

**ANNUAL REVIEW  
2020/2021**

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# FUNDERS

BAME Infrastructure Fund

Hastings Fund

Leicestershire & Rutland Community Foundation

Lloyds Bank Foundation

Police & Crime Commissioners Office

Power to Change

The National Lottery

The UK Community Foundations

# FORWARD

A year like no other.... One which was unrivalled with national investigations and reports, some being very nebulous whilst others shone a light on the race related issues being addressed, e.g. The Independent SAGE Report (May 2020); Over-Exposed and Under-Protected - The Devastating Impact of COVID-19 on Black and Minority Ethnic Communities in Great Britain (Runnymede August 2020); An Avoidable Crisis (2020), and Commission on Race and Ethnic Disparities: The Report (March 2021) to name but a few.

Alongside these was the mandated lockdown across the country and the extension of that lockdown in Leicester. And there was no denying the feelings of anger at the disregard for black lives as evidenced through the killing of George Floyd and the subsequent worldwide response of outrage.

Foodbanks/provision became more normal, hate crimes, and hate rhetoric increased physically and on social media. Individuals feared the pandemic and each other. Families and friends became distanced and with empty streets it all appeared very surreal.

The following pages show that work was still being done by The Race Equality Centre and this gives you a mere snapshot of operating within the local guidelines whilst assisting those who had to pay attention to national stipulations.

One such service user felt a thank you was appropriate following her successful application to the Home Office.

“This is to thankfully inform you that I have today received two documents from the Home Office. The first is a Certificate of Application and the second is the Outcome of the Application.

I am delighted to inform you that my application was successful, and I have been granted Indefinite Leave to Stay in the UK. I am grateful for your help and the relaxed and cordial reception I and my brother have received... [others] contributed so much to our feeling that we are among friends..... May God bless you all and grant continuity to your most valued work”

We have started this review by remembering some to whom we owe a big debt of gratitude. This is followed by an overview of the year and our target outcomes. We have included outputs to demonstrate the levels to which the work had to continue and to bring life to the numbers, we have included several case studies.

We appreciate you reading the following pages which is a testimony to the staff, volunteers, and Executive Committee members for the year 2020-2021.



# LET US REMEMBER

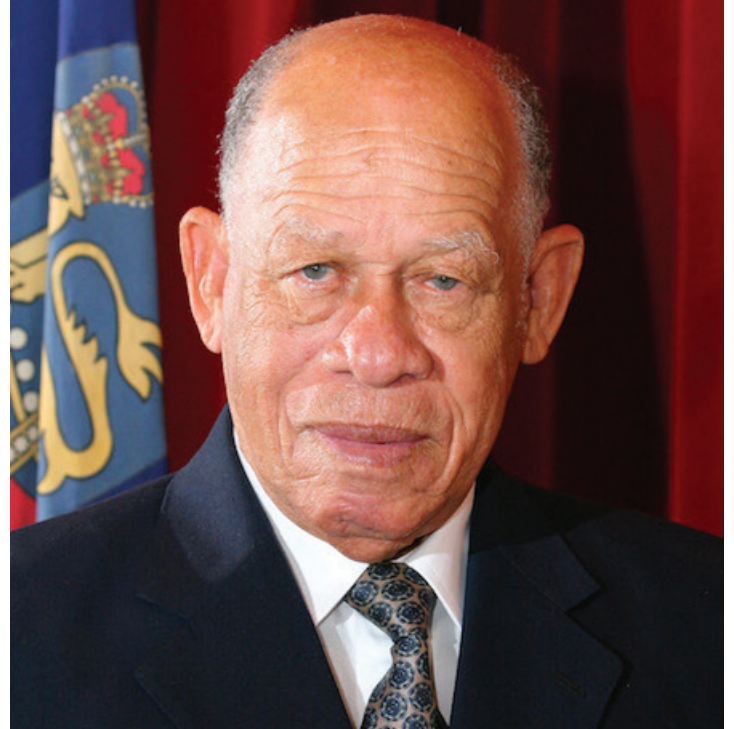


## PAMELA CAMPBELL-MORRIS

The Race Equality Centre would like to pay tribute to local legend Pamela Campbell-Morris who was a true champion for community health and an inspiration to all who knew her.

Pamela's job title was officially the Project officer and Community Champion at the Centre for Ethnic Health Research. But she was so much more than this. Pamela fought for her values with limitless ambition. In the autumn of last year, Pamela's tireless work was recognised, winning 'Outstanding BAME Female Leader of 2020' at the East Midlands Women's Awards.

Our sincerest sympathies and thoughts are with her family at this time.



## THE HON. ARTHUR DION HANNA

Our condolence goes out to one of our longstanding researchers, trainer and volunteer, Dion Hanna, on the loss of his father. The Hon. Arthur Dion Hanna, a founder of the modern Bahamas, passed away on August 3, 2021 at the age of 93. He was the seventh Bahamian Governor General of the Commonwealth of The Bahamas, who served from 2006 to 2012.

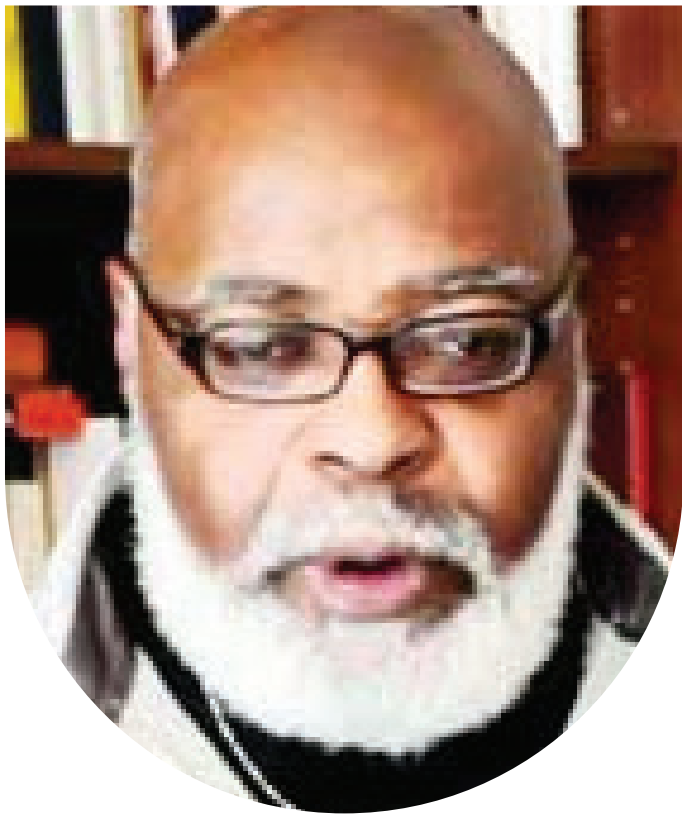
Fiercely devoted to his country, Arthur Dion Hanna played a courageous part in the struggle for Majority Rule. He was a member of the first Majority Rule government in 1967. As one of the earliest and most persistent advocates of Bahamas Independence, he played a leading role in bringing national sovereignty to reality in 1973.

He was Deputy Prime Minister and Government Leader in the House of Assembly during successive PLP administrations led by Sir Lynden Pindling, and served as a member of the Cabinet, holding ministerial portfolios including Finance (with responsibility for the Public Service), Education, Home Affairs and Trade & Industry over an expanse of time.

Mr. Hanna was renowned as a prominent figure in the shaping of the modern Bahamas, and for his passionate concern for the poor and underprivileged.

He served as a Member of Parliament for 32 years: Government Leader in the House of Assembly from 1967 to 1984 and a member of the House of Assembly from 1960 to 1992, where he represented the Anne's Town Constituency.

[www.thebahamasweekly.com/publish/bis-news-updates/The\\_Hon\\_Arthur\\_Dion\\_Hanna68511.shtml](http://www.thebahamasweekly.com/publish/bis-news-updates/The_Hon_Arthur_Dion_Hanna68511.shtml)



## RUNOKO RASHIDI

"History is a light that illuminates the past, and a key that unlocks the door to the future."

### Runoko Rashidi.

[www.quotessayings.net/authors/runoko-rashidi-quotes](http://www.quotessayings.net/authors/runoko-rashidi-quotes)

[www.kaieteurnewsonline.com/2014/10/20/american-historian-explains-importance-of-history-in-future-development](http://www.kaieteurnewsonline.com/2014/10/20/american-historian-explains-importance-of-history-in-future-development)

Runoko Rashidi (b. 1954 - d. August 2, 2021) was a historian, research specialist, writer, world traveller, and public lecturer focusing on the African foundations of world civilizations. He was particularly drawn to the African presence in Asia, Australia, and the Pacific Islands, and coordinated numerous historic educational group tours worldwide.

Dr. Rashidi was the author of Introduction to the Study of African Classical Civilizations. He edited, along with Dr. Ivan Van Sertima, The African Presence in Early Asia, considered "the most comprehensive volume on the subject yet produced". Dr. Rashidi also authored The Global African Community: The African Presence in Asia, Australia, and the South Pacific. ([www.knarrative.com/runokorashidi](http://www.knarrative.com/runokorashidi))

It is said he died in Egypt while further researching ancient Egyptian/Kemetic society. Amongst his countless other books were: Black Star: The African presence in early Europe, a travelogue of his country-by-country travels in Africa, Asia, Australia, Europe, Russia, the Pacific and Caribbean Islands, and Central and South America entitled: My Global Journey in search of the African Presence.

I was fortunate to meet and engage in conversations with Runoko many years ago where he demonstrated humility and a sense of humour, wonderful traits for a person who had just delivered a seriously insightful and thought-provoking lecture to a full room, lasting for over one hour.

## YOUR ANCESTORS AWAIT YOU!

# OVERVIEW OF THE YEAR 2020-2021

In keeping with other organisations, TREC experienced changes to its service delivery during this period because of the COVID19 pandemic. The financial year started with all staff being away from the office in keeping with government instructions. This lockdown of the office building did not connect to a lockdown in business as, for some of our service users, the deadlines for applications were still to be applied. Similarly for race discrimination, Employment Tribunal hearing dates were still being scheduled.

It was a period when clients renting from private landlords were seeking our assistance to advise on changes to housing law (i.e., the interim cessation of eviction notices), individuals receiving a positive decision were in a daze as to where to go and what to do, knowing (believing) they still had 28 days to vacate their NASS accommodation. One individual was stuck in limbo following the sudden news of the death of a parent back in their country of origin as no other family member was on the island.

The period saw TREC creating and managing a Foodbank Service. This new service resulted from an understanding that our clients consisted of self-employed taxi drivers, etc. who suddenly had no form of income, those already on a low wage who suddenly could not work and were not offered the choice of being furloughed whilst some had lost employment altogether.



This, as well as the pleas of clients who required provision and resources pushed us into emergency action. The regular food and provision we managed and, in some cases delivered, aided for example, one terminally ill individual living as a sole parent of children under six.

This service assisted a further 65+ families per week to get access to food and top-ups for essential services.

Keeping our volunteers active was an important feature of the year where the normal physical activities of 2019 were minimal but two such dedicated persons assisted with papers on current affairs, e-bulletins and book reviews. Papers included: Windrush, Shame and Scandal: Race, Class, Gender, and Immigration in a British Context; and Corona Virus (COVID 19): The Racial Dimensions of a Pandemic; on Health and Wellbeing; TREC on Police and Race; TREC on Poverty. These can be accessed via our website.

For book reviews we looked at: Kill the Black One First; Black and British – a forgotten history; The Good Immigrant – a collection of 21 essays; How to be an Antiracist; White Privilege – the myth of a post racial society; Brit(ish) – on race, identity and belonging; This is why I resist – don't define me by my black identity; and 'A cancer of Betrayal – the revisionism of the Report of the Commission on Race and ethnic disparities'. Other volunteers engaged in virtual activities on a regular basis and were on hand to assist with our foodbank distribution.

Indeed, it was the result of individuals becoming familiar with us through the foodbank that we were informed of an unfortunate fatal incident for which our help was requested.

The Black Lives Matter protests, sparked by the racist murder of George Floyd in Minnesota, USA, highlighted the need for urgent action to address the absence of racial equality internationally, nationally, and locally here in Leicester. Requests to join roundtable discussions was responded to by TREC with a plea for action over yet more words.

Along with the Racial Minority Voluntary Sector Assembly, TREC responded to consultations on Leicester Local Plan (2020-2036) and, the £450m proposal to improve acute and maternity services at Leicester's hospitals. In the knowledge that the smaller organisations were struggling to continue delivering services, TREC also sought aide to support 28 small/new organisations with micro grants. The latter being a further learning experience.

The digital learning within TREC allowed for a visioning of our involvement (as shared last year) in focusing on improving our social media presence and to that end our website was updated and relaunched together with our other social platforms being pulled into the 21st Century in keeping with the new outputs from the staff/volunteer team.

Our preparation for the 3-pronged all-day virtual 'Colour of Injustice' Leicester Conference (22nd April 2021), was a true testimony to the speed of that learning.





# KEY PERFORMANCE INDICATORS (KPI) 2020-2021

Strategic Aim	Measure/Milestone	Target for year 2020 - 21	Status Green Amber Red
<b>1. Challenge Racial Discrimination</b>	Number of cases – EEU Nationals	20	30
	Numbers of cases - Race Discrimination	48	35
	Number of cases – Immigration Support	96	209
	Number of responses to consultations	4	4
	Number Equality Impact Assessments TREC involved in	6	2
	Number of organisations asking for assistance with racial equality issues	3	3
	Mentions in press/TV and/or radio	4	4
	Number of events where different races share perspectives and learn from each other	4	3
	Number of interventions following international/national/local issue/conflict	1 Int (a) 2 Nat (b) 2 Local (c)	2 (a) 1 (b) 3 (c)
<b>1a.</b>	Test the market & develop a training arm, with quality assurances- Create new training programmes (group) Create online training modules (1:1)	2 2	1 1
<b>2. Empower individuals and communities affected by disadvantage and racial discrimination</b>	Financial benefits received: integration assistance to New Arrivals	£1.0m	337,250.55
	Units of accommodation secured: New Arrivals	Settled 40: Temp 50	22
	Number of jobs and, training places secured: New Arrivals	40:40	17
	Diversify Existing services – Inclusion of other spaces/services HC in service delivery through joint working & joint funding.	3	2
<b>3. Become respected VCS expert on Race Equality</b>	Invitations onto local, national, and regional platforms	2	4
	Number of new services piloted	2	2
	Number of times named as partner/contributor in research report	2	4
<b>5. Improve Effectiveness and Efficiency</b>	Net number of new members	(a) 5 orgs (b) 4 ind	(a) 2 (b) 3
	Number of new partnerships	3	3
	Increase profile on: Instagram Twitter Facebook	0 500 500	73 669 434
	Number of new volunteers	6	10
	Maintain volunteers	10	3
	Published Impact Report Annual Review	1	1
	Environment Considerations/ work in collaboration with appropriate agencies to bring about change.	1	2

**Green:** Achieved @ 100% or above

**Amber:** 50%+ of target achieved

**Red:** - 50% of target achieved

NB: The targets were agreed pre first Covid19 lockdown.

Whilst the KPIs are set annually, this does not fully demonstrate the quantity of work undertaken to achieve the targets. The work outputs give an appreciation of the numbers worked with against which the KPIs are achieved.

# WORK OUTPUTS

Areas of Work	Nos. 2019 - 2020	Nos. 2020 -2021
Case Tiers		
1	73	38
2	863	398
3	518	491
Total	1454	927
Chill & Chat Sessions	51	48
Benefits Generated	£1,424,578	£337,250.55
Employability Support	478	261
Employment Gained	70	17
SIA licence issued	32	19
ESOL into Employment	35	26
Immigration Support	202	239
Mental Health & Wellbeing	52	93
Race Discrimination Casework	65	35
Housing/Tenancy Issues	254	107
Accommodation Gained/saved	56	22

# CASE STUDIES

The types of involvement from TREC with our service users as detailed in the outputs above are exemplified below in the various case studies.

## RACIAL HARASSMENT & DISCRIMINATION

The challenges in relation to discrimination and harassment in society after the introduction of the Equality Act 2010 have somewhat curtailed; as it strives to promote an impartial and more equal opportunity in society, with laws being in place to legally protect individuals from unfair treatment and empower them to contest such conditions

Despite this development, The Race Equality Centre (TREC) has been confronted with a volume of complaints of various characteristics of discrimination/harassment for the period of 2020/21 although the nation has been in lockdown. Members of the Minoritised racial groups have continued to be marginalised even with key statutes being applicable.

Earlier this year Client A was rehoused into her current address located in the city after fleeing the ordeal of Domestic Violence. The property is a ground floor flat in a four-flat building. Over a relevant period, Client A made several complaints to her landlord about constant noise nuisance and racial abuse by some of the tenants.

For example, she is constantly referred to as the “Paki Woman”, especially when she cooks Indian food and burns incense.

She had tried to resolve things with the other tenants, but to no avail; therefore, she reported the matter, which had been ongoing for three years to the council through her housing officer.

She also recalled the incident where one of the tenants threatened her with a knife and after reporting the incident to the police and given a crime number Client A was told nothing could be done because of lack of evidence.

Since then, things have escalated and on one occasion Client A witnessed another tenant trying to gain access to her property. Client A has shared her feelings of being very scared and intimidated because she has observed the tenants as acting irrational, and because of constant threats, Client A had been forced to lock herself in her property for fear of coming into contact with the neighbour if she goes outside. At night, the tenant opposite her property plays loud music that prevents Client A from sleeping. In the morning the tenants above her can be heard stomping on the ceiling which further prevents Client A from resting. These incidents forced Client A to make further complaints to the landlord, explaining and highlighting the impact on her mental health. For the reason of relentless racial harassment, discrimination and threats causing Client A to be fearful of her life she approached the council with a request to be re-housed.

During the extended waiting period of a decision from the council, the persistent and ongoing abuse, Client A was made to endure, her mental ill-health deteriorated and sadly she was diagnosed with post-traumatic stress disorder (PTSD) and was advised to contact TREC for assistance.

TREC reminded Client A that she has the right to ring 999 any time that she feels her life is in danger. Following the review of the complaints presented to TREC she was also advised of her right that she could bring a civil claim for racial harassment against her co-tenants. Unfortunately, considering her strength and mental ill-health, she decided she could not gather up the vigour to consider the legal option. Nonetheless she was advised to keep a log of events and dates to help with any potential future claims.

TREC sent an official letter to the council presenting Client A's claim of racial harassment and race discrimination under the Equality Act 2010. It was paramount to outline the concerns, welfare, and safety failure on the council's part, specifically when dealing with the anxieties of an individual's human rights being made to live in inhumane, hostile and an

offensive environment. TREC emphasised a request for re-housing which was the most practical solution in this unfortunate situation.

The council responded promptly assuring TREC that actions were being taken to remedy the situation. Following the assurance, TREC has since been notified that legal action has been taken against some of the tenants and a positive outcome in favour of Client A has been secured.

TREC was satisfied of the conclusion afforded to Client A but considering there is a legal instrument that prohibits this unfair treatment why did it take three years, mental ill-health, and police intervention for an individual to be awarded the rights that should be readily available?

The Equality Act 2010 prohibits such derogatory and unfair treatment, and it protects individuals from the said discrimination incurred, but clearly there is still a significant gap in the system, where incidents are not being dealt with in a timely manner, the channel individuals must go through before being taken seriously, and the negative impact on one's health that clearly could have been avoided.

One major barrier is for individuals to first recognise and be accepting that racial harassment and discrimination is taking place, and to be relentless in making their voices heard about the equality of outcomes that they should enjoy. Client A had the courage to do the precise thing by persistently raising her complaints with various organizations. In doing so she was able to achieve a satisfactory result on this occasion.

However, there is still an overwhelming volume of issues relating to individual circumstances and complaints in the areas of harassment and discrimination in housing, employment, and services, just to highlight a few of the pressing ranges of casework TREC is tasked with daily.

The capacity for much enhanced community networking within relevant organisations should be prioritised to confront the escalating social problems of inequality, with the universal objective of striving to provide collaborative resources in the form of advice, information, awareness and action in a judicious manner.

Unsurprisingly there is still much work to be done in tackling discrimination and ultimately eliminating it, but in the meantime TREC will continue to fight the good fight for a more equal society.

## CASE STUDY 1

Prior to the local Covid19 lockdown, the Chill and Chat sessions started in October 2020. The focus of this specific group was to increase social interaction and improve the health and well-being of our clients whilst developing their conversational language skills via group activities. However, when the local lockdown took place, the physical sessions were replaced to three times a week via Zoom. The service users were struggling with social isolation, especially those that were housed in hotels on their own. Being confined to their bedrooms increased a decline in their mental health and had a negative effect on their well-being.

Client B was one of those clients. He attended the first Chill and Chat session and offered to become a volunteer with the group, he explained that he had already been in the hotel for a year, his background was hotel management and he needed something to do as he recognised his mental health was deteriorating. He started with assisting in setting up the group, ensuring the space being used was cleaned and sanitised before and after sessions, fully engaging in the briefings and debriefings sessions and suggesting alternative activities.

During the lockdown he volunteered with our newly established foodbank and with his confidence and self-esteem improving he went on to apply to become a volunteer with the government vaccination's centres at the local hospitals.

He became an advocate for other people in the hotel and was a good role model for the others in terms of developing his English language skills and learning about different cultures and communities across Leicester. These activities enabled him to improve his mental health and well-being, although at times he would struggle especially when he remembered the reason why he came to the UK seeking asylum and, missing his family too.

He was recently relocated to another city, and this was difficult for him because he had started to build his life in Leicester. However, with ongoing support from TREC he was introduced to local voluntary sector organisations where he could potentially get support from and investigate volunteering with them.

The key part to this programme was having a safe place to communicate, being able to identify how he

develop himself, looking at ways to reduce his social isolation and to improve his mental health and well-being, together with developing an understanding of how to become part of a community and advance himself for the future.

## CASE STUDY 2

The key part to this programme was having a safe place to communicate, being able to identify how he wanted to develop himself, looking at ways to reduce his social isolation and to improve his mental health and well-being, together with developing an understanding of how to become part of a community and advance himself for the future.

Prior to Covid19 restrictions we had a client and ESOL student at TREC - Client C. This person was introduced to the Chill and Chat session due to the noticeable deterioration in their health and well-being. Upon introduction, the individual wanted to improve their social and communication skills and take part in the group's activities.

During the lockdown period the Health & Wellbeing Officer conducted regular one-to-one sessions for those who wished to engage in this method of communication. During an online one-to-one session Client C disclosed domestic problems between them and their partner. This instigated a separate women's session online where TREC's female health and wellbeing clients could provide support to each other and understand our duty of care to them. We explained that this was a safe space where they could come if they needed to find external support. To augment the seriousness of this topic, the meetings were peppered with personal storytelling, cultural practices and recipe sharing.

Client C has gone on to become a volunteer with a local voluntary organisation and their confidence and self-esteem is improving. Client C has started a temporary part time job and is looking at developing her language and further her education.

Overall, the group activities developed their self-esteem and self-value, they recognised the necessary signs of improvement in their mental health and well-being and have reported back about feeling more confident in how to keep themselves safe.

The key part to their achievement was having a safe space to express their concerns and to be able to communicate these. TREC assisted them to develop their understanding of how to use mindfulness activities and ways to reduce isolation whilst improving their mental health and well-being. Importantly they recognise this is the start of an ongoing journey.

## CASE STUDY 3

TREC was made aware of a young university student whose behaviour was becoming more and more erratic with no obvious explanation. Upon further investigation and gaining the trust of the young person with the pre knowledge of County Lines gangs and their purposeful selection of young vulnerable people we were able to ascertain that the young man was indeed a victim of exploitation. TREC met with the family and attempted to assist the young man to access mental health services. We attended the Leicester Royal Infirmary emergency care service with his family to attempt a means of removing him from the streets only for him to be assessed and released 2 hours later.

This was a very frustrating and difficult case to deal with as it felt as if the young person needed to have a complete breakdown before they could gain access to a 'safe space' to offer respite in a situation where the alternative was returning to the streets where he was in imminent danger.

The family eventually sent the young person to stay with a relative in a different city where it was ensured he would be monitored 24 hours a day and be removed from a drug fuelled environment.

The young man has now recovered, and whilst the danger of drugs and its effect on mental health will always be a potential threat, the young man has now returned to his home and is attending university in his hometown whilst volunteering to increase his employment opportunities. This experience gave TREC a unique insight into mental service provisions and the intersection between, mental health, drugs and County lines drugs gangs.

## ESOL AT TREC DURING "COVID TIMES"

Face to face ESOL classes have been put on hold, but the work hasn't stopped! We envisage classes restarting in September 2021 and have been preparing schemes of work (the plan for the courses) in readiness.

We anticipate delivering three courses related to employability: Getting a Job, Working Well Together and Rights and Responsibilities at Work. Initially, learners will receive TREC certificates of participation, but the courses are being designed to align with the

course specifications of a national awarding body so that, in due course, it may be possible to offer accredited courses to our clients.

We intend to investigate the possibility of offering voluntary work placements in a variety of settings as an integrated aspect of the courses. This would be unique amongst local ESOL provision.

Additionally, the ESOL Support Officer (ESO) has been able to aid TREC clients in a variety of ways, including the following:

## CASE STUDY 1

One of TREC's clients has been given the opportunity to volunteer at TREC to develop administration skills which is also increasing confidence in her English language abilities.

She has been attending an ESOL course at a local college but, at TREC, she has the chance to have the kind of intensive one-to-one support that is unavailable in a college environment.

Knowing the exams that she'll be sitting, we have been able to provide her with comprehensive, personalised exam preparation, including working with her on practice exam papers for the exact exams that she'll be sitting at college.

Being able to offer voluntary work experience in conjunction with individualised language support is a unique service which simply can't be matched by local colleges. Indeed, an ESOL teacher at a local college has described it as a "gold star service".

## CASE STUDY 2

TREC's Health and Wellbeing Officer (HWO) has been running "Chill and Chat" sessions with small groups of clients. Clients can have refreshments and talk to each other in English in an informal setting.

The ESOL Support Officer has attended some of these sessions to give a "taster" of what more structured ESOL classes would be like. As well as "classroom style" teaching these interventions have utilised online learning games and classroom worksheets, which have been specially developed by the ESO in accordance with the themes identified by the HWO.

It is hoped that ESO contribution to the "Chill and Chat" sessions will encourage clients to join the more formal ESOL classes when they restart later in the year.

The pandemic has disrupted face-to-face teaching but has provided an opportunity to hone the ESOL provision and, hopefully, take it to a higher level.

# INTEGRATION AND RESETTLEMENT

## CASE STUDY

Client D with his three children came to the UK from Afghanistan in 2010 and applied for asylum; he was granted Refugee Status recently. Client D was informed about the New Arrival services at The Race Equality Centre by the British Red Cross

Client D contacted our office where he was assisted with his Universal Credit claim, a homeless declaration, a housing application, a child benefit claim and was referred to a universal food bank.

Client D was given hostel accommodation by the Council and a few months later was awarded his child benefit and Universal Credit allowance.

Having agreed a tenancy by the HomeCome, TREC was again able to assist with water and energy registrations, change of school and GP registration.

Client D, through his solicitor, managed to bring his family: wife and two other children from Afghanistan to the UK.

Client D again contacted our office requesting assistance to register his family with the GP; school registration, arranging a National Insurance number interview for the wife, adding the family in his Universal Credit account, and adding his two other children to his child benefit account.

Client D's wife was allocated an NI number, the children were allocated school places and the family accepted by the GP. Amended child benefit and Universal Credit payments have since been awarded.

# IMMIGRATION

## CASE STUDY

Client E contacted our office for assistance with applying for settled status under the EU Settlement Scheme.

Client E had come to the UK from Sierra Leone as a dependent family member of an EU citizen, but their relationship had broken down, and he was no longer living with his family member or dependent on them.

He had been trying to regularize his stay for several years and his application had been refused by the Home Office on a number of occasions. He was struggling to find work and was homeless and had also been questioned by the police on suspicion of not having valid stay within the UK and had to attend a follow up appointment at a Reporting Centre.

We assisted him with completion of an application under the EU settlement scheme and submitted the application on his behalf.

We received an email from the Home Office informing us that his application was successful and that he had been granted permanent stay in the UK.

When the Biometric Residence Permit arrived at our office and Client E has collected the document.

# RACIAL MINORITY VOLUNTARY SECTOR ASSEMBLY (RMVSA)

## CASE STUDY

Work with the RMVCS Assembly recommenced in October 2020 and following TREC's e-bulletin message heralding its return, TREC immediately set about working with the organisations on our books who we recognised were struggling during the extended Covid19 lockdown of the city.

TREC had successfully received time limited funds from The UK Community Foundations to redistribute. With a total of £17,000 to work with, approaches to 150 plus members of the assembly were made inviting members to apply for the funds, ranging from £500 to a maximum of £1000.

It was soon realised that although a lot of RMVSA members had access to email (via smart phones), they did not necessarily have access to a laptop or computer to complete the grant application form and return it. This was a barrier so, we slightly adjusted our outreach style allowing applications to be made via post, zoom and telephone (using the same form, which would be filled in at the time).

Once the outreach telephone/zoom applications were completed the applications were then reviewed, and funds allocated in accordance with the Covid-19 relevance. This programme culminated with micro grants support to 28 small/new organisations.

## OBSERVATIONS

Were TREC to engage in a grant giving process again some of the improvements that would be:

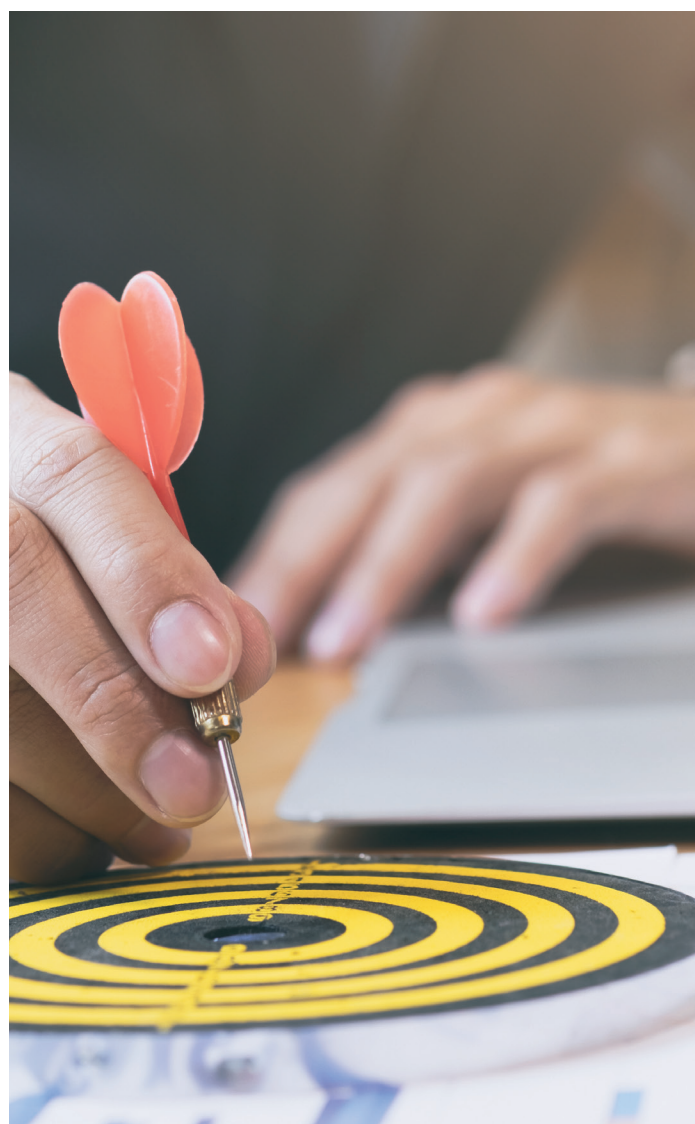
- One application submission per organisation, made known from the outset
- Request for TREC logo to be added to any publications outreach, expressing TREC's grant assisted in project delivery.

The need to be adaptable when working with racial minority organisations is paramount.

There are many barriers to form filling that prevent racial minority organisations from obtaining funds.

This process clearly highlighted this fact.

- The ability to confidently read and respond to application questions
- Language
- Literacy
- The complications become more obvious when the forms are lengthy, wordy and when answering and expressing needs may be difficult due to language/cultural differences.



## FUTURE DEVELOPMENTS

Our organisational development and growth plan is continuing to force us to concentrate our work in several distinctively different but necessary areas which does not detract from current areas being delivered in the previous pages.

Future developments include:

- Extended work with young people
- Participatory action research with young girls and women
- Collaboration with Climate Action Leicester and Friends of the Earth to address race issues within the changing environment
- Expansion to online accredited courses
- Increased social media presence

# FINANCIAL ACTIVITIES

Statement of Financial Activities (including summary income and expenditure account) for the year ended 31 March 2021

	Notes	Unrestricted Funds £	Restricted Funds £	2021 Total Funds £	2020 Total Funds £
<b>Income &amp; Endowments From:</b>					
Donations & Legacies		5,666		5,666	10
Other Trading Activities		-	-	-	1,840
Charitable Activities Investments		85,721	445,349	531,070	284,853
<b>Total Income</b>	2	91,387	445,349	536,736	286,703
<b>Expenditure On:</b> Charitable Activities	3	15,649	315,782	331,431	239,604
<b>Total Expenditure</b>		15,649	315,782	331,431	239,604
Net Income		75,738	129,567	205,305	47,099
Transfers Between Funds	13	38,715	(38,715)		
Net Movement In Funds		114,453	90,852	205,305	47,099
<b>Reconciliation Of Funds:</b>					
Total Funds Brought Forward		82,437	17,842	100,279	53,180
<b>Total Funds Carried Forward</b>		196,890	108,694	305,584	100,279

## Company Number 03140691 Balance Sheet at 31 March 2021

	Notes	Unrestricted Funds £	Restricted Funds £	2021 Total Funds £	2020 Total Funds £
<b>Fixed Assets</b>					
Tangible Assets	9	18,163	6,364	24,527	16,782
<b>Current Assets</b>					
Debtors	10	25,592		25,592	6,064
Cash at Bank & in Hand		157,275	171,340	328,615	167,280
		182,867	171,340	354,207	173,344
<b>Liabilities</b>					
Creditors: Amounts Falling Due Within One Year	11	(4,140)	(69,010)	(73,150)	(89,847)
<b>Net Current Assets</b>		178,727	102,330	281,057	83,497
<b>Total Net Assets</b>		196,890	108,694	305,584	100,279
<b>The Funds Of The Charity:</b>					
Unrestricted Funds	13			196,890	108,694
Restricted Funds				108,694	17,842
<b>Total Charity Funds:</b>				305,584	100,279



# AFFILIATED ORGANISATIONS/INDIVIDUALS & PARTNERS

## GROUPS

AAA Strike 4 Success Limited  
Afro Innovation Group  
After 18  
Age Concern  
Antigua & Barbuda Association  
Association for Bengali Communities  
Association of Afghan United in Britain  
Bangladesh Youth & Cultural Shomiti  
Brit Bangla Progressive Society  
CivicLeicester  
Climate Action Leicester & Leicestershire  
Confederation of Indian Organisations  
East West Community Project  
Emery Johnson Astills  
Employees United Union  
Federation of Iraqi Refugees  
Federation of Sikh Organisations  
Fosse Health Trust  
Friends of the Earth England & Wales  
General Federation of Trade Unions  
Global Hands  
Highfields Community Association  
Hindu Religious & Cultural Society  
Indian Womens Association  
Indian Workers Association  
Leicester Barbados Association  
Leicester Black History Consortium  
Leicester Brahma Samaj  
Leicester Caribbean Carnival  
Leicester Caribbean Cricket Club  
Leicester City of Sanctuary  
Leicester Ethnic Elderly Advocacy Project  
Leicester Friends of the Earth  
Leicester Irish Forum  
Leicester Red-Thread Ltd  
Leicestershire Asian Business Association  
Wesley Hall Community Centre  
Leicestershire & District Trades Council  
Leicestershire Centre for Integrated Living  
Leicestershire Police  
Leicestershire Partnership NHS Trust  
Leicestershire & Rutland County FA  
Moat Community College  
National Association of Youth Justice  
Nirankari Advice Centre  
NUT, Black Teachers Network  
One Building Solution Ltd  
Opal Arts  
Polish Mums and Children's Centre  
Pride without Borders  
Pakistani Youth & Community Association  
Ramgaria Board  
Regent College  
Rezonarts  
Rik Basra Leukaemia Campaign  
Riverside Housing  
Shama Women's Centre  
Shree Sanatan Mandir  
Soft Touch Arts  
Sported  
South Asian Health Action Charity  
St Matthew's Tenants Association  
Stephen Lawrence Research Centre  
Sugars Gym  
Telehealth Africa  
Telehealth Aspire  
Trade Sexual Health  
Transport & General Workers Union  
Communication Workers Union  
Unison Leicester  
Voluntary Action Leicestershire  
Waterfront Sports & Education Academy  
West Indian Senior Citizens Project

## AFFILIATED INDIVIDUALS

Abhilash Gupta  
Ajay Aggarwal  
Anita Saigal  
Anu Jalota  
Arthur Dion Hanna  
Ashok Mohindra  
Colin Green  
Deano Presto  
Dr Carlton Howson  
Faizan Arzbegi  
Garry Guye  
Ghartey Vardon  
Harbans Thiaray  
Israel Ndlovu  
Jennifer Finlayson  
Julian Harrison  
Kathryn Hart  
Kulbir Minhas  
Lara Hussain  
Miriam Issa  
Mr B Manek  
Mr D Patel  
Professor Arthur Rowe  
Professor Raghu-Raghavan  
Professor Surinder Sharma  
Rachel McGinty  
Robert Lee  
Rohini Corfield  
Ruth Sinhal  
Sirdeep Singh Flora  
Suzanna Overton-Edwards  
Wajeeda Yusuf

THE RACE EQUALITY CENTRE

TERCE

During January 2020, in response to receiving racial abuse on Twitter,  
**Marcus Rashford** responded:

*Humanity and social media at its worst.*

*Yes, I'm a Black man and I live every day proud that I am.  
No-one, or no one comment is going to make me feel any different.  
So sorry if you were looking for a strong reaction, you're simply not going to get it here.*

*I'm not sharing screenshots. It would be irresponsible to do so and as you can imagine,  
there's nothing original in them.*

*I have beautiful children of all colours following me and they don't need to read it.*

***Beautiful colours that should only be celebrated.***



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Registered Charity Number: 1053154

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