Case Number	Freedom of Information Request	Status
FOI-9		Published

Request Details

BAME Employment Enquiry

a) The current number of Black and Minority Ethnic (BAME) employees at your association.
b) The total number of BAME former employees who have left your association in the last 5 years.
c) The total number of BAME individuals employed in senior and strategic roles within your association to date.
d) Information about what actions your association has taken to proactively encourage, support, and assist your employees from a BAME background into senior and strategic roles within your association to date.
e) Information about what actions your association has taken to understand the ethnic backgrounds, needs, and aspirations of BAME individuals to date.
f) Information about what actions your association has taken to recruit BAME individuals into working for your association to date.
g) Information about what actions your association intends to take to recruit BAME individuals into working for your association in the future.

4 May 2021 12:32:32 FOI complete

I thank you for your enquiry regarding recruitment, retention and promotion of members from the BAME community and provide full disclosure. For context the Association employs 5 people, none from BAME backgrounds. The last vacancy filled was July 2015, 1 applicant from a BAME background from 6 candidates was shortlisted for interview. The other 4 staff members from non BAME backgrounds have been employed between 13 - 30 years, we therefore have a very low turnover of staff.

a) " The current number of Black and Minority Ethnic (BAME) employees at your association."- None

b) "The total number of BAME former employees who have left your association in the last 5 years" - None

c) "The total number of BAME individuals employed in senior and strategic roles within your association to date." - None

d) "Information about what actions your association has taken to proactively encourage, support, and assist your employees from a BAME background into senior and strategic roles within your association to date." - N/A

e) "Information about what actions your association has taken to understand the ethnic backgrounds, needs, and aspirations of BAME individuals to date." - The Association is a member of Positive Action in Housing. Whilst the Association does not currently employ any person identifying as from a BAME background, the Association does have a number of tenants from BAME backgrounds and we operate an open waiting list for accommodation from all sectors of the community. Equality of opportunity is at the centre of everything that we do as an employer and service provider.

f) "Information about what actions your association has taken to recruit BAME individuals into working for your association to date." There have been no vacancies over the last 5 years.

g) " Information about what actions your association intends to take to recruit BAME individuals into working for your association in the future." In any future recruitment the Association will encourage applicants from BAME backgrounds to apply and will offer a guanteed interview place for any applicant of BAME background who is suitably qualified for the vacancy.