



# Annual Report 2010/11

**Our mission is:**

***"to actively promote and seek to implement a racially just, fair and equitable society which will enhance the quality of life for all citizens of Leicester & Leicestershire"***

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## Chair's Forward

2010 to 2011 might ultimately be viewed as a time of significant change.

The Parliamentary elections of May 2010 ushered in, not just a new national government, but a relatively rare model of governance through a coalition – which provided a significant change from the certainty of political decisions that characterised previous, single party governments. One of the last actions in the previous Parliament was the passing into law of the Equality Act. Designed to consolidate all the existing equality legislation, this Act has also given greater clarity to the Public Sector Equality Duty (PSED) – as well as extended the scope of the PSED to all 9 protected characteristics. Throughout the year outlined in this report we have taken a lead role in the work of the Regional Equality and Diversity Partnership (REDP) to raise public and organisational awareness of the implications and benefits of the Equality Act. We have also worked with local Councils for Voluntary Service to help voluntary sector bodies to understand how the PSED can be used to challenge unfair public policy decisions, in particular, decisions regarding funding cuts.

The new government, from the outset, defined 2 key strategic initiatives – either of which could have a profound effect on equality of opportunity and outcome for people from different racial backgrounds.

The more straightforward strategic initiative was the process of reduction in public spending; outlined as a means of addressing the national budget deficit. The initial announcement of the need to reduce expenditure was followed by a rapid assessment of spending priorities, the Comprehensive Spending Review. Even before the final results of the Comprehensive Spending Review were made known, sufficient hints had been released to cause us to be concerned about the impact of this on race equality. So we were happy to work with colleagues and supporters from the Trade Union movement, the equality sector and other activists to draw attention to the potential for division and unfairness in the proposals.

Part of the immediate impact of this review was the cancellation of funding for the Future Jobs Fund programme. The Race Equality Centre had been fortunate, through its partnership with Highfields Community Association, to be able to host 4 members of staff funded and appointed through this programme. We are particularly grateful for their efforts and input during this last year, but are saddened that we are not able to offer the opportunity to any further potential candidates to obtain work experience.

Meanwhile, in parallel, the government have been developing on their “Big Society” idea and the strategic mechanisms that will help to implement it, “Localism” and “Public Service Reform”. We have worked with colleagues in REDP and Regional Infrastructure bodies to assess the likely opportunities and risks in implementation of “Big Society”; not least are the risks of marginalisation.

The changing environment has continued into the new financial year where, in Leicester, we have witnessed the first directly elected Mayor in the modern era. We welcome the opportunity for more direct accountability and look forward to continuing to work with the local authority on means to improve equality of opportunity for different racial groups in Leicester.

Despite these changes, or perhaps because of the risks in the proposals, the need for The Race Equality Centre remains constant. Indeed, it can be shown that some aspects of our work will be in greater demand. This annual report highlights key elements of the work that we have carried out to meet our mission to bring about a racially just, fair and equitable society. We have continued to work to provide:

- Integration Support, to enable the rapid and harmonious resettlement of new arrivals to the UK – including those that have sought refuge from traumatic situations elsewhere.

- Support for victims of racial discrimination and harassment, despite this being an unfunded part of our work, we are often seen as the first port of call for those receiving unfair treatment in employment or service delivery or for anyone who has experienced a violation of their dignity and respect because of their race, colour, ethnicity or national origins.

- Community Development, where we have continued to seek to improve the means by which racially marginalised communities can organise to influence public policy decisions. This includes our work in establishing an Assembly of Racial Minority Community Groups and Organisations, to support community engagement by Leicester's Strategic Partnerships, as well as a specific piece of work (funded by the Dept. of Health through Leicester City PCT) to improve the quality of outcome arising from the engagement by health authorities with racial minority community advocates.

- Policy Development, where we continue to work closely with the voluntary and statutory sector organisations offering guidance to race equality proof policies and procedures. During this year we worked with Leicester City Council officers to consider the impact of housing allocation policies, reviewed the equality impact assessments carried out in the health sector, continued to lobby for improvements to race equality in educational attainment, and worked with Leicestershire Constabulary to begin to strategically manage improvements to disproportional rates of Stop and Search amongst African, Caribbean and Asian communities.

- Training and Research, we continue to deliver training to public, private and voluntary sector organisations; as well as delivering open access training sessions in our newly refurbished training room. Our research work enables us to constantly review population data and assess the developing trends in race equality.

Finally, as ever, I would like to thank my colleagues on the Executive Committee and the Council Members for their continuing support over the last twelve months. I would especially like to thank and commend our Chief Executive, Iris Lightfoote, who has led our team of staff and volunteers who have all performed so admirably.

## THE NEW ARRIVALS SERVICE

The service saw an increase in clients receiving decisions through the legacy exercise. On 25 July 2006 the then Home Secretary announced a new programme of work to clear the backlog of unresolved asylum cases within five years. This programme, known as the 'Case Resolution Programme', is handled by the Case Resolution Directorate (CRD) at the UK Border Agency (UKBA). Cases within the programme are often referred to as 'legacy' cases.

The New arrivals service worked with 538 such cases, which ranged from people waiting for their decision for over 8 to 9 years. The total number of individuals taken on is higher as each case may refer to a family or other groups. This number does not include the service users visiting with enquiries on a daily basis. In addition TREC provides 30 advice sessions per week which totals 3120 advice sessions over 2010-11. This again shows the high demand for this type of service.

126 households were rehoused due to receiving assistance from our service. A total of £1,189,206.14 per year in benefits was claimed on behalf of our service users. The service also dealt with 669 enquiries ranging from benefits, housing, debt, health, immigration. There has also been an increase in immigration enquiries from our ex clients who have now been in the country for over five years seeking assistance with completing nationality applications and passport forms.

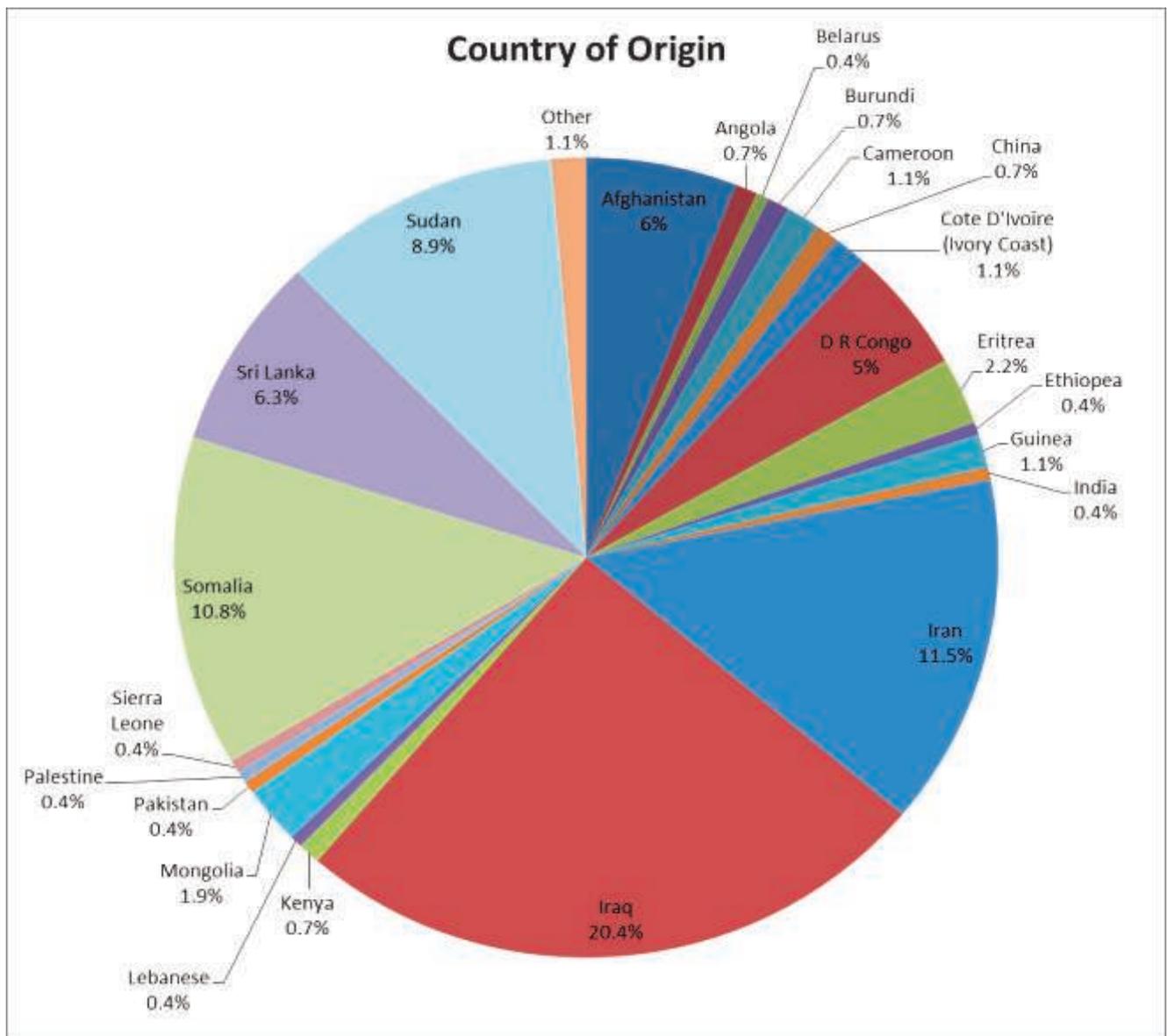
The need for advice remains high and, because the capacity of many voluntary sector agencies will be so much reduced after UKBA cuts in March 2011, it is clear that agencies like TREC and often statutory agencies will have to absorb this demand.

### April 2010 - March 2011

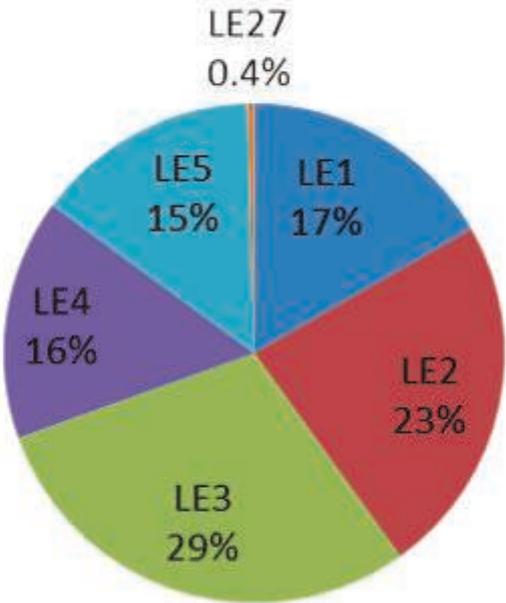
Opened files	269
Closed files	269
Number of enquiries	669
Housing gained	126
Benefit gained (Weekly)	£20,343.62 x 52 = £1,057,868.29
Benefit gained (Lump sum)	£131,337.85
Total	£1,189,206.14

Cases opened from 01/04/2010 to 31/03/2011

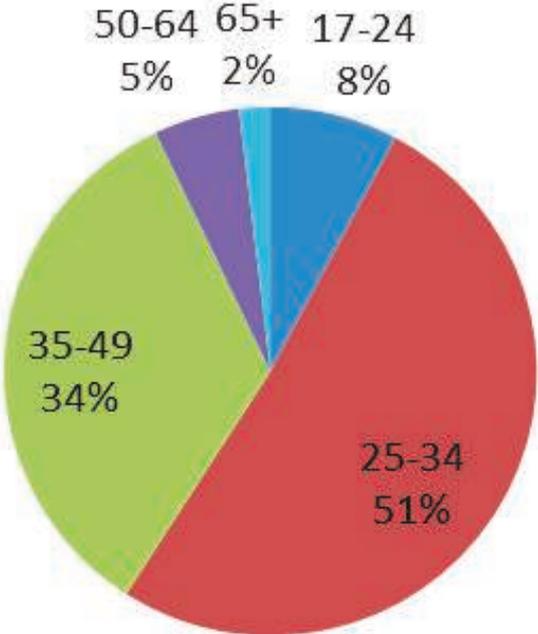
Breakdown of clients by:



# Postcodes



# Age



## **Health & Community Advocacy Programme**

In February 2011 TREC commenced the 'Health & Community Advocacy Programme'. Funded through the Department of Health, the programme has been developed to establish a community based advocacy stakeholder's group, a development programme and mechanisms to improve the effectiveness of local community advocates in influencing the policies, practices and procedures of NHS service providers. The aims to empower the 'Health Advocates' to create mechanisms for health service providers to engage and involve the community in enhancing their policies and practices to deliver improved health outcomes for Leicester's racial minority communities.

TREC has identified and met with various individuals and representatives from racial minority community groups with the aim of identifying the range of support and advocacy services they provide to members of their community accessing local health service provision. TREC has also identified and encouraged representatives from these groups to volunteer their time to actively participate as 'Health Advocates' on the programme. Currently thirteen individual representatives from new or emerging communities, the Irish and Polish communities, gypsy and traveler communities, South Asian mental health projects, BME LGB&T forums and support projects for certain congenital health conditions have been recruited as 'Health Advocates'

To support the training and development of the 'Health Advocates', Encompass Training Ltd was commissioned to design a 'Managing Advocacy Campaign to Encourage Organisational Change'. The programme has been approved and endorsed by the Institute for Leadership and Management (ILM). The programme provided the opportunity for participants to develop their leadership and management skills so they can advocate with and on behalf of racial minority communities to address inequalities in the field of health and wellbeing. Following the development programme the 'Health Advocates' will be placed strategically to represent the views of the racial minority communities to the health services providers in addressing and tackling race inequalities.

The first phase of the programme has provided TREC with an opportunity to enhance its strategic aim by engaging with and involving the local racial minority communities to embark on a programme designed and tailored for them to address and influence the decision making processes of statutory agencies. Over the coming months it is hoped that the 'Health and Community Advocacy Programme' will develop and empower members of the community to work together and enhance their personal abilities to understand, manage and effect change in order to address health inequalities in the local health service provision for racial minority groups.

*...until there are no longer first-class and second-class citizens of any nation...*

**POLICY DEVELOPMENT**

Meeting with regional PREVENT officers to begin to address Far Right activities in the City.

<p>Work undertaken to help address causes of community tensions including any communications or engagement activities.</p>	<p>Developed training opportunity for legal observers.          Conducted legal observation and assessment.          Attended update meetings and encouraged participation of New Arrival Businesses with City Centre Director and Police.          Co-managed Outreach Project          Facilitated Outreach Project dissemination.          Involvement in Spinney Hill and Castle Community Ward meetings.</p>
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- Radio interview publicising TREC work in progress for general elections
- Discussions with Tenants Association on delivery of workshops to new arrivals
- Two Voter registration workshops
  
- Support provided to newly established women’s group to relieve isolation among new Arrivals
- Provide information about statutory services available
- Negotiate facilities at neighbourhood centre
- Facilitate inclusion within sports development programme
- Assistance provided to new arrival community association in obtaining appropriate support from infrastructure organisation.
  
- Participation in Steering Group for new Voluntary Sector Assembly
- Attendance at and contribution to Black History Season community co-ordinating group meeting
- African Caribbean Citizen’s Forum – participation at away-day and board/task group meetings

<p>Regular meetings held with Manager.</p>	<p>Beginning of a process to identify policy issues specifically &amp; detrimentally impacting on the African/Caribbean community.</p>
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*...until the colour of a man's skin is of no more significance than the colour of his eyes....*

## Training

- Development of training module and delivery to sports development officers
- Community sector organisations regarding Equality Impact Assessment in funding decisions
- Developed and delivered programme identifying relevance of consideration of racism in contemporary service delivery.
- Support provided to parents in appealing against “parental” exclusions
- Sought clarification of Race equality impact of altered housing allocations policy
- Participation in recruitment of Chief Constable
- Intervention with communities engaged in social encounters (community meetings, participation in police led meeting, attendance at meetings between voluntary sector and local authority officers, support for HCA Community Cohesion fund application). Successful resource to recruit youth and community workers to deliver a programme which promote activities for young people. This being a direct response to consultation exercises with the young people in the area.

Chaired Dissemination event held on 30<sup>th</sup> November. DVD available on request. Applied for funding to expand the programme as recommended by the participants but LCC refused to continue funding for this programme.

Further work with Highfield’s Community Association included:

Community Governance Partners in Future Jobs Fund addressing HR issues. Joint meetings	Transfer completed Established training programmes to staff / detailed supervision of staff reported back to accountable body
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*...until the basic human rights are equally guaranteed to all without regard to race,  
there is war...*

*...until that day, the dream of lasting peace, world citizenship, rule of international morality, will remain but a fleeting illusion to be pursued, but never attained...*

- Consultation and engagement exercises have highlighted the lack of understanding among some young people of the powers available to the police. Consequently The REC developed a programme (with support from community organisations and De Montfort University) to reduce stress caused by lack of knowledge
- Attendance and involvement in Leicestershire Constabulary’s Policy Advisory Group on Race Issues to include:

<p>Attended discussion group to identify possible causes for the increase in recorded harassment against Muslims or people who appear to be Muslims.</p> <p>Discussions on EHRC concerns on stop search of disproportionate stops/search of racial minority young people</p>	<p>Ongoing development of Constabulary response &amp; consideration of support needed</p> <p>Awaiting response for our engagement</p>
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- Meetings with Cultural Services Senior Officers and elected members to explore the development of a Black History Museum in keeping with the proud heritage of which Leicester City boasts.
- Engineered the creation and development of Leicester(shire) compact through LMAG.
- Castle Community Ward Meeting:
- Concerns raised regarding inconsistent rationale for funding allocation decisions. Decision had already been enacted, no change as a result of the concern raised.
- Distribution of e-bulletin:
  - Matters addressed include debate on merits of multi-culturalism, the potentially unfair impact of parliamentary boundary changes, the work of the Racial Minority Assembly and the Mayor elections.

- Racial Minority VCS Assembly:

Initially established as a means of supporting effective representation at Leicester Partnership, the Assembly continues to grow beyond that initial remit to act as a voice for all concerns of Racial Minority VCS organisations. Meetings arranged for Councillors to meet with the Assembly, arrangements for a Husting meeting in the campaign for the elected mayor, representatives meeting with City Council officers with responsibility for the Compact.

- DMU and Leicester College:

Anchored Banner Theatre production performances to inform on issues affecting new arrivals

*...everywhere is war."*

*Haile Selassie I of Ethiopia. Popularised by Bob Marley in the song 'War'*

## LEICESTER CITY PCT

Work undertaken with the Equality and Human Rights Directorate within the PCT to develop the capacity and mechanisms for creating a Single Equality Scheme. Whilst primarily work concentrated on the race equality elements of the Scheme, this obviously involved collaboration with other partners and stakeholders to influence the development of the complete Scheme.

To that end TREC:

- Attended a number of meetings with Manager of EHR Directorate and others to examine the requirement for improved and valid data collection managements systems to enable identification of race equality requirements.
- Hosted and attended a number of meetings on the Single Equality Scheme from a race equality perspective giving input to enable the action plan to be for purpose.
- Submitted written response to each draft of the single equality scheme.

In responding to the call to develop a racial minority staff group within the PCT, TREC:

- Undertook an exploration exercise on the need of such a group by staff.
- Assessed responses.
- Attended Leicestershire Partnership Trust BME support group meetings to explore creating an integrated Black Staff Group
- Assisted with timetable and content of launch of Integrated BME Staff Group which is now established.

To assist the PCT to develop working relationships with a range of community groups and individuals.

- Invitations issued to Racial Minority Voluntary Sector Assembly meetings to introduce the Assembly to the work of the PCT.

## **REGIONAL EQUALITY & DIVERSITY PARTNERSHIP (REDP)**

TREC currently holds the Chair position within REDP. 2010/11 was a successful year for the Partnership as it drove the equality of outcome focus at a regional level. The Partnership's work thus far has demonstrated an effective body providing a voice for voluntary sector organisations on equality issues to ensure that national and regional information relating to equality issues is cascaded through infrastructure organisations to front line groups.

With strengthened governance, there is a greater level of awareness and involvement than ever before. The Partnership holds monthly partner meetings and bi-monthly Core Reference Group meetings which contributes to the development REDP's workplan and strategy.

The last year, and the ones ahead, remain challenging both for the Partnership and the sector as a whole, as the full impact of the recession is worked through.

During the last year of the project the Core Reference Group met on six occasions. Throughout this time there has been a great deal of steering from the group which has enabled us to develop a robust workplan which is reviewed and updated regularly.

REDP continues to be the East Midlands representatives of the English Regions Equality Network (EREN) which works directly with the Equality and Human Rights Commission and have been invited by EREN and NEP to facilitate workshops and give talks as a regional partner.

These enquires are becoming more frequent as regional and national bodies realise the influence of the REDP. We have also worked with our networks on responding to many of the Governments consultation documents. As a group in its own right, REDP has carried out several responses to the many consultations that have been published over the last 12 months, including building a stronger civil society and the Specific Duties. This has enabled the equality organisations within the voluntary and community sector to respond with a greater and stronger voice on policies and legislation which directly impacts on them as organisations as well as the communities they serve. Providing an East Midlands perspective to the sector through briefing papers via Equality Update Events has proved useful. These can be found on the website.

The number of unique monthly visitors to our website at the last count was 9349 with page views totaling 22,422. The use of other social media channels (twitter; facebook; youtube) allow the Partnership to give frequent, informal updates and are proving to be popular.

## NEIGHBOURHOOD LEARNING IN DEPRIVED COMMUNITIES

The 'Routeways to Progression' project was formally commenced on the 10<sup>th</sup> January 2011 and is funded for six months by the Neighbourhood Learning in Deprived Communities (NLDC) Fund through Leicester City Council.

The 'Routeways to Progression' project is designed to provide a range of facilitated training activities and events to enable individuals with newly granted refugee status, aged 19+ to understand the requirements and structure of employment practices in the local area. Participants are encouraged through advice, guidance, coaching and facilitated training sessions to develop their personal skills and abilities to access further education, vocational training and/or sustainable employment opportunities. TREC has appointed Minakshi Gadhia in the role of the sessional Employability Tutor to facilitate the project.

The project has agreed to deliver two ten week programmes of facilitated training and one-to-one support to 16 individuals. Following an initial induction session 12 individuals were enrolled on the first cohort and subsequently 13 onto the second cohort. The participants were recruited from the client base established by TREC's refugee service team and referrals from network organisations.

As part of the development programme the tutor has supported the learners to create a curriculum vitae on the computer, establish email addresses and accounts to perform job search activities using the internet. Participants have also been taught to speculative letters and emails in order to apply for vacancies and volunteering opportunities. They have also taken part in interview practice and preparation sessions.

The participants have found this aspect of the programme very beneficial.

***"The project helped me to apply for jobs using the computer, it helped me discover new ways to apply for jobs and also learn how to gain experiences from voluntary places. I feel that the project helped me to increase my self-esteem and develop my communication skills"***

**Kasimu Ndikumana, originally from Burundi**

The tutor has also taken the group out to visit local employers, career advice centers, multi-access centers and educational establishments.

In terms of outcomes from the first cohort two have found sustainable employment, three have registered to do voluntary work and seven have enrolled onto part-time ESOL courses at Leicester College and two onto vocational courses with Apex Training. With the second cohort, five have found employment and all thirteen are registered to commence ESOL programmes.

This project has provided an opportunity for TREC to support the new arrival communities further by establishing and delivering a programme to help individuals progress into education, employment or training. The current group of learners have been supported by TREC and feel that this development has further extended the level of support and assistance the organisation has provided them in order to settle and contribute to the community in which they live.



**Launch event of the 'Health & Community Advocacy' Programme**



**Clients attending facilitated training sessions on the 'Routeways to Progression' project**

## STATEMENT OF FINANCIAL ACTIVITIES

		2011		2010
	Unrestricted	Restricted	Total	Total
	funds	funds	funds	funds
Notes	£	£	£	£
<b>INCOMING RESOURCES</b>				
<b>Incoming resources from generated funds</b>				
Voluntary income	2	-	-	335
Investment income	3	-	-	3
<b>Incoming resources from charitable activities</b>				
Consultancy - Leicester City Council contract	4	117,800	-	117,800
Other consultancy		92,198	-	83,856
Grant income		2,895	-	7,740
Other income		4,626	-	3,912
<b>Total incoming resources</b>		<b>217,519</b>	<b>-</b>	<b>217,519</b>
<b>RESOURCES EXPENDED</b>				
<b>Charitable activities</b>				
Consultancy (including Leicester City Council contract)	5	196,154	-	208,558
Other grant funded projects		-	-	4,107
<b>Governance costs</b>	7	2,025	-	1,985
<b>Total resources expended</b>		<b>198,179</b>	<b>-</b>	<b>198,179</b>
<b>NET INCOMING/(OUTGOING) RESOURCES before transfers</b>		<b>19,340</b>	<b>-</b>	<b>(1,004)</b>
<b>Gross transfers between funds</b>	16	-	-	-
<b>Net incoming/(outgoing) resources</b>		<b>19,340</b>	<b>-</b>	<b>(1,004)</b>
<b>RECONCILIATION OF FUNDS</b>				
<b>Total funds brought forward</b>		<b>23,568</b>	<b>-</b>	<b>24,572</b>
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b>42,908</b>	<b>-</b>	<b>23,568</b>

## Balance Sheet At 31 March 2011

	Notes	Unrestricted funds £	Restricted funds £	2011 Total funds £	2010 Total funds £
<b>FIXED ASSETS</b>					
Tangible assets	11	3,558	-	3,558	995
<b>CURRENT ASSETS</b>					
Debtors	12	66,845	-	66,845	70,273
Cash at bank and in hand		62,517	-	62,517	34,879
		<u>129,362</u>	<u>-</u>	<u>129,362</u>	<u>105,152</u>
<b>CREDITORS</b>					
Amounts falling due within one year	13	(90,012)	-	(90,012)	(81,478)
<b>NET CURRENT ASSETS</b>		<u>39,350</u>	<u>-</u>	<u>39,350</u>	<u>23,674</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<b>42,908</b>	<b>-</b>	<b>42,908</b>	<b>24,669</b>
<b>CREDITORS</b>					
Amounts falling due after more than one year	14	-	-	-	(1,101)
<b>NET ASSETS</b>		<u>42,908</u>	<u>-</u>	<u>42,908</u>	<u>23,568</u>
<b>FUNDS</b>					
Unrestricted funds	16			42,908	23,568
Restricted funds				-	-
<b>TOTAL FUNDS</b>				<u>42,908</u>	<u>23,568</u>

## AFFILIATED ORGANISATIONS

<b>African Caribbean Citizens Forum</b>	<b>Leicester Ethnic Elderly Advocacy Project</b>	<b>Soft Touch Arts</b>
<b>Afro-Innovation Group</b>	<b>Leicester Irish Forum</b>	<b>St Albans Community Centre</b>
<b>Age Concern</b>	<b>Leicester Caribbean Carnival</b>	<b>St Gabriel's Community Centre</b>
<b>Antigua &amp; Barbuda Association</b>	<b>Leicestershire Caribbean Cricket Club</b>	<b>St Matthew's Tenants Association</b>
<b>Association of Afghan United in Britain</b>	<b>Leicestershire Constabulary</b>	<b>Transport &amp; General Workers Union</b>
<b>Association for Bengali Communities</b>	<b>Leicestershire Learning &amp; Skills Council</b>	<b>Union of Communication Workers</b>
<b>Bangladesh Youth &amp; Cultural Shomiti</b>	<b>Leicestershire &amp; Rutland Probation Trust</b>	<b>UNISON Leicestershire</b>
<b>Belgrave Baheno Peepul Centre</b>	<b>Leicestershire &amp; Rutland Sport</b>	<b>Voluntary Action Leicester</b>
<b>Belgrave Development &amp; Enterprise</b>	<b>Leicestershire Partnership NHS Trust</b>	<b>Wesley Hall Community Centre</b>
<b>East West Community Project</b>	<b>Leicester United Caribbean Association</b>	<b>West Indian Senior Citizens Project</b>
<b>Federation of Iraqi Refugees</b>	<b>Moat Community College</b>	<b>Youth Offending Team</b>
<b>Federation of Sikh Organisations</b>	<b>National Association of Youth Justice</b>	
<b>Fosse Health Trust</b>	<b>Nirankari Advice Centre</b>	
<b>Foundation Housing</b>	<b>Oasis Palaces</b>	
<b>Harvey Ingram Owston Solicitors</b>	<b>Overseas Qualification Development Service</b>	
<b>Highfields Community Association</b>	<b>Pakistani Youth &amp; Community Association</b>	
<b>Hindu Religious &amp; Cultural Society</b>	<b>Progressive Writers Association</b>	
<b>HMYOI Glen Parva</b>	<b>Punjab Link Council</b>	
<b>Indian Women's Association</b>	<b>Ramgaria Board</b>	
<b>Indian Workers Association</b>	<b>Regent College</b>	
<b>Leicester African Caribbean Business Association</b>	<b>Riverside Housing</b>	
<b>Leicester Asian Business Association</b>	<b>Savera Resource Centre</b>	
<b>Leicester Asian Youth Association</b>	<b>Shama Women's Centre</b>	
<b>Leicester Brahma Samaj</b>	<b>Shree Hindu Temple &amp; Community Centre</b>	
<b>Leicestershire Centre for Integrated Living</b>	<b>Shree Navrang Society</b>	
<b>Leicester Chinese Community Centre</b>	<b>Shree Sanatan Mandir</b>	



## Individual Affiliates

**Violet Chidombwe**

**Vinod Chudasama**

**Jennifer Finlayson**

**Colin Green**

**Garry Guye**

**Anu Jalota**

**Baljinder Johal**

**Leena Mandalia**

**Mr B Manek**

**Kulbir Minhas**

**Rohan Morgan**

**Kamiljit Obhi**

**Mr D.Patel**

**Shantilal Patel**

**Arthur Rowe**

**Resham Sandhu**

**Francis Scoon**

**Wolde Selassie**

**Surinder Sharma**

**Harbans Thiarey**

**Ghartey Vardon**

**Mr D Wehner**