

Ref: 2021/009 (Extract)

Freedom of Information (Scotland) Act 2002
Subject: Black and Minority Ethnic Employees

Request and Response:

Please provide me with:

- a) The current number of Black and Minority Ethnic (BAME) employees at your association.**

The Co-operative currently has one BAME employee.

- b) The total number of BAME former employees who have left your association in the last 5 years.**

One BAME employee has left the Co-operative in the past 5 years.

- c) The total number of BAME individuals employed in senior and strategic roles within your association to date.**

No BAME individuals are or have been employed in senior and strategic roles 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.**

The Co-operative provides encouragement, support and assistance to all of its employees including supporting them in their professional development. No specific actions are taken in relation to employees from a BAME background.

- e) Information about what actions your association has taken to understand the ethnic backgrounds, needs, and aspirations of BAME individuals to date.**

Employees needs and aspirations are identified through discussions with their line manager and through formal performance and training reviews. Support and assistance is given based on individual needs and aspirations. No specific actions have been 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.**

The Co-operative recruits and selects employees based on the most suitable person for the role. This has resulted in BAME individuals being

employed by the Co-operative. However, no specific actions have been taken to recruit BAME individuals.

g) Information about what actions your association intends to take to recruit BAME individuals into working for your association in the future.

The Co-operative has not, at this point in time, identified any specific actions it intends to take to recruit BAME individuals.