



CEO Update

Helal Shahid, Chief Executive Officer

I am delighted to have been appointed to the post of Chief Executive and it is a great pleasure to be working for WREP.

The challenges facing race equality, in particular the multiple forms of discrimination, are significant and the role of WREP has never been more important.

I strongly believe that our society benefits from the inclusion of people with a range of backgrounds and characteristics. We will only realise that benefit in full if we all have a fair chance to realise our potential unhindered by stereotypes and pointless barriers.

We are working across the county to support victims of racial discrimination and racial harassment and have been able to establish and develop the Warwickshire Protocol for Reporting and Recording of Racist Incidents to improve our services. Numerous advice sessions have been opened at accessible locations across the county for people to report racism and harassment. I've had the pleasure of meeting a number of people from different communities and public sector agencies who have shown their commitment to eliminating racial discrimination and promoting good relations between people of different communities.

Most recently, we have established a new BME sports project to eliminate inactivity and inequality in sport and active recreation amongst BME communities in the Rugby area.

We have also established a BME Disability Project to look at the needs of black and minority ethnic disabled people and to develop sustainable forums in Warwick District and Nuneaton and Bedworth. We had a successful Warwickshire Race and Disability event on 14th May 2009 which provided information about the Race and Disability forums.

I'd like to make this partnership more successful and work closely with communities. My vision is:

1) To support and foster partnerships with all public bodies at local and regional level to strive to take WREP to the next level and tackle all multiple forms of discrimination.

2) To make WREP a more accessible, accountable and authoritative organisation;

3) Build better links with communities.

I would like to thank everyone from the community and public sector agencies who have attended the community consultation events in Nuneaton and Bedworth, Rugby and Warwick District and provided valuable feedback.

In the current financial year WREP will consider new areas of work including the creation of a new Single Equality Body and working with public agencies on work under the new Equality Bill 2009, due to be published in the summer.

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Helal Shahid
CEO

Gypsies & Travellers

Rob Leahy, Gypsy & Travellers Services Officer

Approximately 300,000 Gypsies and Travellers have lived, worked and travelled throughout the UK for over 500 years. Gypsies and Travellers come from rich, varied and diverse communities and include:

- Romany Gypsies;
- Roma;
- Scottish Travellers;
- Welsh Travellers (Kale);
- Irish Travellers;
- New Travellers;
- Bargees or Boat Dwellers;
- Showpeople
- Circus People

Some members of these diverse groups still live a nomadic existence; others may live on authorised sites or within housing. Scottish and Welsh Travellers are protected by race equality legislation and would require a test case in order to be identified as ethnic Travellers. New Travellers, Bargees, Showpeople and Circus People are identified as Occupational Travellers.

As with any ethnic group, needs will differ between individuals and between communities. It has not always been possible to reflect these differences. Little research has been undertaken on the specific health needs of each part of the Travelling community.

The Race Relations (Amendment) Act 2008 places a duty on statutory agencies to carry out equality impact assessments on all of their policies. Such assessments have highlighted the lack of health service provision to meet the needs of Gypsies and Travellers, which has resulted in a better provision of services in some areas; for example, making sure general practice boundaries include Gypsy and Traveller sites. However, many Primary Care Trusts (PCTs) are still failing to engage with and provide effective health services to Gypsies and Travellers.

The lack of targeted provision for Gypsies and Travellers is compounded by inadequate ethnic record keeping and monitoring. Romany Gypsies and Irish Travellers are a recognised minority ethnic group under the Race Relations Act 1976, but are still excluded from most monitoring data. This adds to their invisibility in terms of mainstream service use and provision.

Despite pockets of good practice, it is known that many Gypsies and Travellers still find it difficult to access health services (Van Cleemput et al., 2007). Lack of access is not simply an issue pertaining to nomadism: it also applies to sedentary Gypsies and Travellers. It is caused in part by a complex relationship of multiple issues to do with discrimination, marginalisation, lack of trust and the low expectations on the part of other agencies.

Both Gypsies and Travellers who are highly mobile and those who are settled experience difficulties, but these vary with accommodation status. Those who are highly mobile due to frequent evictions from sites experience high levels of uncertainty and anxiety caused by displacement and, sometimes, separation from their extended family groups. Settled Travellers can experience high levels of depression linked to loss of their traditional lifestyle (Van Cleemput et al., 2007). Both groups experience discrimination.

To find out more about work with Gypsies & Travellers in Warwickshire contact:

Rob Leahy

Gypsy & Travellers Services Officer

Tel: 01926 418033

Email: robertleahy@warwickshire.gov.uk

Casework

Neera Bhatia, Community Caseworker

It has been a busy year for WREP, particularly with regard to casework.

There has been a substantial increase in race discrimination and harassment issues across Warwickshire which are being reported to WREP.

It is encouraging to see that the service WREP provides to individuals who have suffered race discrimination or harassment is being utilised throughout Warwickshire.

Our close relationship with other agencies has played a key role in the number of cases referred to WREP. Any cases that are not race related are referred on to the appropriate agencies.

There have been a number of clients seeking assistance from WREP regarding racial harassment and abuse in housing. We are

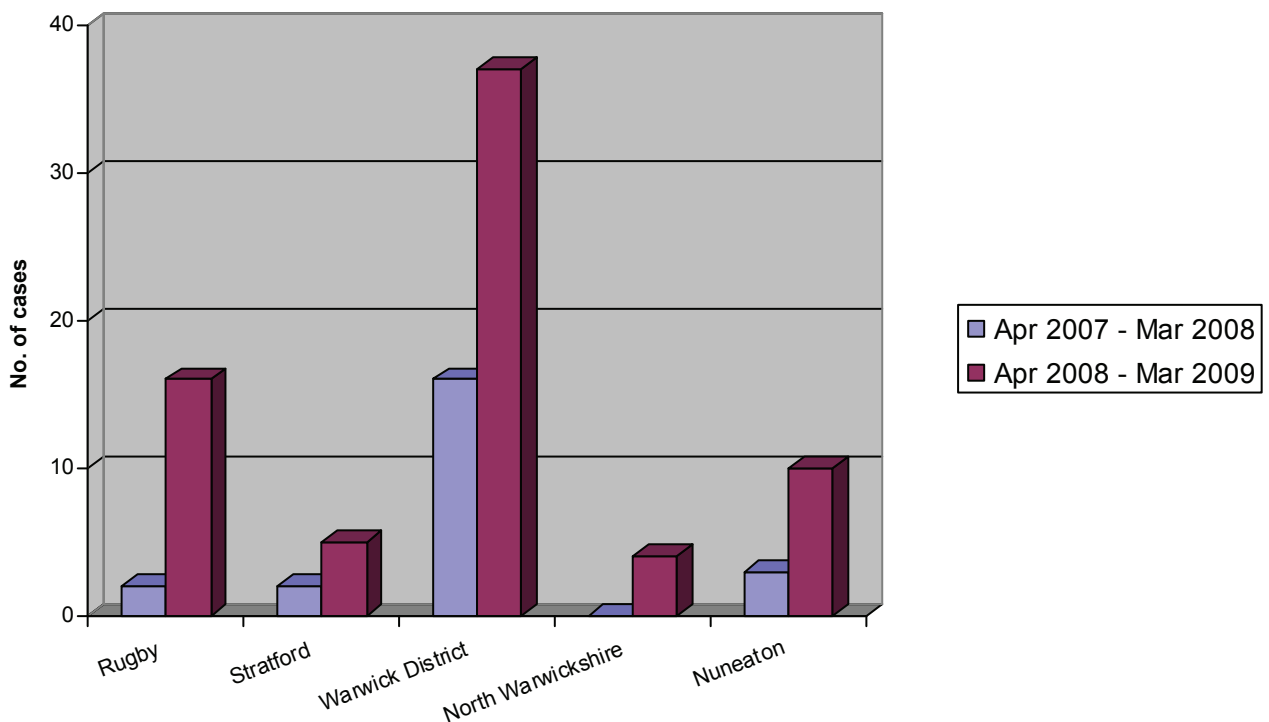
trying to work closely with all housing departments of local councils in order to tackle this growing problem.

We have been successful in resolving a number of client problems. I feel that casework assistance continues to be extremely beneficial with many satisfied and reassured clients.

Case example

A client employed by a large organisation in Rugby was dismissed without warning or notification. The client was the only employee dismissed and believed it to be on the grounds of his race. Very serious allegations had been made by other employees which were untrue and supported by evidence and witnesses. With assistance from WREP the client successfully had all the allegations retracted and left the company with a good reference and has now taken up employment overseas.

Casework Comparison - District



New Officer at WREP

Benji Evans, Rugby BME Sport & Active Recreation
Project Co-ordinator

Hello, my name is Benjamin Evans. I have recently joined the Warwickshire Race Equality Partnership (WREP) as the Rugby BME Sport and Active Recreation Project Co-ordinator.

The aims of the project are to help tackle the inactivity and inequality in sport and active recreation amongst BME communities in the Rugby area. It is also expected that an increase in participation will occur amongst BME communities, by widening access and providing sporting and active recreational opportunities.

Initial research will be conducted to establish the needs and aspirations of BME communities in Rugby and taster sessions will then be set up to promote popular activities. WREP also aims to identify and facilitate activities in sports which are practiced in other countries and specific cultures that are not currently available in the Rugby area.



The project will be focused solely in the Rugby area for the initial pilot, with the view to extending the project across Warwickshire at the end of the three year trial.

I have vast experience in sport coaching and promoting sport, and I look forward to gaining further skills and experience by increasing participation in sports and active recreation in the Rugby area. Before joining WREP I worked as a sports coach across a range of sports and in a variety of settings including schools, colleges, universities, community centres and with various professional sports teams and individual athletes. I also have experience working with a number of athletes with disabilities, many of



whom have represented Great Britain at the World Championships, Commonwealth Games and Paralympic games. Whatever your sport or active recreational interest I will do my utmost to create an opportunity and remove any barriers which are currently present in society.



If you would like further information about the Rugby BME Sport & Active Recreation Project, please contact me on: 01788 576424 or 07920 770 655 or email me at: benjievans@wrep.org.uk.



Benji Evans
BME Sport & Active Recreation
Project Co-ordinator

BME Disability Project Update

Manisha Vadgama, BME Disability Project
Co-ordinator

Since the commencement of the project in September 2008 we have successfully set up a countywide steering group. This group will support me and ensure that all the key targets of the Project are achieved within the agreed timescales. The countywide steering group has met three times, in October 2008, January 2009 and March 2009.

We have also been successful in conducting the mapping exercise for the project, which looked at the profile, numbers and barriers faced by disabled people from BME communities when accessing local services in their area. The overall response rate of the questionnaire distributed was 62%, including responses received from both individuals and organisations which provide culturally appropriate services to disabled people from BME communities.

Following on from this we have also set up the Race & Disability Forum (Nuneaton & Bedworth). The first meeting took place on 27th November 2008 at the Nuneaton and Bedworth Borough Council. Some of the issues that were highlighted during a group discussion on the barriers faced by disabled people from BME communities were:

- Language barriers
- Fear of accessing services due to lack of understanding of the English language
- Lack of translation services in hospitals and GP surgeries
- Lack of doctors of the same gender
- Lack of bilingual support with health services particularly GP surgeries
- Getting the right type of transport
- Benefits advice

- Isolation
- Mental Health Issues
- The need for more opening hours at community centres
- Cultural and religious awareness of service providers.

The Race & Disability Forums will meet on a monthly basis. Outreach work is ongoing to encourage disabled people from BME communities to join the Race & Disability Forums in Nuneaton & Warwick.

If you would like more information on this project or would like to become part of our Race & Disability Forums, please contact Aseia Rafique on: 01926 314644 or email her at: aseiarafique@wrep.org.uk.

I would like to thank everyone who has already given support and encouragement to ensure a successful start to this project.



Manisha Vadgama
BME Disability Project
Co-ordinator

The deadline for any articles for the next quarterly newsletter is 1st July 2009.

Please send any articles to: doreenwallace@wrep.org.uk

Stop & Search / Stop & Account

Chief Inspector Mike Slemensek,
Warwickshire Police



The purpose of this article is to shed more light on why and how we use these important powers and what people's rights are. Hopefully this article will help to explain things and dispel some concerns and myths about this.

Our purpose in using stop and search is to prevent and detect crime and acts of terrorism. It is important that we use these powers effectively in order to safeguard all communities from such harm. When a police officer has a good reason to believe that a person might be in possession of stolen property, or is carrying something that may be used in a crime or act of terrorism, such as a weapon, or something that is unlawful to possess, such as illegal drugs, he or she may stop and detain the person and search them. The police never carry out searches randomly. The officer must always have a specific reason or grounds before any search is carried out. We will always supply this information to the person(s) involved.

Using stop and search powers allows the police to check out their suspicions there and then, without having to arrest the person first. If the person is in possession of an unlawful item, they may be arrested. If not, they are allowed to proceed as soon as possible, with the least amount of inconvenience. Our aim is to use

stop and search in a responsible way that achieves the consent and trust of all the communities in Warwickshire.

Stop & account takes place when a police officer or police community support officer stops a member of the public in a public place and asks them to account for their presence, behaviour, actions, or possession of an item, but does not search them. In these circumstances the police are required to provide the person with a record of the stop and account.

The Warwickshire Police Authority has a responsibility to ensure the police conduct stop and search properly and to provide information to the public about stop and search and stop and account. The Association of Police Authorities (APA) has produced a handy pocket sized leaflet, in different formats, entitled "Stop and Search - Know Your Rights", which is available at police stations and libraries throughout Warwickshire. Copies may be obtained from the Citizen's Advice Bureau and are available on-line via the Warwickshire Police Authority website www.warwickshirepa.gov.uk, and the Warwickshire Police website www.warwickshire.police.uk.

Would you like us to include an article in the WREP Newsletter about your organisation, any upcoming events occurring in your community or any achievements by members of your community?

If so, please contact Doreen Wallace, Administration Officer on 01926 314644 to discuss your article.

Volunteer Opportunities

Doreen Wallace, Administration Officer



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 call us on:

01926 314644 or email info@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 Aseia Rafique on:
01926 314644**

Warwickshire Race Equality Partnership

10 Hamilton Terrace, Leamington Spa, Warwickshire CV32 4LY
Tel: 01926 314644 E-mail: info@wrep.org.uk Web: www.wrep.org.uk

WREP Trustees

Community:

Vacancy, Countywide

Kailash Mistry, Rugby

Abeda Vorajee, Nuneaton & Bedworth

David Foster, Countywide

Pouri Khozoui, Stratford-on-Avon

Jagdeep Rainu, Countywide

Kulvinder Dulay, Warwick District

Vacancy, North Warwickshire

Public Bodies:

Pat Robinson, Warwickshire College

Monica Fogarty, Warwickshire County Council

Liz Stafford, Local Criminal Justice Board

Bryan Grant, Nuneaton & Bedworth BC

Lewis Benjamin, Warwickshire Police

Felicity Bunker, Warwick District Council

James Shera, Warwickshire PCT

Kamaljit Kaur, Rugby Borough Council

WREP Officers

Helal Shahid, Chief Executive Officer
(Secondment)

Aseia Rafique, Race Equality Officer

Junaid Hussain, Race Equality Officer

Neera Bhatia, Community Caseworker

Rae Arnold, Support Officer

Manisha Vadgama, BME Disability Project
Co-ordinator

Benji Evans, BME Sport & Active Recreation
Co-ordinator

Doreen Wallace, Administration Officer

To download an electronic copy of this newsletter visit www.wrep.org.uk

WREP is supported by:

- ◆ **Connexions** ◆ **Crown Prosecution Service** ◆ **North Warwickshire Borough Council** ◆
- Nuneaton & Bedworth Borough Council** ◆
- Rugby Borough Council** ◆ **Stratford-on-Avon District Council** ◆
- ◆ **Warwick District Council** ◆ **Warwickshire College** ◆ **Warwickshire County Council** ◆
- Warwickshire Fire & Rescue Service** ◆ **Warwickshire Police** ◆
- ◆ **Warwickshire Primary Care Trust** ◆ **Warwickshire Probation Service** ◆