

COMMITTEE ON EQUALITY OF OPPORTUNITY EOC 06-02(p1)

Date: Thursday 17 October 2002
Time: 9.00am
Venue: Committee Rooms, National Assembly Building
Title: Chair's Report

Purpose

1. To provide an update on matters arising since the committee's last meeting on 26 June 2002.

Recommendation

2. Members to note the contents of the report.

Equal Pay Campaign

3. An update of progress on the Equal Pay Campaign is attached at Annex 1.

Review of pilot external recruitment exercise

4. Consultants have been appointed to examine the success of the pilot external recruitment exercise run earlier this year. Details of their work programme is attached at Annex 2. A report on their findings will be presented to the Committee at its November meeting.

Committee Secretariat

October 2002

Annex 1

Calendar of events

- 12 July - Carwyn Jones attended the WLGA Joint Council event in Llandrindod Wells and delivered a speech on equal pay.

- 15 July - the Joint Working Group met. Discussion focused on the next six months of the campaign and how to evaluate its success. A paper on the next 6 months of the campaign was commissioned for the next meeting, which is due at the end of October.
- The Equality Policy Unit and Equal Opportunities Commission took the campaign to the National Eisteddfod and the Royal Welsh Show.
- 12 September - a joint seminar with CBI and Equal Opportunities Commission took place. Six employers from the private sector attended.
- 8 - 10 October - the Equality Policy Unit, Equal Opportunities Commission and TUC Wales have an equal pay stand at the Wales and West Manufacturing exhibition at the CIA in Cardiff this week
- 5 November - a seminar for the finance sector is being held and the major high street banks are expected to attend.
- In response to the Equal Pay Joint Working Group's request that equal pay seminars be delivered to the NHS, the higher education sector and local government, three seminars have been arranged:
 - 21 November - a seminar for the higher education sector will be held at the Metropole Hotel in Landrindod Wells;
 - 27 November - a seminar for the NHS will be held at Llangammarch Wells
 - 28 November - a local government seminar will be held at Llangammarch Wells
- 26 November - launch of the Equal Opportunities Commission Equal Pay review kit at Garla Lesuire in Cardiff. Barbara Roche MP, Minister for Women, will attend.
- A business leaders breakfast - Equal Opportunities Commission and Joint working group will be invited to attend.
- A final report on the 'Close the Pay Gap Campaign' will be produced for the end of the campaign in March 2003.

Annex 2

EVALUATION OF PILOT OPEN RECRUITMENT EXERCISE

Purpose

1. To provide an update on the progress of the evaluation of the Grade 7 open recruitment exercise.

Background

2. The evaluation of the Grade 7 scheme is being undertaken by an independent company of occupational psychologists – Cassin-Scott Associates Ltd.

Information about the company

3. Cassin-Scott Associates Ltd. (CSAL) is an occupational psychology consultancy experienced in the evaluation of recruitment and assessment tools and systems in the Civil Service. Their approach is to combine a review of the materials and procedures, sensitive interviews with those involved in the process, and a rigorous statistical analysis of the assessment results and feedback from candidates. They have particular expertise in the area of diversity and equal opportunities and this is a key strand of the approach they are taking to the Grade 7 evaluation. Seventy five per cent of all their clients use them for equal opportunities based work.

The Evaluation Process

Stage 1 and 2

4. CSAL consider all paperwork from the scheme and talk to people involved in the process including internal assessors, administrators, candidates and customers. The main aspect of the evaluation is to evaluate the equal opportunities dimensions. They will look at whether there has been direct or indirect discrimination in the process and if jobs have been tailored to a particular type of person. They will also look at how the perceptions of different groups of people might differ, for example with regard to fairness.

Stage 3 – Quantitative/Statistical Analysis

5. CSAL will gather performance data and meet with post-holders to see how they are performing in their posts. They will look at differences in performance of various groups at the different stages (including scores at various stages) and will consider the resulting data to provide an analysis. They will also be reviewing any feedback information to assess differing perceptions in different groups.

Timescales

Stage 1 and 2

6. The company is currently undertaking the consideration of the paperwork of the scheme and interviews of those involved in the process.

Stage 3

7. This stage starts in January 2003. This time scale realistically gives the post-holders time to settle into their posts before they are evaluated, which should hopefully give the information gathered more validity.

Results

8. At the end of October, considering the information gathered, CSAL will produce an interim report of their findings to date. A paper outlining the findings will be presented to the Committee. This will inform work currently under way to finalise the recruitment strategy, agreement to which is planned to be reached by February, with implementation from 1 April. A paper will be put to the Committee next month on the progress of this work.

9. A year from the start of the process, CSAL will produce a full report with recommendations and a statistical analysis. They will also provide Recruitment and Selection Team with some evaluation tools (evaluation database, a checklist manual incorporating best practice and some standard documentation) which should aid them in evaluating any future open recruitment schemes.