

Annual Equality and Diversity Report - Actions taken:

Recruitment, Selection and Retention of Under 25 year olds:

1. National Graduate Development Programme - We have appointed 2 new National Graduate Management Trainees to start from October 2010.

This year has seen the highest number of bids ever for hosting NMT's for their first placement. The estimated cost of salary and training of two NMT's over two years works out at £122,642.

During their training the NMT's undertake a wide range of high level projects, see attached sheet for placements undertaken. The cost of participating in the NGDP and recruiting an NMT has been highlighted as a cost effective approach to project management and the savings that participation in the scheme have generated are considerable. Examples are given below from placements in the Programme Office, from Ian Cook, previous Head of Programme Office:

- a) Based upon an eight month placement, which cost £19,950 in salary and on costs, he commented "a figure of between 50k – 75k would be nearer the mark". Therefore, in this single placement up to £55,050 was saved in efficiencies through ensuring that an NMT was available.
 - b) Similarly based upon a different project, he commented that "As a broad estimate the market rate for a consultant to undertake this piece of work would probably have been around £350 - £400 day again making significant savings." Based over a six month placement, the potential savings generated could total up to £33,050.
8. The savings created through the NMTs involvement within key projects has also been highlighted by Linda Watts, Principal Assistant to the Chief Executive:

"Had we deployed consultants to carry out this work there is no guarantee that we would have seen the conscientious and committed approach demonstrated by the NMTs. Consultancy charges for some of the complex project management undertaken could have been in the range of £350 - £600 per day, for placements that have lasted for several months."

At the end of the training period NMT's are highly marketable candidates having a corporate understanding of Wiltshire Council and a wide knowledge of local government issues.

The last 5 NMT's have been successfully appointed to senior posts within the authority including Community Area Board Managers and Workforce Transformation Project Mangers.

Costs 1.10 10 - 30.9.12	Two NMT's
Salary (inc. oncosts)	£115,742
Training	£2,900
I&DeA costs	£4,000
TOTAL	£122,642

2. Work Experience – three years ago the internal Work Experience Scheme was revamped to make it a more interesting experience for young people choosing to come here for their work experience. It ensured that placements were more useful in gaining an insight in to the real world of work and to give them a wider understanding of the services provided by the council. At the time we were given an award for service to young people which was put up in Reception.

3. Age – No Barriers Event

On Friday 16th July 2010, an event was run as part of Age – No Barriers; to both give information to young people on the implications of the new Equality Act 2010, and to hold consultation with young people engaged on the V Talent programme. From the Council's perspective in the light of our workforce information indicating issues with recruitment, selection and retention of young people, we asked for their views and experiences and potential solutions to help us make progress with these issues – attached is a summary of the consultation.

4. Future Jobs Fund

We are approaching the end of the first tranche of the Wiltshire Potential Future Jobs Fund, in which we aimed to create 180 jobs. We have met our job creation target and as at the end March 146 young people have found work through the programme with many others receiving job offers and awaiting job starts. We hope to have successfully recruited to the remaining positions by the end of April. It is pleasing to note that we are beginning to hear of good news stories whereby young people engaged in the programme are securing onward employment opportunities ahead of the end of their initial employment term. As the first few Wiltshire Future Jobs Fund participants are approaching the end of their initial contracts during April it is evident that the new skills and experience they have gained, not to mention their increased confidence and self-esteem, are positioning them well to compete in the labour market.

Wiltshire Council is proud to be leading on and better still benefiting from in terms of the 45 young people that have to date joined the Council since the programme's inception. Future Jobs Fund is important as this is an urgently needed worklessness initiative and the temporary jobs are all funded at nil cost to Council as the Council secured the funding from DWP and the administrative costs of running the programme are being met by Action for Wiltshire.

Black and Minority Ethnic Issues

Whilst we appear to reflect the local community regarding the number of BME staff employed their does appear to be an issue regarding appointment and progression to senior posts within the authority. This has been an issue raised with the BME Forum and we have been working together to identify initiatives which could improve opportunities through promoting learning and development.

The theme of the Equality Networking Lunch held on 8th July 2010 was learning and development and in addition to an exercise identifying barriers and solution to learning the focus was on helping staff to identify personal learning styles and opportunities.

Whilst the Equalities Networking Lunch is co-ordinated through the BME and Staff Disability Forums it is promoted and open to all staff, managers and Members with an interest and who want to learn more about equalities. This is held twice per year.