



WREN

Warwickshire Race Equality News
Celebrating Diversity In British Society

**WELCOME
NEWS
INFORMATION
UPDATES**

NEW AT WREP

Learn more about our new
WREP Officers

Digital Switchover
What to do before the change

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Words from the Chair



Dr James Shera MBE

Dear Reader, welcome to the 'new look' WREP newsletter. I hope that you enjoy reading what WREP have been working on since the last edition. The officers would like to hear from you with any suggestions for future articles.

The WREP Board and I fully understand and recognise that this is an extremely difficult time in terms of economic climate and the funding cuts are continuing to have a devastating effect on many agencies from the public, voluntary and community sectors. By no means is WREP immune to the impact of the cuts and the organisation is operating on a heavily reduced budget than previous years. We are managing to operate by tapping into our financial reserves and have done so because as an organisation, we understand that race equality work must continue on the same level, if not more, than in previous years.

On that note, the challenges of recent times are forcing many organisations, including WREP, to take a closer look at what they do and how they do it. I am confident that WREP is taking this approach seriously and this is reflected in the WREP work Plan 2011/12. We have had new members to the WREP team over the past few months, all of which bring with them a plethora of experience and skills which I believe will take WREP in a new and positive direction. The WREP team are looking forward to engaging with you through our numerous services.

WREP Officers

Junaid Hussain Manager

Doreen Wallace Administration Officer

Benji Evans BME Sport & Active Recreation Officer

Mario Jaco Migrant Community Equality Advisor

Kam Bahra Community Caseworker

Suleman Dadabhai Office Support &
Community Engagement Advisor

Paul Tolley Countywide

Mota Singh Countywide

Kulvinder Dulay Warwick District

Abeda Vorajee Nuneaton

Public Bodies

Dr James Shera MBE (Chair) NHS Warwickshire

Liz Stafford Warwickshire Probation Trust

Cllr Kam Kaur Rugby Borough Council

Cllr Bill Sheppard Nuneaton & Bedworth
Borough Council

Monica Fogarty Warwickshire County Council

ACC Neil Brunton Warwickshire Police

Pat Robinson Warwickshire College

Cllr Balvinder Gill Warwick District Council

WREP Trustees Community

Saraswathy Subramanian Countywide

Jagdeep Rainu Countywide

Raj Mattu Countywide

Kailash Mistry Rugby

Welcome

Welcome to the latest newsletter of Warwickshire Race Equality Partnership.

We hope that it will inform you, inspire you to send articles for future newsletters, and help you to understand the work of WREP and its partners.

Our Objectives

- To work towards the elimination of racial discrimination;
- To promote equality of opportunity and good relations between persons of different racial groups;
- To relieve the needs of those who have suffered racial discrimination by the provision of information, advice and support.



New to WREP in 2011



Mario Jaco
Migrant Community
Equality Advisor

Mario Jaco, known for his work at Warwickshire CAVA has assumed the position of Migrant Community Equality Advisor. He will be working with new and emerging communities to increase their awareness of available services within Warwickshire, whilst simultaneously working with community organisations to ensure they are aware of the immediate needs of migrant families.

“I wish to use my experience to help WREP achieve it’s goals in race equality work.”



Suleman Dadabhai
Office Support &
Community Engagement Advisor

Suleman joins us having previously worked at the Home Office. He helped create and deliver a national training programme on Preventing Violent Extremism and developed guidance on Community Cohesion.

Prior to graduating with a Strategy & Entrepreneurship degree from Nottingham University, he also spent some time completing a national young leader’s programme.

“I’m looking forward to assisting communities in this difficult climate, and helping to move WREP to another level.”



Kam Bahra
Community Caseworker

Kam worked for the Voluntary Sector for six years, through his career with Citizens Advice Bureaux, the Legal Services Commission and Community Legal Advice.

Equality to him means demonstrating fairness towards everyone by identifying and valuing the diversity between individuals and the contributions they make.

“I joined WREP because I enjoy engaging with the Community. I have always been interested in bringing about social change and justice, particularly through the social policy work that I have embarked on throughout my career.”

Firstly I would like to welcome you to the 'new look' WREP newsletter, the Warwickshire Race Equality News (WREN). The redesign of this newsletter is part of a larger initiative that WREP began at the start of this financial year. We realised that much has changed since we began our last work programme in 2008 and that we needed to reconsider what we do, how we do it and how we keep you informed about it!

In March 2011, we carried out a survey among all our members and stakeholders and used the WREP BME Forums as another avenue of consulting with our affiliates. The purpose of this exercise was to identify what services were needed, what worked well at WREP and what didn't. This was an extremely important task for us which we are continuing to take very seriously. The areas of improvement that were identified from the feedback sparked a revolution of change, one that will continue in order to meet the needs of all of WREP's stakeholders.

The first area of change came with streamlining the previous 11 WREP core functions to 4, namely:

- **Casework Services**
- **BME Community Engagement**
- **Promoting Good Relations**
- **Information and Research**

■ **Casework Services**

WREP will continue to provide a casework service for victims and witnesses of race discrimination and racial harassment across all business service areas. This core function has been a key service for WREP over the years. The number of race discrimination enquiries that we continue to receive and feedback from community consultation, signifies the importance of this service to the residents of Warwickshire and to the WREP stakeholders.

As part of the casework service offered by WREP, we are also able to address issues faced by new arrivals to the UK and migrant workers within the county. This aspect of the service differs from race discrimination and is considered general casework because we realise that the new arrivals or migrant workers seeking our help, do so because they are unable to have their needs met by other agencies.

This leads me onto the other dimension of the casework service which involves working with partner agencies in advising

on measures to enable them to fully meet the needs of the BME community. Furthermore, WREP will continue to make the reporting and recording of race discrimination more accessible through the provision of third party reporting. When WREP first initiated a protocol for race discrimination third party reporting for the county, the concept was commended by the Equality and Human Rights Commission as an example of best practice. Our work on third party reporting enabled us to establish a total of 58 reporting locations across all parts of the county. As part of our review process, we will be assessing the effectiveness of all the WREP reporting mechanisms to ensure that all sections of the community are able to access the qualified and experienced casework team. WREP in partnership with Warwickshire Community and Voluntary Action (WCAVA) will be developing a much needed Community Translation Service across Warwickshire, which again will support, compliment and develop the casework service offered.

■ **BME Community Engagement**

WREP understands the importance of engaging with members of the BME community and will continue over the year to explore varying methods of capturing the needs and aspirations of all sections of the BME community. We recognise that our previous methods of engagement have worked well for particular members of the community. This year WREP will, however, be developing a new approach to the way it captures local issues and subsequently works towards resolving these issues.

WREP like many other organisations is placed in the situation of exploring where and who best to form greater alliances with its partners to best meet the needs of the BME community. Through our engagement with BME communities WREP has developed a mechanism of ensuring that issues are either addressed by WREP or by other agencies more appropriate to the issue.

■ **Promoting Good Relations**

A key area of work that WREP has previously engaged with and will continue to do so, involves raising awareness of BME issues to a variety of audiences, including public services, media and the wider community. This new core function of WREP's compliments the importance that we place on community

cohesion and we consider this a key element of the race equality agenda. There are various projects that we are delivering as part of our work programme for 2011/12 which we believe will promote good relations. We are excited by the development of a Big Society and will work to ensure that the BME communities across Warwickshire are open to the opportunities that will be on offer. WREP sees itself as having a vital role in developing more cohesive communities across Warwickshire as part of the national Big Society agenda.

■ **Information and Research**

Another aspect of WREP which will remain as a core function is the provision of information and research which has always been received well by all stakeholders. This ranges from making communities aware of changes and developments in policy work to informing public agencies on trends identified through other aspects of work conducted by WREP. This year's work programme will see the enhancement of this core function.

A fifth core function which will be integral to the WREP work programme but will not be offered as an external service is internal infrastructure development. I previously mentioned that WREP is changing the way things are done and this can only happen if we change our procedures and practices internally. We have been engaged in this internal restructure for the past several months and believe that this process has enabled WREP to be as strong as it has ever been.

The following diagram illustrates the core functions offered by WREP with highlights of the areas that we will be engaged with as part of those key services.

WREP is committed to you as a stakeholder and we will continue to adapt our services to ensure that there is something offered by WREP for everyone. I hope you embrace the change that we have embarked upon and continue to support our efforts of eliminating race discrimination and promoting race equality.



Casework

- 1-2-1 race discrimination / harassment cases
- 3rd Party Reporting Protocol
- N&E general cases
- Partnership working with other advice provider
- Interpretation & Translation

Internal Infrastructure Development

- Communications
 - Marketing
- Quality Assurance
 - Governance
 - Fundraising
 - Training & Development
 - Volunteering

Community Engagement

- BME consultation forums
- Events
 - Funders seminars
- 1-2-1 community visits
- BME community advocacy

Promoting Good Relations

- Supporting public agencies in meeting statutory requirements
- Raising public awareness
- Supporting partnership projects
- Delivery of focussed projects

Information & Research

- Website
- Newsletters
- Information dissemination
- Research
 - BME mapping
 - Race discrimination casework review
 - BME sports
 - BME community feedback



So what's happening with the BME Day Care Services?

As part of Warwickshire County Council's Adult Health & Community Service's modernisation of services, the existing traditional day services are being decommissioned and are being replaced with what is deemed as modern personalised alternatives. The way in which adult social care is being administered is drastically changing, and those who may be in receipt of any level of support will need to meet the Fair Access to Community Services (FACS) eligibility criteria. Those who are deemed as requiring substantial or critical levels of support will then be entitled to a personal budget.

Over the past year and a half WREP have been supporting Warwickshire County Council's Adult Health & Community Services and the BME communities of Warwickshire, in understanding the implications of the changes and the impact that this will have for the BME communities

currently accessing the 15 BME day care centres across Warwickshire. The move to personal budgets will include £430,229 being stripped from fifteen BME service providers and these organisations having to find alternative sources of funding in order to sustain their much needed services.

WREP have been working with all parties concerned and have been challenging numerous issues in relation to the impact that this will have, however the purpose of this article is to make members of the community aware of the steps to take if they require a FACS assessment to be carried out.

Most of the 15 BME day care services are currently working towards developing a new model of operating as a provider of day care provision. Those members of the community who are FACS eligible and wishing to buy in services from a particular BME

day care provider will need to inform Adult Health & Community Services and the cost will be deducted from their personal budget. For further information on how much this will cost an individual with a personal budget and wishing to purchase BME day care services, please contact Adult Health & Community Services.

If you or someone you know feels as though they should be in receipt of a personal budget you can request a FACS assessment by contacting Adult Health & Community Services on 01926 410410.

Further information on the changes to Adult social care can be found on Warwickshire County Council website and by using the following link:

www.warwickshire.gov.uk/yoursocialcareneed

For further information on local providers of BME day care services, please contact the WREP offices on 01926 314644.

WREP's New Website

WREP is pleased to launch their new website which can be found at: www.wrep.org.uk.

Further to feedback that we received from our members and stakeholders, we have gone about revitalising the information that we publish on the web. We hope that you will find the "new look" site refreshing and that you will be able to find the race equality information that you are looking for.

The new website includes many new features which we feel will prove extremely useful to you. Firstly, information relating to the 4 core functions of WREP can be accessed through the website. We are also pleased that the new site is able to cater for those wishing to report

race incidents to WREP, whether they wish for further action to be taken or to keep us informed on race issues in their area.

The new site also includes up to date information in and around Warwickshire and news on race and equality nationally. You will also find a directory of local authority contacts, voluntary organisations an member organisations within Warwickshire.

We hope you enjoy the new WREP website and that it proves useful in

meeting your race equality needs. We welcome any feedback or suggestions you may have in order that we can continually improve the information that we provide to you.



WREP is in the process of expanding its sport and active recreational services across Warwickshire in the near future. The Rugby BME Sport and Active Recreation Project has been very successful and popular since it was established in January 2009. The project in Rugby has been very effective and encouraged members of the BME community to become more physically and socially active. The project in Rugby has exceeded its targets and over 500 people have engaged with the project so far.

The Rugby BME Sports Project has benefitted the people of Rugby by bringing people from different ethnic backgrounds together and helping to develop community cohesion in the town. Sport is a useful tool in this endeavour and WREP would like to replicate the good work that has been achieved in Rugby in other areas of Warwickshire.

WREP is in a strong position to expand its sport and recreational services across the county. WREP has developed good working relationships with public agencies

Rugby BME Sport & Active Recreation Project



and other voluntary and community organisations across the county. These relationships are important to WREP as effective partnership working will be the recipe for success in the future.

During the coming months, WREP will establish various sports opportunities and other forms of physical activity in different parts of Warwickshire. Through research and consultation, WREP has identified that there is a desperate need

for sports and active recreational opportunities in Nuneaton and Leamington. WREP will focus in Nuneaton and Leamington initially, but wish to also work in other areas in the future.

Please contact Benji Evans at benjievans@wrep.org.uk or **01926 314644** if you have any ideas / opportunities, or if you would simply like some further information on the project

WREP hosted a 'Community Football Tournament' at the Etone Sports Centre, Nuneaton on 25th June 2011. The aim of the tournament was to bring people from different communities together, to raise awareness of different cultures and to work towards developing a cohesive society.

The tournament was a resounding success with over 150 people taking part. A total of 14 teams entered into the tournament from across Warwickshire, consisting of a variety of community groups, public agencies & sports groups. Scores of spectators gathered to see the 2011 winners 'Thundersinghs' lift the trophy.

'WREP Community Football Tournament 2011 - A Resounding Success'



Runners Up: Star FC

"I am delighted with the turnout at the WREP Community Football Tournament and believe we have made progress towards achieving what we set out to do. Feedback from the players & spectators was very positive and other future activities have been suggested. I'd like to thank & congratulate everybody who helped to make this event a huge success."

Junaid Hussain WREP Manager



Winners: Thundersinghs



WREP would also like to thank; ASDA, Bestway, Etone Sports Centre, Farmfoods, Lidl, McDonalds, Steers Printing, Subway & Wincanton, who contributed towards the event.

The Digital Switchover



Have you noticed on the TV, the radio, on phone boxes, on bill boards etc., There are bright pink adverts featuring a little Alien named "Digit-al" declaring "Switchover is coming".

Most people will realise that this means that if they haven't already, they need to switch to digital by the beginning of September. For this reason Digital UK, the organisation responsible for implementing digital

switchover has turned to the voluntary sector to help them to support:

- Older People
- People with Sensory, mobility, or dexterity problem
- People who have a learning Disability
- People who have mental health problems
- People who do not have English as their first language
- People who are socially isolated.

Age Concern Birmingham have been commissioned to manage this project and has been given the target of working with voluntary organisations to reach over 9,000 people. To do this they have recruited a team of

outreach workers to train and support voluntary sector organisations to lay on events or deliver talks to their users.

Age Concern Birmingham also hold a fund of £70,000 to provide grants of between £100—£500 towards the cost of events, this can include the purchase of projectors, TV's etc for use in organisations or can pay towards refreshments, entertainers, room hire etc.

If you would like a Switchover Officer to come out to your organisation or you would like to apply for a grant, please contact Mark Flavell on 0121 270 52 50 or 07557 2627254 or email m.flavell@ageconcernbirmingham.org.uk

Warwickshire Police Equality, Diversity & Human Rights Strategy

Our strategy is for Warwickshire Police to have the trust and confidence of all communities and for our workforce to reflect the communities it serves.

In October 2009 we published a review of our progress 10 years after the publication of the Macpherson report. We shared the findings of this report at WREP's community consultation events.

Here are some of the key achievements the Force has made:

- Robust systems for recording, monitoring and responding to hate crime;
- Improvements in managing murder investigations and major incidents, including how we engage with the families of victims;
- Better arrangements for consulting communities, including the introduction of independent advisory groups;
- Increased representation of women and Black and Minority Ethnic people working for Warwickshire Police;
- Better training, including a comprehensive programme of equality and diversity training for all officers and staff;
- Establishing staff support networks for diverse groups in our organisation;
- A new system for conducting equality impact assessments for all our policies and functions;
- Policing commitment to local communities through dedicated Safer Neighbourhood Policing Teams.

Warwickshire Police believe it is vital to continue with the momentum of positive change and this is the focus of the new strategy. Hate crime, harassment and anti-social behaviour will not be tolerated by the force or our partners and is a key part of our strategy.

To view the strategy please visit our website at www.warwickshire.police.uk

Chief Inspector Mike Slemensek

NOTICE BOARD

Volunteers

WREP is looking for volunteers with the following skills:

Interpreting & translating - all Languages
Reception / telephone /
general office duties / Sports Coaching

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 and translating), or sports coaching, then contact us on:

**01926 314644 or email:
info@wrep.org.uk**

Community Associations

Do you have any events or initiatives you wish to advertise through WREP?

If any Community Associations would like to add any dates and information or events / initiatives being organised in the future by their group, in the newsletter or on the WREP website, please contact Doreen Wallace on:

01926 314644

or email:

doreenwallace@wrep.org.uk

**This Newsletter can be downloaded from our website:
www.wrep.org.uk**