



The Race Equality Centre in Leicester and Leicestershire

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Limited Company : 3140691
Registered Charity : 1053154

Picture courtesy of Jenny Carrington entitled 'Creation' : www.jennycarrington.tripod.com



Roses

If roses can be
red,
yellow,
pink,
white,
and fuchsia
and still be roses

If hair can be
blond,
brown,
orange,
red,
and grey
and still be hair

Than why cant we be
Black
White
Pink
Yellow
And brown and still be people

lizzy Sydney

Taken from www.PoemsAbout.com

Annual Report 2007/08

www.theraceequalitycentre.org.uk

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CHAIR'S FORWARD

The year 2007-8 had its highs and lows. It commenced the Chief Executive being off sick for 12 months with the Race Equality Officer taking the reins during this period as Acting Chief Executive. The Executive Committee is very grateful to Chino Cabon for his sterling work in his 'acting up' position during this period.

There were during this period, continuing debates on addressing all equalities under one heading and, questions abound around the relevance of identifying or indeed working with single equality issues in the current climate as, significant strides have been made due to the emergence of the various equality legislation. The newly created Commission for Equality and Human Rights has now entered the argument to move away from the identification of single equality issues and to some degree, begin to address fairness. For us, the condition of being 'just' or 'impartial' is a necessary outcome to addressing discrimination in its various guises. This Centre therefore finds it necessary to remain focused on addressing race equality

issues as its priority whilst ensuring a multi-faceted approach through the formal working relationship with the Equality and Diversity Partnership members. The users of our services are a testament to the need for ensuring this principle area of activity is maintained.

This period saw the time limited funding for the Legal Advocacy & Advice Team come to its end. Our thanks go to all members of this team together with the students and volunteers who contributed in the delivery of this area of work, which exceeded the targets set. Our records show 374 individuals made use of this service from its inception within which 228 people were supported in race discrimination claims and, 66 organisations made use of the service activities.

The Racial Harassment and Intervention Service (RHISS) undertook its annual recording and monitoring of race hate incidents. Records are taken from the public and voluntary sector (to include the police). For 2007-8, 791 incidents reports were recorded by the Service with an additional

268 incidents of racial harassment recorded in schools to December 2007. This area of work was enabled through an award from the then Commission for Racial Equality and other small grants pursued by the team. Again our thanks go to all members of this team together with the students and volunteers who contributed in the delivery of this area of work.

Between April 2007 and March 2008, our Refugee and Asylum Seekers Advice Project (RASAP) dealt with 235 cases and 321 enquiries. Of these 81 were new cases and 154 cases were brought to a satisfactory conclusion.

Further work entailed assisting clients to claim benefit entitlement which brought £1,636,219.12 to the city from central government. Assistance was also given with accommodation which enabled 81 successful claimants. 91 individuals were assisted with their application for Indefinite Leave to Remain in the UK, naturalisation and other immigration matters.

RASAP also initiated additional work with young people 'Sporting New Arrivals'.

CHAIR'S FORWARD continued

Work was undertaken with young refugees aged 13-19. The aim was to enable new young arrivals to access sporting activities, develop understanding of life skills and, learn about how to keep fit, healthy and stay safe.

We are now entering areas of debates around the New Equality Bill, Single Equality Schemes, economics, community empowerment and public involvement in political issues. TREC, as is usual, have always tried to be forward looking by being engaged in the debate before they take hold. This is singled out by our membership to and formal linkages with equality bodies and partnerships from the turn of this century; to aid equality schemes, the acquisition of software to accommodate relevant data required for undertaking equality impact assessments; our membership to Equanomics (equality in economics), a campaign spring-boarded by the Jesse Jackson's tour of UK; and, the involvement with Leicester Partnership's sub group to ensure meaningful engagement of communities. However, that's for the next report.

For this year we have been engaged in strategic and policy related issues which have contributed to city wide developments through Leicester Partnership; developed a dialogue with Leicester City Primary Care Trust on establishing a formal working relationship; engaged with the PCT's Equality & Human Rights Sub Group; and, worked with a number of voluntary sector organisations to establish understanding of the changing climate being visited on the sector.

The pages which follow give an insight of the work undertaken and the outcomes achieved for this financial year. I would like to take this opportunity to thank all my colleagues on the Executive Committee, the Council Members and all of the staff who continue to deliver despite the arduous terrain.

Surinder Sharma
The Race Equality Centre

GENERIC RACE EQUALITY

Our generic race equality work seeks to engage proactively with organisations and agencies in Leicester and Leicestershire to advocate for, and to encourage, the development of strategies, policies and practices that comply with the spirit of the race equality legislation.

Within the private sector we have acted as consultant and training provider to large employers, to help to refine the institutional understanding of discriminatory practice and to assist senior members of staff in reviewing their individual practices.

Within the public sector, we have worked with Local Authorities and Health Authorities to encourage the application of their race equality duties – especially with regard to the requirement to conduct meaningful race equality impact assessments and the development of race equality schemes (including action plans).

We have participated in local, regional and national consultations regarding the development of general equality initiatives, bringing a particular focus on race equality.

This is of particular relevance in the establishment of the transitional arrangements for the closure of the Commission for Racial Equality and the transfer of authority for this work to the forthcoming Commission for Equality and Human Rights.

Regionally and locally, we have acted as consultants in the assessments of equality performance by Local Authorities and engaged in debates and developments within the Local Strategic Partnership. We have also engaged with voluntary sector organisations (including infrastructure bodies) and local communities to support the empowerment, through community development, of racial communities that are marginalised by existing institutional barriers.

As part of our generic work we have actively participated as members of the following strategy or working groups:

- African-Caribbean Citizens Forum
- African Caribbean education achievement group
- Equality Scrutiny Group

- Consulted as part of the assessment of the City Councils achievement under the national equality standards.
- Community Cohesion Project Team
- Leicester Multicultural Advisory Group
- Highfields Area Forum

Our key achievements during 2007-08 include:

- Engagement and support for the predominantly, racial minority community of Highfields as they seek community governance of their local community centre.
- Participation in the CRE enquiry into race equality and urban regeneration.
- Provided Race equality training to Voluntary Action Leicester and Walkers Midshires Plc.
- Equal opportunities training provided on behalf of VAL to voluntary sector organisations.
- Training provided to Leicester City PCT on Equality Impact Assessments.

GENERIC RACE EQUALITY continued

- Members of the Leicester City PCT Equality and Human Rights steering group.
- Spoke at the national launch of the Department of the Health Pacesetter Programme about race equality and health.
- Members of Leicester partnership Community Cohesion team.
- Through the secondment to Equality and Diversity Partnership – Co ordinating and developing responses to the new model local area agreement.
- Additional work to Equality and Diversity partnership includes: participation in a number of Leicester Partnership infrastructure bodies including; the commissioning sub group, Leicester Partnership information sub group, the Communities of Interest Representation Task and Finish group and the New Arrivals Strategy Group.
- We remained members of the Leicester Partnership safer and stronger communities thematic group until the dissolution of the group in October 2007 and have actively participated in discussions and considerations remit of the new Stronger Community Partnership.
- Continued to be active members of the Highfield Centre Interim Strategic Management Board,
- Participated in the Home Office National consultation on migration impact.
- Engaged with and have become active members of Leicester and Leicestershire voluntary sector infrastructure consortium with particular engagement in the specialist infrastructure subgroup.
- Participated in the Leicestershire economic strategy consultation.
- Consulted as part of the City Councils comprehensive performance assessment.
- Continued to be members of the Leicester Partnership small grants panel and health improvement grant panel.
- Worked in partnership with Leicester Civil Rights Movement to bring the Banner Theatre's production of 'They get free mobiles.....don't they?'
- Took part in the consultation for Leicestershire County Council's Race Equality Scheme.
- Active participants in the East Midlands Race Equality Consortium.
- Consultation for the priorities for the Safer Leicester Partnership.
- Engaged in the visit to Leicester by Parmjit Dhanda MP, Minister responsible for Community Cohesion.
- Participated in the Joint Area Review of Children's Services.
- Participated in the Leicestershire Fire & Rescue Service's strategy consultation.

REFUGEE AND ASYLUM SEEKERS ADVICE PROJECT (RASAP)

This area of work has been funded through the Neighbourhood Renewal Fund. RASAP has given refugees a base from which they can go on to develop their lives and contribute to the cultural and economic life of Leicester. The service manager is currently co-chair of Leicester's Refugee and Asylum Seekers Multi Agency Forum.

Case Work

Between April 2007 and March 2008, RASAP worked with 235 cases and 321 enquiries. Of these, 81 were new cases and 154 cases were brought to a satisfactory conclusion. At the end of the April 2008,

there were 100 cases still active.

In January 2008, RASAP started receiving 10 new cases per week from the case resolution (Legacy Cases) exercise carried out by the Border and Immigration Agency at Home office of around 137 families in Leicester. These families were waiting for their asylum application for over 5 years and they were supported by the social services. As they were now granted indefinite leave to remain in UK they were given notices to quit their accommodation. RASAP assisted these families with their resettlement issues.

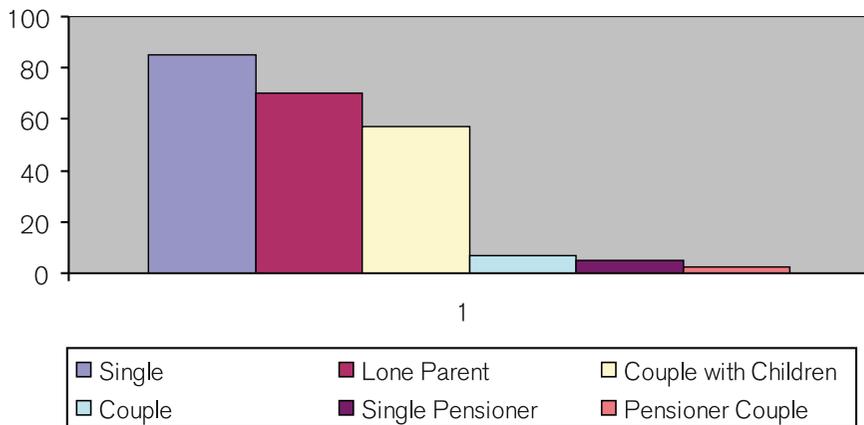
In the year 2007-2008 work in assisting clients claim their benefit entitlement brought £1,636,219.12 to the city from the Central Government. Assistance with housing application enabled 81 applicants to be re-housed.

Example of case work:

Mr. A came to RASAP because he had received a demand for his water rates. Whilst dealing with his enquiry, we noticed he looked malnourished and was very agitated. He had with him a lot of correspondence from the courts and an eviction order for his council accommodation. We established that he had been to many advice agencies in Leicester but not having his Immigration status paper with him, he was informed he could not claim state benefits.

We established that he had been granted Humanitarian Leave to Remain in UK for three years. When the leave had expired 3 months ago, his employers terminated his contract of employment. Mr A had applied for an Extension of Leave to Remain and his application was pending. We advised the client that while the application was pending his rights remained the same. We also contacted the Home Office on the progress of his application where they confirmed his rights remained the same.

Household



REFUGEE AND ASYLUM SEEKERS ADVICE PROJECT (RASAP) continued

The project contacted the Housing Department and informed them that the client was entitled to benefits and hence would be able to clear all the outstanding arrears. They advised us to contact the county court. An application for benefits with a backdated request was made, explaining our client's rights remained the same while his extension for application for leave was being processed. We submitted an application to the county court to have his order for the possession of the property set aside, explaining the full situation and requested a fresh hearing.

He was referred to his GP with a letter from us explaining his symptoms as he had told us that he was finding it difficult to sleep with his worries and was experiencing anxiety attacks. He also did not have money to feed himself but friends were giving him food. We put in an application for a crisis loan from the Benefit Agency

After RASAP's intervention, Mr A's benefits were reinstated, the court suspended the possession order on his tenancy and we were able to save his tenancy. He is regularly seeing his doctor and receiving the treatment for his medical condition.

As well as providing direct casework support, we sought to address the anomaly brought about by the failure to backdate tax credit payments for refugees to the date on which the application for this support was made. Both through direct lobbying of HM Revenue and Customs, and by way of representations made through the national agency, the "Low Income Reform Group" we were able to highlight this injustice and successfully argue for the policy to be remedied.

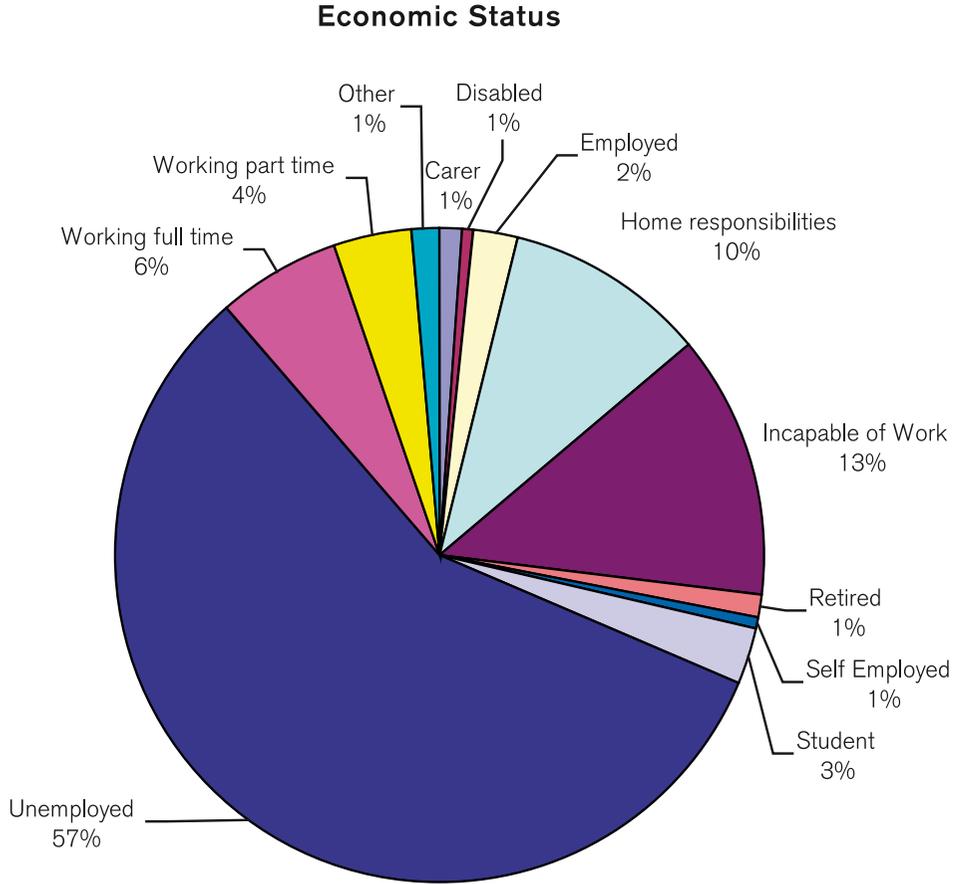
RASAP has the connections with other agencies, such as the Department of Work and Pensions and the Local Authority, which are essential to ensure that we can promote knowledge about refugees' entitlements and resolve issues that arise around these. In addition, RASAP provides an advice service to a far wider range of new arrivals including EEA nationals and people arriving in Leicester under the Family Reunion Scheme, often many years later.

Immigration work

During 2007-2008, RASAP provided assistance to 91 individuals with respect to their application for Indefinite Leave to Remain in the UK, naturalisation and other immigration matters which are not covered by the legal aid. Our clients would normally be expected to pay up to £400 for each application for this assistance from solicitors as some of this work is not covered by legal aid.

The need for RASAP to continue in its specialist role of assisting new arrivals and a wide range of statutory and voluntary sector agencies with expert advice, remains. This is evidenced by the team's output this year: 23 school places secured; 52 clients assisted with accessing health provision; 81 secured accommodation; 268 assisted with benefits advice and support; 20 accessed further education; 37 clients assisted with debt and budget advice.

REFUGEE AND ASYLUM SEEKERS ADVICE PROJECT (RASAP) continued



2007. This was organised by DeMontfort University and resulted in the project being approached to deliver regular lectures on the MA Social Work degree at the University of Leicester on the experience and needs of refugees claiming asylum in the UK and the barriers they face.

Sporting New Arrivals

In the year 2007-2008 RASAP ran a project called 'Sporting New Arrivals' which worked with young refugees from the age of 13-19. The project's aim was to enable new young arrivals to have access to sports activities, begin to understand life skills and learn about how to keep fit, healthy and safe. The project enabled young refugees to access a number of activities they previously did not have access to and, involvement in training in valuable life skills.

In addition, the young people attended the 'your game' football and music festival organised by the BBC and the Football Foundation. This event enabled them to meet a variety of young people from around the UK and their positive outlook and admirable behaviour impressed the judges. This contributed to them winning the 'Fair Play Award'.

Work with Service Users

RASAP with its Service Users delivered a workshop on "Refugee experience-in their own words" at a conference titled: *Europe and its Established and Emerging immigrant communities – assimilation, multi culturalism or integration* at DeMontfort University in November

RACIAL HARASSMENT INTERVENTION & SUPPORT SERVICE (RHISS)

The statistical reports produced by RHISS are key documents that chart the changing trends in relation to racial harassment in Leicester. They constitute a body of evidence that demonstrates that racial harassment continues to be an important issue that needs to be addressed on an ongoing basis.

The total number of incidents recorded in the April 2007-March 2008 period was 791. This compares to 844 in the April 2006-March 2007 period.

According to Police data May, August and October showed the highest incidence of racial harassment. March 2008 shows a significant drop due to the fact that the data only reflects half the month.

The general trend is for the highest number of incidents to occur between April and June, then taper off in July, spiking again in August, dipping in September then spiking again in October. Incidents then level out over November and December then dip in January and February.

In terms of non-Police data, over a fifth of

incidents occurred in April 2007, with 13% occurring in July. 11% of incidents occurred in June 2007, September 2007 and January 2008.

Assault constituted the vast majority of types of incident according to Police data, with over 500 incidents coming under this umbrella between April 2007 and March 2008.

The Police category of assault is very wide and incorporates public order and harassment offences and racially or religiously aggravated harassment, alarm or distress. Verbal abuse also comes under the umbrella of assault, whereas this is a separate category for non-Police organisations.

Criminal damage constituted 11% of all incidents and other non-crimes a further 11%. Other non-crimes can be for instance refusing to work with a person of a different racial group.

According to non-Police data, verbal abuse constituted nearly 40% of all incidents of racial harassment between April 2007 and March 2008. This was followed by criminal

damage at 15% and other non-crimes at 14%.

Just under half of all incidents recorded by the Police last year occurred on the street, with a quarter happening in or near the home. Just over half of all non-Police incidents in the period occurred in or near the home with just under a fifth occurring in the work place and 11% in a public place other than the street.

There were 722 victims of racial harassment last year according to Police data. This compares to 873 in the previous year.

181 victims of racist incidents last year were between the ages of 30 and 39. This reflects the general trend in terms of the ages of individuals who are racially harassed in Leicester. 18-24 year olds accounted for 16% of all incidents and 40-49 year olds 15%.

Non-Police agencies recorded a total of 57 victims of racist incidents over the previous year compared with 55 in the period April 2006-March 2007.

In terms of non-Police data just under a third of all victims of racist incidents were between

RACIAL HARASSMENT INTERVENTION & SUPPORT SERVICE (RHISS) continued

the ages of 40 and 49, with 28% between 30 and 39. Therefore 30-49 year olds accounted for 58% of all victims of racial harassment last year according to non-Police data.

Over 300 victims of racial harassment in the period were from an Asian background, 169 were White Europeans with around 130 being of African Caribbean descent. 55% of victims were male according to Police data. There were no disabled victims recorded, no refugees or asylum seekers, and no interpreters were required.

Non-Police data showed those with Indian origin to be among the most targeted victims of racial harassment last year. Those from an African, Pakistani and Somali background were also among those most victimised. In terms of non-Police data seven interpreters were required, there were two disabled victims and nine victims were refugees or asylum seekers. Three times more women than men were victimised according to non-Police data.

Police data indicates that 18-24 year olds were responsible for most of the racist incidents that occurred last year (167 or

26%), with 10-17 year olds constituting 18% of perpetrators. 30-39 year olds accounted for 15% of incidents with 40-49 year olds accounting for 13%. In terms of non-Police data 10-17 year olds accounted for a third of all perpetrators of racist incidents last year and 25-29 year olds a fifth. 30-49 year olds constituted 28%.

Most of the perpetrators of racist incidents last year were White Europeans according to Police data (380, 60%). White British men accounted for most of the perpetrators of racist incidents in the period according to non-Police data (57 individuals).

There were 268 incidents of racial harassment recorded in schools in the Summer to Autumn Terms of 06/07 (please note that this data does not constitute the complete year as returns are always one term behind). There were 158 types of incidents recorded in schools in the stated period last year compared with 163 in the previous year. Verbal abuse accounted for almost all of the incidents of racial harassment in schools (96%).

Just under 20% of all victims of racial harassment in schools were Indian males. Indian young people in total accounted for just over a quarter of all victims, with African and African Caribbean together accounting for a fifth. Indian young people accounted for a third of all victims the previous year, with African and African Caribbean young people constituting 11%.

TREC would like to thank all those involved in delivering this Service to include staff members, volunteers and students.

*FULL REPORT IS AVAILABLE ON REQUEST

LEGAL ADVICE AND ADVOCACY SERVICE (LAAS)

This was a three year funded project which commenced in 2004 and ran until February 2008. There were specific outcomes attached to the award, all of which were surpassed.

374 individuals made use of this service from its inception and 66 organisations made use of the service activities. 228 people were supported in race discrimination claims. The aforementioned outreached the intended outcomes for this service, which were:

1. Empower individuals by building confidence and capacity to pursue cases where appropriate against alleged perpetrators (180 people):

Information about the project was circulated to community groups and settings within the area of benefit. In addition the project team attended community events to share information about the services on offer. The information disseminated in this manner notified individuals of their right not to be discriminated against on the grounds of their

race or ethnicity and notified the public of the availability of support offered by the service. With this information, individuals were able to self-refer for advice and assistance.

Once attending the project, they were provided with support to clearly articulate their experience and were provided with an objective assessment of the merits of their particular complaint/s. Individuals were then informed of the differing means available to them in seeking redress and were supported in determining the routes that they wished to pursue. Throughout the process of obtaining redress for discrimination, service users were provided with relevant information to enable them to make informed choices about the options and steps available to them.

2. Increase skills, confidence and capacity of voluntary sector organisations working on issues of race discrimination (30 groups):

Seven events were arranged and publicised to voluntary and community sector organisations operating in the area of benefit.

These events provided opportunities for individuals working in those settings to attend generic race equality training. The content of the training events included opportunities to refine and clarify participants understanding of the law, steps to take when addressing a complaint of racial discrimination and support to provide to service users and work colleagues complaining of discrimination.

Further, through networking at training events and conferences attended by the staff, it was noted that a number of discrimination case-workers felt isolated in their particular roles in their particular organisations. There was a common experience of limited opportunity to keep up to date with developments in court and tribunal proceedings and with established precedents. For most case-workers, there was an identified difficulty with support requested for areas of assistance that was outside of the immediate remit of the employing organisation, or with discrimination matters that transcended equality strands. The service was instrumental in establishing

LAAS continued

a discrimination case-workers forum; a support group for caseworkers working in the discrimination field, to identify and share good practice, to gain a better understanding of issues in relation to discrimination, in particular race, and, to liaise and sign post or refer as necessary.

3. Victims of race discrimination made aware of their rights (180 people)

Through both the advice and support provided to individual service users and the training provided to VCS organisations, information was disseminated throughout the community to ensure that victims of discrimination are aware of their rights. In addition, specific promotional events were arranged, and the project attended other community celebrations to publicise the relevant rights to participants.

TREC would like to thank all those involved in delivering this service to include staff members, trainee solicitors, volunteers and students.

**REGISTERED COMPANY NUMBER: 3140691 (ENGLAND AND WALES)
REGISTERED CHARITY NUMBER: 1053154**

**Report of the Trustees and
Audited Financial Statements
for the year ended 31 March 2008
for
The Race Equality Centre**

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Marsden Walker Limited, 164a Derby Road, Stapleford, Nottingham NG9 7AY

Report of the Trustees for the year ended 31 March 2008

Contents of the Financial Statements for the year ended 31 March 2008

The trustees who are also directors of the charity for the purposes of the Companies Act 1985, present their report with the financial statements of the charity for the year ended 31 March 2008. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) 'Accounting and Reporting by Charities' issued in March 2005.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

3140691 (England and Wales)

Registered Charity number

1053154

Registered office

Epic House
3rd Floor
Lower Hill Street
Leicester
LE1 3SH

Trustees

S Sharma (Chair)
A Singh (Vice Chair)
V Chudasama (Vice Chair)
AJ Rowe (Treasurer)
J Finlayson (Assistant Treasurer)
RS Sandhu MBE
H Thiaray
K Hart
S Parker
A Ali - appointed 10/9/2007
I Richards - appointed 24/9/2007

The following individuals are co-opted members to the executive committee (not trustees):

P Thamotheram
P Thomas

Company Secretary and Chief Executive Officer

I Lightfoote

Auditors

Marsden Walker Limited
164a Derby Road
Stapleford
Nottingham
NG9 7AY

Bankers

Lloyds TSB Bank plc
7 High Street
Leicester
LE1 4FP

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The Race Equality Centre is a company limited by guarantee, governed by its Memorandum and Articles of Association, dated 18 September 2006. It is registered as a charity with the Charities Commission.

Report of the Trustees (continued) for the year ended 31 March 2008

STRUCTURE, GOVERNANCE AND MANAGEMENT

Recruitment and appointment of new trustees

The Charity is run by an executive committee comprising 12 directors and a maximum of 6 co-optees. The term of office for directors is 3 years with an opportunity to be re-elected. One third of the executive committee stand down every year and all affiliated organisations (of six months or longer membership) are invited to nominate incoming trustees. Nominations are approved at the Annual General meeting. All new members are invited to an induction session immediately following approval. Ongoing joint training is afforded to trustees and visioning days are built into the annual calendar. The elected committee members act as trustees and directors for the purposes of charity and company law. At the first committee meeting following the Annual General Meeting officers are elected by the committee. Leicester City Council has the right to nominate a member to be co-opted to the Executive Committee.

Organisational structure

The board meets bimonthly and there is a management group covering development, membership, finance and audits, which meets in the intervening months. The Chief Executive is appointed by the trustees to manage the day to day operations of the charity. To facilitate effective operations, the Chief Executive has delegated authority, within terms of delegation approved by the executive, for operational matters including, employment related activities.

Related parties

The charity has a close relationship with the statutory sector and voluntary sector organisations whose principal areas of activity focus on equality issues.

In addition, the charity is the Asset Lock Body for TREC Training & Consultancy CIC, a community interest company incorporated on 21 March 2007. The company was dormant at 31 March 2008.

Risk management

The charity has developed an 'office working manual' which is regularly reviewed (every 3 years), consisting of guidance notes, codes of practice, policies and protocols. There is a dedicated section on financial regulations. Executive members and the staff team have been involved in reviewing these documents and all are shared with new recruits during induction. Further, the charity has named staff and executive members responsible for health & safety; first aid; children & vulnerable adults; volunteers; placements; and, finance (for which we have a Treasurer and an assistant Treasurer). The visioning/away days (attended by Executive and staff members) are used to determine current and perceived risk to the organisation (from the bigger picture) whilst the management group is tasked to identify and make recommendations as appropriate on a bimonthly basis in areas of concern to the organisation.

Report of the Trustees (continued) for the year ended 31 March 2008

OBJECTIVES AND ACTIVITIES

Objectives and aims

The Race Equality Centre's work arises out of the Race Relations Act as amended, the Human Rights Act and proposals from the European Union to combat discrimination.

The objects of the charity are:

- 1) to work towards the elimination of racial discrimination;
- 2) to promote equality of opportunity and good relations between persons of different racial groups without distinction of gender, sexual orientation, disability, or of political, religious or other opinions.
- 3) to advance education and relieve poverty amongst immigrants and refugees particularly by the provision of legal and other advice.

As its mission, The Race Equality Centre actively promotes, seeks and implements a racially just, fair and equitable society, which will enhance the quality of life for all citizens of Leicester & Leicestershire. The service that we offer to fulfil this Mission:

- i. Community Development
- ii. Public Education
- iii. Policy Development
- iv. Advice, Support and Representation

The major areas of activity are:

- i. To work with our local councils to tackle racial discrimination and disadvantage;
- ii. To work with the 'public sector' to make full use of the positive duty under the RRAA;
- iii. To work with the local private sector through a balance of advocacy and law enforcement and the promotion of the business case for racial equality; To seek to change public attitudes in order to make racial discrimination socially unacceptable;

- iv. To ensure that our work is well informed by close contact with local racial minority communities and to assist in building their capacity to tackle racial discrimination and disadvantage;
- v. To monitor/evaluate the impact of public bodies on racial minority communities.

Fundamental to that work is the need to operate at a strategic level with the recognition that focused involvement in targeted areas assists in the arguments and the development of improved practices. To achieve this the REC has embarked on a number of exercises, which has given rise to project based work within the organisation.

The areas of work include:

- i. Generic race equality development
- ii. Discrimination in employment casework
- iii. Resettlement and support for refugees and new arrivals
- iv. Racial harassment monitoring and intervention

ACHIEVEMENT AND PERFORMANCE

Charitable activities

There have seen significant achievements within each of these areas of work during 2007-08. Our major highlights include:

- Providing recommendations to Leicester Partnership regarding race equality impact assessments of the Local Area -Agreement and subsequent priorities for strategic development in Leicester.
- Engagement and support for the, predominantly, racial minority community of Highfields as they seek community governance of their local community centre.
- Completed advice and representation to eight individuals to January 2008 engaged in race discrimination matters. No new case files being opened due to the work coming to an end.

Report of the Trustees (continued) for the year ended 31 March 2008

- 1059 racist incidents reports were recorded on our bespoke data-base and we utilised this information to analyse the pattern of distribution of such incidents in the city. Our reports of the trends of racial harassment are utilised to determine the scope and nature of intervention by relevant agencies. We are continually seeking commitment from agencies to use the common monitoring form for racist incidents and to provide copies of recordings to the REC.
- Work in assisting RASAP's clients to claim their benefit entitlements brought £1,636,219 to the city from the central government. Assistance with accommodation applications enabled 57 families to be housed.
- Assistance was offered to 91 individuals with respect to their application for indefinite leave to remaining the UK, naturalisation and other immigration matters, which is not covered by legal aid.
- Provision of advice and assistance to new arrivals, opening 235 cases and addressing 321 enquiries. Of these 81 were new cases and 154 cases were brought to a satisfactory conclusion. At the end of the April 2008, there were 100 cases still active.
- We have continued to seek to improve understanding of race equality and the impact of failing to seek to achieve race -equality, through training, workshops and conferences. The former has included training regarding:
 - specific understanding of race equality legislation,
 - racial harassment and bullying,
 - strategies for race equality, and
 - developing effective race equality practice.

FINANCIAL REVIEW

Reserves policy

Our policy on reserves is to adhere to a protocol agreed by our executive board, which ensures that reserves adequate to meet our needs are always maintained. Restricted funds are those which are required by contracts entered into to be spent in accordance with a schedule agreed within that contract. Principal funding sources are identified in the income and expenditure account and are in accordance with the requirement of funders.

At 31 March 2008, the charity had reserves of £48,749.

The committee is satisfied that the charity's assets are available and adequate to fulfil its obligations.

FUTURE DEVELOPMENTS

The Race Equality Centre's main objective for the future will be to pursue new and innovative methods which are outcome driven for further involvement and intervention, whilst building upon the valuable areas of work currently being undertaken, ensuring that it remains fit for purpose. We will continue to make particular efforts to engage in research and publication: which will evidence the current status of race equality within our area of benefit and beyond.

Report of the Trustees (continued) for the year ended 31 March 2008

STATEMENT OF TRUSTEES RESPONSIBILITIES

The trustees are responsible for preparing the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice.

Company law requires the trustees to prepare financial statements for each financial year. Under that law the trustees have elected to prepare the financial statements in accordance with the United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). The financial statements are required by law to give a true and fair view of the state of affairs of the charitable company and of the surplus or deficit of the charitable company for that period. In preparing those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 1985. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

STATEMENT AS TO DISCLOSURE OF INFORMATION TO AUDITORS

So far as the trustees are aware, there is no relevant information (as defined by Section 234ZA of the Companies Act 1985) of which the charitable company's auditors are unaware, and each trustee has taken all the steps that they ought to have taken as a trustee in order to make them aware of any audit information and to establish that the charitable company's auditors are aware of that information.

AUDITORS

The auditors, Marsden Walker Limited, will be proposed for re-appointment in accordance with Section 385 of the Companies Act 1985.

ON BEHALF OF THE BOARD:

I Lightfoote - Secretary

Date: _____

Report of the Independent Auditors to the Trustees of The Race Equality Centre

We have audited the financial statements of The Race Equality Centre for the year ended 31 March 2008 on pages seven to fourteen. These financial statements have been prepared in accordance with the accounting policies set out therein and the requirements of the Financial Reporting Standard for Smaller Entities (effective January 2007).

This report is made solely to the charitable company's members, as a body, in accordance with Section 235 of the Companies Act 1985. Our audit work has been undertaken so that we might state to the charitable company's trustees those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of trustees and auditors

The trustees' responsibilities for preparing the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) are set out on page 18.

Our responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and International Standards on Auditing (UK and Ireland).

We report to you our opinion as to whether the financial statements give a true and fair view and are properly prepared in accordance with the Companies Act 1985. We also report to you whether in our opinion the information given in the Report of the Trustees is consistent with the financial statements.

In addition, we report to you if, in our opinion, the charitable company has not kept proper accounting records, if we have not received all the information and explanations we require for our audit, or if information specified by law regarding trustees' remuneration and other transactions is not disclosed.

We read the Report of the Trustees and consider the implications for our report if we become aware of any apparent misstatements within it.

Basis of audit opinion

We conducted our audit in accordance with International Standards on Auditing (UK and Ireland) issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgements made by the trustees in the preparation of the financial statements, and of whether the accounting policies are appropriate to the charitable company's circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error.

In forming our opinion we also evaluated the overall adequacy of the presentation of information in the financial statements.

Opinion

In our opinion:

- the financial statements give a true and fair view, in accordance with United Kingdom Generally Accepted Accounting Practice applicable to Smaller Entities, of the state of the charitable company's affairs as at 31 March 2008 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- the financial statements have been properly prepared in accordance with the Companies Act 1985; and
- the information given in the Report of the Trustees is consistent with the financial statements.

Marsden Walker Limited
164a Derby Road, Stapleford
Nottingham NG9 7AY

Date: _____

Statement of Financial Activities for the year ended 31 March 2008

	Unrestricted funds £	Restricted funds £	2008 Total funds £	2007 Total funds £
INCOMING RESOURCES				
Incoming resources from generated funds				
Voluntary income	-	45,400	45,400	64,040
Investment income	2,204	75	2,279	2,697
Incoming resources from charitable activities				
Refugee and Asylum Seekers Advice Project	-	129,330	129,330	123,853
Racial Harassment Intervention & Support Service	6,514	52,561	59,075	31,071
Legal Advice and Advocacy Service	568	10,819	11,387	62,653
Other grant funded projects	-	12,928	12,928	-
Consultancy	53,556	-	53,556	56,493
Other primary trading	-	-	-	1,895
Other income	4,524	-	4,524	4,535
Total incoming resources	67,366	251,113	318,479	347,237
RESOURCES EXPENDED				
Charitable activities				
Refugee and Asylum Seekers Advice Project	-	131,257	131,257	121,027
Racial Harassment Intervention & Support Service	5,671	51,972	57,643	55,234
Legal Advice and Advocacy Service	-	56,810	56,810	63,110
Other grant funded projects	52,631	55,979	108,610	104,807
Consultancy	28,273	-	28,273	54,515
Other income	-	-	-	3,038
Governance costs	1,095	3,550	4,645	3,762
Total resources expended	87,670	299,568	387,238	405,493
NET INCOMING/(OUTGOING) RESOURCES before transfers	(20,304)	(48,455)	(68,759)	(58,256)
Gross transfers between funds	(46,437)	46,437	-	-
Net incoming/(outgoing) resources	(66,741)	(2,018)	(68,759)	(58,256)
RECONCILIATION OF FUNDS				
Total funds brought forward	114,098	3,410	117,508	175,764
TOTAL FUNDS CARRIED FORWARD	47,357	1,392	48,749	117,508

Balance Sheet at 31 March 2008

	Unrestricted funds £	Restricted funds £	2008 Total funds £	2007 Total funds £
FIXED ASSETS				
Tangible assets	2,195	-	2,195	3,276
CURRENT ASSETS				
Debtors 12	4,346	8,375	12,721	35,534
Cash at bank and in hand	75,228	(313)	74,915	134,199
	<u>79,574</u>	<u>8,062</u>	<u>87,636</u>	<u>169,733</u>
CREDITORS				
Amounts falling due within one year	(20,683)	(6,670)	(27,353)	(55,501)
NET CURRENT ASSETS	<u>58,891</u>	<u>1,392</u>	<u>60,283</u>	<u>114,232</u>
TOTAL ASSETS LESS CURRENT LIABILITIES	<u>61,086</u>	<u>1,392</u>	<u>62,478</u>	<u>117,508</u>
CREDITORS				
Amounts falling due after more than one year	(13,729)	-	(13,729)	-
NET ASSETS FUNDS	<u>47,357</u>	<u>1,392</u>	<u>48,749</u>	<u>117,508</u>
Unrestricted funds			47,357	114,098
Restricted funds			1,392	3,410
TOTAL FUNDS	<u><u>47,357</u></u>	<u><u>1,392</u></u>	<u><u>48,749</u></u>	<u><u>117,508</u></u>

These financial statements have been prepared in accordance with the special provisions of Part VII of the Companies Act 1985 relating to small charitable companies and with the Financial Reporting Standard for Smaller Entities (effective January 2007).

The financial statements were approved by the Board of Trustees on 18th August 2008 and were signed on its behalf by:

Trustee

AFFILIATED ORGANISATIONS

African Caribbean Citizens Forum
Age Concern
Amicus (MSF) East Midlands Regional Council
Amicus (MSF) Leicester East Branch
Amicus (MSF) Leicester West Branch
Association of Afghan United in Britain
Association of Bengali Communities
Bangladeshi Youth & Cultural Shomiti
Belgrave Baheno Women's Centre
Belgrave Development & Enterprise
Eastern Leicester PCT
East West Community Project
Federation of Sikh Organisations
Fosse Health Trust
Foundation Housing
Harvey Ingram Owston Solicitors
Highfields Community Association
Hindu Religious & Cultural Society
HMYOI Glen Parva
Indian Women's Association
Indian Workers Association
Leicester African Caribbean Arts Forum
Leicester African Caribbean Business Association
Leicester Asian Business Association
Leicester Asian Youth Association
Leicester Brahma Samaj
Leicester Centre for Integrated Living
Leicester Chinese Community Centre
Leicester Ethnic Elderly Advocacy Project

Leicester Irish Forum
Leicestershire Learning & Skills Council
Leicestershire & Rutland Probation Service
Leicestershire Partnership NHS Trust
Medway Bangladeshi Association
Moat Community College
National Association of Youth Justice
Niranki Advice Centre
Pakistani Youth & Community Association
Progressive Writers Association
Ramgaria Board
Riverside East Midlands
Savera Resource Centre
Shama Women's Centre
Shree Hindu Temple & Community Centre
Shree Navrang Society
Shree Sanatan Mandir
St Albans Community Centre
St Gabriel's Community Centre
St Matthews Tenants Association
Transport & General Workers Union
Union of Communication Workers
UNISON Leicestershire
Voluntary Action Leicester
Wesley Hall Community Centre
West Indian Senior Citizens Project
Youth Offending Team
Youth Voice

INDIVIDUAL AFFILIATES

Resham S Sandhu MBE
Shantilal Chauhan
Kamiljit Obhi
Vinod Chudasama
Shirley Squire
D Wehner
Canon Irving Richards
Anu Jalota
Violet Chidombwe
Kulbir Minhas
Surinder Sharma
Rohan Morgan
Colin Green
B Manek
Dyal Bagri
Frances Scoon
Jennifer Finlayson
Shantilal Patel
Harbans Thiarey
Ghartey Vardon
Kwaku Ampomah
Gary Nicolle-Anderiesz
Amrik Basra
Garry Guye
Baljinder Johal
Kulbir Minhas
Muhammed Muneer
Dipak Patel
Amanda Steel



www.theraceequalitycentre.org.uk



FUNDERS

FOR THE YEAR 2006/07, THE RACE EQUALITY CENTRE RECEIVED FUNDING FROM:

THE BIG LOTTERY FUND

NEIGHBOURHOOD RENEWAL FUND

LEICESTER CITY COUNCIL

SAFER LEICESTER PARTNERSHIP

COMMISSION FOR RACIAL EQUALITY/COMMISSION FOR EQUALITY & HUMAN RIGHTS

LOCAL NETWORK FUND

YOUTH OPPORTUNITY FUND

The work illustrated in this report would not have been possible without the above