

25<sup>th</sup>  
ANNIVERSARY  
1991 - 2016

*25 Years of  
Action on Race Equality:*

**THE BTEG STORY**

**BTEG**  
BLACK TRAINING & ENTERPRISE GROUP

## ABOUT BTEG

BTEG began in 1991 as a project within the National Council for Voluntary Organisations, becoming a registered charity in 1996. Today, BTEG is a networking organisation supporting 1,200 voluntary groups and community businesses, working on national policy development, undertaking action research, and directly supporting young people from black, Asian and ethnic minority (BAME) communities.

### Our mission

BTEG's mission is to end racial inequality. We believe that the contribution of all communities makes a nation, builds dynamic local communities, generates wealth and improves well-being. We champion fairness, challenge discrimination and pioneer innovative solutions to empower BAME communities through education, employment and enterprise.

### Our core aims

- To increase employment rates for BAME people to the national average.
- To ensure that BAME communities contribute to the social and economic regeneration of their communities.
- To raise educational attainment levels of BAME pupils to the national average.
- To work with individuals and communities to improve integration and cohesion through developing shared values and aspirations for the whole community.
- To motivate and inspire individuals to act on their ideas and realise their enterprise potential.

### Our main strands of work

**Policy and action research:** we produce research reports, key statistics, policy briefings, e-newsletters. We campaign to keep race inequalities on national and local policy agendas. We stimulate new approaches to close race equality gaps in education, employment and enterprise.

**Advising government:** we play a formal advisory role through the Department for Education's Apprenticeship Equalities and Diversity Advisory Group, the Metropolitan Police Strategic Inclusion, Diversity and Equality Board, and the Reducing Reoffending Third Sector Advisory Group which advises the Ministry of Justice.

Projects and partnerships which currently include:

**Routes2Success:** A volunteer force of successful BAME role models inspiring young BAME people to succeed.

**Work placements 4 ME:** Supporting young BAME people to gain experience within a working environment which helps further their career aspirations.

**Criminal justice system and young people:** A national initiative to improve outcomes for young BAME people in the criminal justice system.

**Moving On Up:** Increasing the employment rate of young black men in London through projects that help them into work.

**Poverty and ethnicity:** Managing Joseph Rowntree Foundation's poverty and ethnicity demonstration programme to tackle poverty across all ethnic groups.

**Ready4Work:** A pilot employment initiative supporting young people to develop entrepreneurial skills without solely focusing on enterprise.

## CHAIR'S INTRODUCTION



I am delighted to introduce BTEG's 25th anniversary brochure to mark this important milestone for the organisation. We want to take this opportunity to share our highlights, achievements and future challenges, and to say 'thank you' to everyone who has worked with us to help improve outcomes for BAME communities in England.

I am proud of what BTEG has achieved over its 25 years. BTEG has always been a supportive organisation, even for me as a Trustee. Of course, I've played my part in the organisation but Jeremy Crook, the Chief Executive, the other trustees and the staff have been great friends and colleagues and, in a way, an emotional support structure for me as I climbed the ranks of the public sector. When I felt I had faced racism or struggled with why it felt so hard fitting in with the culture of senior management teams, I would come to BTEG and immediately feel supported and understood. It can be hard to get the same feeling of support inside an organisation with fewer

than 3% of senior managers from BAME backgrounds and where women are also a minority.

Since the economic downturn in 2008 and the massive public sector cuts, the BAME voluntary and community sector has become more vulnerable because of its size and dependence on small local authority grants. It has become harder for race equality organisations like BTEG to keep going. National and local equalities organisations need to be on a more secure footing with core funding to carry on working for race equality.

Recent events have highlighted the importance of race equality work in today's society. The increase in racism and hate crimes shows we cannot be complacent about race relations and human rights. Negative events and debates around EU and other immigration demonstrate how fragile race relations are across the country. Racists still see settled BAME communities and recent arrivals as outside their narrow definition of British. Their crude definition is based on complexion and religious and cultural attire. BAME communities experience worse treatment on the streets, jobs are harder to get and even graffiti changes.

The recent Equality and Human Rights Commission report, 'Healing a divided Britain: the need for a comprehensive race equality strategy' shows 'just how entrenched and far reaching race inequality remains'. The report quotes the Runnymede Trust's statistic which shows in 2015 41,000 16 to 24 year olds from BAME communities in the UK were long-term unemployed, a rise of 49% since 2010, compared with a fall of 1% in overall long-term youth unemployment and a 2% decrease among white people.

In 2008 we made the strategic decision to provide projects directly to young people. We partnered with the Windsor Fellowship and the Seventh Day Adventist Church to deliver the high profile, government-backed REACH programme aimed at inspiring young black males. It was the first government programme targeted at one ethnic/gender group. We make every effort as a national charity not to duplicate the activities of local and regional BAME groups and this approach has worked well for us.

On behalf of BTEG I would like to thank all the individuals and organisations who have contributed to our work. We will continue to bring together people from all backgrounds and sectors to ensure all young people are valued, feel part of their community and have good opportunities and bright futures.

**Seema Manchanda**, Chair of BTEG.

## **KEY ACHIEVEMENTS**

FROM 1991 TO 2016 BTEG HAS:

- **HELPED TO KEEP RACE EQUALITY ON THE NATIONAL POLICY AGENDA**
- **INSPIRED OVER 2,000 YOUNG PEOPLE TO REACH THEIR POTENTIAL**
- **PUBLISHED MORE THAN 30 POLICY BRIEFINGS AND RESEARCH REPORTS**
- **ATTRACTED OVER £10M TO THE BAME VOLUNTARY AND COMMUNITY SECTOR**
- **FORMALLY ADVISED FIVE CENTRAL GOVERNMENT DEPARTMENTS**
- **RAISED AWARENESS OF APPRENTICESHIPS AMONG YOUNG BAME PEOPLE**
- **RECRUITED MORE THAN 30 SUCCESSFUL BLACK PROFESSIONALS AS ROLE MODELS FOR YOUNG BLACK PEOPLE**
- **CHALLENGED CENTRAL GOVERNMENT AND LOCAL COUNCILS TO DO BETTER ON RACE EQUALITY**
- **PROVIDED PARENTS AND SCHOOLS WITH PRACTICAL MATERIALS TO TACKLE RACISM**
- **SUPPORTED MORE THAN 500 BAME VOLUNTARY SECTOR ORGANISATIONS WITH CAPACITY BUILDING AND OTHER TRAINING**
- **HELD MORE THAN 50 CONFERENCES AND SEMINARS ON RACE EQUALITY**

# 25 YEARS OF PROGRESS ON RACE EQUALITY

**1991**

**2016**

## POPULATION

The 1991 Census shows that just over 3 million people in Great Britain belong to ethnic minority groups, making up about 5.5% of the total population.<sup>i</sup>

The 2011 Census shows that almost 8 million people in England and Wales belong to ethnic minority groups, making up 14% of the total population. More than 3 million BAME people live in London, 40% of the capital's population.<sup>ii</sup>

## REPRESENTATION

Six BAME MPs were elected in the 1992 General Election, bringing BAME representation in the House of Commons up to 1.6%.

Forty-one BAME MPs were elected in the 2015 General Election, bringing BAME representation in the House of Commons up to 6%.<sup>iii</sup>

## RACIAL PREJUDICE

In 1993, 4% of the population described themselves as 'very racially prejudiced', 31% as 'a little racially prejudiced' and 64% as 'not at all racially prejudiced'.

In 2013, 3% of the population described themselves as 'very racially prejudiced', 27% as 'a little racially prejudiced' and 68% as 'not at all racially prejudiced'.<sup>iv</sup>

## EDUCATION

In 1991, 37% of all pupils attained 5 or more GCSEs at C grade or higher. Only 12% of Bangladeshi pupils, 22% of black pupils and 25% of Pakistani pupils attained this standard.<sup>v</sup>

In 2014/15, 66% of all pupils attained 5 or more GCSEs at C grade or higher. Ethnic minority attainment rates have improved to 62% for Pakistani pupils, 64% for black pupils and 73% for Bangladeshi pupils.<sup>vi</sup>

## UNEMPLOYMENT

In 1991, the unemployment rate was 11% for white men and 24% for BAME men, 6% for white women and 19% for BAME women.<sup>vii</sup>

In 2016, the unemployment rate was 5% for white men and 9% for BAME men, 4% for white women and 10% for BAME women.<sup>viii</sup>

## YOUTH UNEMPLOYMENT

In 1991, the youth unemployment rate (under 25s) was 17% for young white people and 30% for young BAME people. Young black men experienced the highest unemployment rate; 38% of economically active young men from black ethnic groups were unemployed.<sup>ix</sup>

In 2016, the UK youth unemployment rate (16 to 24 year olds) was 13% for young white people and 22% for young BAME people. Youth unemployment was still very high for young black men; 29% of economically active young men from black ethnic groups were unemployed.<sup>x</sup>

## HIGHER EDUCATION

In 1994/5, BAME students made up 12% of UK-resident students in Higher Education.<sup>xi</sup>

In 2014/15, BAME students made up 21% of UK-resident students in Higher Education.<sup>xiii</sup>

In 1991, 14% of the white population and 15% of the BAME population had a degree or higher level qualification.<sup>xii</sup>

In 2011, 26% of the white population and 34% of the BAME population had a degree or higher level qualification.<sup>xiv</sup>

## THE BTEG STORY: 1991 - 2016

### The need for BTEG

BTEG was set up by the National Council for Voluntary Organisations (NCVO) in partnership with around 60 BAME voluntary and community organisations. The founding BAME groups included specialist providers of positive action training, job brokerage, women's organisations and business start-up agencies. Many had sprung up after urban riots in the 1980s, funded through various government initiatives such as the Urban Programme and local task forces. Local BAME groups often felt excluded from the regeneration and renewal of urban communities. Their main challenges were to break the persistently high levels of BAME unemployment and move their organisations from the margins to the mainstream.

These BAME groups wanted a national voice to directly influence central government and the new network of publicly funded local Training and Enterprise Councils (TECs). A one year grant in 1991 from London East TEC enabled NCVO to employ a policy officer, Jeremy Crook. In these early days, BAME service providers were eager to have information about new funding streams and local and national ethnicity statistics so they could make a case for attracting new grants. BTEG's first publication, in 1992, covered a new Home Office programme, the Ethnic Minority Grant (EMG), which provided £5m funding support for local community based projects, but applications had to come via the new TECs and local BAME groups were missing out on funding. As a result of BTEG's report, the Home Office set up the EMG Consultative Group, which included BTEG, with a remit to comment on applications and impact.

BTEG was an early (and sometimes unpopular)

champion of the BAME voluntary and community sector adopting a more entrepreneurial approach. In 1998, we produced a business planning workbook to aid this organisational culture shift.

### National Advisory Role

Formal advisory groups and task forces help ministers and senior officials to produce better policies and programme. They can be an effective way to connect politicians and policy makers with BAME communities via national and local organisations, mainstream and specialist race equality practitioners. We still find large public organisations with no operational focus on tackling racial inequalities. This is why external advisory bodies are needed; they challenge elected and senior officials to remember that there are BAME communities out there that must not be overlooked.

BTEG has participated in a wide range of national advisory and regional groups including:

- TEC National Council Equal Opportunities & Special Training Needs Sub-Group;
- Home Office Ethnic Minority Grant Consultative Group;
- Department for Communities and Local Government Neighbourhood Renewal Unit's Race Equality Advisory Group (chaired);
- The Office of the Third Sector Voluntary and Community Sector Advisory Group
- HM Treasury and Office of the Third Sector Review Group (resulted in £80m grants for the third sector and community assets);
- Employment Services Advisory Group for the New Deal Task Force;
- Employment Service European Social Fund National Monitoring Committee;

- National Learning and Skills Council's Equality and Diversity Committee (Vice Chair);
- Department for Work and Pensions Ethnic Minority Employment Stakeholder Group;
- Business, Innovation and Skills External Equalities Advisory Group (Chair).

Today BTEG is a member of:

- Department for Education Apprenticeship Advisory Group (Chair);
- Reducing Reoffending Third Sector Advisory Group supported by Clinks;
- Young Review Independent Advisory Group (Secretariat);
- Metropolitan Police's Strategic Inclusion, Diversity and Equality Board;
- Queen's Award for Voluntary Service Award Committee.

## Leadership and Partnership

BTEG has always tried to demonstrate leadership in tackling difficult issues, finding new solutions and building partnership within and across sectors. An important arena for this leadership role has been the BTEG national conference. In the 1990s these were held annually, usually over two days in Birmingham. The BTEG conferences continue to this day, albeit less regularly due to funding constraints.

BTEG has always made the case for BAME organisations to be networked at local, regional and national levels. We were at the forefront in making the case for regional BAME networks. In 1996, with the Government Office for the West Midlands and the BAME voluntary sector we helped to set up the first **Black Regeneration Network** with £2m funding from the Single Regeneration Budget. The Network helped to capacity build BAME

groups to play a greater role in regeneration and local service delivery.

In 2005 BTEG and Talent Ltd secured £3.9m from the Treasury's Invest to Save programme to deliver **Building Futures Jobs Ecosystem**. The programme tested a new collaborative approach to improve employment support for BAME communities, successfully supporting 1,200 unemployed people into jobs over a three year period.

In 2006, BTEG was commissioned to develop a **National Race Equality Standard** for local Learning and Skills Councils (LSCs), to help LSCs and their providers (including FE colleges and third sector training providers) to adopt good standards in race quality in staff recruitment and progression, governance, learner support and other areas of responsibility.

BTEG was a founder member of **Voice 4 Change** England, established in 2006 to provide a voice for the BAME voluntary and community sector across central government. V4CE secured funding from the government's Voluntary and Community Sector strategic funding programme and BTEG served as the employer body for V4CE staff from 2007 to 2010. In 2010, V4CE brought together a network of organisations, including BTEG, to form the **Coalition of Race Equality Organisations**, with a mission to push race up the government's agenda. CORE is now working with the Funders Alliance to address the chronic problems caused by lack of funding to tackle race inequality.

In 2007 BTEG was invited by the National Employment Panel to participate in a transatlantic partnership with the New York based Public Private Ventures. This culminated in **Working Ventures UK** which developed a bespoke training programme and workbook to help UK employment brokerage organisations to

become demand-led; rather than starting with the jobseeker, as common in UK employment support programmes, the WVUK approach started with an employer's skills needs and worked backwards to the jobseeker.

From 2007 to 2010, BTEG collaborated with London Voluntary Service Council and Institute of Fundraising on a three year programme to recruit and train 75 individuals from the BAME sector to become **professional fundraisers**. This helped BAME groups to be more sustainable by having their own accredited fundraisers.

Running from 2013 to 2015, **Opening Doors Network (ODN)** was a pilot programme funded by the Department for Communities and Local Government (DCLG) and Trust for London to provide innovative enterprise support to young people with aspirations to start their own business. The programme was delivered in three London Boroughs by our partners:

Tottenham Hotspur Foundation, Abi CIC and PJ's Community Services. The 210 unemployed people who participated in the programme acquired the skills, knowledge and social capital required to start a business; one third of them started business trading during the programme.

The **Eliemental** project was three years in the making and involved a partnership of universities, businesses and enterprise support agencies who created an EU-wide qualification in enterprise and employability alongside electronic resources to support the delivery of the qualification. Eliemental was funded by the EU Lifelong Learning Fund, and involved partners from the UK, Poland, Greece and Romania. We worked with over 150 people from groups vulnerable to social exclusion including BAME and migrant groups.

In 2015 the Joseph Rowntree Foundation (JRF) commissioned BTEG to manage their new £500k **Poverty and Ethnicity Demonstration Projects Programme**. BTEG is supporting four demonstration projects, including Bradford City Council, to capture learning that can be used by JRF and others to influence local and national policy to tackle poverty across all ethnic groups.

## Action Research

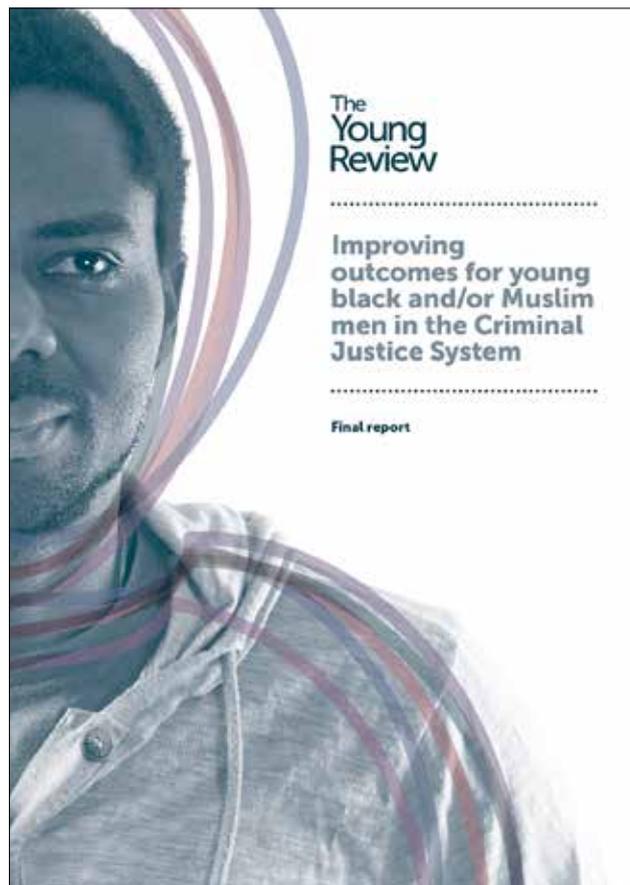
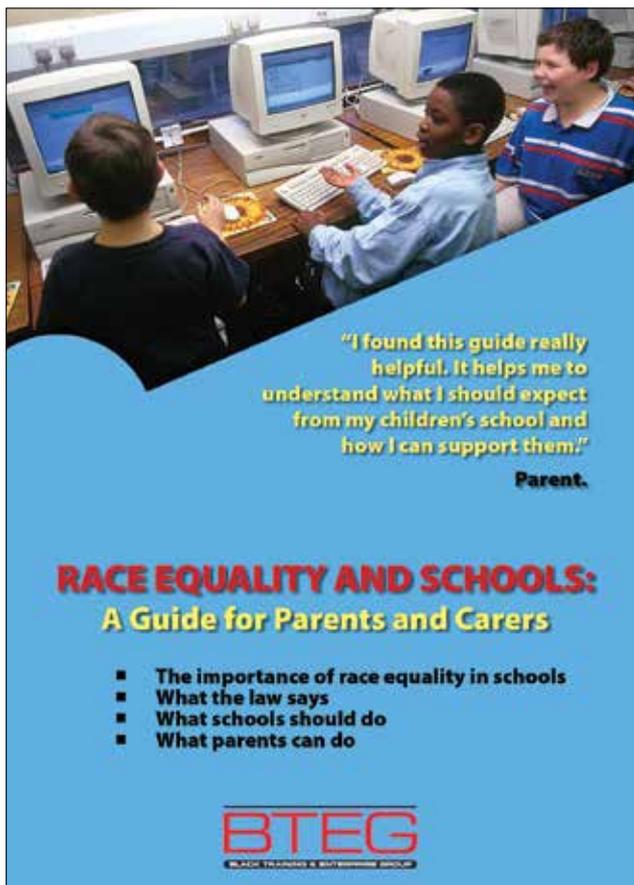
BTEG takes an action research approach which collects evidence to influence policy, connects BAME individuals and organisations with policy makers and public bodies at all levels, shares good practice and promotes partnership working.

Our action research is about collecting evidence to generate practical solutions and ensuring that BAME communities have a voice in shaping policies which affect their lives. We make use of small scale surveys, face to face interviews, focus groups and other participatory research methods. We make sure that our research findings and reports are accessible for our BAME network.

Our second publication, **Investing in Black People**, was based on a national race equality survey of local TECs in England and led to BTEG being interviewed on BBC Radio 4. While no public body welcomes being challenged through the media the TEC movement welcomed the report because it was evidenced based, acknowledged good practice and identified practical solutions.

## Young People

Young BAME people are central to BTEG's work Our research has highlighted racial inequalities for young



people in educational attainment, access to quality training, apprenticeships and employment outcomes. Key BTEG actions to support young people include:

### ROLE MODELS

Through our lottery funded **Routes2Success community role model programme**, which ran from 2013 to 2016, we connected successful black men with over 1,200 black boys and young black men. We have now extended the programme to include ethnic minority girls and young women. With support from the John Lyons Charity we are recruiting successful BAME women volunteers to join our existing role models so that young people will be exposed to the wide range of employment opportunities that their white counterparts take for granted. The role models can help young people to define their ambitions and to navigate the best way to get there. For BAME young people who don't have access to successful role models in their community, seeing is believing.

Our role models encourage young BAME people to

start their own local projects. BTEG produced a free guide, **'Starting Up a Local Project - A Guide for Young People'** to help young people, and organisations supporting young people, to plan local projects.

### CRIMINAL JUSTICE SYSTEM

We should all be alarmed about the over representation of young BAME people in the criminal justice system (CJS) and high reoffending rates. In 2010 BTEG was approached by the Ministry of Justice (MOJ) to set up a national BAME Network of voluntary and community sector organisations active in the criminal justice system in England. Over a four year period we identified 38 organisations and developed a good working relationship with Clinks, the voluntary and community sector infrastructure body for the sector operating in the CJS.

Three years ago BTEG and Clinks invited Baroness Lola Young of Hornsey to lead a review. **The Young Review** (2014) was published and launched at the House of Lords and speakers included an MOJ Minister and the CEO of the National Offender

Management Service. It sets out practical actions for MOJ and NOMS to take to improve outcomes for young black and/or Muslim men aged 18-24 years. BTEG is currently funded to lead Phase II of the Young Review. Baroness Young chairs a new Independent Advisory Group comprised of practitioners, academics, funders and MOJ and NOMS civil servants. A key function of the IAG is to serve as an early sounding board for government officials and a platform for generating new solutions.

For under 18s, the Youth Justice Board (YJB) and Youth Offending Teams (YOTs) have been effective at reducing the number of young people in custody. However, the reduction rate has been faster for white young people, so the proportion of young BAME people has risen. Young BAME people make up 39% of the population in the youth justice system. BTEG has worked constructively with the YJB leadership for over three years to tackle this issue and the YJB has implemented an internal Steering Group chaired by the YJB Chief Executive and produced an action plan to address the issue.

### INCREASING EMPLOYMENT OPPORTUNITIES FOR YOUNG BLACK MEN IN LONDON

In July 2014 BTEG published a research report, '[Action Plan to Increase Employment Rates for Young Black Men in London](#)', based on the views of 200 young black men about their experiences of finding work in the capital. In the same month Trust for London and City Bridge Trust implemented one of the report's recommendations by launching the [Moving on Up](#) (MoU) programme; a £1m initiative to increase the employment rate of young black men, with BTEG as a programme partner.

Six organisations were awarded grants to place 550 young black males into work over a two-year period. BTEG established the MoU London Advisory

Group chaired by Bola Abisogun FRICS, the CEO and founder of Urbanis Ltd and which includes representatives from the Greater London Authority, London Councils, DWP/Jobcentre Plus and Ernst and Young. The MoU London Advisory Group has agreed an ambition to increase the employment rate for economically active young black men in London from 64% to 84% by 2020.

### TRUSTEES

At this milestone we would like to recognise the invaluable contribution made by our trustees, particularly Raj Patel MBE, one of BTEG's founders who remains a trustee to this day, and to those who have chaired BTEG's trustee board; Bob Clarke, Sonia Gordon, Tony Durrant and the current chair, Seema Manchanda. Over the years, fourteen people have served on the trustee board. Two of our trustees, Sonia Gordon and Yvonne Salmon, have sadly passed away.

### OUR HUMAN RESOURCES

In our 25 years, BTEG has employed more than 50 staff from diverse backgrounds. They are our most important resource and will always be valued by the organisation. Today we have an exceptional team of senior officers who are experienced, committed and want to make a difference for young people. Tebussum Rashid has served the organisation for more than eleven years and has a flair for building bridges and understanding between diverse communities. In recent year our small army of professional black male volunteers has made a significant contribution to the organisation's success and impact through [Routes2Success](#), our national community role model programme. For BTEG they are treated and respected as full members of the HR team.

BTEG has always drawn on external expertise to assist us with action research, evaluations and statistical analysis and Liz Mackie of Shared Enterprise CIC has

worked closely with BTEG for nearly twenty years and is highly valued by the organisation. Ashok Shah of Ash & Co is our finance associate with a long track of supporting the organisation.

## FUNDERS

BTEG would not have got very far without attracting funding. We started with one grant from the public sector. More than once, in the early years, Dr Richard Stone OBE (then head of the Lord Ashdown Charitable Trust and later an adviser to the Stephen Lawrence Inquiry) and Joel O'Loughlin (then CEO at Project Fullemploy) stepped in to save the organisation. Key funders over the years have included Barrow Cadbury Trust, Joseph Rowntree Charitable Trust, Trust for London, the Big Lottery Fund and central government departments.

## THE FUTURE



I am probably the longest serving CEO of a national BAME-led charity in England and I'm proud of that. When I started out in January 1992 I never imagined I would be here 25 years later, although I knew my life experience, education and desire to help rid this country of racism and discrimination would keep me in this field of work. For me, BTEG remains a means to an end and not an end in itself. I've dedicated my working life to making sure that

young BAME people (indeed all young people) face fewer barriers of race, religion and class than my generation. If every generation makes it easier for the next generation then that's a form of progress.

Looking back over the last 25 years, we have come a long way towards some of our goals, and not so far on others. There has been a massive improvement in GCSE attainment for all ethnic groups, the result of major government investment in the late 1990s and 2000s which recognised and addressed the specific challenges for raising ethnic minority attainment. However, we seem to have come no further on racism. A shocking one third of the British population admit to being racially prejudiced to some degree, a proportion which has barely changed over the 25 years. There is still much to do.

When BTEG registered as a charity in 1996 we wanted the organisation to be a source of pride for the BAME voluntary and community sector, for two reasons. Firstly, we wanted to constructively challenge the Government and its agencies to take action to tackle racial inequalities. Secondly, we wanted to show that BTEG itself was a well-run charity. With the trustees and the staff I believe we have done a good job on both counts.

Leading BTEG remains a challenging and interesting job. Of course one gets frustrated with constant fundraising in a very competitive climate where addressing racial inequalities is not a high priority for many funders, or where it is recognised as a priority but no funds are allocated to it. While a key issue for the BAME voluntary and community sector is the lack of policy and campaign capacity, regrettably the focus for BAME organisations is now on survival and keeping services running. As CEO I regret that I haven't been able to place BTEG on a more secure funding footing. Despite our best

efforts, we don't generate enough income from our services and products to survive without public, private or charitable funding. Over the years we have made every effort to join with other charities to secure physical assets for the voluntary sector.

But without a strong fee paying membership and with minimal reserves we did not bring much to the negotiation table. I am still determined to see BTEG own (or share ownership of) a fit for purpose building with other equality organisations. Back in the 1990s we championed the bold vision of the founder of the Council for Ethnic Minority Voluntary Organisations and the Ethnic Minority Foundation to generate a fund from professional BAME individuals which would support the BAME voluntary and community sector, but which ultimately was not successful.

When I look around today I am filled with both optimism and pessimism. My pessimism stems from the large numbers of young BAME people in prisons, excluded from school, getting stopped and searched, the tragic killings in knife and gun crimes, and the negative stereotypes associated with black males and now Muslim communities. There are still too many schools that fail to reflect the history and cultures of BAME communities and where low expectations of black children persist. And it is heart breaking to see young BAME people who do all the right things, work hard and go to university, but then face higher unemployment rates than white graduates.

But optimism remains the dominant force for me and for BTEG. Every day we meet people from all ethnic backgrounds who are determined to confront inequality and discrimination. Many people still find it hard to talk about race and racism and people can get defensive when difficult questions are asked or reasonable demands are made. But more people acknowledge that we have to take

action. I believe we need equality organisations to be at the forefront of change to make sure that change is informed by those at the receiving end.

I consider myself very fortunate to work for BTEG. My role has taken me in to Number 10 for a breakfast meeting with the Prime Minister and the Secretary of State for Employment. I have been on numerous stimulating visits to the US and the EU, and received an honour from Queen Elizabeth II.

But the really rewarding part of the role is meeting young people who are just starting to work out who they are and what they want to do with their lives, and working with professional and committed colleagues from all sectors. BTEG will continue to work with these organisations and young BAME people to make sure they have the same opportunities and success rates as other young people.

BTEG will continue to work towards:

- Reducing the number of young BAME people in the criminal justice system;
- Increasing the number of young BAME people in employment and apprenticeships;
- Inspiring young BAME people to raise their ambitions;
- Providing evidence of racial inequalities, and progress in tackling these, informed by action research which gives a voice to BAME communities;
- Keeping race equality on the national policy agenda, including through our proposed Ethnic Britain bi-annual progress reports on racial inequalities and their impacts on Britain's diverse communities.

**Jeremy Crook OBE,**  
Chief Executive

## BTEG STAFF

### Present:

Jeremy Crook OBE  
Mark Blake  
Indra Pooran  
Tebussum Rashid  
Brianna Cyrus  
Phil Flynn  
Wajhuddin Mohammad  
Louis Tate (volunteer)

### Past:

Sajid Butt  
Patricia Jackson  
Sam Obeng-Dokyi  
Rosita Tehrani  
Joseph Adama  
Amit Popat  
Sheya Shipanga  
Yvette Ankrah  
Lynette Grant  
Angeline Clarke  
Marlon Leitch  
Kristine Wellington  
Angel Spence  
Genein Cox  
Tenika Ah-Wan  
Michael Wulff  
Abigail Magnussen  
Karl Murray  
Paul Munim  
Frank Anti  
James Daothong  
Ryan Chapman

Hazel Baird  
Kamila Zahno  
Hi Chu Yap  
Hephzibah Ososami  
Fita Teka Tulu  
George Mathew  
Similola Town-Coker  
Anastasia Idowu  
Melanie Lee  
Marlon Dwyer  
Harbinder Dhaliwal  
Marianne Alapini  
Rosita Casperz  
Sanjay Mistry  
Jeffrey Lennon  
Isata Abdulai  
Ukent Millwood  
Delia Edwards  
Evelyn Annor  
Andrew Griffiths  
Nicole Gate  
Anthony Findley  
Bola Adeneye  
Keith Augustine  
Shaban Siddik  
Tasweena Bhudhan  
Janine Goodin-Deer  
Whitney Ochere  
Katlin Halasz  
Keren Lasmé  
Floyd Millen  
Collette Noel

## TRUSTEES

### Present:

Raj Patel MBE  
Seema Manchanda  
Femi Bola MBE  
Tony Durrant MBE  
Dr. Dwain Neil  
Ila Chandavarkar  
Zahid Hussain

### Past:

Bob Clarke  
Yvonne Psiala  
Diana Skeete  
Jacky Moran  
Yvonne Salmon  
Ebrahim Dockrat  
Sonia Gordon

## PATRONS

Greg Clark CBE  
Iqbal Wahhab OBE

## ASSOCIATES

Liz Mackie  
Ashok Shah

## ADVISORS

Joel O'Loughlin  
(former BTEG Trustee)

## VOLUNTEERS (R2S)

Adrian Rollins  
Bola Abisogun  
Carl Reid  
Christopher Foster  
Daniel Bailey  
DD Armstrong  
Gifford Sutherland  
Hepburn Harrison-Graham  
Jamie Rodney  
Jason Arday  
Lee Pinkerton  
Leon Marshall  
Marcus Francis  
Marcus Miller  
Michael Ohajuru  
Nathan Pearson-Smith  
Nathaniel Johnson  
Patrice Hinds  
Tony Henry  
Valentine Ogunba  
Wade Newell



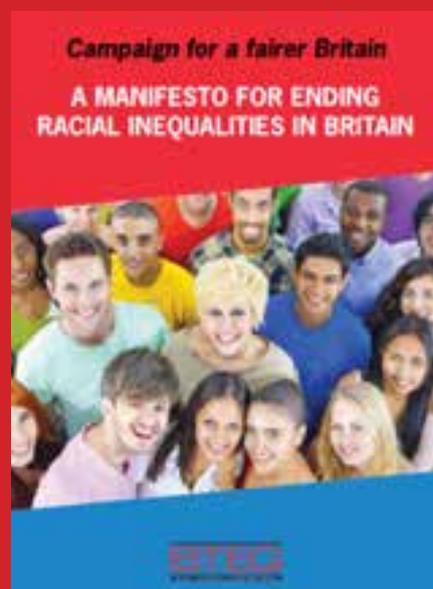
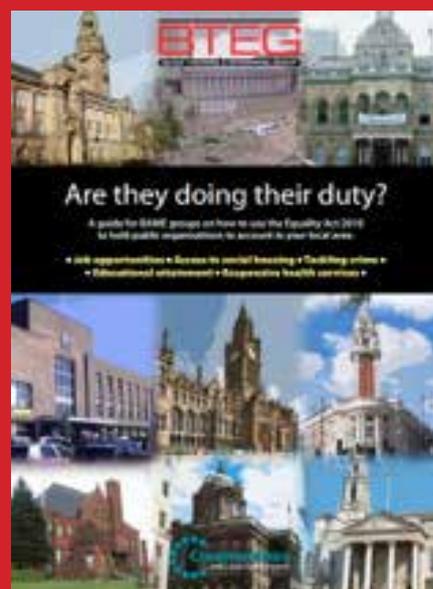
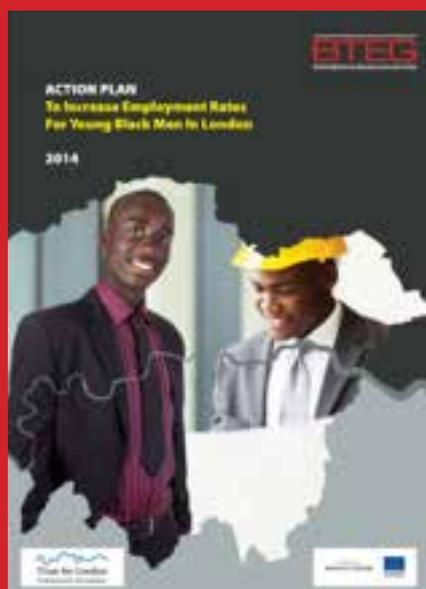
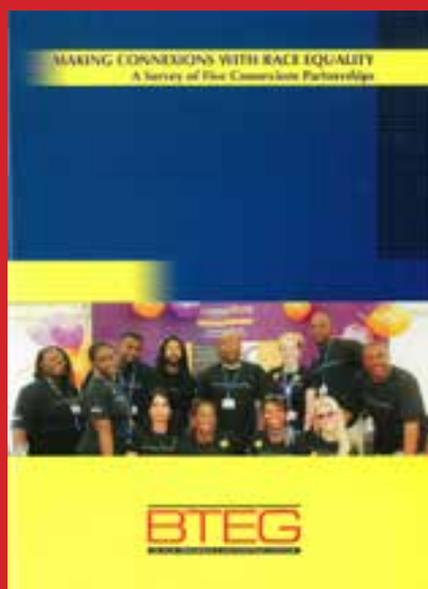
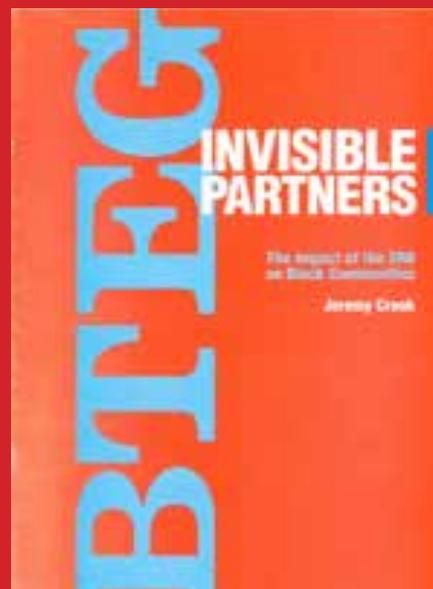
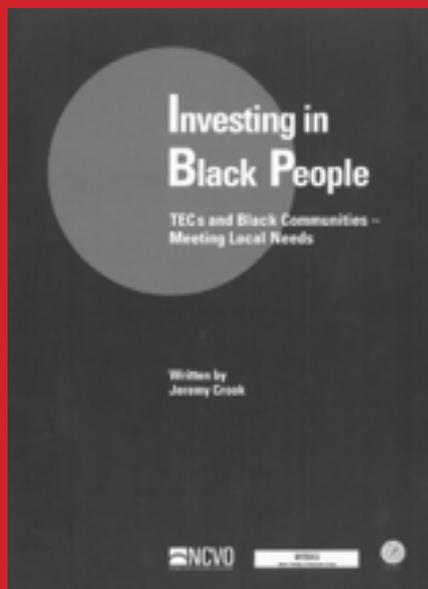
**OUR MISSION:**  
Economic empowerment and  
fair access and outcomes for  
black communities

**OUR AIMS:**

**EMPLOYMENT:**  
Increasing the employment  
black people to the nation

A woman with curly hair, wearing a black top and a name tag, is smiling. She is positioned to the right of the text.





## BTEG PUBLICATIONS 1991 - 2016

- |  |   |
|--|---|
| <p><b>1:</b> Whose Grant, What for?: Ethnic Minority Grant, TECs and the Black Voluntary Sector<br/>NCVO/BTEG (1992)</p>                         | <p><b>12:</b> Promoting Entrepreneurial Skills to Young Black People (2003)</p>   |
| <p><b>2:</b> Investing in Black People TECs and Black Communities Meeting Local Needs<br/>NCVO/BTEG (1992)</p>                                   | <p><b>13:</b> National Policy Symposium Modern Apprenticeships &amp; Black and Minority Ethnic Young People, BTEG and Learning and Skills Council (2003)</p>  |
| <p><i>BTEG interviewed live on BBC Radio 4</i></p>   |   |
| <p><b>3:</b> Growth For All: TECs and Black People (1994)</p>  | <p><b>14:</b> Progress Through Partnerships: Supporting Diversity Across London's Voluntary and Community Sector, BTEG and Bassac (2003)</p>  |
| <p><b>4:</b> Invisible Partners The Impact of the SRB on Black Communities (1995)</p>  | <p><b>15:</b> Planning for Success Business Planning Guide (2004)</p>   |
| <p><b>5:</b> Regenerating Black Communities Through Networking, Conference Report with Best Practice Examples (1996)</p>                         | <p><b>16:</b> Making Connexions with Race Equality: A Survey of Five Connexions Partnerships, BTEG (2004)</p>   |
| <p><b>6:</b> If You're Young and Black, Ask the Right Questions About your Future (1996)</p>   | <p><i>'It is important that Connexions Partnerships continue to offer, and further develop where necessary, a high quality service to young people. I have therefore passed your report to officials who will consider how they can use the findings...'</i><br/>Margaret Hodge MP, Minister of State for Children, Young People and Families. 2004</p> |
| <p><i>In 1997, the Department for Education introduces a Minimum National Equal Opportunities Standard for all TECs</i></p>                      |   |
| <p><b>7:</b> Welfare to Work and Black Lone Parents Providing Support &amp; Creating Opportunities: A BTEG National Conference Report (1998)</p> | <p><b>17:</b> Black Self-Help, Education and Influencing the Political Agenda: BTEG/NIACE Annual Race Equality Conference Report (2004)</p>   |
| <p><b>8:</b> Business Planning Workbook for the Black Voluntary Sector (1998)</p>  | <p><b>18:</b> Stock Take on Progress on Implementing the Recommendations of the Commission for Black Staff in Further Education (2004)</p>  |
| <p><b>9:</b> Closing the Gap Between Black and White: An Assessment of TEC Equal Opportunities Strategies (1998)</p>                             | <p><b>19:</b> Black And Minority Ethnic People In The New Deal From Practice To Policy, A BTEG Study of BAME New Deal Clients in Wolverhampton, Walsall and Liverpool Jobcentre Plus (2005)</p>   |
| <p><b>10:</b> New Challenges: Regeneration And Black Communities: A National Conference Report (1998)</p>  |   |
| <p><b>11:</b> Supporting Economic Growth in Black Neigh-</p>   |   |

- 20:** Multi-Ethnic Partnerships for Community Change, BTEG & Bassac (2005)
- 21:** Earn and Learn at the Engineering Academy, BTEG & British Gas (2005)
- 22:** Could Do Better! A Report on the Impact of the Race Relations Amendment Act on Secondary Schools (2006)
- 23:** Getting Involved in Local Strategic Partnerships: A Guide for BAME Groups in England. (2006)
- 24:** The State of the Caribbean Voluntary and Community Sector in England (2009)
- 25:** Race Equality and Schools: A Guide for Parents and Carers (2010)
- 26:** "Not nearly enough": Our Verdict on how Much has Changed for Young Black Males Since the 2007 REACH Report, BTEG Policy Briefing (2010)
- 27:** An Equal Race for Skills and Jobs? BTEG (2010)
- 28:** Challenges for Ethnic Minority Employment in the New Policy Context. BTEG Policy Briefing (2010)
- 29:** What More can we Take Away from the Chinese Community? British Chinese Community and Educational Achievement. BTEG Policy Briefing (2010)
- 30:** Are they Doing their Duty? A Guide for BAME groups to using the Equality Act 2010 to Hold Public Organisations to Account in your Local Area (2011)
- 31:** Action Plan to Increase Employment Rates for Young Black Men in London (2014)
- 32:** A Guide for Commissioners and Providers on Improving Outcomes for BAME Offenders (2015)

In May 2013 BTEG appears in a BBC Panorama investigation into high unemployment rates facing young black men in the UK. The programme helped to initiate BTEG's action research into improving employment opportunities for young black men, and the £1m Moving on Up programme funded by Trust for London and City Bridge Trust.

## ENDNOTES FROM PAGE 3

- i 1991 Census data from NOMIS <https://www.nomisweb.co.uk>
- ii 2011 Census data from NOMIS <https://www.nomisweb.co.uk>
- iii Lukas Audickas (2016) Ethnic Minorities in Politics and Public Life. Briefing Paper Number SN01156, 28 June 2016. House of Commons Library.
- iv NatCen Social Research (2014) 30 Years of British Social Attitudes self-reported racial prejudice data. <https://www.natcen.ac.uk/media/338779/selfreported-racial-prejudice-datafinal.pdf>
- v David Gillborn and Heidi Safia Mirza (2000) Educational Inequality: Mapping Race, Class and Gender. A Synthesis of Research Evidence. OFSTED. Available from <http://bit.ly/2fraYgP>
- vi Department for Education. SFR06/2015: GCSE and equivalent attainment by pupil characteristics. Available from <https://www.gov.uk/government/statistics/reviced-gcse-and-equivalent-results-in-england-2014-to-2015>
- vii 1991 Census data from NOMIS <https://www.nomisweb.co.uk>
- viii Annual Population Survey for 12 months to June 2016 from NOMIS <https://www.nomisweb.co.uk>
- ix 1991 Census data from NOMIS <https://www.nomisweb.co.uk>
- x Annual Population Survey for 12 months to March 2016, from UK Data Service.
- xi Higher Education Statistics Authority. 1994/95 Students in Higher Education <https://www.hesa.ac.uk/data-and-analysis/students/overviews>
- xii Higher Education Statistics Authority. UK domiciled HE students by level of study, mode of study, sex, first year identifier and ethnicity 2014/15 (Table 13). Available from: <https://www.hesa.ac.uk/data-and-analysis/students/overviews>
- xiii Race for Opportunity (1994) Paper 4: Education/Qualifications of Ethnic Minorities in Great Britain. Available at: [http://race.bitc.org.uk/sites/default/files/paper\\_4\\_rfo\\_business\\_development\\_activities\\_of\\_ethnic\\_minorities\\_in\\_gb\\_education\\_qualifications\\_of\\_ethnic\\_minorities\\_in\\_great\\_britain.pdf](http://race.bitc.org.uk/sites/default/files/paper_4_rfo_business_development_activities_of_ethnic_minorities_in_gb_education_qualifications_of_ethnic_minorities_in_great_britain.pdf)
- xiv 2011 Census data from NOMIS <https://www.nomisweb.co.uk>

# 25<sup>th</sup> ANNIVERSARY

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1991 - 2016

## FUNDERS:



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Black Training & Enterprise Group  
2ND FLOOR, 200A PENTONVILLE ROAD, LONDON, N1 9JP  
Tel:0207 832 5800

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