



## **Annual Report 2009 / 2010**

**We are not going to be able to operate our spaceship earth successfully nor for much longer unless we see it as a whole spaceship and our fate as common. It has to be everybody or nobody.**

**R. Buckminster Fuller (1895 – 1983)**

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"Wealth Distribution" by Yanaar, sourced from Photobucket, Equality Pictures & Paintings Album.

R. Buckminster Fuller was a renowned 20th century inventor and visionary born in Milton, Massachusetts on July 12, 1895. Dedicating his life to making the world work for all of humanity, Fuller operated as a practical philosopher who demonstrated his ideas as inventions that he called “artifacts.” Fuller did not limit himself to one field but worked as a 'comprehensive anticipatory design scientist' to solve global problems surrounding housing, shelter, transportation, education, energy, ecological destruction, and poverty. Throughout the course of his life Fuller held 28 patents, authored 28 books, received 47 honorary degrees. And while his most well know artifact, the geodesic dome, has been produced over 300,000 times worldwide, Fuller's true impact on the world today can be found in his continued influence upon generations of designers, architects, scientists and artists working to create a more sustainable planet.

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## **CHAIR'S FORWARD**

In presenting the Race Equality Centre's report for 2009 to 2010, I am reminded of our mission.

"TREC Actively promotes and seeks to implement a racially just, fair and equitable society, which will enhance the quality of life for all citizens of Leicester and Leicestershire."

The pages of this report demonstrate the work being undertaken to realise our mission. This work can be categorised in the following sections of this report.

**Community Development** – Here, amongst other things, we have worked in partnership with Leicestershire Centre for Integrated Living on the Right to Control Programme, offering up publications on Human Rights and the personalisation agenda.

**Public Education** – The staff team have been engaged in exercises ranging from assisting in the understanding and involvement of the democratic process, through to offering office space for ESOL training for children.

**Policy Development** – We have worked closely with the voluntary and statutory sector organisations offering guidance to race equality proof policies and procedures.

**Advice and Support** – This is a pivotal area of work to an organisation such as ours. We have provided a range of specialist support and advice on race equality issues. This has included representation in formal hearings and advocacy in court hearings on behalf of our clients.

**Training and Research** – Our training has been delivered in different formats. Either singularly by TREC staff on race equality / racial justice or in collaboration with our Equality and Diversity Partnership colleagues covering equality issues and Human Rights. Our research work is ongoing as we are constantly collecting data to support our arguments on how to improve outcomes for those communities and individuals whose quality of life is not enhanced by current policy and practice.

Finally, as in previous years the pages in this report (produced by the staff team) give only a flavour of the areas of work undertaken in 2009 – 2010 in an attempt to give the reader a general overview of The Race Equality Centre. I would like to thank my colleagues on the Executive Committee, the Council Members and all of the staff and volunteers who have performed so admirably over the last twelve months with our very limited resources. I would like to commend this report to all members of the council and our guests

**Surinder Sharma**

## NEW ARRIVALS

Opened files	135
Closed files	139
Number of enquiries	319
Housing gained	88
Benefit gained (Weekly)	£22,727.43*52 = £1,181,826.36
Benefit gained (Lump sum)	£111,307.22
Total income to City	<b>£1,293,133.58</b>
No. supported to secure school places	7
No. accessing health services	8
No. access further education, in particular ESOL provision	5
Immigration Enquiries at level 1	212

## MOVE ON PACK

To further assist new arrivals to integrate, The REC have worked in partnership with Refugee Action on the development and publication of a 'Move On Pack' which offers basic advice on how to obtain housing and benefits once a positive decision on an asylum claim from the Home Office is received.

## **USER LED ACTION & LEARNING SITE**

The Department of Health “Improving the Life Chances of Disabled People report” recommended that by 2010, each local authority area should have a user-led organisation modeled on existing Centres for Independent Living.

The Department of Health awarded 13 organisations across England over 2009-10 user-led Action and Learning Site status. The lessons learnt and knowledge gained by the awarded organisations would be shared to ensuring every locality had the chance to develop and have access to a user-led organisations.

Leicestershire Centre for Integrated Living (LCIL) was one of the 13 organisations within wave 2 of the Department’s action learning sites and in recognising the make up of Leicester’s population, LCIL worked in partnership with The Race Equality Centre to achieve the outcomes identified within the agreed work programme. These included:

- The Promotion of Independent Living
- The Promotion of people’s human and other legal rights
- Extend links to Local Disabled People, carers and other people
- Recognition that carers have their own needs
- Provision of support to enable people to exercise choice and control

The joint LCIL and The REC publications:

- A Simple Guide to Services for Disabled People in Leicester City;
- Putting People First – Personalisation: A Rough Guide;
- Do Carers have Human Rights;
- Disability is a Human Rights Issue: A Guide to Human Rights for Disabled People were all developed and created from this exercise.

## **POLICY DEVELOPMENT**

The REC worked closely with voluntary and statutory sector organisations to support their development and implementation of policies and procedures designed to eliminate racial discrimination and promote equality of opportunity.

This activity has included:

- Meeting with representatives of Social Housing provider Black Staff group and HR Director
- Meeting with NACRO and Governor and Prison Officer regarding Race Equality in Gartree Prison
- Addressing NI 140 (Fair Treatment in the provision of services) with Equality Lead LCC
- Participated in interviews for LCC Director of Corporate Governance
- Attended regional Refugee forum meetings on behalf of the city's new arrival strategy group
- Providing advice and guidance to the CLAC
- Community Engagement Officer – Spinney Hill Policing Unit
- Leicester College – Diversity team
- One East Midlands BME Policy Forum
- Leicester, Leicester(shire) and Rutland Sports Partnership

We have worked with third sector organisations to support their development and implementation of policies and procedures designed to eliminate racial discrimination and promote equality of opportunity. We have also worked to support the efficacy of third-sector support for racial minority organisations through participation in generic third-sector initiatives, including:

- Membership of Grassroots Grants Panel
- Participation in Infrastructure Consortium meetings
- Participation in VCS Assembly Development Day and subsequent steering group
- Leicester Compact AGM

We have attended community celebrations on a formal basis – giving authority to the proceedings that is derived from our standing in the community as an advocate for race equality and good race relations.

These events included:

- Afghan & Kurdish Community Navroz event
- PYCA awards ceremony
- Black/Asian Minority women task force
- BME Carers Event-Age concern
- Highfields Centre. Annual Certificate Presentation
- Martin Luther King Day Celebration
- ACCF AGM

We have provided a range of specialist support and advice around race equality issues, including legislation and policy advice, to individuals, groups and organisations in the city. This work has included representation in formal hearings and advocacy in court hearings on behalf of clients.

We have been engaged on many occasions in informing formal academic research. Including:

- Research on behalf of the women councillor task force

We worked with partners to develop a range of community education activities to improve understanding of race equality and relations and the relative importance of community cohesion. Such initiatives included:

- a round table discussion on the relevance of Institutional Racism organised with the national “Equanomics” campaign group
- A roundtable discussion regarding Muslims in EU Cities, Social cohesion, participation and identity-discussion housing issues
- Presentation to Leicestershire and Rutland stakeholder Briefing event – addressing race equality
- Leicester College re Black History Season
- Trades Council – Presentation on Race Discrimination and the work of TREC

We have also been engaged in imparting knowledge and information to post-graduate level courses at a number of institutes of higher education, including:

- De Montfort University
- Leicester University MA Social Work Course

The REC has participated (and chaired) a range of local and national race relations themed conferences, including:

- “No Place like Home” – exploring the experiences of asylum seekers, refugees and others forced to migrate to the UK
- Tackling Race Inequality Fund annual review conference
- Race Equality – 30 year review
- Community Cohesion Forum event

We have also participated in a number of other, non-equality specific, conferences to be able to discuss race equality in its wider contexts. Including:

- JobCentre Plus Conference
- Making it Real – Neighbourhood Working



The REC has supported the development of a range of community based services and activities designed to enhance community cohesion and integration, including:

- Citizenship classes for New arrivals
- BME representation events
- Development of Voucher Exchange Scheme
- Participation in Refugee week event
- Islamic awareness week event –Refugee and Asylum seekers
- World Mental health day event

REC Officers have regularly participated in a range of community forums and meetings to exchange views about community relations and perceptions of equality impacts of services provided. These have included:

- Learning Skills Consortium Meetings
- Highfields Workers Forum
- Leicestershire & Rutland Criminal Justice Board
- Leicester City Council African Caribbean Community Task Group
- Multi Agency Forum
- Police Advisory Group on Race Incidents
- Spinney Hills Ward Meeting
- Highfields Area Forum
- St Matthews Area Forum
- Housing Task Group of East Midlands Migration Partnership
- New Arrival Strategy Group
- Highfields Area Learning Advice Services
- Advice Services Networks
- Mainstreaming Moderation Forum
- Community Cohesion Forum and Executive
- Stronger Communities Partnership
- Leicester Partnership

In addition, and in the light of the particular circumstances pertaining at the time, we carried out a number of activities specifically intended to address any tendency to support extremist parties in the recent elections. Those activities included:

- Local media articles – print and radio
- Engagement with community development officers in areas at risk
- Voter registration events
- Community meetings
- Workshops delivered on democracy and the British election process
- Seminars delivered on the British political system to young people

## LEICESTER CITY PCT

The REC has an agreement with the PCT through which we provide direct assistance to help the PCT address racial discrimination. In meeting this agreement we have carried out the following activities.

<b>Provide expert support and guidance on the Equality Impact Assessment (EIA) including the provision of Quality Assurance for completed assessments</b>	
<b>EIA proposal</b>	<b>Activity</b>
World Class Commissioning	Direct support provided to E and HR Manager in conducting Equality Impact Assessment of strategy
GP Recruitment	Comments invited on Positive action recruitment strategy
Communication and Engagement Strategy	Comments invited on the EIA of the Communication and Engagement Strategy
NHS Leicester City Website	Comments invited on EIA of NHS Leicester City Website
World class engagement	World class engagement provided comments
<b>Provide critical challenge to PCT on issues relevant to racial discrimination</b>	
<b>Identified Issue</b>	<b>Activity</b>
Recruitment policy & procedure.	1. Attended meetings to explore recruitment practices. Input via telephone conversations.
	2. Development of racial minority mentoring explored. Training module developed
	3. Attendance at “Breaking Through” Conference and subsequent feedback meeting
World class commissioning	Guidance on conducting impact assessment of overall world class commissioning strategy document.  Regular advice to consultant director on the race equality content through meetings and workshops
Next Stage Review	Attended and inputted into consultation events.

**Review the PCT's Race Equality Scheme and support the PCT to determine future priorities in relation to racial equality**

- Review Pro forma produced and populated

**Develop the capacity and mechanisms for creating a single equality scheme**

- Exploration meetings with Equality lead and Equality thinking partner to look at early stages of development
- Facilitated/engaged in one to one meetings, group meetings and partnership meetings with senior officers, community groups and other stakeholders to address compliance issues.
- Attendance at consultation events

**To inform the PCT of relevant research, literature and community opinion that could impact on its functions as an NHS organisation**

- Race for Health key steps documentation – guidance on appropriate contents of a race equality scheme

## **RACIAL MINORITY ASSEMBLY**

### **Activity undertaken:**

- ◆ Consolidation and confirmation of information contained on databases to develop a reliable distribution list
- ◆ Establishment of working arrangements with infrastructure organisations for distribution of materials
- ◆ Development of election processes and election of representatives
- ◆ 6 Assembly meetings between August 2009 and March 2010
- ◆ Representatives attend 2 Full Leicester Partnership Meetings;
- ◆ Briefed by the Assembly to comment on Comprehensive Area Assessment, establishment of Children’s Trust Board, Volunteering Strategy, Community Cohesion Charter and Making it Real event.

### **Agreed outputs (as per service level agreement)**

Output/Outcome	Number
Number of community members consulted or engaged	Unknown – see note 1.
Number of potential/future LP representatives identified	4 identified for potential representation during 2009 - 2010
Number of representatives supported to sit on the LP	2 – elected to serve until October 2010
Effective communication and consultation channels are in place to ensure that an ongoing dialogue between TREC and the City Council is promoted and maintained	Not relevant – see note 2.
Racial minority organisations report feeling engaged and consulted, having their voices/views heard by LCC, LP and its delivery groups	Formal mechanism to be developed – see also paragraph 2 in performance issues
Members of the racial minority community groups reporting feeling engaged and consulted or having their voices heard	Formal mechanism to be developed – see also paragraph 2 in performance issues

<p>TREC develop effective collaborative working with community groups in the city</p>	<ol style="list-style-type: none"> <li>1. Working arrangements with VAL, ACCF and LEMP established for distribution of materials</li> <li>2. Representatives of 4 community groups worked with The REC to develop election procedures</li> <li>3. Representatives of 5 community groups have joined an interim steering group to assist in the development of capacity and engagement by representatives of the Assembly</li> </ol>
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Note 1. The constituency to be engaged is not community members – our target group are community organisations. To this end, we have been in regular contact with 180 VCS organisations.

Note 2. This SLA is for the REC to support the representation of Racial Minority VCS organisations within Leicester Partnership; for this reason, within the parameters and purpose of this contract, we have not sought to develop any communication and consultation channels to ensure on-going dialogue between the REC and the City Council.

## **EQUALITY & DIVERSITY PARTNERSHIP**

This is a partnership of six equality focused voluntary sector organisations working with the public sector bodies through the Leicester Strategic Partnership. EDP (with TREC being a founding member) has sought to equality proof the decisions which affect the citizens of Leicester City. Working to its Embedding Equalities Document, members of EDP sit on a number of sub groups of Leicester Partnership to ensure and assist in decisions and processes recognising equality of outcomes measurably at the forefront.

## **REGIONAL EQUALITY & DIVERSITY PARTNERSHIP**

Covering the geographic local authority areas of the East Midlands region, REDP spans: Derby; Derbyshire; Leicester; Leicestershire; Lincoln; Lincolnshire; Nottingham; Nottinghamshire; Northampton; Northamptonshire; Rutland. Its aim is to provide a mechanism by which equality is embedded in regional thinking. Working with its core partners

- Leicestershire Centre for Integrated Living (the 'accountable body') – Disability and Older People;
- Leicester Council of Faiths – Faith and Young People
- Leicester Gay, Lesbian, Bisexual; & Transgender Centre – Sexual Orientation and Gender Identity

Following an initial soft launch in Leicester, the group spent a large proportion of its first year developing processes, delivering training and, facilitating involvement events across the East Midlands introducing the concept of an inclusive equality forum for the voluntary sector.

The Race Equality Centre

Statement of Financial Activities  
(including summary income and expenditure account)  
for the year ended 31 March 2010

	Unrestricted funds £	Restricted funds £	2010 Total funds £	2009 Total funds £
<b>INCOMING RESOURCES</b>				
<b>Incoming resources from generated funds</b>				
Voluntary income	335	-	335	46,600
Investment income	3	-	3	592
<b>Incoming resources from charitable activities</b>				
Leicester City Council contract	117,800	-	117,800	-
Refugee and Asylum Seekers Advice Project	-	-	-	129,330
Racial Harassment Intervention & Support Service	-	-	-	910
Other grant funded projects	7,740	-	7,740	4,351
Consultancy	83,856	-	83,856	61,265
Other income	3,912	-	3,912	8,515
<b>Total incoming resources</b>	<b>213,646</b>	<b>-</b>	<b>213,646</b>	<b>251,563</b>
<b>RESOURCES EXPENDED</b>				
<b>Charitable activities</b>				
Leicester City Council contract	119,703	-	119,703	-
Refugee and Asylum Seekers Advice Project	-	-	-	140,070
Racial Harassment Intervention & Support Service	-	-	-	12,170
Other grant funded projects	4,107	-	4,107	108,505
Consultancy	88,855	-	88,855	10,848
<b>Governance costs</b>	<b>1,985</b>	<b>-</b>	<b>1,985</b>	<b>4,147</b>
<b>Total resources expended</b>	<b>214,650</b>	<b>-</b>	<b>214,650</b>	<b>275,740</b>



<b>NET INCOMING/(OUTGOING) RESOURCES before transfers</b>	<b>(1,004)</b>	<b>-</b>	<b>(1,004)</b>	<b>(24,177)</b>
<b>Gross transfers between funds</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Net incoming/(outgoing) resources</b>	<b>(1,004)</b>	<b>-</b>	<b>(1,004)</b>	<b>(24,177)</b>
<b>RECONCILIATION OF FUNDS</b>				
<b>Total funds brought forward</b>	<b>24,572</b>	<b>-</b>	<b>24,572</b>	<b>48,749</b>
<b>TOTAL FUNDS CARRIED FORWARD</b>	<b>23,568</b>	<b>-</b>	<b>23,568</b>	<b>24,572</b>

**Balance Sheet  
At 31 March 2010**

	<b>Unrestricted funds</b>	<b>Restricted funds</b>	<b>2010 Total funds</b>	<b>2009 Total funds</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>FIXED ASSETS</b>				
Tangible assets	<b>995</b>	-	<b>995</b>	1,493
<b>CURRENT ASSETS</b>				
Debtors	<b>70,273</b>	-	<b>70,273</b>	17,200
Cash at bank and in hand	<b>34,879</b>	-	<b>34,879</b>	62,213
	<b>105,152</b>	-	<b>105,152</b>	79,413
<b>CREDITORS</b>				
Amounts falling due within one year	<b>(81,478)</b>	-	<b>(81,478)</b>	(48,941)
<b>NET CURRENT ASSETS</b>	<b>23,674</b>	<b>-</b>	<b>23,674</b>	<b>30,472</b>

<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>	<b>24,669</b>	-	<b>24,669</b>	31,965
<b>CREDITORS</b>				
Amounts falling due after more than one year	<b>(1,101)</b>	-	<b>(1,101)</b>	(7,393)
NET ASSETS	<u><b>23,568</b></u>	<u>-</u>	<u><b>23,568</b></u>	<u>24,572</u>
<b>FUNDS</b>				
Unrestricted funds			<b>23,568</b>	24,572
Restricted funds			-	-
TOTAL FUNDS			<u><b>23,568</b></u>	<u>24,572</u>

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).

The financial statements were approved by the Board of Trustees on 24 September 2009.

A more detailed report is available upon request



## Affiliated Organisations

African Caribbean Citizens Forum  
Afro-Innovation Group  
Age Concern  
Ansaar  
Antigua & Barbuda Association  
Association of Afghan United in Britain  
Association for Bengali Communities  
Bangladesh Youth & Cultural Shomiti  
Belgrave Baheno Peepul Centre  
Belgrave Development & Enterprise  
Brit Bangla Progressive Society  
East West Community Project  
Federation of Iraqi Refugees  
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 Business Association  
Leicester Asian Business Association  
Leicester Asian Youth Association  
Leicester Brahma Samaj  
Leicester Chinese Community Centre  
Leicester & District Trades Union Council

Leicester Ethnic Elderly Advocacy Project  
Leicester & Leicestershire Irish Forum  
Leicester Caribbean Carnival  
Leicestershire Caribbean Cricket Club  
Leicestershire Centre for Integrated Living  
Leicestershire Constabulary  
Leicestershire Learning & Skills Council  
Leicestershire & Rutland Probation Trust  
Leicestershire & Rutland Sport  
Leicestershire Partnership NHS Trust  
Leicester United Caribbean Association  
Moat Community College  
National Association of Youth Justice  
Nirankari Advice Centre  
Oasis Palaces  
Overseas Qualification Development Service  
Pakistani Youth & Community Association  
Progressive Writers Association  
Punjab Link Council  
Ramgaria Board  
Regent College  
Riverside Housing  
Savera Resource Centre  
Shama Women's Centre  
Shree Hindu Temple & Community Centre  
Shree Navrang Society  
Shree Sanatan Mandir  
Soft Touch Arts

St Albans Community Centre  
St Gabriel's Community Centre  
St Matthew's 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



### **Individual Affiliates**

Violet Chidombwe  
Vinod Chudasama  
Jennifer Finlayson  
Colin Green  
Abhilash Gupta  
Garry Guye  
Anu Jalota  
Baljinder Johal  
Leena Mandalia  
Mr B Manek  
Kulbir Minhas  
Rohan Morgan

Kamiljit Obhi  
Mr D.Patel  
Shantilal Patel  
Arthur Rowe  
Resham Sandhu  
Francis Scoon  
Wolde Selassie  
Surinder Sharma  
Harbans Thiarey  
Ghartey Vardon  
Mr D Wehner