



Leicester  
City Council

DRAFT MINUTE EXTRACT

Minutes of the Meeting of the  
OVERVIEW AND SCRUTINY MANAGEMENT BOARD  
Held: THURSDAY, 7 MAY 2009 at 5.30pm

P R E S E N T :

Councillor Mugglestone – Chair

Councillor Corral	Councillor Hall
Councillor Naylor	Councillor Potter (for Cllr Joshi)
Councillor Newcombe (for Cllr J.Blackmore)	Councillor Russell
Councillor Suleman	

Co-opted Members

Mr Michael Asquith – Church of England Diocese

Also In Attendance

Councillor Dempster  
Cabinet Lead Member for Children,  
and Schools.

**1. APOLOGIES FOR ABSENCE**

Apologies for absence were received from Councillors J. Blackmore, Follett, Joshi, and Westley, Jess Evans, Rebecca Barrow and Michael Asquith, Church of England Diocese.

**2. DECLARATIONS OF INTEREST**

Members were asked to declare any interests they may have in the business on the agenda, and/or indicate that Section 106 of the Local Government Finance Act 1992 applies to them.

Councillor Naylor declared a non-prejudicial interest in Appendix C 'Options Review: Riverside Business and Enterprise College' as he was part of an organisation which used land at the college for its activities.

**13. PROGRESS ON BLACK WORKERS GROUP REPORT ON WORKFORCE REPRESENTATION**

The Director of Human Resources submitted a report that updated Cabinet on the work that had been identified across the organisation in order to progress the 'quick wins' identified in the 1 October 2008 Black Workers Group report on Workforce Representation.

The Head of Equalities introduced the paper and explained that she had been commissioned to undertake a piece of work to increase workforce representation, and that this report formed part of the work. She reported that similar work in relation to employees with a disability and gay, lesbian and transgender employees was to be undertaken.

Simon Ighofose, Vice-Chair of the Regeneration and Culture Black Workers' Group (BWG) was also in attendance and informed members of the 'reach higher' initiative, which had been developed by several representatives of the BWG as a means to support candidates to develop their aspirations to progress a career in management.

Members welcomed the report, and in particular, spoke of their support towards the 'reach higher' initiative. One Member of the Board paid thanks to officers for their work in carrying out additional recruitment activity to widen the pool of applicants for Strategic Director positions. Furthermore, a Member felt that it was extremely beneficial to promote the council as an employer at community events, and asked officers to liaise with ward councillors when targeting particular events to attend. Officers welcomed this level of support.

Members asked for regular update reports to be submitted to the Board and it was agreed that a progress report on workforce representation be brought to the board every 6 months.

RESOLVED:

- (1) that the report be noted; and
- (2) that progress reports on workforce representation be brought to the board every 6 months.