



in Leicester and Leicestershire

ANNUAL REPORT 2011/12



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"I have fought against white domination, and I have fought against black domination. I have cherished the ideal of a democratic and free society in which all persons will live together in harmony with equal opportunities. It is an ideal which I hope to live for, and to see realised. But my Lord, if needs be, it is an ideal for which I am prepared to die."

Nelson Mandela, defence statement during the Rivonia Trial, 1964. Also repeated during the closing of his speech delivered in Cape Town on the day he was released from prison 27 years later, on 11 February 1990.

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THE RACE EQUALITY CENTRE'S VISION

To be the UK's most respected voluntary sector expert on race equality matters.

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.

CHAIRS COMMENTS:

Last year's forward spoke of a relatively rare model of governance brought about by the last Parliamentary elections in 2010. This year's report is being written following the changes in local governance resulting from the election of a City Mayor in May 2011. It has also been a year where a number of national debates targeting and/or challenging equality issues have taken place and this seem likely to continue. TREC have engaged in this dialogue whilst ensuring focus is also maintained at the local level.

Changes to the Equality Act and the implementation of the Public Sector Equality Duties have led to us needing to:

- Deliver briefings on the Equality Act across the East Midlands;
- Organise and chair Region Conferences;
- Work with public authorities to assist in identifying their first set of key equality objectives.

In Engaging in the National Debate around the Bill of Rights, we have:

- Delivered seminars across the East Midlands;
- Organised and Chaired Regional Conferences;
- Contributed to the National consultation.

For the National Debate around Localism/Big Society we have:

- Developed briefing materials identifying potential risks to equality of practice across the East Midlands;
- Attended Regional Improvement & Efficiency Partnership conference;
- Signed up to a Transforming Local Infrastructure partnership.

Austerity measures and reductions in public sector expenditure have led to input in:

- October 2010 Comprehensive Spending Review;
- Contribution to the assessment of the impact of the spending review in Leicester;
- Sharing this insight at a public rally.

For the 2011 Budget Cycle, we have:

- Critically evaluated the equality impact assessments of the budget proposals in Leicester City and provided guidance (subsequent to a review of the EIA processes) on improvement to the objectiveness of the EIA;
- Shared insight and knowledge with other voluntary sector organisations;
- Provided advice and guidance on the conduct of a review and the impact of spending cuts on racial minority communities.

During the days leading up to the election of the City Mayor we:

- Coordinated and organised a hustings for the Racial Minority Voluntary Sector Assembly;
- Coordinated and organised meetings with representatives of the Racial Minority Voluntary Sector Assembly.

This work is being undertaken at a time when Leicester City Council has embarked on a review of infrastructure organisations across the city. The outcome of this review is, to date, unknown and this occurs at a time when our work is needed more than ever and when we have consistently and persistently exceeded the extent of service that the City Council has been paying for.

To have covered the areas above and more, we are grateful to the support provided throughout the year by our staff, volunteers and students who have been on placement, including Georgia Rutherford, Social Work Student from De Montfort University who stayed on as a volunteer; Martin Halldin under the Grundtvig Programme, Sweden; and Luke Coxon from Guthlaxton College. Whilst Rikesh Valand's placement from Rushey Mead was this year (2012), it is necessary to mention him here as he contributed to the production of this Annual Report.

Special thanks also go to my colleagues on the Executive Committee for their contributions throughout the year.

STRATEGIC INTERVENTION

Research & Public Education

2012 Budget Proposals	<p>Reviewed and provided a comprehensive response to the Equality Impact Assessments presented to TREC on the 2012 Budget Proposals.</p>
Health Needs Assessment	<p>In January this year we took on a piece of work on behalf of Public Health Services in Leicester to ascertain the health needs of the adult black African community in Leicester.</p> <p>The objectives of this work are:</p> <ul style="list-style-type: none">- To support the commissioning of services based upon the needs of this community, and- To ascertain the main health issues of the community both from epidemiological data and a short needs finding approach with local community groups and individuals <p>The assessment methods include the use of desk-top research, surveys of GP practices and large-scale questionnaires among new arrival African communities.</p> <p>Established to ensure that equality of outcomes is embedded in decision-making processes locally, regionally, and nationally.</p>
Regional Equality and Diversity Partnership	<p>REDP members have worked tirelessly to provide up to date information, research and analysis to support the voluntary sector across the region in understanding and addressing equality of outcome. This work has reinforced and strengthened organisations to make sure a strong voice is put forward to decision makers. We also worked with policy makers to support the understanding of equality proofing decisions.</p> <p>TREC has Chaired and initiated key developments in this work.</p> <ul style="list-style-type: none">• Developed and delivered across the East Midlands, a series of events to update the Voluntary and Community Sector on the implications of the Equality Act;• Led in developing equality work with regional health organisations;• Developed and delivered a series of events to update the



	<p>Voluntary and Community Sector on the relevance of Human Rights across the East Midlands;</p> <ul style="list-style-type: none"> • Assisted in the development, chaired and actively participated in East Midlands Conference on Equality Act; • Chaired East Midlands Personalisation Conference; • Assisted in the development, secured key note speaker, chaired and delivered a workshop at the East Midlands Human Rights Conference; • Initiated the innovation of free access lunch time workshops at Leicestershire Equality Forum Conference.
<p>Black History Season</p>	<p>A series of lectures during Black History Season was hosted by TREC at its offices. Attended by 66 individuals, these events all received favourable responses. 61 of the attendants stated, in the event feedback, that they had learnt something new about the history of black people.</p> <p>The topics covered in this year’s programme were:</p> <ul style="list-style-type: none"> • “Sports Pioneers – The life and careers of: Arthur Wharton and Cec Thompson” By Phil Vasili (Football Unites Racism Divides) & Dr Tony Collins (De Montfort University) • “Africa, Black People and Democratic History” by Professor Diane Jeater (The University of the West of England) • “Black Women in Community Development” by Iris Lightfoote (Chief Executive; The Race Equality Centre) • “Heroes of Black Muslim History” by Dr Momodou Sallah (De Montfort University) • “Educating Black Boys” by Carlton Howson (De Montfort University)
<p>E-bulletins</p>	<p>Regular bulletins sharing TREC internal updates, local news, national news, world news and, public campaigns have been distributed to our members during this period.</p> <p>Advantage was taken of Refugee Week to explore and expose History of Asylum in the UK; The Hidden Face of Asylum; and, Deaths in Custody.</p>

Hosting International Delegations

Hosted a delegation of 30 from the Norwegian Department for Migration and Integration with presentations from the voluntary and statutory sectors on 'The City's changing demographic profile – 'Continuous Learning?'



Community Development

Leicester Civil Rights Movement

Leicester Civil Rights Movement (LCRM) was formed in September 2000 as a local vehicle for challenging racial and social injustices. It has been particularly concerned about the situation of asylum seekers and refugees. LCRM is hosted by The Race Equality Centre and Highfields Community Association. LCRM co-hosted a public meeting in June 2011 to examine the effects of the Government's proposed changes to Legal Aid. The following day saw LCRM co-hosting a further public meeting to Stop ESOL cuts. The latter meeting was chaired by TREC's Chief Executive. Its Insaf Magazine is published quarterly and distributed to members.

Racial Minority Voluntary Sector

This assembly was initially established to provide information, support and legitimacy for representatives on Leicester Partnership from Leicester's Racial Minority Community Organisations. The election of the City Mayor in 2011 signalled

Assembly (RM VCS)

the beginning of a review of the existing Partnership arrangements. These resulted in the removal of representatives for communities of interest on Leicester Partnership. It is understood that particular thematic groups of the partnership still try to include individuals that can be denoted by one or more protected characteristic but, sadly, the new mechanism does not ensure that there is informed representation, nor accountability.

Despite this, the Racial Minority VCS Assembly continues to meet, supported and facilitated by TREC. The meetings are called to address particular issues of concern and interest to the racial minority voluntary sector in Leicester, including a meeting with the City Mayor in October 2011, as well as meetings to address developments in the health sector and the impact of cuts to public sector budgets.

Elections

May 2011 witnessed the triple-whammy in Leicester. We had elections for all of the seats on the City Council as well as a by-election for the MP for the Leicester South Constituency. Most significantly, Leicester had elections for its first directly elected City Mayor. TREC was active in encouraging community interest and participation in all three of these elections, especially through drives to ensure that eligible individuals from racial minority communities are registered to vote.

However, for the City Mayor election, we also organised a public hustings for racial minority community groups to be able to examine the intentions and commitments of 6 of the main candidates for the election.



<p>Voluntary Sector Groups</p>	<p>Briefing on utilising Public Sector Equality Duties (including Equality Impact Assessments) to challenge funding reduction proposals.</p> <p>Peace on Our Streets: Took part in a Panel Discussion regarding the implications of civil disturbance in August 2011.</p> <p>We have provided direct advice and assistance to a number of Leicester based Voluntary Sector organisations, including the Friends of the Peepul Centre, Highfields Community Association and Oasis Springs. At the end of December we participated in the innovative Inter-European Diversity Programme through the delivery of rights awareness sessions for young people from Denmark, Norway and Finland.</p> <p>Advised on equality content of assessment of impact of cuts in the local voluntary sector.</p>
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Policy Development

<p>Refugees & Asylum Seekers Multi Agency Forum (MAF)</p>	<p>This Forum facilitates and supports a multi-agency partnership approach to meeting the diverse needs of asylum seekers and refugees in the city of Leicester, working within the wider context of the city's New Arrivals Strategy.</p> <p>Currently the forum is chaired by TREC. During 2011-12 we have dealt with: loss of services due to cuts in voluntary sector funding; discussed the impact of benefit cuts on the new arrivals to the city. We have contributed to the New Arrival Strategy commissioning plan. The introduction of Biometric Residence Permits led to refugees having to travel to Nottingham, Lincoln and Derby for the Permits as Leicester did not have a Crown Post office. MAF raised the issue of travel and requested the City Mayor to write a letter to UK Border Agency asking that the decision on Leicester be reconsidered so that some provision of these permits are made available in the city.</p>
<p>Stop Search Reference Group</p>	<p>Discussions on EHRC concerns regarding stop search in Leicester leading disproportionate numbers for racial minority young people led to us working with Leicestershire Constabulary lead officer to establish a community reference</p>

	<p>group. The group will guide the work of the Constabulary in reducing disproportional rates of stop and search and, stop and account.</p>
<p>Leicestershire LINK</p>	<p>Chaired the HealthWatch Transitional Pathfinder Group in developing community engagement mechanisms and approaches.</p>
<p>Equality Duties</p>	<p>Took part in processes within health sector and Leicestershire Constabulary to establish new equality objectives, in line with revised specific equality duty.</p> <p>Took part in launch of Health Sector EDS and consultation over grading</p> <p>Attended Probation Service diversity event.</p> <p>Regular attendance at Police Advisory Group on Race and Equality (PAGRE) addressing issues of concern regarding race equality and policing.</p> <p>Reviewed the merits of City Council budget proposal Equality Impact Assessments.</p>
<p>Transforming Local Infrastructure</p>	<p>Worked in partnership with nine voluntary sector groups across Leicester, Leicestershire and Rutland over six months, to develop and submit a Transforming Local Infrastructure application to National Lottery. The National Lottery is currently managing this fund on behalf of Communities and Local Government.</p>
<p>New Arrivals Strategy Group</p>	<p>This Group takes the strategic lead on behalf of Leicester Partnership with regards to new arrivals and for the delivery of the vision for the city as set out in the New Arrivals Strategy 2008.</p> <p><i>A new arrival is defined as “A person who has been in the UK for less than ten years, who may be vulnerable or feel isolated, who may need access to information or support, or may face social exclusion arising from deprivation and poverty” New Arrivals Strategy Document.</i></p>

<p>Stronger Communities Partnership</p>	<p>During 2011-12 this group developed a New Arrivals Commissioning plan for the city. Engaged in discussions around:</p> <ul style="list-style-type: none"> • The hardship experienced by Roma communities exacerbated by some limited knowledge of the institutional systems in the UK; resorting to food parcels as some not working and were not able to access to benefits. • Some employment agencies charging up front for transport. <p>TREC chairs this partnership. The current priorities are: equality, community cohesion and, developing the Voluntary and Community Sector. There has been a series of themed meetings during 2011 to analyse how the other strategic theme groups of community safety, children and young people, economic and, health and wellbeing, could develop their contribution to tackling inequality. The Stronger Communities Partnership has contributed to the Volunteering Strategy for the City; the New Arrivals Strategy and responded to the Community Cohesion Plan.</p>
<p>Representation on Boards and Panels</p>	<p>We are members of Leicester Partnership Board, Voluntary and Community Sector Strategy Group, Voluntary Sector Chief Executives Group, Leicester Multicultural Advisory Group. We have also attended the Leicestershire Constabulary's Independent Advisory Group meetings.</p>
<p>Targeted Work</p>	<p>In February 2011 we commenced the 'Health & Community Advocacy Programme' commissioned by Leicestershire & Rutland NHS Partnership Trust (LPT). The programme activities were concluded in April 2012.</p> <p>The programme established a community based advocacy stakeholder's group to improve the effectiveness of local community advocates in influencing the policies, practices and procedures of NHS service providers to deliver improved health outcomes for Leicester's racial minority communities.</p> <p>The programme has been concluded with the dissemination of a model of good practice and the activities were captured in a final report.</p>

Training

Equality Act 2010	Through our work with REDP we have delivered 18 seminars on the Equality Act to staff and volunteers from voluntary sector organisations across the East Midlands.
Human Rights	Session outlining rights based work of TREC delivered to Criminal Justice Trainees attending course at Highfields Centre.

Advice & Support to Individuals

Integration Resettlement Service	<p>We offer general support and assistance to promote the resettlement and integration of new arrivals into the City and to enable successful integration into life in Leicester.</p> <p>We are able to assess needs with minimum delay. People receiving NASS support get a maximum of 28 days before their support stops & they have to leave their accommodation but in practice this time limit is usually much shorter. By focusing resources appropriately, we are able to ensure that all new clients are assessed, allocated a case worker and seen within 2 days.</p> <table border="1"><tr><td>Opened Cases</td><td>112</td></tr><tr><td>Closed Case</td><td>148</td></tr><tr><td>Number of Enquires</td><td>531</td></tr><tr><td>Housing Gained</td><td>80</td></tr><tr><td>Benefits Gained</td><td>£452,456.72</td></tr><tr><td>Benefits Gained (Lump Sum)</td><td>£77,488.36</td></tr><tr><td>Total</td><td>£528,945.08</td></tr></table>	Opened Cases	112	Closed Case	148	Number of Enquires	531	Housing Gained	80	Benefits Gained	£452,456.72	Benefits Gained (Lump Sum)	£77,488.36	Total	£528,945.08
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We offer a fast-track service for individuals who drop into our offices for Immigration Advice.

Immigration Enquiries Feb-March 2012			
	February 2012	March 2012	Total
Travel Documents	9	4	13
Passports	2	1	3
Citizenship	9	23	32
Settlement	3	3	6
Total	23	31	54

Route-ways to Progression

Funded through “Neighbourhood Learning in Deprived Communities” (NLDC). Supported 29 individuals to conduct job search activities and apply for vacancies on line.

One participant has successfully secured long term employment. Others are now attending courses at FE institutes their areas of study including ESOL, Information Technology and Child Care.



Race Discrimination Casework (education)	<p>Assisted 6 individuals (secondary, further and higher education) who presented to TREC. One of whom was addressing discrimination on the grounds of disability and we were able to refer this individual to colleagues at Leicestershire Centre for Integrated Living.</p>
Race Discrimination Casework (workplace)	<p>15 individuals were assisted with complaints of race discrimination.</p> <p>Until December 2011, we were able to refer some of these complainants to colleagues in the Community Advice and Law Service. However, from the beginning of 2012, due to removal of specific funding, that source of assistance was no longer available. Consequently, we have provided detailed assistance to 8 complainants during 2011-12 and successfully referred 7 complainants to other agencies for support.</p>
Racial Harassment	<p>Of the 6 cases of Racial Harassment from April 2011 – March 2012, 5 were based at work, 4 of the cases were from workers in the healthcare industry.</p> <p>All cases involved several incidents of Racial Harassment with the Harassment lasting over a year on average. 2 Cases were solved after investigation with apologies to the victim, 3 cases ended with the victim leaving work and 1 case was unresolved.</p>

Other specialist areas of work

Meeting the Public Sector Equality Duties	<p>Assessment of Localism Proposals. Attended Cabinet Office's 'Conversation' on Localism Bill with Local Government Association.</p> <p>EMAS engagement events facilitating workshops on equality in the workforce and recruitment.</p>
Independent Legal Observation	<p>Trained (covering Public Order and Incitement to Hatred) and deployed 8 Independent Legal Observers to monitor two large scale events.</p>
Standards Committee Investigation	<p>Conducted investigation for County Council Standards Committee and submitted report of same.</p>

Statement of Financial Activities
(including summary income and expenditure account)
for the year ended 31 March 2012

	Notes	Unrestricted funds £	Restricted funds £	2012 Total funds £	2011 Total funds £
INCOMING RESOURCES					
Incoming resources from charitable activities	2				
Consultancy - Leicester City Council contract		117,800	-	117,800	117,800
Other consultancy		130,650	-	130,650	92,198
Grant income		10,403	5,000	15,403	2,895
Other income		792	-	792	4,626
Total incoming resources		259,645	5,000	264,645	217,519
RESOURCES EXPENDED					
Charitable activities					
Consultancy (including Leicester City Council contract)	3	232,236	1,650	233,886	196,154
Governance costs	5	2,260	-	2,260	2,025
Total resources expended		234,496	1,650	236,146	198,179
NET INCOMING RESOURCES before transfers		25,149	3,350	28,499	19,340
Gross transfers between funds	13 ¹	-	-	-	-
Net incoming resources		25,149	3,350	28,499	19,340
RECONCILIATION OF FUNDS					
Total funds brought forward		42,908	-	42,908	23,568
TOTAL FUNDS CARRIED FORWARD		68,057	3,350	71,407	42,908

¹ Note13: On 1st April 2012 the Charity commenced work on a major new project funded by the European Regional Development Fund ("ERDF"). The basis of funding is that costs are reimbursed by ERDF on a quarterly basis only after they have actually been paid out by the Charity. The Trustees have therefore designated reserves of £40,000 to ensure that the Charity has sufficient funds to manage the cash-flow of this project.

Balance Sheet
At 31 March 2012

	Notes	Unrestricted funds £	Restricted funds £	2012 Total funds £	2011 Total funds £
FIXED ASSETS					
Tangible assets	9	9,061	3,350	12,411	3,558
CURRENT ASSETS					
Debtors	10	17,190	-	17,190	66,845
Cash at bank and in hand		<u>71,396</u>	<u>-</u>	<u>71,396</u>	<u>62,517</u>
		88,586	-	88,586	129,362
CREDITORS					
Amounts falling due within one year	11	(29,590)	-	(29,590)	(90,012)
NET CURRENT ASSETS		<u>58,996</u>	<u>-</u>	<u>58,996</u>	<u>39,350</u>
NET ASSETS		<u>68,057</u>	<u>3,350</u>	<u>71,407</u>	<u>42,908</u>
FUNDS					
Unrestricted funds	13			68,057	42,908
Restricted funds				3,350	-
TOTAL FUNDS				<u>71,407</u>	<u>42,908</u>

**Income and Expenditure Account
for the year ended 31 March 2012**

	2012	2011
	£	£
Income		
Consultancy income	130,650	92,198
Income Primary Funders (Leicester City Council)	117,800	117,800
Other grant income	15,403	2,895
Miscellaneous income	792	4,626
Total Income	264,645	217,519
Expense		
Accountancy	1,550	1,698
AGM	360	225
Audit	1,900	1,800
Bank Charges	239	258
Bookkeeping	555	600
Books and periodicals	256	176
Cleaning	2,070	1,956
Consultants	5,520	780
Depreciation Expense	5,934	332
Electricity	4,217	5,254
Employer's NI	14,244	12,805
Gross pay	159,611	140,809
Insurance	1,928	1,710
Legal fees	450	650
Miscellaneous	295	581
Office Stationery	1,106	1,230
Photocopying	2,601	2,052
Postage	549	856
Printing	770	335
Promotional costs	1,116	-
Rates	589	636
Rent	13,000	13,000
Repairs and Maintenance	2,051	1,175
Room Hire	163	147
Staff Training	5,238	150
Subscriptions	3,614	3,172
Telephone	4,253	4,817
Travel	1,871	928
Water	96	47
Total Expense	236,146	198,179
Surplus for the year	28,499	19,340

AFFLIATED ORGANISATIONS

African Caribbean Citizens Form
Afro—Innovation Group
Age Concern
Antigua & Barbuda Association
Association of Afghan United in Britain
Association for Bengali Communities
Bangladesh Youth & Cultural Shomiti
Belgrave Baheno Women Group
Belgrave Development & Enterprise
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
Leicestershire Asian Business Association
Leicester Youth Association
Leicester Brahma Samaj
Leicester Centre for Integrated Living
Leicester Chinese Community Centre
Leicester Irish Forum
Leicester Caribbean Carnival
Leicestershire Caribbean Cricket Club
Leicestershire Constabulary
Leicester Ethnic Elderly Advocacy Project
Leicestershire Learning & Skills Council
Leicestershire & Rutland Probation Trust
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
Shrere 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 Leicester
Voluntary Action Leicester
Wesley Hall Community Centre
West Indian Senior Citizens Project
Youth Offending Team

AFFLIATED INDIVIDUALS

Jennifer Finlayson
Colin Green
Garry Gaye
Anu Jalota
Baljinder Johal
Leena Mandalia
Mr B Manek
Kulbir Minhas
Kamiljit Obhi
Mr D. Patel
Arthur Rowe
Wolde Selassie
Harbans Thiarey
Ghartey Vardon
Mr D Wehner