



Reach Society

Building Connections

www.reachsociety.com Email: info@reachsociety.com



Patrons: Lord Herman Ouseley, Prof Trevor Williams, Mr John Budu-Aggrey, Prof Sir Geoff Palmer & Mrs Marva Rollins OBE Newsletter: 018

Welcome: Dear Friends/Supporters, here's our third newsletter of 2021 and hope you are all safe and well, given the current circumstances; and we wish to thank everyone for their continued help and support.



About Reach Society: Inspiring Young People since 2010: Our core purpose is to *encourage, motivate and inspire our young people* to development of their potential. The picture shows one of our Role Models 'inspiring' at our annual Careers Conference which took place in 2019.

IMPORTANT INFORMATION: Reach Society's Virtual Careers Conference 6th-9th April 2021. We are pleased that we shall be hosting this event over four days.

Reach Society
Building Connections: www.reachsociety.com
Patrons: Lord H. Ouseley, Prof. Sir Geoff Palmer, Prof. T. Williams, J. Budu-Aggrey & Marva Rollins OBE

The 9th FREE Careers Conference
A Virtual Event, Exclusive to the UK

In association with our Corporate Champions
Alpha BSE Training, Brunel, HS2 & The RAF

Supporters: Deloitte, Durham University, Glasgow University, HarperCollins, HS2, Jesus College Oxford, Kilburn & Strode LLP, Met Police, Network Rail, Open University, Zurich Insurance et al
Amos Burnary, Cowie Scholarship Foundation, RAFFA et al

6th to 9th April 2021, 10.00am to 4.00pm

4 DAYS when Professionals Interact
With young people, aged 13 plus, to inspire them.
Undergraduates, graduates, parents & carers are welcome

All under 16s must register with a responsible adult

To secure a place on Any or All of the 4 Days register here:
<https://rsvcc.weareproxy.co.uk/>
On this page there's details about each of the 4 days and registration is via Eventbrite
(NB: Registration closes: 14.00, 5th April)

Discover your pathways to success:

- 6 April: Perfect 10 Workshops - success secrets revealed!
- 7 April: Engage with Black Male Role Models;
- 8 April: Engage with Firms and Universities;
- 9 April: Engage the STEM team and the Panel of Experts

Can your child afford to miss this Extraordinary FREE Event?
Email: to clarify any aspects of this event: info@reachsociety.com
Enquiries: please contact us on: 07949 431 992

Logos: HS2, ROYAL AIR FORCE, COWRIE, Brunel University London

This **FREE** event is open to anyone, boys and girls, from age 13; also undergraduates, graduates, parents and carers are welcome. Info about this event can be found here: <https://rsvcc.weareproxy.co.uk/> Register via Eventbrite for any one or all of the 4 days at: <https://www.eventbrite.co.uk/e/the-reach-society-virtual-careers-conference-tickets-131383679121>

Here's a brief outline of each day:

April 6: The Perfect 10 Workshops which provides a seminar style discussions facilitated by our employers or experts involving, interview skills, educational empowerment and development.

April 7: Engage with a large cohort of **Black professional role models** from a variety of different careers/professions giving practical advice and discussing pathways to success.

April 8: Access to a wide range of **employers, universities and community groups**. Providing employment opportunities and enables young people to discover opportunities for self-development.

April 9: Science, technology, engineering, mathematics and medicine (STEMM). This session is designed to give young people access to expert in the scientific, engineering, IT and veterinary and medical professionals.

April 9: The Panel of Experts: This session is designed to be a live discussion with a panel of experts; who are willing to share tips about their pathways to success.

Can any young person afford to miss this event!



Applications for STEP 2021 now open!

Do you want to find out more about Durham University?

Join our programme with a three day summer school for Year 12 Black students.

durham.ac.uk/step
step@durham.ac.uk

Durham University's STEP 2021

Applications for Durham University's STEP 2021 are **now open** and students can apply [online!](#) The applications deadline

is **16 April 2021.**

Durham University's Space to Explore Potential programme, or STEP, offers a dedicated **space** for young Black students, in Year 12, **to explore** not only their own **potential**, but all that Durham has to offer as a **potential** university destination. In 2020, STEP students took part in a three day online residential where they were able to: **meet current Durham University students and quiz them on their experiences; have taster sessions with one of our departments (we are pleased to be working with three new academic departments on STEP this year. Click [here](#) for further information on which subjects students can apply for); access key information, advice and guidance about the UCAS application process; attend a talk run by the Durham African Caribbean Society; and hear a keynote speech from Dr Jason Arday.** You can also visit the website for more info: <https://www.reachsociety.com/latest-news/durham-universitys-step-2021/>



The Society's submissions to the Commission on Race and Ethnic Disparities. Last year the government set up an independent Commission on

Race and Ethnic Disparities in order to review inequalities in the UK. With regard to the call for evidence the Society supported by experts within the community submitted evidence in four areas; education, health, employment and the criminal justice system; which have been serialised in our newsletters. Below is a summary of our submission in the area of employment which falls into two categories – a comparison of employment for Black citizens compared with their white peers; a view of the construction sector; and concerns about the attraction, recruitment and development processes.

The UK employment sector

The UK's labour force is roughly 33 million, of which roughly 4 million are of Black, Asian and minority ethnic workers. In 2017 two reviews were published. One was by Baroness McGregor-Smith into "Race in the workplace," and the other by Sir John Parker into "Ethnic diversity on boards." They highlighted some of the challenges that must be tackled in order to achieve genuine race equality in employment. Below are some examples:



Reach Society

Building Connections

www.reachsociety.com Email: info@reachsociety.com



Patrons: Lord Herman Ouseley, Prof Trevor Williams, Mr John Budu-Aggrey, Prof Sir Geoff Palmer & Mrs Marva Rollins OBE Newsletter: 018

- The employment rate for Black, Asian and minority ethnic workers is roughly 63% compared with roughly 73% for white workers. A disparity of 10 points.
- Black, Asian and minority ethnic workers are more likely to be over-qualified compared to their white peers.
- White employees are more likely to be promoted than their Black, Asian and minority ethnic peers.
- 53 percent of the FTSE 100 companies do not have any directors from a Black, Asian or minority ethnic background.
- One in eight (or 12.5%) of the working-age population are of Black, Asian and minority ethnic backgrounds, and yet they occupy just one in sixteen (or 6%) of top management positions (as per CIPD data).

Changing these disparities for BAME workers will require action by government through the introduction of a comprehensive framework for diversity and inclusion in all three sectors (public, private and voluntary) and which has at its core comprehensive personal and professional development of Black workers. In addition, the government must be willing to apply legislative and financial penalties to employers who consistently disregard the existing equality laws.

The construction sector

There are a number of sectors that the Society could have chosen to highlight the systemic racism and malpractices taking place, however we have chosen to use the construction sector as an illustration.

The construction industry impacts every aspects of our lives. And yet the anecdotal evidence is that it is characterised by systemic racism that shows itself as nepotism and cronyism.

Education and training is a cornerstone of the industry, and yet in this aspect of the construction industry there is virtually no one who is of a Black, Asian or minority ethnic background in senior management or at the technocrat levels.

Virtually all BAME workers in the sector are found in the technician and labourer levels. Given that the modern Black community has been in the UK since 1948, and has worked in the construction sector for the full 72 years, the current disparities are alarming and inexplicable.

Training programmes are provided through accreditation bodies such as City and Guilds and Edexcel; and they act as the ambassadors of the skills sector to regulate and standardise the work practices in the construction industry. And yet in more than 30 years, the anecdotal evidence is that there has been no Black, Asian or minority ethnic inspector from either of these bodies.

The government is the largest commissioner in the country which means that it is well placed to insist on the observance of an inclusive and diverse work force framework by all contractors who wish to win government contracts.

The attraction, recruitment and development processes

It is also worth looking at the main processes at work in the jobs market in all three sectors. These processes include the planning of hiring campaigns; the attraction and selection of applicants for interview; the recruitment exercise; and the development and promotion of workers taken on.

Experience has shown that large numbers of citizens in the modern Black community have suffered from the many fault lines in the administration of these processes. The following are just some examples:

- Too many hiring campaigns are run by untrained staff who opt for short cuts rather than focussing on the skills requirements for the job and they often disregard diversity and inclusion;
- Attraction schemes are poorly designed and send the message that only white candidates need apply;
- Application forms are poorly designed or not used; pre-selection and interviewing staff are untrained and unfamiliar with the equality laws and good practice guidance; and
- Hired staff experience unequal treatment at the hands of line managers in the way they apply personnel policies, practices and procedures which often lead to poor or negative outcomes for significant numbers of Black staff; and which also limit their developmental opportunities so that they cannot successfully compete for more senior roles.

The foregoing are very common experiences of Black, Asian and minority ethnic workers in all three sectors of employment - public, private and voluntary. The EHRC (and the CRE and EOC before it) has copious data about these fault lines and disparities gathered from the numerous formal investigations in response to complaints from BAME workers over more than five decades.

In short, the disparities reported (in the two 2017 reviews already mentioned) are not new. The government is well placed to address and mitigate them by creating a new and more inclusive culture at a time when the Black, Asian and minority ethnic worker force is predicted to increase to more than 20 percent over the next two decades.

In order to eliminate historical systemic racism and discrimination, employers need to avoid looking for 'quick fixes' or launching 'a random series of initiatives'. Instead the Society would advocate that employers need to develop and implement long-term coherent diversity and inclusion policies that will lead to meaningful and lasting changes. Such an approach would ensure that equality of opportunity for Black, Asian and minority ethnic workers is not reliant on the commitment of a few individuals in organisations, but it would become part of core business practices and addressed in annual planning cycles. The government is well placed to require that all employers adopt a structured approach to staff diversity and development.