



Minutes

Ethnic Minority Employment Task Force Meeting
 Tuesday, 29th April
 2:30pm - 3:30pm
 Portcullis House, Room P, House of Commons

Attendees:

Member	Department/Organisation
Stephen Timms, MP (Chair)	DWP
David Lammy, MP	DIUS
Pat McFadden, MP	BERR
Parmjit Dhanda, MP	CLG
Barbara Follett, MP	GEO
Adam Sharples	DWP
Nahid Majid	DWP
Jennifer Hutton (for Tom Watson, MP)	Cabinet Office
Alan Bucknall (for Tessa Jowell, MP)	GOE
Frank Carson (for Angela Eagle, MP)	HMT
Jessica Hodgson	DWP
Sangeeta Punj	GEO
Hannah Ormerod	DWP
Katja Hall	CBI
Leslie Manasseh	TUC
Iqbal Wahhab	EMAG
Sukhvinder Singh (for Trevor Phillips)	EHRC
Presenters:	
Howard Shiplee	ODA
Loraine Martins	ODA
Huw Edwards	ODA
Geoff Newton	LDA
Arun Batra	LDA
Patrick Hughes	Jobcentre Plus London
Ann Lines	Jobcentre Plus London

Apologies received from:

Sir Michael Rake	Skills Commission
Mahroof Hussain	LGA

Item 1: Welcome and Introductions

- Members were introduced and welcomed. Apologies were noted.

Item 2: Minutes from Last Meeting

- Previous Action Points were signed off.

Item 3(i): ODA: Ethnic minority employment in the run-up to the Olympics

Key issues raised:

- Targets:
 - 15% of workforce from local community
 - 2,000 people into traineeships
 - Draw 7% of workforce from people originally registered as unemployed
 - Currently have a benchmark of 15% Ethnic Minorities on site: aiming to exceed this.

Currently, 17% of employees in the Olympic Park are from the local area; 8% were registered as unemployed before.

- Key aims:
 - Engaging women employees
 - Challenging the 'no work' culture
 - Get the workless into training: funded by LSC
 - Increasing commitment from principal contractors
- Outreach and Diversity:
 - Business Outreach is expanding:
 - Engagement with SME businesses is expanding – through outreach events throughout the UK
 - Using procurement to drive a diverse supply chain – new procurement system gives opportunity to increase number of SMEs accessing the system
 - Currently, 35 EM businesses; 42 female-owned businesses; and 2 disabled-owned business have been shortlisted.

➤ Q: What is the engagement beyond the 5 boroughs?

A: Advertisements are cascaded to rest of London

➤ Q. What is the economic value of the shortlisted SMEs?

A. Too early to give figure, although these tend to be small contracts. ODA are looking at shortfall mechanisms to encourage SMEs; and simplifying the application process.

AP: ODA to provide data on value of SME contracts.

➤ Q. How are you raising awareness about applying for Olympic contracts?

A. It's the role of the RDA and local business to promote within the area – eg. London Business Network promotes within the capital.

➤ Q. How is the ODA judging and enforcing a contractor's commitment to diversity? Does the ODA have a diversity plan in place itself?

A.

- Contracts awarded on points-basis, not just on lowest price
- Contractors required to complete a self-assessment on equality, and devise an equality action plan.
- Details required on make-up of workforce

AP: ODA to provide details of senior level diversity practices within its own organisation

Item 3(ii): LDA: the Olympics legacy

• **Key Initiatives:**

- Employer Accord: using the LEP Project to match people with opportunities
- Employment and Skills: focusing on construction
- Opportunities Fund: funding organisations in the community to help local people be more 'games ready'
- Links with City Strategy Pathfinders
- Specific Equality projects – eg. women in construction

• **Equality and Diversity:**

- All new projects go through a Director's panel: everything has to have a full equality impact assessment
- Heavy focus on impact assessment: carried out across CPO and socio-economic programmes.

➤ Q. How often does the LDA update performance data?

A. Quarterly: the LDA's delivery arms monitor whether targets are met.

➤ Q. When the Olympics are over, what will success look like? What would be the impact on communities; what would success be in monetary terms? What numbers of ethnic minorities would now be employed.

A. The LDA has pledged a target of 70,000 people into employment; 20,000 of which will come from the five host boroughs. This hasn't been broken down by group yet, although this is being looked into.

AP: LDA to provide figure for Ethnic Minorities targeted.

➤ Q. What outreach exists for Ethnic Minority women, especially of Bangladeshi origin?

AP: LDA to provide details on Bangladeshi Women's Network.

Item 4: AoB

- The Olympics is an important opportunity which the Task Force needs to monitor closely.
- A 2008/9 work plan will be drawn up, detailing actions to take forward across the four key areas (employer engagement, procurement, 2012 Olympics, and local areas).

AP: Secretariat to provide work plan.

	Action Point	Responsibility	Deadline	Status
1.	ODA to provide data quoted in presentation – including: <ul style="list-style-type: none"> • Targets quoted for employment • Training • Registered unemployed • Number working in the Olympics park • Numbers of contracts awarded to SME and Ethnic Minority-owned businesses 	Huw Edwards, ODA	20 th June, 2008	
2.	ODA to confirm when the 35 shortlisted contracts awarded to ethnic minority-owned SMEs will be awarded	Huw Edwards, ODA	20 th June, 2008	
3.	ODA to provide data on value of SME contracts; including value of Ethnic Minority-owned contracts	Huw Edwards, ODA	20 th June, 2008	
4.	Details to be provided of senior level diversity practices within the ODA	Huw Edwards, ODA	20 th June, 2008	
5.	LDA to provide details on Bangladeshi women's network	Arun Batra, LDA	20 th June, 2008	
6.	LDA and ODA to confirm whether they can provide monthly data on ethnic minority employment rate in the Olympic site and in the 5 host boroughs; and also on numbers of ethnic minorities accessing training through Olympics schemes.	Huw Edwards, ODA and Arun Batra, ODA	20 th June, 2008; then ongoing	
7.	Provide 2008/9 work plan with progress, actions forward, timescales.	Secretariat	20 th June.	