CBI
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CBI **MIGRATION SUMMIT** 2008

POINTS, PERMITS AND PUBLIC SERVICES

Delegate Information

TUESDAY 28 OCTOBER

HOTEL RUSSELL, LONDON WC1

www.cbi.org.uk/migrationsummit

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Since 1965, the CBI has been the UK's most powerful business lobbying organisation. It provides a vital source of expert advice and information, and a forum for the generation of ideas, best practice exchange and high-powered networking.

This Summit takes place at a time of great change, opportunity and risk for businesses and public organisations dependant on a flexible, international workforce. Pressures for tighter control of migration may have far-reaching effects for business, public service providers and educational institutions.

Rising demand on public services has to be balanced against the need for a flexible and competitive labour market. Ensuring that this happens is a major challenge. The new system, centred on a Sponsors' Register which will confer new responsibilities on employers, will come at greater cost for many, but is designed to be simpler and more reliable.

Employers, and those acting for them, have important opportunities and responsibilities in the new system, but also face significant fines and reputational risk if the rules of the new settlement are not followed.

Yours sincerely

Martin Broughton
President, CBI and Chairman, British Airways

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BERR Department for Business Enterprise & Regulatory Reform

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Home Office UK Border Agency

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Agenda *(Subject to change)*

08:30 Registration, Refreshments, Network Zones and Exhibition

09:45 **Welcome from Chair**
Simon Israel, Home Affairs Correspondent, Channel 4 News

09:50 **Setting the Scene: The Political Challenge**
Kully Kaur-Ballagan, Research Director, Ipsos MORI Public Affairs

SESSION ONE: OPENING PLENARY

Workable Business Solutions – Securing Future Prosperity

10:05 **Business's Part in the Migration Settlement**
Martin Broughton, President, CBI and Chair, British Airways

10:20 **KEYNOTE ADDRESS**
Pat McFadden MP, Minister of State for Employment Relations and Postal Affairs, Department for Business Enterprise and Regulatory Reform (BERR)

10:40 **Panel Discussion**
Pat McFadden MP, Minister of State for Employment Relations and Postal Affairs, Department for Business Enterprise and Regulatory Reform (BERR)
Katja Hall, Director Employment Policy, CBI
Matthew Coats, Head of Immigration, UK Border Agency
Julia Onslow-Cole, Partner and Head of Global Immigration, PricewaterhouseCoopers Legal LLP

11:10 Refreshments, Network Zones and Exhibition

SESSION TWO: MANAGING THE INTERNATIONAL WORKFORCE

11:40 **The Migration Advisory Committee: Processes and Outcomes**
Professor David Metcalf CBE, Chair, Migration Advisory Committee

11:55 **Integrating migrant workers: The New Settlement from Government**
Phil Woolas MP, Minister of State for Borders and Immigration, Home Office

12:10 **Combating Hostility to Immigrants**
Trevor Phillips, Chair, Equalities and Human Rights Commission

12:30 **Panel Discussion**
Phil Woolas MP, Minister of State for Borders and Immigration, Home Office
Trevor Phillips, Chair, Equalities and Human Rights Commission
John Ransford, Deputy Chief Executive, Local Government Association
Dave Kaye, Deputy Managing Director, Operations and HR Director, UK Bus
Lucy Neville-Rolfe CMG, Executive Director of Corporate and Legal Affairs, Tesco plc
Baroness Diana Warwick, Chief Executive, Universities UK

13:15 Buffet Lunch, Network Zones and Exhibition

A number of expert tables and an exhibition will run during lunch for delegates seeking advice and benchmarking.

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SESSION THREE:

14:15 **AFTERNOON KEYNOTE ADDRESS**
Dominic Grieve QC MP, Shadow Home Secretary and Shadow Attorney General

14:35 Questions and discussion

14:45 **Staffing and Providing Public Service Solutions**
Panel Debate
David Rossington, Acting Director General, Communities, Communities and Local Government
Andrea Hester, Head of Employment Services, NHS Employers
Frances O'Grady, Deputy General Secretary, TUC

15:15 Refreshments, Network Zones and Exhibition

SESSION FOUR: WORKING SOLUTIONS SEMINAR STREAMS

15:45 Businesses are employers and depend on public services to attract and retain staff. Public Services are big employers and face similar skills shortages and dependence on migration. All employers are subject to the new rules on migration and these forums will set out how these issues have been tackled and how the new systems and responsibilities will work.

Stream 1: Practical Implications of the Points Based System and Sponsorship for Employers
Neil Carberry, Head of Pensions and Employment Policy, CBI
Emma Churchill, Director of Immigration Policy, UK Border Agency
Julia Onslow-Cole, Partner and Head of Global Immigration, PricewaterhouseCoopers Legal LLP

WESTMINSTER SUITE – LOWER GROUND FLOOR

Stream 2: Interacting with Local Services
Trevor Holden, Chief Executive, Breckland District Council
Susan Wright, Director, Medecins du Monde UK

WANDSWORTH SUITE – LOWER GROUND FLOOR

Stream 3: Location: Business Case Study
Guy Bailey, Senior Policy Adviser, Employment & Pensions Group, CBI
Mike Godfrey, Senior Manager and Chief Engineer, Honda
Rikki Hunt, Chair, Swindon Strategic Economic Partnership

CAMDEN SUITE – LOWER GROUND FLOOR

Stream 4: UK Skills Gap
David Swales, Research Manager, Lantra
Isabel Sutcliffe, Director, Qualifications and Accreditation, Edexcel
Jez Langhorn, Head of Talent and Education, McDonald's

WHARNCLIFFE SUITE (MAIN CONFERENCE ROOM) - GROUND FLOOR

Stream 5: New Responsibilities for Employers – liabilities, risks and enforcement
Jim Bligh, Policy Advisor - Pensions and Employment, CBI
Sophie Barrett-Brown, Chair, Immigration Law Practitioners' Association
Jane Harris, Director of Employee Taxation and Expatriate Services, Intercontinental Hotels Group

BEDFORD SUITE – GROUND FLOOR

16:45 Conference Close

ATTENDEE NAME	POSITION	ORGANISATION
Miss Katie Watts	Resourcing Manager	University of Warwick
Mrs Sam Beckett	Head of Human Resources	Veolia Environmental Services
Mr Chris Felgate	Head of Human Resources	Westminster Adult Education Service (WAES)
Mr Rex Webb	Equality & Diversity Advisor	Wiltshire Fire & Rescue Service
Ms Julie Darby	Head of Human Resources	Wolverhampton City Primary Care Trust
Miss Anneli Daniels	Senior Strategic HR Business Partner	Working Links

POINTS BASED SYSTEM FOR MANAGING MIGRATION

The Points Based System (PBS) is the biggest change in the UK immigration system in a generation and aims to attract migrants with the right skills to boost the UK's economy. We know that migrants make a significant cultural and social contribution, they contributed to our economy by £6bn in 2006, so it's important to ensure that we manage migration effectively by assessing the skills and earnings potential of each migrant. The UK Border Agency (UKBA) have streamlined the previous 80 categories and reduced those routes into a 5 Tier system.

What is the Tier structure?

Tier 1
Highly skilled individuals that contribute to growth and productivity

Tier 2
Skilled workers with a job offer

Tier 3
Low skilled workers to fill temporary labour shortages (suspended indefinitely)

Tier 4
Students

Tier 5
Youth Mobility and Temporary Workers

Tiers 2 to 5 are underpinned by the new concept of 'sponsorship'.

So what will it mean for you as businesses or educational organisations? Any organisation that wishes to employ migrants or enrol them on a course of study must apply for a sponsor licence. PBS places greater emphasis on the accountability and responsibility of sponsors in selecting the non-EEA nationals they bring to the UK, and as such they will be subject to compliance checks. Sponsorship duties include: record keeping; reporting; monitoring; co-operating with us and tier-specific duties.

Speaker Biographies

Biographies are shown alphabetically by surname

Guy Bailey
Senior Policy Adviser, Employment and Pensions Group
CBI

Guy Bailey is Senior Policy Adviser in the Employment Policy Directorate at the CBI. He is responsible for the CBI's work on the National Minimum Wage, Agency Working, Vulnerable Workers and public sector reward. Prior to this, Guy worked as a Business Analyst for Avis Rent-a-Car and as a policy adviser for the Council for the Advancement of Arts, Recreation and Education.

Kully Kaur-Ballagan
Research Director
Ipsos MORI Public Affairs

Kully Kaur-Ballagan is Head of Ethnic Minorities and the Social Cohesion Research Unit at Ipsos MORI. Kully is an experienced social researcher and has wide ranging experience of designing and conducting quantitative and qualitative research projects, with over ten years' research experience. She has worked on a number of large-scale studies that have explored and tried to understand public attitudes towards immigration, social cohesion as well as equality and discrimination. She has worked with a number of clients across the public sector including, Communities and Local Government, Home Office, UK Border Agency, the Equality and Human Rights Commission, the BBC as well as a number of individual local authorities. Kully is also a regular conference speaker on these topics.

Sophie Barrett-Brown
Chair
Immigration Law Practitioners' Association (ILPA)

Sophie is a partner of LDS and is Head of the UK Practice. She is recognised by Chambers & Partners as a leading immigration lawyer in the UK. Sophie qualified as a barrister in 1997 and subsequently cross-qualified as a solicitor. She has practised exclusively in immigration law since 1997, first at CMS Cameron McKenna before joining Laura's team in January 2000.

Sophie specialises in all aspects of business immigration and nationality law and has particular expertise in business person, investor, highly skilled migrant programme, innovator applications (having submitted the first successful innovator application) and discretionary applications. Her clients are drawn from all sectors, from multinational corporations to entrepreneurs and high net worth individuals.

Sophie regularly lobbies the UK Border Agency on immigration law and policy matters and is at the forefront of immigration practise in the UK. She writes regularly on immigration law matters international and national publications such as *Tolley's Immigration and Nationality Law Bulletin*. She is an experienced speaker in the UK and overseas on all aspects of immigration law, and provides specialist training to lawyers for various organisations including for the Immigration Law Practitioners' Association (ILPA). Sophie was appointed Chair of ILPA in November 2007.

Jim Bligh
Policy Advisor – Pensions and Employment
CBI

Jim Bligh is a Policy Advisor in the Employment Policy Directorate at the CBI. He is responsible for the CBI's work on immigration, illegal working and pensions, including the Pensions Bill, personal accounts, defined contribution and the

Pensions Protection Fund. Before joining the CBI, Jim studied English at Durham and graduated from Cambridge with an MPhil in Renaissance Literature, before working for a parliamentary candidate in south west London.

Martin Broughton
President
CBI & Chair, British Airways

Martin Broughton became Chairman of British Airways in July 2004, having joined the board in 2000 as a Non-Executive Director. He became President of the CBI in January 2007.

He chaired the British Horseracing Board from 2004-2007, having joined as an independent director in 1999. Until 2004, he was Chairman of British American Tobacco (BAT), a role he took on in 1998, having previously been Group Chief Executive and deputy chairman since 1993. Earlier he had been chairman of the Wiggins Teape Group, Chairman of Eagle Star and Group Managing Director of BAT Industries' Financial Services.

He is the European Chair of the Transatlantic Business Dialogue and is a member of the European Round Table of Industrialists.

Neil Carberry
Head of Pensions and Employment Policy
CBI

Neil Carberry is Head of Pensions and Employment Policy at the CBI, leading the CBI's work on a diverse range of issues including pensions, working time and the National Minimum Wage. He returned to the CBI's pensions team in April 2007 after a period as Head of Public Procurement, a role in which he was responsible for CBI policy on the Private Finance Initiative. Neil initially joined the CBI as an employment and reward specialist after graduate study at the London School of Economics. Previously, he worked in the City as an HR Consultant.

Emma Churchill
Director of Immigration Policy
UK Border Agency

Emma Churchill took up post as Director of Immigration Policy in July this year and is responsible for managed migration, asylum, citizenship and enforcement policy at the UK Border Agency. She had been working at the Agency immediately prior to that on the Agency's partnership and enforcement agenda. From September 2004 to December 2006 she served as Principal Private Secretary to Home Secretaries David Blunkett, Charles Clarke and John Reid.

Matthew Coats
Head of Immigration
UK Border Agency

Matthew Coats joined the Home Office as Strategic Director, Asylum in February 2006 from the Department of Health where he was Head of Secondary (i.e. Hospital) Care (policy lead for A&E, ambulances, waiting lists and diagnostics). Before moving to central government, Matthew worked in the NHS as a hospital manager for 12 years.

Matthew is responsible for the end-to-end delivery of the UK Immigration system including; migration, citizenship, asylum and the enforcement of decisions. Matthew's guiding principles include; personal accountability and case ownership, the relentless focus on results and case conclusion, and streamlining processes and upgrading our IT.

Mike Godfrey
Senior Manager and Chief Engineer
Honda

Mike Godfrey has always been in the Automotive Industry and now works for Honda in Swindon. Assignments have included Manufacturing Manager, Quality Manager, and now he has responsibility for Safety and Environment co-ordination for not only the Swindon site, but also Honda's other manufacturing operations in Europe, as Senior Manager and Chief Engineer. Under the Environmental role, work has expanded to include external liaison, and as well as positions with the SMMT, he also represents Honda on the CBI Manufacturing Council, and local organisations in the Swindon area.

Dominic Grieve QC MP
Shadow Home Secretary and Shadow Attorney General

Dominic Grieve was educated at Westminster School and Magdalen College Oxford, where he studied Modern History. He was called to the Bar in 1980.

He was elected Member of Parliament for Beaconsfield in 1997. In June 1999, he was appointed to be the Conservative spokesman for Scotland. In September 2001, he was appointed to be the Conservative spokesman for criminal justice and community cohesion as part of the Shadow Home Affairs team. In November 2003, Dominic was appointed Shadow Attorney General together with his frontbench role in criminal justice matters, constitutional affairs and ethnic diversity. David Cameron then appointed Dominic as his Shadow Home Secretary in June 2008.

He has been a local councillor in Fulham in the 1980s, and Chairman of the Research Committee of the Society of Conservative Lawyers as well as a lay visitor to police stations. He is a deputy Church Warden. His areas of strong political interest include Law and Order, Constitution, European Union, Defence, Environment and Foreign Affairs.

Katja Hall
Director Employment Policy
CBI

Katja Hall is Director of Employment Policy at the CBI. She is responsible for leading the CBI's work on employment, employee relations, pensions and diversity. She was previously Head of Employee Relations and Diversity, responsible for the CBI's work on trade union issues, dispute resolution, working time, diversity and family-friendly policies. Prior to this, Katja worked in employee relations and HR Policy at the BBC and as Head of Employee Resourcing at the CBI, covering pay and pensions, labour market flexibility, welfare reform and sickness absence.

Katja is a member of the Ethnic Minority Employment Taskforce and the Employment Tribunal Steering Board. She is also a member of the Social Affairs Committee of BUSINESSEUROPE, the European Employers' Organisation and she has served as CBI negotiator during EU social partner negotiations on telework.

Andrea Hester
Head of Employment Services
NHS Employers

Andrea Hester is a senior HR Professional with more than 20 years experience in the NHS. She has provided HR services across the diverse range of NHS organisations and was HR Director at Harrogate and District NHS Foundation Trust for 6 years prior to joining NHS Employers in 2006.

As Head of Employment Services Andrea was the senior policy lead within NHS Employers on matters relating to employment practice, workforce supply and demand and workplace health and wellbeing. Andrea has lead the work relating to pre-employment check standards across the NHS including the Right to Work.

Trevor Holden
Chief Executive
Breckland District Council

Trevor Holden was born in 1962 in Norfolk, joining the Royal Air Force as a RAF policeman in 1980 and commissioned into the Administration Branch in 1986. He retired from the Royal Air Force in 2004, having attained the rank of Wing Commander, in order to take up the appointment of Director of Neighbourhood Services with Erewash Borough Council in Derbyshire.

Trevor left Erewash in July 2007 to take up his current appointment as Chief Executive of Breckland Council in Norfolk, an area that has seen a large intake of migrant workers in recent years and has been recognised as an example of good community work amongst its migrant population. Breckland, by invitation from DCLG, is now piloting a Community Cohesion Project.

Rikki Hunt
Chair
Swindon Strategic Economic Partnership

Rikki Hunt is an experienced Chief Executive who has created Start-ups and successfully transformed existing companies in the Retail and Technologies sectors with turnover up to £1.2 billion. He is an eperienced Non Executive Director and Chairman, with both public and Private sector experience. He has a strong leadership style, focused thinking and a good understanding of how to manage change in challenging business environments, has a track record of consistently delivering profits to key investors and stakeholders. Has worked in both Private and Public sector.

Rikki Hunt is a Fellow of the institute of Directors, holds a Diploma in company Direction and has authored a book published by Gower entitled "*Creating a Thinking Organization*"

He has climbed a number of the world's highest mountains, and skied to the Magnetic North Pole twice, the second time leading an expedition to take the first disabled man. The trip was filmed and shown by Central TV and won the motivational video of the year in the USA.

In 2005 he sold interest in Fuelforce ltd, the largest independent Petrol station operator in the UK (turnover £750m). Rikki Hunt is Chair of several public sector bodies including the Swindon Strategic Economic Partnership (SSEP).

Simon Israel

Home Affairs Correspondent
Channel 4 News

Simon is Home Affairs Correspondent for Channel 4 News. His wide brief includes terrorism, crime, prisons, asylum and immigration, race and legal affairs. He has reported extensively on such matters as the Stephen Lawrence Inquiry, the Victoria Climbie Inquiry, detention without trial, Guantanamo, suicides in prisons, the nation's drug problems, gun crime, government policies on immigration and asylum and, more recently, on the war on terrorism in the UK and Europe. He joined Channel 4 News in 1995 and has since won a number of awards for his original, investigative and often exclusive reports.

Dave Kaye
Deputy Managing Director, Operations and
HR Director, UK Bus

Dave has worked for First and its predecessors for 29 years and has covered senior positions within the Bus and Rail Divisions. Dave started his career in bus and then ran 2 train companies between 1998-2003. Dave was runner up in the Rail Business Manager of the year in 1999 which reflected the work he had undertaken in turning round the performance of First North Western. He then led First Great Eastern to be Rail Operator of the Year in 2003. Dave returned to the Bus Division in 2003 and is Deputy Managing Director, Operations and HR Director for the UK Bus Division, dealing with all aspects of service delivery, recruitment, training and development.

Jez Langhorn
Head of Talent and Education
McDonald's

Jez has enjoyed a rich and varied career in both Retail Operations and Human Resources. Since joining McDonald's Restaurants Ltd, he has worked in a variety of Operations roles including responsibility for stores in the Home Counties. As Southern HR Manager responsible for 25,000 staff, he re-engineered the function to closely align it with Operations, leading to a 70% reduction in staff turnover.

In August 2005, Jez was promoted to the new role of Reputation Manager. Reporting to the Senior VP for People, Jez had UK responsibility for Employer Branding and Management Resourcing. In September 2007, Jez was promoted to Head of Talent & Education with responsibility for talent management, education policy and people technology in addition to employer branding and crew & management resourcing.

Jez has been instrumental in McDonald's achieving recognition in the Financial Times Top 50 Great Places to Work awards, the introduction of online maths & English qualifications available for 67,000 employees, the development of ourlounge.co.uk – the award winning McDonald's employee support and networking web site and is working to introduce an apprenticeship scheme across the UK business.

Professor David Metcalf CBE
Chair
Migration Advisory Committee

David Metcalf is Professor of Industrial Relations at the London School of Economics and has been a visiting Professor at Princeton University and the Australian National University. He has worked extensively on the economic impact of unions and on pay systems and structures. Outside the LSE he is Chair of the Migration Advisory Committee which defines shortage occupations under the new points-based system and provides general advice on the economics of immigration. He was a member of the Low Pay Commission from 1997-2007 and of the Union Modernisation Fund Board 2005-2007, and is a Director of the Starting Price Regulatory Commission. He was awarded the CBE in the 2008 New Year Honours list.

Pat McFadden MP
Minister of State for Employment Relations and Postal Affairs
Department for Business, Enterprise and Regulatory Reform (BERR)

Pat McFadden has worked as a research assistant to the late Donald Dewar MP, then as Labour's Scottish affairs spokesman between 1988 and 1993. In 1993, he left to work as a speechwriter and policy adviser to the late John Smith MP, then Labour Leader. When Tony Blair was elected Labour leader in 1994, Pat was asked to stay on to work in a variety of posts for Mr Blair including Policy Adviser both in opposition and in 10 Downing Street and later served as the Prime Minister's Political Secretary.

Pat McFadden was selected to fight the constituency of Wolverhampton South East in 2005 where he succeeded Dennis Turner who had represented the constituency for 18 years. In May 2006, he was appointed Parliamentary Secretary at the Cabinet Office, supporting the Chancellor of the Duchy of Lancaster, Hilary Armstrong in particular on Social Exclusion, e-government and Better Regulation.

In July 2007 he was appointed Minister of State for Employment Relations and Postal Affairs at the Department for Business, Enterprise and Regulatory Reform.

Lucy Neville-Rolfe CMG
Executive Director of Corporate and Legal Affairs
Tesco plc

Lucy Neville-Rolfe, CMG, was appointed Executive Director (Corporate and Legal Affairs) of Tesco plc on 14 December 2006. Since she joined Tesco it has moved from its core UK grocery roots into non-food, services and 13 overseas markets from the Far East to the United States.

Lucy joined Tesco in 1997 as Group Director of Corporate Affairs and from 2004–2006 was also Company Secretary. Her responsibilities now include Community, Government, Legal, Pensions, Internal and External Communications, Investor Relations, Insurance and Claims, International Corporate and Legal Affairs and competition matters.

Until 1997 she worked in a number of Government departments. She was a member of the Prime Minister's Policy Unit in 10 Downing Street from 1992–1994 where her responsibilities included home and legal affairs. She was Director of the Deregulation Unit, first in the DTI and then the Cabinet Office from 1995-1997. She started her career in DEFRA (then MAFF) where her roles included Private Secretary to the Minister, early greening of the department and the Food Safety Act 1990.

Lucy is Chairman of Dobbies Garden Centres, Deputy Chairman of the British Retail Consortium, Vice-President of EuroCommerce and a member of the CBI Economics Committee. She is also a member of the Secretary of State's Panel on Monitoring the Economy, the China Britain Business Council, UK India Business Council, The Carbon Trust, BERR's EU Strategy Advisory Group and the Corporate Leaders Group on Climate Change.

Lucy was awarded the CMG in the Queen's Birthday Honours 2005 in recognition of her contribution as a Non-Executive Director on the Board of the Foreign and Commonwealth Office. She read Philosophy, Politics and Economics at Somerville College, Oxford where she is an Honorary Fellow.

Frances O'Grady
Deputy General Secretary
TUC

Frances became TUC Deputy General Secretary in January 2003, the first woman ever to hold this post. Frances has lead responsibility for a wide range of key areas of policy development across the TUC's work including trade union recruitment and organisation, inter-union relations and TUC services to members. She sits on the board of the think tank, IPPR and is joint vice chair of the LSC National Council. She is also a member of the UK Skills Board, and in April 2007 was appointed to the Low Pay Commission.

Julia Onslow-Cole
Partner and Head of Global Immigration
PricewaterhouseCoopers Legal LLP

Julia Onslow-Cole is a partner and Head of Global Immigration of PricewaterhouseCoopers Legal LLP. Julia has over 20 years' experience in providing specialist immigration advice, is ranked in the highest bands in the legal directories, and has been voted the UK's 'Experts Expert' by Legal Business.

Julia leads a team of 300 immigration experts in 95 offices who provide advice to international organisations and to entrepreneurs and private clients. The team works closely with the PricewaterhouseCoopers expatriate tax and global mobility practice.

PricewaterhouseCoopers Legal has particular expertise on the new points based system and has developed an innovative diagnostic tool to assist companies with the Sponsorship Licensing process.

Julia is a Council Member of the Legal Practice Division of the International Bar Association (IBA) and represents the IBA on the Border and Immigration Agency Corporate Stakeholder Group and the Employer Taskforce. She chairs the IBA's Charitable Trust and is a Director of the Immigration Law Practitioners' Association. In addition, Julia is a Member of the UK Association for European Law; and a Fellow of the Society for Advanced Legal Studies; an expert to the Office of the Immigration Service Commissioner, and member of American Immigration Lawyers' Association. Julia is also a board member of the Permits Foundation and member of the Employability Forum.

Since 2005, Julia has been a member of the Advisory Board on Naturalisation and Integration, which reports to the UK immigration minister.

Julia is contributing co-editor to several leading textbooks on immigration law, including Butterworths Handbook, Butterworths loose-leaf Immigration Law Service, Macdonald's Immigration Law and Practice and Sweet and Maxwell's loose-leaf Immigration Service. Julia will be a co-editor of a work to be published by Tottel in 2008 on the new points-based system.

Trevor Phillips
Chair
Equalities and Human Rights Commission (EHRC)

Trevor Phillips was announced as Chair of the Equality and Human Rights Commission on 1st October 2007. Prior to this appointment, he was chair of the Commission for Racial Equality from 1st March 2003.

Born in London in 1953, Trevor attended secondary school in Georgetown, Guyana, and then studied chemistry at Imperial College London. Between 1978 and 1980, he was president of the National Union of Students. He then went into broadcasting, becoming head of current affairs at LWT in 1992. Trevor received awards from the Royal Television Society in 1993 and 1998. He was elected as a member of the Greater London Authority in May 2000, and became chair of the Assembly later that month.

Trevor is a director of Pepper Productions, founded in 1995, and was the executive producer on Windrush (which won the Royal Television Society documentary series of the year award in 1998), Britain's Slave Trade, Second Chance and When Black Became Beautiful. He is a vice president of the Royal Television Society.

At present, he is a board member of the Almeida Theatre in Islington, Aldeburgh Productions and the Bernie Grant Centre in Tottenham. He is a patron of the Sickle Cell Society. Between 1993 and 1998, Trevor was chair of the Runnymede Trust. In addition to many newspaper articles and comment pieces, Trevor has co-written Windrush: The Irresistible Rise of Multiracial Britain (with Mike Phillips), published in 1998, and Britain's Slave Trade (with S.I. Martin) published the following year.

John Ransford CBE
Deputy Chief Executive
Local Government Association (LGA)

John Ransford is a qualified social worker who began his career as a Probation Officer in South East London. Between 1974 and 1981 he held successive posts with Kirklees Metropolitan Council.

From 1982 he was Director of Social Services and in 1987 acting Chief Executive. He moved to North Yorkshire County Council in January 1988 as Director of Social Services and served subsequently as Chief Executive from 1994 to 1999.

He was Honorary Secretary of the Association of Directors of Social Services (ADSS) from 1993 to 1996 and was awarded the CBE in 1997 for services to social work.

Since 1999, he has been a senior executive at the Local Government Association (LGA) and is now Deputy Chief Executive. He is responsible for a range of corporate and service policy issues and is Chief Operating officer for the LGA Group. He also takes overall responsibility for Local Government Employers (LGE), which leads on pay, pensions and employment issues.

John Ransford is a columnist for the Municipal Journal (MJ) and commentates on a range of public service issues.

David Rossington
Acting Director-General, Communities
Communities and Local Government

David is the Acting Director-General of the Communities Group in Communities and Local Government. Communities Group is being set up from 19 September, and brings together CLG's work on empowerment, cohesion, race equality, migration, fire and resilience. David was previously Local Democracy & Empowerment Director in CLG. His team was responsible for drawing together the recent White Paper on empowerment, which is about enabling people and communities to have more power and influence, and for implementation of the 2006 Local Government White Paper which devolves power from Whitehall to town hall. David is responsible for CLG's relationship with the Third Sector, and the CLG Third sector champion.

Prior to joining Communities and Local Government in April 2007, David was responsible for implementation of the Gershon Review on efficiency across the public sector (central government, local government and the wider public sector). Before that he worked in Defra and the Ministry of Agriculture. This included a period in Brussels working on the Common Agricultural Policy, acting as principal private secretary to a Cabinet Minister, working on animal diseases including BSE and foot and mouth, and outsourcing IT services in Defra.

Isabel Sutcliffe
Director, Qualifications and Accreditation
Edexcel

Isabel joined Edexcel in October 2006 from her post as Chief Executive of NCFE. A previous DHL Boss of the Year, Isabel is a Director of the Federation of Awarding Bodies, a member of QCA's Board Qualifications and Skills Advisory Group, a member of the Specialist Schools and Academies Vocational Expert Panel, and has served as both a Parent Governor and College Governor and held posts as a lecturer. She holds a BA (Hons) in Geography from the University of Newcastle upon Tyne and an MA (African Studies) from the University of London School of Oriental and African Studies, and was, until 1990, Assistant Secretary at the NREB, now AQA.

David Swales
Research Manager
Lantra

David has worked in the field of labour market and skills research for 8 years. He joined Lantra, the Sector Skills Council for the Environmental and Land-based Sector, as their research manager in February 2008. Before this he worked for the Learning and Skills Council and for a Chamber of Commerce.

David is responsible for developing and delivering Lantra's research programmes across the UK which aim to explore the supply and demand for skills in the sector, and the impact of skills on productivity. He is member of the Alliance of Sector Skills Council LMI Strategy Group, which shapes the direction of research across the SSCs, and represents the Sector Skills Councils on the England Cross-Region Research Group.

Baroness Diana Warwick
Chief Executive
Universities UK (UUK)

Diana Warwick was appointed Chief Executive of the Committee of Vice Chancellors and Principals in 1995. The CVCP was subsequently renamed Universities UK (UUK) in 2000, and is the 'voice of UK universities', representing their executive heads. Previously Diana had been Chief Executive of the Westminster Foundation for Democracy, which was established by Parliament to provide funding to organisations involved in strengthening democratic development overseas.

During the 1980s Diana Warwick was the General Secretary of the Association of University Teachers, representing some 30,000 academic and senior staff in UK universities. Prior to that for 10 years she represented the interests of civil servants.

Diana was born in Bradford, Yorkshire, and graduated from Bedford College, University of London, in 1967 with an Honours degree in Sociology and Economics. She has been awarded Honorary degrees by Bradford University, the Open University and London University. She was made a Life Peer in July 1999. Diana has been a Board member of the British Council and a Governor of the Commonwealth Institute, a member of the Executive Council of the Industrial Society, Chairperson of Voluntary Service Overseas (VSO), a member of the Standing Committee on Standards in Public Life, and a Trustee of St Catherine's Foundation, Windsor. She has also been a Board Member for Centrica. She was a member of the Employment Appeals Tribunal for 10 years.

Diana is a Life Vice President of VSO, chair of Trustees of International Students House and a Trustee of the Universities Superannuation Scheme.

Phil Woolas MP
Minister of State for Borders and Immigration
Home Office

Phil Woolas was most recently the minister of state for the environment. Previously he was minister for local government at the Department for Communities and Local Government. Previously, Mr Woolas was deputy leader of the House of Commons, and has held roles including government whip and parliamentary private secretary at the Department of the Environment, Transport and the Regions. He contested the 1995 Littleborough and Saddleworth by-election and has been member of Parliament for Oldham East and Saddleworth since 1st May 1997.

Before entering Parliament, he was head of communications at the GMB trade union (1991-1997) and previously a television producer for the BBC and ITN (1988-1990). He was president of the NUS from (1984-1986). He is a graduate in philosophy from Manchester University.

Susan Wright
Director
Medecins du Monde UK

Susan joined Medecins du Monde UK in December 2006 after five years in Bosnia and Herzegovina where she worked with Paddy Ashdown as Head of the Rule of Law Department at the Office of the High Representative.

She studied at Howard University and Harvard University in addition to being a Fulbright Scholar. She has taught International Criminal Law and worked in Sierra Leone for the war crimes tribunal. She leads the team at Medecins du Monde UK, with a particular focus on advocacy.

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PO Box 39976
2nd Floor, 1 Benjamin St
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