



Ethnic Minority Advisory Group Meeting
Thursday 10th September 2009
10 am – 12 noon
Jolly Hotel St Ermin's, Caxton Street, London, SW1H 0QW

Attendance:

Iqbal Wahhab (Chair) (IW)	EMAG Chair
Jeremy Crook (Deputy Chair) (JC)	BTEG
Bela Arora (BA)	Higher Education Academy
Anthony Heath (AH)	Oxford University
Rokhsana Fiaz (RF)	The Change Institute
Tanzeem Ahmed (TA)	Olmec
Tunde Banjoko (TB)	LEAP
Janet Murray (JM)	Community Family Challengers
Husna Ahmad (HA)	Faith Regen
Sandra Kerr (SK)	Race for Opportunity
Alan Christie (AC)	EHRC
Collette Cork-Hurst (C C-H)	UNITE
James Lee (JL)	Observer
Salma Shah (SS)	Observer
Lucy James (LJ)	Quilliam Foundation
Anya Hart Dyke AHD)	Quilliam Foundation
Debby Ralph (DR)	DWP
Patrick Taylor-Martin (P T-M)	BIS
Janet Hill (JH)	LMID
Martin Betts (MB)	LMID
Darren Woolfenden (DW)	LMID
Jessica Hodgson (JH)	LMID
Christine Wright (CW)	LMID
Hayley Johnson (HJ)	LMID

Apologies:

Hugh Harris	London First
Wilf Sullivan	TUC
Kat Banyard	Fawcett Society
Shynul Kahn	East London Mosque
Cecil Edey	Manchester Enterprises

Absent:

Tim Campbell	Bright Ideas Trust
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Item 1: Welcome and Introductions and Declarations of Interest

- IW welcomed members. There were no declarations of interest.
- IW informed the group that 3 potential new members were been invited today as observers – 2 attended: James Lee and Salma Shah.
- IW welcomed Hayley Johnson, a new member of Darren Woolfenden's team.

Item 2: Minutes of the Last Meeting

- All action points had been completed. The minutes were cleared.

Item 3: Reports from Project Group Chairs

i. Employer's Group: Sandra Kerr

SK outlined the new thinking on the 'Know Yourself' proposals. Ernst & Young are finalising the UK-focused discrimination test that will be able to be completed in 10 -15 minutes. DW pointed out that Portcullis House could not provide IT facilities for EMETF Members to take the test as part of the meeting. He suggested Ministers and EMETF Members should be asked to take it in advance of the November meeting to inform the discussions. SK added that, if EMETF endorsed the project, it could be promoted through RfO's existing contacts – BCC, FSB, TUC, CBI 'Backing Young Britain' etc, and EMAG member's contacts.

ii. Procurement Group: Tunde Banjoko

TB gave feedback on the Group's presentation to EMETF on 20 July: he said that the presentation went down well but that HMT/OGC raised the usual issues - DWP/GEO/OGC are currently working together to resolve them. IW referred to his *Observer* article and R4 *Today* programme interview noting that they had stimulated renewed Ministerial interest. He added that if new policy initiatives were not forthcoming within the next two months, the Group might wish to consider if their voices were being heard and, if not, whether they should continue. TB, AH & IW were to meet the DG of OGC on 22 September with a view to EMAG working with them. TB & AH also working with DWP, EHRC and GEO. IW lunching with Jim Knight MP 22 September. They may not need to report again to the EMETF if issues resolved through meetings and correspondence.

iii. Areas Group: Jeremy Crook & Rokhsana Fiaz

JC explained that the group had to draw a line between what the five Olympic boroughs ought to be doing themselves and what, if done by the group, would really benefit ethnic minority people. RF explained that after a number of meetings it had been agreed that they would develop a 'Performance Framework' to allow the boroughs to monitor and evaluate their progress in bringing ethnic minority residents into employment. A short discussion centred on the need to communicate with others - FE Colleges, ODA, DCMS, DWP, EHRC CLG etc.; how to develop a realistic yet challenging framework in an area where, in many places, ethnic minority residents were in the majority; the need for targeted skills provision; the desirability of charting distance travelled and the need to make the framework transferable to other local authorities/MAAs. JH also observed that we needed to be certain that

any proposal added value to that which was already being delivered via the MAA. IW outlined his work to develop an Olympic food village reflecting the area's diverse communities and with a vision of creating an ethnic 'Borough Market' as a legacy. This would involve skills and enterprise training but not a 'curry college'.

Item 4: Quilliam Foundation presentation

- AHD and LJ outlined role of the Quilliam Foundation as a think tank, set up by former Islamists, with a remit to investigate and counter violent extremism in Muslim communities.
- Their report was the first to be published by the Quilliam and focussed on a literature survey and follow-up telephone interviews with first generation migrant women of Pakistani and Bangladeshi heritage but had lived there for 10+ years and were not in work.
- They concluded that around 57% such women wanted a job but that there were a number of barriers facing them including poor English language skills, the availability of suitable and affordable childcare – especially a problem for those with three plus children – and support from their family and community. They listed a number of issues they felt should be addressed by BIS, DCSF, DWP, HMRC, LAs and the private sector.
- The ensuing discussion covered the need for effective communication with women who had little English; that as the age of the sample women had not been recorded, there was a possibility that some might be over 60 or not need to work; that more up-to-date statistics were available from ONS that gave gender, nationality and other breakdowns – the Labour Force Survey for example. RF and CW agreed to pass information on childcare and statistics to ADH & LJ.

Action point 1: RF & CW to pass information to Quilliam

Item 5: Government ESOL Strategy: Debby Ralph (DWP) & Patrick Taylor-Martin (BIS)

- DR introduced the DWP strand of the strategy; explaining that ESOL provision should be available for Jobseekers from day one of their claim and outlining how this could be stepped up when people reached the 6 and 12 months of unemployment. At 12 months they would start Flexible New Deal provision - finely tailored to their needs. She also mentioned the *ESOL for Work* pilots in London and the Employability Skills Programme.
- PT-M noted that, contrary to popular belief, there had been no ESOL cuts in the LSC budget. He outlined how the LSC was changing. He offered to send EMAG members details of a current BIS consultation. The new SFA, starting April 2010, would be demand led unlike the LSC that could offer the opportunity to provide what was needed locally.
- Members were somewhat sceptical as to the level of spending on ESOL, the type of provision available and questioned if and how BIS/LSC/SAF calculated the level of demand and quality assured the provision.

Action Point 2: BIS to pass details of their consultation to DWP secretariat for circulation to EMAG members.

Item 6: DWP report: Jessica Hodgson and Darren Woolfenden

- JH noted that, as time was limited, she would circulate the revised DWP Ethnic Minority Employment Strategy document to the group for their views before it was passed to the EMETF. She explained that the new Director, Jeremy Moore, had asked for an economic rationale for the EM employment strategy and, in looking at this in the light of the changed economic situation, a number of gaps in the existing strategy had emerged. The new paper and associated research aimed to fill these. JH added that there was a need to canvass the views of members and partners to agree an effective work-plan and strategic research priorities
- DW noted that the current project groups had/were on line to fulfil the work the EMETF had asked of them, there was an opportunity to review the future work and shape of EMAG. IW said that this should include reviewing the membership for gaps in expertise or representation.
- DW suggested that a half-day workshop should be arranged for members to discuss the strategy; the future EMAG work-plan; the role and commitment of members, membership gaps and new, more democratic, recruitment procedures. **Action Point 3: Secretariat to circulate members with details of workshop**

Any other business

- JC to circulate details of forthcoming BTEG conference on Race and the Recession and share information on RR(A)A in schools. **Action Point 4: JC to send details to secretariat**
- JW noted that DWP's regional events for LAs to help them work more effectively with their EM residents were starting on 10 September, EMAG members (SK & TB) were involved.
- SK said that she had been approached by Capita to provide advice and comment on recruitment of Census enumerators for the 2011 Census to ensure an effective recruitment system that reflected the ethnic balance in local communities. **Action Point 5: SK to send details for circulation to members.**
- AH said that he was organising a conference on affirmative action later in the year and undertook to send details to the secretariat for circulation to members. **Action point 7: AH to send conference details for onward circulation.**

The meeting closed as 12.10pm.

Annex 1

Summary of Action Points:

	Action Point	Responsibility	Status
1	EF & CW to send information on statistics and research to Quilliam.	Rokhsana Fiaz and Christine Wright	
2	BIS to pass details of their consultation to DWP secretariat for circulation to EMAG members.	Patrick Taylor-Martin (BIS)	
3	Secretariat to circulate members with details of EMAG Review workshop	Secretariat	
4	JC to send details of BTEG work to secretariat for circulation	Jeremy Crook	
5	SK to send details of Capita request to secretariat for circulation to members.	Sandra Kerr	Cleared – 15.09.09
6	AH to send Affirmative Action conference details to secretariat for onward circulation.	Anthony Heath	Cleared – 21.09.09