

TRANSPORT FOR LONDON

**CORPORATE AND EQUALITIES ADVISORY PANEL
14 FEBRUARY 2008
ACTIONS LIST**

Actions from the Last Meeting

Minute No.	Description	Action By:	Target Date	Status/ note:
33/12/07	<u>Building and Delivering a Pan-TfL Marketing and Communications Strategy</u> A copy of Moving Forward and details of the programme of targeted roadshows to be provided to Kirsten Hearn.	Vernon Everitt	January 2008	Completed.
34/12/07	<u>TfL Recruitment Review</u> A report on issues relating to the use of temps and the breakdown of their use by modes should be brought to the next meeting.	Valerie Todd	February 2008	Paper on this agenda.
35/12/07	<u>Freedom of Information and Data Protection Overview</u> Future reports should look at trends in performance as opposed to percentages.	Richard Bevins	-	Noted.
36/12/07	<u>TfL Workforce Diversity</u> The equality schemes that were part of the Equality Policy to be provided to Members. The numbers of women and BAME employees in senior management (as opposed to percentages) to be provided in future reports Details of the number of staff retiring through ill health would be provided to the next meeting. Kirsten Hearn offered to discuss the issues which might need to be addressed to assist in the employment and retention of disabled staff.	Valerie Todd Valerie Todd Valerie Todd	January 2008 February 2008 January 2008	Completed. Paper on this agenda. Completed.

	<p>A further report on work to look at the success of BAME and other staff making the step from operational roles to first line supervisory functions, staff training in diversity and the need for such training as a prerequisite for interviewers. An in depth review of one area, the quality of applications and the selection process to be provided.</p> <p>The Panel requested further information on the diversity of recruits through the graduate scheme.</p>	<p>Valerie Todd</p> <p>Valerie Todd</p>	<p>To be scheduled</p>	<p>Completed.</p>
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Outstanding Actions from Previous Meetings

Minute No.	Description	Action By:	Target Date	Status/ note:
24/09/07	<p><u>TfL Workforce Diversity</u></p> <p>Agreed that year on year targets be set for each individual business group within TfL for workforce diversity and at each individual payband.</p> <p>That a report be submitted to a future meeting on the work TfL is doing to engage people from refugee communities and economically inactive (unemployed) groups.</p>	<p>Valerie Todd</p> <p>Valerie Todd</p>	<p>May 2008</p> <p>May 2008</p>	<p>In progress.</p> <p>Scheduled for agenda.</p>
26/09/07	<p><u>Customer Diversity – Research and Analysis</u></p> <p>Further information to be provided to Panel Members on the details of the range of research techniques utilised by TfL’s Customer Research Dept.</p>	<p>Bob Crowther</p>		<p>Completed.</p>
28/09/07	<p><u>Setting Workforce Targets</u></p> <p>That the workforce targets for senior managers be reviewed and made more challenging in the short term.</p>	<p>Valerie Todd</p>	<p>May 2008</p>	<p>In progress.</p>