

**Minutes: EMAG meeting, 5<sup>th</sup> June, 2008**

**1. Welcome and Introductions.**

- Welcome to new members here today: Anthony Heath, Alan Christie, Cecil Edey and Sandra Kerr.
- And to new members unable to attend today: Bela Arora, Jagdip Jagpal, Zohra Moosa and Tim Campbell.
- Welcome to final prospective members: Janet Lakhani, Michaelene Holder-March, Ada Maduakoh, Abdi Hassan, and Krishna Sarda on behalf of Sylvie Koestle.
- Next meeting: we can formally ratify or challenge the positions of Chair and Vice Chairs.
- Feedback from LEP presentation:
  - Need to embed provision for ethnic minority employment across Jobcentre Plus
  - Ethnic Minority targets in Jobcentre Plus: none, despite targets being legal for lone parents, disabled etc.

**AP1:** Chair and Secretariat to pursue feasibility of implementing points system for ethnic minorities in Jobcentre Plus.

**2. Presentation on the National Audit Office Report, 'Increasing Employment Rates for Ethnic Minorities'.**

- Findings:
  - Between 2002-6 specific initiatives aimed at ethnic minorities.
  - From 2006 a change of tack: aimed at disadvantaged groups generally; mainstreaming and localising provision.
  - Risk that Ethnic Minorities won't receive that help.
- Discrimination remains a serious barrier – up to half of employment gap due to discrimination. Few cases of discrimination reported back to Jobcentre Plus; however, when they are reported, "very positive action" is taken.
- Personal advisers do "a really impressive job", but are constrained by time pressures and a lack of information. Impacts on ethnic minorities.

Q&A

**Q.** Cessation of centrally funded outreach a concern. Is everything being outsourced?

**A.** Need to look at Commissioning Strategy and lobby the relevant bodies in order that they provide for ethnic minorities.

**Q.** Missing recommendations:

- Problems of accessing appropriate training
- Getting work experience: strengthening CVs and getting companies involved to offer decent work experience
- Kite mark is interesting but a policy isn't enough. What would go into a proper kite mark?

**A.** The NAO have been asked by the PAC to revisit ethnic minority employment provision in due course. Would be glad to take recommendations for areas of focus.

**Q.** What actions exist at district level to reduce the ethnic minority gap?

**A.** Business Commission recommendations on dealing with employer discrimination are being considered by government, and a government response is due out shortly. EMAG should monitor the government response closely as the Task Force will be leading on implementing recommendations.

Actions:

**AP2:** Chair to write a letter to Leigh Lewis asking how the Commissioning Strategy will ensure that ethnic minority provision and isn't squeezed out

**AP3:** Secretariat to circulate link on how to get involved with DWP commissioning.

**3. Feedback from members on recent activities**

- Stephen Timms visited Jeremy Crook's BTEG and Husna Ahmad's Faith Regen.
- Iqbal Wahhab wrote to John Healey at DIUS and signed up to the Local Employment Partnership with Jobcentre Plus.

**4. Presentation on the Working Neighbourhoods Fund**

- £1.5bn over three years.
- What does the WNF mean for DWP?
  - Focus for the first time on local area activity
  - Closer working with Government Offices
  - All areas in receipt of WNF have at least one employment indicator
- WNF is directed disproportionately at areas with high ethnic minority populations and high rates of worklessness
- EMAG can contribute to influence the way in which the WNF is utilised:
  - Have secured funds for EMAG to lead a roundtable event to discuss and encourage provision for ethnic minority employment.
  - Possibility to subsequently produce a guide for local areas interested in pursuing this agenda.
  - EMAG has the grass-roots knowledge that central government doesn't have. An important influencer.
    - A roundtable seminar was welcomed. Good opportunity to spread good practice and raise important issues.
    - Good practice guide would need to be produced in collaboration with a local government organisation – ie. IDEA

Q&A

**Q.** Local Authorities are the biggest employers. Do their workforces represent their communities? Ought they to set targets locally to reflect this?

**A.** There's scope for having this discussion at a roundtable.

**Q.** How much of the £1.5bn is new money? Worry about local delivery: need strong national guidance.

**A.** The devolved nature of the fund means that we can't impose guidance centrally. However, we can communicate and share information, which is where EMAG could be very helpful. CLG have devoted £380m for three years to develop learning amongst regions as well.

**AP4:** Secretariat to release possible dates for roundtable event.

**5. EMAG Work Plan**

- The Work Plan was approved.

**AP5:** Members to submit preferences for Project Work to Secretariat.

**6. EMAG leads on the London 2012, City Strategy, and Procurement Focus Groups fed back to the group on progress.**

	Action	Responsible	Deadline	Status
AP 1	Chair and Secretariat to pursue feasibility of implementing points system for ethnic minorities in Jobcentre Plus.	Secretariat, Iqbal Wahhab	Next EMAG meeting – 3 <sup>rd</sup> September	

			2008	
AP2	Chair to write a letter to Leigh Lewis asking how the Commissioning Strategy will ensure that ethnic minority provision and isn't squeezed out	Secretariat, Iqbal Wahhab	Next EMAG meeting – 3 <sup>rd</sup> September 2008	
AP 3	Secretariat to circulate link on how to get involved with DWP commissioning.	Secretariat	August 2008	Cleared
AP 4	Secretariat to release possible dates for roundtable event.	Secretariat	September 2008	
AP 5	Members to submit preferences for Project Work to Secretariat.	All EMAG members	8 <sup>th</sup> July 2008	Cleared

### **Attendance**

#### **Members:**

Iqbal Wahhab  
 Alan Christie  
 Anthony Heath  
 Rokhsana Fiaz  
 Jonathan Baldrey  
 Husna Ahmad  
 Cecil Edey  
 Tunde Banjoko  
 Parvin Ali  
 Jeremy Crook  
 Wilf Sullivan  
 Sandra Kerr  
 Imtiaz Jina (for Adeeba Malik)  
 Nahid Majid  
 Christine Wright  
 Hannah Ormerod

Chair, Roast  
 EHRC  
 Oxford University  
 Change Institute  
 Talent  
 Faith Regen  
 Manchester Enterprises  
 LEAP  
 Fatima  
 BTEG  
 TUC  
 Race for Opportunity  
 QED  
 DWP  
 DWP  
 DWP

#### **Prospective Members**

Janet Lakhani  
 Michaelene Holder March  
 Ada Maduakoh  
 Abdi Hassan  
 Krishna Sarda (for Sylvie Koestle)

C2E  
 Black Moms online  
 ProDiverse UK  
 Ocean Somali  
 Ethnic Minority Foundation