

working for equality in sport



“Sport has the power to unite people in a way little else can. Sport can create hope where there was once only despair. It breaks down racial barriers. It laughs in the face of discrimination. Sport speaks to people in a language they can understand.”

This quotation is taken from a speech that Nelson Mandela gave at the first Laureus World Sports Award in 2000. Sport’s vital role in the fight against inequality is something that **Sporting Equals** understands. Sporting Equals works proactively with Local Authorities, National Governing Bodies of sport and national sports organisations to ensure true equality in sport.

Sporting Equals aims to give everyone the opportunity to become involved in sport at all levels, not just on the pitch or track. Funded by Sport England and Commission for Racial Equality, Sporting Equals targets senior managers and policy-makers in sports and government. Our priorities are to influence policy development, training, research and resource development whilst monitoring and evaluating the impact of these changes and outcomes.

Sporting Equals believes that all Higher Education institutions should target and con-

sult with specific under-represented groups to facilitate a more representative and inclusive review of existing sporting policies and facilities. This could include close monitoring of student admissions into particular sports-related courses, in a bid to break down traditional sporting stereotypes. A fully democratic and inclusive sporting culture can only be established by widening access to all sporting facilities both within the institution and externally.

Students from all ethnic heritages have a duty to challenge both visible and more discreet forms of discrimination that present barriers to participating in sport and physical activity, in order to create new sporting culture for the future. They have the potential and ability to influence and participate equally in sport at all levels, as players, officials, coaches, administrators, volunteers and decision makers.

Sporting Equals will continue to encourage all sporting organisations, National Governing Bodies, sports organisations and local sports and leisure services to work towards the ‘Equality’ Standard, to demonstrate their commitment to equality in sport.

Together we can achieve our ultimate goal of a sporting environment where cultural diversity is recognised and celebrated.

Visit our website www.cre.gov.uk/speqs for more information.

If you have an example of good practice, or just some good news you’d like to share on our web site or in our newsletter, please contact:

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Clubbing Together Fund

Student Clubs & Societies Awards

Your group could claim a share of £3000 for running diversity events. Contact Pav Akhtar for more information: NUS Black Students' Officer, email: pav@nus.org.uk, mobile: 07725 463 816.



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The UK's official career development website for Black and Asian students and graduates

black students and the workforce

Research indicates that Black ethnic minority students face real difficulties in the job market and are at least three times as likely to be unemployed as their white counterparts.

Black students are well represented in higher education with approximately 20 per cent taking a first degree, compared to only being nine per cent of the working population. The disparities in labour market performance are clearly not attributable to different levels of education and skills. Contributing factors to the lack of success of Black applicants include a lack of role models within certain professions which make it difficult to get a 'foot in the door' and a lack of relevant work experience, which can sometimes lead to a lack of confidence when it comes to applying for jobs.

so what can you do to improve your chances?

The good news is that many organisations are now actively looking to recruit Black staff. In the past this approach often reflected a need for companies to demonstrate that they were meeting the demands of anti-discriminatory legislation. Now it is being driven by recognition that recruiting a diverse workforce is a business imperative if companies are to reflect the communities they serve both in the UK and in the global market. Businesses know that they need to recruit more Black graduates into management if they are to maintain their competitive edge.

Many universities and graduate recruiters have developed innovative programmes and initiatives designed to enhance the employ-

ability of Black students. For example, mentoring programmes, company insight days, job fairs and work experience projects.

Black students and graduates need to be pro-active in their job search. Visiting your college or university careers service is a good first step to take. Here you can source excellent advice from a careers adviser as well as beginning to research jobs and companies. The careers service will also be able to advise you on any specific programmes or initiatives targeted at Black students.

Be aware of the range of evidence that potential employers look for from graduates particularly competencies such as team working, leadership, initiative and business awareness and make sure you develop it. Get an objective view of your strengths and weaknesses. You may be underselling yourself, and most weaknesses can be rectified to some extent.

Employers are keen to increase applications from Black students and are happy to offer advice. Capitalising on these personal contacts can give Black students and graduates a competitive edge in an increasingly tough recruitment market.

For more information visit: www.blackandasiangrad.ac.uk and come along to the careers fair organised by Black and Asian Grad and supported by the NUS Black Students' Campaign.



profile

Mak
Advisory – Business Recovery Services
PricewaterhouseCoopers LLP

Mak graduated from University College London in 1999, having studied Mathematics with Economics. He is now a Manager in our Business Recovery Services (BRS) group, which is part of the Advisory Practice.

“After joining PwC on one of their graduate programmes, I spent my first three years doing Chartered Accountancy exams. Alongside college, I spent nine months in audit prior to transferring across to BRS, where I gained six months of support experience before moving over to live, client-facing stuff.

Once you’ve qualified, there’s a real emphasis on ownership and being stretched. At a relatively young age, the level of experience that you can gain here is without comparison – I’ve been involved in big insolvencies, reviewing and running sections of companies and writing up the reports.

What initially appealed about BRS was that you get to learn about the mechanics of business. Our work predominantly concerns companies that find

themselves in troubled situations. But we also perform independent business reviews to assist companies that have fallen into financial difficulty.

I’ve found PwC really friendly, and on top of that everyone’s really good at their jobs, which means that when you’re working in a team and driving a piece of work forward, you can rely on one another to get the job done. Also, not to put too fine a point on it, we are number one in terms of corporate recovery – and we do get the biggest jobs. So you’re gaining valuable experience on some very high profile and demanding projects.”



what employers want

Recruitment adverts aim to give as good an idea as possible of what sort of people a company is looking for. They often have the standard qualifications required, they may suggest the calibre of candidate they are after with phrases like 'proven achiever', or they may suggest that they want vibrant individuals, by using images of beautiful people in the bloom of their youth looking very active. But some requirements are not always made explicit.

The Association of Graduate Recruiters conducted a survey which outlined a number of employability skills seen as most important by recruiters and the specific skills in which demand is not being met. Here, we give an analysis of those skills and personal qualities recruiters ranked as most important.

motivation and enthusiasm

The desire for motivated staff is nothing new. It refers to employers' notion that they like to recruit people who have chosen to work for them. Recruiters know that in reality no graduate makes just one job application, but nevertheless they expect to see reasons why you have chosen them. Through all levels of the selection process, they expect that you have an understanding of what the business is about and that you must be able to demonstrate this through your enthusiasm.

team-working

The importance placed on team-working is a reflection on what is happening in the workplace. More and more, you are expected to work in teams; it may be multi-disciplinary with people drawn from a range of different

skills bases and parts of the organisation, or it may be a very specific team. The ability to be able to mould yourself to be a part of the team when you join an organisation is a very important requirement.

oral communication

Communication, in particular oral communication, is always high on recruiters' wish lists. This goes part and parcel with teams working and relates to the growing importance of the customer. All businesses have customers, whether internal or external, and being able to talk to people is considered to be of vital importance in any job, especially a graduate job.

on-going development

Interestingly the ability to manage your own development and career received a significantly high response in the AGR survey. This is a reflection of the pace of change in the world of work and the fact that jobs for life don't really exist anymore. In previous years, generic IT and language skills have been in heavy demand, but here the AGR study found that supply out-stripped demand.



careers: what employers want

Employers don't expect you to be an expert in everything. They are, however, looking for a reasonable level of skill to be further developed. This doesn't mean to say all the jobs are being snapped up. In the same report, almost half the employers who responded didn't fill all their vacancies. What the survey means is that recruiters' expectations have risen. The question is how to ensure that when you are applying for the jobs, you have the set of skills and attributes that employers are looking for.

When you have these skills you must have the confidence to demonstrate them. Using the example of team-working, there are many moments from university life that you could call on, like studying in project teams, part-time work, societies you joined or sports teams you played in.

You have to evaluate yourself, reflect on your experience and ask: do I have these

skills? Are they well developed? If not, what more can I do?

flexibility and adaptability

This is both a quality and a skill. The reason this is regarded so highly is due to the pace of change in organisations and that not everyone finds it easy to cope with this. Also, we are in the era of the multi-skilled worker and employers want people who are happy and comfortable doing different things when required. Organisations need to be able to change direction quickly and employers want graduates to be up to the challenge.

initiative and pro-activity

This is an increasing demand as employers are acknowledging that graduates are expected to think for themselves and perhaps find different ways of working and thinking creatively.

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vital information: a winning CV

At the heart of every good CV is a demonstration of self-awareness and research. These allow the writer to target the CV at a specific occupational area, employer and post. By researching you can find out what an employer wants and vastly improve your chances of success.

For advertised posts you can get job and person specs. For other applications you may have to do the work yourself using employer literature, profiles and by talking to people already working in the job/profession.

Self-awareness is about the process of relating what experience you have to the demands of the employer or occupational area. You need to recognise how your skills and experience will transfer effectively to your target career as employers won't make the connections for you. It's up to you to demonstrate your most important attributes and to make them relevant to the post.

content

You choose the material that goes on your CV so you should select the areas to market yourself most effectively. However, the CVs for most students will contain the following selections:

- **personal details** – Only what is needed. Avoid the unnecessary or anything seen as negative.
- **profile/objectives** – A clear concise sum-

mary of your best selling points.

- **education** – Give most important qualifications, usually your highest and most recent.
- **employment/work experience** – Concentrate on showing relevant and transferable skills.
- **other skills** – Any skills or qualifications that don't fit elsewhere on the CV.
- **interests** – Avoid any that put employers off, concentrate on activities that show skills.
- **referees** – If space is short they can go on another sheet, but say if they're available.

layout

The layout of a CV can help or hinder the reader to focus on the important information it contains. Bullet points can help keep information concise and guide the eye around the page. Use the best technique for the points you are making.

- Keep to two pages of A4.
- Put your main selling points on the first page – these can be qualifications, relevant experience or key skills.
- Give highest priority to the best and most relevant examples of your ability to

do the job.

- Be positive, direct and concise.
- Be selective – space is short; give only the information that counts.

sending CVs online

It is increasingly common to use online CVs or to send CVs by email. Be aware that different browsers can affect formatting – so your designed CV may be changed. CVs for online applications often follow an application form format.





Ethnic minorities in investment banking

**Interested in a summer internship at a top investment bank?
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Towards the goal of diversifying the finance industry, SEO London offers training, mentoring and 10 weeks paid internships at leading investment banks in the City of London. Based on the request, more than 70% of eligible SEO interns have secured full time job offers from sponsor banks following their internships. More than 100 more office internships will be available for Summer 2016.

The programme is open to professionals, past and present, from ethnic minority groups currently under-represented in the City, specifically from Black or Asian backgrounds.

The sponsor banks for 2016 include:

- | | | |
|-------------------|-----------------|-----------------|
| •Bank of America | •Goldman Sachs | •Morgan Stanley |
| •Barclays Capital | •HSBC UK | •RBS (2016) |
| •Citigroup | •JP Morgan | •UBS |
| •CIB | •Lloyds Banking | |
| •Deutsche Bank | •NHS (2016) | |

To learn more about the opportunities available and to make an online application please visit www.seo-london.com

The deadline for applications is January 15th 2016 but students are encouraged to apply as early as possible.

Alternatively you can contact:

Big Brothers, Operations Manager
Email: big.brothers@seo-london.org
Tel: 02045 400 7000

"one internship, infinite opportunities"



hands up for work experience

Running DJing workshops for excluded young people, creating a fitness programme for disadvantaged children, facilitating IT tutorial for the elderly, setting up a community recycling project, managing a £20,000 budget, attending a nine-week mentor training course, organising an ACS or Asian Society ball, teaching English to refugees...

These are just some of the projects that thousands of student volunteers across the UK are setting up and running in over 200 university and college volunteering groups. Volunteering in the 21st century has become a pioneering form of work experience, allowing students to develop skills and experiences they would not get from the normal 'McJobs'.

Research by Reed Executive has shown that three-quarters of employers prefer to recruit candidates with volunteering experience on their CV. Students can help themselves by thinking creatively about their futures and what volunteering projects they might like to get involved with to give them that quality experience.

Students and employers are beginning to realise that it's the first step for all budding careers. Academically too, volunteering is being recognised with more universities beginning to accredit volunteering modules, such as the University of Leeds and Sheffield Hallam University.

Students though are still slow to recognise the wealth of experience their volunteering has given them and may say 'I'm just a volunteer', an attitude compounded by the absence of volunteering on many application forms and within interview processes.

Facing ever-increasing numbers of graduates entering the job market, employers are having difficulties sorting the high-calibre graduates from the rest. The graduates of today acknowledge that they need to be more than just the sum of their paper qualifications and there is an increasing mismatch between the skills employers expect and the skills that graduates actually have.

A graduate needs to stand out from the crowd, be resourceful and an initiator. A team player, one must possess a get-up-and-go attitude... that's what counts. And volunteering provides all of this. Virtually every paid job can be mirrored by a voluntary opportunity.

"The skills that you can pick up while volunteering can translate very well onto your CV. It can really help make you more employable," says former student volunteer Stewart Morris who now works as an auditor for PricewaterhouseCoopers.

For more information contact:

Student Volunteering UK

Tel: 0845 450 0219

Email: john@studentvol.org.uk

Returned Volunteer Action (RVA)

1 Amwell Street, London, EC1R 1UL

Tel: 0207 278 0804

Voluntary Services Overseas (VSO)

317 Putney Bridge Road,

London, SW15 2PN

Tel: 0208 780 7200

www.vso.org.uk

United Nations Association International Service (UNAIS)

Suite 3a, Hunter House, 57 Goodramgate, York, YO1 2LS

Tel: 01904 647 799

www.international-service.org.uk

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Closing date for full-time opportunities: Sunday 6 November 2009 and summer interns: Sunday 19 January 2010.

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staying to work

Some international students believe they can stay in the UK to work after graduation. There are no restrictions for European Economic Area nationals, but if you are from outside the EEA you will be expected to leave the UK when your visa expires. You will need to arrange a work permit through an employer to stay on to work in the UK.

Students with specialist skills may find employers willing to apply for 'business and commercial' work permits

For many new graduates, work permits are difficult to obtain. This can be a source of surprise and frustration although it is the case in many countries. However, some students with previous experience and specialist skills may find employers willing to apply for 'Business and Commercial' work permits on their behalf. Some jobs also fall under what is known as a 'Shortage Occupations' category of work permits. Jobs in this area have simplified application procedures for employers to follow and it is more straightforward to work in the UK in these jobs.

For other students, there may be alternative options to consider such as the Training and Work Experience Scheme (TWES) if you want to get employment experience in the UK for a short time. There is also the Highly Skilled Migrant Worker programme which allows individuals with a minimum level of experience, skills and/or qualifications to stay in the UK for up to 12 months to seek employment.

The web sites www.workingintheuk.gov.uk and www.workpermits.gov.uk have all the information you need about work permits and application procedures. The web site www.workpermits.com is also a useful source of information. Remember that it is always the employer that applies for the work permit on your behalf, but reading about it yourself can help you understand the process and perhaps educate a prospective employer as well.

Many international students can get stuck when trying to identify potential companies to apply to and identify whether a company is prepared to apply for work permits on their behalf. To identify suitable vacancies contact employers directly to check whether

Many international students can get stuck when trying to identify companies

they accept applications from international students.

Look at the employers file in your careers service, check their web site and speak to the company's recruitment department directly. Willingness to consider you will depend on your specific skills and experience, how closely you match the requirements of the job in question and level of competition from other suitable UK applicants.

Targeting multinational organisations with offices in your home country may be another strategy to try emphasising your international and multicultural experiences can be useful. Some global employers recruit international students while they're still in the UK. Use the Council for International Education web site ukcosa.org.uk for useful advice.

Company profile

Morgan Stanley

Morgan Stanley is one of the best-known names in financial services: a leader in connecting people, ideas and capital to help clients achieve their financial aspirations. The firm has earned a worldwide reputation for the excellence of its advice and execution in financial markets. They serve institutional and individual investors and investment banking clients, including corporations, governments and other entities around the world.

Morgan Stanley nurtures an atmosphere that is team-oriented and collegial: its people respect each other and enjoy working closely together in a structure that is less hierarchical than that of many of its competitors. Within their culture of mutual respect, Morgan Stanley is known as a company where individuality is prized and people are encouraged to be themselves, with diverse backgrounds and personal interests.

Through a structured training programme, you will receive an intensive induction on how to use Morgan Stanley's unsurpassed data resources and analytic tools. You will work on a team under the direct guidance of senior professionals who are among the best in their fields. They will give you as much responsibility as you can handle, in a dynamic environment that affords exciting opportunities to work with a wide variety of clients in different industries. Training is not limited to the first weeks or months on the job but is ongoing throughout your career at Morgan Stanley.

Number of employees: 53,000 globally

Number of graduate vacancies:
c. 150 Analysts

Opportunities to work overseas: Yes

Work experience offered: Yes

Training accredited by a professional body: FSA, CFA, CIMA, IAQ
(dependent on division)

Disciplines recruited from: All

Minimum degree required: 2.1

Starting salary in the region of:
Competitive

Other benefits: Non-contributory pension, private healthcare, life assurance, subsidised gym and restaurant

Main contact details:
Graduate Recruitment Department
25 Cabot Square
Canary Wharf
London E14 4QA

Web:
www.morganstanley.com/careers/recruiting

Other locations: New York, Tokyo, Hong Kong and all major European cities

How to apply: Online

Closing date for applications:
16 November 2005





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Equity is both a recognised trade union for the entertainment industry and an renowned badge of professional achievement in the performance world. Founded in 1930, Equity has spent 75 years fighting for the rights of performers and creatives in the entertainment industry, promoting fair pay, equal rights, health and safety and intellectual property rights, amongst a host of other campaigns.

As a symbol of professional accomplishment, certain criteria must be met to gain membership – either

contractual proof of employment at a certain level, or by graduating from a course accredited by the National Council for Drama Training (NCDT) or Council for Dance Education and Training (CDET).



Student membership, however, is open to any student on a full-time higher or further education course, lasting one year or more, which prepares you for work in entertainment. As well as keeping students in touch with developments in the industry, it allows them to register and reserve their professional name – crucial in a business where a name is your reputation and key to employment.

Full membership not only offers name protection, but services and benefits ranging from our core negotiating duties to secure terms and conditions across the industry, to legal support and welfare advice, insurance cover, a job information service, medical support, pension scheme and access to training in performance and auxiliary skills.

Full members can also join Equity's African, Caribbean, Oriental and Asian Artists' (ACOAA) register. We have a long history of fighting discrimination in all forms in the entertainment industry, encouraging integrated casting and pushing for diverse broadcasting in the UK to accurately reflect our rich cultural makeup. Equity is a regular participant with our sister unions in the TUC at their Equality Officers' meetings and the Black Workers' Conference.

Information and application forms can be found on the web site: www.equity.org.uk or from Matt Hood: at mhood@equity.org.uk or 020 7670 0266.



aspire: black representation in the media

by **Mutale Nkonde**

Aspire Board Member and Development Researcher for BBC News & Current Affairs

The most prominent feature of any newsroom is the lack of Black faces in the crowd. Although we frequently make the news – forced marriage, suicide bombing or shooting for the hell of it – there are very few people on the ground to make sure our stories are contextualised, our lives truly represented and our humanity upheld.

Journalism is a ruthless industry where the most successful careers are marked by contacts rather than talent. The Creative Collective internships and National Union

Aspire seeks to support and empower Black people by holding professional development events

of Journalist's George Viner Awards help smooth the path for Black media professionals, but do not provide us with a safe haven, which is why **Aspire** is so important. The network seeks to support and empower Black people by holding professional development events to give new entrants an insight into the industry. These are almost always followed by a networking session where delegates can make contact with decision makers and make those all important contacts. Further to this, we keep in touch via our vibrant email list where we discuss current affairs, advertise jobs and talk to each other.

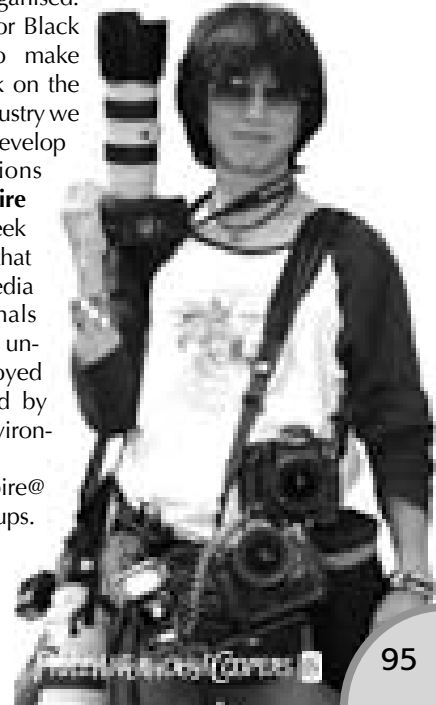
The post 9/11 and 7/7 environment during which Muslims have joined people of African descent as "society's most hated" has intensified the need for people of colour to come into the industry. Stories of women wearing headscarves being excluded from discussions on Islam are not uncommon. If there were Black liberals within the management structure this would not be the case.

This is an industry with no security or loyalty, and the adage 'you're only as good as your last project' rings true

This highlights the need for Black people to stay within the media and rise to management positions. That's not say it's a tough place to be, this is an industry with no security or loyalty, and the adage that: 'you're only as good as your last project' rings true. There are only two types of people who stay in this industry, the independently wealthy and the well organised.

In order for Black people to make their mark on the media industry we have to develop organisations like **Aspire** which seek to ensure that Black media professionals are never under-employed or isolated by their environment.

Email: aspire@yahoogroups.com



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of the most senior positions in the service. The scheme will help to develop your personal, professional and academic skills. There might be many reasons why you may not be

suitable to join the Police, but look at opportunity to develop a rewarding career, certainly isn't one of them. www.police.scot.nhs.uk or call 0800 888 2000 for details.

**COULD YOU?
POLICE**

© 2012 Scottish Police Services Authority

could you?

Joining the police service could provide you with a wide variety of roles, a good career path from start to finish and the opportunity to serve the community whatever your background.

“There aren’t many careers where you can consider such a wide variety of jobs without even changing company. I would recommend the police to anyone, whatever their age, gender, race or background.” – **Police Constable Anita Patel, Chair of the Black Police Association for West Yorkshire Police**

race and the police service

Since the Stephen Lawrence Inquiry 6 years ago, substantial progress has been made in increasing the number of Black staff in the police service. Recruiting a diverse police service continues to be a top priority for all forces in the country.

Indeed, in the aftermath of the BBC documentary, “The Secret Policeman,” the police and government are clear that more needs to be done to stamp out all racist attitudes and behaviour.

The selection and training of police officers has been overhauled, and national standards set. New recruits and officers undergoing training are now scrutinised closely and must show their ability to treat the public and colleagues fairly, irrespective of their race or background.

Staff associations, a uniform code respecting all faiths and close working with the National Black Police Association shows intelligent and sensitive policing which understands the communities it serves.

There is a clear recognition that a representative service, reflective of an ethnically and racially diverse population, is one that will operate most effectively.

your career

“The police service has really evolved to meet the needs of staff – there have been big changes. Supporting faith groups has been an important part of that and the myriad of faith-based staff associations are consulted with and listened to,” says Detective Inspector Raj Kohli.

The police offers the graduate a huge variety of interesting and challenging roles – from a Scene of Crime Officer working on forensics, a negotiator at a hostage-taking incident, a firearms officer carrying out raids, to operating undercover as a plain clothes officer or being involved in policing demonstrations and football matches.

With the challenges come numerous opportunities – and benefits. Your starting salary would be £20,397 rising to £22,770 on completion. A generous pension and annual pay increase is included in the package offered.

If you want an extra challenge the High Potential Development scheme will test your ability. Designed to create future leaders in the police, the scheme looks to attract people from under-represented groups, like the Black community.

next steps

If you are interested in a career in the police service, want to know more about the HPD scheme or obtain an application pack go to www.policecouldyou.co.uk or call 0845 608 3000.

“The police service has really evolved to meet the needs of staff – there have been big changes. Supporting faith groups has been an important part of that and the myriad of faith-based staff associations are consulted with and listened to,” says **Detective Inspector Raj Kohli**

why you should join a union

Many people join unions because they want to be protected at work. Maybe they want someone to advise them on pay or conditions, contracts, or what to do if anything goes wrong. Maybe they identify with union values of equality and justice.

Most people work. It takes up more of our waking time than just about anything else that we do. With almost eight million members, trade unions are the largest voluntary organisation in Britain.

Almost every improvement in working conditions – shorter working weeks, anti-discrimination laws or redundancy pay – came about following union pressure.

In Britain, Black workers have been even more likely than their white colleagues to join trade unions. There have been Black trade unionists going back at least to the 1830s and 1840s. In more recent unions, many important strikes have been led by Black trade unionists, such as Jayaben Desai at Grunwicks, and the Black women fighting mass sackings at British Airways and Heathrow airport.

Black workers often find themselves the victims of institutional racism at work. They are more likely to be unemployed, more likely to be employed on the minimum wage and more likely to be on temporary contracts. Trade unions are often the only protection they have.

Even professionals can suffer from racism at work. Some corporate firms have had to face a number of race claims.

There is even discrimination within colleges and universities. In 2004, the average full-time Black university lecturer on a permanent contract was paid some 12-15 per cent less than their average white counterpart.

NATFHE was instrumental in establishing a Commission for Black Staff in Further Education, which found widespread evidence of institutional racism. In response, the employers have promised a number of changes.

All the main unions have equality structures: networks of Black, women, disabled or lesbian and gay members. The Trade Union Congress (TUC) has annual equality conferences for each of the strands.

Several leading trade unionists are Black. For many years, Bill Morris was General Secretary of the Transport and General Workers Union, one of the largest unions in Britain. Colin Moses, Chair of the Prison Officers' Association is Black, Gargi Bhattachariya, President-Elect of the AUT is Black, as is NATFHE's President, Sam Allen.

In the past, many students have put off joining a union until after they finished their degree. But no matter how young or old you are, a union is the best way to make sure that someone is taking your side.

The latest research shows that 90 per cent of students have to work to pay their way through university. With the TUC and NASES, NUS has launched a web site: www.morethanwork.net to encourage students to join unions while they study.

If you're working, then you should be in a union*.

* See the directory for a list of major trade unions and find the one most relevant to you.



unions

Amicus

35 King Street, Covent Garden,
London, WC2E 8JG
Tel: 020 8462 7755, Fax: 020 8315 4723
www.amicustheunion.org

ATL

Association of Teachers and Lecturers.
7 Northumberland Street,
London, WC2N 5RD
Tel: 020 7930 6441, Fax: 020 7930 1359
Email: info@atl.org.uk
www.askatl.org.uk

AUT

Association of University Teachers.
Egmont House, 25-31 Tavistock Place,
London, WC1H 9UT
Tel: 020 7670 9700, Fax: 020 7670 9799
Email: hq@aut.org.uk
www.aut.org.uk

CWU

Communication Workers' Union.
150 The Broadway, Wimbledon,
London, SW19 1RX
Tel: 020 8971 7200, Fax: 020 8971 7300
Email: info@cwu.org
www.cwu.org

Equity

Guild House, Upper St Martin's Lane,
London, WC2H 9EG
Tel: 020 7379 6000, Fax: 020 7379 7001
Email: info@equity.org.uk
www.equity.org.uk

GMB

Britain's general union.
22/24 Worples Road, London, SW19 4DD
Tel: 020 8947 3131, Fax: 020 8944 6552
www.gmb.org.uk

NATFHE

The University & College Lecturers' Union.
27 Britannia Street, London, WC1X 9JP
Tel: 020 7837 3636, Fax: 020 7837 4403
Email: hq@natfhe.org.uk
www.natfhe.org.uk

NUJ

National Union of Journalists,
Headland House, 308 Gray's Inn Road,
London, WC1X 8DP
Tel: 020 7278 7916, Fax: 020 7837 8143
www.nuj.org.uk

NUS

National Union of Students,
Nelson Mandela House, 461 Holloway Road,
London, N7 6LJ
Tel: 020 7272 8900, Fax: 020 7263 5713
www.nusonline.co.uk

NUT

National Union of Teachers.
Hamilton House, Mabledon Place,
London, WC1H 9BD
Tel: 020 7388 6191, Fax: 020 7387 8458
www.teachers.org.uk

PCS

Public and Commercial Services Union.
160 Falcon Road, London, SW11 2LN
Tel: 020 7924 2727, Fax: 020 7924 1847
www.pcs.org.uk

T&G

Transport and General Workers' Union.
Transport House, 128 Theobald's Road,
Holborn, London, WC1X 8TN
Tel: 020 7611 2500, Fax: 020 7611 2555
Email: tgwu@tgwu.org.uk, www.tgwu.org.uk

Trades Union Congress

Congress House, Great Russell Street,
London, WC1B 3LS
Tel: 020 7636 4030
www.morethanwork.net

UNISON

1 Mabledon Place, London, WC1H 9AJ
Tel: 0845 355 0845, Fax: 020 7551
www.unison.org.uk

education/career

ACETS (Afro-Caribbean Education & Training Services) aim is to provide support and training to African, African-Caribbean and other disadvantaged people
www.acets.org

Asian Jobsite

Online Recruitment Site for Asians
www.asianjobsite.co.uk

Black and Asian Grad

University of Manchester Careers Service,
Crawford House, Precinct Centre,
Oxford Road, Manchester, M13 9QS
Tel: 0161 275 2828, Fax: 0161 275 2850
Email: info@blackandasiangrad.ac.uk
www.blackandasiangrad.ac.uk

Black Britain (The Colourful Network)

General information website with special careers section including job search.
3rd Floor, Culvert House, Culvert Road, London, SW11 5AP
Tel: 08700 76 5656
Fax: 08700 76 5757
www.blackbritain.co.uk

Black Success

For people of African heritage to help overcome difficulties and achieve goals.
www.blacksuccess1.com

HOST

Hospitality scheme for international students.
www.hostuk.org

Jobs, Careers & Prospects Exhibitions

Assist hundreds of British companies in actively recruiting Black and Asian graduates nationwide.
http://jcp.ethnicmedia.co.uk

Lift

www.liftcommunity.org.uk

National Black Police Association

www.nationalbpa.com

National Black Students' Alliance

c/o 28 Commercial Street, London, E1 6LS
Tel: 020 7247 3146
Email: nbsanews@hotmail.com

NUS International Students' Campaign

www.nusonline.co.uk/campaigns/internationalstudents

Race Equality – Resources for Schools

Collection of resources on the Warwickshire County Council Website.
www.warwickshire.gov.uk

School Governors' One-Stop Shop

64 Essex Road, London, N1 8LR
Tel: 0870 241 3883, Email: info@sgrass.org.uk
www.schoolgovernors-oss.co.uk

The Stephen Lawrence Charitable Trust

Downstream Building, 1 London Bridge, London, SE1 9BG
Tel: 020 7785 3820 Fax: 020 7785 3821
www.stephenlawrence.org.uk

Student Assembly Against Racism

c/o 28 Commercial Street, London, E1 6LS
Tel: 020 7247 3146
Email: contactsaar@hotmail.com
www.naar.org.uk

UKCOSA The Council for International Education,

9-17 St Albans Place, London, N1 ONX
Tel: 020 7288 4330
www.ukcosa.org.uk

Windsor Fellowship Programme

Sponsorship, development and internship programmes for minorities.
www.windsor-fellowship.org

culture

1990 Trust

News & information on Black interests.
Suite 12 Winchester House,
9 Cranmer Road, London, SW9 6EJ
Tel: 020 7582 1990, Fax: 020 7793 8269
Email: blink1990@blink.org.uk
www.blink.org.uk

Black Cultural Studies web site

www.blackculturalstudies.org

Black History Information

www.blackhistory.com
www.bbc.co.uk/education/histfile

British Black Heritage

View images of the British Heritage of Black people and acquire information.
www.black-heritage.com

Black Londoners' Forum

18A Victoria Park Square, London, E2 9PB
Tel: 020 8709 9781 Fax: 020 8983 6830
Email: info@blacklondon.org.uk
www.blacklondon.org.uk

Moving Here

200 Years of immigration to England.
www.movinghere.org.uk

campaigning

Amnesty International

A worldwide voluntary movement of people who campaign for human rights.
www.amnesty.org.uk

BME CCP

Black and Minority Ethnic Cracking Crime Project
www.bmecrackingcrime.org.uk

CARF (Campaign against Racism and Fascism)

Designers, lawyers, journalists, students, race relations workers all of whom share a commitment to fighting racism.
www.carf.demon.co.uk

European Network Against Racism

Latest news around the European Union on anti-racism and discrimination legislation.
www.enar-eu.org

Home Office

Home Office, Direct Communications Unit,
2 Marsham Street, London, SW1P 4DF
Tel: 0870 000 1585 Fax: 020 7273 2065
www.homeoffice.gov.uk

Campaign for Freedom of Information

Non-profit organisation working to improve public access to official information.
www.cfoi.org.uk

Liberty

UK's leading human rights and civil liberties organisation.
www.liberty-human-rights.org.uk

Millions for Reparations

United States-based reparations site.
www.millionsforreparations.com

NO2ID

Box 412, 78 Marylebone High Street,
London, W15AP Tel: 07005 800 651
www.no2id.net

Operation Black Vote

18a Victoria Park Square, London, E2 9PB
Tel: 020 8983 5430
www.obv.org.uk

Stonewall

Equality & Justice for LGBT people.
46 Grosvenor Gardens,
London, SW1W 0EB
Tel: 020 7881 9440
Email: info@stonewall.org.uk
www.stonewall.org.uk

faith

Assembly for the Protection of Hijab

www.prohijab.net

British Organisation of Sikh Students

B.O.S.S., P.O Box 4350,
Handsworth, Birmingham, B20 2FB
Email: info@boss-uk.org
www.boss-uk.org

Churches' Commission for Racial Justice (CCRJ)

www.ctbi.org.uk

Federation of Student Islamic Societies

FOSIS, 38 Mapesbury Road,
London, NW2 4JD
Tel: 0208 452 4493
Email: info@fosis.org.uk
www.fosis.org.uk

Jewish Council for Racial Equality

33 Seymour Place, London, W1H 6AT.
Tel: 020 8455 0896

Muslim Council of Britain

For greater consultation, co-operation, and co-ordination on Muslim affairs.
Boardman House, 64 Broadway, Stratford,
London, E15 1NT
Tel: 0208 432 0585/6
Email: admin@mcb.org.uk
www.mcb.org.uk

National Hindu Students' Forum

P O Box 46016, London
W9 1WS Tel: 07092 377 304
Email: info@nhsf.org.uk
www.nhsf.org.uk

Union of Jewish Students

Hillel House, 1-2 Endsleigh Street,
London, WC1H 0DS
Tel: 020 7387 4644
www.ujs-online.co.uk

Muslim Youth Helpline

Confidential and non-judgemental support service for young Muslims on personal and social issues. Mon-Fri 6pm-midnight and weekends.
Tel: 0808 808 2008 (free from landlines)
Email: help@myh.org.uk
www.myh.org.uk

women

Abantu for Development

Increasing African women's role in political & economic structures of African countries.
1 Winchester House, 11 Cranmer Road,
London, SW9 6EJ
Tel: 0207 8200066
www.abantu.org

Ashiana Project

For young South Asian, Turkish and Iranian women escaping abuse.
PO Box 816, London, E11 1QY
Tel: 020 8539 9656
Email: Ashiana1@hotmail.com

Black Lesbian and Gay Centre

5 Westminster Bridge Road, London, SE1
Tel: 020 8693 3885 12noon-midnight.
Email: blgc@btinternet.com

Black Womens' Mental Health Project

Unit 27 Parkwell Business Centre,
9-17 Park Royal Rd, London, NW10 7LQ
Tel: 020 8961 6324
Email: bwmhp@yahoo.com

Boadicea – Disabled Women's Newsletter

c/o GLAD, 336 Brixton Rd,
London, SW9 7AA
Tel: 020 7346 5800 ext 43
E-mail: info@glad.org.uk
Website: www.glad.org.uk

Campaign Against Domestic Violence

PO Box 2371, London, E1 5NQ
Tel: 020 8520 5881
Email: cadvhq@hotmail.com

Childcare Plus

Unit F27, Waterfront Studios, 1 Dock Road,
London, E16 1AH
Tel: 020 7476 8585
Email: info@startingupchildcare.co.uk

Equal Opportunities Commission

Arndale House, Arndale Centre,
Manchester, M4 3EQ
Tel: 0845 601 5901
Email: info@eoc.org.uk
www.eoc.org.uk

The Fawcett Society

1-3 Berry Street, London, EC1V 0AA
Tel: 020 7253 2598
Email: info@fawcettsociety.org.uk
www.fawcettsociety.org.uk

Hindu Women's Network

68 Willersby Rd, Moseley,
Birmingham, B13 0AY
Tel: 0121 243 1356

Muslim Women's Helpline

11 Main Drive,
GEC East Lane Estate, HA9 7NA
Tel: 020 8908 3205
Email: mwh@amrnet.demon.co.uk

The National Black Women's Network

Suite 501, International House, 223 Regent
Street, London, W1R 8QD
Tel: 020 7544 1010
Email: info@nbwn, www.nbwn.org

Refugee Women's Association

18 Ashwin St, London, E8 3DL
Tel: 020 7923 2412
Email: rwa@womensassociation.freeserve.co.uk

Southall Black Sisters

52 Norwood Rd, Southall, UB2 4DW
Tel: 020 8571 9595

Suzy Lamplugh Trust

Personal safety services, attack alarms, courses to deal with aggressive behaviour
PO Box 17818, London SW14 8WW Tel: 020 8876 0305 Mon to Fri 9.15-4.45

welfare

Black Liners

Counselling and support for Black Sufferers of HIV/AIDS, and education group.
Tel: 020 7738 5274

BME Spark

A website providing information for professionals involved in the provision of services for BME communities.
www.bmespark.org.uk

Citizens Advice Bureau

Provides free, confidential advice on money, benefits, immigration and discrimination.
www.citizensadvice.org.uk

Commission for Racial Equality

St Dunstan's House, 201-211 Borough High Street, London, SE1 1GZ
Tel: 020 7939 0000
Email: info@cre.gov.uk
www.cre.gov.uk

Equality Scotland

Multi-lingual website to provide BME older people and their families with access to information.
www.equalityscotland.com

INQUEST

Free legal advice service to bereaved family and friends on the inquest system.
www.inquest.org.uk

Southside Partnership Fanon Care

Provides a range services to support African and Caribbean people with mental health needs.
www.southsidepartnership.org.uk

Lesbian and Gay Coalition Against Racism

c/o National Assembly Against Racism,
28 Commercial St, London, E1 6LS
Tel: 020 8709 9970
Email: lagcar@naar.org.uk

Min Quan

14 Featherstone Road, Southall,
Middlesex UB2 5AA
Tel: 07940 514 268
Email: enquiries@minquan.co.uk
www.minquan.co.uk

Monitoring Group,

14 Featherstone Road, Middlesex, UB2 5AA
Tel: 0208 843 2333 Fax: 0208 813 9734
Email: admin@monitoring-group.co.uk
www.monitoring-group.co.uk

National Debtline

0808 808 4000
www.nationaldebtline.co.uk

National Lesbian & Gay Switchboard

24-hr advice and counselling services; has information on social and political groups.
Tel: 020 7837 7324
www.ligs.org.uk

NHS Direct

Non-emergency health advice
Tel: 0845 46 47

Policy Research Institute on Ageing and Ethnicity

www.priae.org

Release

Provides a range of advice and information on drugs and the law.
www.release.org.uk

The Samaritans

Confidential call-in service.
Tel: 08457 90 90 90
E-mail: uk@samaritan.org

Taxi UK-wide

Freephone: 0800 654321

Terrence Higgins Trust

Information on HIV and AIDS, safer sex, online booklets, and the national helpline.
Helpline on 0845 1221 200
Email: info@tht.org.uk
www.tht.org.uk

media

Asian Times Online

www.asiantimesonline.co.uk

Bangladesh Weekly

www.ethnicmedia.co.uk/bangladesh

Black Britain

www.blackbritain.com

Caribbean Newspapers

See news at a glance from every country in the Caribbean.

www.caribbeannewspapers.com

Commission for Racial Equality Media section

Ethnic Minority Media List.

A document detailing all media organisations targeting ethnic minority groups.

www.cre.gov.uk/media/em_list.html

Club Asian Radio

www.clubasiaonline.com

Daily Mirror

1 Canada Square, Canary Wharf, London, E14 5AP

Tel: 020 7293 3000

Fax: 020 7293 3409

www.mirror.co.uk

The Daily Telegraph

1 Canada Square, Canary Wharf, London, E14 5DT

Tel: 020 7538 5000

Fax: 020 7513 2506

www.telegraph.co.uk

Eastern Eye

www.easterneyeonline.co.uk

Ethnic Media Group

The UK's premier, specialist publisher for Britain's Black and Asian communities.

www.ethnicmedia.co.uk

The Guardian

119 Farringdon Road, London, EC1R 3ER

Tel: 020 7278 2332

Fax: 020 7837 2114

www.guardian.co.uk

India Weekly

www.indiaweekly.co.uk

The Independent

Independent House, 191 Marsh Wall, London, E14 9RS

Tel: 020 7005 2000, Fax: 020 7005 2999

www.independent.co.uk

Institute of Race Relations

2-6 Leeke Street, London, WC1X 9HS

Tel: 020 7837 0041 / 020 7833 2010

www.irr.org.uk

Morning Star

William Rust House, 52 Beachy Road, London, E3 2NS

Tel: 020 8510 0815, Fax: 020 8986 5694

Email: morsta@geo2.poptel.org.uk

New Nation newspaper

www.newnation.co.uk

New Nation News

A non-commercial site focusing on immigration and crime.

www.newnation.com

Pan African TV

A free audio/video library for Our People to go to if they want to hear Our leaders, lecturers, and activists.

www.panafrican.tv

Pride Magazine

For the aspirational woman of colour.

www.pridemagazine.com

RAM (Refugees, Asylum-seekers & the Mass Media Project)

Promoting best practice in media representation of refugee and asylum issues

www.ramproject.org.uk

Red Hot Curry

Britain's leading South Asian Lifestyle and shopping portal

www.redhotcurry.com

The Times

1 Pennington Street, London, E98

Tel: 020 7782 5000, Fax: 020 7488 3242

www.thetimes.co.uk

Virtual Migrants

Digital media and art connecting with race, migration and globalisation.

www.virtualmigrants.com

The Voice newspaper

www.voice-online.co.uk

Voice of Africa Radio

www.voiceofafricaradio.com

YUSH

Black and urban lifestyle ezine

www.yush.com