REN Plenary meeting minutes - 05/07/17

Chair [Redacted]

ACTIONS x 10

<u>1) Introduction</u>

- [Redacted]welcomed everyone and outlined re-energising the network with an emphasis now on action under the broad aims of increasing the number of Ethnic Minority (EM) members of staff, both generally and within the SCS closer to the true representation of the Scottish population (~4%) → stressed that this is hugely important to the government.
- Outlined that this is a big year, with Perm Sec making this a key priority and stating that we have some recruitment opportunities to improve the diversity of our external recruitment.
- [Redacted] stated that forming our committee permits actions be taken forward within a greater level of structure.

<u>2) Committee introductions</u>

- Chairs – [Redacted] and [Redacted].
- Vice-Chair – [Redacted]
- Membership - [Redacted](first question is addressing what defines a REN member).
- Internal Comms - [Redacted] (emails, circulation of information and saltire).
- External Comms – [Redacted] (reaching out to communities and groups to raise awareness of the SG, its work and the opportunities for EM individuals).
- Events - [Redacted]
- Cross Government Engagement – [Redacted] , . (+ [Redacted] from within the Foreign Office will engage with other Scottish based departments – HMRC/DFID and also Whitehall to liaise on work and share knowledge).

ACTION 1 – summary of work previously conducted by REN to give context and background for the committee – [Redacted] agreed to take this forward for the next meeting (September) with feed in from [Redacted] and [Redacted] and [Redacted]

ACTION 2 – [Redacted]   to create a distribution list so the committee can be contacted as a group and provide access to committee members.

- Members – a question was asked about membership eligibility[Redacted]advised that membership is as open as possible but none-SG staff cannot be consulted on Terms and Conditions that impact SG members of staff – [Redacted]to liaise with [Redacted] **(ACTION 3)**.

<u>3)   Recruitment/Promotion/Flourishing   Environment</u>   –   [Redacted] , .
[Redacted]

- [Redacted]. stated that this challenge is about our credibility as we need to represent the people we serve, particularly as our powers and responsibilities evolve – as such, HR are trying to make diversity and inclusion work across everything we do.
- [redacted] – highlighted how the recruitment of the GDP desires to link in with networks and outlined some of the success of the current intake which REN contributed to:

- ~2800 applicants, with 347 EM applicants which heralds a success against predictions and exceeds the ~4% EM representation in Scottish society.
- Selection process: Listened to experiences of members and changed the selection process away from competency based questions which resulted in EM applicants being well represented at each stage.
- Offered opportunities for individuals to come in prior to assessments for assistance.
- Recruitment boards – requested that additional training ion unconscious bias was taken.

→ currently unable to declare/quantify success due to the low numbers involved – **ACTION 4:** [redacted] and [redacted] will look to engage successful EM candidates to share their story and/or summarise their lessons learned and attempt to provide REN with numbers on this round of recruitment.

- Going forward, [redacted] has unveiled [redacted] in funding for staffing and [redacted] stated than REN can assist the matching resources to priorities task as we look at the opportunities to do more external recruitment → this team can show how they have tried to ensure a diverse pool or applicants by showing their learning.
- [redacted] raised the need for diverse recruitment panels to be looked into going forward.
- Offer to REN – work and research conducted by [redacted] has been conducted which could be made visible to REN members – **ACTION 5:** to be provided by HR in due course.

4) Prayer Room/Ablution facilities – [redacted]

- [redacted] updated members on the progress made on Ablution & Prayer Room facilities across the SG Estate and sought volunteers to take this piece of work in other buildings. [redacted] was nominated as the overall lead, [redacted] as SAH liaison, [redacted] as VQ liaison and [redacted] as BH liaison. **ACTION 6:** The committee is seeking a liaison for Saughton House.
- **ACTION 7:** leads to investigate the level of usage in each office to gauge necessity.
- Objectives: focus on prayer and ablution facilities but not at the expense of the current general usage and this must be inclusive.
- To be discussed at the next meeting (SEPTEMBER).

5) Annual Conference – [redacted]

- Desire is to proposed an annual REN conference based on the HMRC model.
- **ACTION 8:** [Redacted] to circulate an email covering this. [Redacted] to feed in to about HMRC conversations.
- Some urgency on the surrounding logistics, **so seeking volunteers.**

6) Terminology Guidance –[Redacted]

- Document comes from the Equality Analysis Group which identified the need for consistent terminology in SG outputs.
- Covers high level terms and provides resources.

Asks from [Redacted]

- Ask 1: any better resources or links covering race = [Redacted] suggested EHRC guidance
- Ask 2: Any willingness for the group to promote the guidance and provide quotes: **ACTION 9:** [Redacted] and [Redacted] can provide quotes and promote the document – **to contact them.**

7) Ramadan/Ramadhan spelling –[Redacted]

- [Redacted] raised a discussion on the spelling in use = following discussions with 3 mosques they felt that the correct spelling is RAMADHAN.
- Issue highlights other issues of general awareness as raised by [Redacted] and that this poses a wider terminology issue (linking to [Redacted] work).
- [Redacted] outlined that corporate material should be accurate for credibility
- **ACTION 10:** [Redacted] to contact [Redacted] at communications to outline importance of accuracy and to offer a REN opinion on documents if required via the committee. May also propose a sense check of faith documents/articles by the Committee

REN Plenary: Friday 8th September, 2017

Purpose of meeting	Conference – (SG Race conference- backed by the permanent secretary) What is it we want to achieve – the network should be feeding into conference to enable action plans for going forward. Demonstrate progression
Host	[Redacted]
Note Taker	[Redacted]
Attendees	[Redacted],[Redacted], [Redacted], [Redacted]
Location	St Andrew House – Edinburgh

Action points from Previous Meeting:

Talk about engagement : personal stories, recent engagement programmes: Numbers to small – personal data (equivalent help to have network send an invitation to graduates) – extending a hand of welcome ([redacted])

> 20 graduates – no permission provided to state data – deemed problematic as there is no demonstration of success (solution – email group and ask if they would allow this data to be published)
> Look at MACRO numbers – for the organisation *(REDACTED)*
> GDP email group to gain numbers - if provided consent [redacted]s to invite them (✓ : Make the point that it is not for the network but for the organisation) – which should be completed in a mainstream Orthodox way

>[redacted] a story is being formatted to reveal this in relation to the national figure

> GDP team developing this as a resource – percentage wise rather than figures – (need to be aware that a difference is being made)
> Advise and support from network will be revealed in outcome.
> Analytical point: caution should be taken when information sharing.
> Developing this as a resource – initially being shared with REN (a clear detailed account will be provided)
> Numbers are still low – question that arises : how do we know that initaitves to attract people are working? (numbers or percentages are required to reveal this)

>[redacted]: Story will be complete to be used at the RACE Conference

Voluntary information:
Prayer room : update
> Work is progressing
> Looking at options
> Looking for a volunteer as Saughton House (email to be sent round)

[redacted]actioned terminology document*
> Issue of excluding individuals who are not SG members
> Be aware who members are: for governance and conference
> Differences of option: rule book of opinion
> 60 people REN membership – everyone else content

Agency Staff: SG
> If you are working in Scottish Government building you have the ability to be included (Not a formal structured group)

Internal Comms: (update Provided by [redacted])
>[redacted] working on membership with   ·

External Comms: (update provided by [redacted])
> Building relationships with community groups
> Law Society Scotland : target groups specifically at school age
Pilot – summer school – schools that have a proportion of children that go to university (6 different backgrounds)
> Get details for Crown Office and SEMLA
> Socio-economic diversity network – looking at recruitment and promotion and how we can increase the diversity in SG
> Link in with networks- to form collaborations
> Cross over – socio economic status and ethnic groups
> BME – Glasgow University
> Specific communities – not taking BME as a whole – approach going forward look into what individual communities require.
> Tapping into schools gives a broader range of diverse backgrounds
> Colleagues in fair work – specifically what's been occurring in Glasgow

Further Outreach:
> [Redacted] – hosting school week wanting to target diverse ethnic groups
> Work experience week in SG – targeting people in different groups

- Vision – use conference to crystalise these things – this has to be completed in a positive way
- Have an event to gain other individual perceptions of the SG in relation to employment of diverse race groups – director of education at Glasgow – element of conference to ask young individuals from Glasgow to get their views (over lunch to accommodate their school day)
- Hooked up to recruitment – recruitment plan – longer programme planner – MRT project – not been programmed yet, getting the timing right
- Sustaining actions – smaller actions – graduates wanted however focus on younger individuals
- Managing expectations.
- Young scot – diverse approach – are we taking colleges aswell?
- Conference – around recruitment

Conference:
- What do we want to do in the conference and how do we wish to deliver this?
- What do we mean by the three themes; descriptive around it and what should the session look like – interactive.
- Stimulate discussion – to gain action points and needs
- SCS event – outcomes where put up on the board and participants put a dot on what they thought were the game changers – identify game changers for REN going forward to next year. (summarise our game changes to be developed into action plan)
- Need to nail down a venue – networking lunch – 1:00 – 3:00 invite ET (ET asking colleagues) call it ET asks (1 hour)
- Stop mentoring – add a lively element (30 mins)
- Summing up and bring together at the end of the day.
- Critical race theory – moral argument – foundation training – way to get change; see it as social constructs with power dynamics – less power and influence than white people : matter of morality – leaders or organisations should say this matters and it will help us gain more outcomes and be more diverse.
- Hand in hand with culture strategy – proactivity to make changes – related to flourishing (Speaker on culture)

Thoughts:
- find out employees of different backgrounds perspectives
- agency workers education network
- Recruitment practices have to be external prior to application
- Social research recruitment – 10 individuals (find out if any are from diverse backgrounds)
- Culture and regulations seldom walk hand in hand – culture essential to look at guidance and regulation- how to make this work (long term goal)
- Kick of session with data – clear presentation of Scotland's diversity
- Who we currently are in organisation in relation to data ; statistics and percentages can inform us of contexts
- Question – what can we do to update levels of integration
- Goals should be made equivalent to proportion of diversity by a specific day – barriers are missed out
- Hear more from current members of the network – share lived experiences of members to make it more realistic
- Promotion – idea of a panel
- Share experiences of journey – should all be success – share stories about barriers that have arisen
- Articulating fears and what can be done to take fears and anxieties away (Find out: what the mean fear is that people have)
- Anonymity should be enforced to individual who share their thoughts.
- Highlight how individual will benefit from attending the conference – who are you going to engage with, how will your voice be heard
- Shape and influence – corporate quality.

Present:
[Redacted]
[Redacted].
[Redacted]
[Redacted]
[Redacted] ·
[Redacted]
[Redacted] ...
[Redacted]
[Redacted]
[Redacted].
[Redacted]

In attendance:
[Redacted].

With apologies:
[Redacted] ·
[Redacted]

1. Update following the REN Conference:

1.1 Mutual Mentoring
There has been a large amount of interest in this.
It has been agreed by all that this should be monitored and ensure that it functions as intended.
It should be acknowledged that the mentoring session will not solely benefit the BME staff member but also the Senior Leadership member as they will gain an increased understanding of the BME individual's perceptions.

Deadline for signing up by 15:00 30/11/2017	REN Members 30th November, 2017

1.2 ET Funded post for Supporting Network:
Executive Team have stated they will fund for REN to provide a full time job role for supporting the Network

1.3 Recruitment
·, talked to [Redacted]·. Acknowledge budget and thoughts on a fair process.

1.4 Cabinet Office
Form greater links with the Cabinet Office. Following the talk provided by [Redacted] on 20/11/17

1.5 Executive Committee; REN Support
It has been acknowledged that support is required to make action which can be stated to be unequal at present.

Created post job title, description to be completed.	[Redacted]./ [Redacted] (date to be completed tbc)

1.6 Meeting 30/11/17
An Action Plan needs to be thought out and input from REN Members.

3. AOB

3.1 staff networks diversity outcomes consultation workshop in January

Invitation: Staff Network Outcome Framework
A workshop will be arranged for January

[Redacted]   Team
Date and Time (tbc)

There is a hope to get all members from networks included in this event. REN members to consider if they would wish to take part.

3.2 UKCS Faith and Belief Champion:
The Perm Sec wishes to get the views of REN Members on the separation of this role between two individuals.
Current Faith and Belief Champion is [Redacted] To be decided in the New Year (2018)

To be taken forward for discussion in following meeting's agenda [Redacted]

3.3 Champion's/DG Ally's diversity objectives
Proposed Idea of Equality/ Diversity Network.
[Redacted]: went to numerous other networks events, where they have relations with other networks and subgroups:
Mental Health Network have connections with Subgroup committees.
Suggestion that a role is taken by a member of REN to engage with other Networks.

REN NETWORK MONTHLY MEETING (30th May)
Date: Wednesday 30th May, 2018
Time: 14:00 – 15:00
Meeting Place: Teleconference
Meeting Rooms Booked:
VQ 1st Floor Meeting Room 1-B42/43 (Bridge) (12) VC
AQ 1st Floor Meeting Room 1.4 MacKintosh (10) VC
SAH Ground Floor Meeting Room GW.04 (10) VC
SH 1st Floor Meeting Room B1-1 (12)
In Attendance:
[Redacted]
[Redacted]
[Redacted]
[Redacted]
[Redacted]
[Redacted]
[Redacted]
[Redacted]
[Redacted]
[Redacted]
[Redacted]
[Redacted]

With Apologies:
[Redacted]
[Redacted]
[Redacted]

(i) Welcome and Recap on Actions from Last Meeting
Committee Role Conversations – arrange 121's with all committee members

[Redacted]

(ii)B3 REN Role
- Things are continuing as normal – due to sensitivities this is all that will be said.
- Ramadan awareness- assessment centres coincide with Ramadan, this must be avoided. Assessment centres should commence the week of the 18th to ensure no overlaps.

(iii) External Recruitment
- Final Sift Stage – situational judgement stage – extending the process, mindful of candidate awareness.
- Guidance has gone out to candidates.
- Tests are going out mid-week - 15th June and interviews are taking place the following week.
- First 2 sifts to reduce candidates although there was retainment of applicants of all characteristics.
- 1% reduction – 7% of overall
- Finalising panel members, diverse types of assessment, 5-6 week period assessment centres.
- HMRC – training next month for panel members.
- Request – [Redacted] – members want to send along a representative to the meeting.
- Working out loud – Yammer page – keeping individuals up to data; what is possible to do and what feedback we can obtain for recruitment on a general level.
- End of next week, all individuals who got through each stage, what assessment centres will look like.
- For individuals who were not successful, find a way of creating a pool accessible for other campaigns.
- Volunteer panel members informed by the end of next week.

(iv) Membership Directory Update:
Reflection on gender and Band of members of the Network. At present there are 62 Members of REN and Gender and Bands are broken down as presented below.
Gender:
Females – 32 (51.61%)
Males – 30 (48.39%)
Breakdown: BANDS
A=[suppressed]

B= 58%
C = 21%
SCS=8.1%
Unknown = [Suppressed]
Graduate Development Programme = [Suppressed]
Further Breakdown
A4 = 1 member [Suppressed]
A3 = 1 member [Suppressed]
B3 =14 members (22.5%)
B2 =15 members (24.19%)
B1 = 7 members (11.3%)
C2 = 4 members [Suppressed]
C1= 9 members (14.5%)
SCS =5 members (8.06%)
Unknown = [Suppressed]
Graduate Development Programme – [Suppressed]

(v) REN Conference 2018 Update:

- Agreement through the poll that the majority of members wish to have another conference.
- Wednesday 24th October is the selected date for the Conference.
- Thursday 25th October is the backup date.
- Discussion on potential to join the Conference with the Disability Network. It has been reflected on that we are more advanced on the development of the Network in comparison to the Disability Network. Although we could in some means assist the Disability Network to set up their conference due to our experience.
- We must ensure we have the full time we need for the Conference; what do we want to do and see should be thought through before deciding on the duration.
- Themes – sticking to the three themes from last year.
- Lessons learned from the previous Conference: The key feedback was that it was intense and that things were crammed in.
- Each theme should have substance in relation to covering achievements from last year, offers that this can provide to REN and finally what more can be done. Possible speakers that could assist with this are the Cabinet Office's Ethnic Talent Programme. Engagement of the conference on what the wider network think about this; North Ireland Executive and Welsh Executive could be invited.
- Read out of achievements to capture what we have done and what more we want to do.
- Mentoring Issues – discuss as a group what barriers have been faced – conference should highlight the barriers to enable progress and awareness.
- Ask ET individuals who are in mutual mentoring partnerships to share what they have learned from the experience.
- We should avoid our conference being lots of white speakers and try and ensure diversity of speakers on reflection on how white the people speaking

where for the London experience. Empowerment of people who express things but who are of a BME background, this could

- To ensure we get that diversity of speakers, we might have to look to local government and crown office leaders.
- Suggestion for a hashtag - #wearediverse
- Members encouraged to help with the branding of the conference.

Email to be sent to Perm Sec's Office to find out her availability	[Redacted]

Ideas and Suggestion for Conference	Members (to email [Redacted]

Suggestions of hash tags for Conference	Members (to email

(vi) Annual REN Activity Calendar
- Days of interest to be put on a calendar for all REN members.
- Ramadan at present gets great coverage.
- This calendar does not need to be restricted to religious events.
- It will be shared with Corporate Comms.

A volunteer to pick this role up	[Redacted]

Days of interest to be flagged up and sent to Ammara	All Members

(vii) Diverse Leadership in the Scottish Government:
- This ties in with external recruitment work/ Graduate Development Programme.
- GDP is the quickest and most suitable way of changing the diversity of the organisation.
- Propositions – outreach – intelligence comes from REN Members. To obtain individuals who wouldn't consider applying to SG let alone GDP.
- Rather than completing an internship, a greater number of individuals would be recruited (40 people).
- The aim is to spread this message to three different groups; BME, Low economic background (not a characteristic – could be perceived as discrimination) and disability.
- Provide an extra level of support.
- To take place in September
- Identification of individuals for a selection programme that would last 6 weeks. To provide people notice they wish to be informed on interest before Friday due to the marketing list. Although it is acknowledged that this is ambitious.

- 1-2 individuals straight away – more opportunities will be presented on progression.
- Outreach activity for GDP – 3 day exposure/ support Graduate Programmes. Current Leaders/ Future Leaders to encourage applications.
- The Programme is perceived to be diverse.
- Selection Process, pack provided for preparation regarding the event and on-going support from individuals and who they are buddied with.
- Commitment- a couple of hours a fortnight for meeting and a couple of hours of work.
- Draft of the approach – market/ select the event.

| Expressions of Interest in taking part | [Redacted] (volunteered) |

(viii) Shadowing Scheme
- Is anyone interest and who would they like to shadow in relation to level/ role/ individual

| Expressions of Interest | All Members (to email [Redacted]) |

(ix) Mentors Network
- Setting up or regular meeting to share experience and find out common themes.
- Is there a desire to keep the relationship form or make some formality of the process.

| Expression of Interest | All Members in Networks involved in Mentoring (to email [Redacted]) |

(x) Reminder – Civil Service
- 7th June – Cabinet Office Race Disparity Unit – ordered a year ago – differential experiences of individuals receiving public services. There were shocking findings from this although Scotland was not part of the exercise.

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SAH Ground Floor Meeting Room GW.04 (10) VC

AQ 1st Floor Meeting Room 1.4 MacKintosh (10) VC
In Attendance:
[Redacted]
[Redacted]
[Redacted]
[Redacted]
[Redacted]
[Redacted]
[Redacted]
[Redacted]
[Redacted]
[Redacted]
[Redacted]
[Redacted]
[Redacted]

(i) Welcome and Recap on Actions from Last Meeting
Action Points from Last Meeting:

- [Redacted] took over the REN Calendar. Since the last meeting a working group has been established.
- Expression of interest for REN Mutual Mentoring Network offer.
- Expression of Interest for REN Work shadow Scheme.
- Suggestions for Conference including workshops/ speakers/ hashtags

(ii)B3 REN Role
The next stage is the assessment centre which is going to take place next week.

(iii) External Recruitment
- A large number of applications for the campaign, just completed the online sift.
- Assessment centre 5 to 6 week period.
- A large number of people are progressing through including those of protected characteristics which is representative of the Scottish Population.
- Currently looking at the best process to make use of the pool of candidates who will not be invited to the assessment centres – use for future demand and vacancies.
- The Government recruitment service is used for online tests due to extensive experience in the UK and Civil Service, over a range of departments and periods of time.
- On looking over data, it is clear that ethnic groups perform less positively on tests. By working with the network and Government Recruitment Services there will be a reflection on what the differences are and what we can learn from that – regional distance.

- View to candidate coming in after pre-employment checks – October this year.
- Ethnic Groups – 5.8% on moving through the sift – more information to be shared when it becomes available.
- Three tests – numerical/ verbal reasoning and situational judgement. It appears that the verbal reasoning and situational judgement presents variation in performance.
- At present the significance of variation is not known.
- Candidates will be asked to provide feedback on their experience.

REN Colleagues to continue to engage throughout this process
(iv) REN Conference Update:
- Numerous ideas and layouts have been put forward.
- Biggest step is to finalise the format for the day – number of speakers and how the day is going to run.
- Greater participation than last year of REN members.
- 1 speaker confirmed – Bernadette Thompson (Co-chair of Race to the TOP Network).
- Hash tag - #ALLIN

Request for contacts of speakers including timings and any other ideas or suggestions	All REN Members

(v)Diverse Leadership:
- Focuses on broadening the participation from minority groups in the organisation.
- Inviting individuals to the visit the SG.
- This arrangement is a significant step forward – development opportunity.
- Three day conference to come and share stories.
- Real and perceived barriers to continue to tailor what is done.
- For individuals who are successful in coming in, they can engage in leadership development and get hints and tips for applying to GDP.
- Recruitment ends on the 25th June.
- Conference will take place in September for three days.
- Online tests and video interview for applicants will take place in July.

    Why was the application route decided?
- It is new to SG but not a new process. The application uses modern techniques. It will let people get a feel for the experience. Look for individuals who are interested to work through the process.
- Focuses on ethnic minority, socio-economic background diverse from the norm and disability.
-

[REDACTED]

selective.

- Outreach support identifying at that point – willingness to come forward.
- Possibility for individuals who do not have access to be offered an alternative practice.
- Reality of the Graduate Recruitment Programmes – provides the opportunity to get feedback and there is a pack provided for assistance that can be used for other interviews.
- Do REN Members need more input into the process? – It would be useful to have one more person due to the time period provided.
- HR need REN network – project plan shared in advance to have the resources to input adequately.
- There is to be 40 applicants in the 3 days.
- This is not the only thing that will be done through outlook, there will be a focus on schools and more widely on external recruitment.
- Aims and objectives of the conference – its about getting people closer to understanding the process and feeling welcome to do that – "You can do this and here is some help". The main point is to encourage individuals to work for the Civil Service.
- Focus on helping them through the process – better support mechanisms.
- Law Department arranged recruitment – Law Students in 3rd / 4th year – low socioeconomic background/ BME/ Disability – Universities to put people forward – 10 universities and 5 people to be put forward from each. They will present the Universities with criteria to open it up wider and to provide more encouragement. Hold a conference to assist with competency based interviews. There is a hop that the Universities will select individuals who would not apply for jobs in the SG.

(vi) Shadowing Scheme for REN Members:
- An offer was provided to REN members, looking to set up a shadowing scheme. Members were to express interest. There was limited expression of interest.
- REN shadowing to speak about experience to encourage other interest from REN Membership.
- Marine Scotland Scientists – mainly females are wishing to participate.

Members to put forward ideas of what they would like to see	All REN Members
Expression of Interest for Work shadow Scheme to be sent to [Redacted] or [Redacted]	All REN Members

(vii) Mutual Mentoring:

- Mutual mentors to come together to share experience and collating this to be presented in the conference. Last meeting action point was for individuals to show expression of interest.
- A number of individuals taking part in the Mutual Mentoring expressed interest.
- Think about individuals who did not put themselves forward and think what would encourage their participation
- Evaluation of the Scheme so far – 6 point mark to be circulated in July.

| List of Mentoring Partnerships to be shared with [Redacted] | [Redacted] |
| Share initial output of evaluation in the conference | **REN Conference Organisers** |

(viii) A.O.B
Meetings
- Meetings at present are completed on a monthly basis.
- Does the frequency of the meeting leave people behind and also on reflecting at the limited number of frequent attendees.
- Although these meeting have been useful as there has been a lot of discuss and a reminder of actions that are to be completed and updates regarding the recruitment and conference.

[Redacted]

| Vote to be send to gain people's views on meeting arrangements | |

Connect Between Networks:
Cross over issues – inviting individuals from other Networks to discuss these points.

| Suggestions on how to incorporate that moving forward | **All REN Members** |

[Redacted] **– SG Women's Development Network:**
[Redacted] has formed a new network – SG Women's Development Network for anyone who would be interested in joining.

Date:
Tuesday 31st July, 2018

Time:
14:00 -15:00

Locations:
VQ 1-B42/43 (Bridge) (12) VC
SAH GN.07 (12) VC
AQ 1.4 MacKintosh (10) VC
Colleagues also dialled in from Saughton House and Buchanan House

In Attendance:

[Redacted]
[Redacted]
[Redacted]
[Redacted]
[Redacted]
[Redacted]
[Redacted]
[Redacted]
[Redacted]
[Redacted]
[Redacted]
[Redacted]
[Redacted]

With Apologies:

[Redacted]
[Redacted]
[Redacted]
[Redacted]

Welcome, Recap on Actions from Last Meeting:
- External Recruitment – no further comments.

B3 REN Role

- Almost at the end of the recruitment process
- Assessment centre took place on the 28th June
- 40 applicants for the post
- 3/1 ratio if you are trying to recruit
- ‾‾ individuals were assessed on the day. One individual withdrew before then.
[Redacted]

- Identified a successful candidate – an external individual. A start date has not been confirmed and is reliant on security clearance at the moment.
- Diversity analysis on the applicant pool – data shows 51% black minority ethnic, 49% white.
- LGBO – is not highly represented in campaign as other recruitments.
- 59% female , 41% male.
- Age pool – 20 – 49
- How do we apply things from GDP to single post – gather lessons to learn and principles to be transferred to single post vacancies to line managers throughout SG.

Find out how many external vs external applications and the second was breakdown of application pool who made it to the assessment centre.   [Redacted]

REN Conference
- Numerous ideas in an email group for what the conference should focus on.
- Structure and process to be brought in to deliver this.
- A small working group had a conference call. All individuals can get involved, additional assistance required. Discussed in this conference call; What is the purpose and outcomes for the Conference to achieve. Recognising what REN has achieved in the last year. Increase engagement and participation and what is the agenda looking forward for REN.
- The working group is an initial structure and additional support around the following 3 work strands would be very welcome
- Work-strands – three key word-strands:
- Agenda and speakers –[Redacted] and [Redacted]leading and have both a draft agenda and proposals on break sessions developed
- Communications –[Redacted]   leading on communication both into the network on development of the conference and across SG through Saltire to maximise awareness of and participation in the conference
- Logistics[Redacted]leading and focussing on venue, budget and admin support for the conference
- Next meeting of working group to take place this Friday aim to get high level plans in place for milestones on where we need to be in organising conference.
- [Redacted] and [Redacted] met with the Woman's Development Network who provided an offer for participation in the conference.
- Black History Month in the UK falls in October – identify local musical groups from Africa to do a performance at the Conference and engage Black speakers in the conference.
- A slot for one more speaker tied to the these
- Focus on the purpose of the conference.
- Do not sugar-coat things in the conference – Race Agenda, future recruitment – requirement to have an agenda item/ session that discusses the successes and improvements that should be made. Need assistance to make things more successful.

- Equality Unit in SG – Black History Month – to understand what they are doing regarding Black History Month – tie in with that (good links with BME groups and charities) contact [Redacted]

Feedback on initial working group output to be shared with all members Working group	[Redacted]
Suggestions of speakers and performers for the conference	All members
e-RDM link to Conference Discussion Material to be sent to all members	[Redacted]

External Mentoring/ Mosaic/ Career Ready :
- This came in as part of the Year of the Young People and what REN are doing to be involved in this.
- There is another scheme that targets this without the cost – Mosaic.
- Both schemes are available.
- Individuals who are unable to attend the Mosaic scheme meeting tonight but wish to be involved should get in touch with [Redacted]

If Interested in taking part in the Mosaic Scheme email [Redacted]	All REN Members

Meeting/ Attendance:
- Encouraging individuals who have engaged to participate.
- How do we reach out to BME colleagues who are not currently engaged with REN- use conference to think about publicity. Get more members to be active through the conference.
- Opportunity to expand and increase the pool of people who receive distribution through the B Band Staff. Put something in an induction pack with other Network to encourage engagement. Create and article for Saltire at the same time.
- Introduction to new recruitments. Awareness raising of what the Network is and what it can provide. Offer of a buddy scheme for new colleagues.

A.O.B

- [Redacted] has the potential to take one or more individuals, specifically for those who feel a bit stuck to mentor.

Send email to [Redacted] if interested in Mentoring Offer	All REN members