

Request - FOI 7237

I am writing to request data, as follows, on the contractor Carillion who are delivering a contract for Birmingham City Council:

1. Value of contract
2. Equality policy
3. Number and percentage of their employees who are of ethnic minority background, especially from Birmingham
4. Number and percentage of their employees who are of Pakistani heritage, especially from Birmingham
5. Positive Action strategies which the company has in place to address recruitment of under-represented ethnic groups, as appropriate
6. Percentage of ethnic minority / Pakistani heritage board members the contractor has

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Carillion are delivering the following contracts on behalf of Birmingham City Council:

Contract	Value	Equality Policy
Library of Birmingham	£145 million	See below
CWM Constructing West Midlands	To date (01.10.11 - 30.06.12) Lot 2 – Legionella £1,601,847 Lot 3 – Mechanical & Electrical Repairs £2,834,375	See below

Equality Policy

Carillion have a full equality and diversity policy in place - which is underpinned by the key themes as set out below, the policy is consistent across the business and applies to every individual and role within the organisation:

Carillion fosters a working environment in which all our people are treated with courtesy, dignity and respect and this underpins everything that we do and our Equal Opportunities and Diversity policy outlines that "Carillion will make every effort to ensure that all employees are treated with courtesy, dignity and respect irrespective of gender, race, religion, nationality, colour, sexual orientation, disability, age or marital status." Carillion have a strategic objective to "attract, develop and retain excellent people by becoming an employer of choice". We plan for our future needs and also collaborate to ensure we have the right calibre of person across all of our roles, recognising the importance of diversity in our workforce. Our Equal Opportunities and Diversity Policy sets out our principles indicating that we want Carillion to reflect the diverse society we live in. One example of enacting the policy is our focus on training and employing people who are jobless, homeless or ex-offenders.

In respect of the other specific project based ethnicity questions we would confirm that Birmingham City Council have not included any requirements in our Contract for monitoring or employing specific minorities or backgrounds - as such we do not collate any such data for reporting on these contracts.