



Ethnic Minority Employment Task Force Meeting
Thursday, 11th December 2008
1:15-2:20pm
Room S, Portcullis House, House of Commons

Minutes

Attendance:

Name	Department/ Organisation
Tony McNulty (Chair) (TM)	DWP
David Lammy (DL)	DIUS
Angela Eagle (AE)	HMT
Sadiq Khan (SK)	CLG
Maria Eagle (ME)	GEO
Vernon Coaker (VC)	HO
Iqbal Wahhab (IW)	EMAG
Katja Hall (KH)	CBI
Leslie Manasseh (LM)	TUC
Sukhvinder Singh (for Alan Christie) (SS)	EHRC
Arun Batra (AB)	LDA
Cllr Mahroof Hussain (MH)	LGA
Julie McLynchy (for Pat McFadden) (JM)	BERR
Stephen Rimmer (SR)	HO
Jennifer Hutton (JH)	CO
Sarah Veale (SV)	TUC
Nahid Majid (NM)	DWP
Mark Turner (MT)	DWP
Lorna Fraser (LF)	EMETF Secretariat

Apologies received from:

Pat McFadden	BERR
Tom Watson	CO
Alan Christie	EHRC
Sir Michael Rake	Skills Commission

Item 1: Welcome and introductions & Minutes from last meeting

TM welcomed members in his new role as chair.

Item 2: Report from Chair of EMAG

- IW reported that EMAG have been discussing the need for an equality kitemark.
- IW proposed that the LDA's Diversity Works for London Gold Standard should be scaled up to a national level.

- AB, who is responsible for Diversity Works for London, explained that the Gold Standard was produced in consultation with businesses and is designed to be a robust model.
- TM suggested that the LDA should be publicising it with other RDAs and regional ministers.
- SS explained that an incentive is needed for employers to have the standard and it should be incorporated into procurement procedures.
- ME explained that the GEO is concerned that there could be too many kitemarks. It is something they are looking at in the light of the Equalities Bill and GEO will talk to the LDA about it.

AP1: AB to provide information on LDA's Gold Standard to be cascaded to regional ministers from TM.

Item 3: Business Commission Report

- AE gave a brief update on the Treasury Group's progress on recommendations 4 & 5. The OGC published the Make Equality Count pamphlet yesterday. It sets out what can be done to use public sector procurement to tackle inequalities.
- The Task Force agreed that the relevant departments would:
 - take their recommendations forward;
 - produce an action plan with timelines before the next meeting;
 - provide progress reports at subsequent Task Force meetings;
 - provide a written contribution to the annual report to the Chancellor; and
 - identify a suitable official to attend a working group, taking this work forward
- EHRC chose to respond separately to the Chancellor, but SS confirmed that EHRC would report as part of the EMETF
- IW emphasised that smart objectives and key performance indicators were needed to ensure progress
- TM agreed that a work plan should be produced and brought to the next Task Force meeting

AP2: Secretariat to set up working group to take the recommendations forward and draw up an action plan and timelines.

Item 4: Presentations

Presentation 1

- Stephen Rimmer (HO) gave a presentation on the PREVENT Strategy.
- The ensuing discussion focussed on the links between deprivation and radicalisation.
- TM would like to see the skills agenda included in the discussions about PREVENT

AP3: Meeting to be arranged between HO/DWP/CLG/DIUS

- The Task Force discussed the need for sensitivity in this area. It was agreed that there is a need to engage with local areas to ensure the programme is communicated in the right way.
- DL pointed out that simply tackling worklessness was not sufficient, discrimination must also be tackled.

Presentation 2

- Jennifer Hutton (CO) gave a presentation on the Civil Service Diversity Strategy.

- JH referred to DWP research on the Recruitment of under-represented groups into the SCS. Secretariat to circulate research.
- The latest Civil Service diversity statistics can be found at <http://www.statistics.gov.uk/pdfdir/cs0708.pdf>.
- IW asked about the 10 point plan. JH confirmed that the plan has been superseded and new diversity targets are included in the new strategy. Some departments are achieving and exceeding their own targets set but others are struggling to meet them. The new strategy sets out civil service wide SCS targets.
- KH asked why the private sector is out-performing the public sector on BME representation in the workforce. JH explained that there are a number of reasons. It is partly because the public sector is bound by strict rules governing recruitment practices, e.g. those recruited on diversity internships cannot automatically be offered a permanent position, they must go through standard recruitment procedures.
- SS asked whether the progression of BME staff on positive action schemes is tracked. JH explained that new Civil Service scheme Leaders Unlimited is in place, but it will be 3-4 years before the evaluation takes place.
- DL asked whether it was true that BME staff recruited into the senior civil service tend to leave after a few years. JH will investigate.
- JM asked for the numbers of non-Oxbridge participants on the Fast Stream. JH to provide data on Fast Stream diversity.
- LM asked about diversity performance management systems. JH confirmed that individual departments must monitor diversity and that there is central monitoring of departmental performance against the whole diversity strategy.

AP4: Secretariat to circulate DWP research on recruitment of under-represented groups into the SCS

AP5: JH to find out if BME staff recruited into the senior civil service tend to leave after a few year

AP6: JH to provide data on Fast Stream diversity.

Presentation 3

- TM apologised to SV that her presentation would have to take place at the next meeting due to time constraints.

Item 5: AOB

- TM would like talk about the Task Force's progress at the next meeting to ensure action is taken to close the gap.

NB. TM has subsequently asked that Task Force meetings are held bi-monthly to ensure greater continuity.

Summary of Action Points:

	Action Point	Responsibility	Status
1	AB to provide information on LDA's Gold Standard to be cascaded to regional ministers from TM.	AB & Secretariat	
2	Secretariat to set up working group to take the recommendations forward and draw up an action plan and timelines	Secretariat	
3	Meeting to be arranged between HO/DWP/CLG/DIUS	Secretariat	
4	LF to circulate DWP research on recruitment of	Secretariat	

	under-represented groups into the SCS		
5	JH to find out if BME staff recruited into the senior civil service tend to leave after a few year	JH	
6	JH to provide data on Fast Stream diversity	JH	