

**Ethnic Minority Employment Stakeholder Group  
(EMESG) meeting – 3 July 2014  
Room 1.26 1pm – 4pm  
Caxton House,  
6-12, Tothill Street, LONDON, SW1H 9NA**

**Attendees:**

Sandra Kerr, (OBE) EMESG Chair	Race for Opportunity, Business In the Community
Yvonne MacNamara	Irish Traveller Movement In Britain
Omar Khan	The Runnymede Trust
Atiha Chaudry JP, DL	Manchester BME Network Chair
Terry Day	Greater London Authority
Mohammed Ali	QED
Jeremy Crook, (OBE)	Black Training and Enterprise Group
Dr Kathlyn Wilson	University of Bedfordshire
Cecil Edey	Minority Share Ltd
Raj Jalota	Islington Borough Council
Lesley Mitchell	DWP, Ethnic Minority Employment Strategy
Vic Mall	DWP. Ethnic Minority Employment Strategy

**Apologies received:**

Professor Monder Ram (OBE)	Centre for Research in Ethnic Minority Entrepreneurship (CRÉME),
Collette Cork-Hurst	Unite the Union
Tim Conway	DWP, Disadvantaged Groups Policy Manager
Clare Morley	DWP Social Justice Delivery

**Welcome and Chair's update**

Sandra welcomed everyone to the meeting.

She gave an update on the Brixton mentoring circles and confirmed that the outcomes were now being evaluated with support from colleagues in Brixton Jobcentre. Sandra explained that, in the short term, BITC are looking to perfect this model in Brixton before potentially expanding as there is interest in Scotland and Birmingham.

She gave an update on the Brixton mentoring circles and confirmed that she had spoken to Elaine Barker in DWP about expansion, and Group members agreed to talk to their partners and local districts about this approach.

Sandra mentioned the RfO report that was published 'Race at the Top'. She will be speaking with GEO on Friday which is a good step and has had a good response.

The group discussed reasons for declines in BAME representation at the top.

Omar mentioned a report that showed the effects of Social Housing on BAMEs.

**Action: Omar to send report on Social Housing to the group.**

### **Minutes and Action Points**

The group agreed Action points 2 and 4 were completed.

Action point 8 was discussed. Omar has agreed to make contact with the NEA lead before the next meeting to get work progressing on this issue.

The Flexible Support Fund was raised again. Lesley explained a reminder has been sent to District Managers about the fund to encourage them to use it on Ethnic Minority Groups.

As DWP have agreed to monitor FSF outcomes, Terry asked whether or not the group could see the monitoring templates and early reports produced.

**Action: Lesley to contact Flexible Support Fund leads to seek agreement to share template and early reports with EMESG.**

### **Update from Scrutiny Hubs**

Omar explained his hub had not yet had a meeting however he had personally attended the following:

- Liverpool 'in work' conference
- Presented findings on JRF report on caring and earnings which has been published.

**Action: Omar to circulate the JRF report on caring and earnings to the Group**

Omar also attended an event of Monder's which was on Self Employment with regards to migrants and ethnic minorities.

Further to this he attended a parliament briefing around Russell Group Universities and Ethnic Minorities. This showed that even if individuals from an EM background had a degree from a Russell Group University still fared badly in employment.

Atiha pointed out that employers will already be doing work with Russell Group Universities so again, we need to be focussing here.

Omar mentioned a piece of work he'll be publishing soon which ranks LA's in accordance to Ethnic Inequalities.

Kath confirmed that her sub-Group had not formally met but had spoken since the last full EMESG. She confirmed that they welcomed the FSF monitoring but were also interested in any qualitative research around jobseekers's experience under the Work Programme.

The sub-group is due to meet the new ERSA Policy Director on 9 July on future proposals for BME support, following on from last summer's roundtable.

Lesley raised a point about ensuring the Group could demonstrate progress and outcomes ahead of reporting to the Minister for Employment in early 2015, and the Group agreed to schedule a date in November to consider.

Atiha suggested that the Group needed to better communicate what it was doing and how it was making a difference. Sandra asked Atiha and Cecil to develop a communication plan for discussion at a future meeting.

**Action: Atiha and Cecil to develop a Communications Strategy/Plan for future discussion and clearance**

### **Jennifer Bradley – Tackling long term unemployment – Work Programme and post-Work Programme support**

Jennifer from the DWP Cross Cutting Labour Market Strategy team talked through the slide deck which was distributed at the meeting (hard copy only available)

Jennifer emphasised that the support is **tailored to the individual**. The work coach will sit down with the individual and come up with a package that suits **them**.

The group questioned the Supervised Jobsearch Pilots and whether applying for jobs 35hrs/week is an effective method to use. Sandra explained that her dealings with employers showed CV's only land well once the candidate has paid attention to the employer and tailored the CV/application to the organisation.

Jennifer explained candidates would be expected to tailor CV's etc. and there are no targets on how many jobs individuals should be applying for per week.

Data will be available and categorised at the end of the pilots and the group will be able to see this.

**Action: Jennifer Bradley to share further detail on the Supervised Jobsearch Pilots, when available e.g. location, time scales etc.**

Jennifer confirmed that an Impact Assessment had been completed for these Pilots and agreed to share with the Group.

**Action: Jennifer Bradley to share the impact assessment for the Supervised Jobsearch Pilots with the group.**

**Andrea Fozard (TFL) and Phil East (Shaw Trust) - Tackling long term unemployment – Work Programme and post-Work Programme support**

Andrea and Phil talked through the slide decks.

Andrea and Phil explained that they do not just deal with TFL vacancies but they deal with their whole supply stream also.

They currently have 15% BAME on programme which is a good representation of the locality.

The partnership will not work with employers who have online application processes. They do not want their candidates getting lost in the ether. They will only agree to open days and group interviews and they conduct a pre-employment session with every employer.

TFL and Shaw Trust talked through their rationale for the project:

TFL – good business case, need projects delivered by committed, local people and the workforce to reflect locality.

Shaw Trust – local access to local groups

Next steps – how can they scale and look at other sectors?

Proportion of BAME job starts is currently 55%. The partnership are now tracking ethnicity at different stages and using the info to help them move forward.

The cost of this partnership has been relatively cheap. It is equivalent to having the salary of a job broker split 6 ways.

**Sophia Vale, Kelly O'Driscoll, Bridy Purcell - Work Experience/Internships, the Traveller Movement**

The three girls talked through the presentation and outlined their own personal stories.

**Sophia**

Sophia finished school at 13 and in that time had her son. She had an interest in law and decided to do an access course to enable her to do a law

degree. She was a volunteer at Dale Farm when the problems started and through this met Yvonne. Yvonne offered her a place on the Community Internship where Sophia worked on policy. She learnt various skills including research and was then offered work as a Health Promotions Officer. She then completed various courses. Sophia attended the General Council meeting in London where she networked and secured funding for her LPC. She is now a trainee solicitor.

### **Kelly**

Kelly explained she came from a family where her Mother had no formal qualifications. Her and her Mum came onto the Community Internship Programme where they learnt various skills. Kelly became a Community Developer where she raised awareness around issues such as Health and Education. She also worked as a Youth Worker on various projects. Through this experience she gained employment as a Family Liaison Officer for Gypsies and Travellers in Barnet Local Authority and then a second job working at Solace Women's Aid.

### **Bridy**

Bridy was doing well in school until the 'Big Fat Gypsy Wedding' programme was televised. She therefore wanted to drop out of school at 16 due to the level of bullying she received.

Luckily the Traveller Movement intervened and she was offered a Community Internship. She worked helping other children entering education which built her self confidence. Bridy was introduced to her mentor who again helped build her self esteem and give her direction. She has experience in policy and media and hopes to start her A levels in September.

The 3 girls stated that they could not have got this support if it wasn't targeted. It was vital they were supported by people who understood their communities.

**Action: Sandra, Lesley and Vic to discuss next steps**

**The next full EMESG is on September 25<sup>th</sup>**

### Actions Agreed 3<sup>rd</sup> July 2014:

	Action Point	Responsibility	By:	Status
1	Report on Social Housing to be circulated to EMESG	Omar	10 <sup>th</sup> September	Completed
2	Lesley to contact Flexible Support Fund leads to seek agreement to share template and early reports with EMESG.	Lesley	10 <sup>th</sup> September	
3	Omar to circulate the JRF report on caring and earnings to the Group	Omar	10 <sup>th</sup> September	
4	Atiha and Cecil to develop a Communications Strategy/Plan for future discussion and clearance	Atiha/Cecil	10 <sup>th</sup> September	
5	Detail on the Supervised Jobsearch Pilots to be shared, when available e.g. location, time scales etc.	Jennifer Bradley	10 <sup>th</sup> September	
6	Jennifer Bradley to share the impact assessment for the Supervised Jobsearch Pilots with the group.	Jennifer Bradley	10 <sup>th</sup> September	
7	Group to continue work on Self Employment	EMESG	10 <sup>th</sup> September	
8	EMESG next steps to be discussed	Sandra/Lesley/Vic	10 <sup>th</sup> September	Scheduled 14 <sup>th</sup> July