



## Charnwood Racial Equality Council

# Annual Report 2005-2006

Together

We

Make

A

Difference

Race

Equality

All

Different

All

Equal

**Work towards eliminating racial  
discrimination**

**Campaign for equality and opportunity**

**Promote good relations between persons  
of different racial groups**



LOTTERY FUNDED

**CHARNWOOD  
Racial Equality  
Council**



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# *Officers & Trustees Reports*

## **CHAIR'S REPORT**

*This Report is testimony to a vibrant organisation still in the process of developing. It is a map, which shows how far along the road we've come in the past twelve months, and where we hope to be in the coming year.*

*In so doing, I've not singled out any colleague on the Trustees to thank, or praised any individual member of our Staff. We're a team. The whole is greater than the parts. Take one away and the organisation would be deprived of a unique contribution. That's not to say we're any of us indispensable! Change is the nature of all things. But we're so interconnected and interdependent, that what you have in this Report and Annual General Meeting is representative of a totally dedicated Trustee and Staff Partnership, which for all its faults, would be the envy of many organisations.*



*The Annual Meeting is an occasion where those who travel on the long road with us, and those who watch us with interest from afar, can say: "Good heavens! Have we really done all that?" or "Are we sure we should be doing that?"*

*Frankly, the latter question is more frequent. We all seem have a natural tendency to question what we do, analyse, worry, and re-define. And we live in a society that, if we are to get funding and recognition as an organisation, requires us to measure our achievements, declare our objectives, examine our fitness for purpose, and put ticks in boxes. Nothing wrong with that as long as it is a means to an end – in our case working towards the elimination of racial discrimination, campaigning for and promoting equality of opportunity, and promoting good relations between people of different racial groups. Your Trustees have discussed much, but they've done more.*

*In the end it's not the number of stars we receive for our organisation. It's the number of lives we change. We've each of us the power to hold out our hands to somebody different, to listen and attempt to increase, even by the tiniest amount, the quality of kindness and humanity in this world.*

***All different, all equal – yet together we make a difference.***

***Cllr Peter Lewis CC***

## **COMPANY SECRETARY'S REPORT**

*This has been a good year for the CREC. We have had good fortune in receiving grants from Charnwood BC, Leicestershire CC, The Big Lottery and Commission for Racial Equality which means that all our employees are able to continue the good work we have been doing over the year.*

*The office has been painted and the biggest change is the windows are now bright and clean and free from posters and flyers. This matches our new image promoted by our website. I am delighted to discover that our staff are noted for their friendliness and willingness to work for the whole community, or should that be all our communities.*



*We have complied with the regulations of Company House and the Charity Commission, filing our annual returns in good time to them both. To put our own functioning on a better footing we have, as promised at last year's AGM, begun the complicated task of clarifying our governing documents, the Memorandum and Articles. We will send the proposed changes to Company House for their agreement. In addition, two years ago we agreed to incorporate chapter 6 of our previous constitution; we have now re-written the clauses so that we have a good set of rules for the future.*

**Anthony Gimpel**

## **TREASURER'S REPORT**

*A couple of day's before writing this I looked again at last year's report. I found there was a strong feeling throughout that, despite setbacks, CREC was in a position to move forward. Happily, I suspect this year's report will show that has happened.*

*On the financial side, we have secured funding for our projects in 2006/7 and our balance sheet is fairly healthy. However, we must remember we re-mortgaged our building to get over some of our problems last year and that debt has to be repaid. Also, we need to have enough in reserve to meet the unforeseen and there is no certainty for funding beyond this year.*



*There is a danger that organisations like ours stagger from year to year with funding with the danger of hitting a brick wall at some stage. So, as part of the Business Plan that we are developing with the help of Charnwood CVS, we are starting a radical look at different ways of securing funding.*

*Once again my thanks go to Marsh and Moss, our auditors and to Varsha Parmar our Office Co-ordinator for her work on the accounts.*

**Trevor Shaw**

## **BOARD OF TRUSTEES' REPORT**

### **Programmes & Policy Initiatives**

Much of our work has been about management to achieve clear objectives. Organisationally we have worked with 4 committees - Management, Marketing, Publicity & PR, Personnel and Development Committees. These four committees report back to the Board of Trustees. It's been about capacity building – with the advice of Neil Lambert from Charnwood CVS and with life-saving financial support of the Lloyds TSB Foundation. It's been about maintaining our Office and our staff. We've been delighted Daphne Beale, as one of our Trustees, has been willing to bring her many years of experience to help with the overall Office management. Our almost daily work has been about obtaining the necessary funding to survive on a more stable basis. It has been about saying to the local and not so local community that this organisation is firstly one of service to the people of Charnwood, particularly though certainly not exclusively, to those from our British Ethnic Minority cultures. It's been about fulfilling our tasks that we're funded for.

Increasingly however, especially from January 2006, we've turned our attention to campaigning, to education and to the wider political contexts in which we have to live. The setting up of our website ([www.charnwoodrec.org](http://www.charnwoodrec.org)), with the assistance of Fan Mo and Lu Zhang, intern assistants from the University, gave us the opportunity to not only publicise what we do and say, but to make links with other organisations engaged in similar or parallel work. Our website can even be a tool for teachers working in community and race relations. We've linked CREC with Minorities of Europe, sent staff and young associates to its workshops across Europe on racial and other equalities issues, and in turn have received British Council Connect Youth funding to organise our own European workshop this August in the University. Nine different countries will be represented. Later, on 26th October, working again with Loughborough University, we have what we hope will become our first Annual Public Lecture, given by a national figure. The Speaker will be Karen Chouhan, formerly of the 1990 Trust, the National Black Caucus and selected by the Joseph Rowntree Trust as 'one of seven visionaries to change the world.' Naturally, we envisage this lecture will attract an audience from far beyond Charnwood, and it will be published and sold by CREC.

With a more local focus, we restarted CREC meetings within Loughborough on specific issues. In March we met Chief Superintendent Geoff Feavvour on police restructuring and the implications for local communities; at the Annual General Meeting our Guest Speaker is Dr. Sue Ellerby, Director of Public Health; other such specific topic meetings are planned for the coming year on equalities issues, on local politics and elections, for example – with the Charnwood Borough Council Elections due to take place next May 2007.

We are exploring the possibility of forming a Young Business People's Group, to address the needs and ambitions of the younger members of our Community. A dinner is currently planned for November, possibly in part to launch our Business Initiative. This ties in with our focus of our youth priorities through Minorities in Europe, links with local Schools/Colleges, and Loughborough University and its International students. On an even more joyful note, CREC has been instrumental in the restoration of the Mela, which will be held on 3rd September 2006. Further details of this is on page 26.

## **Sustainable Funding**

A few weeks ago, we welcomed Charnwood Borough Council's formal adoption of its Equalities Policies, presented by Councillor Betty Newton CC, Deputy Leader of the Council. CREC has also found advice given by Richard Chester, Director for Change Management and Dr. Sarah Cromie, Equalities Officer, from Charnwood Borough Council particularly constructive, after a long period when we felt the Borough had found a need to question our abilities to deliver. Today I can report we've robust funding from the Borough and involvement with its work on racial equality issues. Our on-going funding from Leicestershire County Council comes to an end in April 2007. We hope the County Council will also continue with its support, and look forward to future discussions to see how best this might be achieved. Meantime we've played a full part in County initiatives, either by participation, advice or publicity.

Of course, these funding issues are always with us. They frequently condition what we can and cannot do; they require us always to consider our priorities. Great joy therefore our Racial Harassment Officer's appointment has now been secured with further funding for a year from Commission for Racial Equality. And even more joy on 26<sup>th</sup> May 2006 that we could launch the extension of our Employment Rights Project for a further three years with funding from the Big Lottery and make an extra appointment of our new part-time Employment Case Work Assistant.

But the quest for funding continues, especially longer term funding. Without that, appointment of a future 'Director or Chief Executive of CREC' has to remain a much-desired goal. I believe such an appointment to be essential if we're to serve our clients effectively and actively campaign against prejudice and misinformation. Without a CEO, Trustees found themselves undertaking more 'management' than some might have wished when appointed. There may have been times when we were so single minded trying to avoid our previous troubles, to build an robust organisation on firm foundations which could draw on public funding legitimately, that issues of direction, and our responsiveness to members' wishes, may have got slightly pushed to one side. Speaking as Chairman, I hope not; but the pressures are inevitably there. Looking at where we have arrived with this Report, and where we hope to go, I promise this will be a matter we shall return to in the coming year.

The Government wishes organisations like ours to deal with more than racial issues, and take on the wider equalities agenda. This has much to commend it – it is perhaps philosophically consistent, and practically speaking it would certainly open more immediate funding to us. But there are arguments against. Indeed, our Speaker in October, Karen Chouhan, will be addressing this directly, and she is a leading opponent. Our response, after debate, is to remain primarily focused on issues of race and equality; but also to actively seek partnerships with other groups – for example CVS, Charnwood Arts, Loughborough Council of Faiths, Minorities of Europe – where they are working in the wider field. We believe it proper to commit CREC to what we know and understand, rather than promise to do other tasks simply because they are the current fashion and we'll get money to do so. Obviously priorities will be reviewed with members as policy develops, but we believe this to be the honourable route to take at the current time.



## **Conflicts & Critics**

*In recent months we have seen to rise of publicity for the British National Party. This presents us with a challenge with regard to our response to explicit and implicit attacks on what we do here in Charnwood. There's no doubt we'll be baited to respond, and give those fringe parties, who wish to denigrate or deny the right of members of BME groups to be truly British, the wide and notorious publicity these parties so desperately seek. For those other critics, who attack us out of ignorance, rather than on racial bias, this Report is the answer. I believe they would be amazed at its contents. Some would be pleasantly surprised.*

*Nobody in our community should accept or be forced to accept being invisible, a non-person, outside our society. People have always needed not just food and shelter, health and education, but work that is not soul destroying and relationships that are more than just not being lonely. Respect must be a key word for us.*

*There's a proverb: 'Good fences make good neighbours'. The American poet Robert Frost explored it in a moving poem called 'Mending Wall'. He writes:*

*'Something there is that doesn't love a wall...'*

*Something in nature appears to undermine the stone wall between their fields. We see such walls in Charnwood Forest. Frost's narrow-minded traditional neighbour loves to repeat the proverb, 'Good fences make good neighbours', as they meet to rebuild the wall each year. Frost questions,*

*' Before I built a wall I'd ask to know  
What I was walling in or walling out  
And to whom I was like to give offense.'*

*Behind the poem lie issues about exclusiveness and exclusion. It's about what's mine and me against what's you and yours. His neighbour is comfortable, secure in the old ways of thinking, and repeats the mantra that closes down any further discussion.*

*Those who attack us politically in the letter pages of the Loughborough Echo and similar papers seek to build such walls. We know many of our critics are so because they too are afraid. And that fear is across all cultures, and between different generations, as they feel themselves threatened. Truth is, however, when you find out more about what is different from what you have always believed in and valued, then in actual reality this can enrich your personal understanding and appreciation of your own principles.*

*As Trustees and as all members of Charnwood Racial Equality Council, we are prepared always to respectfully and honestly address those fears, not simply dismiss them all as being spoken out of deliberate malice.*

*When, however, we encounter political bigotry, or just plain racism, from those who use those fears to create communal conflict and isolate people on the grounds of race or faith or gender because they need an enemy in order to feel powerful, CREC will oppose and expose their crude opportunism, in the simple belief that together we can and do make a difference.*

***Cllr. Peter Lewis CC on behalf of the Trustees***

*Membership  
and  
Committee  
Reports*

## **COMMITTEES 2005/2006**

### **Officers**

<b>Chair</b>	<i>Cllr P Lewis</i>
<b>Vice Chair</b>	<i>Cllr A Bava</i>
<b>Treasurer</b>	<i>Mr T Shaw</i>
<b>Company Secretary</b>	<i>Mr A Gimpel</i>

### **Trustees**

<i>Cllr P Lewis</i>	<i>Cllr A Bava</i>	<i>Mr T Shaw</i>
<i>Mr G S Liddar</i>	<i>Mr M A Shahid</i>	<i>Mrs K Jackson</i>
<i>Cllr D Green</i>	<i>Mr R Jalota</i>	<i>Mr V Soni (retired)</i>
<i>Mr P Lewis</i>	<i>Mrs D Beale</i>	<i>Mr W Shen</i>
<i>Mrs C Chowdhury</i>	<i>Mr N Lambert (Consultant)</i>	

### **Co-opted Trustee/Directors**

<i>Mr S G Patel</i>	<i>Mr J Miah</i>	<i>Mrs V Watts</i>
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### **Management Committee**

<i>Cllr P Lewis</i>	<i>Cllr A Bava</i>	<i>Mr T Shaw</i>
<i>Mr A Gimpel</i>	<i>Mrs V Watts</i>	

### **Personnel Committee**

<i>Cllr A Bava (Chair)</i>	<i>Mrs K Jackson</i>	<i>Mrs D Beale</i>
<i>Mr S G Patel</i>		

### **Marketing, Publicity and PR Group**

<i>Cllr P Lewis (Chair)</i>	<i>Mr W Shen</i>	<i>Mr J Miah</i>
<i>Mrs P Pinder</i>	<i>Mr R Chander</i>	<i>Ms J Grant</i>
<i>Mr V Margaras</i>		

### **Development Group**

<i>Mr A Gimpel (Chair)</i>	<i>Cllr A Bava</i>	<i>Mr B Bailey</i>
<i>Mr M A Shahid</i>	<i>Mr J Miah</i>	

## **CREC Staff**

<i>Varsha Parmar</i>	<i>Co-ordinator</i>
<i>Kazi Mashud</i>	<i>Welfare Benefits/Immigration Caseworker</i>
<i>Hiron Miah</i>	<i>Racial Harassment Officer</i>
<i>Runa Chowdhury</i>	<i>Employment Rights Worker (Employment Rights Project)</i>
<i>Neeta Popat</i>	<i>Employment Rights Project Administrator</i>

## **LIST OF MEMBERS 2005/2006**

### ***Hon President***

*The Mayor of Charnwood*

### ***Hon Vice President***

*Dr A Strachan*

### ***Hon Solicitor***

*Mr I Nicholson*

### ***Hon Treasurer***

*Mr T Shaw*

## **Individual Members list**

<i>Cllr A Bava</i>	<i>Mr G Bobal</i>	<i>Mr R Chander</i>	<i>Mr A Gimpel</i>
<i>Mrs A Gimpel</i>	<i>M Hopewell</i>	<i>Mrs K Jackson</i>	<i>Cllr P Lewis</i>
<i>Mr G Liddar</i>	<i>Mr J Miah</i>	<i>Mr S G Patel</i>	<i>Mrs P Pinder</i>
<i>Mr T Priestley</i>	<i>Mr K Prinja</i>	<i>Mr M Shahid</i>	<i>Mr S Sharma</i>
<i>Mr T Shaw</i>	<i>Mr W Shen</i>	<i>Mr P Singh</i>	<i>Dr A Strachan</i>
<i>Mr J Vaitha</i>	<i>Mr P Yeo</i>		

## **Organisations**

<b><i>Adult Learning Service LCC</i></b>	<i>V Watts</i>	
<b><i>Age Concern Leicestershire</i></b>	<i>T Young</i>	
<b><i>Bangladesh Social Association</i></b>	<i>H Miah</i>	
<b><i>Burleigh Community College</i></b>	<i>C Horsefall</i>	
<b><i>Charnwood Arts</i></b>	<i>K Ryan</i>	
<b><i>Charnwood Borough Council</i></b>	<i>S Brown</i> <i>R Jenkins</i>	<i>D Green</i> <i>P Lewis</i>
<b><i>Charnwood Bangladeshi Society</i></b>	<i>M Ali</i>	<i>MTA Chowdhury</i>
<b><i>Charnwood CVS</i></b>	<i>S Frost</i>	<i>N Lambert</i>
<b><i>Churches Together in Loughborough</i></b>	<i>D Beale</i>	<i>A Speight</i>
<b><i>Connexions Loughborough</i></b>	<i>E Rolfe</i>	
<b><i>Fearon Hall</i></b>	<i>J Tormey</i>	
<b><i>Geeta Bhawan</i></b>	<i>R Jalota</i>	

<b><i>Limehurst High School</i></b>	<i>S Coneron</i>	
<b><i>L'boro College</i></b>	<i>B Leivers</i>	<i>A Williams</i>
<b><i>L'boro United Reformed Church</i></b>	<i>D Beale</i>	<i>A Payne</i>
<b><i>Rendell Primary School</i></b>	<i>H Coleman</i>	
<b><i>Shree Ram Krishna Centre (project)</i></b>	<i>V Soni</i>	
<b><i>St Peter's Church</i></b>	<i>J Grant</i>	
<b><i>St Peter's Community Centre</i></b>	<i>D Bentley</i>	<i>J Wennekes</i>
<b><i>Thurmaston Jagruti Group</i></b>	<i>K Sharma</i>	<i>S Valand</i>
<b><i>Trinity Methodist Church</i></b>	<i>M Dartnell</i>	<i>K Jackson</i>
<b><i>Victim Support</i></b>	<i>K Small</i>	<i>I Thurlby</i>

## ***Marketing, PR and Publicity Committee***

*If an important principle in your life is the elimination of discrimination, and especially Racism, you are probably eligible to become a Member of Charnwood Racial Equality Council. This can be as an Individual Member or as a Representative on behalf of your Organisation, which must also support the principle of working to eliminate Racism and its discriminatory effects from our Borough of Charnwood.*

*It is vital that harmony and cohesion between communities and individuals prevail in our relationships, and the REC works to promote understanding and knowledge of the differing communities which have co-existed within Charnwood for so many years, and to welcome newcomers to our midst. For further information, come into the CREC office at 66 Nottingham Road, Loughborough, or contact the office on (01509) 261651.*

*You will be asked to complete a form (of course!), telling us who you are, with information about your organisation ; there will be a small Membership fee to pay. The Membership Panel will then look at the application, maybe ask further questions, then recommend that you be accepted, either as an Individual Member, or perhaps as a Voting Representative of your Group, who will become an Affiliated Member.*

***THEN YOU WILL BE ENTITLED TO VOTE AT THE CREC ANNUAL GENERAL MEETING!***

*A whole new set of friends would be there, and giving many opportunities for valuable contacts, and for service to all our communities. Welcome!*

***Patricia Pinder***

## **PERSONNEL COMMITTEE REPORT**

*I am very glad to report that CREC as an organisation has performed very well for the year 2005/06. The profile of the CREC within the community has improved dramatically. All this can be only due to the hard work and commitment given by the people involved in managing and running CREC. These include the Trustees/Directors, members and the staff.*



*Everyone has accepted change as a way of life, especially the staff, and have given maximum co-operation. This shows how much concern they have for the community we serve. This year has been a good year of continuous change and it has become a way of life. This is what makes CREC efficient and strong.*

*I would like to congratulate the officers for performing well in their course of duty and to all the staff, Varsha Parmar, our Co-ordinator, Kazi Mashud, Welfare benefits/ Immigration Caseworker, Hiron Miah, Racial Harassment Worker, Runa Chowdhury, Employment Rights Project Worker and Neeta Popat, Admin Assistant.*

*We have been supported by students from Quorn Rawlins College and Burleigh College. I would also like to thank Fan Mo and Lu Zhang, the two Interns from Loughborough University who re-designed our website.*

*Many thanks to all the members of the Personnel committee, Daphne Beale, Kathleen Jackson, Shantibhai Patel for their continuous support, help and guidance.*

*Finally thanks to Neil Lambert, Chief Executive of Charnwood CVS, who has come in as a consultant, for his invaluable help and advice.*

**Cllr Amrat Bava**  
**Chair of Personnel Committee**



*Stakeholders'  
event at Burleigh  
Community  
College 4th June  
2005*

# *Workers Reports and Statistics*

## **WELFARE BENEFITS AND IMMIGRATION CASEWORKER'S REPORT**

### **Introduction:**

*The present Welfare Benefits/Immigration Caseworker's post at the Charnwood Racial Equality Council commenced in October 2004. This report will focus on the main activities and achievements of the Caseworker for the period from April 2005 to March 2006.*

*The main duties of the Caseworker are as follows:*

- ♦ *Providing welfare rights services to clients and assisting with correspondence on their behalf.*
- ♦ *Referring clients who require specialist or additional support to various agencies.*
- ♦ *Undertaking immigration casework up to Level 2 set by the Office of the Immigration Services Commissioner (OISC).*
- ♦ *Liaising with local statutory and non-statutory organisations in response to the needs of clients.*

### **Contacts, meetings and Liaison:**

*To enhance services for clients, the Caseworker has established and maintained regular contacts, meetings and liaison with various statutory and non-statutory organisations. Below is a list of some of these contacts.*

- ♦ *CREC General Meeting at Moira Centre*
- ♦ *Review and Appraisal meeting with CREC Personnel Committee members*
- ♦ *Board of Trustees Meeting*
- ♦ *Charnwood Health Forum*
- ♦ *Primary Care Trust*
- ♦ *Loughborough Mela*
- ♦ *Charnwood Borough Council*
- ♦ *Leicestershire Social Services Department*
- ♦ *Loughborough Job Centre Plus*
- ♦ *Bangladesh Social Association*
- ♦ *Shree Ram Krishna Centre*
- ♦ *Charnwood Asylum Seekers Forum*
- ♦ *Turning Point*
- ♦ *OISC (Office of the Immigration Services Commissioner)*
- ♦ *Reach Out Conference – A Regional Conference for Black Carers & Black Carers Workers*
- ♦ *Housing Benefits Working Group – Bridge Housing*



## **Publicity and Development:**

*It was necessary for a publicity campaign in order to inform the members of the community in Charnwood, as well as other voluntary and statutory organisations, about the continuation of the welfare benefits casework. This has been done by sending letters to relevant organisations. Up to date information on various issues has also been published in the CREC's news letters and in the CREC's website.*

*Among the development activities, the caseworker has started a new computerised case management system. There are monthly and quarterly statistical report also has been produced for the Board of Trustees and the funding authority.*

## **OISC Training on Immigration Matters:**

*During the period from October 2005 to January 2006 the caseworker attended several training sessions on Immigration issues. Training sessions were held in Birmingham and the Office of the Immigration Services Commissioner (OISC) provided them free. Issues covered by training sessions were as follows:*

- ♦ *The Asylum and Immigration Tribunal: Introduction.*
- ♦ *Professional Conduct in Immigration Casework.*
- ♦ *Family Migration*
- ♦ *Immigration Enforcement*
- ♦ *Preparing and presenting Immigration Appeals.*
- ♦ *EU Law and Visiting and studying in the UK.*

## **New Format of Statistics:**

*Leicestershire County Council now require the CREC to use a new format of monthly and quarterly statistics. The new format is more elaborate giving client's ethnicity, age and a breakdown of services they have received. It asks for details of where services are not provided and the reason, and also details of any complaints we have received. The new format will have a section regarding referrals received and made.*

*For better monitoring of the work, we think this new format will give us the opportunity to show the effectiveness of our services, though it might require some extra time to fill in.*

## **Welfare Benefits Casework:**

*The casework is now fully established in Charnwood and people of all ages regularly visit the Charnwood Racial Equality Council .*

- ♦ *Currently the Caseworker is providing Welfare Rights services to clients face to face, by telephone and corresponding on their behalf with various agencies such as Charnwood Borough Council, Leicestershire County Council and Social Services Department, Department of Work and Pensions, Job Centre Plus, Pension Service, Inland Revenue for Child Benefits and Tax Credits. This also involves maintaining up-to-date case records and filing systems and continuously reviewing casework.*

- ♦ *Casework is increasing steadily. An average of 5 clients visit the CREC office on every working day and get help and support with their queries. The number of queries we have dealt with in the year 2005 – 2006 is 1732 whereas in 2004 – 2005 the number was 816. This is based on a single client coming to the office with various queries, and is more than double the number from last year.*

### **Future of Casework:**

*At present CREC has Quality Mark – General help level status from the Community Legal Service in providing welfare rights advice work. But, according to the statistics, the number of queries relating welfare benefits is on the increase. There are a significant number of clients who have complex circumstances and are in need of a specialist level of support to deal with their welfare benefits claim. This is especially true for review and appeal cases for Disability Living Allowance, Attendance Allowance, Incapacity Benefit and Pension Credit etc.*

*So it would be highly beneficial to clients if the current casework is developed up to specialist level through appropriate training and meeting other requirements set out by the Community Legal Service.*

### **Carers in BME Communities in Charnwood:**

*The Caseworker has been through a consultation and discussion process amongst Black and Minority Ethnic groups and individuals in Charnwood to identify the Carers in the communities and their needs. The consultation is also focussing on the issue of gaps in the provision such as understanding about cultural diversity and offering culturally appropriate services. The outcomes of the consultations/discussions are as follows:*

- ♦ *BME groups, especially the South Asian group do not access services in the same way as the white groups.*
- ♦ *Culturally appropriate services are still not available.*
- ♦ *There is a need for identifying carers in BME communities in Charnwood.*
- ♦ *Most of the carers are unaware of their rights and benefits.*
- ♦ *Information in minority languages or relating to minority cultures is hard to find.*

### **Changes in NHS and Primary Care Trust:**

*Currently the NHS is going through a process of consultation on the issue of Commissioning a Patient-Led NHS. In future there will be only two PCTs one covering Leicester City and the other Leicestershire and Rutland. GP practices will be responsible for designing patient pathways, having a delegated budget which will cover acute, community and emergency cover and also they will be working in partnership with the PCT to create local convenient community services.*

The Ambulance Services and Strategic Health Authorities are also under consultation for changes. All these changes have a target of 15% saving in management and administration costs.

But our clients from Hastings and Lemyngton ward in Charnwood have expressed the following concerns:

- ♦ *GPs will not be fully equipped to deal with the entire patient pathway from the local community.*
- ♦ *Clinical assessment and acute (Hospital) treatment will be delayed.*
- ♦ *More people will be vulnerable as result of their language and cultural barriers.*

### **Acknowledgements:**

*We would like to extend our sincere thanks to all the members of the Board of Trustees at the Charnwood Racial Equality Council, particularly to Peter Lewis - the Chair, Daphne Beale – the Managing Trustee and Trevor Shaw – the Treasurer for their Management and direction of the casework. Also thanks to Ranjana Kachhela, the Commissioning Officer at Leicestershire County Council’s Social Services Department, for her support. Finally, thanks to Varsha Parmar the CREC Co-ordinator for giving administrative support.*

### **Conclusion and Recommendations:**

*Statistics show that casework at the CREC is now firmly established in the community and clients from various ethnic backgrounds are directly benefiting from its services.*

***Recommendation: An ongoing commitment from the funding bodies.***

*BME groups, especially South Asian groups, do not access services in the same way as the white group and culturally appropriate services are still not available. There is a need for identifying carers in the BME communities in Charnwood.*

***Recommendation: Funding should be available to employ a full-time member of staff who is culturally competent and has an understanding of religious and social needs. Their role will be very focussed – just to carry out a survey for identifying carers and their needs in Charnwood, promote existing provision and also to bridge the gap in identified need for BME carers.***

***Kazi Mashud  
Welfare Rights Caseworker.***

## CASEWORK STATISTICS

### *Statistics for the year 2005 - 2006*

Area of Services provided	1st Qtr	2nd Qtr	3rd Qtr	4th Qtr	Total
Immigration and Nationality	93	106	56	67	322
Employment and Education	16	23	9	23	71
Welfare Benefits	229	250	91	144	714
Housing and Accommodation	102	136	49	95	382
Others	88	87	26	42	243
<b>Total</b>	<b>528</b>	<b>602</b>	<b>231</b>	<b>371</b>	<b>1732</b>

### *Client's Ethnicity breakdown 05-06*

	1st Qtr	2nd Qtr	3rd Qtr	4th Qtr	Total
Bengali	157	150	65	124	496
Gujarati (Indian)	111	83	55	78	327
Punjabi (Indian)	32	49	25	38	144
Others	54	85	23	55	217
<b>Total</b>	<b>354</b>	<b>367</b>	<b>168</b>	<b>295</b>	<b>1184</b>
<b>Male</b>	<b>212</b>	<b>231</b>	<b>118</b>	<b>180</b>	<b>741</b>
<b>Female</b>	<b>142</b>	<b>136</b>	<b>50</b>	<b>115</b>	<b>443</b>
<b>New Enquiries</b>	<b>275</b>	<b>244</b>	<b>117</b>	<b>248</b>	<b>884</b>
<b>New Clients</b>	<b>20</b>	<b>24</b>	<b>5</b>	<b>14</b>	<b>63</b>
<b>Existing Clients</b>	<b>334</b>	<b>343</b>	<b>163</b>	<b>281</b>	<b>1121</b>
<b>Benefits Income Generated</b>	<b>£5700</b>	<b>£5050</b>	<b>£11000</b>	<b>£18350</b>	<b>£40100</b>

## **EMPLOYMENT RIGHTS WORKER'S REPORT**

*Having completed the third year of the project, we have successfully secured further funding from the Big Lottery. Unfortunately the grant for the following 3 years is tapered and therefore we will need to consider alternative ways of raising the shortfall for the forthcoming years. We have proposed ideas of making up this shortfall – namely by selling our service to employers. We are planning a Launch for the continuation of the project on 26 May 2006.*

### **Progress**

*During the 3<sup>rd</sup> Year of the project we advised and assisted 25 clients from which 104 enquiries emanated. Our target for the year was to support 45 cases. Unfortunately we were unable to achieve this, due to the uncertainties of the continuation of the project. As a result of this uncertainty, we decided not to publicise the project to its full potential, as the project would not act fairly in commencing proceedings on behalf of individuals and not see them through to the final results. We attempted to liaise with various agencies so that we could transfer cases should we not receive further funding. However the agencies were not willing to accept these cases, as individuals did not fall under their geographical area. With the Employment Rights Project being the only project in Charnwood providing a full service to individuals through from advice to advocacy, we were unable to signpost the cases to other local agencies.*

*However over the 3 years of the project, we have successfully achieved our targets overall.*

### **Publicity**

*The publicity has focused more on the success of cases and we have used the local papers and the REC newsletter. Further publicity has been provided through putting up a new sign at the front of the office and through our website. Unfortunately, as explained above, the publicity had to be on a lower scale as opposed to previous project years. Despite the lack of publicity, we noticed that individuals were very aware of our project through word of mouth.*

### **Drop-In Surgery**

*During this year of the project, we also commenced a regular drop-in surgery at the local library on a weekly basis. Our aim was to arrange a further drop in surgery to take place at Job Centre Plus, however due to their organisation undergoing restructuring, we were unable to provide our service using their premises.*

### **Networking with Partnership Organisations**

*Throughout this year we have worked closely with partnership organisations, particularly Loughborough College, through which we have been in contact with various organisations and agencies, e.g IAG, Loughborough Library, Loughborough University. We have also attended various open days run by LeicestHERday and organised displayed publicity of our project. Again this helped us to network with other agencies and organisations.*

*We have also been in dialogue with Trade Union officials and hope to work together with them in promoting better practices and policies and a better work environment for the individuals we represent.*

*We were introduced to the Chamber of Commerce and did a presentation on our project which created further publicity amongst the local businesses in Loughborough. We hope to achieve a good rapport with them and eventually sell our service to them.*

*Overall the project has been successful in its aims and objectives and we have demonstrated the success we have had over the 3 years of the project. This has both benefited individuals but also has demonstrated the good work that we maintain here at the CREC through the services we provide.*

### **Future of the project**

*The continuation of the project means that some changes will be made to the services we are providing. We will be recruiting a part time assistant caseworker to jointly help to provide advice and assistance to individuals and prepare cases. We hope to achieve a better provision of our service than in the past; it proved to be difficult with only one caseworker. However there will also be an opportunity for the new recruit to develop skills through the work we will achieve in extending our services to employers. Therefore the new project year will not only be focusing on advising and representing clients, but also advising SME's in Charnwood in promoting a better policy and practise in their businesses. We will be organising 2 seminars and promoting the pack for employers in the hope that it will generate income to cover the shortfall from the tapering.*

### **Case Management System**

*We will continue to concentrate on providing the valuable service we are already providing to our clients. We are now implementing a case management system which will make our clients data more easily accessible and give us better security with client confidentiality. The case management system will also make it easier to file cases and make each case file more efficient and productive.*

### **Summary**

*Looking into the future of the project, we would like to see this valuable service incorporated into the core part of the CREC service. We aim to continue providing this beneficial service to the people of Charnwood and hope for more successful cases and an increase of service users.*

**Runa Chowdhury**  
**Employment Rights Caseworker**

**EMPLOYMENT RIGHTS PROJECT STATISTICS**

Type of query	White	Gujarati	Punjabi	Bengali	Black	Others	Total
Race Discrimination	1	1		4	12	2	20
Sex Discrimination							0
Disability Discrimination		1					1
Religious Discrimination							0
Harassment	2	2		2	2	1	9
Victimisation	1	1		1	2		5
Unfair Treatment	1	7		3	2	5	18
Unlawful Deduction of wages		9		2		1	12
Unfair Dismissal	5	7		3	1		16
Maternity							0
Paternity						1	1
Redundancy	1	6					7
Breach of Contract	1	3					8
Other issues of contracts	2			2		2	17
Sick	2						2
Telephone enquiries		1					
Total	16	42	0	18	24	20	129
Clients Supported	25						
Clients Enquiries	104						

## **RACIAL HARASSMENT WORKER'S REPORT**

### **Introduction**

*This report reflects the work carried out by Hiron Miah during 2005-2006. The project was funded by Commission for Racial Equality (CRE). Below are some of the achievements during the year and more information is available from Hiron in his full report.*

### **Common Monitoring Project**

*The Common Monitoring Project is a countywide initiative and is funded partially by our Community Safety Partnership. The main purpose of this project is to collect countywide data on Racial Incidents. To do this the project is training agencies and issuing them with a common reporting form. The REC has been working with the project from the beginning to complement each others service and to prevent duplication.*

*The Common Monitoring project had the reporting forms translated into five of the main ethnic languages (Bengali, Urdu, Punjabi, Gujarati and later Chinese) and over the past year and half not one translated form was returned. As a result of this, the project opted out of using reporting forms in other languages and now only use the English version of the reporting forms. The translated forms are still available to anybody who wishes to use them.*

### **People trained in community facilities**

*Some of the Community facilities that have agreed to become reporting centres had already received training on dealing with reports of racism on the 24th February 2004.*

*The first training in 2005 was on the 27th February and was held at the Charnwood CVS. This training was attended by 10 people and led onto the second training on 6th March. The second training was attended by 12 people. Both of these training sessions were delivered by Kamal Sisodia who used to work for the Common Monitoring Project.*

*Victim Support, who are also a reporting centre, requested training from me for their staff and volunteers. The training took place on 17th March and was attended by 17 people. This training proved to be very useful to members of the Victim Support Service because it offered an opportunity for staff to ask questions and receive answers to difficult questions and bring to light certain issues that need further development.*

### **Organisations identified who provide Mediation/Counselling**

*When Mediation UK was contacted (the largest mediation service), we were informed that they have a clear policy regarding Racist Incidents. They operate on a zero tolerance towards racism and believe racism should not be mediated. All reported cases that have a racist element should be investigated by the police and appropriate measures taken against the offender. Some organisations in Charnwood who can provide counselling to their staff, clients or members of public are : The Leicester Counselling Service, Loughborough University, Victim Support Leicestershire and Rutland, Loughborough College, Charnwood Borough Council.*



## **Database of supporting agencies**

*The REC has recently installed a new database programme called "Case Management System" which is being used by all REC staff. The Database allows each project to keep data centrally and the data can be accessed from any of the computers.*

*The database is used to keep three types of information:*

- Cases being handled by the worker*
- Supporting agencies and members contact details*
- Incidents reported by other agencies*

## **Reporting Centres established**

*To allow reporting centres to share Reporting Forms, a Data Exchange Agreement was required as stated by the Data Protection Act. The Data Exchange Agreement was produced using information provided by Racial Harassment Action Group at Leicester Racial Equality Council and gives guidance on legislation regarding sharing data. A total of nine reporting centres were established but one has since opted out.*

*It is important for organisations like Shree Ram Krishna Centre to continue being a reporting centre because it represents largest BME community in Charnwood. The centre is used by vulnerable people who are more likely to experience racism everyday and provides an ideal location for reporting racial incidents. There are ongoing discussions with both YWCA and Connexions who have expressed interest in becoming reporting centres.*

## **Provide workshops to promote reporting of Racial Incidents**

### **The Dreamers**

*An awareness workshop took place at Mountfields Youth Lodge with about 15 young asylum seekers. They were informed of what amounted to racism and who to seek help from if they were a victim. They were provided with an information pack containing essential information for victims of racism.*

### **Anti-Racism at Loughborough College**

*CREC teamed up with Loughborough College, County Council and Leicester City Football Club to promote anti-racism at Loughborough College. The event took place 24th November at the Foyer and involved stopping students passing by and talking to them about racism.*

## **Teachers and school staff trained**

*Three training sessions took place at Loughborough College on 21st November, 29th November and 1st December. These were attended by a total of 58 staff including teaching, cleaning and grounds staff. This was the first time that non-teaching staff were included in training and was a good step in the right direction. Previously training was only directed towards teaching staff and, as we know, most incidents take place outside the classroom. This training will allow other staff who are more likely to witness incidents to recognise and report racist incidents.*

## **Support for Victims of Racial Harassment**

*A total of 16 individuals have received support over the last year. The cases were varied and included Housing, Education, Voluntary organisations, legal system etc. One particular ongoing case was very complicated and involved many agencies.*

*Recently it was brought to the CREC's attention that a lot of Chinese students are facing racial problems outside the University and as a result we worked closely with the University and other agencies to address this problem. The multi-agency approach and confidence building led to nine cases of racial harassment being reported to the Police.*

*The total number of cases requiring attention was 24 and the predicted number for the year was 30. This however does not mean that we have over estimated the number of incidents. Racial incidents are very complicated because one incident can result in many victims and thus we should be careful of not becoming too complacent.*

## **Caseworkers' Forum**

*To increase the support mechanism and share good practice, we formed an East Midlands Race and Religious Incident Caseworkers Forum. The main aim is to improve the quality and consistency of casework provided to victims of racist and religious incidents across the East Midlands through training and sharing information. This forum meets every quarter and is facilitated by the Monitoring group in Nottingham.*

## **Other Work**

*I have been required to be very flexible with my working hours to deal with events/incidents when they occur. Many agencies have been engaged to look at solutions and to start doing preventative work. This work does not fit directly into my work programme but has required my involvement because I am identified as the appropriate person to deal with it.*

*I have highlighted below some of the work we are currently doing and some of the incidents which have taken place in Loughborough.*

### **Burleigh Action Group**

*This group was set up to deal with the regular incidents that take place. These incidents have become more frequent and more serious lately. There is no easy solution for this problem and it requires long term planning.*

### **Racial and Religious Incident Review Panel (RRIRP)**

*I attended quarterly meetings to review individual racist cases that have been dealt with by the police. The objective here is to ensure that the police have handled each case appropriately.*

### **Policy Advisory Group on Racial Incident (PAGRI)**

*The main aim of this group is to assist in increasing the confidence of minority ethnic communities in the policing services provided by Leicestershire Constabulary. I will continue attending these meetings quarterly until a member of the management committee is able to attend and represent the REC.*

### **Personnel Development and Training**

*I have attended two training sessions on Race Equality and Race Legislation. Both were extremely useful and have provided me with information that will help me deliver a more effective service.*

### **Commission for Racial Equality**

*We provide regular updates on local tension/issues to the CRE via Jay Vyas, our East Midlands regional officer, based at GOEM.*

### **Working in partnership with the Local Police**

*The Police have recently had many new officers who are not aware of the dynamics of the communities in Loughborough. The incidents which have taken place nationally have clearly highlighted how little information the police have about local communities and as a result the REC is spending time in talking to the police about the local communities. A great concern is that a huge amount of time and effort is utilised in working with police officers who will move on as soon as they get a promotion opportunity (which is very frequent).*

*The partnership with the local police is continuing strongly and the Area Commander Geoff Feavvour has instructed Chris Woodward to contact CREC regularly to share information.*

### **Working with Community Groups**

*A network of key members of the various communities was set up due to incidents since 7th July. This has many advantages for both the police and the communities as the police will be able to feedback important information to the communities through them and also the concerns of the communities will be able to be conveyed easily to senior officers. Often the police are accused of not doing enough and people take matters into their own hands when actually the police have done a great deal. The Youths from the Bangladeshi community are experiencing unrest with the escalation of drug, housing, education and alcohol related problems. There is a strong feeling of "something needs to be done" and without proper support and guidance this could lead to criminal/vigilante type action. In fear of this, I have help set up a support group consisting of educated, logical and influential people from the Bangladeshi community. This group are in the process of staging a community consultation/awareness day where the main objective will be to identify ten of the major concerns of the community. I will then engage appropriate agencies to tackle their concerns.*

### **VOICES and other faith groups**

*A successful event called "Ask a Muslim" was organised for any who had questions which might be controversial or sensitive. The panel who answered the questions included Ibrahim Mograh who is a popular speaker on Islam. The event was held at the local library and was well attended with a good representation from various ethnic/faith groups asking questions on Islam. These kinds of events are a good public relations exercise and should take place regularly.*

### **Graffiti at Mosque and on Streets**

*The main mosque on King Street was attacked with racist graffiti and had the windows smashed. The removal of the graffiti would cost the mosque a lot of money and the council could not pay for it because it is a private property.*

*After some dialogue with that council, they decided to put a pot of money together to help organisations in this situation by partially paying for the removal. The Graffiti was painted over by one of the volunteers and they have simply placed a wooden panel over the window.*

### **Assault on Asylum seekers**

*Since the failed bombing attempts in London, the Asylum seeker community has become the target of racial hatred even more because those responsible for the failed attempt were sons of Asylum Seekers and the continual highlighting of this is making the situation worse. A property where asylum seekers live came under attack and had its windows smashed.*

*A serious and disturbing incident took place at the East Midlands Hotel, Loughborough where a group of Asylum seekers were physically assaulted by other residents. One of the asylum seekers was stabbed and a pregnant asylum seeker was also hurt. This Hotel is being used by different agencies to house ex-offenders, people at risk of offending and asylum seekers.*

*This is a prime example of serious collective failure of agencies from local and surrounding areas that use the Hotel because none of them realised the type of environment that was created by housing insecure people from different backgrounds in one place.*

*This incident has been a wake up call for all the organisations involved and they are now more conscious of the environment they are housing people in.*

### **Racial Harassment Contact Group**

*Due to the lack of funding, the Racial Harassment Contact Group wanted to continue without a co-ordinator. This resulted in members taking a more active role. I continued supporting this group because if the REC fails to secure funding for my post, this group will continue supporting the reporting centres. Fortunately the group has received some funding from the Crime and Disorder Partnership to do some promotional work to increase reporting, they are still, however, without a co-ordinator.*

### **Assault on Queens Road**

*Some very serious incidents took place around Queens Road on Friday 15th July 2005. A large group of white males and females subjected a number of people to horrific and sustained racial harassment and this led to a serious stabbing. Due to the serious nature of the incidents, 10 people were arrested.*

### **Cars Smashed on Queens Road**

*Queens Road was again the scene of another racist incident on around 22nd July 2005 when five or six cars were vandalised by a white youth. Two people were arrested and the police have said that this was not a racial attack but a result of alcohol influence.*

### **Bengali youths abused on Moor Lane**

*A group of Bengali youths were verbally abused on Moor Lane as they were returning from the Leisure Centre. As this group was already tired, they did not respond. They informed me that under other circumstances they would have retaliated and the results would have been different and serious.*

## **Conclusion**

*Although Charnwood has been fortunate and escaped major incidents experienced nationally, it has not been free from problems. There is an increase in racial incidents and reporting of racial incidents locally, some of which have been serious.*

*However, there has been enormous amount of work carried out with agencies and communities which has resulted in cases being directly reported to the police. This has affected our statistics because we did not get the numbers we thought we would but the fact that agencies are working together to deal with incidents rapidly is very positive and encouraging.*

*The work carried out by this project has been greatly appreciated by the partners and supporting agencies especially the Local Police. The funding from CRE has allowed the REC to deliver greatly needed training to crucial agencies. Although only 8 reporting centres are active so far, there are plans to increase that to 12. The counselling services require further attention to bring them together and create a network because there is very little available specifically and not enough specialist support.*

*Due to the worker being appointed later than expected, the achievement of some outputs were affected and achieved late. Milestone 4 required work with schools and has not been completely achieved. There were urgent matters with Burleigh Community College, Loughborough College and Loughborough University that required attention and were prioritised.*

*One of the main barriers encountered during this period was the limited engagement of key community agencies. The network which has been set up is extensively made up of statutory and voluntary agencies with very few community groups. This resulted in difficulties in raising awareness and keeping the communities informed. Much more effort is required to encourage engagement from the various communities. It is recommended that this is included in any future work because it is creating a dangerous environment where communities could isolate themselves.*

## **Future Funding**

*The Charnwood REC subsequently submitted two funding applications to the Commission for Racial Equality (CRE). One of the applications is to continue similar work as the current funding year and support/promote racial equality type of work. The second bid was more focused on Community Cohesion. The CRE has decided to partially fund both the projects and after careful negotiation it has been agreed to allow the current Racial Harassment Worker to deliver both outputs for 2006/2007. This will amount to a full-time post.*

*Funding has also been secured from the Crime and Disorder Reduction Partnership for the RHCG to continue its support to the Reporting Centres and increase the reporting of Racial Incidents.*

**Hiron Miah**  
**Racial Harassment Worker**

*General  
Meeting &  
Other  
Partnership  
work*

## ***Coffee Morning 22nd December 2005***

*We had a very successful event attended by the Mayor and Mayoress of Charnwood and members of Charnwood REC. We would like to thank all our members for the continuous support .*



*Trustees Trevor Shaw and Daphne Beale with Chief Superintendent Geoff Feavours*



*Charnwood REC staff with the Mayor and Mayoress of Charnwood*

## **GENERAL MEETING POLICE RE-STRUCTURING AND LOCAL AND COMMUNITY IMPLICATIONS**

We held a very successful General Meeting at the Moira Centre on 27 March 2006 where Chief Superintendant Geoff Feavyour was the Guest Speaker. Many people from the various communities attended and it was a very informative.

Richard Chester, Director of Change Management, Charnwood Borough Council, was also present. He took the opportunity to introduce himself and gave a brief update on his work.



General meeting  
27th March 06  
at Moira Centre

## **MELA 2006**

Charnwood REC are pleased to be instrumental in reviving the Mela this year. We're providing the office administration, working with all our communities, with CVS, with Charnwood Arts and supported by the Borough Council. The theme chosen is 'People in Harmony'. The purpose will be celebration of all our Asian communities and cultures here in Charnwood. In the forthcoming year we will be seek further ways to foster inter-cultural exchange and co-operation between all our local communities.



The two winning entries design by pupils from Cobden Primary



## ***Minorities of Europe Project Report***

### **Conflict resolution in Multi - Cultural environment Ventspils, Latvia from 16th till 24th of February 2006**

*By the invitation of Minorities of Europe, I have attended the above-mentioned training course with Max Fräs (MoE) in Latvia. The Training Course was organised by Minorities of Europe – The Branch for Baltic and Scandinavian States. The purpose was two folded, first to gain first-hand experiences of a European Commission YOUTH Programme Training Course and secondly to discuss and strengthen the link with MoE and network with other European partners.*



*We spent substantial time of discussing different types of conflicts and discrimination existing in Europe and other parts of the world nowadays. This includes debates on religious, sexuality and immigration issues in Europe. In order to solve these conflicts we used a few case studies on the conflicts reflected from European youth exchanges. We also learned about the importance of using BOAL - SOCIAL THEATRE as a way to solve intercultural conflicts. The two trainers from Spain and Poland are very experienced and resourceful and gave us a lot of insights of running youth projects and applying for EU funds.*

*In addition to the formal learning and practical activities, networking is a very important part of the training course. During the course, there were NGO Market – where participants showcase their organisation and activities. Max and I represented MoE and CREC jointly. The International Evening was also another highlighting event, coming from UK we talked about the current situation and minorities and migrant groups in UK and brought some British food (shortbread et al) to share with others. We also had the chance to meet and ask questions about EU funding application with the Latvian National Agency. Furthermore, we visited Riga the capital of Latvia and held meetings with the Latvian Human Rights Centre and Latvian Ministry of Integration. At the end of the seminar, participants also gather together to plan and develop projects for future cooperation under the YOUTH programme.*

*Overall, the most rewarding thing of the Course is definitely the experience of organising, running and participating a Training Course which would be very beneficial for the forthcoming one in Loughborough. Now I have better knowledge of the different actions of the European Commission YOUTH Programme which included youth exchange, EVS (European Voluntary Service), Support Measures (training courses) etc. I have also established a good network and friendships with NGOs in different European countries. Our relationship with MoE is further strengthened and Max has provided great help in our application to UK National Agency. I would suggest and especially encourage (staffs of) CREC to participate more European activities. I am also looking at the possibilities of setting up EVS pilot project with other European countries.*

## **Training Course: "Conflict Resolution in Multi-Cultural environment"**

### **Aim of the Training Course:**

*The overall aim of this course is to enable participants to more effectively deal with issues of conflict and conflict transformation in a multi-cultural youth work context. The training course will focus on analysing conflict and conflicts, how they relate to specific youth work contexts, particularly those of a multi-cultural nature and at the relevance of intercultural approaches to conflict transformation. The course will also focus on dealing with the fact that at one and the same time , the youth leader or worker is implied in the conflict he/she is trying to address and can have a role in its transformation. The course will also promote the Youth programme and its Actions to enable them to work as multipliers in their communities and use the Programme as an effective tool for their future activities.*

### **Objectives of the Training Course:**

*This course will focus on the analysis of conflict as it expresses itself in the context of youth work situations, often microcosms of wider societal conflicts. The course will not focus on the analysis of specific macro or international conflicts per se, but will refer to such only when there is an influence on the specific youth work contexts concerned. With this in mind, the core objectives of this training course are:*

- To familiarise the participants with commonly used terminology and language of conflict transformation;*
- To develop the awareness of participants about the different levels on which conflict can occur (inter-personal, organisational, between groups, inter – national, etc.);*
- To develop the awareness of participants about the conditions under which conflicts arise in multi-cultural youth work contexts and in the wider society;*
- To help participants to contextualise modern day conflicts of different kinds and their causes as it is expressed in multicultural youth work contexts;*
- To raise participants' awareness concerning the diversity of potential conflict situations they may encounter in multi-cultural youth work contexts;*
- To assist participants in assessing the roots of conflicts of diverse natures (social, cultural, political, etc.);*
- To help participants to reflect on the competence needed for using different approaches to conflict transformation;*
- To use the multi-cultural group of participants as a learning space on individual roles and competencies in relation to conflict transformation;*
- To provide participants with a platform for exchange on best practices in relation to youth work and conflict transformation;*
- To provide youth workers and leaders with information and knowledge about Youth programme to ensure the multiplying effect after the course and use of programme as an effective tool for future activities;*
- To raise and improve the quality of Youth programme projects.*

*Full details available on CREC's website at [www.charnwoodrec.org](http://www.charnwoodrec.org)*

**Wei Shen - CREC Trustee**

## **EAST MIDLANDS RACIAL EQUALITY CONSORTIUM**

### **1. Introduction**

- 1.1 *East Midlands Racial Equality Consortium (EMREC) is a regional network of all Directors, Chairs and Executive Committee members of Racial Equality Councils in the region. The main aim of EMREC is to actively plan a strategic response for promoting race equality within East Midlands by maximising the potential for joint working to increase efficiency and effectiveness. Further to support the sustainability of local REC's in the region and actively pursues an equality and diversity agenda with regional partners.*
- 1.2 *The organisation was formally established in June 2000 to facilitate common working between REC's particularly in regards to Core Standards and the CRE driven work programme. The early pioneers envisaged that EMREC would act a regional race equality champion and take on a similar role to Race Equality West Midlands (REWM). Funding eluded the organisation and as its administration was always performed by overburdened Directors, it did not make strides forward that were envisaged. As consequence the organisational development has been gradual.*
- 1.3 *However, with increasing regionalisation, the changes in the relationship between the CRE and the REC's and the proposed Commission for Equality and Human Rights (CEHR), the need for EMREC or some modern and revitalised organisation is paramount.*
- 1.4 *EMREC's vision is to build a strong and effective organisation in partnership with other groups and organisations that champion equality and diversity.*
- 1.5 *EMREC's objective is currently under review; however its emphasis has always been to develop a representative body that is committed to 'the elimination of racial discrimination, the promotion of equal opportunities and the promotion of good race relations between people of different racial groups'.*
- 1.6 *EMREC has been meeting regularly in different REC areas to discuss and progress the above aims. It has already built effective partnerships in the region, Government Office East Midlands, East Midlands Development Agency, East Midlands Regional Assembly, East Midlands Local Government Association, VOICE and Engage East Midlands.*
- 1.7 *Following a successful funding bid to Lloyds TSB Foundation, EMREC organised a regional conference on The Challenges and Opportunities presented by the proposed Commission for Equality and Human Rights (CEHR). The strap line for the conference was Sharing and Shaping the Regional Race Equality Agenda. The conference was successfully held on 22<sup>nd</sup> October 2005 and copies of the report are available from the office.*

*The second phase of the work is to undertake feasibility study of Racial Equality issues across the East Midlands. EMREC has been awarded a small grant from Commission for Racial Equality to undertake and complete an East Midlands wide study of discrimination and disadvantage experienced by Gypsy/Travellers communities and to build alliances with Gypsies and Travellers. The work has already commenced and it is proposed to complete by January 2007 and present a report.*

## **EMREC meeting hosted by Charnwood REC on 1st October 2005**



### ***East Midlands Racial Equality Consortium***

#### **Conference Briefing 22<sup>nd</sup> October 2005, Holiday Inn, Leicester**

*EMREC has recently obtained a grant from Lloyds TSB to undertake a feasibility study of the racial equality issues across the East Midlands and to hold two conferences before and after the exercise is completed. The first event will be held in Leicester on 22<sup>nd</sup> October 2005 and second event will be hold in September 2006.*

*We want to consult widely on the proposals for the feasibility so the conference in Leicester is expected to attract 60 delegates. A report of the first conference is available from the CREC office.*

***Milton Crosdale and Amu Devani***

***20<sup>th</sup> October 2005***

## **BANGLADESHI EKOTA PROJECT**

The CREC is one of the partners involved in the project alongside the Bangladesh Social Association (BSA), Charnwood Bangladeshi Society (CBS) and Loughborough Islamic Cultural Association (LICA).

The main aims are:

- ♦ To provide information and advice on basis welfare rights and immigration
- ♦ To liaise with other agencies on behalf of individual clients
- ♦ To liaise with the Bangladeshi community and help to negotiate with agencies about their services to the Bangladeshi community
- ♦ To maintain good links between the organisations involved with the management of the projects.

### **Committee 2005/06**

Chair Abdus Shahid      Secretary Syed T Haque      Treasurer Nazmul Chowdhury

#### **Representatives**

CREC	Trevor Shaw	Abdus Shahid
BSA	Syed I Ahmed	Shofik Miah
CBS	Md Tayaib A Chowdhury	Abdul Shahid
LICA	Bakar Miah	Dilshad Chowdhury

### **Staff**

Chayara Chowdhury (currently on maternity leave) - Bangladeshi Liaison Worker  
Amina Wadud - Bangladeshi Liaison Worker  
Alea Sayed - Outreach Worker (from August 2005)

The workers currently work from the CREC and BSA offices and the administration will be based at BSA from 1 April 2006. The work is funded equally by Charnwood Borough Council and Leicestershire County Council and there is close liaison with the Social Services Dept.

Where the mind is without fear and the head is held high;  
Where knowledge is free;  
Where the world has not been broken up into fragments by  
narrow domestic walls;  
Where words come out from the depth of truth;  
Where tireless striving stretches its arms towards perfection;  
Where the clear stream of reason has not lost its way into the  
dreary desert sand of dead habit;  
Where the mind is led forward by thee into ever-widening  
thought and action—  
Into that heaven of freedom, my Father, let my country  
awake.  
Rabindranath Tagore

## **CHARNWOOD REFUGEES & ASYLUM SEEKERS FORUM**

*This Forum was formed six years ago with the following aims*

*The Forum continues to bring agencies together on a quarterly basis to share information and new initiatives.*

*The numbers of Asylum Seekers in Charnwood is not large but their needs can still be great.*

*Some of the problems faced by Asylum Seekers and Refugees are:  
the use of immigration as a party political issue  
the linking of Asylum Seekers with terrorism in the media  
new laws that can leave refused Asylum Seekers destitute.*

*Congratulations to Dreamers for the work they are doing through Loughborough Youth Affairs at Mountfields Youth Lodge.*

## **LOUGHBOROUGH COUNCIL OF FAITHS**

*The Loughborough Council of Faiths has continued to bring together people from the various faiths in Loughborough. Currently there are eight faith groups who are members of the Council.*

*Over the past year the Council has been involved in several major events including the Feast of Faiths organised in conjunction with CCVS and the Pilgrimage of Prayer held in One World Week. The Feast of Faiths was a new venture and attracted people from the faith communities and local organisations. The Pilgrimage has been held annually for many years but every year attracts new people to walk from one worship place to another to pray for peace.*

*The Council has also been involved in planning work for the extension of the Crematorium making it accessible for people of any faith.*

*We were sorry to say goodbye to our Chair, Rev Stephen Cherry, when he moved on to Durham. In the meantime Mark Graham is acting as Chair.*

*During the year we applied for funding for a part time development worker for the Council from the Faith Communities Capacity Building Fund and are grateful to them for approving our bid. During the coming year we hope to be able to do even more to bring the faith communities together in partnership with the CREC who are providing us with a base.*

*Confucius wrote: "For him who respects the dignity of man, and practices what love and courtesy require, for him all men within the four seas are brothers."*

# *Press and Media*

***PRESS & MEDIA***



***PRESS & MEDIA***

# *Accounts & Management Report*

**The Voice of the Drowning Man - 5th February 2004, Morecambe Bay**

*"This man was not important in the scale of things. You would not have looked at him twice if he passed you in the street. He was not powerful, a person of influence.*

*Quite the opposite. He was a non-person. Someone who was outside our way of things. Indeed he should not have been here. But on a dark lonely and freezing night in February 2004 he was overwhelmed by the incoming tide racing across Morecambe Bay.*

*This week, in the hush of an English Court Room, we heard his voice. "Sinking water, sinking water. Many many sinking water." We heard his voice stifled, engulfed by waves. Guo Bin Long's last action was to phone his wife 5000 miles away: "I am in great danger. I am up to my chest in water. Maybe I am going to die." She could do nothing.*

*Sometimes in our everyday lives we hear and see things that remain in our heads for many years. I can still hear the voices on the hijacked planes on September 11th, 2001 over New York. The voice of this humble man in despair will remain with me and I suspect many of us for a long time. It speaks directly, agonisingly, poignantly in a way no amount of dramatisation could. I cannot forget or ignore that voice.*

*It is universal. It protests against all the terrible things we do to each other, against our willingness to exploit our fellow human beings, against our indifference when something does not directly affect our everyday lives. Our silence reinforces their isolation. And we turn the blind eye. They work in fear here in our own country and in Europe because we really have not come to terms with what we should do. It is our indifference makes people-smuggling profitable.*

*This man and his Chinese friends who perished with him paid huge crippling sums to these exploiters, lived in obscenely cramped conditions, and worked long hours on freezing northern beaches, so that he could send money home to his family in the little village of Zelang in Southern China. Their ambitions were not to destroy or hurt or bomb anyone. They were honourable and they were ones we all share.*

*Guo Bin was not a nobody. Nor were any of the cockle pickers. In his drowning words, he is to be heard and is incredibly special. We should not forget him.*



**Charnwood Racial Equality Council**

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*Registered Charity No. 1088411*

*All Different  
All Equal*