

Annex B Strategy Unit recommendations

	Recommendation	Lead Department	Timetable	Progress
1	DfES has already implemented, and will continue to implement, a series of policies which are directly and indirectly targeted at closing the attainment gap between low-achieving ethnic minority groups and the White average. These policies include Excellence in Cities, Extended, Specialist and Beacon Schools, Sure Start, the whole of the Standards agenda and DfES's ethnic minority achievement strategy. If despite these programmes, new data sources reveal persisting and disproportionate attainment gaps between ethnic groups, DfES should factor ethnicity into education floor targets.	DfES	Q3 / 2005	DfES will report on progress via the Government's Community Cohesion and Race Equality Strategy
2	Where differential achievement between ethnic groups is of serious concern, Ofsted should identify this as a weakness in its summary report to parents.	DfES / Ofsted	Q3 / 2004	Met
3	DfES funding arrangements should be reviewed to ensure that: i) funding through the Ethnic Minorities Achievement Grant (EMAG) is linked to pupil need not simply ethnicity and ii) funding systems are flexible enough to help LEAs and individual school through periods of high pupil turnover.	(i) Q2 / 2004 (ii) Q3 2005	DfES	Met
4	DfES should carry out a review of schools' use of information on best practice methods of raising ethnic minority educational attainment, focusing particularly on the lowest achieving LEAs with a view to improving access to guidance and advice.	DfES	Q2 / 2004	Recommendation is being addressed through the Aiming High Strategy

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5	<p>DFES should ensure that all LEAs with significant low attainment problems for particular ethnic groups have parental engagement processes that take ethnic specific factors into account. Actions should include:</p> <ul style="list-style-type: none"> i) helping teachers and schools to identify ethnically related drivers of disengagement ii) using methods of engagement which are tailored to specific employment, religious and cultural needs and iii) encouraging schools to monitor and analyse parental engagement by ethnicity, to see if some ethnic minority communities are consistently disengaged. 	DfES	Q4 / 2003	Recommendation is being addressed through the Aiming High Strategy
6	DfES should draw up a communication strategy to inform, advise and support ethnic minority parents about opportunities for greater parental choice in school selection.	DfES	Q2 / 2005	Met
7	<p>DfES should conduct research to answer several key questions of central relevance to the attainment of different ethnic groups in the education system and in the labour market:</p> <ul style="list-style-type: none"> i) What problems do new migrant pupils face when they enter the education system? What impacts do these migrant pupils have on schools and existing pupils? ii) What skills sets do ethnic minority graduates have? Do they have a mismatch of subjects, skills or “soft” skills that makes them less successful in the labour market? iii) To what extent do ethnic minority parents know the basic structure of the education system and how to “work” it, through an understanding of school interaction, league tables, school assessments, streaming and so on? iv) What is the demand for English language tuition amongst adults, and where is it found? Are the forms being offered helping people find work? v) Are there still signs ethnic minority pupils ethnic minority pupils being placed in lower sets than their attainment would suggest was just? vi) What can analysis of value-added data show about differential ethnic attainment levels within schools? 	DfES	Q3 / 2004	Met
8	A Jobcentre Plus Action Plan to improve performance for ethnic minorities should be developed to incorporate best practice lessons from existing outreach and area based initiatives.	DWP	Q1 / 2004	Met
9	DWP should review the Jobcentre Plus target points system, both to ensure that it gives incentives to place people into sustainable employment and to determine its capacity for increasing the number of job entries for ethnic minorities.	DWP	Q3 / 2003	Met

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10	DWP should use the evaluation of the current round of New Deal "Tailored Pathway" pilots to review the effect of increased programme flexibility and greater Personal Adviser discretion in delivering better job outcomes for ethnic minorities. The findings of this review should be used to inform future Jobcentre Plus strategy.	DWP	Q4/ 2003	Met
11	Pilots were announced in SR 2002 to extend the Employment Zone approach to New deal for Young People "returners". Evaluations of these pilots should incorporate ethnic monitoring of clients in order to determine whether parity of outcomes is achieved between ethnic minorities and Whites. If parity is achieved, consideration should be given to rolling out the Employment Zone model to "first time" New Deal clients aged 18-24.	DWP & HMT	Q2 / 2003	Met
12	DWP should, in 60 priority districts (the 30 areas with high concentrations of ethnic minorities and the 30 areas with high unemployment rates), Encourage Jobcentre Plus offices to develop employment interventions in partnership with social housing providers.	DWP	Q4 / 2003	Met
13	The ODPM should begin to roll-out the Housing and Employment Mobility Service (HEMS) to promote inter-regional mobility, ensuring that ethnic minority Registered Social Landlords are not excluded	ODPM	Q2 / 2003	Not met, service will be rolled out March 2006
14	DfES, working with Inland Revenue should carry out analysis to find out the degree to which low levels of formal childcare use are a result of cultural preferences, financial constraints, accessibility and information issues, family size or other factors. The information should be used to consider whether policy changes are needed. Over the same period, measures should also be taken to raise awareness of the childcare element of the Working Tax Credit amongst ethnic minorities.	DfES and Inland Revenue	Q1/ 2004	Met
15	The Small Business Service (SBS) should adopt a range of measures to increase the effectiveness of its support to businesses, including: i) developing a strategy to enable each Business Link operator to draw on data on its ethnic minority business customer base. This database should not be limited just to those businesses that have received "significant assistance", and should be established at a national level.	DTI and SBS	i) Q3 / 2003 ii) Q4 / 2003 iii) Q1 / 2004	Met in part

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	<p>ii) a strategy to deliver focused and tailored information on its services to ethnic minority entrepreneurs, and, with Business Link operators, forge close working relations with those institutions that evidence has shown are utilised by ethnic minority entrepreneurs; and</p> <p>iii) consistent with its commitment to help ethnic minority entrepreneurs overcome any specific barriers to entrepreneurship, each Business Link operator should set year on year improvement targets to improve the proportion of ethnic minority businesses served until it reflects the business composition of the areas which each Business Link operator serves, and the proportion of ethnic minorities within that area.</p>			
16	<p>DTI and NRU should report on a regular basis on how funds aimed at promoting economic growth and supporting businesses in deprived neighbourhoods are benefiting ethnic minority communities. This information should feed into future strategies designed to benefit ethnic minority communities.</p>	DTI and NRU	Q4 / 2003	Not met
17	<p>In order to provide better information, support and guidance to employers:</p> <p>i) should double the size of, and publicise the support it offers through RREAS. Consideration should also be given to further expansion of RREAS:</p> <p>ii) Field Account Managers and Vacancy Filling Managers in Jobcentre Plus should be proactive in delivering information, raising awareness about the importance of race equality and promoting the support services available to the employers with whom they work;</p> <p>iii) the CRE should disseminate best practice in the implementation of the 2000 Race Relations (Amendment) Act to the private and voluntary sectors; and</p> <p>iv) the Small Business Service (SBS) should raise awareness among small business owners of the importance of race equality policies and practices by incorporating the issue into all aspects of the guidance that they provide to small businesses.</p>	DTI, , DWP, and SBS	<p>i) Q1 / 2004</p> <p>ii) Q1 / 2004</p> <p>iii) Q1 / 2005</p> <p>iv) Q1 / 2004</p>	Met
18	<p>DTI and DWP should conduct an independent review of how the information and support mechanisms available to employers about race equality can be strengthened as well as the extent to which, once strengthened, they meet the needs and influence the practices of employers.</p>	DTI and DWP	Q2 / 2006	Not due

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19	The CRE should update its Code of Practice in Employment, consulting widely amongst all relevant stakeholders, to ensure that it accurately reflects existing race relations legislation and that it is known extensively by, is accessible to and is able to meet the needs of employers.	Home Office and CRE	Q1/ 2004	Met
20	The CRE should examine the options for more high profile award and recognition schemes to encourage employers to offer equality of opportunity to ethnic minorities.	Home Office and CRE	Q4 / 2003	Met
21	In order to raise levels of labour market achievement, DWP and NEP should examine the feasibility of Job Opportunity Compacts in the five cities with the largest concentration of ethnic minorities. The objective of the Compacts should be to engage employers in developing a strategy and action plan for increasing recruitment and retention rates in each of the key sectors, and for ensuring that local education and training provision is relevant to labour market demands.	DWP and NEP	Q3 / 2003	Met
22	In order to ensure that patterns and trends in Employment Tribunal cases are properly noted and addressed, DTI should: i) collect and publish data on repeat offences by specific employers in cases of racial discrimination that have been upheld; and ii) mandate the Presidents of Tribunals to monitor racial discrimination cases (including cases that have been abandoned and dismissed) and report findings to the Secretary of State at DTI. This should take the form of an annual report and, in response to key issues that are highlighted, should seek an action plan from relevant departments.	DTI	i) Q2 / 2004 ii) Q4 / 2004	Not met
23	DTI should carry out a review of the most effective means to tackle systemic racial discrimination among employers. Part of this review should examine the case for adapting the powers of Employment Tribunals to make wider recommendations to effect change both for the complainant and the work environment more broadly.	DTI	Q4 / 2004	Not met

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24	DWP and DTI should develop a research programme to improve understanding of the nature, causes and extent of racial discrimination and harassment in the labour market. In the light of this improved understanding, the research programme should assess potentially promising future approaches to tackling racial discrimination and harassment in the labour market.	DWP and DTI	Q4 / 2003	Met
25	The CRE should examine ways to make greater use of its general enquiry powers to gather evidence of underlying patterns of discrimination and disadvantage, and to engage relevant stakeholders on appropriate action plans in response. It should implement action points as part of a strategic review of its overall enforcement and promotional powers and specific levers of influence.	Home Office and CRE	Q4 / 2003	Met
26	In order for public authorities to feel confident in using public procurement to promote race equality, comprehensive and clear guidance on race equality issues in public procurement is now required. The Home Office, in consultation with OGC and ODPM, should consider how this best can be achieved, in the light of the existing work being undertaken by the Sustainable Procurement Group and the CRE. The guidance should: <ul style="list-style-type: none"> i) explain what is and is not permissible at each stage of the procurement process, including sanctions available for failing to meet relevant race equality contract provisions; ii) exercise use of the full extent of UK and EU law; iii) explicitly encourage public authorities to use this scope; and iv) include several model approaches that authorities can adopt. The guidance should be disseminated to relevant public authorities and potential tenderers through organisations such as the LGA, CBI and CRE.	Home Office, CRE, OGC, and ODPM	Q2 / 2004	Met

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27	<p>i) The Home Office, in consultation with the CRE, should commission research to determine whether awareness campaigns are an effective instrument for changing negative attitudes about individuals from different ethnic backgrounds.</p> <p>ii) This research should include an examination on how to design, implement and assess such campaigns. The results of the research should be published and disseminated to a wide range of key stakeholders, including local authorities and private sector firms. In accordance with the findings of the research, the CRE as a principal user-group should design, implement and assess an awareness campaign.</p>	Home Office and CRE	<p>i) Q4 / 2003</p> <p>ii) Q2 / 2004</p>	Partly met
28	<p>New structures and measures should be established to ensure that the conclusions of this report are implemented effectively. This should be achieved by the four following key measures:</p> <p>i) Responsibility for delivery on the conclusions of this report should be given to a Ministerial Champion, the Minister for Work in the Department for Work and Pensions. The Ministerial Champion should report on progress to the Secretary of State for Work and Pensions, who should report to the Cabinet Committee on Economic Affairs, Productivity and Competitiveness at regular intervals.</p> <p>ii) A Task Force should be established to take responsibility for issues relating to the labour market achievements of ethnic minorities. This should draw together relevant departments and agencies and key external stakeholders. The Task Force should be set up immediately and its effectiveness reviewed after three years. The Task Force should be chaired by the Minister for Work. The Task Force should comply with guidance on consultation and Regulatory Impact Assessment best practice.</p> <p>iii) The roles of key departments in meeting DWP PSA target should be established by a PSA Plus team including representatives of the proposed Task Force. The team should review the case for a joint DTI/DWP/DfES PSA target for consideration in the 2004 Spending Review.</p> <p>iv) Progress reports on the conclusions of the Strategy Unit report should be made public every 12 months and, after three years, a full review should be undertaken on the effectiveness of the Task Force in implementing these conclusions.</p>	DWP	<p>i) Q2/2003</p> <p>ii) Q2/2003</p> <p>iii) Q3/2004</p> <p>iv) Q3/2005</p>	Met – iv) not due yet