

**Ethnic Minority Employment Stakeholder Group  
(EMESG) meeting -14 February 2013  
Rooms G42, 13.30pm – 14.45pm, Room 1.04, 15.00 -16.15pm  
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
Atiha Chaudry JP, DL	Manchester BME Network Chair
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
Wilf Sullivan	Trade Union Congress
Professor Monder Ram (OBE)	Centre for Research in Ethnic Minority Entrepreneurship (CRÈME)
Collette Cork-Hurst,	Unite the Union
Pat Russell	DWP Social Justice, Deputy Director
Barney Williams	DWP, Ethnic Minority Employment Policy
Jenni Martin	DWP Social Justice (EMESG Secretariat)
Rt Hon Mark Hoban MP	Minister of State for Employment

Apologies received: Cecil Edey Minority Share Ltd, Dr Kathlyn Wilson University of Bedfordshire, Raj Jalota Connexions.

**Welcome and Chair's update**

Sandra Kerr welcomed everyone, and gave an update of her activities as Chair since the January meeting. The Minister for Employment attended the Business in the Community Race for Opportunity Board meeting on 24<sup>th</sup> January by Sandra's invitation and spoke at the Centre for Economic and Social Inclusion & BTEG conference on 4<sup>th</sup> February 2013 by Jeremy Crook's invitation. Sandra also delivered a session on apprenticeships and employers and applying the principles of pre-application support - a trend identified in RfO benchmarking results.

**Minutes and Actions**

Notes and action points from the previous meeting were cleared with one amendment.

**Forward Plan**

The Forward plan was signed off by the Minister for Employment in January. The Group agreed to initially focus on 'Discrimination in Recruitment, Retention and Progression', and 'In Work Poverty'. These two Scrutiny Hubs will be led by Dr Kathlyn Wilson and Dr Omar Khan respectively.

Professor Monder Ram agreed to lead the third Scrutiny Hub on Enterprise. Members will synchronise diaries to find a time for the first two Scrutiny Hubs to meet before the next meeting on 18 April 2013 **(AP1)**.

### **DWP consultation papers**

As the Group's lead on statistical data, Omar Khan will co-ordinate a response on a Departmental consultation on DWP's plans for official statistics 2013-2017. As the leader for the In Work Poverty Scrutiny Hub, Omar will collate responses on the 'Extending Labour Market Interventions to In Work Claimants - call for ideas' consultation. The Group will consider how these contributions will be pulled together and presented as an EMESG response **(AP2)**.

### **Scrutiny Hubs**

Omar led the scoping discussion on In Work Poverty, and Sandra led the scoping discussion on Discrimination in Recruitment, Retention and Progression in Dr Kathlyn's absence. Several points were raised around the way employers communicate job specifications, including qualifications and competencies. These can be barriers to eligible applicants if they appear intimidating or confusing. It was agreed that a master class on Universal Jobmatch would be arranged for EMESG members **(AP3)**.

### **Minister for Employment**

The Minister emphasised his desire for transparency and information sharing. There was a discussion about the fact that 26% of apprenticeship applicants are BME but only 10% of BME applicants are successful. The Minister committed to investigating the factors that cause this, and to take this forward as a department and in partnership with Matthew Hancock, Parliamentary Under Secretary of State for Skills at the Department for Business Innovation and Skills (BIS) **(AP4)**.

The Minister was asked to consider whether the impact indicators the Department uses should explicitly reference ethnicity, and was also asked whether transparency of ethnicity information in DWP's contracting processes could be used as a lever for equality and diversity **(AP5)**.

There was agreement all round that there is a need for the department to share best practice. The Minister suggested that Jobcentre Plus district managers from high BME areas, or areas that have implemented successful programmes, should be invited to share what they are doing with EMESG members, and showcase use of the Flexible Support Fund **(AP6)**.

The next full meeting of EMESG is scheduled for 18 April 2013

## Annex1

### Forward Plan Action Log:

	Action Point	Responsibility	By:	Status
1	Scrutiny Hubs to meet before next full EMESG meeting to scope actions.	Omar Khan Kathlyn Wilson	Before 18/4/13	
2	In Work Poverty Scrutiny Hub members to trawl research reports for recommendations, case studies, or good practice ideas linked to progression and enabling the increase of working hours and send to Omar for collation.	Members - trawl Omar Khan – collation Pat Russell to contact Labour Market Strategy re: timing of EMESG input and final response	Before 25/3/13	
3	Master class on Universal Jobmatch to be delivered at next EMESG.	Pat Russell	18/4/13	
4	Investigation into why BME applicants are less successful at securing apprenticeships.	DWP Officials to contact BIS	18/4/13	
5	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	4/7/13	
6	Jobcentre Plus District Managers to present examples of how the Flexible Support Fund is being used to support ethnic minorities.	DWP Officials	18/4/13 or organise event in addition to EMESG meeting.	



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