



AoC first BME board member: a major breakthrough...

Congratulations to Elaine James, chair of Barking College, who became the first Black and ethnic minority (BME) person to be co-opted onto the Association of Colleges (AoC) board in July.

It has taken the AoC 10 years for it to agree to a BME person being nominated onto its board. Created in 1996 to be 'a single voice to promote the interests of further education colleges in England and Wales' some would argue that the AoC had not led by example in terms of committing to a diverse workforce at senior level.

Now, after continued lobbying by the Network to have a BME representative on its board, the AoC has accepted the nomination put forward by the Black chairs and Black principals within the sector. Margaret Morgan, chair of the AoC board, said: "We are delighted to welcome Elaine James as a co-opted member onto the AoC board. We look forward to working with Elaine and benefiting from her experience, knowledge and counsel."

Robin Landman, executive director of the Network for Black Managers, said: "The AoC has taken a momentous first step in an attempt to align its governors and senior management structure to the sector it represents.

"The significance of Elaine's nomination to the AoC board is the recognition by the AoC of the fact that the ethnic profile of the sector has changed from the time that the AoC was set up.

"Currently, nearly 20% of learners in the learning and skills sector are from BME communities. I think that this is a major breakthrough and is the first of what I hope will be a number of steps the AoC will take to demonstrate leadership in this regard."

During her four-year appointment as an AoC board member, Elaine intends to ensure that there is a voice for BME staff and learners in the FE sector on the board.

"I would like to see a time when more BMEs are represented on the board," said Elaine. "I would also like to see more student involvement; I think that it is important for them to make their contribution to the way FE should be run, for them to shape the future of FE."

Elaine brings with her a wealth of experience: a university graduate with a Masters in Social Enterprise Management and Development, she has had a variety of roles which include involvement in community development initiatives to transnational initiatives with partner organisations in Sweden. She has done extensive work within education, primarily working with disadvantaged learners.

"This role will not be without its challenges, but I'm up for it," said Elaine. "It will be difficult because being the only BME representative on the board will be a lonely role. I will need the support of the Black chairs and principals in the sector and will rely on them to keep me informed of any issues and any messages that need to be taken forward.

"If people, both black and white, can put their support behind the Network then things will begin to move in the right direction.

"In time I would like to see this model replicated across other employment sectors."



Dear NbM...

letter

Dear Network for Black Managers

At a recent NbM event I had the opportunity to meet and talk to a number of colleagues. Some of them echoed my views that, although it is nice to have the opportunity to network with Black colleagues, the places where the events take place seem to have a bias in terms of location; mostly London and occasionally Birmingham. I am prepared to travel, but I know most of my colleagues who would benefit from these occasions will not. Is there any chance of spreading Network events to other areas of the country so that all Black staff in the sector can benefit?

Regards

Dev, Hertfordshire

Reply

Dear Dev

The Network's reach is rapidly expanding to all areas of the UK. Whilst we would like to hold events in every region, we are somewhat limited by the number of regional co-ordinators we have who currently work on a volunteer basis. However, the Network is prepared to hold events in areas where there is a demand, so if we are approached by members (individuals or corporate) who can gather a group of 15 or more BME colleagues from within the sector, we will accommodate as many activities as we can.

Robin Landman, Executive Director

Editor's Message...

Welcome to the first issue of NbM News for this new academic year. We anticipate that there will be a lot of changes in the coming year, and as always we intend being at the forefront when it comes to disseminating information to you.

At the end of last year I asked you to keep me informed of student success stories and some of you have done just that. As you will see we have devoted pages 8 and 9 to celebrating the success of some of our BME students. We wish this to be an ongoing celebration where we share in the achievement of our learners throughout the year, so please keep these stories coming in.

October is Black History Month and we have highlighted a few activities around it (page 12). However, we would like to see a time where acknowledgement of the contribution of Black and minority ethnic people are not restricted to one month in the year but is celebrated all through the year. If you are running any events that you wish other people to participate in please let us know.

As part of our commitment to the 2007 European Equal Opportunities for All (page 5) the Network will be running a variety of events around equality and diversity. Look out for the next issue where we will provide details of events for 2007.

How do you receive your NbM News? Each new issue should be sent to member colleges automatically. If you are not receiving your copy then we may need to establish a reliable contact within your organisation who is willing to distribute the newsletter to BME colleagues on our behalf. Any volunteers?

Lastly, I would like to personally congratulate colleagues who have recently been promoted; we have heard so many success stories of people moving forward, not just within colleges but also within key sector organisations. We wish you all good luck.

The copy deadline for the next issue is Friday 10 November 2006.

Jenny Morgan
Editor
jennym@nbm.org.uk



Network for Black Managers' AGM



Tuesday 21 November 2006

11am, Hall 11

**The International Convention Centre
(ICC)**

**Broad Street
Birmingham
B1 2EA**

As usual, we are delighted that AoC has maintained its generosity in offering free entry to the first day of its annual conference to a limited number NBM Black and minority ethnic (BME) members who would not otherwise be able to attend.

NBM Annual Dinner

As well as the AGM, we are once again hosting the **NBM Dinner**, this year at the **Blue Mango Restaurant, Regency Wharf, Broad Street**.

The Blue Mango boasts the finest Indian cuisine in Birmingham, and this year we are delighted that **Tribal**, our main private sector partner, is sponsoring our dinner. We will require a £20 per head as a contribution to the meal.

Book early to avoid disappointment

To reserve a place at both (or either) events, please email info@nbm.org.uk

T R I B A L

City of Wolverhampton College: Equality and Diversity in Action...



The City of Wolverhampton College goes further than most to ensure that equality and diversity is not merely a 'tick box' activity. Messages are not sent in sporadic campaigns; communication around equality and diversity is persistent and multidimensional.

NbM visited the college to find out why this institute stands 'head and shoulders' above others when it comes to the race equality agenda.

RESPECT for all

The RESPECT campaign is an integral part of the college culture. The word spells out the college's values: Respect, Empathy, Sensitivity, Partnership, Equality, Consideration and Tolerance.



Every individual is made aware that he or she is responsible for the impact that they have on others around them. The dynamic induction DVD that is intended for both staff and students has the visual impact that makes clear what standards are expected.

The college's 'What Does It All Mean To You' competition invites students to use different media such as art, music, catering and hairdressing in which they can express their thoughts and feelings about their place in Britain, and more specifically Wolverhampton, in today's society.

"We see this as part of students' development," said Pasvill Plummer, diversity coordinator. "It makes for open dialogue and helps to challenge assumptions. We believe that helping students to accept and share in the values that we as a college embrace will help them prepare for the wider society."

The Respect Campaign also includes displaying colourful, ethnically diverse posters promoting mutual respect. The college bus that transports students from campus to campus is also branded with the RESPECT campaign's values and images, thus promoting the message to the external community.

All staff responsible for student performance

The college has a robust system of evaluating and reviewing student performance data by ethnicity, gender and age. Curriculum areas set targets to improve the performance of groups who underachieve.

"We don't just collect data and then do nothing with it," said Pasvill. "We are transparent with our findings - everybody else can see what's happening and engage in discussions, so there is an incentive for everyone to try and raise the performance for every group that comes through the door."

"If a certain group is underperforming we ask the lecturer 'what are you doing about it?' Responsibility cannot be passed on, it must be shared. It is about changing mindsets, which isn't easy. We did meet with resistance but that has turned around now; people are more ready to embrace the concept of ownership because we put reason and logic behind it. They realise that it is not about us hitting them over the head with statistics, it's about finding out ways and sharing ideas about what we can do to improve low performance in some areas. We acknowledge and praise colleagues where there is clear evidence that things are moving well and celebrate their achievements."

Ground-breaking Staff Development training

The college has developed a unique diversity competencies training programme called Me, You, Us and Them.

"What we found was that, particularly around race issues, it was always about 'them'," said Sue Chambers, Vice Principal of Staff and Customers.

"What we are trying to do is get people to turn it around and look at themselves. We worked with Richard Majors, a psychologist who has worked with us for the last two years, and Dr Janet Helms from the Institute for the Study and Promotion of Race and Culture at Boston College in the USA, to develop the programme.

"The diversity competencies training incorporates a racial identity scale and an emotional intelligence scale. The whole premise of the programme is to enable people to help understand where they are coming from in relation to their own emotional intelligence and therefore to get them to be more open about their own racial identity.

"We piloted the programme last term and people did find it challenging because they were asked some very difficult questions; questions that people don't like to be asked or don't want to answer. It took them out of their comfort zone.

"We will be running two revised programmes this year and if we get it right, we feel that people will be more confident about being taken out of that comfort zone and being open about some of the race issues in relation to their own emotional intelligence and build on their own competencies on how they relate to other people."

We are good at developing Black staff but other colleges could do more

The City of Wolverhampton college has a track record of developing its Black staff. It is so good in fact that they have lost staff to other organisations.

"It's a real issue for us," said principal Ian Millard. "It's great to think that in the last two years we have seen half a dozen of our Black staff go to quite senior positions in other colleges. If we haven't got the senior positions within our organisations then at least we have them moving in the sector and I think that it is really important that the sector is seen to be moving in that direction.

"But at the same time I don't think that all institutions have the same level of priority and if there are only a small number of colleges who are really genuinely delivering on the race agenda, that means that there are a lot of other colleges out there who will just jump on and take rather than give back, and that does concern me.

"I believe that the investment we have made in the support and developmental opportunities that we give to Black staff will pay off really big for us in the long run because it contributes to our succession planning. It gives us that opportunity to say to staff that there is a real future for you at this college."

What makes the City of Wolverhampton college stand out in terms of race equality is the total commitment and personal involvement from the top.

"The principal is clearly a 'hands on' person and his enthusiasm impacts throughout the organisation," said our NbM correspondent. "The equality and diversity team are empowered to do their job, staff are encouraged to come up with their own ideas and are then allowed to run with them and all staff are given the skills and competencies they need to create an environment where there is equal opportunity for all and where students are able to flourish."



Robin's Column

It is a fitting coincidence that the tenth anniversary of the Network for Black Managers' creation falls in 2007, the European Year of Equal Opportunities for All.

In a long march with some false dawns and setbacks and a number of successes, we approach our tenth year knowing that any organisation that doesn't periodically reflect on its purpose is doomed to slide into irrelevance, so the NBM Board has been going through a fundamental review to ensure that the vision, values, scope and scale of our operations remain relevant to our corporate and individual members in our much-changed sector. We hope to re-launch the NBM at the AGM in November, and I am confident that the work of the Board will meet with the approval of our many stakeholders, and result in a modernised organisation that can meet the challenges of the 21st century.

The sector landscape has changed immeasurably since 1997, but despite changed attitudes to Race Equality, the facts remain bleak, with numbers of senior Black and minority ethnic (BME) staff remaining low despite significant changes to percentages. So, in the Year of Equal Opportunities for All we'll be redoubling our efforts to pressurise those that continue to "coast" on this aspect of social justice, and promote the efforts of those who are taking action. We'll be working hard to encourage BME professionals to take the LSC at its word and apply for posts in an organisation that appears to be seriously tackling its longstanding under-representation. At the same time, our partnership with the LSC will mean that we'll work with its senior staff to ensure a culture in which those who are appointed can succeed, by developing the skills of their managers to better understand the issues and challenges faced by BME staff in the workplace.

The LSC itself has demonstrated its intentions by formalising the partnership with NbM and BLI, and funding a shared post to liaise with us to deliver the desired outcome – a workforce that reflects the communities it serves. We'll do our part to ensure the success of this important endeavour.

The partnership with CEL continues to strengthen. The excellent First Steps to Leadership programme will this year be added to by a similar and complementary programme Next Steps in Leadership for those in middle management, and we also expect to work closely with CEL in the development and delivery of the compulsory Diversity Competence modules that were trailed in the White Paper. Like others in the sector, we will also be contributing a comprehensive response to QIA's Improvement Strategy consultation, and we want to see the strategy reflect a commitment so that Diversity is a core element in excellence, rather than the bolt-on that it has invariably been in the past. We will be seeking to work with colleagues at QIA to ensure that excellence in diversity begins at home, as well as being reflected in the guidance to the sector. We will also want to develop strong links with LSN and LLUK to jointly develop strategies to ensure that there is a "golden thread" of continuity across the entirety of our sector in its approach to social justice and the powerful role that we call all play, not only in skilling our workforce in the vocational sense, but also in those soft skills that are the glue of society.

Finally, I also want to take this opportunity to extend the heartfelt sympathy of NbM to April Carrol on the sudden and tragic loss of her husband Freddie this summer. April has been a stalwart of NBM for some time, including the work of the Curriculum & Quality Forum.



2007

European Year of Equal Opportunities for all...

The European Commission has proposed designating 2007 as the European Year of Equal Opportunities for All. The aim of this Initiative is to provide additional momentum for the EU anti-discrimination campaign and promote equal opportunities for all, while conveying a positive message about diversity. The Initiative goes beyond calling for equal rights and adopting laws to try and guarantee them, it is more about ensuring that equal opportunities are available for everyone in practice. It is about bringing about a social change in behaviour and mentality.

The Network for Black Managers has demonstrated its commitment to the equality agenda in Europe when it accepted an invitation to speak on the challenge for diversity in Europe at the European international conference in Helsinki last year.

This year and next, we will be showing our commitment to diversity at a pan-European level by wholly embracing the equal opportunity and anti-discrimination activities proposed for the 2007 European Year of Equal Opportunities for All initiative.

The activities during the Year will be based on four key themes:

- **Rights** – Raising awareness on the right to equality and non-discrimination and on the problem of multiple discrimination
- **Representation** – Stimulating debate on ways to increase the participation of groups in society which are victims of discrimination and a balanced participation of men and women
- **Recognition** – Facilitating and celebrating diversity and equality
- **Respect** – Promoting a more cohesive society

These four themes are already at the heart of what the Network does and we will be celebrating diversity with a series of events which will be published on our Web site.

For more information on 2007 – European Year of Equal Opportunities for all visit the European Commission Web site on http://ec.europa.eu/employment_social/equality2007/



>lsc

Leading learning and skills

LSC invests £160m in offender's education

A scheme that aims to reduce re-offending rates and help offenders gain meaningful employment will benefit from a £160 million cash boost in the coming year.

The Learning and Skills Council (LSC) will invest £130 million from the Department for Education and Skills, together with a share of an additional £30 million of funding sourced from the European Social Fund, to improve the quality and quantity of offender education.

The LSC, which took over responsibility for offender learning and skills across England at the end of July, will manage planning, funding and delivery of the new integrated offenders' learning and skills service (OLASS) across all nine of the country's regions. The intention of the new service is to implement a seamless Learning Journey for offenders in custody and the community.

One of the key priority targets will be offenders from BME communities. According to Government statistics, BME offenders are over-represented in the criminal justice system. In 2003, 25 per cent of the prison population

was from a minority ethnic group. More specifically, Black and Asian offenders are more likely to attend education and training in jails than white prisoners.

But with unemployment around twice as likely in Black and ethnic minority communities, BME offenders may face additional hurdles in obtaining and retaining employment. The OLASS proposal to improve the qualifications, skills and ultimately employment of all offenders may, accordingly, be of particular importance to minority groups.

"...That offenders, in prisons and supervised in the community, according to need, should have access to learning and skills, which enables them to gain the skills and qualifications they need to hold down a job and have a positive role in society." **OLASS Vision 2006**



College principal 'deeply impressed' after running First Steps course...

"I was flabbergasted at the positive impact the First Steps course has had on the delegates at Lambeth College. I have no doubt that this positive action programme for Black and minority ethnic (BME) managers is crucial, not only to the staff and the college but the FE sector as a whole."

Richard Chambers: Principal, Lambeth College

As with many colleges in London, Lambeth has been going through a difficult time; a number of redundancies have been made, and many of the staff taking redundancy are from BME communities.

Richard Chambers, principal at Lambeth College, decided to run the First Steps to Leadership programme inhouse after consultation with Robin Landman, the executive director for the Network for Black Managers and Deborah Persaud, programme leader, equality and diversity, at the Centre for Excellence in Leadership.

"The college had a need to develop managers and build capacity," said Richard. "We had the requisite number of staff in the target group and we had the resources to run the programme. Although it was short notice we decided to go ahead and run First Steps at the end of the summer term because, after such a difficult period, we wanted to end the year on a high.

"I cannot over state how deeply impressed I am. First Steps to Leadership is highly relevant in the world we are operating in. I first realised how powerful this course is when I attended the graduation ceremony. It was immediately apparent how motivated the delegates were, how much they had grown in confidence and how much they had developed as strategic thinkers.

"I noticed that they used different language; they spoke from a more informed point of view; they had a clearer understanding of policy and how it impacted on them and the work that they do, and how they could proactively make a difference. Amazingly, they had learned all this in a relatively short space of time. I have done a lot of management training and I have never seen such a strong sense of change development shared across an entire group.

"Running the course inhouse has also been beneficial: there is a sense of camaraderie; all 18 people within the group have been able to share their experiences with colleagues from other centres; they have been able to network and support each other in ways that would be difficult if they were on an external course.

"It is vital that, after having attended the First Steps programme, delegates are not left 'high and dry'. A key question is, how will it be sustained? I am working on a few ideas. I have already talked to delegates Delorine Green and David Simon, who will be setting up development groups in Continuous Professional Development, Employer Engagement and Skills, Student Support and 16-18s.

"These groups will be made up of a mixture of BME staff at all levels. I will also encourage First Steps delegates to be more involved with senior management, as it is important that what they have learned in policy is put into practice. I have talked with other colleges in London regarding allowing staff to practice in other institutions on development projects.

"Some of the delegates have already joined the Black Leadership Initiative mentoring programme. I would encourage more to do so and in addition we want to develop opportunities for coaching.

"I see in this group of colleagues the potential to do great things. They are the future of FE. In relation to succession planning in five, six, seven years, the world will be theirs.

"The advice I would give to other principals is, do it! I would be happy to speak to any principal who has any reservations."





'First Steps programme boosted my confidence'...

Sonia Brown, workforce development manager, tells of her experiences attending the First Steps in Leadership course at Lambeth College.

"When I was approached by my line manager to attend the First Steps in Leadership course I was very sceptical. A course run by black people for black people? What was that all about? Was I being stereotyped? Worse still, was I being patronised? And why had I been chosen to attend instead of some of my other colleagues? These were some of the views expressed by my colleagues on the First Steps Programme.

"We soon discovered that we needn't have worried. Within half an hour of arriving on the first day of the course we understood why the programme was designed the way it was. We also appreciated why the target audience was first-line managers from the BME communities.

"There is a wealth of knowledge, skills and abilities within the FE sector waiting to be developed. Through positive action the long-standing history of under-representation of BME in management positions in FE establishments can and will be addressed. The First Steps to Leadership is as it says - the first step.

"The course lasted for five days and ran over two weeks, covering a broad spectrum of FE issues ranging from strategic overview of the learning and skills sector, turning strategy into practice, leadership and management, essential skills of team leadership, challenges for black managers, cultural intelligence for BME managers and self analysis using Myers Briggs.

"We were very fortunate to have some of the most encouraging and inspiring guest speakers on our course. They included Robin Landman, executive director of NbM, Delroy Constantine-Simms, Independent consultant in psychology, Chris Yiannakoulou, independent business development consultant, Elaine James, chair of governors at Barking College, Anthony Bravo, principal at Crossways Academy, Jean Ratnayake-Ishola, HR and management consultant and Gary Chin, assistant principal at Greenwich Community College.

"Our college was the first to run the course in-house. This added extra value for us because it meant that we were working together, not only as learners for the five days, but colleagues working and singing from the same hymn book. It added to our ability to network and share.

"We set up an email group of 'Firsters' straight after we completed the course and regularly email each other to share news, views and updates. Although we only completed the course in early July there have been some significant changes in the confidence, drive and determination of my colleagues.

"Within a week of the programme finishing, the college held a staff conference. The 'Firsters' played leading roles in the organisation and facilitation of both events. One of my colleagues said that she had never before had the confidence to voluntarily lead a discussion group of her peers in such a large forum. Yet, on July 12th there she was - speaking through a microphone to a 120-strong ensemble of course managers, heads of school, the college executive and the chair of governors!



"Our course was made complete when all 18 of us successfully graduated on July 4th. We were presented with certificates of completion at the Marriott County Hall Hotel. Our success was shared by our principal and chair of governors, Dame Lorna Boreland-Kelly.

"The course provided us all with a great deal in terms of increased confidence and knowledge about the learning and skills sector. Some of us were so inspired that it kick-started us into action, reviewing our careers and professional development. Three of my colleagues have applied for promotion within the college. One promotion has been confirmed to date. The successful 'Firsters' is convinced that the First Steps in Leadership programme gave her the confidence to apply for the post and contributed to her interview success.

"My colleagues and I are all agreed that having the programme delivered 'in-house' was an excellent way to roll out management training. The benefits to the college are invaluable in that it now has 18 enthused BME staff that are ready, willing and indeed able to take control of our future career development and contribute to the college's aims and objectives to promote workforce development for BME staff.

"I would like to thank Jenny Morgan, Helen Deane and Conchita Henry for their hard work, dedication and encouragement, and for giving us the opportunity to Network, Network, Network!"

Lurline Clarke receiving her Adult Learners Award.



Student Success Stories...

Too often we hear about the under-achievement of our Black students. At NbM we could think of no better way to start the new academic year than by celebrating the successes of our BME students. Although we could only publish a few stories here we offer our congratulations to all who have successfully achieved.

Determined at 72

A 72-year-old student's determination to improve her computing skills despite personal difficulties has helped her to win an Oaklands College Senior Adult Learners Award.

Lurline Clarke won one of 10 awards in the Oaklands College Adult learners Awards ceremony held at the Smallford Campus in St Albans. Learners were nominated by their tutors for showing an outstanding commitment to their studies and a determination to succeed.

Lurline, who lives in Welwyn Garden City, visits the Learning Resource Centre at Welwyn Campus nearly every day so that she can complete the ECDL (European Computer Driving Licence) qualification.

She began the course in 2003, and has so far passed five of the seven modules. She hopes to complete the last two by October. Tutor Peter Harvey said: "Lurline has demonstrated significant progress and excellent commitment in developing her skills. She is a perfect example of what life-long learning is all about."

Lurline said: "Everyone at the college has been supportive. My tutor has provided me with encouragement and determination to continue the modules and complete the course. I am pleased to have won an award and look forward to completing the ECDL."

Success in difficult times

Lipi Mukhatee was awarded the London Borough of Tower Hamlets Teaching Assistant award in this year's achievement awards.

Lipi was described as a diligent and hard-working student who made excellent progress in all aspects of her work, despite dealing with great stress in her personal life. Throughout the course she had to cope with the critical illness of a close family member, look after her relative's children and hold down a full-time job while maintaining her studies.

Despite the emotional and physical demands of her difficult situation, Lipi managed to remain cheerful and focused and was an inspiration to both her tutors and fellow students.

From waitress to barrister

At the age of 21 Nneka Akudolu was working as a waitress in a London restaurant. Nneka decided that she wanted to return to education, and looked into the courses available at Tower Hamlets College.

Nneka lives in Newham, but Tower Hamlets appealed to her as a place to study. As soon as she saw the college she liked it and chose the Access to Legal Skills course, because she thought it sounded quite interesting. Nneka said her tutors were fantastic. "Everyone encouraged me, they made me want to learn," she said. "I thoroughly enjoyed the course and it acted as an invaluable stepping stone towards higher education."

Nneka went on to study Law at Cardiff University, and stayed on there to complete the Bar Finals. She was called to the Bar in October 2002 and has enjoyed a thriving criminal practice ever since. Nneka looks back on studying at Tower Hamlets College with fond memories. "Had it not been for the guidance and encouragement I received from my tutors, I don't believe I'd have gone on to perform as well as I have," she said.





Two sponsorship packages...

Solihull College A-Level student Maryam Saleem has been offered two prestigious sponsorship packages by top British construction companies.

Solihull based Maryam, who achieved passes in Media, English Language and Literature and Law A-Levels, has accepted a sponsorship deal worth £2, 000 a year by leading affordable housing provider Lovell. UCE Birmingham accepted the 18-year-old for their Construction Management and Economics degree course.

The sponsorship deal will mean Maryam will be financially supported through her university degree by Lovell, before starting her construction management career with them upon graduating. She plans to follow the success of her father, Saleem Akram, who works for the Chartered Institute of Building (CIOB).

Maryam said: "Being offered sponsorship by one company is great but to be given the choice of two companies is amazing. Obviously I'm overjoyed and after careful consideration decided to accept the offer by Lovell.

"I've really enjoyed my time at the college. Support from tutors has been fantastic and I've really enjoyed meeting lots of new people. My A-Levels have provided me with the stepping stone I needed before moving on to university."

Lovell people development manager Bruce Boughton added: "We are delighted to be sponsoring Maryam through the Inspire Scholarship programme. Lovell is committed to bringing talented young people into the construction industry."

Graduation at 17

Students from Sir George Monoux College in Walthamstow, London completed a University Certificate in Community Leadership and Neighbourhood Renewal in June, they are among the youngest-ever graduates of Middlesex University.

The 11 were eligible to attend the graduation ceremony at Wembley Conference Centre alongside other students from the School of Health and Social Sciences. Wembley has been the 'home' of Middlesex graduations for many years, with 70,000 graduates passing through its doors over the years.

The students from Sir George Monoux College, an associate college of the university, joined students receiving PhD, MA and BA degrees and walked proudly past the pro chancellor to some of the first graduates from Sir George Monoux.

The event was attended by representatives from local schools, Cabinet Member for Children and Young People, Councillor Chris Robbins, Mayor Councillor Farooq Qureshi and students, staff and principals from the three colleges.

Malcolm Read, a senior lecturer at the university, who helped to develop the course, said: "Our future community leaders are learning all about their role in the development of community spirit at Sir George Monoux College and have been practicing their skills by volunteering in the local area - and they have

done a fantastic job. The students have been a delight to work with and I'm very proud to have been able to have been present at their graduation."

John Douglas, director of lifelong learning, said: "These students are blazing the trail for the future and, having worked hard in their community, thoroughly deserve this award from the university. These students are the beginning of our university centre at the college. The coming academic year sees the introduction of our new degree in Retail Management which we have developed with The John Lewis Partnership and marks an exciting time for the college and the community which we serve."





NbM Social Celebrates Year End...

The summer term ended with a barbecue that was attended by more than 120 people. The social gathering brought together colleagues from 24 colleges, five sector agencies and other organisations.

Helen Deane, NbM London and South East regional co-ordinator said:



“What a fantastic turnout for the summer barbecue which was held on the impressive terraces of the British Library. It was good to see so many old and new faces at the event which personified the year that the London and SE region of the Network has had.

“ It was an event that demonstrated that the Network is going from strength to strength and now has friends, supporters and links from within as well as outside of the

Learning and Skills sector. I was pleased to have an opportunity to network and have some fun conversations with colleagues from organisations such as Learning and Skills Network, The Guardian newspaper, sixth form colleges, FE colleges, the AoC and many more.

“We would like to like to thank all who came along and made the event so successful (with an apology to the few who came later and missed the delicious food and the Pimms!). We look forward to seeing you all at the next social gathering.”



Do you have what it takes to be a regional representative?

Due to rapid expansion the NbM is looking for voluntary regional co-ordinators to assist with the organisation of events within the various regions across the UK.

You will need to be:

- a good communicator
- willing to network
- prepared to get involved with NbM activities
- able to attend regional meetings
- able to embrace the vision and values of the NbM

In return you will benefit by:

- meeting role models
- getting support with your personal development
- becoming more informed about policy
- having greater visibility and voice
- increased social contacts
- increased confidence

If you are interested in becoming an NbM regional co-ordinator then call Anne-Marie Salmon on **01902 715309** for an application form..

NbM Event Calendar

Date	NbM Regional Events
2 October	Midlands: Ofsted Workshop 3 - Preparing for Inspection
16 October	North West: Ofsted Workshop 4 - Excellent Teaching and Learning
30 October	London and South: Ofsted Workshop 4 - Excellent Teaching and Learning
6 November	Midlands: Ofsted Workshop 4 - Excellent Teaching and Learning
6 November	London: How to be a successful Networker
21 November	NbM AGM: ICC Birmingham
December	London: Christmas Social
19 February	London: Chinese New Year Celebration
23 April	London: How to progress as a Black professional in the Learning and Skills Sector

If anyone is interested in attending any of the national and regional events, please contact Anne-Marie Salmon by email: anne-maries@nbm.org.uk or telephone 01902 715309. Visit www.nbm.org.uk for more information.



Kewal gets promoted to a senior position at LSC...

Congratulations to Kewal Dass who has recently been appointed as the Director of Learning and Quality for the LSC North West Region.

As many of you are aware the Learning and Skills Council (LSC), in partnership with the Network for Black Managers, ran a national recruitment campaign that specifically targeted Black and minority ethnic (BME) staff within the learning and skills sector. The aim of the campaign was to fulfil the LSC's commitment to diversify its workforce at all levels and particularly address the current imbalance at top levels.

The campaign also made clear the LSC's rigorous recruitment process where all applications are judged solely on their competencies and suitability for the role. "The first stage was to complete application form on-line," said Kewal. "I was then invited to an interview which was conducted by a panel, I also had to take a psychometric test and prepare a presentation with no prior knowledge of the topic, the whole session took over four and a half hours."

Kewal starts his new position on 6 November, he said: "This is an exciting and challenging role where I will be building relationships with a range of different providers and employers and across the region. I look forward to making a significant contribution that will influence the future of our learners."

Kewal brings to the role 16 years experience of working in industry and higher and further education, he has led on a number of quality initiatives and has played a key role in promoting equality and diversity, and he is also an associate Ofsted inspector.

John Korzeniewski, LSC Regional Director North West said: "We are very pleased to appoint Kewal to this post because of his years of experience in the sector. The LSC is committed to diversifying its workforce at senior levels so that it is more representative of the learners it serves. We have been delighted with the support we have received from the Network for Black Managers which has led to this appointment."

BLI mentoring helps gain new post

Congratulations to Francoise Gayle who has been promoted to Head of Support Programme within CET (Adult Education Service) in Croydon.

Francoise attributes much of her success to the BLI mentoring programme, her mentor Steve Poland, director of HR at Tower Hamlets College, and the NBM training courses that she has attended such as the Finance for Non-finance managers which helped her prepare for her interview.

For the full story of Francoise's mentoring experience see the Black Leadership Initiative newsletter, September 06 issue.

Congratulations to Hanife Dacosta who has been appointed as a Senior Manager within Medway Adult Learning Service. Hanife will be managing 7 Curriculum Mangers and overseeing them and thier departments. Her interview involved 5 people on the panel and a 25 minute presentation. As with Julia (right), Hanife is also an ex-participant of the First Steps programme. She said: "The First Steps course has helped me a great deal and all the items I have learnt on this course have contributed towards this outcome!!!"

Hanife will be starting her new post from the 1st October 06.

Congratulations to the following colleagues who have recently taken up new posts:

- Tejo Kaur, Vice Principal, East Berkshire College**
- Dipesh Patel, Deputy Head of Quality and Tutoring, NESCOL**
- Dennis Francis, Assistant Principal, Waltham Forest College**
- Heather Allison, Head of Department for Sports & Enrichments, NESCOL**

First Steps delegate wins promotion

Congratulations to Julia Hoyte, who attended the inhouse First Steps programme at Lambeth College, has been promoted to Head of School for Basic Education and Study Support.

Julia has worked at the college for 13 years and has progressed from being a main grade lecturer teaching literacy and numeracy, to her previous post as Deputy Head of School, managing the Adult and Evening provision.

"It is a challenging role. I will now be managing 44 full-time staff instead of 12," said Julia. "Part of my remit is to develop the curriculum, improve the results for the level 1 and 2 basic skills tests across the college and to ensure that all my staff are fully qualified."

"My aim is that the School for Basic Education and Study Support will become known as a school of excellence."

Julia, who attended the First Steps inhouse training programme in the summer, said: "The First Steps course made me more aware of the issues surrounding the post and what they entail. It helped me prepare for the interview. Also, the colleagues that I met on the course have been very supportive and have helped to make the transition easier."

It is important when going into a new role to ensure that you are not just left to get on with it, and Julia has asked for support to help her in her new role. "I will receive additional training pertinent to my new position, and I will also attend regular line management meetings," said Julia. "In addition I have also applied for a mentor."



Our congratulations go to all colleagues who have been recently promoted

Events to celebrate Black History Month...



Since its creation in the USA in 1926, Black History Month has grown into an international celebration which now embraces all minority ethnic groups. It is a time where some acknowledgement is made to the contribution made by Black and minority ethnic communities. Black History Month was introduced to the UK in 1987 as part of African Jubilee year and it is now celebrated nationally with more than 1,400 events being run throughout October. Black History Month is a celebration of Black Culture with events open to all.

Below are just a few events that we have been informed will take place in October.

1 – 31 October	British Empire and Commonwealth Museum Clock Tower Yard, Temple Meads Bristol BS1 6QH Tel: 0117 9254980	A month of activities. Themes include indigenous culture, the slave trade, migration and contemporary black culture.
11 October	GHANA - Culture and History The Crescent Resource Centre Cocks Crescent, New Maldenm Surrey KT3 4TA Contact George Tong on 020 8547 6600	A short talk and presentation on the Culture and History of Ghana. 11am start
17 October	Sonia Sabri Presents Rekha The Theatre Solihull Arts Complex Solihull 0121 704 6962	Crafting of dance and live music which explores the classical roots of Kathak. This is a unique blend of north Indian and Persian artistry.
18 October	Leeds Metropolitan University Leeds	Professor Walvin from York University will give a speech on transatlantic slavery and local heritage. A Shared History is a free event
21 October	Imperial War Museum, Lambeth Road, London SE1 6HZ 020 7416 5320	The Caribbean at War, 2pm to 3pm Colin Douglas, joint author with Ben Bousquet of West Indian Women at War, will give an illustrated talk about life on the home front in the Caribbean during the Second World War.
21 October - 12 November 2006	The Potteries Museum & Art Gallery Stoke-on-Trent 01782 232323	An exhibition of work by local groups and organisations, celebrating the cultural diversity of the area.
29th October	The Palm House at Sefton Park Liverpool www.palmhouse.org.uk/events.htm	History Cultural Food Feast A fun day to celebrate Cultural diversity.
October	Dudley Library St James's Rd Dudley DY1 1HR 01384 815560	'Indefinite leave to remain' A picture exhibition displaying work by people from the local African Caribbean community and 'the Shaydz of Black' oral history project.

Please note these events are for information only. They have not been endorsed by the Network for Black Managers. If you wish to attend any of these events you are advised to contact the venue organisers beforehand.

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