

# Ethnic Minority Employment Task Force Meeting

Thursday 25<sup>th</sup> January 2007, 2:00 to 3:00pm  
Portcullis House

## Minutes

### Attendees:

Jim Murphy MP (Chair)	Department for Work and Pensions (DWP)
Jim Fitzpatrick MP	Department for Trade and Industry (DTI)
Meg Munn MP	Communities and Local Government (CLG)
Pat McFadden MP	Cabinet Office
Rt Hon Richard Caborn MP	Department for Culture, Media and Sport (DCMS)
Julie Davis	Confederation of British Industry (CBI)
Alan Christie	Commission for Racial Equality (CRE)
Iqbal Wahhab	Chair, Ethnic Minority Advisory Group (EMAG)
Leslie Manasseh	Trades Union Congress (TUC)
Lee Jasper	Greater London Authority (GLA)
Jeremy Anderson, CBE	National Employment Panel (NEP)
Cay Stratton	NEP
Frank Carson	HM Treasury (HMT)
Henry Abraham	Presentation - GLA
Sarah Ebanja	Presentation - London Development Agency (LDA)
David Young	Transport for London (TfL)
Ron Brooks	LDA
Paula Hirst	Olympic Development Agency (ODA)
Nahid Majid, OBE	DWP
Dan Monzani	DWP
Carol McDonald	Task Force Secretariat
Viv Miller	Task Force Secretariat

### Apologies:

Lord Andrew Adonis	Department for Education and Skills (DfES)
Kay Hampton	CRE
John Healey MP	HMT

### Agenda Item 1: Welcome and Action Point update.

Jim Murphy MP (Chair) welcomed all to the meeting and introduced presenters Ron Brooks, Paula Hirst and others from the GLA and ODA group.

All action points from the previous meeting have been cleared.

Issues to be raised under any other business - Lee Jasper had two issues (a) conversion of overseas qualification and (b) London wage. It was agreed that the secretariat would look into this and provide details by the next meeting.

**AP 1:** Secretariat to provide an update on conversion of overseas qualification and London wage by the next meeting.

## **Agenda Item 2: Procurement presentation.**

The GLA (London Development Agency & Transport for London) and ODA (CLM) group gave a joint presentation on Procurement.

Key points:

TfL - East London Line

- Contracts - there are four main requirements which are to demonstrate a commitment to Equality Policy, develop a diversity training plan for all staff, a supplier diversity plan and a communications plan.
- Deliverables – ensuring regular workforce monitoring; provide adequate training facilities; encourage a multi-skilled workforce; engaging with suppliers and contractors; target setting and review of sub contractor bases.
- Lesson learnt – promote visible leadership; building diversity into the Procurement Strategy; working closely with contractors to encourage success and develop mechanisms for incentivising.

GLA/LDA - Supplier Diversity

- Objective – to encourage greater involvement from Small to Medium Enterprise (SME) and Black, Asian and Minority Ethnic groups (BAME); providing creditable business support; accessibility to available grants and a robust matching process within the framework of public procurement regulations.
- Business support – create 'Fit to Supply' database of SMEs by ethnicity, gender and disability and a target of 4,560 on databases by spring 2008. £19m tenders won across 676 organisations.
- Electronic Brokerage System (EBS) will be used to match Olympic and non-Olympic contract opportunities with supplier.

ODA/CLM - Delivery Partner

- Fair percentage of BAME people employed in building the Olympic park infrastructure, venues and transport.
- Currently developing a supply chain management programme, equality monitoring and jobs and procurement opportunities via London 2012 website.

Jim Murphy thanked the presenters and asked which model the GLA/ODA group were looking at. Lee Jasper referred to the US model and those from other parts of the world, taking commendable practices to the UK. For example, TfL contracts and work done by the ODA working with SME and simplification of processes.

Jim Fitzpatrick commented that Manchester and Birmingham (Bull Ring) are good examples.

Further questions raised included –

- What is the outcome on employment rate - over time/ employment numbers to date?

- Is there any resistance from employers/contractors?
- Is there any change in diversity policy?

Discussion focused on a number of issues around these questions and particular referral made to the construction industry. The figures on successful outcomes are not fully known.

Lee Jasper commented that the Olympics is a great opportunity and that lots of resources have been placed on services. However, more emphasis needs to be placed on the skills agenda and supply side diversity is lacking. Monitoring will be a key mechanism for the GLA.

Jim Murphy concluded the item by asking the GLA/ODA group to share job outcome data with the Task Force. It was agreed that there would be a further report in 12 months time when evaluation will give a clearer picture.

**AP 2:** GLA/ODA to report on employment outcomes to the Task Force in January 2008.

### **Agenda item 3: Balance scorecard**

Jim Murphy was pleased to confirm recent figures on the ethnic minority employment rate which stands at 60.3 percent for the first time on record. This is a rise of 2.5 percentage points since the spring 2003 baseline.

Nahid Majid provided a progress update on the reporting/monitoring mechanism. The traffic light indicators currently illustrates: Building Human Capital - Green; Connecting People to Work - Amber; Engaging Employer - Red/Amber.

There is no change in the status of the indicators since July 2006.

Julie Davis raised concerns on the red/amber rating against employer engagement. This was to be discussed further with Nahid Majid.

**AP 3:** The next progress report is due in July 2007.

### **Agenda item 4: Initial reflection on the review of the Task Force**

Key message:

- Broad support for EMETF to continue. However, it should be more strategically focussed; more proactive and placing more emphasis on delivery outcomes (employment).
- EMETF to concentrate on four main priority areas which are: Employer Engagement, City Strategy, Procurement and Olympics.
- Need for measurable deliverables – project based.

**AP 4:** Letter to be sent to Task Force members outlining the priority areas, current objectives and membership of the Task Force, inviting views on these issues.

**Next meeting:**

<b>Date:</b>	Tuesday 24 <sup>th</sup> April 2007
<b>Time:</b>	2:00pm to 3:00pm (tbc)
<b>Venue:</b>	TBC

## Summary of Action points:

	<b>Action</b>	<b>Responsible</b>	<b>Deadline</b>	<b>Status</b>
<b>AP 1</b>	Secretariat to provide an update on conversion of overseas qualification and London living wage by the next meeting.	Secretariat		Outstanding
<b>AP 2</b>	GLA/ODA to report on employment outcomes to the Task Force in January 2008.	GLA	January 2008	Not yet due
<b>AP 3</b>	The next progress report is due in July 2007.	Secretariat	July 2007	Not yet due
<b>AP 4</b>	Letter to be sent to Task Force members outlining the current objectives, priority areas and membership of the Task Force, inviting views on these issues.	Private Office / Secretariat	February 2007	Outstanding