

## Chair's Welcome

James Shera, Chair

I wish to welcome you to another edition of the WREP newsletter and I hope that it serves its purpose in highlighting the achievements of the organisation over the past six months, but also crucially providing you with food for thought for your work to further promote racial equality.

Over the past several months, WREP have developed and delivered training initiatives to a range of public, voluntary and community organisations. Such training has included 'Racial Discrimination and Harassment', the 'Equality Act 2010', 'Equality Impact Assessments' and the 'Role of WREP'.

WREP have recently agreed to work with a consortium of national and local race equality organisations in developing a training programme for front line workers. The aim of the training programme will be to develop the capacity of those working in the heart of the community.

The autumn months have also seen the second instalment of this year's BME Consultation Forums with discussions being facilitated by Warwickshire Police Authority in building confidence within the community, Warwickshire County Council with future change, cuts and the Big Society agenda and NHS Warwickshire in transforming of services. The BME forums are not only designed to empower communities to engage effectively in debate with public agencies, but also provide a platform for statutory services to hear, understand and respond adequately to the needs of BME communities.

WREP was pleased with the turnout of BME community individuals. It is reassuring to know that the community continue to support WREP in helping to bring about change for the better and raise awareness among local services from a race equality perspective.

Since my last article in the WREP Spring newsletter 2010, we have continued to support the BME day-care centres across Warwickshire by ensuring that a thorough consultation and an Equality Impact Assessment (EIA) is conducted by the funder of these services. Such consultation with these groups will help in ensuring that the process is fair and just which will undoubtedly have a positive affect which in turn will reflect any decision made affecting the future of BME day care services in Warwickshire.

I feel at this point I must remind members of the community that issues can also be raised through the channels of the reporting points and centres across Warwickshire. WREP have worked tirelessly over the years in obtaining the 'buy in' from an array of public, voluntary and community sector agencies in agreeing to a collective protocol in the reporting and recording of racist incidents. Needless to say, these points and centres can also be used to raise general race equality issues affecting the community, with redress being coordinated by WREP.

During these difficult times of funding and service cuts, I must express my gratitude and sincere thanks to all of the contributors to WREP for their continued support and assistance, without which, our work would not be possible.

Dr. James Shera MBE.



## CEO Update

Helal Shahid, Chief Executive Officer



As Chief Executive I am delighted to present the fourth issue of the Newsletter for Warwickshire Race Equality Partnership.

A landmark report 'How fair is Britain' released by the Equality and Human Rights Commission shows that long-standing inequalities remain undiminished; and that new social and economic fault lines are emerging as Britain becomes older and more ethnically and religiously diverse. The review also identifies recession, public service reform, management of migration and technological change as major risk factors in progress towards a fairer society.

But in the 21st century we face a fresh challenge - the danger of a society divided by the barriers of inequality and injustice. For some, the gateways to opportunity appear permanently closed, no matter how hard they try; whilst others seem to have been issued with an 'access all areas' pass at birth. Recession, demographic change and new technology all threaten to deepen the fault lines between

insiders and outsiders.

We are closely working in partnership with WCAVA on issues affecting BME day care services. WCC has taken an extensive consultation exercise to get views from the service users on how day care services help them. WREP is deeply committed to providing support to all day care services through the review and assessment process.

We have recently got another threat to our community cohesion and race equality in Nuneaton. This has been due to the rise of vocal and disruptive extreme right wing fringe groups such as the English Defence League. This has resulted in fear in the community as this group attempts to divide our community on the grounds of race and religion. Although the group is small in number and does not enjoy any widespread support, we must get our message across that we are stronger together as a city and county based on the principle of fairness and justice.

We have recently finished our consultation on WREP becoming a Single Equality Body and recommendations have been put forward to the board for consideration.

Other key achievements since last issue are:

- We continue to provide responsive service to the various members of our communities in the form of addressing discrimination and race equality issues through case work.
- We continue to engage actively in consultation with different communities. For example, our BME consultation fora for September/October 2010 was not only extremely well attended but also perceived to be valuable for the participants enabling them to feel valued and heard. The event received some extremely positive feedback. A copy of the consultation forum report can be requested from the office (call 01926 314644 or e-mail [info@wrep.org.uk](mailto:info@wrep.org.uk)).
- WREP's work on bringing communities together and helping to create a more cohesive community included this time organising a very successful 'Inter-Cultural Cricket Match' at the Rugby School on 8<sup>th</sup> July 2010.

WREP is determined to build on its strengths to embark on our journey to a future in Warwickshire where citizens are not determined by race, gender, age, sexual orientation, or disability.

## Queen's Gurkha signals march through Nuneaton - Helal Shahid, Chief Executive Officer

Serving members of the Queen's Gurkha Signals marched through Nuneaton town centre in a Freedom of Entry ceremony on 26<sup>th</sup> September 2010.



The Bramcote based Gurkha regiment had been given the honour by Nuneaton Borough Council in recognition of the confidence, trust and friendship existing between local residents and the soldiers. The regiment marched through the borough with due ceremony, bayonets fixed, drums beating, band playing and banners flying. It is also traditional to grant the receiving regiment the honour and distinction of wearing the Council's Armorial Bearings. This ceremony was followed by the presentation of a sealed and illuminated certificate at a formal parade where the Mayor, Don Navarro, Senior Military Officers and Chief Executive, Christine Kerr, inspected the assembled troops.



The event coincided with the date of the formation of the regiment in 1954, when it was first granted the Squadron Emblem of the 250 Signal Squadrons.

“The Gurkhas are hand picked from a fiercely contested recruitment contest in Nepal to win the right to fight for Britain. They are known for their bravery, close camaraderie and endurance and have seen combat all over the world. 200,000 Gurkhas fought in and about 43,000 died in World War 1 and World War 2.”

## Community Payback Is Here For You Frank Gravenor, Warwickshire Probation Trust

2009/10 was another successful year for the Community Payback Unit of the Warwickshire Probation Trust. Despite budget cuts for the third consecutive year we still managed to exceed most of our targets and deliver a quality service.

2010/11 is presenting us with more challenges and we have yet to find out what the implications of the "Public Spending Review" in October will be. We continue to look at innovative ways of generating income whenever we can so that we can deliver our service free of charge to those that need help but cannot afford to pay.

One target that we have not attained in the past 3-4 years is delivering work to Black, Asian and Minority Ethnic Groups at the same ratio as the make up of the County's population. This is something that we are trying to address and we rely very heavily on word of mouth recommendations from people who have received our services.

We are about to embark on some work at the Benn Partnership Centre in Rugby, where we have successfully completed work in the past, and we are hopeful that service users will be impressed by what they see and spread the word to others.

If there are any groups that would like us to undertake any work, such as; decorating, grounds maintenance, fence erecting or clean-ups, please nominate a project by visiting our website on: [www.warwickshireprobation.org.uk/communitypayback](http://www.warwickshireprobation.org.uk/communitypayback)

One of our officers will contact you within 10 working days of you sending a nomination and, if appropriate, will arrange to visit you on site to discuss your requirements.



**MYTH: Human Rights Act means terrorists can stay in Britain**  
**"9 Afghan hijackers can stay in Britain after a 'human rights' ruling by a High Court judge" - The Sun, 11 May 2006**

This headline referred to the decision of an immigration panel that ruled that the individuals would face a risk of torture and therefore could not be sent back. This is part of the immigration law and would exist even if the Human Rights Act were abolished.

**Based on the Ministry of Justice document "Human Rights: Fact and Fiction"**

### TRAVELLERS' SITE BID SPARKS ROW

ANGRY villagers have hit out at the illegal development of a travellers' site near Kenilworth. The operation, which has been dubbed as 'slick' by one resident, saw around 15 caravans pull up onto a field at Kites Nest Lane.

Residents say the travellers, who own the land, were using diggers and road rollers to develop the plot without planning permission.

Chris Lewis, chairman of the Beausale, Haseley, Honiley and Wroxall parish council, said:

"The travellers moved in on Friday and started excavating the land with equipment before getting planning permission. They submitted an application just before 5pm with Warwick District Council for a permanent travellers site. But the district council moved quickly and issued a stop notice, which lasts for 28 days and means no other caravans can move onto the site and no further work can be done. This has been a very well-planned project by them (the travellers) and they obviously meant for it to coincide with the bank holiday shutdown. Most people are outraged by this, they've placed themselves on green belt land."

Concerned residents have spoken about their fears to the *Times*.

A resident of Beausale Lane, who wished to remain anonymous, said: "The whole move was very slick. Why should they be able to move onto green belt land without any trouble, but the rest of us need to seek planning permission? "Residents are concerned about their properties, about noise levels and whether the infrastructure will be able to cope with this. The roads are bad enough as it is without big trucks rolling up the lanes."

Councillor Sue Gallagher (Con, Leek Wootton) was amazed at the rate of the development but praised Warwick District Council officers for their swift action over the bank holiday. She said: "The travellers swept in with military precision and that is what is most disturbing for people. Everyone has to apply for planning permission in the same way, so now we'll have to wait until planning officers look at the application before we can go any further. But the district council acted very quickly to issue a stop notice that was effective from Sunday at 6pm. If anyone breaks that notice then it becomes a legal matter."

A Warwick District Council spokesman said: "A planning application has been submitted to us seeking permission for the change of use of the land for British Romani Gypsy families for 13 permanent pitches for mobile homes, 13 touring caravans for nomadic use only and 13 utility day rooms. The council is in the process of checking whether the application has been properly made and can be accepted. If the application is valid it will be considered through the normal planning process."

A meeting will take place on Saturday May 8 at Shrewley Village Hall, starting at 2pm, for residents to air their views about the situation.

Travellers declined to comment when the *Times* approached them.

## WREP Work Update

### Casework -

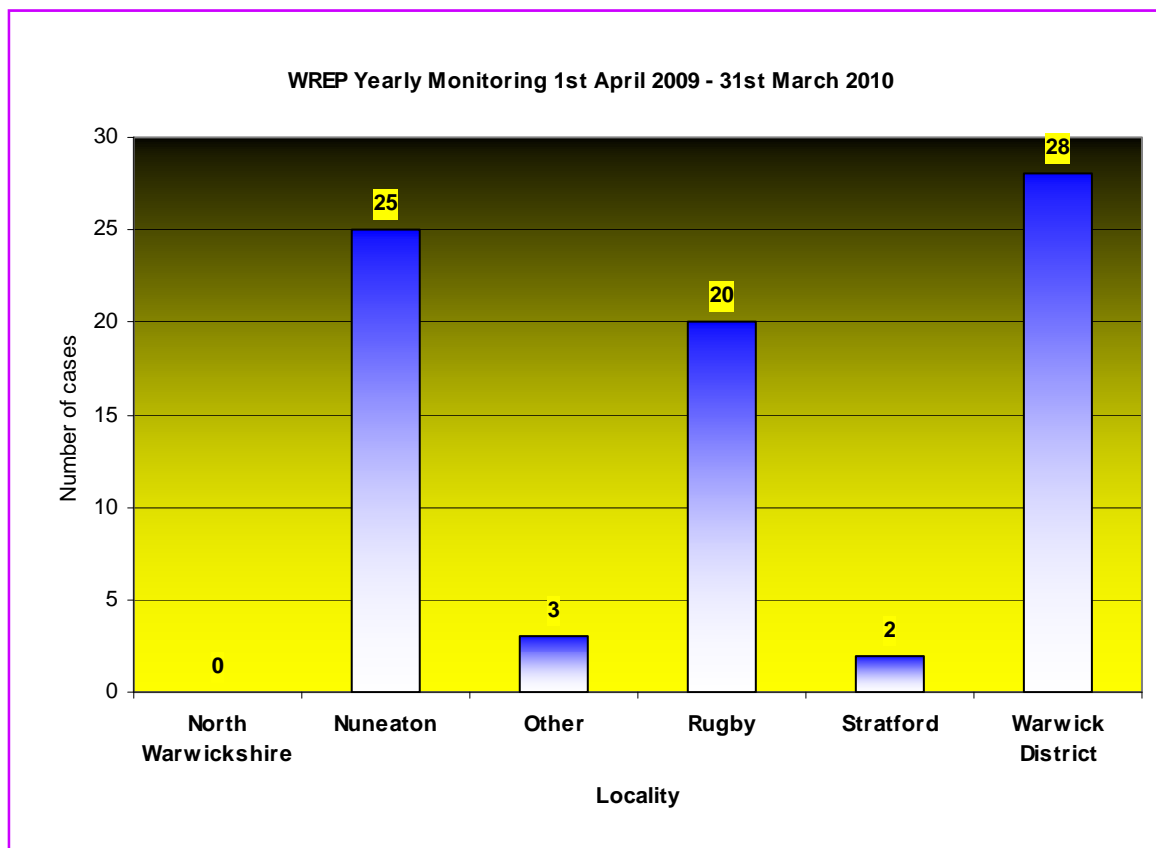
Morin Duntoye, Community Caseworker

Yet again, WREP is able to report that it has provided significant and relevant casework support for members of Warwickshire BME communities. The following case study is an example of one of our success stories:

*In Warwick District, a Punjabi lady, A, approached WREP for support and assistance with employment problems she had. As there was a language barrier, one of the bilingual race equality officers assisted the community caseworker (CCW) in the initial client meeting to hear A's problems.*

*A's work problems involved her concerns that she was being unfairly targeted by her supervisor for extra duties. She believed that her supervisor was prejudiced because of the way she treated the other BME staff members as well. For example, the supervisor had used inappropriate language towards her in front of the rest of the staff team.*

*The CCW contacted the employer to discuss A's concerns. At the meeting, an open discussion was held and it was decided amongst other things that the supervisor would be sent on an Equalities and Diversities Course and that the staff would be given a revised copy of the staff handbook which would clarify the complaints procedure.*



*After this meeting with the employer, when A was next contacted for a follow up she was extremely grateful as the situation at work had significantly improved.*

In addition to casework, WREP has been innovative in developing strategies of

how to better raise awareness of the services we offer and forge new links with members of the county population. As a result, we have been making creative use of established community activities which have enabled us to increase our presence in the south of the county, for example, by regularly attending a local reading group, a neighbourhood forum and in the north of the county by visiting the more rural villages.

## WREP Work Update

### WREP Black and Minority Ethnic Consultation Forums -

Junaid Hussain, Race Equality Officer



**Nuneaton & North Warwickshire Forum**

The autumn months saw the second series of 2010 WREP BME consultation forums take place in the three urban areas of the county. The forum covering North Warwickshire and Nuneaton & Bedworth was held at the Nuneaton Guru Nanak Gurdwara. Rugby's forum was held at the Rugby Sikh Community Association and the Warwick & Stratford District BME forum was held at the Sydni Centre in Leamington. WREP would like to thank all three organisations for their warm reception and kind hospitality.

Topics of discussion included, "Building confidence in Warwickshire Police" which was led by the Warwickshire Police Authority, "Transforming Services" which was presented by representatives from NHS

Warwickshire, "Cuts, Change and the Big Society" which was facilitated by Warwickshire County Council and finally, "Local issues" by WREP.

There was a positive attendance at all three forums with healthy discussions being had within each of the workshops. The issues raised by members were recorded and compiled into a report which can be found on the WREP website at [www.wrep.org.uk](http://www.wrep.org.uk) or by request from Doreen Wallace on 01926 314 644.



**Rugby Forum**

The public agencies that facilitated the workshops will be asked to provide feedback to members at the March 2011 WREP BME consultation forums, as to how each of the issues raised have subsequently informed local decision making processes and policies.

If you would like to have a publicity stand at the next WREP BME forums in March 2011 or to facilitate a workshop discussion, please contact Junaid Hussain on 07917 034 207 or



**Warwick & Stratford District Forum**

by emailing [junaidhussain@wrep.org.uk](mailto:junaidhussain@wrep.org.uk)

Further information regarding the next WREP BME Consultation forums, which will take place in March 2011, will be added to the WREP website when the dates and venues have been confirmed.

## Work Placements

## - Jennifer & Fannie

### Jennifer

Hi everyone, I am Jennifer. My Chinese name is Zheng Yumeng and I am from City University of Hong Kong. I had a brilliant time working at WREP for 3 weeks in July 2010. Although a very short time, it surely was the most memorable and meaningful experience I have ever had.

I took part in an immersion programme at Warwick University where Fannie and I were really lucky to be chosen as volunteers to work at WREP

From the initial introduction to my daily work tasks, I realised that WREP is an organisation which works closely with several other councils and organisations in order to provide direct aid and support to those who experience racism. It also contributes through its expertise in combating racism and improving citizens lives by giving presentations, organising training and events.

Helal, the CEO although always fully engaged in his everyday work still found the time to speak to us and care about our daily life. Morin took us to a number of organisations to promote race equality such as Doorway Rugby, which aims to provide housing to homeless kids. Her positive and open attitude inspired us a lot. Doreen was always upbeat and very happy and as well as keeping very busy in her work, she kept us entertained through her terrific sense of humour which made working her so much more enjoyable.

Overall I feel that I have been very lucky to have spent three meaningful weeks with such wonderful people. I really hope that my work has gone some way in contributing to Warwickshire communities.

### Fannie

It was an opportunity of a lifetime to volunteer at WREP. I was very lucky to visit many different charitable organisations and share and discuss a number of social concerns with them. I feel that I have certainly broadened my experiences by meeting with these people. Thanks to Helal, Morin, Doreen and Junaid for this opportunity.

As a result of working here I learnt a lot more than I expected. Not only have I come to understand key social issues in depth but have also enhanced my own personal development. I feel I am now able to appreciate things from different angles and have developed a more mature way of thinking.

I also learnt that WREP works closely with Warwickshire Police by providing seminars at schools on racial discrimination, bullying and criminality.

I would like to once again thank Warwickshire Race Equality Partnership and its staff for giving me the opportunity to experience so much and meet so many friendly and diverse people.

I hope to visit England again soon.



L-R Fannie, Morin, Carla, Doreen, Helal, Jennifer

## Intercultural Cricket Match

In partnership with Warwickshire Police, WREP hosted a very successful 'Inter-Cultural Cricket Match' at Rugby School on 8<sup>th</sup> July 2010. The match took place between two competing teams consisting of representatives from a number of different culture, faith and religious communities including the Assistant Chief Executive of Rugby Borough Council, Mak Chisty Chief Superintendent of Warwickshire Police, along with members of local community and public agency organisations.



The aim of this sports event was to increase community cohesion among minority ethnic communities

in the Warwickshire area. This cricket match was just one way to build cohesion by creating opportunities for interaction, in particular between younger people, older people and those from different ethnic groups.

The Community team won the match and the trophy was presented by the Mayor Cllr. Donald Williams of Rugby Borough Council.

Sports and cultural participation are seen as a particularly useful tool for bridging and integrating communities together.



## Decommissioning of BME Day Care Services

Following the meeting with representatives from the affected day care service organisations in March and April 2010, WREP, WCAVA and Warwickshire County Council are planning to make joint visits to each affected service provider over the month of October and November to have additional discussions about the contribution of each service.

The visit will be accompanied by WCC Equalities and Adult Health and Community Services team. The aim of the process is to engage with service users and centre managers to get their views and find out what action needs to be taken as a result of this Equality Impact Assessment and to address any detrimental impacts or meet previously unidentified needs?

The Day Care Centres are there to provide an opportunity for older people to leave their homes during the day and meet other people in a safe environment. The day care centres organise a range of activities linked to individual needs and provide lunch/food. This provision minimises social exclusion for older people.

## ‘How fair Is Britain?’

A landmark report which was released by the Equality and Human Rights Commission paints a picture ‘How fair Is Britain?’, the most comprehensive compilation of evidence on discrimination and disadvantage ever compiled in Britain.



This Review holds up the mirror to fairness in Britain. It is the most complete picture of its kind ever compiled. It shows that we are a people who have moved in our attitudes to all kinds of human difference, and in our desire to be a truly fair society - but that we are still miles away from a country where our achievements haven't yet caught up with our aspirations.

Sixty years on from the Beveridge report and the creation of the welfare state, his five giants of squalor, disease, ignorance, want and idleness have been cut down to size, though they still stalk the land.

But in the 21st century we face a fresh challenge - the danger of a society divided by the barriers of inequality and injustice. For some, the gateways to opportunity appear permanently closed, no matter how hard they try; whilst others seems to have been issued with an ‘access all areas’ pass at birth. Recession, Spending Cuts, demographic change and new technology all threaten to deepen the fault lines between insiders and outsiders.

The Review has identified the five ‘great gateways’ to opportunity that could open the way to millions. Below are some examples of information acquired under these gateways:

### Health & Wellbeing

- Black Caribbean and Pakistani babies are twice as likely to die in their first year as Bangladeshi or White British babies.

### Education & Inclusion

- Forty-four per cent of Black, Indian and Pakistani students are at ‘new’ universities compared to 35 per cent of others. Eight per cent of Black students are at Russell Group institutions, compared to 24 per cent of White students.

### Work & Welfare

- By the age of 22-24, figures suggest that 44 per cent of Black people are not in education, employment or training, compared to fewer than 25 per cent of White people. One in four Bangladeshi and Pakistani women work, compared with nearly three in four White British women, and only 47 per cent of Muslim men and 24 per cent of Muslim women are employed.
- Fifty per cent of disabled adults are in work, compared to 79 per cent of non-disabled adults.

### Safety & Security

- The number of women prisoners has nearly doubled since 1995 in England and Wales, and since 2000 in Scotland.
- On average, five times more Black people than White people are imprisoned in England and Wales and there is now greater disproportionality in the number of Black people in prisons in Britain than in the USA.

### Autonomy & Voice

- Women represent less than a quarter of Westminster MPs and barely three in 10 councillors in England. Four per cent of Westminster MPs are from an ethnic minority background.

## VOLUNTEERS NEEDED!

WREP is looking for volunteers with the following skills:

Interpreting & translating - all languages  
Reception / telephone / general office duties

If you believe that everyone should have equality of opportunity and would like to help us work towards that aim and can give 2 hours or more per week on a regular basis, (office work) or are willing to register details for ad hoc work (interpreting & translating) then contact us on:

01926 314644 or  
email [info@wrep.org.uk](mailto:info@wrep.org.uk)

## FOR COMMUNITY ASSOCIATIONS

If any Community Association would like to add any dates and information on events / initiatives being organised in the future by their group, in the newsletter, please contact

Doreen Wallace  
on 01926 314644 or email  
[doreenwallace@wrep.org.uk](mailto:doreenwallace@wrep.org.uk)

## BME YOUTH COUNCIL

Are you a young person aged 14-24 years old? Would you like to gain more knowledge about how public agencies in Warwickshire make decisions, and take part in the decision making processes which affect young people?

If this is something that interests you, please contact WREP on:  
01926 314644



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 Tel: 01926 314644 Fax: 01926 314464 E-mail: info@wrep.org.uk Web: www.wrep.org.uk

## WREP TRUSTEES

### Community:

**Saraswathy Subramanian**, Countywide

**Abeda Vorajee**, Nuneaton

**Jagdeep Rainu**, Countywide

**Paul Tolley**, Countywide

**Raj Mattu**, Countywide

**Kulvinder Dulay**, Warwick District

**Vacancy**, Stratford-on-Avon District

**Mota Singh**, Countywide

### Public Bodies:

**James Shera**, NHS Warwickshire

**Neil Brunton**, Warwickshire Police

**Liz Stafford**, Warwickshire Probation Trust

**Pat Robinson**, Warwickshire College

**Kamiljit Kaur**, Rugby Borough Council

**Bob Dhillon**, Warwick District Council

**Peter Gilbert**, N & B Borough Council

**Monica Fogarty**, WCC

## WREP OFFICERS

**Helal Shahid**, Chief Executive Officer    **Morin Duntoye**, Community Caseworker

**Junaid Hussain**, Race Equality Officer    **Doreen Wallace**, Administration Officer

## Thank you!

WREP would like to take this opportunity to thank all its funders and contributors for their continued support over the past year. These have been testing times for the Voluntary Sector, and the commitment shown to race equality has been invaluable.

*This newsletter can be downloaded at our website: [www.wrep.org.uk](http://www.wrep.org.uk)*