



equality
action

1969 ~ 2019



Celebrating 50 Years of Service
to the Communities of Loughborough and Charnwood



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Half A Century Of Empowering The People Of Loughborough & Charnwood



*“PROMOTING EQUALITY AND DIVERSITY,
DIGNITY AND RESPECT THROUGH INCLUSION”*

With thanks to all our contributors

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And to our funders over the years



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INTRODUCTION

Foreword from the Chair

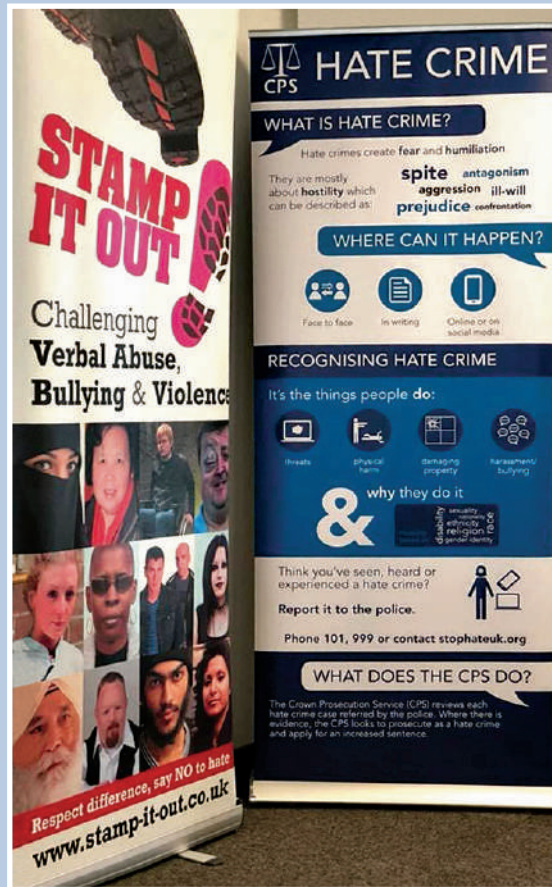
It gives me great pleasure to write this foreword to our 50th Anniversary publication. As trustees and staff we wanted to mark our half century of service to the local communities of Loughborough and Charnwood with a record of the history of what is now called Equality Action. Through the following pages you will discover how we began back in 1969 as primarily a 'race relations' organisation and then how over the years the work has adapted to the needs of our communities.

In a fast changing world, be that because of social media and the emphasis on 'on line' applications, to changes in legislation, we are always aware of the need to be relevant in the present whilst planning for the future. It is an exciting journey, one which I hope that you, the reader, might feel moved to support us with. There are many ways you can do this. You may want to discover more about joining our team of Trustees or simply become a 'friend' either personal or corporate. All our work is dependent upon outside funding, such as the Big Lottery, and all donations we receive are used to support new and existing projects. And of course none of this would have been possible without our dedicated and professional staff both past and present.

I do hope that you will enjoy reading the history and work of Equality Action.

David Featonby

Extracts from our Memorandum of Association



Our objects are:

To work toward the elimination of discrimination including in particular Race, Age, Gender, Sexual Orientation, Disability and Religion and Belief.



To promote equality of opportunity and good relations between all persons, especially in the Borough of Charnwood in the County of Leicestershire.



A Brief History

From 'The Garden' to Equality Action

Equality Action started life as **Charnwood Community Relations Council**, more familiarly known as '**The Garden – where good things grow**', in May 1969.

During the 1960s Loughborough had a small Bangladeshi population, mainly men who had come independently to seek work and find a better life. Only a handful were married and brought their wives to the UK before the early 1970s. Most families came in the late 1970s and early 1980s. Successive governments began to address discrimination through Race Relations and Immigration Acts restricting who was allowed to settle.

The Garden's aims were to:

- Work towards eliminating racial discrimination
- Campaign for equality and opportunity
- Promote good relations between persons of different racial groups.

Wendy Blair had been appointed Community Relations Officer at a time when minority communities were not always welcome and from the beginning it was Wendy who was responsible for the many innovative ways to forward these aims. Working with Loughborough Town Council people from ethnic minorities were offered council houses as they became available and not in areas designated for minority groups which could have led to the creation of ghettos. She maintained good working relationships with specialist services such as the Citizens' Advice Bureau and the Police.

The Garden hosted and supported The Garden Youth and Social Club, Hari Krishna Girls Social Centre and a Ladies Club; worked with the College of Art to fit out a bus as The Toy Bus, providing a safe place for families and constructive indoor play for children; and supported families of Vietnamese Boat People. In addition, The Garden was active in the establishment of new

groups such as The Asian Youth Association, a branch of the National Association for Multi-Racial Education and the Inter-racial Solidarity Campaign. The Community and Minority Arts Panel of Charnwood Arts Council held its first meeting at The Garden.

The English Language Programme began in 1970 as the need for help in learning English, particularly for women, was apparent from the outset. Initially the Programme was based at The Garden with a volunteer organiser and tutors, but demand quickly outstripped supply and classes were started in other venues, including home tuition.

Race relations were often poor during the 1970s and into the 80s. Locally, the Mansfield Hosiery Mills strike by Asian women and men uncovered the racial discrimination and bad working practices of the management and the Union. In the same year, Idi Amin expelled many of Uganda's South Asian minority who



What does this name mean to you?

Where good ideas grow • A New Toy Bus Library • Language Programme • Housing Advice Centre

The GARDEN is the first centre of its kind in England. It is an information centre, a place where your ideas and help are put to use for the benefit of the whole community, and also a free exhibition gallery where local artists can display their talents.

Are you full of good ideas? Do you want to do something practical? Come and discuss them or get started at the GARDEN. Don't know how to get something done? Then find out at the GARDEN. Are you an artist or a craftsman? You can show and sell your work at the GARDEN.

Come and see our free exhibitions at the GARDEN, it's just at the top of Church Gate. Open Tuesdays from 10 am-6 pm, and Thursdays evenings from 7-9 pm.

Should be on the road by the end of this month! It will be a mobile library, lending toys and books to all children aged 0 to 5 years. Your children can take the toys home, play with them, learn from them and enjoy themselves at the same time. The bus will visit the Town, Shelthorpe and Thorpe Acre areas of Loughborough. Mothers and minders can get help in choosing the right kind of toys and play materials for their children.

The Toy Bus will need help of all kinds – drivers, helpers on the bus, toy-menders, money raisers... and will particularly need help and advice from you, the people who live in those areas the bus will visit. This is something new and exciting, will you help?

People can live and work together better if they understand one another, and to do this they need a common language. Over the past few years more than a hundred local people have helped to teach English to immigrants and short-term visitors to Loughborough.

Through the scheme friendship has grown between teachers and pupils which should be of benefit to us all. Ours is one of the biggest home-teaching schemes in the country, with a current teaching strength of 70.

You can help in this work, too. There is always a need for more volunteers (with or without teaching experience) who are prepared to give one hour a week. Training and assistance will be given. STOP PRESS: fifteen new teachers required now.

You can get in a desperate state when faced with a housing problem that seems beyond your control, and you have nobody to turn to for help. This centre was begun to offer you free help and advice whenever you may need it. The problem may be as drastic as dry rot, rising damp or a leaking roof; you may be freezing cold in winter, have no bathroom or only an outside loo; if you are a landlord or tenant and don't know your rights or how to put them into practice... then we can help you!

Nationally-known SHELTER joins the GARDEN to help you solve these and other difficult housing problems, but sorry we can't find you a house. The Housing Advice Centre is open every Thursday evening from 7-9 pm.

If you would like to know more; Contact

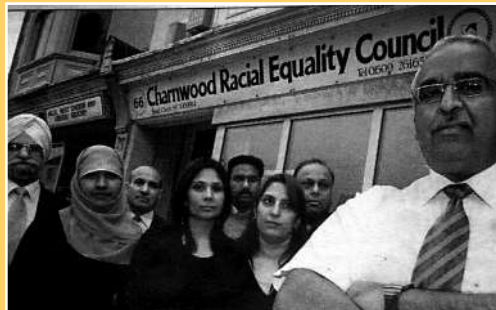
The Community Relations Officer: Borough of Charnwood Community Relations Council, 43 Church Gate Loughborough. Tel 61651



came to the UK as citizens of the UK and colonies. At the same time, the laws against racial discrimination were strengthened and the Commission for Racial Equality was established.

Loughborough and the whole of Charnwood faced difficulties with the development of the National Front, which was met locally by the Inter-racial Solidarity Campaign and the Anti-Nazi League. It was a very tense period and then as now, inflammatory headlines threatened to whip up emotion. The Annual Report 1976-77 reports a conference that 'slammed the ignorance, misinformation and meaningless statistics which led to biased reporting'. We played a strong part in campaigning against racial discrimination in employment (releasing a statement with local employers in support of equality of opportunity), education and housing, and changed our name to **Charnwood Racial Equality Council** to reflect these aims.

We received funding to deliver information and advice about the immigration law and citizenship, in a number of languages. We actively engaged with the Commission for Racial Equality and other agencies, reporting on unreasonable delays due to unnecessary



bureaucratic mistakes, the misery endured by 'split families' and how 'ludicrously difficult' immigration procedures were.

More cheery developments during those difficult years included the range of sporting activities fund-raising by the sports club for local charities; the variety of exhibitions (for example genealogy, batik, flower pressing, painted furniture, wooden toys, poisonous plants, during 1977/78); surveys and research; the start of what would become Picnic in the Park, an annual event run by Charnwood Arts; and the Horticultural Project, to grow vegetables that were an essential part of the diet of Asian newcomers.

During the 1990s and into the 2000s, rights and freedoms in law were extended in line with the European Convention on Human Rights, to prohibit discrimination on a wide range of grounds. We joined with other RECs to found the East Midlands REC; supported Erasmus Plus residential courses for young people across Europe; and moved to new premises on Nottingham Road. The Equality Act 2010 introduced nine 'protected characteristics': age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation.

We became **Human Rights and Equalities Charnwood** so as to respond to our clients from diverse backgrounds.

We work in partnership with Charnwood Borough Council and other voluntary and community organisations, and with Loughborough University (for example Memories of Partition). Our recent projects tackled discrimination in its many forms, such as Hate Crime, Prevent and radicalisation, debt and money advice, work-related skills, and support for South Asian women in engaging with services and finding a public voice. Currently we have a project working with BAME men, and another tackling mental health issues and concerns among South Asian families. Now we call ourselves **Equality Action**, and we continue to provide information and advice and sign-posting to specialist agencies on welfare benefits, housing, health, immigration, citizenship and nationality. When the funding was cut, we did it voluntarily because the need didn't go away.



BUILDING COMMUNITY

From the outset our main aim has been to promote good relations among all people locally in Loughborough & Charnwood. In the beginning it meant working to offer information and advice and engage with members of minority ethnic groups. Over the years we have responded to changes in economic, social and political circumstances and have broadened our remit to tackle discrimination against members of groups with protected characteristics (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation). We work in partnership with statutory services, voluntary and community bodies, and with faith communities to build good, strong bonds.



CHARNWOOD
ARTS

We work with Charnwood Arts and others to stage the MELA, an annual event in the town centre. It started as a small event celebrating the town's cultural and ethnic diversity, and now is an important part of the Loughborough summer festival. The MELA brings together South Asian arts and culture, from spectacular Bollywood dancing to storytelling, poetry and henna painting, celebrating national heritage and the more recent history of British citizens.

Along with Charnwood Arts, we are involved in research by Loughborough University into memories of partition.



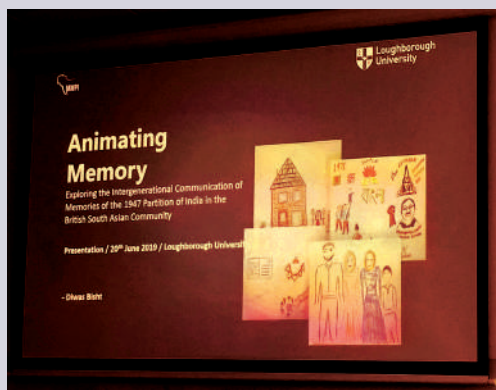
Our partnerships are long-standing and positive. We are funded by Charnwood Borough Council as Strategic Partners and work in particular with their Community Safety Teams. We appeared in their official guides to the Borough, describing our multi-lingual and exhibition centre. We contribute to the Health and Wellbeing Forum, to pool and exchange information among local bodies and to sign-post people to relevant agencies. Our network reaches Health, Social Services, Police, Schools, Housing and other statutory and voluntary bodies.





The project led to an exhibition of photographs taken by South Asian elders – bringing echoes of the exhibitions shown at The Garden 50 years ago.

We hold conferences to raise awareness of challenging issues: for example, to disseminate findings on local direct and indirect discrimination in employment practices (in collaboration with the Police), on Hate Crime (with the Police and Borough Council) and on Radicalisation Awareness for Parents (Leicester City Council, the Police & Crime Commissioner and Charnwood Borough Council)



Acquiring Functional Language

People learn English in order to participate more fully in the life of the country. Whatever their purpose, general or specific, increasing fluency develops self-confidence and relationships and reduces isolation.

Acquisition of language comes in a variety of ways from formal classes to situations where language is absorbed by hearing it spoken. The Home Tuition Scheme which began at 'The Garden' in Loughborough in 1970 was initially set up to help women from New Commonwealth countries learn English. Volunteer tutors were matched with a student and lessons took place in the student's home for one hour a week.



By talking with neighbours and work colleagues, sharing food and recipes, we learn about diverse religious and cultural backgrounds, including regional variations of dialect and customs in this country. We acknowledge that each one of us can contribute to building a strong community.



OFFERING ADVICE

We have been providing information and advice from our first days, from how to register with a doctor, dentist or school to individual rights and responsibilities in respect of immigration, nationality and citizenship.

We were initially funded by Leicestershire County Council until 2014 when, with government cuts, our funding was stopped.

General Advice

Those who have recently moved to the UK have a need to find out about things that will effect their lives. These include matters to do with housing, schools, doctors and dentists, council tax, debt, money management and welfare rights. In addition, they have to manage their citizenship, immigration and nationality.



We offer help to parents with school allocations, school meals and registration of births and deaths.

The introduction of 'digital by default' has made it more difficult for people lacking language and IT skills. We are here to help fill the gaps in such skills and prevent frequently faced sanctions.

Recently, we were approached by Job Centre Plus to help BAME people meet their claimant commitments. Some parents used to try to get their younger more computer literate children to help them in job searches.

Debt & Money

Between 2014 and 2017 we ran several debt and money management projects for Charnwood Borough Council, under their Special Debt & Money Management programme.

We continue to offer general debt advice, including helping people to learn key skills in managing their finances, budgeting and setting up direct debits. More specialist issues such as bankruptcy and repossessions have to be referred to Proactive Community Endeavour (PACE) or the Citizen's Advice Bureau (CAB), both local specialist debt advice agencies.



Where the client needs support we will set up the appointment and go with them or have them meet at our offices.

Unfortunately in 2019 due to changes in the funding criteria (advice agencies must apply to be FSC registered) we are no longer eligible.

Immigration/Nationality/ Citizenship

This work has also been done for many years. It starts with people requesting help with sponsoring family members

from other countries, filling in passport forms and other relevant matters

Our caseworkers are trained to level 1 and 2 of the Offices of Immigration Services Commissioner (OISC) The need for this work has increased over time, especially in the last few years, as Home Office rules have increased the difficulty, complexity and cost of making applications. Most recently, fears about Brexit have led to a marked increase in EU nationals applying for permanent residence in the UK.

To continue this work our caseworkers are required to take what are often



expensive training courses, however, we try to source free training where available.

To maintain our OISC registration, we ensure that our caseworkers are undertaking Continued Professional Development and keeping up with changes in immigration laws and legislation.

Through word of mouth our immigration work is expanding and we are now getting clients from outside the county.

At present, we are not funded to provide this advice, but instead ask for a voluntary donation to help cover our costs.

Our advice service is often a route to other forms of help. In the first instance we help clients deal with their immediate problem, such as responding to a gas bill or completing a form. This provides a useful diagnostic to identify further needs for support with language and IT so we can signpost them to one of our men's or women's projects.

CV WRITING & INTERVIEWING & SKILLS WORKSHOP

PRESENTER: Bill Redhead (Careers Adviser)
31st October, 2017, Time: 11:30am-1:30pm
Location: Equality Action, 66 Nottingham Road,
LE11 1EU

For more information please contact us,
Phone: 01509 261651



OFFERING ADVICE *Making a Difference*

Case study 1

A local woman came for some advice just three years after her retirement. She was still working part time and struggling with her finances. She was living in rented property, paying Council Tax but not claiming any benefit, including her State pension. The reason she gave was her lack of knowledge of being eligible.

Through a friend, this lady heard about the services that our charity could offer and she subsequently visited the office to take some advice. The caseworker she spoke with helped the client to claim back-dated pension of several thousand pounds and establish a regular monthly income. In addition it was discovered she could claim for



pension credit and was not liable for Council Tax.

It made her financially stable, a wonderful outcome.

The caseworker recalled how when this lady heard the news she broke down in tears with joy and relief. She had previously been living under enormous stress and struggling financially to the extent she could only just afford the very basics.

One very satisfied customer and a tribute to the hard work of the staff.

Case study 2

A client came to the office one day very anxious about her elderly parents. She was struggling over the intensive care both needed in the family home and knew not where she could turn for help.

Our staff organised for social services to become involved, with the happy outcome that the parents began to get regular in-home nursing care. In addition we were able to arrange a series of adaptations to be made in the house. The daughter was also able to claim attendance allowance and discovered the family were not liable to Council Tax anymore.

Through our intervention the parents were able to live out their final days within the heart of the family home.



Employment Rights

OFFERING ADVICE

Employment Advice Project (1997-2000)

This 3-year project was funded by the Big Lottery in order to help people access training and volunteering opportunities leading to paid employment.

We worked with local employers, arranging a series of job fairs and other ways to disseminate information to those who felt they were facing barriers to gaining suitable employment.

These disadvantages were usually due to lack of confidence, language problems and relevant skills.

With the good will of many employers in the area, the scheme proved very positive and helped many of those who took part in the project.



Employment Rights Project (2002-2007)



The Employment Advice project highlighted the need to help people into employment who were facing discrimination and were unaware of their rights according to employment law. Hence we began a new project to advise people of the relevant regulations and ways they could challenge employers who were treating them unfairly and not equably.

This was a 3-year project, again funded by the Big Lottery. At this time there were many cases of people coming from the Philippines to work in the care home sector. Sadly many of these workers were being exploited in their place of

work and through our project we supported them through the tribunal process. Liaising with their employers we successfully ensured that their rights were protected.

We were able to show evidence of the need for such an initiative to continue and secured a further 3-year extension. We were able to deliver 2 years of the project but unfortunately, due to staff shortages, we had to finish the work in 2007.



EMPLOYMENT RIGHTS PROJECT

HAVE YOU BEEN DISCRIMINATED OR UNFAIRLY TREATED AT WORK?

WHY NOT COME ALONG TO THE CHARNWOOD RACIAL EQUALITY COUNCIL & FIND OUT HOW WE CAN HELP!

We will provide a service on issues of Employment Rights. If you have been unlawfully treated at work on the following grounds:

- ◆ Sex
- ◆ Race
- ◆ Disability
- ◆ Unfair treatment at work
- ◆ Holiday pay
- ◆ Maternity
- ◆ Unfair dismissal
- ◆ Redundancy
- ◆ Unpaid wages
- ◆ Other

We can help by offering you free advice, consultation and representation.

For information contact :-

Runa Chowdhury or Neeta Popat at :-

Charnwood Racial Equality Council
68 Nottingham Road,
Loughborough
Leicestershire, LE11 1EU

Tel. 01509 261651/2
Or Email at crec@btconnect.com
Opening Hours Mon-Fri 9.30am - 5pm.
Closed for Lunch between 1pm-2pm and Tuesday afternoons

Sponsored by
COMMUNITY FUND
LOTTERY FUND

Tackling Discrimination and Hate

Tackling Discrimination is at the heart of our work.

The original focus was on improving race relations but over the years we have widened our brief and now, directly and indirectly respond to people in all their diversity. Specifically we support people in all of the 'protected characteristics' groups: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

We work through specific, targeted projects and also with individuals, giving help and advice when we can, as well as signposting to and networking with statutory and voluntary organisations.

Tackling racial harassment/discrimination

A full-time post was funded by the Commission for Racial Equality (now known as the Equality & Human Rights Commission) in the late 70s following the

Race Relations Act. The brief for the position was to tackle racial discrimination, later widened to other forms of discrimination. However the dedicated post was lost when funding came to an end in 2004.

We worked mainly on discrimination concerning employment, race and religion and later worked with Gypsies and Travellers. We worked at County level with the Gypsies and Travellers Group, meeting Gypsy families, hearing about their treatment by authorities and general public. Even today, the prejudice against Gypsies sadly continues.



Case study

One lovely Gypsy family we worked with had applied to settle in the area where they spent most of the year. The Council would not rent them a house as they were not permanent residents. They bought a plot of land and applied for permission to build on it. This too was refused. We looked at the reasons for refusal and found they were not valid by the council's own rules. We wanted to fight the case but the family decided to leave, probably because of the hostility shown to them.



Hate Incident Action Project (2009-2012)

The Hate Incident Action Project, funded by the Equality and Human Rights Commission, was established as a three year project to raise awareness of hate issues, to increase the number and effectiveness of Hate Incident Reporting Centres, and to provide support to hate incident victims. The project had two officers, one who supported the victims and liaised with the police and other agencies, whilst the other delivered training to individuals and groups on hate crime and the available support. Some Reporting Centres we discovered needed to refresh their training.

The project increased reporting from 7 in 2010, to 49 by end of its third year, giving greater access and opportunity for victims and witnesses to report incidents

that previously might not be reported. This contributed to an 87% increase in the number of non-police reported incidents that otherwise might have gone unnoticed.

People in Charnwood have on the whole been receptive in wanting to address hate issues and it's reassuring that agencies, such as Charnwood Borough Council and other social housing providers, have come on board as Reporting Centres and availed themselves of the training we then offered.

The greatest satisfaction project staff had was the help they were able to give to victims of hate. The Project set out to help

at least 40 victims, but in the event they supported 72. This ranged from emotional support and reassurance to ensuring that victims' issues were dealt with positively by the authorities, and, in the most acute cases, help in achieving housing transfers due to repeated victimisation.

Disability Access Guide (2011)

Equality Action worked with partners to produce a revised Disability Access Guide to Loughborough Town Centre, to replace an old, outdated version. We had financial support from Borough and



Tackling Discrimination and Hate

County Councils, and other partners such as Love Loughborough BID (Business Improvement District), Loughborough University, Charnwood Disability Forum and local businesses.

Students from the University's Action Group collected questionnaires from businesses and later, Peter Lewis, a trustee of EA, was wheeled around in a wheelchair by Matt Jarrom from Loughborough Echo to check on accessibility.

Hard copies of the guide were published and circulated, and an electronic version which can be updated to reflect the latest position is also available.

The Guide is available from us and CBC offices, John Storer Charnwood and the Town Hall, and electronically on their websites.

Forced Marriages & Honour-based violence, 2012 (6 months project)

This project (funded by a grant from Leicestershire County Council) was to raise awareness of the issues of forced marriages and honour-based violence, by delivering workshops and training sessions to



community and religious groups, schools and service providers in the Borough of Charnwood.

The project aimed to encourage dialogue and discussion and provide support, information and advice on the issues, emphasising that forced marriages and honour-based violence are an abuse of human rights and create conditions

in the community that would facilitate attitudinal changes towards the issue of forced marriage.

Current situation on tackling discrimination

We work very closely with the local police and Charnwood Borough Council on

reporting hate crime.

Acting for individuals, we do an initial assessment of what they require and usually identify partner agencies we can signpost or refer them to, ensuring they are supported where possible or required.

We have worked in partnership with the LGB&T Centre in Leicester and understand there is a need for support for people on these matters. Where people have a need for training on this or any other issues we can signpost to appropriate agencies.

Our current casework and projects continually identify issues of discrimination and see how we can work to support our clients. Where there is a need to, we challenge agencies and service providers to ensure all people are treated fairly.

SAY NO TO HATE CRIME



Tackling Radicalisation

Equality Action in partnership with Loughborough Council of Faiths and Charnwood Borough Council have organised various events in order to highlight the problems associated with 'hate crime'. One such free event was held on September 13th 2017.

There were key note speakers from the police, the Prevent Team and Channel project (*Channel is part of the Prevent strategy. The process is a multi-agency approach to identify and provide support to individuals*

who are at risk of being drawn into terrorism).

Over the past few years the Government's Prevent Strategy has been back in the news in the aftermath of the terrorist attacks in Manchester, London and the Finsbury Park Mosque. Held by some as being fundamental in tackling terrorism in the UK and an effective way to lead people away from radicalisation and by others as being a heavy handed, counterproductive approach that

has only added to a general sense of mistrust across communities.

The conferences have tried to bring the various views together reflecting upon our local context. Speakers spoke about the way that Prevent has been implemented in our area and those attending had plenty of opportunity to ask questions and make their own observations. A report has been published recently and is available from the Equality Action offices in Nottingham Road.



Conference on Radicalisation Awareness for Parents

The danger of young people being radicalised, either through personal contact, or more usually on line, is sadly becoming more relevant in the light of recent events both in the UK and overseas. The event we hosted was intended to raise awareness for parents and those working with children and young people about the dangers of being exposed to subtle but influential radicalisation. Our guest speaker was Nicola Benyahia, whose son, Rasheed suddenly travelled to Syria to volunteer for the self-styled Islamic State.

Rasheed was a 'normal' teenager

interested in all the things that such young people engaged upon. He came from a loving family living in Birmingham and by day was an engineering apprentice and in his spare time enjoyed 'parkour' or free running. Nicola and family tried in vain to get Rasheed back, but sadly by the time he began to realise the enormity of his decisions, he was killed.

There was also a presentation by an organisation called 'Parents' Zone' on how parents and teachers can be better equipped to look out for the signs of their children becoming radicalised.



Radicalisation Awareness For Parents

The dangers of Children being radicalised, a mother's story



Guest Speaker: Nicola Benyahia
 Nicola's son, Rasheed, 19 from Birmingham, was a normal teenager from a loving family who was an engineering apprentice by day and who enjoyed parkour (free running) in his spare time. On Monday 1st June 2015, he suddenly travelled to Syria to volunteer as a foreign fighter for the self styled Islamic State. He never returned.

Presentation also from



parentzone
MAKING THE INTERNET WORK FOR FAMILIES

Parent Zone is the leading organisation supporting parents in the digital age. Parent Zone works with parents, schools and companies to make the internet work for families by offering expert advice and content. As well as parent information, our work includes Digital Parenting magazine and the Google Internet Legends assemblies, which visit primary schools around the country.

Free Lunch




28th March 2019
10am - 2.30pm
Salvation Army, Burleigh Road, Loughborough, LE11 3BA
[Click here to book online](#)

Workshops

For further information, please contact:
Equality Action on 01509 261651

Supported by:

Information Stalls


In the afternoon delegates were involved in various workshops.

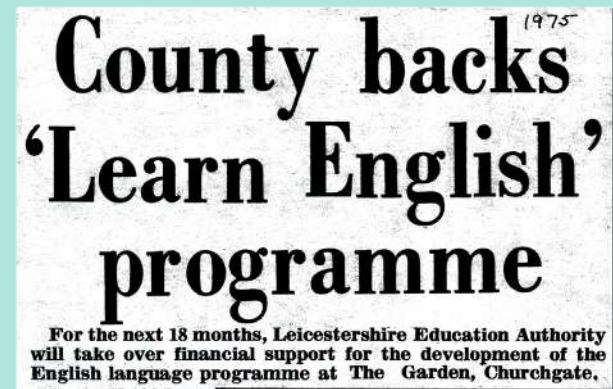
The Reverend Wendy Dalrymple, Rector of the Parish Church in Loughborough stated: *“As a religious leader I am acutely aware of how beliefs and ideology can be misused. In an internet age where communication can bring people together or drive them apart, we all need to be aware of the messages people are absorbing. Radicalisation and its avoidance is something we should all be talking about.”*

EDUCATION

The Education support remains rooted in confident command of English and is flexibly progressed through other crucial areas.

English Language – the Fundamental Start

Early endeavours were concentrated on meeting people's needs in English language



Mrs Kathleen Jackson, the previous assistant for the programme, has been appointed organiser.

It will cost the county only 25 per cent of the £2,000 per annum needed to run the programme. The rest comes from Urban Aid – a Government-sponsored programme to give short-term financial help to areas where a high number of immigrants have settled.

For the past 14 years, Urban Aid has made possible 75 per cent Government subsidies to local authority sponsored projects all over the country. Sixty tutors are currently teaching in The Garden's programme, which started in 1971 and is now one of the largest in the country.

It is one of the most ambitious too. Original picture cards have been produced which are selling like hot cakes to other schemes... and plans are in hand for further developments. Training of tutors will be top priority for Mrs Jackson



learning – voluntary-sector contribution was critical in the 1970s. English My Way was an early initiative which expanded into mutual cooperation with Loughborough College (school students, including the Toy Bus for children's toys), the Shree Ram Krishna Centre (adult learning centre) and a nearby learning centre that brought together tutors, parent learners and students with school work so that mothers, fathers and children could engage as a family. Confident ability to communicate in English was recognized as fundamental.

IT

IT skill was soon identified as an area needing support. This started with understanding basic computer commands in English

so that IT training could develop competence and confidence in using a computer to create documents, artwork and presentations. This stage was important to progress to the next stages: (1) competence to apply for jobs and to be employed, (2) confidence to engage with Local Authority/Government documents (benefits, immigration, job applicant registration are examples of this need). The training support still reflects this.

Family Issues

English-language and IT skills could now be broadened into important family issues. Discussion of children's school reports, progress, personal state and aspirations could be communicated more effectively and efficiently with public services. Adults' needs could be identified and met more sensitively. Adult social care, most often delivered via the family at home with individual care-



EDUCATION

package support, continues to be supported and clients can file official applications more independently (which is a fundamental aim). Where domestic violence is an issue, information-sharing and discussion can be more sensitively understood and official documentation better processed.

Safeguarding and Online Risks such as “Grooming”

Our support also extends into safeguarding and tackling online risks such as “grooming”. The growing skill level and awareness by clients means that it is more possible to engage with their children and understand more clearly the power of social media and influence on young people.

Civic Awareness and Engagement

Individual and family skill-level development could now be broadened into community engagement and civic awareness. Group visits to Parliament enhance awareness of the political process. The annual Feast of Faiths and International Women’s Day enable people of faith to find out about other religions. The annual Picnic in the Park in Loughborough’s Queen’s Park enables clients to meet each other.



HEALTH & WELLBEING

WHY IS EQUALITY ACTION ENGAGED WITH ISSUES OF HEALTH AND WELLBEING?

Equality Action became involved in Health in response to local need. Local reports in the 1980s highlighted three health issues, particularly in the first Generation Bangladeshi community living in Loughborough : language barrier, deprivation, and lack of understanding of the UK approach to health care.

In this context we, at Equality Action, were approached by external agencies such as Loughborough University, the NHS and Leicestershire County Council, who wanted us to help them engage with Black and Minority Ethnic (BAME) people to address health issues.

ACTION WE HAVE TAKEN

1990s

We had a dedicated sub committee "Health, Housing and Social Services". This was a multi agency forum with representation from health professionals, local agencies and GPs.

2004

Leicestershire County Council initiated the project "Valuing People". This included recommending the identification of Carers from Ethnic Minority communities.

2012 to present

Ladies-only swimming session at Charnwood College and Fusion Leisure Centre.

2014

Under the Mina Project a University PhD

student researched the health of Bangladeshi ladies with 80 women signing up for a 16 weeks programme to measure their health. Without our women's project and contacts in the community, the University would have struggled to get these women on board.

2016

Healthy eating 6-week course with Community Health Learning Foundation (8 women) followed by one with the men's group.

2016/17

- "Chances For All" Project worked with BAME women to hold cookery sessions and produced a cookery book.
- A Partnership was set up working with local GPs and support groups e.g. Wellbeing Project, Charnwood Active, Community Health Learning Foundation, Dementia Friendly Society, Alzheimer's Society, local pharmacies.

2017

- Domestic Abuse, Stalking and Honour-based Violence (DASH) training for 11 local women of South Asian background.
- Mental Aid First Aiders (11 men and women from BAME backgrounds) trained.

2017 onwards

We are finding some men and women in the community want to train up as exercise leaders - for chair-based exercise, as walk leaders, as yoga instructors etc.

2018

Local women through our project are setting up support sessions for people suffering from dementia - funding applied for from the local council.

WHERE ARE WE NOW?

'Chances for All' Project in 2012 - 2017

Human Rights and Equalities Charnwood had worked with people from Black and Minority Ethnic (BAME) backgrounds over the years. What emerged was that many women from BAME backgrounds were not engaging in wider society. Consultation with some of these local women indicated they wanted to:

- Improve their own and their families' health
- Become more active in wider society
- Learn vital skills including ICT and English language
- Learn about other cultures
- Make friends with women of other backgrounds

These issues, and the Project's action in response to them, in many ways centred on Health, which was these women's initial concern. Addressing health issues led to greater social engagement and revealed a strong connection between health, community involvement and cultural integration. This led to engagement in a wide range of activities over the next 5 years, which included the "Healthy Living" course



focussing on diet and exercise, and Cooking sessions leading to compilation of the Chances for All 'Healthy Cook Book'.

LOOKING TO THE FUTURE

Positive Minds Project 2018-23

We have many more men and women getting active physically. However far fewer engage with mental health issues. This has led to the launch of the Positive Minds Project, which works with BAME communities on issues mainly around mental health.

The project aims to address barriers which BAME communities face, by raising awareness and helping the community to start a conversation around mental health. The Project, on both mental and physical fronts,



provides a safe platform for men and women from BAME communities to come together and address mental health issues. It involves setting up groups for those struggling to join mainstream services - and we are working with partners such as Charnwood Active and the Wellbeing Project to ensure we are complementing, not competing with, services they provide.

We want to empower the community by:

- Supporting carers, who are often family members
- Training up more first aiders in basic mental health
- Budgeting for at least 3 people in the community to do the Advance Level on mental health so that they in turn can train others over the coming years
- Building on the Physical Health work started in "Chances for All" by training volunteers from both men's and women's groups to be exercise leaders, thus ensuring sustainability.



IN SHORT

We, at Equality Action, are addressing issues of Health and Wellbeing by:

- Listening and responding to the community
- Providing a safe space to address issues
- Empowering local people
- Ensuring sustainability
- Working effectively in partnership with others

PUBLICITY From PAST to PRESENT



Human Rights & Equalities Charnwood

Join us for our Annual Coffee morning and Natter!

Wednesday 16th December
10.30-12 noon

The Mayor and Mayoress of Charnwood will be joining us

66 Nottingham Rd
Loughborough LE11 1EU
01509 261651
Info@hrec.org.uk

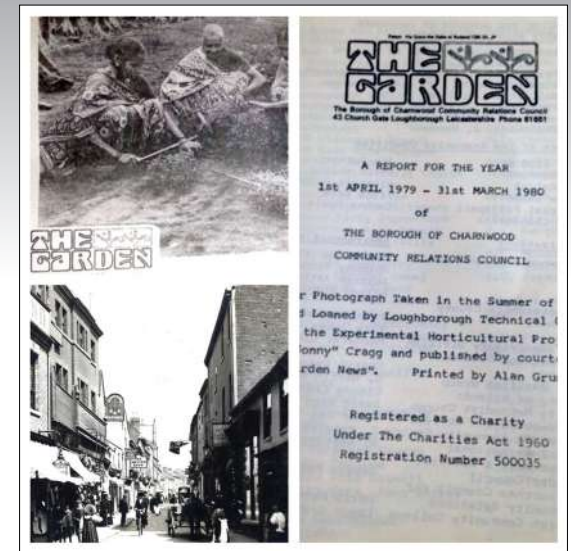


equality action

Annual Report 2017/18

Promoting equality and diversity, dignity and respect through inclusion.

Registered Charity Number: 1088471
Company Number: 4198889

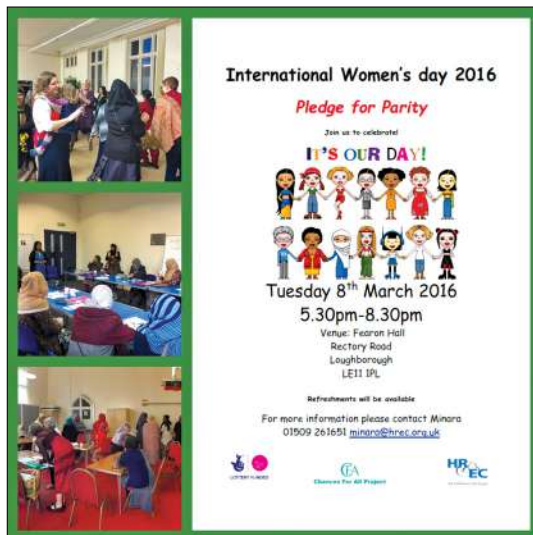


THE GARDEN
The Borough of Charnwood Community Relations Council
42 Church Gate Loughborough Leicestershire Phone 01509

A REPORT FOR THE YEAR
1st APRIL 1979 - 31st MARCH 1980
OF
THE BOROUGH OF CHARNWOOD
COMMUNITY RELATIONS COUNCIL

Photograph Taken in the Summer of 1979
Loaned by Loughborough Technical College
the Experimental Horticultural Production
"Protonny" Cragg and published by court
"Garden News". Printed by Alan Gr...

Registered as a Charity
Under The Charities Act 1960
Registration Number 500035



International Women's day 2016

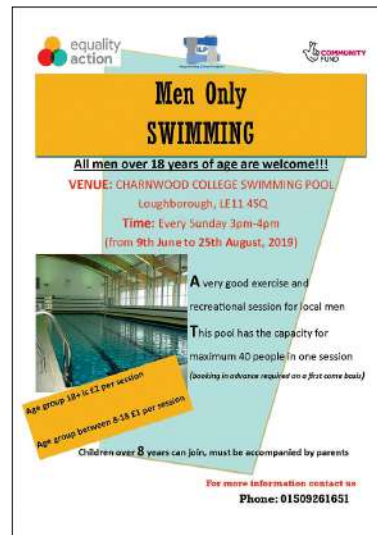
Pledge for Parity

Join us to celebrate
IT'S OUR DAY!

Tuesday 8th March 2016
5.30pm-8.30pm

Venue: Fearon Hall
Rectory Road
Loughborough
LE11 1PL

Refreshments will be available
For more information please contact Minara
01509 261651 minara@hrec.org.uk



equality action

Men Only SWIMMING

All men over 18 years of age are welcome!!!

VENUE: CHARNWOOD COLLEGE SWIMMING POOL
Loughborough, LE11 4SQ

Time: Every Sunday 3pm-4pm
(from 9th June to 25th August, 2019)

A very good exercise and recreational session for local men

This pool has the capacity for maximum 40 people in one session (booking in advance required on a first come basis)

Age group 18+ is £2 per session
Age group between 8-18 £1 per session
Children over 8 years can join, must be accompanied by parents

For more information contact us
Phone: 01509261651



equality action

Learn English
The fun way (free classes)

English my way

STARTING IN AUGUST/SEPTEMBER

For more information call us on 01509 261651
Email: contact@equalityaction.org.uk

Good Things
BRITISH COUNCIL
Fearon Hall
Loughborough Community Relations Council



equality action

Join us for our
AGM & 50 Years Celebration

1969 - 2019

WEDNESDAY 3rd July, 2019
7pm-9pm
Salvation Army
Burleigh Rd, Loughborough, LE11 3BA

The Mayor of Charnwood Cllr Brenda Seaton will be attending

Light Refreshments will be provided

Please RSVP to Equality Action
At Email: contact@equalityaction.org.uk
Telephone: 01509 261651
By Monday 24th June 2019



A Beneficiary's Story



My family moved to Loughborough very shortly after moving to England. My parents decided to move here after visiting some family members here and Mum and Dad thought the local residents were all 'very nice'.

Very soon after we arrived, my dad became very ill, which left my Mum, (who didn't speak or understand English) to deal with everything, taking care of us, Dad, bills etc.

My Dad had to spend a lot of time in hospital and we were on very limited income, so Mum relied on 'The Garden' for advice on the 'system', as everything was very new and unfamiliar to her. I remember walking with my Mum to the office on many occasions carrying letters and various forms with us that needed to be translated and filled in. The staff were always very friendly, helpful and

kind to us. Daphne Beale came to visit us at home to advise us on how to keep the house warm and I can recall her telling Mum that keeping the curtains closed sometimes would help keep the heat in.

When I was about 6 years old, the staff helped my parents apply for a grant which allowed them to have some essential work done to our house. I was so excited to finally have radiators and carpets in our home.

After my father died, mum turned to 'The Garden' again for help, and she was supported through a very difficult and confusing time for us all.

I really cannot thank the organisation enough for everything it has done for my family.

Yasmin



Stories from Daphne Beale

My first day at work

I worked for the organisation from 24 October 1988 to November 1997. On my first morning of work I arrived to start finding my way around when the phone rang. It was our national body, the Commission for Racial Equality (CRE), asking me what was going on in Loughborough. Next was someone from the Gujarati community asking what I was going to do about it. I discovered that over the weekend there had been an incident at Queen's Hall (now the Museum) when a group of lads had climbed onto the roof and thrown a rock down onto the dancers there for Navratri, the 9-day Hindu dance festival. The rock had hit one lady and the samaj (Hindu community group) who were using the room that night were rightly enraged.

The community leader managed to stop fiery youngsters searching for the miscreants with murderous intent, and to get folk to go to the police station to report the incident. (This was 30 years ago so no mobile phones!) The police eventually went to interview those involved but made no attempt to find those responsible so I had the members of the samaj refusing to talk to the police, the CRE demanding an explanation and the police, with some justification saying there was nothing more they could do!

Over the next few weeks we did get everyone talking to each other but some of the damage to police/Asian community relations had been done and took a while to repair.

Cultural education

Part of my job in those early days was to help professional organisations understand the different cultural norms. For several years the police officers newly appointed to our area of Loughborough were given a couple of days to work with us. The aim was to listen to our staff and volunteers who came from different parts of the Asian community, hear their stories and learn from their attitudes and responses. The police officers also visited the local Mosque, Gurdwara (Sikh Temple) and Hindu Temples so that they understood the protocol of a visit if they were called out in an emergency.

To all the professionals we worked with we talked about racism and how it came out in mannerisms and intonation as well as actual words. We talked about not shaking hands when a man greeted a woman unless she offered her hand. We talked about using interpreters, particularly when health problems were involved. In some cases there was an expectation that service users would bring their own interpreters

and this often meant bringing their young children (who picked up English much more quickly than their elder relatives) to interpret.

We talked to employers about good practice. In the 1980s there were still times when employers would advertise a post but if an Asian person applied it was suddenly said to be filled - but could appear again the following week. A foreign name was enough to make some potential employers refuse even to look at the qualifications. There were also ways of trying to put down those who did manage to get employment, like not offering promotions or further training. This made them vulnerable to times when workers were made redundant.

We also worked with Gypsies and Travellers. I must confess that they were low on my list of priorities when I was first appointed. There seemed to be so much to do to support the Asian communities that Gypsy issues seemed less important. I am afraid that, even today, they often get left as the lowest priority. It was only when I was involved with the work at County level that I began to meet with Gypsy families and see what they had to put up with from authorities and ordinary people. I am sorry to say that, although the position of Asian people has improved enormously, the

prejudice against Gypsies continues. One lovely Gypsy family I worked with for a while had applied to settle in the area where they spent most of the year. The Council would not rent them a house as they were not permanent residents. They bought a plot of land and applied for permission to build on it. This too was refused. I looked at the reasons for refusal and found they were not valid by their own rules. I wanted to fight the case but the family decided to leave, probably because of the hostility shown to them.

Life in Churchgate

For my first few years we were based at 43 Churchgate, a large area with a desk for the Admin staff, one for the Advice workers and one for me at the back. It was open plan so communication was easy. The one phone would be answered by the Admin staff and, if it was for me, the caller would be told, 'I will just put you through' and the phone would be carried to my desk for me to answer! Most of my colleagues were from the Asian communities and included people from Hindu, Muslim and Sikh backgrounds. You can imagine how much I learnt from such a setting and what fun it was. I was the least useful of them when it came to clients as I spoke none of the Asian languages. If I was on my own in the office a visitor would look round, then ask 'Isn't anyone in today?'

There were several Asian languages spoken, each with its own written language, Gujarati, Bengali, Punjabi and Hindi being the most used. We were therefore disconcerted one day to be asked to translate something into 'Indian'. In those days there was little understanding of the cultures or languages that were bringing such a richness to Loughborough.

The move to Nottingham Road

As the work expanded we decided to move to the present office in Nottingham Road. There was great excitement as we moved all our furniture and carefully unloaded each drawer of each filing cabinet into a separate box. The removal men were very good moving each box separately until they ran out of boxes. At that point they decided to empty the first boxes into a great heap on the floor in the Nottingham Road office so they could use them for the final loads. I had to laugh when I saw the mess but it did cost us a lot of extra work. The move was worthwhile as we now have space for confidential interviews and meetings about the projects run from there.

The status of our work

When I first started my salary, paid by the CRE, was quite low, as was true for many voluntary organisations. When status was

thought to depend on salary, this could cause a problem as we were challenging top police officers, heads of schools and colleges, senior council officers and major employers. The result of consultation was a sudden jump of several thousand pounds in my salary. I must admit I didn't mind! We were never paid anything like those top people but at least we were being properly remunerated. Mostly we had to rely on our own expertise to be accepted at the higher levels.

Speaking to groups

Most of our staff were not trained in speaking in public so one of my aims was to encourage them by taking them with me to groups I had been invited to address and getting them to answer questions about their work. On one occasion I did this with one of our caseworkers in a village meeting. She talked about the abuse she and her family had suffered in her home area. The folk at the meeting were shocked and asked where she lived. Her answer shocked them even more, she told them she lived in their village. I am sure her story had a lasting impact on those folk. It is so important to hear people's stories and it has been good to have our staff telling their stories to a wider audience.

FOOTBALL TOURNAMENT

The response to our football tournament far exceeded our expectations. It is now a much awaited annual event and we get men from different backgrounds who participate in this tournament with their teams. We are delighted that we have held this event every year since 2016, as it plays a key role to bringing families together in a safe and fun environment while supporting the teams.

It is a fantastic initiative to promote cohesion, bringing young people and the wider community together, breaking down barriers and celebrating their achievement. It is changing the narrative around the challenges that young people are facing within our communities and

giving them opportunities to showcase their talents, especially in sport.

Since we started this tournament, teams from different community groups and organisations have supported and participated with their teams. It was great to see teams from Charles Bentley & Sons (a local business), Swaminaray Hindu Mission, The Carpenters Arms, Loughborough College ex-students and teams from other local community groups.

Our 4th Annual Football tournament took place on Sunday 29th September 2019 at Loughborough College, where 6 teams participated from different ages, cultures

and backgrounds for a friendly 7-A side football tournament. The tournament was highly successful and an opportunity for cross-cultural integration. All the teams who participated in this tournament have joined a “WhatsApp” group, which we created. Through this group they can keep in touch, regularly communicate and organise their own football tournament at the local leisure centres.

We believe due to our football tournaments over the years, a lot of the young men from different faiths, cultures and backgrounds are interacting with each other and coming together for sporting activities. This is helping break down barriers and promote diversity.





FAMILIES and RECREATION

Over the years we have organised outings to various places that some in our community might not have had the opportunity to visit. Two of the most popular have been to Buckingham Palace and the Houses of Parliament. There was also a summer trip to Shakespeare's town of Stratford-upon-Avon.



ILP British Museum Trip to London



We have put on free film showings, the latest being 'Lion', the moving story of a young Indian boy who got himself hopelessly lost when very young and his subsequent search to be reunited with his mother.

We are also very grateful to the number of folk who have offered their various skills in the culinary arts when we have hosted a wide variety of family orientated events.



We intend to broaden our appeal in the future by putting on a wider choice of such events and getting involved alongside other organisations with their own initiatives.



Launch of the *IMPROVING LIVES PROJECT*



OUR PUBLIC FACE

Our interdependent world

As we moved from the 20th to 21st century we became increasingly aware as a society the world is smaller than it used to be. Fifty years ago we put down our roots here among our local community. That very neighbourly closeness brought us together to support each other, to include, welcome and sustain families from abroad, especially South Asia. Significantly, over the past twenty years, we've increased our diversity. We've been joined by many from the Middle East and from across Europe. Our University too has welcomed many from all over the world. We're now an international community. And for the parents of these students, Loughborough is the face of the UK!



All these widely dispersed communities are closer now than ever before. And through them, our actions in one part of the world have far-reaching influences around the globe. Put simply, awareness is growing that we live in a world where all of us, and the natural world that sustains us, are profoundly and radically connected. And our work in Equality Action mirrors this .

During the transition from CREC to HREC, and latterly to Equality Action, we recognised we could and should contribute to not only an intellectual awareness of interdependence but also seek to actually feel that interconnectedness, by developing relationships with other folk beyond this borough, sharing, caring and supporting others across the UK but also in mainland Europe. Equalities come about through people, not through just ticking boxes. We took initiatives that also helped foster closer relationships with the university as it in turn achieved major international significance. The university accommodated our annual public lecture and our guest speakers have been leading national figures.

We also gained direct assistance from both Chinese and European students. They helped set up and

organise an important new initiative - conferences and workshops across and beyond Europe on key issues that often challenged and divided people. We shared methods and solutions between young Leaders in these hugely different communities. In so doing we discovered what we shared in common, and what was particularly local. Another plus was that we learned what we, with typical modesty, had thought to be obvious and unexceptional, was actually something our own staff should be hugely proud of - good for morale and our own sense of self worth.

Speakers at our public lectures included Karen Chouhan - described by the Rowntree Trust as 'one of seven visionaries to change the world', talking about cohesion, integration, and multiculturalism. The following year we welcomed Jasvinder Sanghera



on Forced Marriage and Honour Based Violence. Following this we worked with the County Council on a submission to them on forced marriage issues. The Bishop of Leicester, Tim Stevens, also a key figure in the House of Lords, spoke of Equality and Faith in the Church of England, and the following year Equalities remained a theme when our Guest was Professor Richard Wilkinson, co-author of a seminal book published that year, *The Spirit Level*, on 'Why equal societies are almost always better'. His talk was followed up with a series of discussions around this issue. The Speaker of the House of Commons, John Bercow, delivered a lecture and led discussion around Reform and Renewal in the House of Commons. This led to support between ourselves and the Speaker's office that encouraged school students to become involved politically and visit parliament.



Professor Ted Cante, who had played a very significant role in supporting and developing multiculturalism following the Bradford Riots, and Director of ICoCo, Coventry University, spoke on how his view had changed over the 1960s and 70s, and the need for a new conceptual frame work based on interculturalism was now needed.



The Annual Lectures have now become an established event, covered both by the press, radio and TV. More recent speakers have included William Baldet from Prevent, Keith Vaz MP on his role as Chair of the Home Affairs Select Committee and, celebrating our fiftieth year, our guest was Baroness Shami Chakrabarti, formerly the distinguished Director of Liberty, and now a key member of the Labour Front Bench, currently Shadow Attorney General.

Audiences for these lectures, hosted by Loughborough University, have

been well over a hundred throughout. They raised our profile far beyond Loughborough and Charnwood and opportunities for study and action have always arisen from them. We could offer speakers clear feedback on our experiences here. A key part of our wider profile, encouraging open and frank debate. While issues debated were part of the current political scene, they have never been Party political and we have throughout enjoyed the active support of recent MPs, Andy Reed and Nicky Morgan.

Our conferences and workshops since 2006 have engaged with a wide range of contemporary challenges here and across Europe - far more than there is space to list here. They have centred around human rights both defining and exploring the ideals and the realities. Young leaders have explored issues of communication in the age of digital media, working with the press and TV. They've worked hard to develop their skills, to improve their ability to foster a respect for difference and diversity in political environments very different and often less tolerant than our own. They've interrogated what is meant by citizenship in different political systems. How they should encompass change and dispel fear in themselves and others.

OUR PUBLIC FACE



There have been two or three European projects each year. All funding has come from the European Union, via the British Council. It has not drawn on our own funds and all staff and participants expenses and travel paid for. They've been held many times in Loughborough, often at the College, and on occasion supported by Charnwood Arts. But many have been abroad, in Turkey, Azerbaijan, Georgia, Russian Federation, Moldova, Estonia, Finland, Ukraine, Lithuania, Belarus, Armenia, Hungary, Belgium, France, Portugal, Poland, Greece, Bulgaria, with working groups of twenty or more participants from these very different countries. Of course, with our withdrawal from the EU, it is probable they may discontinue funding. We will see. But we're proud to say our national profile of Loughborough, and the opportunities given our young people here are matters we should rightly celebrate.

These two key activities have, albeit incidentally, enhanced respect for Equality Action, and enhanced the potential to receive grant aid from other key bodies to properly sustain our work within this community. They have not been an 'extra'. They reflect our belief in and need for interdependence and interconnectedness both here in Charnwood, and in the wider world. It can be summed up in the statement we made when we became HREC, and still use as Equality Action:

***"All different, all equal,
together we can make a difference."***



Our latest trustee, **Lisa Vine**, outlines some of the challenges tackling issues of **Discrimination** due to **Gender Identity and Sexuality**

In England and Wales we know that between 2015/16 and 2016/17 there was a 45% increase in hate crimes and hate incidents motivated by transphobia and a 27% increase in those motivated by homophobia or biphobia. These figures are alarming to say the least and here at Equality Action it is vital that we play our part in not just supporting the LGBT+ community in Loughborough and our surrounding area, but helping to bring our diverse community together. To create an environment where everyone lives side by side with feelings of acceptance and respect for their neighbours, regardless of who they are or their background.



Being Loughborough based, as a Loughborough University Alumni and as a previous Chair of Loughborough Student Union's LGBT+ Association, I am delighted to have joined Equality Action as a Board Member. I am excited to be supporting our fantastic organisation as we move forward with our LGBT+ inclusion work this year and beyond.

This may not be an area of work that we have been able to focus on previously. Not from a lack of motivation or enthusiasm of course, but simply because we have had specific funding to work with other and equally important demographics within Loughborough. Having taken a flagship BBC Children in Need project from concept to being a nationally recognised award winning regional service, I am confident that I can bring my expertise and experience in supporting and working with the LGBT+ communities in Leicestershire to my role here at Equality Action.

I simply can't wait to get started!

**SOME
PEOPLE
ARE GAY.**

**GET
OVER
IT!**



As an LGBT+ advocate, consultant and trainer I run my own business supporting private, public and third sector organisations as they strive for LGBT+ inclusion. This will look different for each organisation of course.

“Gay and lesbian youth are four times more likely to contemplate or attempt suicide. Trans youth are ten times more likely to do so.”

Charles Radcliffe
Chief, Global Issues, OHCHR New York

WORLD
ECONOMIC
FORUM

COMMITTED TO
IMPROVING THE LIVES
OF THE WORLD'S
PEOPLE

Our Professional and Hardworking Staff and Trustees



Looking to the Future

We hope you have enjoyed reading about the work of the organisation which began 50 years ago in response to a need that our founders then identified. Over the following years some of those needs have changed, whilst new challenges have come to our attention. Although our name has changed over the years, our dedication towards improving people's lives and encouraging a genuine atmosphere of equality and respect in our community has remained the focus of our work.

There will always be those who believe that we will never achieve a world where every individual is valued and each life considered unique and special. Such thinking does not and will not deter us from our aims as summarised in our Mission Statement. Because we have never stood still, we have an eye on the future and where we can continue to make a difference to people's lives. We live in a fast changing world and for many, one fraught with uncertainty and increased pressures just to survive.

We have also discerned an increase in anti-social behaviour and the few who, for various reasons, feel they have freedom to express racist and hateful comments through social media or direct action.

At our recent Annual General Meeting we asked members to tell us those things that concern them and that might be issues we could turn to in the future. Amongst these concerns were the following:

Uncertainty over Brexit	Welfare changes	Changes in interpretation of people's rights
Social isolation	Gender identity	Continuing care for the elderly
Extremism	Disabled access and respect	Mental Health and stress
		Climate change impact

The need for organisations such as ours is as relevant today as ever and the challenges just as great. We will thus endeavour to provide more support for the disadvantaged and marginalised, seek for greater community cohesion and provide opportunities for people of differing faiths, race, social status, age or sexual identity to come together as equals and in a safe environment.

Despite all these issues we aim to be positive in our outlook, uncompromising in the face of hatred and inequality and determined to be an integral part of our community.



OUR HISTORY in brief

1969

Wendy Blair was appointed Community Relations Officer.

Charnwood Community Relations Council, known as 'The Garden - where good things grow' opened in Church Gate, with an exhibition space for artists and designers.

1970

English Language Programme based at The Garden, with volunteer organiser and tutors. English as a Second Language was a new concept with few dedicated resources so tutors were creative in teaching and materials.

1975

The Toy Bus was kitted out to offer constructive indoor play for families

1975

Funding from the Urban Aid Programme paid for a part-time organiser for the English Language programme. Demand outstripped supply even though the number of volunteers grew considerably. Classes were started at Lemington Street Health Clinic, YMCA and the Ram Krishna Centre.

1975

Advice work funded by Leicestershire County Council, 1975 - 2014

1979

The Horticultural/Asian Vegetable Project was

established so as to grow vegetables that are an essential part of the diet of people from South Asia. Growing them locally meant they were familiar, fresh and nutritious, and did not have to be imported expensively. They used ground let by Loughborough Technical College. Initially the project was funded by the Manpower Services Commission and subsequently through smaller grants.

1981

The Sports and Social Club celebrated its 10th birthday with a 24-hour tennis and badminton marathon, held at Fearon Hall, and table-tennis, badminton and cricket knock-out competitions. They raised £210 for local charities.

1981

The CRE East Midlands Advisory Committee invited us to contribute to the development of education for a multi-cultural society by collecting and publishing examples of good practice.

1982

The Ethnic Minority Sub-Committee was formed so as to ensure balanced representation and the development of relevant policies and actions.

1982

The issue of immigration rules, with 'split families' separated for years, lengthy waits for first interviews and appeals, was again raised in the Annual Report.

1982

CAB and YMCA's Asian Girls' Project provided advice and information at The Garden, through our interpreter.

1985

The English Language Programme moved to a mobile classroom based at Cobden School.

1989

In the light of national evidence of discrimination, a small scale survey of local employment opportunities for women, people with disabilities and members of ethnic minorities was undertaken. Alan Harris 'Equal Opportunities at Work?' found evidence of direct and indirect discrimination against all three groups.

1991

We moved to our Nottingham Road premises.

1993

The English Language Programme needed larger premises and moved to Limehurst School Annex on Shakespeare Street. Classes were graded by level of ability. Short courses were also offered in English for pregnancy, safety in the home, road safety, sewing skills, home decorating, Health and Hygiene for restaurant workers.

1994

Loughborough College took over responsibility for the English Language Service (as it was then called).

1996

We changed our name to **Charnwood Race Equality Council** as we were campaigning particularly against racial discrimination in employment, education and housing.

1998

The Employment Advice Project was set up to help young people and unemployed adults to enter education/training and employment and to support them on their rights.

2000

The Report on the project, *'Action Not Words: Tackling Barriers to Employment in Chamwood'* outlined local initiatives in education, training and labour market intervention and evaluated their success or failure in reducing unemployment. It found that despite positive rhetoric and attitudes, little action had been taken to translate that into action.

2000

A conference *'Tackling Barriers to Employment'* was held to disseminate findings; the report was published 2001.

2000

East Midlands Race Equality Council was founded to facilitate common working among the RECs in Leicester, Peterborough, Derby, Nottingham, Wellingborough and Charnwood. At early 2019 only TREC (Leicester), Northamptonshire and Charnwood are surviving.

2006

Leicestershire County Council, Learning Disability project, Erasmus Plus, residential training events for young people across Europe, annually, 2006 - 2018

2008

We became **Human Rights & Equalities Charnwood** so as to include the wider equalities, not just racial minorities.

2009

Equality and Human Rights Commission, Hate Crime project, 2009 - 2012

2010

Lloyds Bank Foundation, South Asian Women's Project, 2010 - 2012

2011

Charnwood Borough Council, Government's Prevent Agenda project, 2011 - 2012
Leicestershire County Council, Forced Marriages project

2013

Big Lottery Fund, Chances for All Project for South Asian women, 2013 - 2018

2014

Charnwood Borough Council, Debt and Money Advice, 2014 - 2017
Skills Funding Agency, Stepping into Work, 2014 - 2015

2014

We continue to provide information and advice on welfare benefits, housing, health and hospital, immigration and nationality (as a Community Legal Services Quality Mark organisation). The Bangladeshi Community Project also provided services on immigration and welfare benefits and noted a marked increase in clients from Europe.

2015

Big Lottery Fund, Improving Lives Project for BAME men, 2015 - 2016

We became **Equality Action**, to better reflect our range of activities.

We continue to provide information and advice, with volunteers, because funding has been cut: the demand is very high from clients from diverse backgrounds.

2017

The Good Things Foundation, English My Way, 2017 - 2018

2017

Leicestershire County Council, 'Healthy Cookery Book' launched

NATIONAL and INTERNATIONAL EVENTS

1962

Commonwealth Immigration Act: limited rights and tightened regulations so that only those with government-issued employment vouchers, limited in number, were allowed to settle.

1965

Race Relations Act was the first to address racial discrimination. It outlawed discrimination in GB on the 'grounds of colour, race, or ethnic or national origins' in public places.

1966

The Race Relations Board was created to consider complaints under the Act.

1968

The Race Relations Act was strengthened as its remit was extended to include employment and housing.

1970

Equal Pay Act: provided guidance on ensuring work of equal value was paid fairly to females and males.

1971

Immigration Act superseded previous Acts: introduced 'right of abode' and clarified rights of Commonwealth citizens in preparation for UK membership of European Community.

1972

Mansfield Hosiery Mills strike initially involved 250 male and 130 female Asian workers, and was declared official after some weeks and taken to arbitration. It exposed the racial discrimination and bad working practices of the management and the Union. The strike lasted over 14 weeks.

1972

President of Uganda, Idi Amin, expelled his country's South Asian minority, giving them 90 days to leave. Many were citizens of the UK and Colonies, and 27,200 came to the British Isles.

1973

UK became a member of the European Economic Community.

1975

A referendum on continued EEC membership voted 67% in favour of remain .

1975

Sex Discrimination Act: provided equality for women in employment

1976

Notting Hill Carnival ended in riots. Rock against Racism Concert held in London.

1976

Previous Race Relations Acts were repealed as a new Race Relations Act strengthened the law

against racial discrimination and established the Commission for Racial Equality.

1995

Disability Discrimination Act gave rights to employment, services, transport and leisure activities to people with disabilities.

1998

Human Rights Act gave further effect to rights and freedoms guaranteed under the European Convention of Human Rights. Article 14 affirms the prohibition of discrimination on grounds of sex, race, colour, language, religion, political or other opinion, national or social origin, association with a national minority, property, birth or other status.

1999

Immigration and Asylum Act aimed to create a faster system to deal with a backlog.

2001

The Race Relations Act was amended following the Macpherson inquiry into Stephen Lawrence's death to give public authorities a statutory duty to promote race equality, including fair and accessible services and equal opportunities in employment. It recognised 'institutional racism'.

2006

Immigration, Asylum and Nationality Act concerned leave to enter or remain , removal, grounds for appeal, deportation.

2006

Equality Act was a reaction to European Regulations that required the Government to address wider discrimination than race, gender and disability, but did not revoke previous equality legislation or cover the nine protected characteristics.

2007

The Commission for Racial Equality became part of the newly established Equality and Human Rights Commission - described as 'transformation and consolidation'.

2009

Borders, Citizenship and Immigration Act: previously, residents who had spent five years living in the UK were able to apply for 'Indefinite Leave to Remain'; under the Act, five years led to 'probationary citizenship'.

2010

Equality Act introduced nine 'Protected Characteristics' (revoking earlier anti-discrimination legislation and taking into account recent European Regulations): age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation.

2011

The Equality Act was amended to strengthen specific legal duties on Public Authorities.

2012

The Home office introduced the Hostile Environment policy, a set of administrative and legislative measures designed to make staying in the UK as difficult as possible for people without leave to remain. It required landlords, NHS, charities, CICs and banks to carry out ID checks. The Home Secretary said 'The aim is to create, here in Britain, a really hostile environment to illegal immigrants'.

2016

The referendum on membership of the European Union voted 52% leave and 48% remain on a 72% turnout.

2017

The Race Equality Centre (TREC), Leicester, celebrated its 50th anniversary.

2018

The Equality Act was again amended in a Regulation that required organisations to report on their gender pay gap.

2018

The Windrush Scandal became public: it showed that the Home Office had wrongly detained, denied legal rights and threatened with deportation/deported people.

PRIME MINISTERS

1963 - 1964	Alec Douglas-Home — Cons.
1964 - 1970	Harold Wilson — Lab.
1970 - 1974	Edward Heath — Cons.
1974 - 1976	Harold Wilson — Lab.
1976 - 1979	James Callaghan — Lab.
1979 - 1990	Margaret Thatcher — Cons.
1990 - 1997	John Major — Cons.
1997 - 2007	Tony Blair — Lab.
2007 - 2010	Gordon Brown — Lab.
2010 - 2016	David Cameron — Cons.
2016 - 2019	Theresa May — Cons.
2019 -	Boris Johnson — Cons.

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Twitter

<https://twitter.com/EACHarnwood>

Instagram

<https://www.instagram.com/equalityaction/>

Our projects

Positive Minds Project:

<https://www.facebook.com/EApositiveminds/>

Improving Lives Project:

<https://www.facebook.com/improvinglivesproject/>

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Celebrating 50 years



1969 ~ 2019

