



Employer Engagement Project Group Meeting
Wednesday 8th April 2009
11am-1pm
Room 2.26, Caxton House, Tothill Street, London, SW1H 9NA

Minutes

Attendees:

Sandra Kerr (SK)	Race for Opportunity
Zohra Moosa (ZM)	The Fawcett Society
Helen Wollaston (HW)	Freelance Consultant
Collette Cork-Hurst (CC-H)	UNITE
Jennifer Miller (JM)	One and All Foundation
Sukhvinder Singh (SS)	EHRC
Carmen Watson (CW)	Pertemps
Anne Rae (AR)	BERR
Jenni Martin (JDM)	AICD
Lorna Fraser (LF)	AICD

Apologies:

Adeeba Malik	QED-UK
Sundeep Sangha	Business in the Community
Nicola Walker	CBI

Item 1: Welcome and Introductions

- SK welcomed members.

Item 2: Minutes of the Last Meeting

- All action points had been cleared. Members were happy to clear the minutes.

Item 3: Working with Trade Unions

- As CW was stuck in traffic, CC-H agreed to give her presentation first
- CC-H spoke about the work which the trade unions do on promoting equality and diversity with employers
- In the ensuing discussion, the issue of feedback following unsuccessful recruitment processes was raised. Members stressed that giving detailed feedback based on competencies frameworks makes recruiters pay more consideration to fair recruitment practices. It forces them to be clear about why candidates didn't get through from a skills and job description point of view.

Item 5: Pertemps Recruitment Partnership

- CW gave a presentation on Pertemps's engagement with employers.
- In the ensuing discussion, issues raised included the possibility of a diversity league table or a kite mark. SS confirmed that GEO is looking at the issue of a kite mark.

Item 6: Discussion – how does this fit in to the group's project?

- SK asked members to look at the list of ideas for "Five Points for Progress" from the last meeting and to consider which ones the group should take forward, based on today's discussions.
- SK thought the group should identify key stakeholders for employers to engage with; those identified include:
 - Trade unions
 - Recruitment agencies (including Jobcentre Plus)
 - Lobby groups
 - Enterprise
 - Careers Services
- The online bias tests were discussed as an awareness raising tool. SS expressed a concern that just having engagement at a high level does not always filter down to the middle management. Members agreed that the aim should be to ultimately roll out such tests to management levels as well as leaders at the very top of organisations.
- There was a discussion about competency based recruitment and the possibility of having a diversity competency which could be included in recruitment procedures. SK confirmed that many organisations have such things implied implicitly in company values, but not explicitly. SS and ZM thought it would be helpful if interview questions asked how candidates would deliver on diversity, shifting from current practices of asking them how they 'feel' about diversity.

AP1: LF to investigate careers services

AP2: JM to circulate link to online bias tool

- After further discussion it was agreed that the Five Points for Progress would be:
 - Monitoring and publication of diversity statistics
 - Awareness raising, e.g. online bias tests
 - Reciprocal mentoring
 - Diversity competencies
 - Off the record networking for managers

Item 7: AOB

- The next meeting will be on **Thursday 28th May from 11am-1pm**. At this meeting the group will agree the recommendations and practical actions that underpin the 5 points for progress in plenary project group discussion.

Summary of Action Points:

Action Point	Responsibility	Status
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1	LF to investigate careers services	Lorna Fraser	Cleared
2	JM to circulate link to online bias tool	Jennifer Miller	Cleared