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Mayor of London recognises Hindu Contribution to British Economy

Rwanda



Julia Smith –
 Director EqlD
 Consultancy and
 Chair of RJVP (UK)

Julia Smith writes about her involvement in the country's changes

I established EqlD Consultancy with clear ethical aims and have successfully combined its business imperative of competitiveness and making money with its charitable arm, Peopleskills Community Trust (PSCT). EqlD is an employment and equalities consultancy providing advice to companies on the requirements of the UK employment and equality legislation and has worked successfully with large public sector companies and smaller businesses.

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The Mayor of London, Ken Livingstone, held a reception at City Hall to recognise the contribution made to London and the wider British community by the Hindu community. This event, which was organised in partnership with the City Hindus Network and supported by the Hindu Council UK, was the first the Mayor has held for the British Hindu community.

Speaking at the event, the Mayor paid tribute to the hard work of the London

Hindu community and the strong ties that exist between the UK and India. He said that "The Hindu Community is one of the most highly skilled and high achieving communities and it has helped shape London into the dynamic, diverse and thriving city it is today." He also said, "I am proud that a large proportion of the UK's Hindu Community has chosen London as their home."

Guest speakers at the event included Dilip Joshi of the Hindu Council UK, Dhruv Patel of the City Hindu Network and Jitesh Gadhia, Managing Director of investment bank ABN AMRO.

Mr Gadhia said his Hindu faith was in part responsible for his successful career. He added "Hindus – and specifically Hindu values – can actually create a competitive

continued overleaf

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advantage for those trying to build a successful career in the city," going on to outline five key Hindu values he believed had been relevant in his own career: tolerance and respect for others, focus on the importance of education, family and community and the Hindu principle of 'Dharma' or 'right conduct. "Although I don't believe we should bring our faith into the workplace," he said, "we can and should bring these values with us in all that we do."

Dhruv Patel, the Founder and Chair of the City Hindu Network said that "there are about half a million Hindus living in the UK and, although we receive little attention or celebration from wider society, figures show our community has made a disproportionately large contribution to the economic, cultural and social life of this country. This event has given us a chance to showcase our successes and to inspire our young people to achieve even more."

Dhruv Patel also used the event to announce plans by the City Hindu Network to start a mentoring and work placement scheme to encourage young Hindus to aspire to work at the highest levels in both the public and private sectors.

Dilip Joshi commenting on the work of the Hindu Council UK said "over the last three years we have started the process of building a lasting and productive relationship with the major political parties within GLA and are pleased with the useful dialogue and support of Len Duvall, John Biggs, Angie Bray and Jenny Jones" He went on to say that "we (HCUK) have had a 3 pronged strategy; tackling the well acknowledged challenges on representation both political and employment, forging a better business partnership led by Alok Mitra and greatly encouraged by Murzline Parchment, and capacity building at temples" In relation to greater representation, he said that with a constructive engagement with the GLA some success has been achieved but there is still a need to do more. "We have agreed with you what needs to be done, to make it happen, we now need representation" he said to Ken Livingstone.

Due to the high demand for this event the Ethnic Minority Business Group were limited as to the number of guests who could attend and therefore we restricted it to those from our London base. Our special guests included Lord Marshall of Knightsbridge, Chairman of Nomura International plc and Professor Monder Ram, Professor of Small Business and Director of DMU's Centre for Research in Ethnic Minority Entrepreneurship (CREME).

The event, held at City Hall, was very well organised by the Mayor's office and well attended. We hope to hold similar events in London in the future for the business network.

British Parliamentarians launched the third chapter of the Pakistan India Friendship Forum

The launch of the organisation took place on 8th February 2007 at the House of Commons. The first chapter was established in 2003 in Pakistan. A number of prominent politicians, and business and community leaders have lent their support; these include;

- The Rt. Hon. Keith Vaz, *MP*
- The Rt. Hon James Arbuthnot, *MP*
- Mr Dominic Grieve, *MP*
- Mr Tony McNulty, *MP*
- Mr Stephen Pound, *MP*
- Lord Dholakia *OBE, DL*
- Lord Karan Bilimoria, *CBE*
- Baroness Sandip Verma
- Baroness Shreela Flather, *JP, DLL, FRSA*
- Baroness Nicholson of Winterbourne, *MEP*
- Sir Gulam Noon, *MBE*
- Sir Mohammed Anwar Pervez, *OBE*
- Mr Tarique Ghaffur, *CBE, QPM*
- Judge Mota Singh
- Prof Nat Puri
- Dr Avtar Lit
- Mr Moni Verma
- Mr Fakhruddin Suterwalla
- Mr Hardyal S Luther
- Mr J S Sachar
- Mr T D Wohoura, *MBE*
- Mr Ranbir S Suri, *JP*



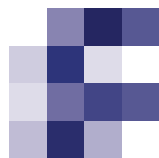
The Forum believes that people to people contact is the way for these communities to live in peace and harmony to further community cohesion in Britain and also to further the cause of world peace.

These two British Asian communities live in large numbers in the UK and it is imperative for all the communities to work hard for the success of Britain regardless of their ethnic origin, colour or religion if we are to enjoy community cohesion.

Visit:

www.pakindiafriendship.com

to learn more about the forum.



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4 In aid of the Watford Palace Theatre on Thursday 13th September 2007

Gala Performance of Tim Supple's Indian Midsummer Night's Dream

For one night only the Palace will be transforming their theatre into a festival of music, colour, and spectacle; celebrating the arrival of an incredible show and supporting the theatre's increasingly ambitious vision.

"This most magical 'Dream' will be remembered for decades" Daily Telegraph

Following sell-out runs at the RSC in Stratford and the Roundhouse in London, Tim Supple's critically acclaimed production is coming to the Palace Theatre, where the remarkable cast will continue to transform Shakespeare into something...

"Stunningly beautiful, sexy, and delightfully funny" Independent

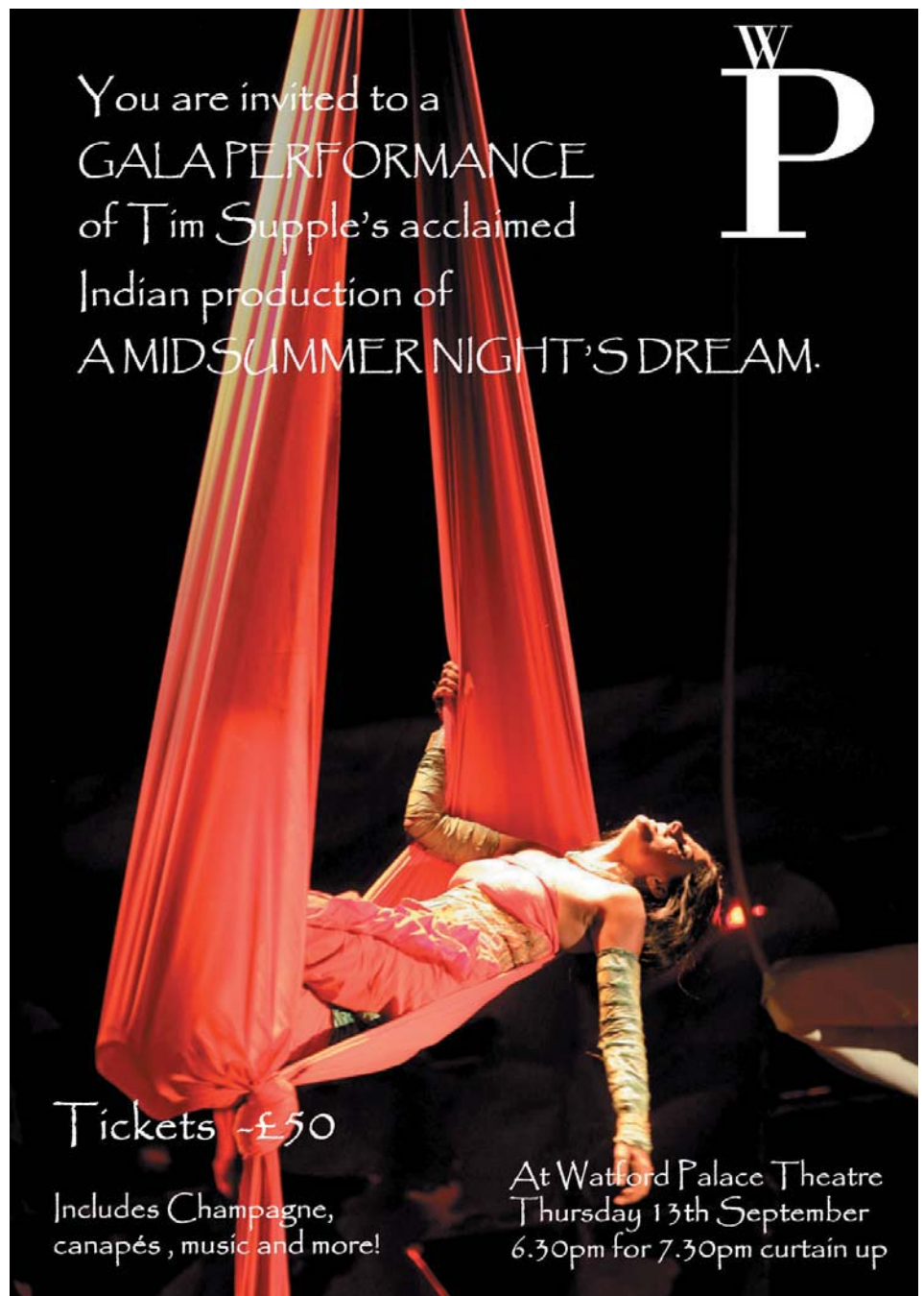
As the sole producing theatre in Hertfordshire the Palace is a cultural hub within the region. They are dedicated to rediscovering classic plays of the past, while nurturing the playwrights of the future. Alongside the shows created for the stage, the Learning and Participation team takes the joy and skills of theatre, writing and performance to the wider community.

Attending this special gala performance is a fantastic way to support their efforts. Each year the Palace must raise significant funds in order to continue producing shows of outstanding quality as well as taking exciting and memorable participative projects to the local surrounds.

Tickets cost £50 per person and include pre-show entertainment, canapés and champagne, plus much more! To book please call the Development Department on 01923 810305 and they will be more than happy to help.

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WP

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At Watford Palace Theatre
Thursday 13th September
6.30pm for 7.30pm curtain up

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For such ambition to succeed they need your support. Attending this gala performance is a way for you to get involved with the life and work of our

theatre, and by extension share in their renewed and growing vision.

Play details:

Gala Performance of Tim Supple's Indian Midsummer Night's Dream

Director: Tim Supple

Designer: Sumant Jayakrishnan

Lighting: Zuleikha Chaudhari

Music: Devissaro

Choreography led by: D Padmakumar & M Palani

Go to:

www.watfordpalacetheatre.co.uk/pl55.htm
to view scenes from the play

For tickets call: 01923 810305

New look service is the place to go for businesses



Research from Vodafone has shown that among small and medium size enterprises, diversification has the single biggest impact on business success.

"If the UK is to compete with other fast-growing economies, business must look ahead to the future and beyond the core products and services on offer today", says Pat Smith, Chief Executive of Business Link East.

Looking at the needs of businesses and helping them to grow and succeed is at the heart of the new Business Link service in the East of England. With this at the core, a change to a region-wide service on 1st April has resulted in businesses being able to tap into fifty percent more advisers for impartial, relevant and up-to-date information.

With 99 per cent of the region's enterprises now being no more than 20 miles from a Business Link adviser, the service enables advisers to embed themselves in local communities and respond to local business needs. The advantage of this is that for businesses requiring more in-depth support an adviser will visit them at their place of work. Advisers follow an impartial diagnostic process with customers to make sure that each business receives the information and support it needs.

"In addition to the locally based support, companies have access to 28 specialist advisers. They have experience and knowledge in certain sectors or areas of business such as ICT, creative industries and engineering", says Smith. With further specialist advisers dedicated to working with black and minority ethnic businesses, women-owned businesses and social enterprise, the service is making every effort to ensure that it is accessible to as many people as possible.

No matter where you they are based, businesses can call a single telephone number – 08457 17 16 15 - and speak directly to someone in the information and intelligence centre. The centre can make the process of finding information and gaining in-depth intelligence on key things such as competitor analysis or credit searches effortless, with advisers doing the work. Information and resources can also be accessed online and places can be booked on workshops and seminars.

For individuals or groups thinking of starting a business, the service has a programme of tailored workshops across the region including 'developing a business plan' and 'sales and marketing'. When ready, one-to-one advice is offered to make sure budding entrepreneurs have the support they need, when they most need it.

Smith says, "By helping established businesses, inspiring the next generation of future entrepreneurs and supporting ambitious start-ups, the new look Business Link service means it is hard to find a better place start and run a business than the East of England".

For more information about Business Link call 08457 17 16 15 or visit www.businesslinkeast.org.uk

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Companies Act 2006 introduced from January 2007 – Are you ready?

By Jenny Mitra, Partner of AMitra & Co, Chartered Accountants

This Act received Royal Assent on 8th November and is being introduced in stages from January 2007 to full implementation by October 2008. The key implementation dates going forward are 1 October 2007, 6 April 2008 and 1 October 2008.

The Companies Act 2006 runs to 1264 clauses and 1,000 pages including the explanatory notes. As well as introducing new provisions, it consolidates provisions set out within former Company Acts and will aid compliance with EU legislation. Once fully implemented this Act will change the way companies are set up and run and the relationship that directors have with their businesses.

This Act is very complex in terms of both its staggered implementation and the interpretation of the law. However, there are also a number of areas where the process of incorporating and running of private companies have been made easier. To take advantage of these you may need to take action. Based on our current understanding we are highlighting some of the key changes that will affect private

companies. However, we strongly suggest that professional advice is sought before taking or refraining from taking any action.

Directors and Company Secretary

- The duties of directors are now codified. It will be necessary to consider other factors such as taking a long term view, the interests of other stakeholders and the community.
- All companies must have at least one natural person as a director. Therefore, If a company's only director is a company, it will need to appoint a natural person.
- Under new procedures shareholders will be able to take action on behalf of a company against directors who are in breach of duty or have been negligent.
- The minimum age for a director will be 16. From 1 October 2008 under 16's will cease to be directors.
- It will be easier for directors to enter into a contract with the company.
- Directors can protect their residential address by using a service address.
- Private companies will no longer be required to have a company secretary.

Company formation and administration

- Company formation will be made easier with simpler and shorter Memorandum and Articles of Association.
- The need to have an authorised share capital will be abolished.
- Prohibition on financial assistance abolished (unless private company is a subsidiary of a public company).
- Where a private company only has one class of shares, shareholder approval will not be required for share allotments.
- Reduction of capital allowed without court approval.
- The need to have an AGM will be removed.
- The time period for filing private companies' annual reports and accounts is to be reduced from 10 months to 9 months after the year end.
- Companies are now permitted to communicate with their shareholders electronically.

If you would like more information on how the new Companies Act will affect your company then contact your professional advisors. If you have an existing company and you wish to take advantage of the simplification of processes permitted under the Act you may need to take some action. From our website www.amitra.co.uk you can download a helpful guide that the DTI have produced on the Act. You can also contact our firm if you need further guidance or help on 01923 212687.

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Focus on people

Dilip Joshi MBE

Executive Officer - Equality & Stakeholder Relationship
Hindu Council UK (HCUK)



Dilip coordinates the Hindu Council UK's relationship with GLA and Central Government. He currently leads HCUK's drive in making private and public sector organisations more representative of the population as a whole. He also helps EMBG to make representations on this and business issues. Alok Mitra, Chair of EMBG said, "I am delighted to be working closely with Dilip to help represent the views of our members at Westminster and the GLA group. Our joint approach, constructive dialogue and a collaborative approach to working with all communities on joint areas of mutual agenda is slowly changing the mind set within these public bodies. We are starting to make progress but there is still a long way to go".

Dilip holds a Masters degree in Transport and Logistics Management, is a Fellow of the Chartered Institute of Logistics and Transport, a member of the Chartered Management Institute and a Fellow of the Royal Society of Arts.

He is an experienced transport professional having held a variety of roles within the transport sector, which included Head of Retail Operations for stations in the London sector and Thames Valley. He was appointed an MBE for Services to the Rail Industry in 2000 and awarded the prestigious citation of 'Videsh Samman' for contributing to the enhancement of human welfare and Indo-British understanding – High Commissioner of India.

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Events

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Supply London is a programme funded by the London Development Agency and delivered by Pera to enable small businesses in London to become a bigger part in London's supply chain.

The Greater London Authority organizations and other public and private sector buyers are using Supply London as a means of finding capable small businesses for their procurement needs. Their lower value contracts are matched to Supply London's "fit to supply" company database either in a qualified or unqualified basis.

"Fit to Supply" companies will have policies in place covering areas such as Quality, Health and Safety, the Environment and Diversity. They have worked with the Supply London team to develop their business so that they meet the requirements of larger buyers.

Through a mix of training methods, businesses can become 'fit to supply' and can subsequently be matched to appropriate opportunities as they arise.

* Greater London Authority, London Development Agency, Transport for London, London Fire and Emergency Planning Authority, Metropolitan Police Service

For more information and to register as a supplier with Supply London please contact Lauren Cannon on 0207 993 3002 or email lauren.cannon@pera.com

Rwanda – Julia Smith writes about her involvement in the country's changes

continued from front cover

Through PSCT, I have worked extensively with diverse communities to provide low cost training and support to enable individuals to become better equipped to participate in and contribute to the UK economy. Through this I have worked with the Rwandese community in the UK for many years and witnessed at first hand the devastating impact of the horrors of the 1994 Genocide on the lives of individuals and communities.

I was invited by the Rwandan Embassy in the UK to attend an international conference in Rwanda last February on 'Gender, Nation Building and the Role of Parliamentarians'.

Although I did not expect to see dead bodies on the streets, I had anticipated that my visit would witness the trauma of a country emerging from turmoil, or the underdevelopment that is so often associated with African countries. My visit confounded my expectations and the Rwandan people reinforced my already positive impression of a proud, determined and independent people

Driving through Kigali reminded me much of driving through Switzerland and I was greatly impressed by the cleanliness and landscaping of the parks, gardens and flower verges throughout the city. It seemed that road sweepers took great pride in maintain a high image of their country. New buildings were everywhere, following the Government's extensive reconstruction programme and there seemed to be a culture of efficiency throughout the country.

As there were a number of international leaders at the conference security was high. Nowhere was this more evident than the afternoon spent in a local park at a craft fair. Since the President and Cherie Booth were to officially open the event, security booths were set up at the entrance of the park and all guests were screened before entering the park. This took a long time, but everyone appeared to have accepted that this was a necessary precaution, given the profile of the guests and the event.

While there was a determined effort to rebuild a better country, I was impressed with how real the effects of the Genocide were on both the minds and conversations of almost everyone I spoke with. This openness in speaking about pain was so marked from the Western way of dealing with trauma. The Government had also put in place community based court systems (Gachacha) for dealing with people who are reported to have been involved in the genocide and it was fascinating to see whole communities turn out to have their say in these tribunals. These take place throughout the country in different locations and seem to have been a powerful tool for bringing about reconciliation between the dominant communities in the country.

But for all its impressiveness and real evidence of economic progress, Rwanda has needs, and it was the time spent with the business leaders, government officials and others that opened my eye to the business potential in the country. The Government is openly encouraging businesses and seems to be prepared to make the terms for inward investment transparent, open and fair – as long as they would bring benefit to the country. We learnt that a heavy emphasis was being placed on training and development, since a great deal of the population, those most needed to build the economic base, have little access to post-school education and industry based training.

The plans by the RJVP (UK), a consortium of businesses, and not-for-profit organisations to establish training and learning centres in outlining towns, within easy reach to the Capital Kigali is just one of a number of businesses that are pouring into Rwanda on a continuous basis. While we were there a new shopping centre had just been opened; among the owners was a 25 year old Canadian woman who had just launched her brand of designer café. Macys in the US had just negotiated the exclusive rights to sell the 'peace baskets' made by a Hutu and Tutsi women cooperative throughout its stores in the US. The company was looking to establish a similar deal with a UK retailer.

EqID will continue to develop its core business of enhancing the equality performance of companies in the UK; however through its partnership with other ethically minded companies it will continue to seek opportunities for investment in countries where the added benefit will far exceed its profits.



The Top 5 Trading Tips!

With interest rates rising, many people are turning their attention away from property investing and into the fastest growing way to trade the stockmarket - Spreadbetting.

With companies like Barclay's Stockbrokers now offering spreadbetting to their clients, and the starting capital required as low as £500, as well as having a tax free status on all profits, many people are jumping in - with varying results...

Greg Secker is the Head Trader and CEO of Knowledge To Action home of the Traders University programme. Traders University teaches beginners and intermediates how to make an immediate monthly cashflow using proven strategies combined with risk management. We asked him his tips for getting it right in the stockmarket.

"As a coach to the trading community I am always approached by new and intermediate traders who are hell bent on making a quick killing, yet fail to weigh up the risks.

The rules we learn from our daily lives are just so very different from those in the trading world. For example, throughout life most of us associate the following "Exciting = Good". BUt apply this to the trading world and it spells disaster, people mistake potential trades that are exciting looking and moving for a profitable trades only to see the position reverse and almost immediately run into a loss.

The answer? Put simply if a trade is already moving it's too late. Instead look for trades that are about to breakout and enter for a low risk entry following a pull back, and try to place your stop loss close to a consolidation."

Greg's top 5 tips for a Successful Trading Career

1. Master Risk first, not last Trading is all about limiting individual trade risk to 1%. Never allow a losing trade to eat more than 1% of your trading capital – learn to trade size!
2. Get a mentor just like learning to drive, you need interactive regular feedback on your trading skill. Many people over estimate their ability early on. Remember what trading strategy works today may not work tomorrow – so get around people that navigate the terrain daily and can focus on you
3. Look for boring trades not exciting ones If a stock is moving in a sideways range, look to enter the trade the moment this established range breaks out. Always use a stop loss – and remember panic buying leads to panic selling!
4. Never trade with money you can't afford to lose Sounds simple? Most people over trade and throw too much in too early on, Use money that if you lost 50% of you wouldn't be too bothered. Understand the risks.
5. Let profitable trades run, cut losers fast Want to know the difference between a successful trader and a loser? Successful traders cut losing trades in nano-seconds, losers hang on in.

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East of England Development Agency (EEDA) is to host the 11th Annual Ethnic Minority Business Conference.



EMBG are extremely pleased to be asked by Professor Monder Ram to promote and take part in this annual prestigious event, hosted by EEDA and organised by the Centre for Research in Ethnic Minority Entrepreneurship (CREME), De Montfort University. This event will be held on 16th and 17th October 2007, at The Riverside Conference Centre, Luton.

This event will be great for networking and the transfer of knowledge as there should be a number of well respected academics and practitioners who are engaged in improving the business performance and climate for minority businesses and successful business leaders, all sharing their experiences and ideas with you.

SO KEEP YOUR DIARY FREE! THIS ONE IS NOT TO BE MISSED!

This year, the conference will be a 2-day event. [Day 1](#) of the conference will focus on the role of intermediary networks within ethnic minority business development and support followed by an evening Gala Dinner. This showcase event is always the highlight of the conference and is expected to attract up to 200 ethnic minority entrepreneurs and corporate champions from across the country. Key note speakers will include senior corporate directors and business champions.

Professor Monder Ram, OBE



Monder Ram is Professor of Small Business and Director of CREME at De Montfort University. He has extensive experience of working in, researching, and acting as a consultant to ethnic minority businesses. He is a leading authority on ethnic minority entrepreneurship research, and has published widely on the subject.

Monder served on the former Department of Trade and Industry's Ethnic Minority Business Forum and Small Business Council. Monder was also named as one of the country's most influential Asians by the Institute of Asian Professionals and was awarded an OBE in the 2004 New Year Honours List for his services to black and ethnic minority businesses.

[Day 2](#) of the conference will concentrate on research and policy initiatives, which will be led by Professor Monder Ram. See his profile below.

To learn more about the work of CREME and to see the fantastic work they are doing, visit their website www.creme-dmu.org.uk.

You can also download a copy of the last CREME newsletter from our website www.embg.co.uk. This has some interesting articles about their event held in March 2007 which was aimed at setting a new agenda for research into ethnic minority enterprise. Themes from the March event will be taken forward to the conference.

For further information or to book places at the conference, please contact:
Liz Myers on: 0116 250 6428
or by email at ecmyers@dmu.ac.uk

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16 Planned September Event Cancelled

EMBG was approached by one of our partners to run a major enterprise event in Watford for around 150 – 250 delegates for which an approximate budget was agreed. Based on a survey of some of our members there was a lot of interest in learning how they could benefit from the 2012 games.

In order to get a good run of publicity for this event the main arrangements were ready in May. We even delayed the issue of this newsletter so that we could launch the main publicity for this event.

However, the decision relating to the core funding was delayed and then when the offer was eventually made, we found that they had moved the goalposts to the extent that the project became undeliverable, especially given the fact that Business Link still want more time to review their position. The problem is, that both Business Link and CREATE have taken the view that under EEDA and EU funding guidance on eligibility rules they cannot fund events unless we get new delegates.

In practice, this means that no one who has been on one of our previous events or are on the databases of Business Link or other groups that they would normally engage with will count for funding purposes. In our view, these rules are not workable nor are they in the best interest of the businesses that public money is supposed to help and we are back trying to meet targets by merely playing the numbers game! This situation means that this project is unsustainable and commercially it now does not stack up. We are therefore cancelling this event for now but will carry on with our dialogue with Business Link, EEDA and others and see if this event can be held later. We are aware that there was a lot of interest in this event and we are sorry for the disappointment it may cause.

Alok Mitra

A Mitra, Chair and CEO

Newsletter UPDATE

Research into Indian/Hindu businesses

EMBG has been commissioned by the London Development Agency to carry out research into Hindu/Indian owned businesses. This will require comparisons with other BAME businesses and general businesses as well. Professor Monder Ram has agreed to provide some academic research input into this exciting project. We will ensure that you will have the opportunity to participate and give your input. More information will be posted on our website in August.

Have your say

The DTI are currently consulting on 'Simplifying Business Support' and have approached EMBG to take part. We will do this and would like to hear from you so that we can reflect your views. If you prefer to submit your own views directly to them please do so at <http://www.dti.gov.uk/bbf/small-business/streamlining-government/bssp/index.html>

Engagement with the Greater London Authority Group (GLA)

Through constructive engagement with the GLA, EMBG in partnership with the Hindu Council UK have made some inroads within the GLA. One of our aims is to get top management of the public bodies such the Regional Development Agencies, Government departments and the GLA group to be more reflective of the communities they serve.

To this end we are pleased to note that two highly experienced and talented members of the Indian community have been engaged within Transport for London (TFL), one in senior management and another as a non executive Director of the TFL Board. We are confident that the positive contributions these people will make will spur the GLA group to employ more candidates from the ethnic communities into the most senior positions.

Back Issues

If you have missed our previous editions please visit <http://www.embg.co.uk/newsletters>

Next Issue

Our Autumn issue to be published in October will cover "Doing Business with India"



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