

Tackling Discrimination and Promoting Employability: Combating Social Exclusion

A two day international conference organised by the ESF funded SEQUAL Partnership

October 20th - 21st 2004

ExCel London Exhibition and Conference Centre, Docklands, London E16



For further information and to book online visit:

www.neilstewartassociates.com/jb183

ExCel London Exhibition and Conference Centre Floorplan

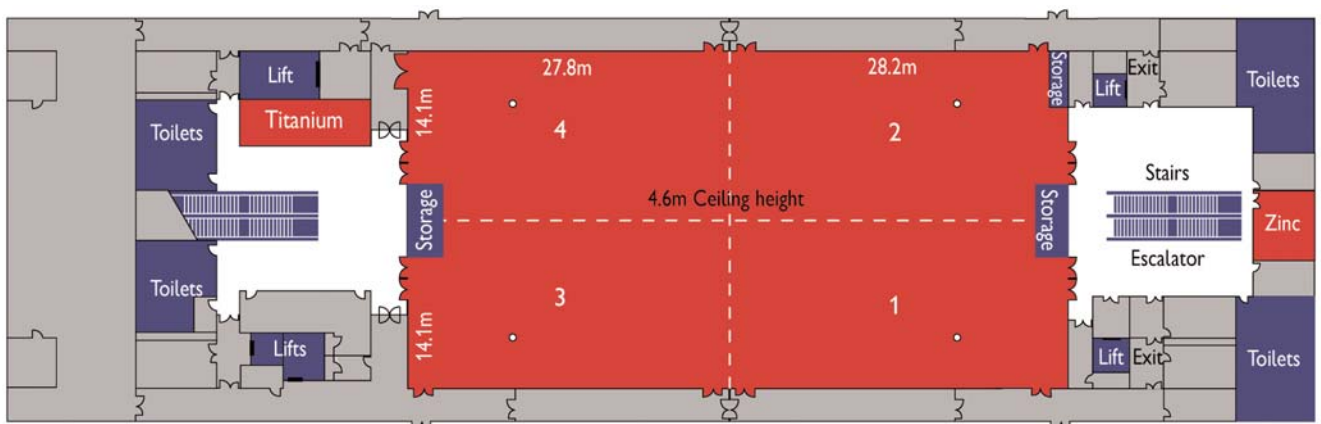
The Platinum Suite:

Level 1 - Lobby and Reception

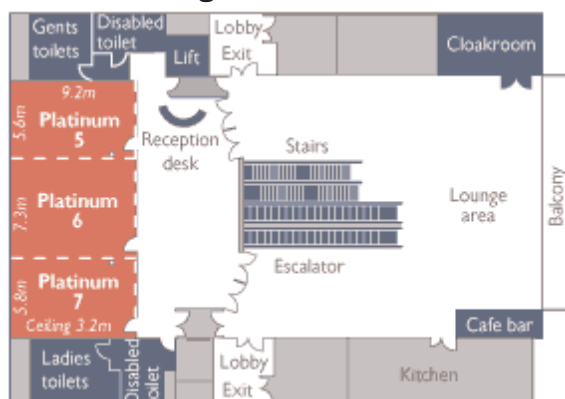
Level 2 - Lounge, Bar, Cloakroom, Registration Area and three Seminar Rooms

Level 3 - Platinum Room, Main Room, Catering, Three Seminar Rooms and Prayer Room

Platinum Room Level 3



Platinum Lounge and Breakout Rooms Level 2



Welcome

On behalf of the SEQUAL Development Partnership I welcome you to this conference.

The SEQUAL Development Partnership is drawn from Higher Education Institutions in England, Scotland and Wales that have experience in community education, development and regeneration and works in association with other nationally focused organisations in the public, private and voluntary sectors.

Based on an empowering approach, each partner is working with local employers and community groups to understand the complexities of discrimination related to equal access to a labour market that is "open to all". The project is working thematically on discrimination related to

- Gender and Class
- Sexual Orientation
- Disability
- Race and Ethnicity
- Religious and Political Belief
- Age
- Cross Cutting Issues, such as Language and Geographical Discrimination

The SEQUAL project is researching practical community interventions to enhance understanding and articulate complex and vital issues for strategy and policy development.

Through high calibre presentations and case study analysis, this conference will address the issues central to combating discrimination and promoting inclusion in the workplace. It will hear from the researchers and policy makers who are committed to ensuring equality for all.

We invite you to join in the discussion and contribute to the proceedings.



Nicholas Walters
Senior Staff Tutor in Political, International and Policy Studies, University of Surrey
SEQUAL Project Manager

The SEQUAL Development Partnership is part funded by the European Social Fund under the EQUAL Community Initiative Programme.

Tackling Discrimination and Promoting Employability: Combating Social Exclusion

Agenda (subject to change)

DAY 1 - 20th October

09:15 Registration and Refreshments

Session One: Introduction and Overview

10:00 Introduction and Welcome from Chair

Meri Huws, Chair of the Welsh Language Board

10:10 Combating Social Exclusion

David Simmonds, Director, Centre for Economic and Social Inclusion

10:40 Keynote Speech

Chris Pond MP, Parliamentary Under Secretary, Department for Work and Pensions

11:10 Questions and Discussion

11:30 Refreshments

11:45 SEQUAL in Action

Nicholas Walters, Senior Staff Tutor in Political, International & Policy Studies, University of Surrey – SEQUAL Project Manager

Session Two: Seminar Sessions

(12:00 to 13:00)

During these sessions, findings and emerging issues from the research will be presented from each of the Universities involved in the SEQUAL project. Delegates are asked to choose one of the six sessions from those listed below. Places are allocated on a first come, first served basis.

1. Gender and Class (& Ethnicity)

Mick Carpenter, Reader in Social Policy University of Warwick

2. In or Out? Sexual Orientation and the Employability Agenda

Dr Anne Bellis, Lecturer in Continuing Education and Research Fellow, University of Sussex

3. Disability

University of Bristol SEQUAL Team: CACS, Norah Fry Research Centre and Centre for

Deaf Studies

4. Race & Ethnicity: Asylum Seekers & Refugees

Dr Louise Archer, Reader in Compulsory and Post-Compulsory Education in the Institute for Policy Studies in Education, London Metropolitan University

Azar Sheibani, Head of Refugee Assessment and Guidance Unit (RAGU), London Metropolitan University

5. Age Discrimination

This session will be divided in two, one focussing on age discrimination faced by older people, the other by younger people

Pamela Clayton, Research Fellow in Adult Education, Department of Adult and Continuing Education, University of Glasgow

Belinda Freda, Project Officer, University of Surrey

6. Cross Cutting Issues:

Language, Geographical Exclusion/Inclusion

Brec'hed Piette, Senior Academic Co-ordinator, Department of Lifelong Learning, University of Wales, Bangor

Rhian McCarthy, Researcher, Department of Lifelong Learning, University of Wales, Bangor

13:00 Buffet Lunch

Session 3: Seminar Sessions (14:00 to 15:30)

Delegates are asked to choose one of the 6 sessions from those listed below. Places are allocated on a first come, first served basis.

7. Supporting Equal Opportunities

Dr Pamela Clayton, Research Fellow in Adult Education, Department of Adult and Continuing Education, University of Glasgow University of Bristol SEQUAL Team: CACS, Norah Fry Research Centre and Centre for Deaf Studies

8. Empowering Unemployed People

Mick Carpenter, Reader in Social Policy,

Wednesday 20th October

ExCel London Exhibition and Conference Centre, Docklands, London E16

University of Warwick

9. Race and Ethnicity and Religion and Political Belief: Settled Communities

Stuart Speeden, Head of the Centre for Local Policy Studies, Edge Hill College

10. Evaluation and Understanding

Tim Sims, Evaluation and Training Director of Total Improvement Process Ltd

11. Transnationality in Practice

Nicholas Walters, Senior Staff Tutor in Political, International and Policy Studies, University of Surrey

Sarah Lee, Chief Executive, Capacity Unlimited, London

12. Closing the Gap: The Relationship Between Research and Practice

Dr Anne Bellis, Lecturer in Continuing Education and Research Fellow, University of Sussex

Azar Sheibani, Head of Refugee Assessment and Guidance Unit (RAGU), London Metropolitan University

15:30 Refreshments and Close

DAY 2 - Thursday 21st October

09:15 Registration and Refreshments

10:00 Welcome and Introduction by Chair

Juliet Morris, Journalist and Broadcaster

Session One: Would the EU Green Paper on Discrimination in Employment Work In Practice?

10:10 Setting the Scene: How Far Have We Come?

Claude Moraes MEP, Labour Member of the European Parliament for London

10:35 Turning Policy into Practice: The Impact of the EU Green Paper

Simon Lambert, Associate Solicitor, Eversheds

11:00 Questions and Discussion

11:20 Refreshment Break

Session Two: Looking To The Future: Is a Commission for Equality and Human Rights the best way forward?

11:50 Equality Standards: A Fair Deal at Work
Stuart Speeden, Head of the Centre for Local Policy Studies, Edge Hill College

12:15 Questions and Discussion

12:30 Buffet Lunch

13:30 The Role of the New Commission for Equality and Human Rights

• **Sexual Orientation**

Persia West, Founding Partner, A Place at the Table

• **Human Rights for Race Equality**

Karen Chouhan, Director, 1990 Trust

14:00 Questions and Discussion

Session Three: Human Rights Legislation - Is It Having The Desired Impact?

14:20 The Human Rights Act: A Great Success
Bill Bowring, Director of Human Rights and Social Justice Research Institute, London Metropolitan University

15:05 The Impact for Disadvantaged Groups in the United Kingdom

Anna Edmundson, Deputy Director, British Institute of Human Rights

15:30 Questions and Discussion

15:45 Close of formal proceedings

(closing remarks from Chair/Sequal)

Optional Networking Session (15:45 - 16:45)

Delegates are welcome to take this opportunity to meet many of the speakers who have delivered speeches at the conference as well as representatives from user groups. It provides an informal networking opportunity and delegates should feel free to come and go as they please in these sessions.

16.45 Close of conference

Conference Producers

Neil Stewart Associates

PO Box 39976
2nd Floor, 1 Benjamin St
London EC1M 5YT

tel: 020 7324 4330 fax: 020 7490 8830
e-mail: info@neilstewartassociates.co.uk
website: www.neilstewartassociates.com

Speaker Biographies

Meri Huws

Chair of the Welsh Language Board

Meri Huws is a former Chair of the Welsh Language Society and served as a member of the Welsh Language Board during the mid-nineties.

Meri Huws is also well respected within the field of education in Wales in the University of Wales, Bangor, as Head of the Lifelong Learning Department and in the University of Dublin, Ireland. Her experience will undoubtedly enhance the Boards wide-ranging work within that subject.

David Simmonds

Director

Centre for Economic & Social Inclusion

Dave Simmonds is a Director of the 'Centre for Economic & Social Inclusion' (Inclusion), which is a recent merger between the Unemployment Unit & Youthaid, and the Centre for Social Inclusion (CSI). Dave has been involved in social exclusion, labour market, and regeneration policy for the last 16 years. He has sat on a wide range of task groups and advisory groups over the years from the MSC, European programmes, TECs, and New Deal.

He was a Special Advisor to the House of Commons Select Committee on Education and Employment. He was co-author of 'Employability Through Work' and 'Regeneration Through Work' - one of the key reports influencing the development of Personal Job Accounts, and transitional employment.

Recently, Dave has advised the Department for Work & Pensions on the development of Employment Zones and Action Teams, and authored the report of the prototype Employment Zones. He is presently advising on the development of proposals for the very hardest-to-help. Dave has undertaken a wide range of work for local partners, for example: Action Teams; local New Deal evaluations; job rotation pilot with Ford UK. Dave leads for Inclusion on the New Deal Innovation Convention, which attracted 800 delegates to Liverpool last June.

He set up the Centre for Social Inclusion five years ago as an independent organisation to promote new policy, sharing best practice and better information on social inclusion issues. Previously he was interim Director for England at the National Lottery Charities Board, and before that he was Director of Policy for the National Council for Voluntary Organisations.

Chris Pond MP

Parliamentary Under-Secretary
Department for Work and Pensions

Chris Pond MP is the Parliamentary Under Secretary of State for Work at the Department for Work and Pensions. He was appointed in June 2003.

Mr Pond was a member of the Social Security Select Committee from 1997 to 1999.

He has been the Member of Parliament for Gravesham since 1997.

Mr Pond was educated at Sussex University studying Economics.

Before entering Parliament, Mr Pond held a number of academic posts, specialising in

economic issues. He was Director of the Low Pay Unit between 1980 and 1997.

He also has responsibility for:

- International Relations
- Departmental European Union business
- Housing and Council Tax Benefits
- Bereavement Benefits
- Social Fund
- Debt Management Policy
- Anti - Fraud work
- Direct Payments
- Job Seekers Allowance
- Income Support for people of working age
- Better Buildings
- Pensions Legislation (Support)

Mr Pond takes a lead in the Commons on:

- Child Support Agency
- Poverty and Social Exclusion
- Green issues

Mick Carpenter

Reader in Social Policy
University of Warwick

Mick Carpenter is a Reader in Social Policy at the University of Warwick. He has worked at Warwick since 1981 and researched and published widely in the field of health and social policy, and public services industrial relations. His current research is focused on a range of action and evaluation projects all aimed at combating health and social exclusion in Coventry, with a particular emphasis on gender, class and ethnicity, the lessons of which are being relayed to local, national and EU policy makers.

Dr Anne Bellis

Lecturer in Continuing Education and
Research Fellow
University of Sussex

Dr Anne Bellis has worked at the centre for Continuing Education, University of Sussex, for nine years, involved mainly in community development and widening participation initiatives. She has worked in partnership with a number of organisations to develop community-based education programmes for a range of socially excluded groups in Brighton and other parts of Sussex.

In 2000, she completed her D Phil, 'Race, Language and Culture in Adult Education', which explores the experiences of refugees and other bilingual speakers in the post-compulsory education system. She has been a researcher on the SEQUAL project since October 2002. She is also currently a research fellow on the Refugee Employment and Progression project at University of Sussex, and convenes a part-time certificate for voluntary sector managers.

University of Bristol Sequal Team

CACS, Norah Fry Research Centre and
Centre for Deaf Studies

The Workshop Leaders, Dr Val Williams and Mrs Debby Watson, are researchers from the Norah Fry Research Centre at the University of Bristol. Established in 1988, the Centre is concerned with the evaluation and development of services for people with learning difficulties and is one of the leading centres in the United Kingdom for research into services in this area.

There will be contributions by Elisabeth Standen and Claire Wickham from the

University of Bristol's Centre for Access and Communication Studies and from Steve Bullock, Robert Johnson and Anna Lickley who are disabled consultants.

The third partner in this strand is the Deaf Studies Trust. Set up in 1984 to develop projects in the area of Deaf Studies, the Trust's main principles are communication and understanding, through which they attempt to enhance and improve the quality of Deaf people's lives and their contribution to society.

Dr Louise Archer

Reader in Compulsory and Post-Compulsory Education
Institute for Policy Studies in Education
London Metropolitan University

Dr Archers's research focuses on social identities and inequalities in relation to 'race'/ethnicity, social class and gender.

She is author of 'Race, Masculinity and Schooling: Muslim boys and education' (Open University Press, 2003).

Stuart Speeden

Head, Centre for Local Policy Studies
Edge Hill College

Stuart Speeden is Head of the Centre for Local Policy Studies. His work focuses mainly on Equality and Diversity policy and practice, social inclusion, participation and regeneration. He is joint author of the Equality Standard for Local Government, the principle policy framework for mainstreaming equality in local services. In the past five years he has worked extensively on equality themes, including two major reports for the CRE.

He is currently involved in a number of

research projects and policy initiatives around equality and social inclusion. The work with SEQUAL has focused on employment, race and ethnicity.

Dr Pamela Clayton

Research Fellow in Adult Education
Department of Adult and Continuing Education
University of Glasgow

Dr Pamela Clayton is a sociologist who has worked at the Department of Adult and Continuing Education, University of Glasgow on issues of social exclusion since 1994. She has been involved in European research since 1996.

Belinda Freda

Project Officer, Department of Political, International & Policy Studies
University of Surrey

Belinda Freda studied History with Russian (BA) and then International Relations (MA) both at the University of Sussex. She has worked as a Project Officer at the University of Surrey, on EU funded projects for over 6 years. The issues she has worked on include, refugee community group capacity building, voluntary repatriation and discrimination in employment. Her current work on and with young people has attempted to explore other and wider issues through approaching 'youth' as a whole rather than focusing on a particular sub-group or issue, such as homeless young people or skills gaps. Such an approach challenges traditional views of what is and who are the 'disadvantaged'.

Brec'hed Piette

Senior Academic Co-ordinator
Department of Lifelong Learning
University of Wales, Bangor

Brec'hed has worked as an educational researcher at both UCW, Aberystwyth and Cardiff University and subsequently as a lecturer in Communication Studies at Sheffield Hallam University. Since 1998 she has worked as academic co-ordinator at the Department of Lifelong Learning, University of Wales Bangor. She obtained a PhD on the topic of bilingualism in young Welsh/English children, and has published on bilingualism, Welsh Women's identity, and lifelong learning and cultural identity. Brec'hed is currently working on two research projects, the SEQUAL project researching issues of employability and discrimination looking particularly at issues of geographical isolation, language and mental health. The other project is funded by Leonardo and is concerned with developing APEL processes in the Care sector, working with several European partners.'

Rhian McCarthy

Researcher, Department of Lifelong Learning, University of Wales, Bangor

Rhian works in the Department of Lifelong Learning, University of Wales, Bangor as the Researcher for the Sequal project. Her role is to undertake fieldwork with marginalised community groups and local employers to gather evidence and understanding of the complexities of discrimination related to equal access to a labour market that is "open to all". Rhian has worked on an ESF/Communities First funded project jointly managed by the Community Development Unit, University of Wales, Bangor and Humanities and

Social Sciences Unit, University of Glamorgan, which resulted in the publication of findings examining learning for community development in Wales.

Rhian has worked extensively in the field of Adult Education, working on community learning projects.

Tim Sims

Evaluation and Training Director of Total Improvement Process Ltd

Tim is Evaluation and Training Director of Total Improvement Process Ltd which focuses on change driven by the people working at the front-line of an organization. For the last 15 years he has been developing approaches to action-centred evaluation as well as team-facilitation and leadership coaching.

Since 2000 he has worked a lot with Birmingham Race Action Partnership, with DfES on equalizing early education opportunities, with community groups and projects involving people who seek more power and influence over their lives. In 2000 he was part of a small team evaluating the policy, practice and innovation impact of 5 years of some EU funded innovation for DfES policy people.

He was external evaluator of a recent European project looking at policy impact of evaluation, is also very involved in developing new participative evaluation tools and has contributed ideas to the design of a new training handbook for European evaluators.

He is currently advising the EU Commission, ECOTEC and the Polish government on how to maximize the impact of EQUAL projects.

Nicholas Walters

Senior Staff Tutor in Political, International and Policy Studies, University of Surrey
SEQUAL Project Manager

Nicholas Walters is Senior Staff Tutor in Educational Studies at the University of Surrey. He has been active in transnational partnership work for over 15 years, and is now engaged in transnational evaluation methodology and its policy impact. He is manager of the SEQUAL project and secretary of the FACETS transnational partnership.

Sarah Lee

Chief Executive
Capacity Unlimited, London

Sarah Lee has extensive experience within the field of community regeneration. She has been responsible for the management of major regeneration programmes and has over fifteen years community development experience. Sarah created the company Capacity Unlimited in 1994 as a response to the design of economic development initiatives for the voluntary and community sector, such as the Ethnic Minority Grant and subsequently the Single Regeneration Budget. As the company has developed, Capacity Unlimited has become more involved in the evaluation of regeneration. The company has worked closely with the University of Surrey to design methodologies targeted at programmes designed to meet the needs of excluded communities.

Azar Sheibani

Head of Refugee Assessment and Guidance Unit (RAGU)
London Metropolitan University

Azar Sheibani is the Head of Refugee Assessment and Guidance Unit (RAGU) based at London Metropolitan University. She has worked at RAGU since its inception in 1995. For the past 12 years, she has worked in the refugee sector managing various projects at national and transnational level. Before entering the refugee field, she was a full time researcher. She is currently involved in several research projects as the researcher/co-ordinator. Her publications include "Ethnic Monitoring in Higher Education" and "Franchising and Higher Education".

Juliet Morris

Broadcaster and Journalist

Juliet is a major voice of BBC Radio 5 - with authority, journalism and a quick wit - a heady mix for radio.

Juliet ended 2000 with a new series of BBC TV's House Detectives which explored the history of houses through the architectural clues generations of occupants had failed to eradicate - and the Victorian Roadshow which looked back at the glories of that most optimistic of ages.

In 2001 she fronted the re-launched Heaven and Earth Show (again live) and again embraced history with a look at classic travel in Vintage & Veteran (Meridian)

Juliet took a major part in BBC TV's live Millennium Night.

For BBC's Breakfast News, Breakfast News Extra and BBC TV News, Juliet brought a

sure touch to one of the most testing jobs in live television, a skill further demonstrated with the studio audience of the topical live magazine show - Here & Now.

Her honest eye lent substance to three series of The Travel Show, she presented heroics for 999, sleuthed for Good Fortune and fronted the Good Food Show.

For BBC TV's Newsround Juliet added a stunning series of reports for Newsround Extra including a chilling portrait of children living in Columbia's sewers.

Juliet shines on the big live occasions - as in BBC TV's coverage of VE Day or the Opening of The Channel Tunnel. In '99 her presentation of The Whitbread Literary Awards was outstanding.

From the start of her career at BBC SW's Spotlight Juliet built a solid reputation as interviewer and investigator tackling projects of complexity and gravitas. Testimony to her sure touch was her '99 Panorama report on suicide amongst young men.

Claude Moraes MEP

Labour Member

European Parliament for London

Claude Moraes MEP was elected to the European Parliament for London in 1999 and again in 2004 where he led the London List of candidates. One of the first Asian MEPs ever elected to the European Parliament, he was previously Director of JCWI, the national immigration and refugee charity. Before that, he was a national officer at the TUC, a representative to the European TUC, House of Commons adviser to MPs John Reid and Paul Boateng, and a CRE commissioner. With a legal background, he has campaigned and

written widely on human rights issues including co-authoring the Politics of Migration (Blackwells 2003).

Background in Human Rights and other key areas:

Claude Ajit Moraes was born in Aden of Indian parents and was an immigrant to the UK aged 5. He grew up in Dundee and Stirling and studied Scots and English Law, Administrative Law and International Law at Dundee University, London University (Birkbeck College) and the London School of Economics.

Claude has worked in London since 1987, first for Dr John Reid MP and Paul Boateng MP in the House of Commons, and then as a national policy officer at the TUC's Congress House where he was also a representative to the European TUC working on social policy and employment issues. In 1992, he was appointed Director of JCWI, the UK's only national independent organisation working on immigration, refugee and EU free movement issues. Here he helped raise the profile of these sensitive issues and was involved in key High Court, Court of Appeals, and European cases on asylum and in key immigration campaigns. He was appointed a CRE Commissioner in 1998, and has maintained a strong involvement in the local and national voluntary and NGO sectors, and in the trade union movement.

Elected in 1999 to the European Parliament, he was one of the first group of Asian MEPs ever elected to the European Parliament and London's first ethnic minority MEP.

In the European Parliament he is a member of the Employment and Social Affairs Committee, Civil Liberties, Justice and Home Affairs Committee, President of the Intergroup on Anti-Racism and Diversity,

Co-President of the Intergroup on Ageing, and active on the issues of regeneration and social exclusion; older peoples' issues, human rights; rights at work; international development issues; and justice and home affairs including migration. One of only a handful of ethnic minority MEPs elected to the European Parliament, Claude is an expert on the rise of the Far Right and writes regularly on this and human rights issues.

Simon Lambert

Associate Solicitor
Eversheds

Simon advises both public and private sector clients on all aspects of contentious and non-contentious employment law, ranging from the employment law implications of business acquisitions, through to discrimination claims, unfair dismissal cases and industrial relations matters. Simon has particular experience of advising clients within the education and local authority sector.

He regularly represents clients in Employment Tribunal proceedings and recently appeared as an advocate on behalf of a client in the London Central Employment Tribunal in a seven day hearing involving unfair dismissal, race discrimination and race victimisation. He has also appeared as an advocate before the Employment Appeal Tribunal and has conducted pro bono contentious work in partnership with the Equal Opportunities Commission

Persia West

Founding Partner
A Place at the Table

Persia West is a founding partner in A Place at the Table, which provides consultancy, training, and creates events around the theme of wider inclusion in employment.

Her background of over twenty five years in training and public speaking, combined with her role as ex-trustee of The Gender Trust, the national charity dealing with issues of gender, trustee of Spectrum, the Brighton and Hove Lesbian Gay Bisexual Transgender Forum, gives a background strength to her communication skills.

As a trans-woman she has represented transgender people at ministerial level in Whitehall, and with the US Senate and House of Representatives on Capital Hill, Washington DC.

Her most recent radio broadcast was as a panel member on BBC Southern Counties Radio 'The Great Debate', a ninety minute live discussion on lesbian women's issues, and has previously broadcast on radio and TV, including the BBC Evening News.

Her interest and passion lies in the field of practiced and active equality for all people, with a particular focus on gender issues and women at work.

A Place at the Table

Tel: 01273 243862 or 07733 040895

Karen Chouhan

Director
1990 Trust

Karen is the Chief Executive of the 1990 Trust (a national Black Non-Government Organisation and a charity). The Trust specialises as follows:

"Simultaneous engagement with the grassroots and with elite processes of policy formulation is almost universally seen as the basis of the unique relevance and power of the 1990 Trust in challenging racism and promoting equity."

(Quote from the 2001 Strategic Review of the 1990 Trust conducted by external consultants)

The Trust is particularly concerned with active networks of Black people for ensuring the delivery of Race Equality.

Karen Chouhan was born in Pakistan and grew up in London before going to Leicester to study for a philosophy degree. After completing her masters degree in "Race' And Community Studies" in Bradford at the height of Black British political activity she became a founder member of the Black members' organisation of NALGO (now Unison). She was also a founder member the National Black Caucus, the 1990 Trust and of Belgrave Baheno women's organisation, Leicester, now owners of a multi-million pound organisation called The Peepul Centre of which she is chair. She is the Vice chair of the Black Londoners forum, vice chair of the UK Race in Europe Network, a board and council member of Liberty (the leading civil rights NGO, a board member for Sport England, (East Midlands) and an executive member of the National Assembly Against Racism.

For 12 years she was a senior Lecturer at Leicester's De Montfort University where she was the programme leader for the MA in Community Education. She was particularly involved in developing partnerships for change between academia and grass roots activism in Black communities.

She has also worked in local government for seven years where one of her principal interests was the development of Black workers groups and the civic engagement of local communities.

Bill Bowring

Director of Human Rights and and Social Justice Research
London Metropolitan University

Bill Bowring is Professor of Human Rights and International Law, and since joining London Metropolitan University in 2000, has created the Research Institute in Human Rights & Social Justice, and the LLM in Human Rights.

He has published books, journal articles and chapters in edited collections on topics of domestic and international human rights, and Russian law, in which he is an expert.

He is also a practising barrister, with Chambers in Gray's Inn. He now represents clients in cases before the European Court of Human Rights, against Turkey, Latvia, Estonia, and Russia. He helped found the European Human Rights Advocacy Centre (EHRAC), part of the Institute, for which he obtained 1 million euros from the EC, for three years funding. The project, whose partners are the Human Rights Committee of the Bar of England and Wales, and the leading Russian NGO "Memorial", employs three staff in London, and 9 in Russia,

including lawyers in Chechnya, Ingushetia and other regions. It now represents applicants in more than 50 cases at the European Court of Human Rights in Strasbourg.

Prof Bowring acts as an expert for the UK government, as well as for international organisations including the United Nations, the Council of Europe, the Organisation for Security and Cooperation in Europe (OSCE), and the European Union. He travels frequently, especially the countries of the Former Soviet Union.

He is a member of the Council of Liberty (the National Council for Civil Liberties), an Executive Committee member of the Bar Human Rights Committee, and a Trustee of the Redress Trust, which works for reparation for torture survivors

Workshops (12.00-13.00)

1. Workshop: Gender and Class (& Ethnicity) **Leader: Mick Carpenter**

This participative workshop explores the ways in which structural disadvantage associated with class and gender (and 'race') inequality are constraining, but can be partially tackled by community based approaches which are holistic and individually tailored to the needs of unemployed people. This claim is informed by emerging findings from qualitative research with agencies and clients in Coventry

Workshop participants will then be invited to share their own experiences, and the extent to which they are similar or different from the Coventry research. The workshop will then identify key issues for local good practice and wider policies at local/regional, national and European levels.

2. Workshop: 'In or Out? Sexual orientation and the employability agenda' **Leaders: Anne Bellis, Teresa Cairns, Susan McGrath and Alastair Fairley**

This workshop will explore issues of employability and discrimination in relation to sexual orientation. It will report on research into the experiences of people from the lesbian, gay, bisexual and transgendered (LGBT)

communities in Brighton&Hove and Hastings and reflect on some of the issues raised by the research.

The aims of the workshop are to:

- present the background to the research and some of the key findings
- report on ongoing work to promote good practice and awareness of recent equalities legislation, including the production of an 'Equalities Tool-Kit'
- provide opportunities for participants to share their views and experiences

3. Workshop: Disability **Leaders: University of Bristol Sequal Team: CACS, Norah Fry Research Centre and the Deaf Studies Trust**

The Workshop on Disability will focus on the work that has been undertaken on the discrimination that Deaf and disabled people face when trying to enter the labour market. The key messages from the research so far will be illustrated by personal accounts from disabled consultants and there will be the opportunity to address questions to the panel of workshop contributors.

4. Workshop: Race & Ethnicity: Asylum Seekers and Refugees **Leaders: Louise Archer and Stuart Speeden**

This workshop will present and invite discussion on findings arising from our research on barriers to employment for refugees and asylum-seekers in London. This research has been conducted jointly by the Refugee Assessment and Guidance Unit (RAGU) and the Institute for Policy Studies in Education (IPSE), both at London Metropolitan University. The workshop will focus in particular on how issues around 'race', culture, ethnicity and

racism impacted on refugees/asylum-seekers entry and participation in the labour market.

5. Workshop: Age Discrimination - Older People

Leader: Dr Pamela Clayton

The workshop on Older People will consist of a brief introduction to age discrimination, followed by a structured group discussion by participants on the issues of re-employment, labour market return and labour market retention with regards to people aged 45 and above.

5. Workshop: Age discrimination -Young People

Leader: Belinda Freda

The workshop will be as interactive as possible. A short presentation of some of the issues and themes emerging so far will set the scene. Group work will follow in order to discuss specific issues surrounding employment, employability and discrimination vis-à-vis young people, allowing for participants to contribute their ideas, experience and examples of good practice. The aim is to exchange ideas and produce recommendations in order to effect and inform policy.

Specific questions for group work will be

- How can we make young people more employable: roles and responsibilities?
- What more should employers be doing: investment?
- Will age discrimination legislation only bark or will it bite: informing contents and regulation?

6. Workshop: Cross Cutting Issues: Language and Geographical Exclusion/Inclusion

Leaders: Brec'hed Piette and Rhian McCarthy

The workshop will draw on research carried out in North Wales, by the University of Wales, Bangor and will also draw on research from other Sequal partners. The workshop will look at the relationship between geographical isolation and employability and also issues of language and employability. The workshops will include a short address by Meri Huws, Chair of the Welsh Language Board and Head of Department of Lifelong Learning, University of Wales, Bangor. It is intended that the workshop will provide the opportunity to discuss the emerging findings of the research and seek participant's views on possible solutions to the barriers faced in the context of the research.

Workshops (14.00-15.30)

7. Workshop: Supporting Equal Opportunities **Leaders: Pamela Clayton and University of Bristol** **Sequal Team: CACS, Norah Fry Research Centre and the Deaf Studies Trust**

The workshop on Equal Opportunities will include a brief introduction to the topic, followed by examples related to disability and structured group discussion on the implementation of equal opportunities legislation.

8. Workshop: Empowering unemployed people **Leader: Mick Carpenter**

The EU's Equal Programme puts considerable emphasis on the need to work in empowering ways with unemployed people. The SEQUAL project has been examining what this means for daily practice, and the wider policies needed to make empowerment a reality. Is empowerment just a buzzword that is bandied about, a slippery concept meaning different things to different people? Is social inclusion through employment always empowering? This participative workshop will explore these and other issues and explore whether it is possible to reach a consensus definition of empowerment in order to develop standards of good practice.

9. Workshop: Race and Ethnicity and Religion and Political Belief: Settled Communities **Leader: Stuart Speeden**

The Centre for Local Policy Studies has worked closely with London Metropolitan University. The two centres have worked around two themes, Race & Ethnicity and

Religious & Political Belief but with separate work packages and research goals. The CLPS research has been concerned with settled Black and Minority Ethnic communities in the North West and London Metropolitan have focused on New Migrants and Asylum Seekers. The workshop to be led by Stuart Speeden (CLPS) will focus on the work that has been conducted with a range of projects working with Black and Asian women, mostly in the North West. The workshop will look at the barriers to work presented by gender and cultural background and will examine the best practices that have been identified through the projects in helping women make the journey to employment.

10. Workshop: Evaluation and Understanding **Leader: Tim Sims**

It can be argued that evaluation of projects dealing with social issues in the UK is not well-focused on policy and policy development. Nor, often, are the projects they evaluate! My approach to the workshop will be briefly to offer some reference points for

- looking at evaluation as a change tool
- recognising why evaluation may have rarely influenced policy
- looking at some issues in crafting evaluation to help projects make a policy impact

I shall then structure some interaction which pools the wisdom of seminar participants towards some concrete options for shaping evaluation to influence policy.

11. Workshop Title: Transnationality in Practice

Leaders: Nicholas Walters and Sarah Lee

The workshop on Transnationality will reflect on practice of transnational partnership working from a range of different models and introduce a new paradigm that has been developed to evaluate transnational collaboration. At a time when partnership working is being encouraged on many fronts, EU policy emphasises the added value of transnational perspectives, but when transnational partnerships deliver additional value, how can this be described, measured and recognised.

12. Workshop title: 'Closing the gap: the relationship between research and practice'

Leaders: Anne Bellis and Azar Sheibani

This workshop will outline the main research methods used across the Sequel partnership. It will reflect on issues raised by conducting research with socially excluded groups, and its role in promoting good practice.

The aims of the workshop will be to:

- focus on research methodology rather than findings
- consider some of the constraints and challenges of community-based research, including issues of 'empowerment'
- reflect on the role of the 'practitioner-researcher'
- provide an opportunity for participants to share their views and experiences

General Information

Badges

Your delegate badge is your passport to the conference, please ensure you wear your badge at all times and make sure you keep hold of it if you are coming back for the second day

Registration Desk

If you have any queries during the Conference, please do not hesitate to visit the Registration Desk, it will be staffed throughout the event and we shall be happy to help.

A message board will be located near the Registration Desk. The telephone number for ExCel London Exhibition and Conference Centre is 020 7069 4000; please then ask to be transferred to the Tackling Discrimination and Promoting Employability Conference registration desk.

Cloakroom

There is a cloakroom situated on Level 2 of the Platinum Suite

Accessibility

All facilities are accessible for wheelchair users

The front half of the main conference room is fitted with a hearing loop

There will be a sign language interpreter on stage throughout the main conference sessions

Toilets

There are toilets located on Level 3 of the Platinum Suite; Disabled toilets are located on Level 2 of the Platinum Suite

Seminar Sessions

The locations for the seminars (Wednesday 20th) are listed below. Please sign up for seminar sessions in the catering area during the refreshment breaks.

Seminar Sessions (12.00-13.00)

Seminar 1	Gender and Class (& Ethnicity)	Platinum Suite 1
Seminar 2	In or Out? Sexual Orientation and the Employability Agenda	Platinum Suite 3
Seminar 3	Disability	Platinum Suite 5
Seminar 4	Race and Ethnicity: Asylum Seekers and Refugees	Platinum Suite 6
Seminar 5	Age Discrimination (Older People)	Platinum Suite 4
Seminar 5	Age Discrimination (Younger People)	Platinum Suite 4
Seminar 6	Cross Cutting Issues: Language, Geographical Exclusion/Inclusion	Platinum Suite 7

Seminar Sessions (14.00-15.30)

Seminar 7	Supporting Equal Opportunities	Platinum Suite 3
Seminar 8	Empowering Unemployed People	Platinum Suite 1
Seminar 9	Race and Ethnicity and Religion and Political Belief: Settled Communities	Platinum Suite 5
Seminar 10	Evaluation and Understanding	Platinum Suite 6
Seminar 11	Transnationality in Practice	Platinum Suite 4
Seminar 12	Closing the Gap: The Relationship Between Research and Practice	Platinum Suite 7

Refreshments, Lunch and Networking Session on Thursday 21st October

All refreshment breaks and the standing buffet lunch on both days will be served in Platinum Suite 2. If you have arranged a special dietary meal then please make yourself known to the catering staff.

Prayer Room

If you require the use of a Prayer Room at any time throughout the two days please make your way to the Titanium Room on Level 3 of the Platinum Suite

Evaluation Form

We would be most grateful if you could find some time during the Conference to complete the Evaluation Form inside the delegate pack and return it to the Registration Desk.

Speakers Papers

We request papers from all our speakers prior to the conference and any received in advance will be included in the delegate pack. If we receive any papers during the day, copies will be available for collection at the Registration Desk.

Security

Please keep all personal belongings with you at all times. Neil Stewart Associates and ExCel London Exhibition and Conference Centre cannot be held responsible for the loss or theft of any items from the conference.

We very much hope that you will enjoy participating in the Conference and thank you for supporting the event.

