

ANNUAL REVIEW

2014/15



TRE C
THE RACE EQUALITY CENTRE



Contents



“The sacrifice made for the sake of peace and justice in World War I was made by huge numbers of people from every faith, race, culture and background imaginable.

The cost of such sacrifice was felt in families from these islands, from the Caribbean, and across Asia and Africa.

Some versions of this history have failed to acknowledge this international and multi-cultural dimension. One hundred years on we have the opportunity to right that wrong and to ensure future generations are told the truth so that we can pay the respects owed to all who died for our sake in World War I.”

The Very Reverend David Monteith , Dean of Leicester

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FUNDERS

Leicester City Council

European Regional Development Fund

DWP

Lloyds Foundation

Comic Relief

Arts Council

Heritage Lottery Fund

RIP Flip Fraser 2014



I had heard of a theatre performance I knew I must see and a group of us travelled to Nottingham armed with our tickets. I sat on the right hand side of the stage in the middle of an audience who became more ecstatic as the different heroes and sheroes made their appearances on that evening in the late 80s.

These icons (mimicking wax dummies on entrance) gracefully floated across the space, in fineries of the time; proudly entered with a sense of great achievement, holding the appropriate instrument; engaged in a warrior dance, with necessary weapons; or, humbly and unwittingly stumbled into the spotlight, reflecting on why they were being portrayed. The deep voiced narrator gave the audience a clear understanding of those being presented. The audience applause became louder as the images came and went.

Whilst all were shouting, applauding or being aghast by the presence of the various strands of our history, I wondered what difference this evening would make on us tomorrow and whilst we had a full house tonight, I wondered about the masses who need to be told but were absent. Following the many encores a man of stature was pulled onto the stage where he punched the air with a great sense of achievement.

I met Flip in 2007 when Black Heroes in the Hall of Fame performed in Leicester. This would be the third time I had seen it. We agreed there needed to be a legacy and talked of how this learning could be enhanced and widened and, promised to make contact six weeks later.

It took a further four years to meet this man again, however I returned to the point of believing there was a definite need for a Heritage Impact Centre, an educational space with performance, imagery, text and sound bestowing our yesteryears on those who visited. Flip and the team I created here in Leicester began the conversations to bring about this centre and during that time I got to know the man behind the figure running onto the stage at the end of each performance, punching the air with clenched fist with all his might before leading the audience into the rendition of 'we need a hall of fame'.

Flip's creation of Black Heroes in the Hall of Fame caused me to have this vision and whilst there are some who would like to undermine the ability of delivering this, The Race Equality Centre has begun to provide elements of the concept.

Flip Fraser – I knew you personally for too short a while but I have known your creation from the first year of its production. I am rejoicing in your achievements rather than bemoaning your passing as I know your Heroes and Sheroes are awaiting you.

Chair's Forward

The Race Equality Centre in Leicester & Leicestershire has been in existence in the city since 1967.

In all that time it has been known by various names which have described its work, such as the Leicester Council for Community Relations, Leicester Council for Racial Justice, Leicester & Leicestershire Race Equality Council and now as The Race Equality Centre.

Initially it was funded by the Race Relations Board established through the Race Relations Act of 1965. It was later funded by the Commission for Racial Equality (established through the Race Relations Act 1976) and the two local authorities initially, Leicester City Council and Leicestershire County Council. In recent years The Race Equality Centre (TREC) has been funded by Leicester City Council, enabling us to bid for contracts through other sources.

The needs and aspirations of the local diverse population has changed over that time, as has the manner in which the outcomes of our work and the way that we have served our local communities; keeping pace with those changing needs.

However, our aims and objectives of TREC have always been consistent:

- To work towards the elimination of racial discrimination and reduce racial disadvantage,
- To promote equality of opportunity and good relations between persons of different racial groups,
- To raise awareness and advance education and relieve poverty amongst migrants, new arrivals and refugees by the provision of legal and other advice services.

The contents of this Annual Report of The Race Equality Centre provides a snap shot of the provision of our work which is provided by employed staff, volunteers and Executive Committee members during the financial year March 2014 to March 2015. We work in a holistic manner which recognises the personal, cultural and structural needs of individuals, communities and local organisations. This report outlines our partnerships, engagement activities, developmental work and the positive input and involvement of others.

Within our limited resources we assist individuals with advice, support and training to overcome the disadvantages they face. We raise awareness to address myths, stereo typing and discriminatory beliefs and ideas through community development, research and public education. We highlight and fight racial injustice, racial inequalities, societal and structural discrimination through policy development, the Public Sector Equality Duty, Organisational Development and individual case work.

I would like to take this opportunity to thank all who have been involved in the work of the Centre over the last year. I would also like to thank our funders who have supported us with our work and desire for Leicester and Leicestershire to be a better place for all: Leicester City Council, ERDF, DWP, Heritage Lottery Fund, Arts Council, Comic Relief, Big Lottery and Lloyds Bank Foundation.

Prof Surinder Sharma
Chair

Work Undertaken in the year

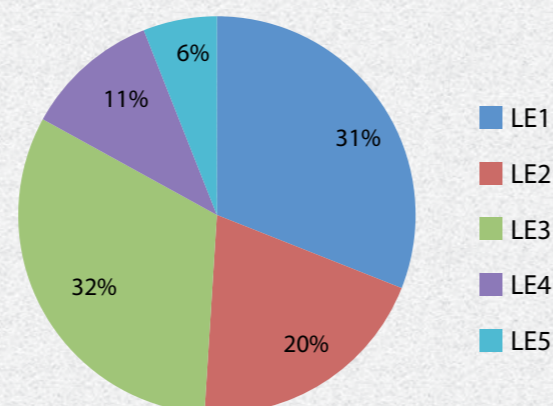
1. Advice and Support (Casework)

a. New Arrivals granted refugee status are integrated into life in Leicester

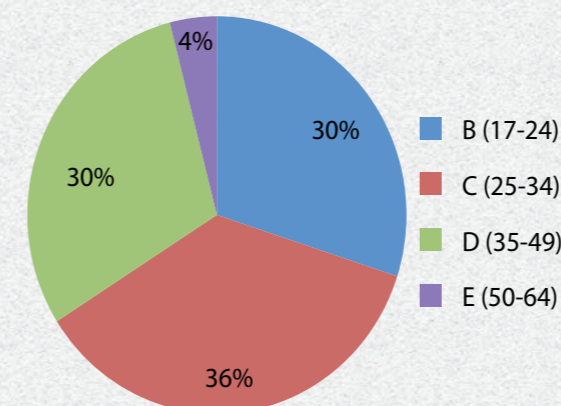
Client by country of origin:

Afghanistan	30	Malawi	3
Algeria	1	Mongolia	7
Bangladesh	1	Pakistan	42
Burundi	10	Portugal	2
China	20	Romania	2
D R Congo	13	Russian	6
Ethiopia	27	Senegal	3
Eritrea	265	Sierra Leone	5
Gambia	15	Slovak	5
Guinea	1	Somalia	72
India	25	Spain	6
Iran	55	Sri Lanka	15
Iraq	35	Sudan	117
Italy	4	Syria	106
Jamaica	2	Tanzania	10
Kenya	2	Turkey	5
Kuwait	23	Zimbabwe	30
Kyrgyzstan	1		

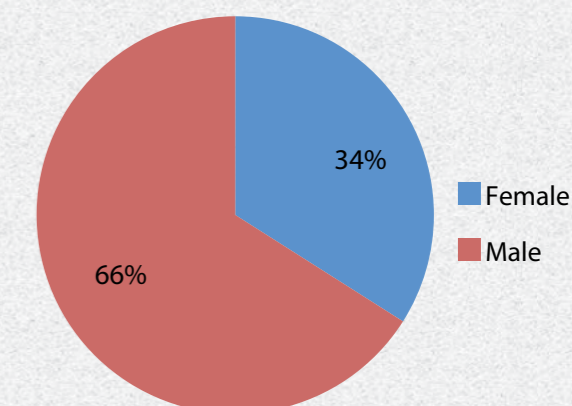
Client by Postcode
April 2014 - March 2015



Client by Age
April 2014 - March 2015



Client by Gender
April 2014 - March 2015



Opened cases	124	
Closed files	90	
Housing/Hostel gained	51	
Enquiry	Apr 2014 – Jun 2014	271
	Jul 2014 – Sep 2014	256
	Oct 2014 – Dec 2014	161
	Jan 2014 – Mar 2015	154
	Apr 2014 – March 2015	842
Total Clients	966	

Cases closed between -
01/04/14 and 31/03/15
Welfare Benefits secured: £608,027.08

b. Individuals seeking assistance regarding complaints of racial discrimination or harassment

41 clients worked with in 2014-15. Eight continued from the previous year, 46 new initial inquiries and 33 newly opened files:

Asian	29%
Black	2%
Black Caribbean	15%
Black African	38%
Other	2%
Mixed	11%
White European	2%

With Physical Impairment	9%
With Mental Health condition	20%
With Learning Difficulties	11%
With Long-standing Health Condition	2%

Female	62%
Male	38%

Following a full audit for the Advice Quality Standard, TREC was awarded 'Standard' at the Advice with Casework level.

2. Training

- a. Paper presented to Equal Pay, the Living Wage and Discrimination in Employment public meeting: Equalities Sub-committee of Leicester and District Trades Union Council.

Paper presented to UN Day for the Abolition of Slavery public meeting organised by Soroptimist International Leicester in partnership with De Montfort University.

b. Advice Leicester Partnership

TREC is a member of the **Advice Leicester Partnership** which is a group of 10 not-for-profit advice agencies, established to provide support and assistance to local people on matters related to debt, welfare benefits, housing and employment.

The Partnership recruit volunteers to help deliver a form-filling service. In this way, the members can help more people affected by poverty and unemployment to claim benefits they are entitled to, but are often deterred from because they cannot complete the application forms.

All volunteers receive compulsory accredited training delivered by TREC on the 'Principles of Managing Clients Seeking Social Welfare Advice and Support' which includes information on client interview skills, client care, form-filling techniques, budgeting workshop and the different criteria that apply to the various types of welfare benefits.

17 students were recruited onto the programme to January 2015 which provided 1,247 volunteer hours.

c. Fair Employment Initiative

TREC provides a service to assist jobseekers to achieve their potential.

The "Fair Employment Initiative" provides support to enable individuals to move off Employment Support, Job Seekers Allowance or other forms of benefits into sustainable employment or self-employment. The prime targets are; 1) "hard to reach" and 2) long term unemployed jobseekers (i.e. work programme returners) aged 25+ from the new and emerging communities of Leicester and Leicestershire. The initiative is a combined programme of employability skills, personal development and for individuals with English language skills requirements; the "Rapid English" programme is used to increase vocabulary and literacy capability.

Participants are expected to attend a minimum of 72 hours of supervised activities over a 13 week period, which is delivered on a roll on roll off basis. Sessions are drop-in and formal training, where participants are provided with structured one-to-one support and group activities.

From November to March the Fair Employment Initiative enrolled 55 participants into its work preparation programme with 17 job outcomes and 4 soft outcomes (zero hour/part time contracts/student). During the same period the Fair Employment Initiative further enrolled 19 students onto its ESOL programme from which 2 gained employment.

Fair Employment Initiative (November 2014-March 2015) client breakdown by region of origin: Africa 37, South Asia 18.

d. Enterprise Development Service

78 individuals have been provided with advice, guidance and training to set up or diversify their business enterprise. Enterprise Development Services client breakdown: 36% Asian, 42% Black, 22% White.

3. Policy Development

a. Leicestershire Police and Police & Crime Commissioner

Attendance at PAGRE meetings:

- Raising questions regarding the impact on community relations through potential misapplication of new terrorism prevention legislation;
- Raising concerns regarding community tensions in vicinity of Gypsy/traveller facility; Attended meetings of Leicester City LPU Community Gold Group
- Appraising the police of potential sources of community tensions including possible impact of murder trials.
- Meeting with Sir Clive Loader, Police & Crime Commissioner and African Caribbean community groups: To give recognition to groups within the community currently engaging with young people – promoting positive contributions to building life skills.

Host and facilitate Stop Search Reference Group Undertake analysis of stop search figures.

b. Board/Partner membership

- Leicester Health Watch – Management Board
- County FA – Facilitate and Host Race Equality Action Group
- Engagement in VCS LEP Sounding Board to identify appropriate actions to enable continued and better engagement with the LLEP
- Addressed race equality input in Our Place Programme working plan
- Co-ordination of Locality regional meeting for national engagement of racial minority voices
- Meeting with new CEO of Locality to get assurance of race equality considerations at local and national levels
- Membership to HALAB, contributing to discussions on issues raised and share best or improved practice among partners
- Facilitating Racial Minority communities' input into Leicester City Council Local Plan consultation
- Providing response on equality considerations within Leicester City Council budget proposals
- Participation in Aging Better – Insight and Engagement Task Group
- East Midlands Strategic Migration Partnership
- New Arrivals Strategy Group meeting
- Social Welfare Law Advice Partnership Forum
- Multi Agency Forum for Asylum Seekers and Refugees
- Advice Leicester Partnership Assisted in and contributed to: Breaking Leicester's Poverty Cycle Conference
- Facilitate working group and co-ordination of Food Bank. Food regularly being provided to approximately 50 individuals. User breakdown: 46% Asian, 38% Black, 10% Chinese, 6% White British

4. Community Development

a. Racial Minority Voluntary Sector Assembly

In January, an opportunity presented to respond to consultation for a 15 year plan for Leicester City. The Assembly were supported to respond formally to the Leicester City Council consultation on the plan which looked at the economic, social and environmental development of the city. The Assembly were able to highlight the deficit of initiatives that would reduce race inequalities and disparities for Racial Minority communities. We have supported the Assembly to establish an ongoing working relationship with the lead officer to have specific further involvement in the second draft of the local plan.

A review of the current impact and effectiveness of the Assembly commenced in March to with a view to developing an Assembly strategy to increase the voice and influence of Racial Minority communities and organisations. The results of the review and the development of strategy will be take place in June 2015.

In March we co-ordinated the first Assembly meeting of 2015 with information and discussions about the European Structural & Investment Funds (ESIF) programme and the BIG Lottery's Building Better Opportunities. Representatives from Leicester Leicestershire Enterprise Partnership and a CASE-DA (Co-operative And Social Enterprise Development Agency) came to talk to members about the current developments in European funding and how member of the Assembly could access this funding.

b. Regional

Assisted in co-ordinating regional meeting for racial minority organisations on 'Localism, Social Change and racial minority communities.' Topics:

How to use Community Rights to make positive changes in racial minority communities;

Ways in which communities can harness opportunities through neighbourhood planning, the Our Place programme and other initiatives; and, how to increase the involvement of racial minority communities in the transformation of local neighbourhoods.

c. National

Co-facilitator at Locality's National Convention's workshop - BME communities and the Localism Act.



5. Research and Public Education

TREC works to achieve equal outcomes for all by championing racial justice and challenging discrimination or prejudice. We use a unique set of disciplines to relay our message to the public.

One of our chosen methods is through visual art and over the years we have embraced many formats such as exhibitions e.g. the Roots of the Future and media distribution e.g. through our social media network which gives information on historical contribution of racial minority communities to British society.

As an organisation we work with different communities in a bid to eliminating discrimination, advancing equality of opportunity and promoting good relations between different racial groups.

We are working towards the development of a national artistic education space covering the works of the racial minority communities.

a. 'What do you see when you look at me' – an exhibition funded by the Arts Council is one of many unique artistic projects that we are engaged in which will assist us in moving forward with our future plans.

The exhibition was displayed in the Curve mezzanine area from 26th July to until 25 September 2014 and then move to the Leicestershire Centre for Integrated Living, West End Centre, off Hinckley Rd, Leicester.

Launched by Jon Ashworth MP, the display:

Is a photographic exhibition highlighting society's misconceptions of cultural or physical appearances.

Is created by the very people that experience these misconceptions.

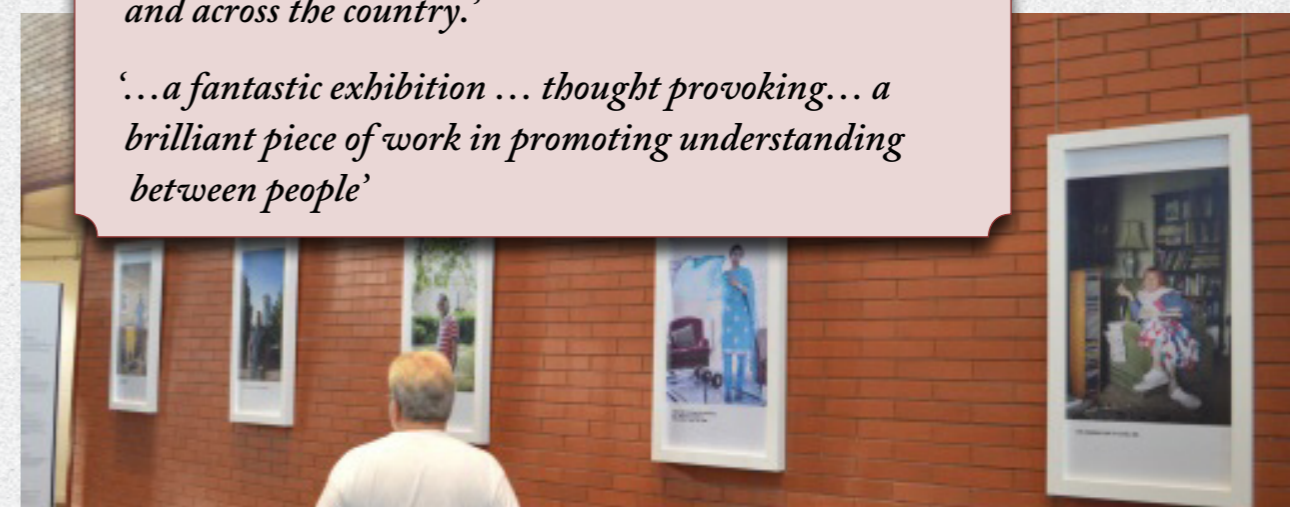
Highlight's the issues of character profiling and discrimination based on physical appearance in relation to gender, religion and/or belief, ability/disability, race and cultural background.



Example of quotations from visitors to the exhibition:

'This exhibition highlights what we need in Leicester and across the country.'

'...a fantastic exhibition ... thought provoking... a brilliant piece of work in promoting understanding between people'



- b. 'Together We Won The War'** exhibition is a Heritage Lottery Funded project highlighting the contribution of Britain's Racial Minority Communities in World War 1 to mark the Centenary of the First World War. Asian, African and Caribbean troops all played a significant part in supporting the war effort.

Opened by The Rt. Honourable Keith Vaz MP, the exhibition showcases how individuals from across the world were recruited into the British armed forces, the different roles they played in the war, including the battles that were predominantly fought using soldiers from Africa, Asia and the Caribbean and, some of the heroes amongst them.

Educational resources in the form of an information booklet and activity sheets accompany the exhibition to support schools and other organisations involved with children and young people in raising the awareness of the bravery of those who took part in the war, countering the belief by some (of all nationalities) that the British Army was homogenous.

Initially displayed at Phoenix Yard for two months, in keeping with the need for national exposure as stated by Keith Vaz MP the exhibition is being rolled out to (in the first instance) the Adult Education Centre, Newark House Museum, Lincoln and, Northamptonshire.



Example of Quotations from visitors to the exhibition:

'Well done. This is a marvellous exhibition which showcases superbly the combined contributions of soldiers from ... across the Empire. A must see for adults and children alike. I was particularly honoured to have provided the voiceover for my personal hero Hardit Singh Malik.'

'A brilliant exhibition...fantastic! This definitely needs to be in the curriculum. Extremely informative, it's vital that our children know and understand their history, bringing my children and friends.'

'I feel all high school children should know this history – for English kids to know how their Asian/African friends came here and for kids with Asian/African ancestors to now their proud history'. An inspiring exhibition, makes me realise how we helped to win the war.'

c. Mental Health Conference

Entitled: Shaping the Future of Mental Health Services for Black and Minority Ethnic Groups in Leicester, Leicestershire & Rutland, this event objectives were:

- To understand and explore the key issues from a service user, carer and service provider's perspective on addressing racial inequalities in mental health.
- To support decision makers, commissioners and service providers to develop and enhance their policies and practices in addressing racial inequalities in the delivery of mental health services.
- To develop an action plan to support decision makers, commissioners and service providers in addressing racial inequalities in the delivery of MH services in Leicester, Leicestershire and Rutland.

The event was opened by Professor Mandy Ashton and featured presentations from Professor Swaran Singh (University of Warwick) and Dr Suman Fernando (London Metropolitan University).

The 160+ delegates heard about some of the challenges associated with ethnicity and mental health including racism within the NHS, policy and incidence rates among minority groups.

This was built on by the highlighting of approaches that can be learned from other cultures, countries and ethnicities regarding mental health treatment, practice and policies.

- d. Lectures and Talks.** Our Keynote Address at last year's AGM featured a lecture on 'the failure of race equality over 30 years to make material changes locally and nationally' by Professor Gus John. And, with our premises affording the space for public lectures, we facilitated public discussion events:

- 'Representative Politics and Race Equality' Professor Gus John:
- 'Ethnic Minorities and Coaching in Elite Level Football' Dr Steve Bradbury:
- Together We Won the War: an evening with ex RAF Flight Soldier Balbir Singh Flora.

- e.** To reach a wider audience TREC produced and circulated six **e-bulletins** featuring the above talks and included other local, regional and national race equality issues.



and finally....

Now located in accessible and appropriate premises in the City Centre, we are currently revising our business plan to make it fit for purpose for the next three years whilst ensuring we get the PAQSSO Level 2 accreditation to add to our Advice Quality Standard, Equality Gold Standard, and Office of the Immigration Services Commissioner accreditation.

The quality of our services being accredited and/or certified affords us the opportunity to secure resources to assist those of our users without the means to pay commercial rates.

Within the confines of its resources TREC will be ensuring the full utilisation of alternative means of communicating and building on the successful exhibitions, 'What do you see when you look at me' and, 'Together we won the war', both of which was visited in substantial numbers.

This model of telling the story will be ongoing and delivered alongside our regular feature of lectures, e-bulletins, debate workshops and shared spaces.

An extension to the lectures is the potential of working collaboratively with education establishments and to that end we have begun the negotiations to assist in the production of academic papers on salient subject matters which have an international reach.

Discussions are also in train to develop community based advocacy packages to assist with casework in some of the areas being presented to TREC. Professional training programmes will be used by skilled personnel to deliver these programmes.

Our partnership approach has yielded membership to additional forums in the City and the historic working relationship with similar organisations across the East Midlands and the country affords the opportunity for potential joint and extended delivery.



Financial Activities



The Race Equality Centre

Statement of Financial Activities (including summary income and expenditure account) for the year ended 31 March 2015

		2015	2014
	Unrestricted	Restricted	Total
	funds	funds	Total
Notes	£	£	£
INCOMING RESOURCES			
Incoming resources from generated funds			
Voluntary income			
Incoming resources from charitable activities	2,250	-	2,250
	295,192	4,252	299,444
Total incoming resources	297,442	4,252	301,694
RESOURCES EXPENDED			
Charitable activities			
Consultancy (including Leicester City Council contract)		4,628	326,533
Governance costs	321,905	-	2,480
	2,480		
Total resources expended	324,385	4,628	329,013
NET (OUTGOING)/INCOMING RESOURCES before transfers	(26,943)	(376)	(27,319)
Gross transfers between funds	-	-	-
Net (outgoing)/incoming resources	(26,943)	(376)	(27,319)
RECONCILIATION OF FUNDS			
Total funds brought forward	87,693	1,138	88,831
TOTAL FUNDS CARRIED FORWARD	60,750	762	61,512

The Race Equality Centre Company number 03140691

Balance Sheet At 31 March 2015

		2015	2014
	Unrestricted	Restricted	Total
	funds	funds	Total
Notes	£	£	£
FIXED ASSETS			
Tangible assets	2,416	762	3,178
CURRENT ASSETS			
Debtors	30,097	-	30,097
Cash at bank and in hand	85,888	-	85,888
	115,985	-	115,985
CREDITORS			
Amounts falling due within one year	(57,651)	-	(57,651)
NET CURRENT ASSETS	58,334	-	58,334
NET ASSETS	60,750	762	61,512
FUNDS			
Unrestricted funds			60,750
Restricted funds			762
TOTAL FUNDS			61,512

The financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies and with the Financial Reporting Standard for Smaller Entities (effective April 2008).

AFFILIATED ORGANISATIONS & INDIVIDUALS

AAA Strike 4 Success Limited
 African Caribbean Citizens Forum
 Afro Innovation Group
 Age Concern
 Antigua & Barbuda Association
 Association for Bengali Communities
 Association of Afghan United in Britain
 Bangladesh Youth & Cultural Shomiti
 City Of Sanctuary
 City Rooms
 Confederation of Indian Organisations
 East West Community Project
 Federation of Iraqi Refugees
 Federation of Sikh Organisations
 Fosse Health Trust
 Foundation Housing
 Highfields Community Association
 Hindu Religious & Cultural Society
 HMYOI Glen Parva
 Indian Womens Association
 Indian Workers Association
 Leicester Black History Consortium
 Leicester Brahma Samaj
 Leicester Caribbean Carnival
 Leicester Civil Rights Movement
 Leicester Ethnic Elderly Advocacy Project
 Leicester Irish Forum
 Leicestershire Asian Business Association
 Leicestershire & District Trades Council

Leicestershire Caribbean Cricket Club
 Leicestershire Centre for Integrated Living
 Leicestershire Constabulary
 Leicestershire Partnership NHS Trust
 Leicestershire & Rutland County FA
 Moat Community College
 National Association of Youth Justice
 Nirankari Advice Centre
 NUT, Black Teachers Network
 Octavian Continental Limited
 Progressive Writers Association
 Pakistani Youth & Community Association
 Ramgaria Board
 Regent College
 Rezonarts
 Rik Basra Leukaemia Campaign
 Riverside Housing
 Savera Resource Centre
 Shama Women's Centre
 Shree Sanatan Mandir
 Soft Touch Arts
 Sported
 St Albans Community Centre
 St Gabriels Community Centre
 St Matthew's Tenants Association
 Telehealth Africa
 Telehealth Aspire
 Transport & General Workers Union
 Union of Communication Workers

Unison Leicester
 Voluntary Action Leicestershire
 West Indian Senior Citizens Project
 Westley Hall Community Centre
 Youth Offending Team

AFFILIATED INDIVIDUALS

Jennifer Finlayson
 Garry Guye
 Colin Green
 Abhilash Gupta
 Kathryn Hart
 Anu Jalota
 Mr B Manek
 Kulbir Minhas
 Kirit Mistry
 Israel Ndlovu
 Mr D Patel
 Arthur Rowe
 Susan Snushall
 Harbans Thiarey
 Ghartey Vardon
 Mr D Wehner

Do you see me as oppressed or free to choose how I'd like my life to be?

Do you think I'm an immigrant or British born and bred?

Do you think I'll understand you if you speak to me in English quick?

Or do you think you will need to break down the words as if I am thick?

Do you think I am unemployed unable to or not wanting to get a job?

Do you think I am uneducated, unable to study or get a degree?

Would it shock you if I told you I'm not oppressed and I am free to choose how I would like my life to be?

Would you believe me if I said I was British born and bred and currently working 2 jobs.

Would you think it possible I have not 1 but 2 degrees.

What do you see when you look at me?

Do you see the stereotype or the reality?



Image courtesy of Kajal Nisha Patel for TREC's 'What do you see when you look at me?' exhibition



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