



## COUNCIL MEETING – 15 SEPTEMBER 2016

### NOTICES OF MOTION

#### **Motion 1: Anonymous Shortlisting**

Moved by Councillor Russell

Islington is a diverse borough with over a quarter of the population being black and minority ethnic (BAME). Despite long being a hub for diversity with many settled communities Islington's BAME communities too often face discrimination and marginalisation. This is particularly clear in the job market, where black residents are twice as likely to be unemployed compared to the Islington average.

Women living in London boroughs have the UK's biggest pay gap, the most expensive childcare and the highest rates of child poverty.

The Department of Work and Pensions has repeatedly shown that the job market is systematically biased against women and BAME workers. Research by the Department of Work and Pensions in 2009 and Equality and Human Rights Commission in 2012 showed that job applicants with names perceived as "foreign" were less likely to be invited to interview. Under the previous coalition government moves to make names on CVs anonymous (to counter this bias) were considered, but abandoned.

This Council notes:

- Islington Council has successfully used anonymous shortlisting in its own hiring process and as a result the council workforce is reflective of the wider population.
- That the use of such practice is not wide-spread amongst Islington employers.
- That the Islington Fairness Commission of 2011 whilst recommending a wide range of progressive steps employers in our borough should take, did not recommend the adoption of anonymising shortlisting.

This Council believes:

- That the job market in Islington would be fairer with the widespread adoption of anonymised shortlisting.

- That women and BAME job applicants would face a better chance of gaining employment if given the opportunity to meet the employer and present their skill and talent.
- That without action to reduce systemic recruitment barriers, women and BAME workers will continue to be excluded from the job market, furthering exclusion and worsening poverty.

This Council resolves:

- To promote the use of anonymous shortlisting by Islington employers, sharing the knowledge and best practice of how such a system is run in our council.
- To investigate the use of a system to accredit employers who adopt the process of using anonymised applications, to encourage others to do so and celebrate those who have.
- To monitor the success of the program.
- To encourage council contractors to adopt anonymous shortlisting.

### **Motion 2: Islington is Open**

Moved by Councillor Watts

Seconded by Councillor Burgess

This Council notes –

- The urgent motion passed by the Council Meeting on 30<sup>th</sup> June 2016, ‘Islington – A Home for All’, which resolved to condemn racism, xenophobia and hate crimes unequivocally, following the increase in hate crime incidents after the EU Referendum.
- The ‘Love Islington – Say NO To Hate Crime’ rally held in Highbury Fields on 2<sup>nd</sup> July.
- The work of the Leader of the Council to make representations to the government to protect funding the Council currently receives from the European Union that supports work to help local residents find jobs and that supports the Bunhill Energy Centre.

This Council further notes –

- The campaign organised by the Mayor of London, ‘#LondonIsOpen’, which works to show that London remains open for business and welcoming to all.

This Council believes –

- That the diverse communities in our borough are a source of strength and that people from across the world who make Islington their home make an incredible contribution to society.
- That following the EU Referendum, residents of other EU nations living in borough are welcome here and remain part of our community.
- That it is essential that people looking to visit, invest, or live in Islington know that the borough remains open to all.

This Council resolves –

- To continue to make representations to the Government for the need to protect former EU funding to the Council.
- To work with the Mayor of London in support of his #LondonIsOpen campaign.
- To work closely with the police and others to tackle hate crime and to pursue perpetrators.