

**Workforce update**

**Southwark Stands  
Together (SST)**

**1 – 30 June 2021**

# SST Workforce update – 1 – 30 June 2021

What we've Done...	What's next...	Find out more...
<p><b>Re-educating our Leaders. We held an interactive Leadership Network event on 17 June about Positive Action and changes to our existing recruitment practices. Leaders were asked to explore ways to embed Positive Action to increase appointments of Black, Asian and Minority Ethnic employees to Grade 14 and above.</b></p>	<p>Four sessions are planned to take place from July for the wider workforce to open up the discussion with colleagues on how to embed a Positive Action approach to improvement under representation across the council – please look out for dates on the Source. This will also be shared with managers for dissemination to teams who do not have access to the Source.</p>	<p><a href="#">Changes to Recruitment Practices</a></p>
<p><b>We have provided an update to Cabinet on the progress so far for the SST Programme and the Equalities Framework; both reports make reference to the workforce updates.</b></p>	<p>SST Programme update and the Equality Framework is going to July Cabinet</p>	<p>Both reports will be available from Tuesday 6 July once the <a href="#">Cabinet agenda is published</a></p>
<p><b>We have produced a draft Workforce Equality and Diversity Statement outlining our commitment to our workforce.</b></p>	<p>This has been shared with key stakeholders for feedback (trade unions, Staff Network and Staff Interest Groups) and will be sent for approval by Chief Officer Team before finalising.</p>	<p><a href="#">Draft statement</a></p>

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<p><b>We have put on events showcasing and celebrating Black, Asian and Minority Ethnic communities.</b></p>	<p>We have developed a comprehensive Equality, Diversity and Inclusion (EDI) calendar to raise awareness of a range of EDI and health and wellbeing events throughout the year, this will be shared in July.</p> <p>We recognised and celebrated Black Inclusion Week in May and held a career conversation with an external colleague on 24 June.</p> <p>We will also be promoting South Asian heritage month through mid-July to mid-August.</p>	<p>Further information about upcoming events can be found <a href="#">here</a></p> <p>The recording from the last career conversation is available <a href="#">here</a></p>
<p><b>We are developing a new workforce equalities plan which includes bespoke health and wellbeing initiatives to support Black, Asian and Minority Ethnic colleagues.</b></p>	<p>Playback sessions on the workforce equalities plan will be held from mid-July to highlight our achievements over the last 18 months and our plan for the year ahead.</p>	<p>Booking for this event is via MLS using the link below  <a href="https://www.mylearningsource.co.uk/course/view.php?id=1746">https://www.mylearningsource.co.uk/course/view.php?id=1746</a></p>
<p><b>We're building a network of SST Champions, with 37 staff members signed up so far.</b></p>	<p>Champions will have a wide remit, including, helping us promote SST values, contributing to facilitation of Leadership Network Events, cascading information to teams, guiding services through using anti-racist toolkits and educating the organisation on updated recruitment practices and policies.</p> <p>Our champions will meet monthly as a group and join the one of the 8 Southwark Stands Together Working groups.</p>	<p>If you are interested in joining our SST Champions network please email <a href="mailto:SST@southwark.gov.uk">SST@southwark.gov.uk</a></p>