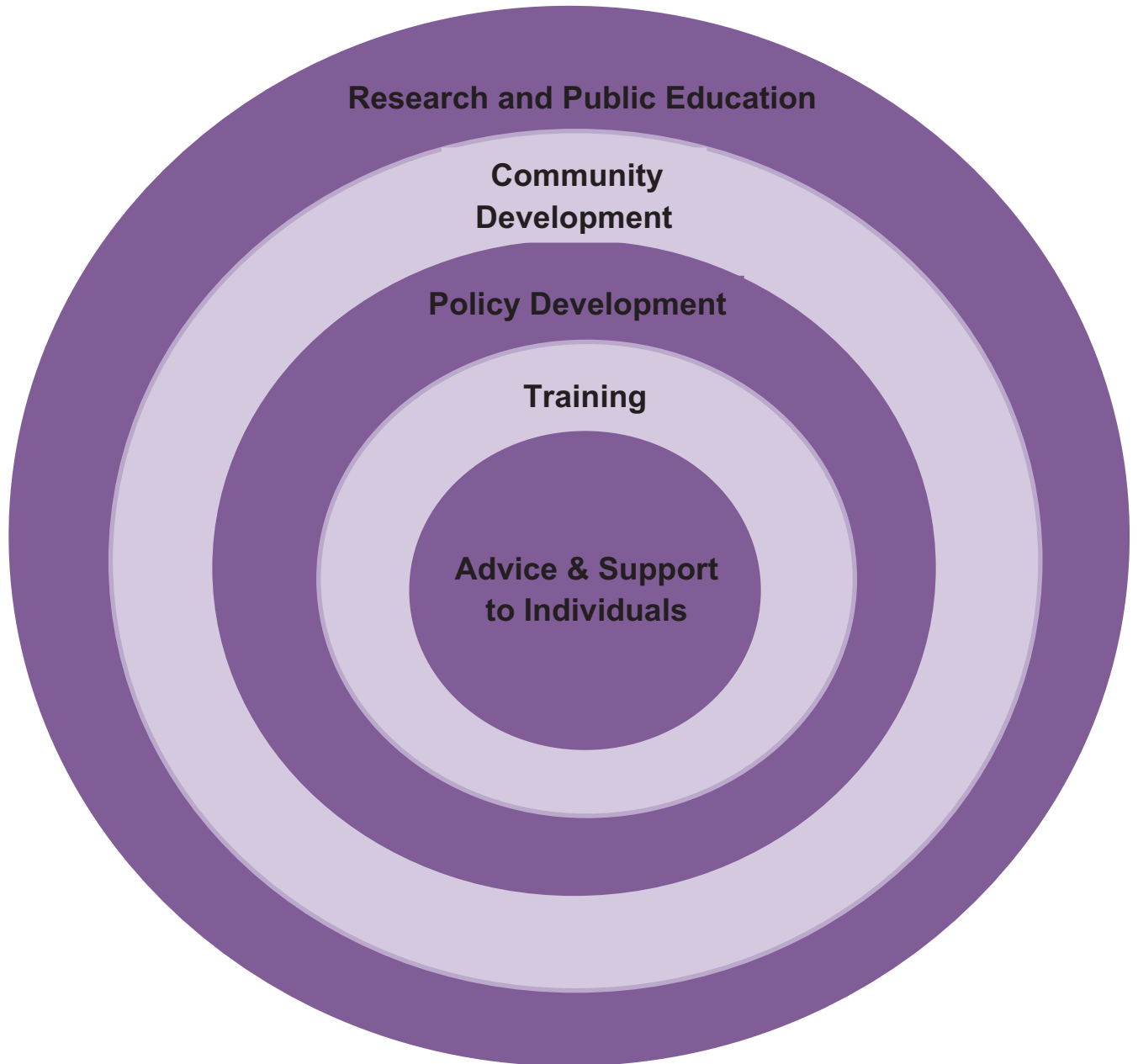




ANNUAL REVIEW 2012 - 2013



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FORWARD

In commending our positive work for the year 2012-2013 in promoting racial equality I would urge the reader to recognise the following pages are merely a snapshot of our involvement within the region. The quality and quantity of the varying areas within which we work has had to be condensed.

Before I chart our positive work in promoting race equality in the Leicester & Leicestershire, I would like to bring to your attention the national environment which has had an adverse impact on marginalised and vulnerable communities. Racial minority communities are over represented within these marginalised and vulnerable communities. The 70 poorest local authority areas in England is home to 44% of the racial minority communities and also home to 53% of the Muslim population of this country.

The effects of the continuing economic recession, lack of economic growth, greater austerity, and cuts in public sector expenditure is having a disproportionate adverse impact on this section of our population. The over representation of racial minority communities in poorer inner city areas with the worst housing, higher health inequalities, poorer educational attainment (even in higher and further education), higher levels of exclusion from educational establishments, lack of opportunities, higher levels of unemployment and under employment make their plight even worse. The cuts in local authority workforce and services also has an adverse impact on these communities.

Levels of unemployment of over 60% amongst young black men highlights this vividly.

With this background:

- 1) The creation of a mood of suspicion regarding racial minority people through rhetorical attacks on migration and perceived right to reside in the United Kingdom. This has recently been impacted by the racial profiling by the Border Agency vans going around London boroughs with higher racial minority populations targeting 'illegal migrants' and stopping and checking the immigration status of racial minority people at London Underground Stations!
- 2) Alterations to the Equality Act 2010 which reduces protection for victims of discrimination, reduction in the Specific Equality Duties and the planned repeal of the Public Sector Equality Duty, which was introduced as a direct result of the Steven Lawrence Inquiry into his murder to reduce public sector direct and indirect discrimination against racial minority communities by the Race Relations Amendment Act, 2000. This is being done under the cover of 'reducing tape' for business and administrative burden on the public sector.
- 3) Restrictions on access to legal advice and redress via reductions in legal aid. The introduction of fees for access to Employment Tribunals and Civil Courts and proposals to reduce access to Judicial Review has an adverse impact on racial minority communities in seeking legal justice and redress. Then there is the

introduction of a general police power to disperse groups of people perceived to be acting in an anti-social manner and the review of the 'stop and search powers.

4) The impact of the benefits cap (reduction in Housing Benefits for 'spare bedrooms') cuts in benefits all have a disproportionate impact on racial minority communities.

It is against this background that the positive work of the Race Equality Centre needs to be viewed as championing race equality in the city, county, regionally and nationally. So as you read the following pages you will see -

From our research and public education work:

- Our services now being accessed by communities previously absent from our monitoring figures.
- Newly arrived communities taking active part in discussions on social policy issues.

From our community development work:

- Organisations within targeted area agreeing action plans to mitigate the impending impact on communities by the Social Welfare reforms

From our policy development work:

- Consideration of equality impact assessment of the police and crime plan will now be addressed
- Refining the understanding of the effectiveness of the defined strategy for reduction in disproportionate rates of stop and search.

From our work with individuals:

- 42 individuals assisted with casework support.

From our work concentrating on integration, resettlement and support for refugees and new arrivals:

- Responded to 264 immigration issues
- Secured accommodation for 42 beneficiaries
- Secured £415,950 in benefits
- Promoted Enterprise Awareness Programmes to 466 beneficiaries
- Developed and delivered business development training/workshops to 127 beneficiaries

We have been engaged in a major new initiative to develop a heritage educational instructional and entertainment centre, initiating a number of new working relationships with bodies and individuals that have not been involved in our form of work previously:

- This developing relationship has extended beyond the work of the heritage impact centre, in that it has facilitated closer engagement with Leicester University (as an example) in addressing equality issues

Finally, 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 and special thanks also go to my colleagues on the Executive Committee for their contributions throughout the year.



Surinder Sharma
Chair

VISION

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

MISSION

THE RACE EQUALITY CENTRE 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.

PUBLIC EDUCATION

- Took part in radio programmes to inform discussions about practices and policies that may undermine the sense of belonging of particular communities.
 - ✓ use of police powers
 - ✓ stop & search
 - ✓ discussions on access to facilities and services by new migrants.

Resulting in services being accessed by communities previously absent from our monitoring figures, to include Turkish, Chinese, Burundi and Russian, as examples.

- Arranged and facilitated focus group events with new arrivals to address some of the issues which may cause a limited sense of belonging.
 - ✓ Exploration of expectations against service provision (28 in attendance)
 - ✓ Understanding of the changes to welfare benefits (50 in attendance)

Resulting in newly arrived individuals taking active part in collective discussions on social policy issues.

- Chaired public meeting on G4S
- Participated in Choice Unlimited Market Place/Promotional event
- Participated in Highfields Festival

COMMUNITY DEVELOPMENT

- Worked in Highfields around mitigating the impact of forthcoming benefit changes and identifying how that impact will undermine a sense of belonging of vulnerable communities.

Resulting in organisations from within the area agreeing action plans to mitigate the impending impact on communities.

- Racial minority voluntary sector assembly –
 - ✓ Facilitated the piloting of issue specific shadowing scheme with City Council to be extended to other voluntary sector organisations.
 - ✓ Representation on the Voluntary Sector Strategy Group
- Hosted meetings of community groups concerned with matters that affect racial minority communities issues –
 - ✓ Leicester Civil Rights Movement – facilitated meetings with other organisations working with refugees and asylum seekers.

- ✓ Trades Council – Supported mechanisms for communication between employee led voluntary organisations and community organisations.
- Work with Bishop of Leicester’s interfaith relations advisor on community cohesion in Thurnby Lodge.
- Establishment of a virtual network of community stakeholders for engagement with County Council initiatives (Faith, Racial Minority and LGBT community representatives)
- Attended briefing event re “Local Giving” initiative for dissemination to Racial Minority Assembly
- Support to community organisations seeking to shape, design and deliver services, to include:
 - ✓ The Phoenix Agenda – community involvement in the education of African Caribbean young people.
 - ✓ African Caribbean Centre Development Group – Community participation in the shape and delivery of community centre activities.
 - ✓ Chinese Elders Community Group – responding to development request.
 - ✓ Laura Centre – provided advice on improving reach to Racial Minority Communities
 - ✓ Highfields Community Association – Assisting in the management of the community centre and its service provision.

POLICY DEVELOPMENT

- Police and Crime Commissioner ‘police and crime plan’ – facilitated direct engagement with newly elected PCC by representatives of equality focused organisations addressing different spheres of equality.
 - ✓ Co-ordinate and submitted response to draft plan.

Initial reaction to response indicates that key consideration of equality impact assessment will now be addressed

- Gave presentations to public meetings promoting successful challenges and the appropriate use of practices to draw the attention of public bodies to responsibilities to promote good relations between people of different racial backgrounds.
- Supported Leicester Magistrates in facilitating recruitment of new magistrates from racial minority communities.
 - ✓ attended by 30 interested individuals

Resulting in 12 applications.

- Attendance at Area Forum meetings – input into debates on policies and practice pertinent to the area that has the potential to exacerbate race relations

- Attendance at Ward meetings (Coleman, Belgrave, Castle, Spinney Hill) – as above
- Facilitated and hosted of Stop and Search reference group
 - ✓ Improving the understanding of key senior officers of the impact of inappropriate disproportionate rates of use of stop and search powers on community perceptions of fairness and equality.
 - ✓ Refining the understanding of the effectiveness of the defined strategy for reduction in disproportionate rates of stop and search.
- Policy Advisory Group on Race & Equality (police) – notifying senior police officers of known areas of increased community tension.
 - ✓ Took part in discussions about strategies to address tensions that have been hitherto ignored.
- Arranged and co-ordinated consultation events for establishing equality objectives for Leicestershire Constabulary.
- Participated in review of Leicester City Council Hate Crime Plan.
- Presentation and panel member at Council of Faiths public meeting on hate crime.
- Health
 - Support for Leicester and Leicestershire LINKs Leicestershire – in chairing Engagement working group and member of engagement and communication transition group.
 - Advice provided to County Council Commissioners regarding the need for, and appropriate contents of, Equality Impact Assessment of proposed tendered contract for “Healthwatch” provision.
 - Member of Leicestershire Healthwatch Scoping Group
 - Represented on the Healthwatch Transition Board. The Board was chaired by Leicester City Public Health with the aim of supporting Leicester City Public health to meet its duty under Government Health and Social Care reform legislation by creating a new independent consumer champion for the public - locally and nationally - to promote better outcomes in health for all and in social care for adults.
 - Involved in the Leicester & Leicestershire Clinical Commissioning Groups (CCG’s) Transforming Diabetes Services Operational group. The aim of this group was to evaluate the current systems in place to support diabetes care and make recommendations to improve the current systems and the process of transferring diabetes care from the outpatient’s clinics at the hospitals to the local GPs.
 - Observation at Health and Social Care scrutiny Commission
 - Disseminated report regarding the Health Advocates Project
 - Briefing provided to Transition Board of Leicester City CCG regarding the Public Sector Equality Duty.
 - Initial meetings with Leicestershire Partnership Trusts CEO
 - Support for Staff Networks and Support Groups:
 - ✓ Integrated Health Black Staff Group
 - ✓ County Council Black Workers Group (Conference presentation).

- Support to Leicester College on improving recruitment and retention of Racial Minority Staff
- Attended and facilitated public meetings with Jon Ashworth MP:
 - ✓ Impact of austerity measures
 - ✓ Health sector re-organisation
 - ✓ Impact of benefit cuts in Highfields
- Homelessness Strategy – facilitated consultation meeting and circulated information regarding the proposed plan and strategy.
 - ✓ Circulated to 80 organisations
 - ✓ Consultation meeting attended by 12 individuals
- Participation in Equality Act consultation – voluntary and community sector (vcs) organisations were informed of impending changes to the Equality Act provisions. Responses supplied by vcs organisations were incorporated into reports that were submitted in response to the consultation.
 - ✓ 171 responses received
 - ✓ 2 reports submitted to Government Equality Office

TRAINING AND RESEARCH

- Obtained resources to implement a community education programme designed to improve the nature of response at the point of implementation of police stop and search powers.
- Hosted Rowntree Research Stakeholder Group for research into relationship between “ethnicity and poverty”.
- Attended Dissemination event for Leeds University Centre for Ethnicity and Racism Studies research into Tolerance and Islamophobia
- Delivered training seminars across region for Regional Equality & Diversity Partnership, on:
 - ✓ Equality Act, and,
 - ✓ European Convention of Human Rights, as briefing for Government consultation on Human Rights
- Through the Flexible Support Fund – the delivery of a programme designed to provide a range of facilitated training activities and drop-in sessions to enable individuals through advice, guidance, coaching and facilitated training sessions to develop their personal skills and abilities to access sustainable employment, vocational training, volunteering or further education opportunities.
 - ✓ During the contractual period the “Routeways to Employment for Refugees” project achieved the following outputs against the agreed set targets.

	Set Target	Achieved
Participants	60	60+
Employment	30	18
Education	15	15
Volunteering	15	15
Total Outputs Achieved		48

- ✓ In terms of employment opportunities TREC has been successful in gaining employment opportunities for participants with organisations like: Argos, Sainsbury's, ASDA, GK Fashion Ltd, Leicester City Football Club, Hong Kong Restaurant, George Hythe House Care Home, Duval Security, Tytan Security etc.
- Enterprising New Arrivals
 - ✓ Development, promotion and delivery of business creation activities giving individuals opportunities to be a part of the employment base economy:

Programmes Delivered	Number of Programmes	Number of attendees
Enterprise Awareness Programmes	7	466
Delivery of Finance planning workshop	13	82
Delivery of Good Practice workshop/basics of business planning/basics of marketing	3	29
Delivery of Web Design workshop	1	15

Beneficiaries to date	50
Mentors Recruited	14
Scoping Report Produced	1

- ✓ ENA programme, funded through ERDF established to enhance the skills, talents and entrepreneurial drive of the racial minority and new emerging communities to benefit the City of Leicester through economic prosperity and growth.
- Health –
 - ✓ Commissioned by the Leicester City Clinical Commissioning Group to conduct a Health Needs Analysis (HNA) of the Eastern European communities in the city of Leicester
- Conferences -
 - ✓ University of Leicester on Hope & Resilience
 - ✓ Leicester Council of Faith on hate crime

Resulting in open debates about principles which would assist in providing services that support a sense of belonging.

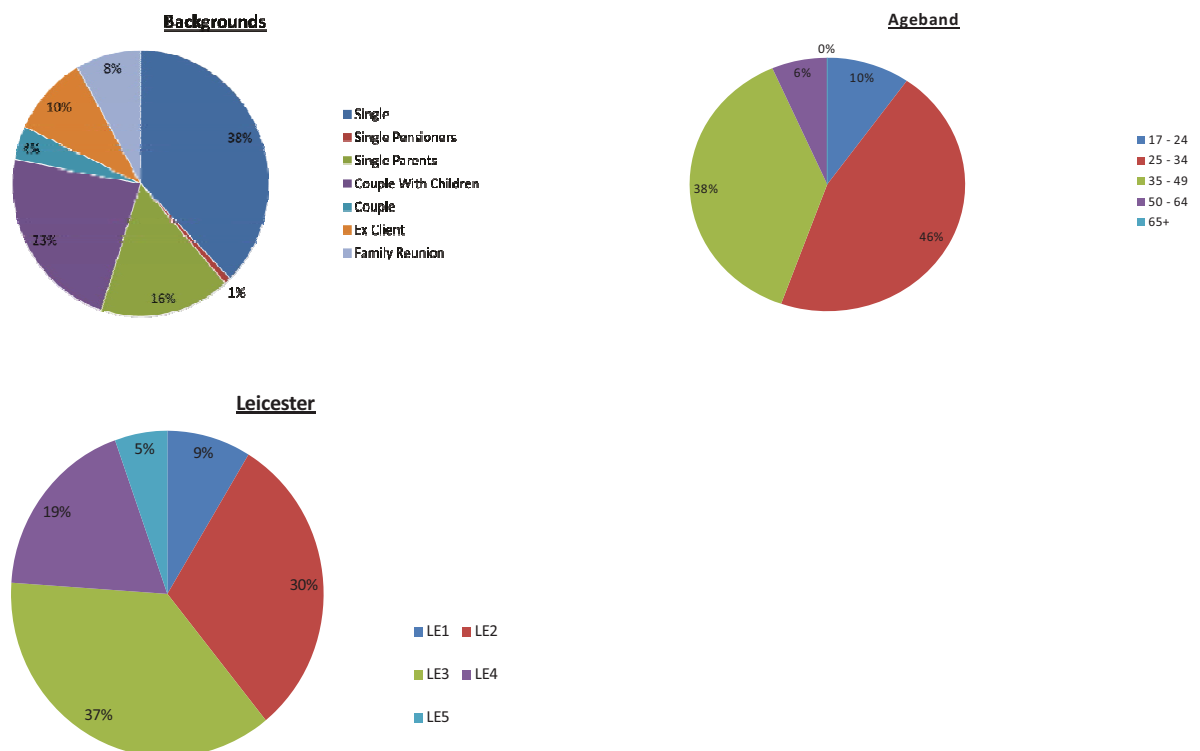
ADVICE & SUPPORT TO INDIVIDUALS

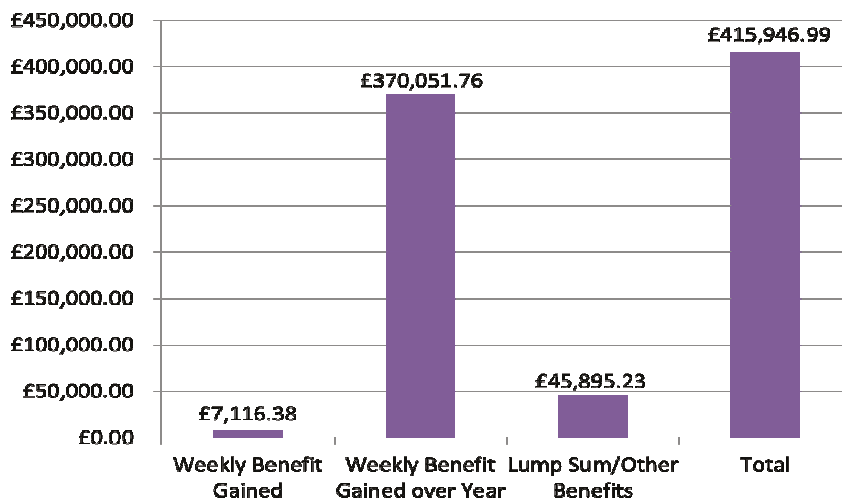
- Individuals complaining about having been subjected to racial harassment and/or discrimination with no means of being assisted from other sources.
 - ✓ Whilst this is provided to all, evidence supports the fact that the majority would be from a selected number of communities.
 - ✓ In addition to inquiries from Leicester and Leicestershire, this service has been sought by individuals in Bradford, East and West London, and the Isle of Wight. These individuals have come to know about the service via our website which demonstrates that the service is available to all communities with ready access to the internet.

- Engaged in casework support for individuals whose sense of belonging is challenged by the way they are treated by others.
 - ✓ 42 individuals assisted - 60%/40% males/females;
 - ✓ age range of employment base casework – mid 20s to early 60s;
 - ✓ of adults, 94% work-base related casework;
 - ✓ increase in school (primary) based incidents in quarter 4 - including a number of exclusions resulting from disputes within the school.

Resulting in individuals being assisted to challenge unfair practices.

- Integration Service - the following charts detail the status and age of the individuals presented to TREC during the past year. We have also recorded the benefits claimed during the period in question and location of those to whom we have offered a service. This is identified at the end of a case in order to incorporate the final accommodation.

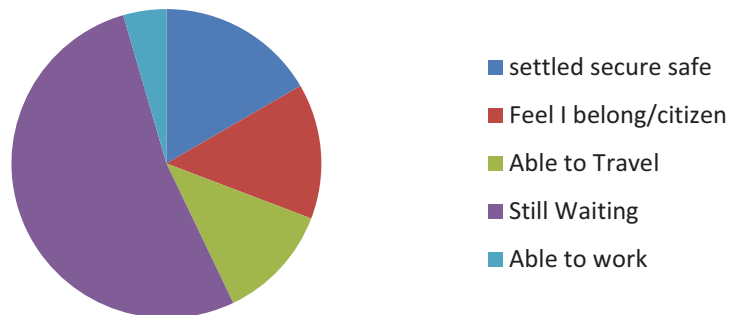




Successful integration and a sense of belonging can be measured by a number of different factors. Clients have reported that being able to work; travel, obtaining citizenship and indefinite leave to remain has contributed to an increase in their sense of belonging.

During the year in question we handled 264 immigration issues. The immigration service provided has been a huge success, with clients reporting satisfaction with the assistance provided which has helped them integrate and increased their sense of belonging.

Integration Services Client Feedback



Of 264 questionnaires 243 were returned, and out of those:
 48 reported feeling settled, safe and secure.
 41 reported a sense of belonging.
 35 said they were able to travel
 13 stated they now felt able to get a job
 152 said they were still waiting

AND FINALLY

- Conducted Standards Investigation on behalf of Leicestershire County Council
- Hosted delegation of visitors from Norway: 'meeting the health needs of migrant communities'
- Attended anniversary celebrations at Shama Women's Centre
- Attended Leicester Council of Faiths 25th Anniversary Commemoration event
- Attended launch of NETPOL report on policing of EDL events in Leicester
- Attended launch of Highfields Area Plan
- Attended County Council Holocaust Memorial Event
- Attended live launch of Leicester's Black History Season
- Attended Chairman of Leicestershire County Council's fundraising and awareness event for Mediciens sans Frontiere
- Attended Locality Convention
- Achieved Equality Standard Gold Award accreditation

FINANCIAL ACTIVITIES

Statement of Financial Activities
(including summary income and expenditure account)
for the year ended 31 March 2013

	Notes	Unrestricted funds £	Restricted funds £	2013 Total funds £	2012 Total funds £
INCOMING RESOURCES					
Incoming resources from charitable activities	2				
Consultancy - Leicester City Council contract		117,800	-	117,800	117,800
Other consultancy		158,039	-	158,039	130,650
Grant income		60,470	-	60,470	15,403
Other income		2,492	-	2,492	792
Total incoming resources		338,801	-	338,801	264,645
RESOURCES EXPENDED					
Charitable activities					
Consultancy (including Leicester City Council contract)	3	330,409	1,106	331,515	233,886
Governance costs	5	2,860	-	2,860	2,260
Total resources expended		333,269	1,106	334,375	236,146
NET INCOMING RESOURCES before transfers		5,532	(1,106)	4,426	28,499
Gross transfers between funds	13	-	-	-	-
Net incoming resources		5,532	(1,106)	4,426	28,499
RECONCILIATION OF FUNDS					
Total funds brought forward		68,057	3,350	71,407	42,908
TOTAL FUNDS CARRIED FORWARD		73,589	2,244	75,833	71,407

The notes form part of these financial statements.

Balance Sheet
At 31 March 2013

	Notes	Unrestricted funds £	Restricted funds £	2013 Total funds £	2012 Total funds £
FIXED ASSETS					
Tangible assets	9	4,394	2,244	6,638	12,411
CURRENT ASSETS					
Debtors	10	86,937	-	86,937	17,190
Cash at bank and in hand		39,777	-	39,777	71,396
		<u>126,714</u>	<u>-</u>	<u>126,714</u>	<u>88,586</u>
CREDITORS					
Amounts falling due within one year	11	(57,519)	-	(57,519)	(29,590)
NET CURRENT ASSETS					
		<u>69,195</u>	<u>-</u>	<u>69,195</u>	<u>58,996</u>
NET ASSETS					
		<u>73,589</u>	<u>2,244</u>	<u>75,833</u>	<u>71,407</u>
FUNDS					
	13			73,589	68,057
Unrestricted funds				2,244	3,350
Restricted funds				<u>75,833</u>	<u>71,407</u>
TOTAL FUNDS				<u>75,833</u>	<u>71,407</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).

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.

AFFILIATED ORGANISATIONS & INDIVIDUALS

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
City Rooms
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
Leicestershire 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 Leicestershire
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
Mr D. Patel
Arthur Rowe
Wolde Selassie
Harbans Thiarey
Ghartey Vardon
Mr D Wehner
S. Snutchell

PARTNERS

Equality & Diversity Partnership

Leicestershire Centre for Integrated Living
Leicestershire Lesbian, Gay, Bisexual and Transgender Centre
Leicester Council of Faith

Enterprising New Arrivals

Highfields Community Association
Leicestershire Asian Business Association

Leicestershire County Engagement and Representation

Equality and Human Rights Charnwood
Leicestershire Lesbian, Gay, Bisexual and Transgender Centre

East Midlands Race Equality Consortium

Derby and Derbyshire Race and Equality Commission
Equality & Human Rights Charnwood
Northamptonshire Rights & Equality Partnership

Advice Leicester Partnership

Community Advice and Law Service
Age Concern Leicester
Highfields Community Association
Saffron Resource Centre
Leicester Stride
Somali Development Services
Bangladesh Youth and Cultural Shomiti
Mosaic

Transforming Local Infrastructure

Voluntary Action Leicestershire
Communities in Partnership
Leicestershire Centre for Integrated Living
Voluntary Action Rutland
Rural Community Council
Leicestershire & Rutland Community Foundation Trust
Leicester Ethnic Minority Partnership
African Caribbean Citizens Forum

FUNDERS



Leicester
City Council



Leicestershire
County Council



EUROPEAN UNION
Investing in Your Future

European Regional
Development Fund 2007-13



Lloyds TSB | Foundation for England and Wales

T R E C
TRAINING & CONSULTANCY C I C