/A

Are there any innovative approaches being taken to address the challenges some people from ethnic minorities may experience in trying to access employment advice and support?

N/A

**Recruitment, Retention and Promotion**

What evidence is there that discrimination in recruitment, retention and promotion is an issue in Scottish workplaces?

We are the largest employer in Fife and data tells us that the majority of our workforce also lives in Fife. Our workforce data tells us that less than 1% of our employees are from a Black and Minority Ethnic (BME) background. This is not dissimilar to the BME population of Fife (1.27%, Scottish Census 2011).

Analysis shows that 2% of our applications for employment (2014) are made by those from a BME background.

Turnover rates of BME employees are lower than for those from other ethnic or racial backgrounds. Less than 1% of all leavers in 2014 were from a BME background.

There is no workforce data on promotion.
Within the available workforce data, and taking into account the limited contextual information for comparison, there is no evidence to suggest that discrimination in recruitment or retention on the grounds of race is an issue.

What are the barriers that lead to unequal outcomes (including lower rates of employment and occupational segregation)?

No information or evidence on which to base comment.

Promoting Positive Action
What measures are being taken to tackle workplace discrimination and segregation?

We have identified areas of occupational segregation typical across the local authority sector. The data available to us does not allow us to draw any conclusions on racial discrimination or segregation in our workforce.

Is there a need for a scheme that recognises positive action taken by employers (a ‘double tick’ scheme for example)?

No information or evidence on which to base comment.

What are the examples of good practice that have improved outcomes, and if so what has been the key to their success?

N/A

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23 June 2015