

**Ethnic Minority Employment Stakeholder Group  
(EMESG) meeting – 20 November 2014  
Room 1.25 1pm – 4pm  
Caxton House,  
6-12, Tothill Street, London, SW1H 9NA**

**Attendees:**

Sandra Kerr, (OBE) EMESG Chair	Race for Opportunity, Business In the Community
Jeremy Crook, (OBE)	Black Training and Enterprise Group
Omar Khan	The Runnymede Trust
Atiha Chaudry JP, DL	Manchester BME Network Chair
Mohammed Ali	QED
Raj Jalota	Islington Borough Council
Tim Conway	DWP, Policy Manager
Denise Jones	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 (CRÈME),
Yvonne MacNamara	Irish Traveller Movement In Britain
Terry Day	Greater London Authority
Clare Morley	DWP Social Justice Delivery
Dr Kathlyn Wilson	University of Bedfordshire

**Welcome and Chair's update**

Sandra welcomed everyone to the meeting. She asked Denise Jones to introduce herself. Denise is the new team leader for Ethnic Minority employment at DWP as well as Ending Gangs and Youth Culture and Offenders. Denise has joined Social Justice following 6 years working on Disability issues in DWP.

Sandra updated the group on the following:

**Mentoring Circles**

70 out of the 90 participants are now in fulltime work. Most of the remaining 20 who are unemployed are young black men. This is something Sandra would like EMESG to focus on; the young black male is a group that always seems to be left behind and fairs worse in opportunities.

Elevation Networks has put in a bid for Trust for London with RfO supporting it to continue the mentoring circles with additional support for young black men. Pre-circle support, one-to-one mentoring on CVs and presentation etc. The bid is through to the second round and Sandra met them on Wednesday 29 Oct, Margaret from the Brixton JCP team also attended. RfO

is also getting an additional resource which will help with coordinating the employers for the on-going circles with Brixton.

### **24 October BAME women in enterprise factsheet launched on Friday**

Sandra and Monder presented at Women and Business Council Event organised by the GEO and sponsored by Barclays in Birmingham. Baroness Verma was chairing and Lorely Burt MP, Minister for Enterprise, was also present.

The fact sheet content includes data on the National Enterprise Allowance take up, preparation to start own business from Higher Education and BITC employer policy trends on supply chain diversity from 2012-2014. Better data on this subject is needed going forward.

The group asked for further data on the mentoring circles i.e. demographic breakdown. Sandra explained that is how she hoped to use any funding secured and her new team member should have the capacity to look into this.

Atiha explained this info could help sell the idea in local areas and help to secure Flexible Support Funding.

Sandra explained she hoped to run enterprise mentoring circles in the future.

The group then discussed self-employment.

Sandra told the group there are numerous funds and lending opportunities to support those looking to set up their own business/become self-employed, Atiha also informed the group that there has been an increase in social investors. It was decided these need to be collated in one place and this could then possibly be shared with the likes of Jobcentre Plus advisers.

**Action – Atiha to start mapping out the support available.**

**Action – Denise to send Sandra info and contacts for the Money Advice Service.**

Jeremy asked that more data analysis is done on the NEA

**Action – Jeremy to source current data available**

Omar pointed out that whilst self-employment may be a good option for some people it is not the answer to the problem. We also need to be careful to differentiate between self-employment and entrepreneurship.

Jeremy informed the group of some current self-employment pilots running in Brent and Croydon.

**Action – Jeremy to send the group info on these pilots.**

Sandra did agree that self-employment won't be the answer for everyone. However in her current 'ban the box' campaign which looks and non-disclosure of criminal records, she said that whilst there was a lot of noise around this, only a few employers actually signed up and therefore self-employment may be the only option for some people.

The group discussed having a SPOC for self-employment within the jobcentre. Vic brought to the group's attention the old New Deal Self Employment option and said there could be lessons learnt from this.

**Action – Vic to find out any info on the previous Self Employment option under New Deal.**

### **Members Update**

Omar gave an update on the latest JRF research; poverty and ethnicity report, predictions for 2020.

Sandra also drew the group's attention to the 'Understanding Society' document that has just been published.

Omar updated the EMESG on the new British Banking Association Divisional Panel for Gender and Ethnicity. Omar now sits on this board which will hopefully encourage banks to look into ethnicity issues. Sandra also sits on the board and Monder is co-chair of the Association.

Omar is also attending and facilitating the following events:

- Gregg Dyke speaking on football and racism in Manchester WC 24 Nov.
- The Equalities Minister at DCLG is launching a report on EM and Local Authorities – this shows the gaps in representation between EM and the White population, and will enable us to compare this data to that collected in 2001.
- An event is being held at St Paul's Cathedral. It marks 50 years since Martin Luther King spoke there. The event looks at how we can 'realise Martin Luther King's dream'.
- Iqbal Wahab will be speaking on ethnicity and business at the London Metropolitan University.

Omar is also now a member of the financial inclusion board which will be looking at how UC will affect people who cannot manage money.

**Action – Omar to send invites through to above events to Vic who will circulate to the group.**

Jeremy announced BIS now have an apprenticeships working group that looks at equality with a focus on disability and ethnicity. They have met once so far and hope to push BIS to tackle the issue of low EM participation rates in apprenticeships. Kathlyn has been asked to be a member of this group.

### **BTEG research report 'Young Black Male Unemployment in London'**

Jeremy talked the group through the attached paper:



BTEG Presentation  
EMESG Nov 2014.odp

Jeremy explained that it was surprising the number of employers and providers who would not speak to BTEG about young black men and that there is a lot of work to be done on the employer side.

Raj ratified this and told the group even those YBM who look for summer jobs fair worse than the rest of young people.

Jeremy is awaiting the formal evaluation from the pilots for Young Black Males in London.

### **One year on report to Minister for Employment**

The group decided on the following themes for the report back to the Minister:

- Mentoring
- Enterprise
- Flexible Support Fund
- Young Black Male

The report will celebrate mentoring circles in Brixton and the increased amount of information now available on FSF.

### **Action – Vic to give Sandra DWP NEA leads contacts again**

**The next full EMESG is TBC**

### **Actions Agreed 20 November 2014:**

	<b>Action Point</b>	<b>Responsibility</b>	<b>By:</b>	<b>Status</b>
<b>1</b>	Atiha to start mapping out the financial support available for those looking to become self-employed.	Atiha	Spring 2015	
<b>2</b>	Denise to send Sandra info and contacts for the Money Advice Service.	Denise	January 2015	Completed

3	Omar to circulate the JRF report on caring and earnings to the Group	Omar	ASAP	
4	Atiha and Cecil to develop a Communications Strategy/Plan for future discussion and clearance	Atiha/Cecil	Spring 2015	20/11 – Atiha has started looking into this
5	Jeremy to source current data available	Jeremy	Jan/Feb 2015	Completed
6	Jennifer Bradley to share the impact assessment for the Supervised Jobsearch Pilots with the group if possible.	Jennifer Bradley	10 <sup>th</sup> September	Completed
7	Group to continue work on Self Employment	EMESG	Spring 2015	On-going
8	Jeremy to send the group info on self-employment pilots.	Jeremy	Jan/Feb 2015	Completed
9	Vic to find out any info on the previous Self Employment option under New Deal.	Vic	Jan/Feb 2015	
10	Omar to send invites through to above events to Vic who will circulate to the group.	Omar/Vic	ASAP	
11	Vic to give Sandra DWP NEA leads contacts again	Vic	Completed	21 <sup>st</sup> November