



cheshire halton & warrington
RACE & EQUALITY CENTRE



Annual Report
2009/10

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CHAIRMAN'S FOREWORD

Once again I have the honour of introducing our Annual Report.

Looking back over the recent years we see a substantial rise in the capacity of the Organisation, the last year in particular has seen an impressive level of increased activity in both our Community Development Service and our Casework Service. Resulting in both the expansion of our activities and the development of the BME voluntary and community sectors.

It's been a year of change with the upheaval in Local Government, in particular we've witnessed the beginnings of the effect the reorganization of Cheshire into Cheshire West and East. The results of which and the effects on CHAWREC are still unfolding. One very positive development however being our place on the crucial and influential "West Cheshire Together" Local Strategic Partnership Board. The number of "third sector" organizations attached to the LSP has fallen and consequently we see ourselves with even greater responsibility toward the Voluntary Sector.

A joint CHAWREC, and Chester Voluntary Action initiative gaining momentum in recent years is the newly renamed West Cheshire Interfaith Forum. We have endeavoured over a number of years to facilitate dialogue between the members of the different Faith communities, encouraging them to engage with the wider community and statutory bodies. In the course of the year and over many meetings we have established a Constitution for the Forum. In addition I have been involved in a Cheshire Interfaith Steering Group, which was responsible for the highly successful Interfaith event held in Crewe in November. The major success achieved by the Forum being the Harmony Project, working closely with Chester schools and recently featured in a "Cheshire Together" report as an example of best practice.

The eternal and major problem of funding continues to occupy our and every other Charities waking moments. However we have had great success in this field for which we have our remarkable director Shantele Janes to thank, for both her diligence and creative sourcing of potential funders.



Eric Bowers
Chair

The Executive Committee continue to meet regularly and I would like to thank them all Elizabeth Bott, Abdun Noor, Abdul Jilani, Shamla Naidu, Robert Bisset, John Cummins, Geraldine Lee Treweek, Basia Gorna and finally our newest member and Treasurer Yumi Andrews.

Last and not least I would like to thank all our staff Shantele, Craig, Sharon, Linda, Neil, Helen, Pamela, Joanne and Anita, along with volunteers Chris and Alison, for their time and energy.

Finally I would like to confirm my enthusiasm and optimism for the forthcoming year.

DIRECTOR'S REPORT

The last year has probably been our most active and successful year to date for the Race & Equality Centre. I am pleased to report that we have secured more funding this year for our work and as a consequence have been able to expand our remit even further than before.

Our community development service has gone from strength to strength and we have seen huge increases in the activities and development of the BME voluntary and community sector as a result. We have been pleased to see a number of new groups set up, such as the Sanjhi Indian Association in Chester and the Ragheed Action Group in Halton both of which have benefitted from advice and support provided by our service. This year we also saw the first ever Black History Month exhibition in the area which was created by our team, and displayed at various points around the county. The first ever Chinese New Year Celebrations in Chester went off with a bang in February, organised by the fledgling Chinese Group the Wah Lei Chinese Association in conjunction with ourselves. The streets of Chester were overflowing with people who had come along to see the Chinese Lion dance its way through the streets, congregating at the Slow Boat Restaurant on Frodsham Street for workshops and a fantastic buffet. We hope to be helping groups organise more activities over the coming year, to celebrate the diversity of Cheshire, so keep an eye on our website for further details.

We were also very excited that we received funding from the Big Lottery Research Fund to work with MMU Crewe to undertake research into high schools around levels of racism. Education is an area we have always wanted to do more work in, but have never had the resources. Over the years we have heard many stories from people that their children have experienced racism, but beyond assistance through our casework service there was little else we could do. This project we hope will focus school's attention on the subject once more, and help us to gain a greater insight (and evidence) about racism in our schools. The project will be starting in September 2010 when the schools start back, and we are pleased that we will have a new project worker to carry out the work – Mandy Roberts who starts in August.

Our casework service has also been expanded this year thanks to funding from the EHRC and the Lloyds TSB Foundation and we have taken on an additional caseworker, Pamela Nsofor who has proved to be a great asset to the organisation. We hope that this coming year we will establish what the true needs are for a holistic casework service. We still feel that there is a huge issue with under reporting and that many people do not understand their rights, especially in regards to disability and age discrimination. We will



Shantele Janes
Director

be organising surgeries in different locations to try and encourage more people to come forward, especially with complaints in the 'new' strand areas.

So our staff base by the end of this year will have increased to ten. As the organisation expands, there is always the very real issue of maintaining a handle on both the quality of the service and maintaining the funding. In these extremely uncertain times we have to be vigilant about spends, and grasp opportunities when they appear. We have continued to try and generate some funding ourselves, by carrying out discreet pieces of work and consultancy to keep the bank balance healthy but we are conscious that as budgets are stretched that we are less likely to secure funding through this route. We like others in the third sector will however be carrying on business as usual and are hopeful that we will 'weather the storm'.

We have many ideas for future projects, and we are keen to hear from members, stakeholders and anyone else who is interested in our work with suggestions. We are embracing the social network revolution, with new facebook and twitter pages, and this we hope will only make us more accessible and more interactive as we can share ideas and information at the touch of a button. So make sure you 'like' us if you're a facebook fan, or follow us on twitter.

Finally, my thanks this year go out to all our staff, who have been fantastic as usual and also to our committee members who have given their time and energy freely to help the organisation grow and develop.

DEVELOPING THE ORGANISATION

As we changed the name of the organisation last year we have been working to inform the public and other organisations about our new remit, which has included changing our website and our promotional literature to reflect this.

We are extremely lucky that we have inside expertise on this - Craig Heard, our Business and Information Officer has been the backbone of all of our IT work in recent times. You can now even become a fan of us on facebook, or follow us on Twitter.

We have always been very conscious that with this change in remit, that we didn't stand on the toes of other organisations that are specialists in the equality field, and that we retained a focus on our specialism which has always been race equality. One of the gaps however which was clearly identified by all equality groups was the lack of a discrimination service across the board that dealt with all strand areas. Consequently we bid to the EHRC to expand our existing race casework service into an all encompassing discrimination casework service. We were successful in the bid, but did not manage to secure the full levels of funding, and therefore rather than offer an under staffed service, we decided to bid for the difference to Lloyds TSB. Happily, they provided the essential funding to enable us to employ an additional member of staff and our discrimination service was launched in March 2010.

Funding is always a priority for third sector organisations and we have been no different. However, this year has been an exceptional year for us in terms of funding. We have generated more funding this year than we ever have, and this has kept the organisation on a relatively stable level.

We continued to receive core funding from the local authorities within the area, although this was reduced marginally in line with cuts across the public sector. However, we have managed to supplement this with self generated income through consultancy and our consultation panel.

This was also the second year of the Capacity Builders Funded Community Development Service which again has helped to support the core running costs of the organisation, as a proportion of the fund is diverted to cover overheads of management and premises. We also found out that we were successful with a bid to the Lottery Research Programme for a project looking at the levels of racism within schools. This will start late summer 2010, working with Manchester Metropolitan University Crewe Campus. More about this can be found under Future Work.

The increase in the numbers of different funding streams combined with the fact that we have been acting as accountable body for funding for some of the smaller BME groups, led us this year to review our financial systems with the REC. We have now upgraded the financial software and we now have the system so that several staff members can access it at the same time. This hopefully will mean in the coming financial year that it will be easier to pull off the necessary reports for each funding stream and ensure accurate recording for funders.

It is important though that we do not become complacent over funding. We still face the very real problems of short term funding and being grant reliant, which always makes the future less certain both for the organisation and its services and for the staff that we employ. We need to make sure we look out for opportunities and take them when they arise.



COMMUNITY DEVELOPMENT WORK

2009/10 was the second year of a three year funded Capacity Builders 'Improving Reach' Project. This project enabled us to employ 3 community development workers as well as part time admin staff to work with and support the development of local BME community based organisations.

The overall aim of the project has been to:

'develop a strong and sustainable BME and Faith VCS in the Cheshire sub region'

The funding we receive comes from Capacity Builders, a non departmental public body which leads government investment in third sector support services. We have to report back to them on a regular basis about spend and progress. They want to make sure that we are making a difference through the work they fund, and therefore our performance is assessed against certain key areas or indicators.

These are:

- An increase in the numbers of BME and faith organisations in existence
- Increased levels of funding secured by the BME voluntary sector
- Increased activities carried out by the BME voluntary sector
- Increase in partnership activities of BME organisations

As we move into the third and final year of the project, it is a priority for us to secure funding to continue the work that the team has started. The project initially started late in the year, because of the delays in being notified by Capacity Builders of our success, this has meant that in effect we have lost 6 months of the project in total, so this year has really been the first full year of offering the community development service. We have found now we are working with the various groups that although there



**Helen Martin, Linda Lee Parker
and Neil Emmott
Community Development Team**

has been considerable progress there remains a need for one to one support, particularly for groups that have set up within the time of the project. It takes time to capacity build groups to the point where they are able to 'go it alone' and particularly with the current financial climate, we are keen to ensure that the groups we help have the right tools to firmly establish themselves and their services for the future. Evidence of the need for the community development service has been clearly established and we have to ensure that the good work which has taken place is not lost through the lack of future funding.



CHESHIRE WEST AND CHESTER

Linda Lee Parker is the Community Development Worker for the West of Cheshire covering what was previously the districts of Chester, Ellesmere Port and Vale Royal.

Linda has been working hard with the various groups in the area to help them develop and flourish as well as developing essential links with other organisations in both the public and third sectors.

KEY ACHIEVEMENTS

- The Wah Lei Chinese Association, was set up last year with Linda's help and support. It is the first Chinese community group in the area. A key vision for them was to hold a Chinese New Year Celebration in February, which they wanted to use as a launch. Linda was instrumental in the organisation of the event, including securing funding from the local authority to deliver the day. It was a very successful event; over 500 people watched the Lion Dance procession which travelled through Chester City Centre and around 100 attended the later workshops at the Slow Boat Restaurant in Frodsham Street. The group are going from strength to strength and Linda has now helped them to secure a £10,000 grant from Awards for All to deliver a variety of activities throughout 2010.
- Development of a BME Network was one of the key milestones for the Capacity Builders Project, and Linda has been busy developing one for the West Cheshire area. This has involved bringing together the various BME groups to work together on common issues. We believe that in the future this will become the key mechanism for representation of the BME sector in partnerships as well as being a strong voice for the sector.
- Linda has been lobbying for the development of a Multicultural Centre to accommodate the different BME organisations, particularly those who currently have nowhere to offer services from. This has now been taken on as a priority by Cheshire West and Chester Council and is supported by the Third Sector Assembly.
- Ellesmere Port Turkish Association have now secured a building for their services, which will be used as a combination of prayer facilities and a base for community activities. Linda has been acting as a liaison between EPTA and the local authority and will be getting into place training in the lead up to the move, so that they are able to manage the building effectively and start to move forward with their vision for the group.
- A new Indian organisation – SIA (Sanjhi Indian Association) has been set up to raise awareness of Indian culture and deal with issues such as isolation that are faced by Indian people who are new to the area. Linda has been helping them to set up the group and advising them on best courses of action. The group are looking to plan a Divali event later in the year with Linda's help.
- Other groups that Linda is working with are Chester Asian Council, Japanese Mums and Tots Group and West Cheshire Multicultural Women's Group.



CHESHIRE NORTH

Neil Emmott is community development worker for the North – covering Warrington and Halton areas. These two areas couldn't be more different – with Warrington having a good number of well established BME community groups and Halton having none when he first started in post.

Neil has been working closely with lots of groups, including Warrington Ethnic Communities Association, Warrington Islamic Association, the Sikh Gurdwara, the Rama Krishna Temple and many others.

He has also, like his colleagues been establishing links with local voluntary and public sector organisations and is the Centre's representative on a variety of fora including the Community Development Practitioners Group in Halton and Halton Equalities, Engagement and Cohesion Group.

KEY ACHIEVEMENTS

- Neil has made various applications for funding for different groups, enabling them to carry on vital activities in their communities:
 - ▶ £2000 for Skzola Polska, for continuation of their Saturday Polish language and culture classes
 - ▶ £280 for WECA Over 50s joint India/Pakistan Independence Day Celebrations
 - ▶ £4,000 for Warrington Ethnic Communities over 50's - for a programme of activities of 4 events aimed at developing relationships between BME over 50's and White British over 50's and to involve older people from the BME communities in the consultation and engagement processes that Warrington Borough Council conduct with older people in general.
- Neil supported Multi-Ethnic Group Warrington (African, African/Caribbean group) in organising a consultation day for young people and children in Warrington BME communities and also helped them to formulate their policies on Equality & Diversity, Child Protection and Health & Safety. The REC has also provided IT hardware to this group so that it can work in a more efficient way.
- Warrington Islamic Association – Neil supported WIA in their discussions with Warrington Borough Council in respect of the purchase of their premises and also helped them to prepare their annual report to the Charity Commission.
- Strictly Ladies (mainly Muslim women's group) – Neil supported this group in formulating their articles and policies and in applying to Awards for All.
- Guru Nanak Sikh Gurdwara – Neil supported the Gurdwara in holding the annual Vaisaki celebrations, in changing their articles and in providing IT hardware.
- In Halton Neil has been working hard to develop a BME network in partnership with other providers. He has been instrumental in organising two events to get the network up and running and obtained £1,900 in funding from various agencies to support the Network.
- Ragheed Action Group is a new multi-cultural group that Neil has assisted with governance matters, such as drawing up their constitution and policies and also in helping them plan a social event that they will host for the Halton BME Network. As an organisation CHAWREC has given this group a start-up grant and provided them with IT hardware to get them up and running.



CHESHIRE EAST

Helen Martin covers the East of Cheshire, an area which has traditionally held few community organisations, bar those in Crewe. Over the last year however, Helen has discovered a wide variety of smaller, socially based groups in more rural areas that she is making links with.

Not only does Helen work with the community organisations in her patch, as a skilled trainer she often steps into the other areas to supply training for other groups too, and has carried out training on various topics including governance, business plan development, being a trustee and finance.

KEY ACHIEVEMENTS

- OCEAN, a predominantly African Caribbean led group, has developed considerably over the last year, with Helen's help and the commitment of volunteers. They have now moved into new premises on Mill Street in Crewe and now employ a part time worker to carry out the administrative work of the organisation. Helen has provided residential training for the group as they move forward with their vision for the future and is based in their office one day a week.
- Helen has been instrumental in developing links between the Police in Crewe and locally based community organisations such as OCEAN, Bangladeshi Welfare Association and the Shajalal Masjid Mosque
- Helen has been working with the Equality, Diversity and Human Rights Department at Leighton Hospital on developing strategies to support BME staff at the hospital. This has included organising and facilitating a Black Staff Network.
- Black History was launched in Crewe, with Helen and OCEAN taking the lead on a well attended event at Crewe Alex FC. Over 200 schoolchildren turned up to take part in a quiz, dance workshops and food tasting sessions.



POLICY & PARTNERSHIPS

Partnership working has always been a priority for the Race & Equality Centre. Part of our role is about raising awareness and to do that we need to make sure that our sphere of influence is wide ranging. We have always been conscious that we have a key role in ensuring both fair play by public sector organisations and making sure that decision making bodies understand their responsibilities in terms of equality and diversity.

One of the difficulties for the REC however has always been funding. Policy and partnerships is not something we are funded specifically to do, but we believe that we cannot function effectively without making sure that we work together with other organisations, both in the public and voluntary spheres. This does mean however that we have to be selective about the partnerships we become involved in, and we try to ensure that we also involve our Committee members in representational roles, which again extends our resources.

One of the challenges this last year has been local government reorganisation, which has led to some confusion, and to new partnerships and relationships being forged. However, all's well that ends well and by the time of this report things seem to be falling into place for both East and West Cheshire alike.

In the last year we have seen new partnerships develop and a number of old ones come to an end. To follow is a list of the different partnerships that we have currently, or have had representation from the Centre on during this year:-

- West Cheshire BME Health Advisory Group
- Cheshire, Halton & Warrington Single Equality Group (CHEWS)
- Criminal Justice Board Race & Diversity Sub Group
- Criminal Justice Board Consultative Group

- Criminal Justice Board Communications Sub Group
- Probation Service Diversity Panel
- Migration Impact Fund Steering Group
- Halton Information & Advice Providers Meeting
- Halton Community Legal Service Partnership Executive
- West Cheshire Together
- West Cheshire Interfaith Forum
- Cheshire Gypsy & Traveller Partnership
- Warrington Multicultural Forum
- West Cheshire Third Sector Assembly
- Cheshire & Warrington Change Up Consortium
- Cheshire East Congress
- Halton Community Development Practitioners Forum
- Halton Equalities, Engagement and Cohesion Group
- HMCS Diversity Group
- Equality Organisations Meeting

Being involved in partnerships helps us to influence changes in policy and practice. We are often called on as 'equality experts' to guide and advise on best practice, particularly around engagement with communities.

FOCUS ON PARTNERSHIPS

Keeping the public informed about what we do is extremely important to us, and we try to use as many opportunities as possible to do this.

Cheshire, Halton & Warrington Single Equality Group is a group that brings together the various public sector bodies to look at equality and diversity practice. The Police, Fire Service, PCT, local authorities, Chester University and many others are involved in the group which meets bi monthly. The idea is that the different bodies can network, share best practice and carry out joint work around equality and diversity, therefore maximising impact and reducing spends. The REC

sits on the group as a voluntary sector adviser with specialism in equality. This year we have spent time looking at joint consultation between the different bodies, and have developed a calendar of different festivals for the year so that people can decide which events they would like to take the lead on and others can 'piggyback' on their events. Equality impact assessments have been shared between the members as well as equality schemes and action plans, and there is work afoot to carry out a joint equality and diversity seminar for front line staff.

RAISING AWARENESS

There is no point in doing what we do if no one knows about it. A key part of all our jobs at the REC is to raise awareness of the organisation and its work, as well as keeping the focus on equality issues.

This last year we have had to raise awareness of our new services, and the change of name, which has involved developing new publicity and information for the public. New posters and leaflets have been created for the casework service and a new updated section on the website. The website now contains a whole section on what to do if you have been discriminated against, and gives information about the law and what it says under each of the different strand areas. We are also keen to use social networking sites, and so have created both Facebook and Twitter pages. These will also give us an opportunity to engage people more, and receive feedback about what we do, all for minimal cost.

We try to engage the media as much as we can – but whilst we can create press releases, we don't always manage to make it into the press. This year however, we have generated some positive publicity both through our casework service, and having a successful case reported in various local newspapers (Proceck v Oakford Farms) as well as through community events such as the Chinese New Year, which received excellent coverage through both the newspapers and the radio.

It is also important that we network with other organisations and make sure that they are know what we do so that they can refer to us when appropriate. Our caseworkers have been carrying out presentations for other equality organisations, CABx etc to raise awareness of our service, with a particular emphasis on the casework. Other staff have 'piggybacked' on various events around the area to try and raise the profile of the organisation. We have had stalls at a variety of fayres, fetes and events run by other organisations, giving away materials like posters, pens and mugs as reminders for people that we are here.

We also use our AGMs as a publicity tool, to bring the focus on topical equality issues as well as our role in equality. Our last AGM was held in November 2009 where we focused on the new Equality Act 2010 and the changes that it would likely bring in. We were pleased to welcome Catherine Newton from the EHRC to talk from her perspective about this and give us a 'heads up' on the issues that organisations would need to be aware of. We also updated members with presentations from the Community Development Team on their work over the previous year.



CASEWORK

Our casework service has always been the corner stone of our work. Tackling discrimination and giving individuals a remedy is absolutely fundamental to the values and principles of the Race and Equality Centre.

In the last year, the REC made a decision to expand the existing service, which has always previously focused on race, to one which deals with all areas of discrimination ie race, religion or belief, sexual orientation, age, disability and gender. We secured additional funding through the Equality and Human Rights Commission to offer this wider service, but not enough to cover the full costs of delivering the service. We therefore submitted a bid to Lloyds TSB Foundation and were very grateful to receive the difference needed to operate with 2 caseworkers. In March we welcomed our second caseworker – Pamela Nsofor to the team, who is working with Sharon Willis our existing caseworker. To supplement the full time staff we have also been lucky to have volunteers working with us on a part time basis – Chris Tetzlaff and Alison Reed, who are both law students have given their time to support the service. Our thanks go to them for giving their time, energy and skills for free.

Our casework service offers advice and assistance from the initial point of enquiry right the way through to representation at employment tribunal or county court. We deal with all areas of discrimination, whether it be in employment, services, education, public services or housing.

This coming year (2010-11) we will be concentrating on developing the service to establish the need for advice around the other strand areas, and starting to hold surgeries in various venues across the area. We are particularly keen to hear from people with potential cases around disability, age discrimination and sexual orientation.



Sharon Willis and Pamela Nsofor
Casework Team

FIGURES

Table of Figures – April 2009/March 2010

	Target	Actual	+/-
Cases	120	155	+
Questionnaires	14	10	-
Applications to Tribunal or County Court	10	11	+
Settlements	6	7	+
Tribunal hearings	4	5	+

The above table shows that we have exceeded all but one of the targets for this year. Out of the 155 enquiries we received, we took forward 35 of those, as well as 15 cases we carried forward from the previous year.

Sometimes people underestimate the time and resources that can go into just one case of discrimination. In terms of volume, one full time caseworker would normally handle a maximum of 20 cases at one time, however those cases can take many months, even years to come to fruition. Discrimination cases are notoriously difficult to prove and even now it is rare to see successful cases through the tribunals or

courts. We try hard to reconcile cases to the claimant's benefit – that might involve negotiating with an employer to agree changes to their job, or it might be trying to secure a financial sum or an apology. The first thing we do is advise of the options and then in discussion with the claimant work out which option is best for their particular circumstances. Time limits in discrimination cases are very tight and it is therefore imperative that we act quickly and give the best advice possible so that the claimant can make an informed decision without losing their right to revert to the courts.

In most of our cases we will issue a questionnaire to try and find out more about the case and help us to collect evidence in support. Questionnaires are peculiar to discrimination claims and allow us essentially to ask questions of a potential Respondent. For example in a recruitment case we might be asking questions about the procedure that was used, why the claimant wasn't appointed and why the successful candidate was chosen. This year we served a total of 10 discrimination questionnaires on potential Respondents.

Of the cases that we received we submitted 10 to Employment Tribunal and 1 to County Court. There is always a risk of costs against claimants, so we have to make sure that we think there is an arguable case before we agree to represent. Lots of cases however are settled, informally or formally before the case makes it

near a tribunal or court. 7 cases were settled by us during this year for a total financial amount of just over £15,000.

Another consideration in settlements, is that our limited resources can be stretched by a hearing. Hearings can last anything from one day to a week or more, plus several days preparation time organising witness statements, bundles and cross examination. The resources spent on carrying out full hearings are generally far in excess of the financial sums claimed. Where however there is a point of principle and the client is keen to go forward regardless of the financial compensation we will always support the claimant. This year we represented claimants at 4 full hearings and were successful in 2 of those hearings.

CASE STUDIES

SETTLED CASES

Mr T v Hotel Chain

We were approached by an Iraqi Muslim hotel worker who had recently been dismissed for gross misconduct. He had been accused of using offensive language towards another employee. He however, maintained that in fact he had been subjected to racist abuse throughout his employment by this person and others within the hotel, including being referred to as a 'terrorist'.

We took on the case, issued an RR65 questionnaire and submitted it to Employment Tribunal. The case went through a lengthy internal grievance, but in the end we managed to settle the case for £3000 and a written apology.

Mr S v Petrol Station

A Portuguese contract worker approached us for help after being suspended from work, after being accused of defecting on a managers desk. He felt that the reason he had been accused was because he was disliked by the manager there, because he was Portuguese. An investigation took place and he was found completely innocent, as he hadn't even been in work. Our client decided to resign, because of his treatment and we pursued a case of race discrimination on his behalf. The case was settled for £4000.

ONGOING CASES – AS AT APRIL 10

An older woman, who because of her disability had to wear a colostomy bag, was referred to us for assistance after she was threatened with having her membership of a local Bingo Hall revoked after being told that she should not be emptying her colostomy bag in the toilets. We submitted a Disability Questionnaire to the Hall and arranged to meet with them and a disability consultant to try and resolve the situation as the client had been a regular customer for a long time and was very upset by the whole situation.

A young man with cerebral palsy and aspergers came to us with a complaint about lack of support during his studies at a local college. He complained that he has trouble with mobility and so needs to use the lifts, but that he was being prevented from using them because of the other students who would fill the lifts and mess around, which because he also had aspergers would cause him distress. He had also had one to one support withdrawn. We have served a disability questionnaire on the college to see whether we can draw out any evidence to support his claim.

IMMIGRATION CASEWORK

We do not give immigration advice at the Centre but we do provide an administrative service for the Immigration Advisory Service, who attend at our office every 2 weeks. This service is becoming more well

known and we now have a wide range of people phoning in for appointments or dropping in for advice. Appointments are available every other Monday, and are arranged directly through staff at the Centre.

SELF GENERATED FUNDING

Every year we try to self generate as much funding as possible to supplement the grants we receive. Any funding received this way has the benefit of not being ring fenced and so can be used to support where there is the greatest need within the organisation.

Although we have not secured any major pieces of consultancy this year, we have been carrying out various smaller tasks which have been very worthwhile both in terms of the content of the work and bringing in much needed income.

- We were commissioned by Cheshire and Warrington Change Up to develop an equality toolkit specifically for the voluntary sector, working with partners including Disability Information Bureau and the Lesbian and Gay Foundation. The idea is that it gives practical solutions for voluntary sector organisations that may not be as 'clued up' as larger private or public sector organisations. This piece of work is well underway and is due to be completed by Autumn 2010.
- We were commissioned through the BME Health Advisory Panel to complete several sections of their new handbook for staff about BME communities, faith communities and use of appropriate language. This information will be used by front line staff in hospitals to help them be culturally sensitive in their day to day work life.
- Our BME Consultation Panel is still going strong with over 250 members. This year we have carried out consultations for a variety of agencies, which has not only helped us raise some income, but has more importantly ensured that the voices of local BME people are heard by the public sector. One example is that we held a

focus group for Cheshire West and Chester Council which looked at how people felt about living or working in the Cheshire West area. A number of issues were highlighted including the fact that racism was a daily occurrence for many people particularly in the catering industry and that they were not reporting these incidents to anyone. As a consequence the council are now looking at developing a strategy on dealing with hate incidents and have become a third party reporting centre.

- We also were successful in a bid to the EHRC for capacity building in rural areas. This was intended to be a discreet piece of work that raised awareness of equality and diversity (particularly new strand areas) in the rural locations. Our project plan was to carry out training for local groups, working with other equality specialists in the area. When we met with the equality specialists we discussed the problems in attracting people in rural areas to get involved and put forward a proposal to the EHRC to allow us to carry out the work in a different way that would take more time. Unfortunately this was rejected by the EHRC and therefore we did not secure the total amount of money we bid for, but we did complete a report for the EHRC on the issues faced in rural areas around equality as well as developing a network of equality organisations in our patch that we hope will continue to meet.



FUTURE WORK OF THE REC

SCHOOLS STAND UP 2 RACISM

This year we found out that we were successful in a bid made to the Big Lottery Research Programme. This is a project working with Manchester Metropolitan University in Crewe to undertake research into the levels of racism within secondary schools in the area. We have always wanted to work more in schools, because we know that is where people's opinions are shaped around race and equality and also because many young BME people have negative experiences in schools that can have a lasting effect on them into adulthood. Our anecdotal evidence suggests that there is a bigger problem with racism in schools than perhaps people believe, but we have never had the resources to tackle this issue previously.

The project will start to take shape in August 2010, by which point staff will be in post – our new project officer Mandy Roberts who will be based with the Race & Equality Centre and a Research Assistant – Nisha Kapoor based with the University. We will be setting up a steering group to help us with the project and give their expert advice to help us make the project a success. The project is focused on high schools, and we will be looking at differences between children's experiences when they get into high school and then those in their last year who are about to leave. We will be interviewing schools and then deciding on 5 schools to concentrate on, for more detailed data. It is very action orientated research – we will be engaging local BME people to become volunteers on the project who will gain research skills from involvement and we will also be producing materials and resources to tackle the issues which will be available on a dedicated website. The project will conclude in 2013. We also hope that the project will help us to secure evidence to apply for funding to undertake future work in schools.

HERITAGE BID AND BLACK HISTORY – JOURNEYS TO CHESHIRE

We are also making bids for Heritage Funding, so that we can carry out activities work around black history. Earlier this year when we launched an exhibition for Black History Month for the first time in Cheshire, we were overwhelmed by the positive response from the wider public and from BME communities. Many of the groups we work with have expressed an interest in researching their own history within their own geographical area and therefore we are putting together a project, working with Cheshire Archives to secure funding to enable the groups in our patch to do just that. If successful in our bid, we would be looking at training up and supporting volunteers to do oral history projects in Crewe, Chester and Warrington. This would mean that we can record and document the experiences and memories of BME communities which

have never been previously captured. At the end we would be putting together a DVD and accompanying information booklets to give a real flavor of BME people's experiences of migration to Cheshire. We are also keen to secure further funding to carry out a pure history project, to bring together archive materials dating from the 1600s so that we can establish the history of BME people in the area.

FUTURE OF COMMUNITY DEVELOPMENT

Our community development project is due to end on 31st March 2011 as the funding from Capacity Builders ends on that date. However, the project has over the last two years really demonstrated the needs of BME community organisations which have been previously very much hidden from view. With our help, new groups have come forward to respond to the needs of their own communities. Others have been in existence for many years but have never really had any contact with other organisations and so have not developed to their full potential. We are now at a point where groups are really starting to flourish and we are keen to continue the project, albeit in a more developmental role. To this end we have been submitting various bids to secure the funding needed and continue what we feel to be a vital service to strengthen and maintain the BME community sector.

We are also working with Cheshire West and Chester Council to identify a suitable building for a temporary Multicultural Centre, which would enable the groups to come together and share resources. If this happens over the next year there will be a great deal of work in organising the move and managing the building.

MEMBERSHIP

This year we intend to carry out a membership drive. Not everybody realises how important it is for us to have a varied and active membership but it is absolutely crucial for the organisations success to have a strong membership base. We rely on members to steer the organisation, take up roles on the Executive Committee and to actively contribute to our work and getting the message out to the wider public. We are especially keen to see more young people involved in the development of the organisation.

STAFF TEAM



Shantele Janes
DIRECTOR



Linda Lee Parker
COMMUNITY DEVELOPMENT TEAM



Neil Emmott
COMMUNITY DEVELOPMENT TEAM



Craig Heard
BUSINESS AND INFORMATION OFFICER



Sharon Willis
CASEWORKER



Joanne Davies
ADMIN ASSISTANT



Anita Dean
ADMIN ASSISTANT



Helen Martin
COMMUNITY DEVELOPMENT TEAM



Pamela Nsofor
CASEWORKER

EXECUTIVE COMMITTEE MEMBERS

The Executive Committee is responsible for the strategic direction of the Centre and is legally responsible for the organisation. Members of the Executive Committee are company directors for company law and trustees for the purposes of charity law. There is a maximum of 11 trustees/directors, plus 3 co-options.

Members of Committee meet once a month, usually on the last Thursday of the month. Some Committee members get involved in representing the organisation at meetings, particularly those in honorary positions, such as the Chair, Vice Chair, Secretary and Treasurer.



Basia Gorna
EXECUTIVE MEMBER



Elizabeth Bott
EXECUTIVE MEMBER



John Cummins
EXECUTIVE MEMBER



Robert Bissett
VICE CHAIR



Geraldine Lee Treweek
EXECUTIVE MEMBER



Abdul Jilani
EXECUTIVE MEMBER



Shamla Naidu
EXECUTIVE MEMBER



Eric Bowers
CHAIR



Abdun Noor
EXECUTIVE MEMBER



Yumi Andrews
TREASURER

ATTENDANCES

Committee Members 09/10

	Possible Attendances	Actual Attendances
Abdun Noor	10	1
Elizabeth Bott	10	7
Shamla Naidu	10	5
Abdul Jilani	10	3
Eric Bowers (Chair)	10	10
Robert Bisset (Vice Chair)	10	5
Geraldine Lee Trewweek	10	5
John Cummins	10	9
Basia Gorna	6	5
Maz Blorvan	3	1
Yumi Andrews (Treasurer)	1	1

CURRENT MEMBERS *(as at time of print)*

Individual Members

Gifty Asamoah	Bhupinder Virdee Lace
Vijay Singh	Sherin Akhtar
Robert Bisset	Geraldine Lee-Trewweek
Prue Wendt	Hassan Kazi
Shamla Naidu	Ruth Davidson
Peter Shephard	Jim Michie
Abdul Kadir Jilani	Ram Darigala
James Timothy Dowson	Barbara Gorna
Derek Ross	Lesley Riley
Muriel Benyon	John Cummins
Hugo Mellion	Asiya Ahmed
TK Al-Jorani	Mazen Blorvan
Hammideh Brice	Shamen Naidu
Mohammed Monchab Ali	
Marina Smith	

Affiliate Members

Cheshire Development Education Centre
 Crown Prosecution Service
 Chester Asian Council
 Chester Bahais
 Chester Womens Aid
 Halton YMCA
 Warrington Islamic Association
 Chester Voluntary Action
 National Probation Service – Cheshire area
 OCEAN – Organisation Caring for Ethnic and All Nations
 Priestley College
 Warrington CVS
 Warrington CAB
 West Cheshire Multicultural Women’s Group
 Muir Group Housing
 University of Chester

ACCOUNTS

Independent Examiner

Hargreaves and Woods, Cholmondeley House, Dee Hills Park, Chester CH3 5AR

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2010

	Unrestricted Funds £	Restricted Funds £	Total Funds 2010 £	Total Funds 2009 £
INCOMING RESOURCES				
Grants Receivable	47,697	185,856	233,553	235,055
Membership Fees	135	-	135	333
Donations	207	-	207	57
Other Income	39,614	-	39,614	36,636
Interest Receivable	28	-	28	620
Rents Receivable	1,240	-	1,240	2,252
Total Incoming Resources	88,921	185,856	274,777	274,953
RESOURCES EXPENDED				
Costs of charitable activities	50,151	165,011	215,163	220,419
Governance Costs	17,144	28,577	45,720	44,814
Finance Costs	-	-	-	-
Depreciation	382	-	382	509
Total Resources Expended	67,677	193,588	261,265	265,742
NET INCOMING/OUTGOING RESOURCES				
	21,244	(7,732)	13,512	9,211
Fund balances brought forward				
At 1 April 2009	31,827	6,240	38,067	28,856
Transfers between funds	(2,035)	2,035	-	-
Fund balances carried forward				
At 31 March 2010	51,036	543	51,579	38,067

PROFIT AND LOSS ACCOUNT FOR THE YEAR ENDED 31 MARCH 2010

	2010	2009
	£	£
Turnover	274,749	274,333
Administration Expenses	<u>261,265</u>	<u>265,742</u>
Operating Profit	13,484	8,591
Interest receivable and similar income	<u>28</u>	<u>620</u>
	13,512	9,211
Interest payable and similar charges	<u>-</u>	<u>-</u>
Profit on ordinary activities before taxation	13,512	9,211
Tax on profit on ordinary activities	<u>-</u>	<u>-</u>
Profit on ordinary activities after taxation	13,512	9,211
Retained profit brought forward	<u>38,067</u>	<u>28,856</u>
Retained profit carried forward	<u>51,579</u>	<u>38,067</u>

BALANCE SHEET AS AT 31 MARCH 2010

	2010	2009
	£	£
FIXED ASSETS		
Tangible assets	1,145	1,526
CURRENT ASSETS		
Debtors	11,335	12,531
Cash at bank and in hand	<u>90,319</u>	<u>59,892</u>
	101,654	72,423
CREDITORS: Amounts falling due within one year		
Creditors and accruals	<u>51,220</u>	<u>35,882</u>
NET CURRENT ASSETS	<u>50,434</u>	<u>36,541</u>
NET ASSETS	<u>51,579</u>	<u>38,067</u>
RESERVES		
Restricted	543	6,240
Unrestricted	<u>51,036</u>	<u>31,827</u>
	<u>51,579</u>	<u>38,067</u>

Copies of the report of the directors and the full financial statements for the year ended 31 March 2010 are available on request.



cheshire halton & warrington
RACE & EQUALITY CENTRE

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