



Registered Charity 1038824

East Staffordshire Racial Equality Council

ANNUAL REPORT AND FINANCIAL SUMMARY 2010/2011

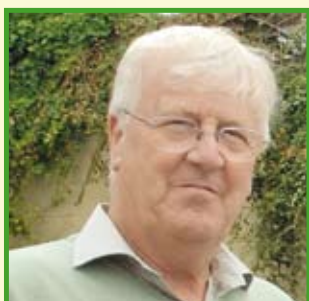


ESREC has lost one of its long serving members of staff this year with the completion of the Dove Mentoring Project which has come to the end of its funding and as a consequence, its Manager, Joyce Grundy, has moved on. Joyce joined ESREC in 2000 as Manager of Jigsaw Mentoring which was ESREC's flagship project. Over the six year life of the project, the Jigsaw team, under Joyce's guidance, mentored hundreds of young people who for a variety of reasons had needed help to find their way and make a better future for themselves.

Mentors were carefully selected from our local community and matched with suitable mentees. They were trained in the skills of mentoring, and freely gave their time to mentor young people. Long lasting friendships were formed between mentors and mentees and very many young people who might have not succeeded in life have gone on to achieve goals they would previously not thought possible. Joyce's commitment and enthusiasm was a critical success factor.



Coinciding with the Jigsaw project ending, ESREC was successful in securing funding from the Big Lottery, commissioned by Staffordshire County Council, for the Dove Mentoring Service. Joyce was appointed Manager of Dove and Ruth Rosenau joined the team in 2008 as Support Officer. This much needed service was for people from the BME community who were suffering from mental ill health. With her experience in this field Ruth soon became a valuable member of the Dove team and with offices in Burton and Stafford Dove was able to deliver its service across South East Staffordshire. We wish Joyce and Ruth the very best for the future and thank them sincerely for their years of service and support to both ESREC and the community.



“It is sad that yet another project, the Dove Mentoring Service has come to the end of its funding. Organisations like ours do rely on external funding for its projects and it is a fact of life that the funders can only support projects for a limited period.

Not only are we losing a valuable service for our BME community we are also losing two valuable friends and colleagues. Both Joyce and Ruth have contributed so much to the work of ESREC and they will be sadly missed. I would like to add my thanks to those mentioned above and wish them both every success for the future.”

Dennis Fletcher – Chair ESREC

ESREC ACTIVITIES 2010/2011

It has been another busy year; we dealt with 615 (353 male and 262 female) individuals and had contact with over 200 organisations. We provided information/advice to 228 immigration and 164 nationality related enquiries which were the two most popular areas of work. We supported victims of discrimination as part of Staffordshire Discrimination Partnership in association with Stoke CAB. The partnership across the County dealt with 259 enquiries. We dealt with 177 discrimination related enquiries of which 99 were male and 78 female. We opened 49 case files of which 42 were concluded and 7 carried forward. We supported some high profile cases which attracted local, regional and national publicity.



Amir Kabal OBE,
Director

We supported clients in securing over £70K in compensation, wages, holiday pay or statutory sick pay. In one pregnancy related sex discrimination case the client was awarded over £34k and in two other sex discrimination claims, clients accepted £12.5K and £6.5K out of court settlements. In an unfair dismissal claim a client was awarded £10.5K compensation. We continue to get very positive feedback from our clients.

Two of our projects, Intermix and Dove Mentoring Service completed their funding life. Both projects have done really well but sadly we are not able to continue. The detail of the work undertaken by the projects is included in a separate report. I take this opportunity to thank staff members for their commitment and hard work. We have been able to secure funding from Heritage Lottery and Staffordshire County Council to engage two members of staff on our Mixed Heritage Oral History Project, the other two staff members will be leaving us. We thank them sincerely and wish them well in the future.

The Equality Act 2010 received Royal ascent in June 2010 and became effective from October 2010. The Act is intended to provide a new cross-cutting legislative framework to protect the rights of individuals and advance equality of opportunity for all. The purpose is to update, simplify and strengthen the previous legislation and to deliver a simple, modern and accessible framework of discrimination law which protects individuals from unfair treatment and promotes a fair and more equal society. The Equality and Human Rights Commission remains responsible for its enforcement. The public bodies have specific duties under the Act to promote equality of opportunities

We had our Connecting Communities Festival in August 2010. Over 2000 people from 13 different ethnic backgrounds enjoyed the festival. We had good support from many of our local statutory and voluntary partners. We also celebrated the Black History Month in October 2010 at the Brewhouse. The Intermix team supported by Anne Grantham organised activities during the month of October benefiting over 500 people. I take this opportunity to thank Anne, Angela and G-man for all their work. We organised a charity dinner at 'The Barn' in July 2010 in support of Queen's Hospital Scanner appeal and raised £3,225. We were grateful to Frazana and Tariq for hosting the event. We were well supported by our members and other colleagues. The generosity of local people is admirable; the appeal has now reached it's target and the scanner has been purchased. Well done to everyone.

We would like to thank our Joint Honorary Presidents Andrew Griffiths MP and Cllr. David Leese for their support. We say a big thank you to our Honorary Officers, Chairman, Treasurer and the Executive Committee members. A personal thanks to Anne Grantham our Deputy Director for running the office efficiently. We look forward to welcoming the new Mayor Cllr. Patricia Ackroyd as our Joint Honorary President for the coming year.

We would like to thank SCIO for enabling us to undertake infrastructure support for BME organisations in East Staffordshire.

CASE STUDY – Sex Discrimination. Pregnancy and Maternity Related

White female employee of National timber Distribution Company subjected to pregnancy related sex discrimination. She had worked for the company for over 6 years; became pregnant and took maternity leave. Having returned to work she informed the company of the second pregnancy.

In 2008 the company had gone through a redundancy phase and made over 40 employees redundant. In 2009 it was alleged the company informed her about the redundancy consultation. She was one of the two people who were made redundant. The company also questioned her car mileage, did not pay the bonus and did not have any clear policies for dealing with mileage and bonus payments. CAB referred the client to ESREC. We provided help, guidance, support with Tribunal claims, pre-hearing review, witness statements, issues for submission, tribunal rules and procedures.

An unfair dismissal and sex discrimination claim was submitted. Witness evidence was exchanged, pre-hearing review attended and two days hearing listed in July 2010 and February 2011. The Tribunal found the company guilty of unlawful Sex Discrimination and awarded £34,523.97 compensation. The unfair dismissal claim was dismissed. The claimant completed an evaluation form and was very grateful for the help and support.

INTERFAITH AWARENESS

Interfaith Awareness is supported by East Staffordshire Borough Council. The aim of this highly successful project is to enable young people to learn about and respect other faiths. We believe that educating young people and letting them be curious about other faiths and cultures brings more tolerance in their outlook as they grow older. The different religious guides at the Derby Open Centre are very experienced and know how to hold the pupils' attention whatever their age. Even the youngest pupils are full of questions.

By the end of the academic year of 2010/2011 we will have again taken 2,000 pupils, teachers, parents and assistants on the trail of four different places of worship. Their enthusiasm continues to grow and we were particularly pleased this year to see the interest from the high schools. 45 Faith trails have been held, many with workshops following on. They include Hajj, Marriage, Cookery and Dance. The trails are co-ordinated by Paul Busby working closely with the staff at the Centre. We continue to receive positive feedback from the participants.

“All our visits to the Derby Open Centre have been completed very successfully now. The teachers, pupils and parents who went thoroughly enjoyed the tour of 4 very different places of worship. The arrangements went very smoothly and the organisation was superb.”

Thank you for offering us this splendid opportunity to enhance the pupils' knowledge and understanding of different religions. We very much appreciated the grant towards the visit from East Staffs Racial Equality Council. All the year 5 staff hope to go again next year! ”

Verity Conner. William Shrewsbury Primary School



Baptismal Chamber in a Christian Church



A Muslim Mosque



A Sikh Gurdwara



The PACH partnership continues to be very successful in supporting victims of hate crime/incidents. The partnership met four times during the year. The chairman of the past 6 years Steve Hopkins took early retirement. We were grateful for his support and leadership. Helen Riley the Director of Strategy and Transformation and Assistant Chief Executive of SCC has been appointed the new chair. We welcome this appointment and look forward to working with Helen in continuing to make the service of PACH relevant and effective for the victims of hate crime/incidents.

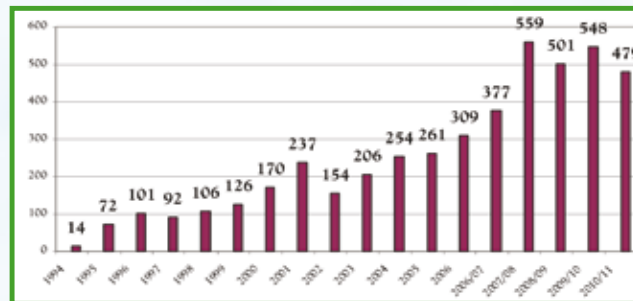


Helen Riley, Chair - PACH

The PACH partners recorded and dealt with 479 hate incidents in 2010/11. This is 69 less than last year but still a significant number of victims. The partners remain committed to providing 100% follow up in all reported incidents. The Police Trent Valley Division recorded 278 incidents, followed by the Minority Ethnic Achievement Service which recorded 125 in schools, ESREC recorded 49 and other partners recorded 19 incidents. The 374 racial incidents by far remain the most common type of incidents followed by 32 disabilities and 31 homophobic related incidents.

The PACH annual report provides a greater breakdown of incidents by gender, ethnicity of victims and offenders. There are a number of case studies to show the type of work and outcome achieved. We continue to get very positive feedback from our clients. We have highlighted good practice undertaken by partners in promotion of greater equality and diversity. Burton and South Derbyshire College has been very proactive in staff and students awareness. The DVD "Stand up" is a very effective tool in highlighting bullying and harassment.

Tamworth Borough Council organised a conference to launch the new hate crime reporting facility. East Staffordshire Borough Council retained the 'Achieving' level of the Equality Framework for Local Government standards as part of the peer assessment. Trent and Dove set up a 'Fairness to All' forum in their endeavour to comply with Equality Act requirements. MEAS organised a conference at Pirelli on subject of 'Raising Pakistani boys' achievement'. Client satisfaction remains a key priority for Police.



Year on Year comparison from 1994 - 2011

KEY OUTCOMES

- Over 40% of the cases were resolved to client's satisfaction
- We supported clients in securing over £70k compensation, settlement, back and holiday or statutory sick pay.
- A female, White was awarded over £34K compensation in a pregnancy related sex discrimination case after 3 days Tribunal case.
- A Kurdish male was awarded over £12K compensation in unfair dismissal claim
- A White English female received £12.5K settlement in pregnancy related redundancy case.
- An Indian female agreed to £6.5k settlement in a racial harassment case.
- A Pakistani male was supported in getting back pay of £1,400 and reinstated.
- An Afghan female supported in getting £400 outstanding wages.
- A Polish female supported in getting outstanding holiday pay of £259.
- A Black Caribbean female subjected to final written warning, support provided with union in getting the final written warning removed.

CLIENT FEEDBACK

- "I am completely satisfied with the service and will recommend it to my friends"
- "I am happy with everything, the information was good"
- "I am satisfied with the help and support, much appreciated"
- "You have been very helpful, completely satisfied with the level of service"
- "I was made welcome every time and left with full understanding"
- "I found the service helpful and I am very grateful"
- "You listened to what I had to say and were very understanding"
- "I am very pleased; you were very helpful and kind, thank you"
- "Very informative and focused, without your help I would have lost focus, would not have been able to find my way through without Mr Kabal's help"

INTERMIX 2005 – 2011

Celebrating the work of INTERMIX with some of the faces from over the last six years



“I sought Angela’s advice a couple of years ago, but then contacted her again recently about two pupils at Penkridge Middle School who both have identity issues and low self-esteem. Both Angela and G-man have been great. Not only with their friendly, sensitive advice over the telephone, also in visiting our school to meet both the pupils and family members too. As a school their support has been invaluable in helping us to support the emotional and educational needs of multi-heritage children. (We are also appreciative of the distance they have come to support us in South Staffs). Thank you again.”

Sally Hodson – Student Support Officer



DOVE MENTORING and INTERMIX

There will be many people who are sorry to see that the **DOVE MENTORING** and **INTERMIX** projects have come to the end of their funding.

DOVE MENTORING has not only achieved but also surpassed their aims in delivering a service to people suffering from mental ill health. This service was commissioned by Staffordshire County Council and funded by the Big Lottery for 3 years. The team, managed by Joyce Grundy with Support Officer Ruth Rosenau has supported over 100 beneficiaries during this period. The beneficiaries were individually matched with one of the 110 mentors who were recruited locally and fully trained in the techniques of mentoring people with mental health issues.

At the start of going on the project a large number of people were not confident enough to work, to mix socially with other people and some were not able to leave their own homes alone. The success rate is testament to the work of the team and the mentors. Some people have been able to obtain paid work, which, in the present economic climate is a real achievement. The majority of the beneficiaries are now socially active and a few have even gone on to become mentors themselves.

Dove has also held 'Well-Being' days. They were supported by many medical professionals, delivering advice and workshops on: Mental Well-being, Diabetes, Sciatica, Cholesterol, Blood Pressure, Breast Cancer, Prostate Cancer and Thalassaemia. They also demonstrated alternative therapies including reflexology and head massage. In addition to this Dove also held weekly therapy sessions of keep fit, head massage and reflexology. These sessions were initially intended for six weeks, but the increased demand and participation by the beneficiaries led to the sessions continuing for almost a year.

On behalf of the beneficiaries ESREC thanks Joyce and Ruth for their complete commitment to this service which has benefited so many people. We wish them both the very best for the future.

INTERMIX also finished in March after 6 years funding by Staffordshire County Council's Children's Fund and managed by Angela Bailey.

In the last year the project supported 1,059 pupils with ages ranging from 6 – 15 years. They supported 12 schools with workshops, presentations, one to one sessions and educational excursions. They also held the summer 'out of school sport week', where

the young people could take part in football and netball at Shobnall Complex. Intermix continued to hold the successful film club over the half term with 199 children, parents and grandparents watching films which were thought provoking. After each film the youngsters discussed the film and what they had learned from it.

In October Intermix once again hosted the **Black History Month** at the Town Hall in Burton, following the success of the previous year. This year it was themed 'Triumph Over Adversity'. The attendance was well up on 2009 with over 500 attending the different events.

The celebration consisted of music, dance, poetry, films, plays and an exhibition which displayed not only 'black artefacts' but also a photographic exhibition profiling a number of black members of our community. Intermix has received many letters and comments from schools thanking them for their work over six years. The team has signposted where schools can get further support if it is needed.



Well-being days also included youngsters

SUMMARY OF FINANCIAL ACCOUNTS 2010/2011

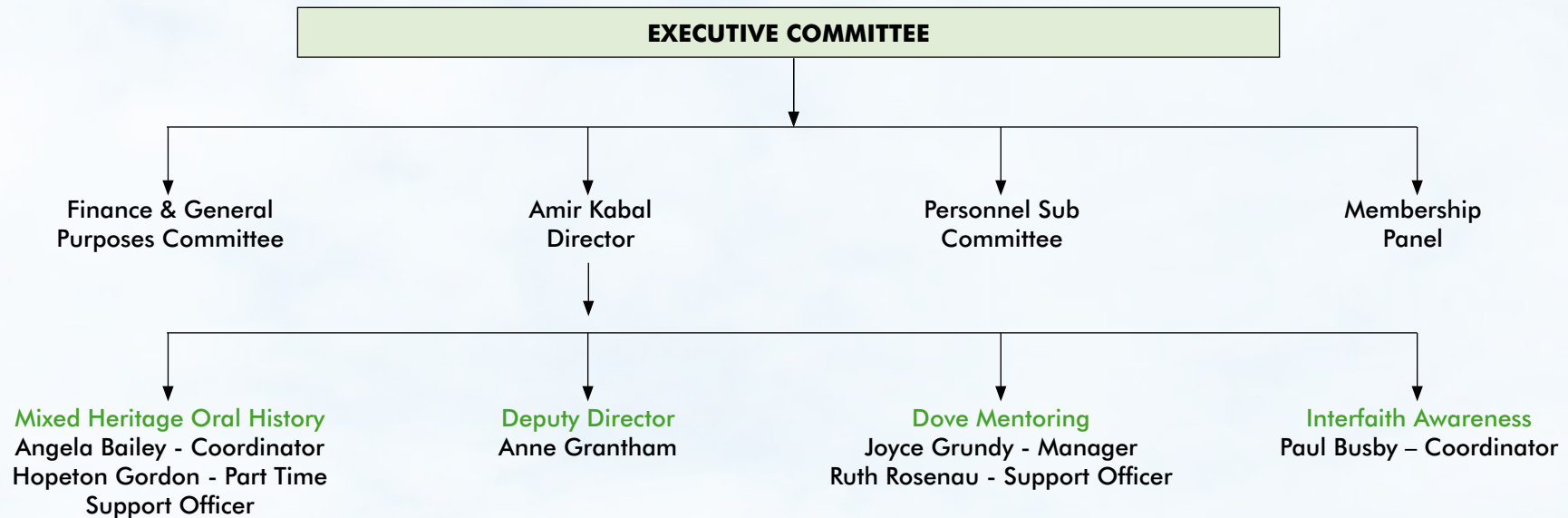
EAST STAFFORDSHIRE RACIAL EQUALITY COUNCIL

	2010/2011	2009/2010
Income	£260,562	£305,903
Expenditure	£287,570	£291,972
(Deficit)/Surplus	(£27,008)	£13,931
Net Assets	£202,108	£229,116

INTERMIX

	2010/2011	2009/2010
Income	£49,666	£55,516
Expenditure	£51,373	£64,816
(Deficit)/Surplus	(£1,707)	(£9,300)
Net Assets	Nil	£1,707

EAST STAFFORDSHIRE RACIAL EQUALITY COUNCIL STRUCTURE



MEMBERSHIP

24 Affiliated Organisations - 49 Individual Members

EXECUTIVE COMMITTEE

Dennis Fletcher - Chair. Val Richards - Vice Chair

18 Members. 12 Elected, 3 co-opted, 3 Councillors representing the Borough Council

The Chairman, Executive Committee and Staff sincerely thank all the organisations for their support to ESREC over the past year enabling it to fulfill its commitment.



Staffordshire Fire & Rescue Service



For more information on the work of ESREC contact:

East Staffordshire Racial Equality Council. Voluntary Services Centre. Union Street, Burton upon Trent, Staffordshire. DE141AA

Tel: 01283 510456. Fax: 01283 740900.

Email: administration@eaststaffsrec.co.uk Website: www.eaststaffsrec.org