

# BRIDGEND COUNTY BOROUGH COUNCIL

## REPORT TO CABINET

22 OCTOBER 2019

### REPORT OF THE CHIEF EXECUTIVE

#### GUARANTEED INTERVIEW SCHEME FOR VETERANS

##### 1. Purpose of report

1.1 The purpose of the report is to advise Cabinet of the introduction of a guaranteed interview scheme for veterans, as part of the council's recruitment and selection procedures.

##### 2. Connection to corporate improvement objectives/other corporate priorities

2.1 This report assists in the achievement of the following corporate priority:

- Smarter use of resources – ensuring that all its resources (financial, physical, human and technological) are used as effectively and efficiently as possible and support the development of resources throughout the community that can help deliver the Council's priorities.

##### 3. Background

3.1 Bridgend County Borough Council recognises that it has a role to play in helping those leaving the armed forces (veterans) fulfil their potential in civilian life.

3.2 Veterans can find making the transition to civilian life extremely challenging, particularly in finding and securing lasting employment.

3.3 Veterans have valuable transferable skills including: communication; leadership and management and team working as well as other attributes such as problem solving and adaptability; and security and health and safety awareness.

3.4 A guaranteed interview scheme for veterans provides the guarantee of an interview to those meeting the essential criteria set out in the job pack. It does not, however, guarantee employment, as selection procedures will ensure the best candidate for the job is appointed.

3.5 For the council, the scheme may generate a wider selection of candidates who meet the essential criteria and contribute to the development of a suitably skilled workforce.

3.6 For veterans, it can assist them to overcome barriers in finding civilian employment and help reduce the risk of health and welfare problems as a result of long term unemployment.

#### **4. Current situation/proposal**

- 4.1 The introduction of a guaranteed interview scheme supports Bridgend County Borough Council's Armed Forces Community Covenant.
- 4.2 In terms of eligibility for the scheme, individuals must meet the essential criteria for the role and:
- be currently serving in the armed forces and within 12 weeks of the discharge date; or
  - the last long term substantive employer was the armed forces; and no more than 3 years has elapsed since the discharge date.
- 4.2.1 The scheme will operate for all recruitment and amendments to the recruitment process are being progressed.
- 4.2.2 Application - The on line recruitment application will be amended to include details of the guaranteed interview scheme.
- 4.2.3 Shortlisting – Managers' guidelines and shortlisting procedures will be amended to ensure that a veteran meeting the criteria will be offered an interview alongside other applicants.

#### **5. Effect upon policy framework and procedure rules**

- 5.1 None.

#### **6. Equality Impact Assessment**

- 6.1 As an equal opportunities employer the council recognises that a diverse workforce, coming from all sections of the community, can improve services by offering different skills, experiences, backgrounds and cultures.
- 6.2 An initial screening has been undertaken which identifies that a full EIA is not required.

#### **7. Well-being of Future Generations (Wales) Act 2015 implications**

- 7.1 A guaranteed interview scheme for veterans contributes to the well-being goals for a healthier Wales and a more equal Wales. The five ways of working have been considered as follows:
- Long term – this may help reduce the risk of health and welfare problems as a result of long term unemployment and provide an appropriately skilled workforce for BCBC.
  - Prevention - it may assist veterans to overcome barriers in finding civilian employment and support veterans to enjoy financial security and independence in later life.
  - Integration – the scheme will be shared with members of the Public Services Board to encourage them to implement a guaranteed interview scheme for veterans. The scheme contributes to the wellbeing goals: a prosperous Wales, a Wales of Cohesive Communities and a more equal Wales.

- Collaboration – Commitment to the guaranteed interview scheme involves collaboration across all services within the council there is also learning from the experiences of other local authorities.
- Involvement – the guaranteed interview scheme is supported by the Bridgend Armed Forces Forum. Membership of the forum includes the council, Public Sector, 3<sup>rd</sup> sector and veterans.

## **8. Financial implications**

8.1 There are no financial implications.

## **9. Recommendation**

9.1 It is recommended that Cabinet note the implementation of a guaranteed interview scheme for veterans.

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1 October 2019

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**Background documents:** None