

**Ethnic Minority Employment Stakeholder Group  
(EMESG) meeting – 18 April 2013  
Room 3.43, 13.00pm – 15.45pm  
Caxton House,  
6-12, Tothill Street, LONDON, SW1H 9NA**

**Attendees:**

Sandra Kerr, (OBE) EMESG Chair	Race for Opportunity, Business In the Community
Mohammed Ali, (OBE)	QED Foundation
Cecil Edey	Minority Share Ltd
Jeremy Crook, (OBE)	Black Training and Enterprise Group
Terry Day	Greater London Authority
Dr Omar Khan	The Runnymede Trust
Yvonne MacNamara	Irish Traveller Movement In Britain
Dr Kathlyn Wilson	University of Bedfordshire
Collette Cork-Hurst,	Unite the Union
Junior Johnson	DWP, Deputy Director for London and the Home Counties, & District Manager, West London Jobcentre Plus
Jason Jean Charles	Flexible Support Fund, Recipient
Samantha Sanderson	DWP, Labour Market Strategy
Tim Conway	DWP, Disadvantaged Groups Policy Manager
Barney Williams	DWP, Ethnic Minority Employment Policy
Jenni Martin	DWP Social Justice (EMESG Secretariat)

Apologies received: Atiha Chaudry - JP, DL Manchester BME Network Chair, Wilf Sullivan - Trade Union Congress, Raj Jalota – Connexions, Professor Monder Ram (OBE) Centre for Research in Ethnic Minority Entrepreneurship (CRÈME), Pat Russell - DWP Deputy Director, Social Justice.

**Welcome and Chair's update**

Sandra Kerr welcomed everyone, and updated members of her activities since the February meeting. She had attended a roundtable discussion at the invitation of Danny Alexander MP, Chief Secretary to the Treasury, looking at promoting equality and access to all with protected characteristics. Sandra will follow up with a letter post spending review to confirm that action has been taken on their recommendation, that the Government use it's spending power to influence the promotion of equality for all the protected characteristics via the supply chain.

Efforts had been made for Sandra and members to meet with David Shaw from DWP Labour Market Strategy to discuss the 'In work...' consultation. However, it was not possible to synchronise diaries. It was agreed that this meeting should be set up as quickly as possible, preferably on a Thursday at 11am. **(AP1)**.

## **Minutes and Actions**

Notes and action points from the previous meeting were discussed. Omar had received very little response to the request for the In Work consultation. Arrangements are being made for the Master class on Universal Jobmatch to be delivered at next EMESG.

## **Scrutiny Hubs (1)**

Sandra asked that all members present should clearly state which of the two initial priority areas they would focus on.

Dr Kathlyn Wilson updated everyone on progress made scoping the actions for the hub on Discrimination in Recruitment, Retention and Progression. Members concluded that while apprenticeships are an ongoing area of interest in this hub, the National Apprenticeships Service (NAS) fall under the aegis of BIS and so EMESG's (and DWP's) influence would be limited. The hub should focus on those areas within DWP's remit that impact on recruitment, retention and progression. An outstanding action point from the previous meeting was for DWP to contact BIS. Barney confirmed that he had spoken to officials at BIS and NAS, and that the Minister had now written to Matthew Hancock. Secretariat will update members when a reply has been received.

Sandra stressed the importance that members of the first two Scrutiny Hubs meet as a matter of urgency, to clearly set out plans and agree the parameters of their activities before the next full EMESG. **(AP2)**

## **Strategic Overview of the Flexible Support Fund**

Samantha Sanderson gave a brief overview, answering questions from members as they arose. The Flexible Support Fund (FSF) was introduced in April 2011 and is available in all Districts to support partner organisations and claimants, pre-entry to the Work Programme. It replaces previously targeted budgets such as the Adviser Discretionary Fund, Rapid Response Service, Partnerships, Skills Support Costs, New Deal for Lone Parents; Carers; Partners; Employment Support Allowance/Incapacity Benefit, and Deprived Areas Funding. The FSF can be used to support the needs of individuals and the local labour market as determined by Jobcentre Plus.

## **Flexible Support Fund - West London Example**

Junior Johnson is the West London Jobcentre Plus District Manager, and the Deputy Director for London and the Home Counties.

The FSF may be used for a wide range activities at the discretion of Jobcentre Plus District Managers and Advisers. Junior presented a short DVD with example and success stories of the impact of the FSF on ethnic minority claimants. Jason Jean Charles talked about his journey, how interventions like FSF had helped to move him nearer to the labour market.. There were

questions and a lively discussion about: what the Flexible Support Fund is, how it is used and its future use.

The focus on Flexible Support Fund going forward should be on the outcomes, how the fund is monitored and evaluated, how to identify projects that work and deliver for ethnic minority groups and how that information could be made publicly available ensuring the good practice is replicated. It would still be useful to set up some visits to a selection of projects **(AP3)**.

### **Scrutiny Hubs (2)**

Dr Omar Khan led the scoping discussion on In Work Poverty scrutiny Hub. There was a discussion about whether the Hub would look at In Work Poverty or In Work (generally). Some background work has been done on:

- The minimum wage – how different groups were affected at implementation
- Tax Credits – the benefit system
- Average weekly wage – by ethnicity
- Sector issues – lower earnings for ethnic minorities
- There is work to be done around career paths of certain groups.

There is a need to look at these issues as households and not just individuals, and whether there is any data around ethnic minorities and redundancies.

### **AOB**

Terry asked that we clarify and confirm how policies and practices are evaluated and impact assessed now there is no obligation for the Department to do Equality Impact Assessments under the Equality Act 2010.

Is the Department required to publish this analysis annually, or how they are compliant with the duty to promote equality?

DWP officials to send links to published equality analysis/equivalent to Equality Impact Assessments **(AP4)**.

The next full meeting of EMESG is scheduled for 13 June 2013. The Group will also meet on 26 September 2013, and 28 November 2013.

## Annex1

### Forward Plan Action Log:

	Action Point	Responsibility	By:	Status
1	Meeting with David Shaw about the In Work Consultation to be arranged as soon as possible.	Jenni Martin	Before 16/5/13	
2	Scrutiny Hubs to meet before next full EMESG meeting to scope actions.	Omar Khan Kathlyn Wilson	Before 13/6/13	
3	Identify Jobcentre Plus Districts to visit - to present examples of how the Flexible Support Fund is being used to support ethnic minorities.	DWP Officials	By 13/6/13	
4	DWP officials to send link(s) to published equality analysis/equivalent to Equality Impact Assessments.	Barney Williams Jenni Martin	By 13/6/13	
5	Master class on Universal Jobmatch to be delivered at next EMESG	DWP Officials to arrange	On 13/6/13	
6	Consider whether DWP's impact measures should include a specific ethnicity indicator; and whether ethnicity information should be made more transparent in DWP's contracting.	DWP Officials	4/07/13	