

# ANNUAL REVIEW 2013 - 2014



**Prejudice is a burden that confuses the past, threatens the future and renders the present inaccessible.**

**Maya Angelou**

April 4th 1928 - 28th May 2014

“ when groups are unable to find spaces to share and gain a sense of belonging their sense of a disconnect is amplified.

TREC enables the development of a collective voice of racial minority voluntary and community organisations through its advocacy work ”

“ Without the support of The Race Equality Centre it is unlikely that the Association would have been able to make the changes it has nor to plan confidently for its future equality initiatives.

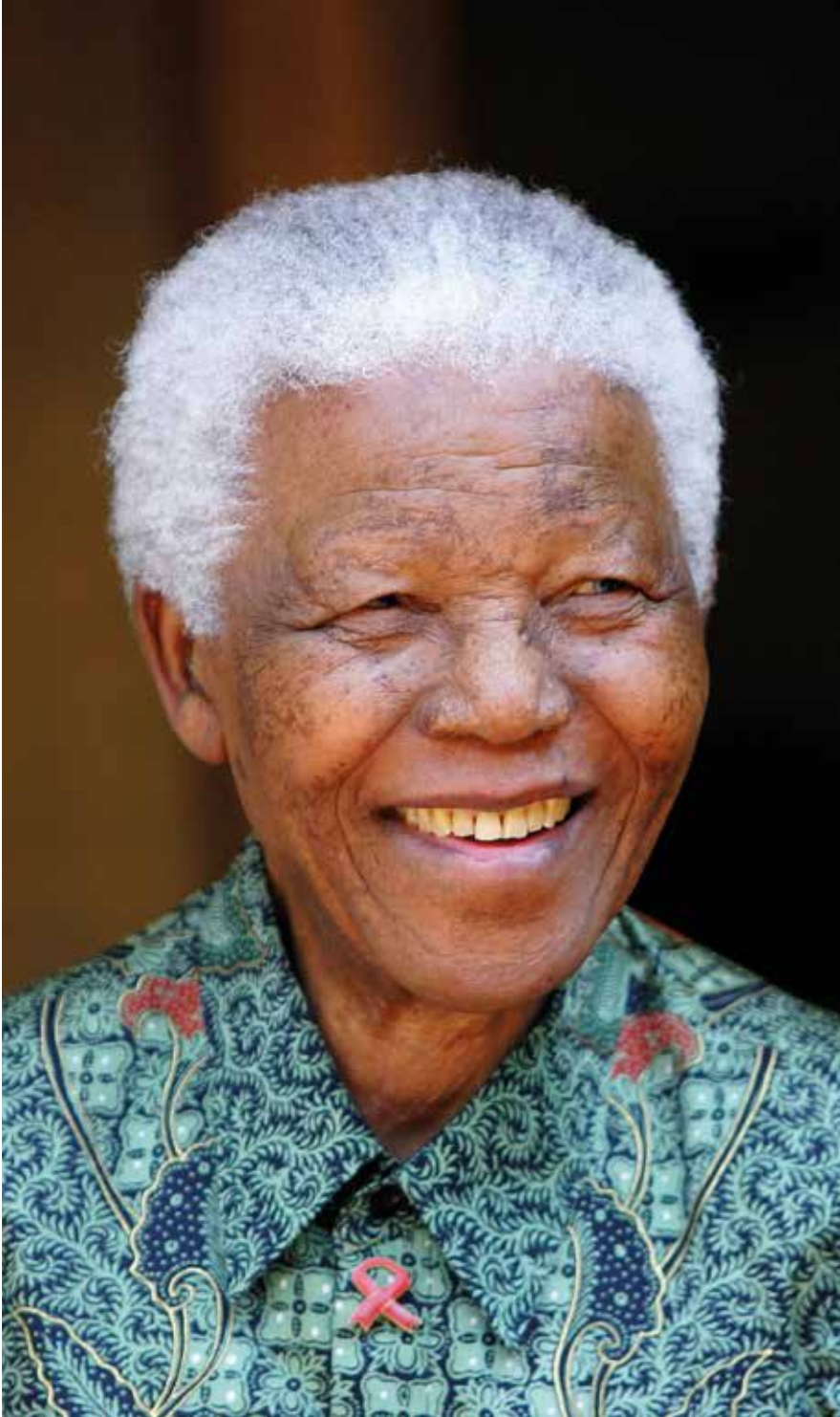
Therefore, whilst not only appreciating the support we have already received the Association would wish to see and support the continuation of that service. ”

“ I have witnessed first-hand the invaluable and socially necessary work its dedicated staff provide, as well as the empowering influence this has on the individuals and families that access the services and support that this organisation offers. ”

“ The Race Equality Centre provides a vital and dynamic contribution to the life of the City of Leicester.....

and has been instrumental in providing grassroots wisdom amongst the varied communities in Leicester. ”





## RIP NELSON MANDELA 1918-2013

**W**hilst he has not lived to see the equality he strove to achieve, South Africa is a much different place to when Nelson first walked from prison in 1990. A great leader has gone.

Whilst paying homage, many other leaders (local, national and international) should reflect on what made this man great. It is admirable to hear individuals paying their respects to this icon, all recognising this freedom fighter, prisoner, and president had been rightly acclaimed as the father of the new South Africa. If just a fraction of his principles could be mirrored, what an improvement there would be around the world

Genuine tributes are being paid to this remarkable man who gave his life for the creation of a society where equality of outcomes is embedded in the civic, political and economic fabric of South Africa. Whilst we recognise this man as a *“Hero of our time”*, there is a lot still to be done in South Africa.

Whilst political advances can be rolled back, Mr Mandela’s personal strength and vigour in addressing that which he knew to be wrong cannot be denied and we should all learn that lesson.

# CONTENTS

ANNUAL REVIEW 2013 - 2014 .....	1
VISION .....	3
MISSION.....	3
CHAIR'S FORWARD.....	4
PUBLIC EDUCATION .....	5
POLICY DEVELOPMENT .....	7
COMMUNITY DEVELOPMENT .....	9
COMMUNITY ENGAGEMENT .....	10
ADVICE & SUPPORT TO INDIVIDUALS.....	11
NEW ARRIVALS INTEGRATION CASEWORK.....	14
FINANCIAL ACTIVITIES .....	16
AFFILIATED ORGANISATIONS & INDIVIDUALS.....	18
PARTNERS.....	19
FUNDERS .....	19



## VISION

To be the UK's most respected voluntary sector expert on race equality matters.

## MISSION

The Race Equality Centre will actively promote, seek and implement a racially just, fair and equitable society, which will enhance the quality of life for all citizens of Leicester & Leicestershire

# CHAIR'S FORWARD

The Race Equality Council has been existence in Leicester in a number of guises with a variety of names since 1967. Its work is grounded in legislation beginning with the Race Relations Act 1965, outlawing discrimination on the “grounds of colour, race, or ethnic or national origins” in public places, which was immediately followed by the establishment of The Race Relations Board (in 1966), created to consider complaints under the Act. The Act was strengthened to cover employment and housing in 1967, by which time Leicester Community Relations Council was founded. The Race Equality Centre now operates within the purview of the Equality Act 2010 strengthened by the European legislation on Human Rights.

This quick backward glance is to assist the reader of the following pages to understand the framework in which our work is grounded

## **We exist to:**

- To work towards the elimination of racial discrimination;
- To promote equality of opportunity and good relations between persons of different racial groups; and
- To advance education and relieve poverty amongst immigrants and refugees particularly by the provision of legal and other advice services.

Our surprise this year was the ‘light touch’ to community cohesion being signalled as the way forward for the city. Our other surprise and gratitude this year was the response from our users, supporters and stakeholders to a public meeting held at our offices to discuss the implications of this ‘light touch’ on our services and the organisation as a whole. Our conference room, computer suite, hall and reception held upwards of

160 people engaging in dialogue and action planning to prevent this city from rolling itself back to the 70s. Thanks to each and every one who has shown support, offered assistance and delivered words of comfort to the organisation’s staff, volunteers and board members. Thanks also go out to all 2,000 of you who signed our petition objecting to the potential treat of closure.

Our core work has not abated during this period and the following pages evidence the range of areas being covered to bring about race equality. Addressing this topic front-end at our Annual General Meeting is an attempt to begin to create a framework for action for the forthcoming years which sees the survival of race equality work in twenty-first century Leicester and Leicestershire.



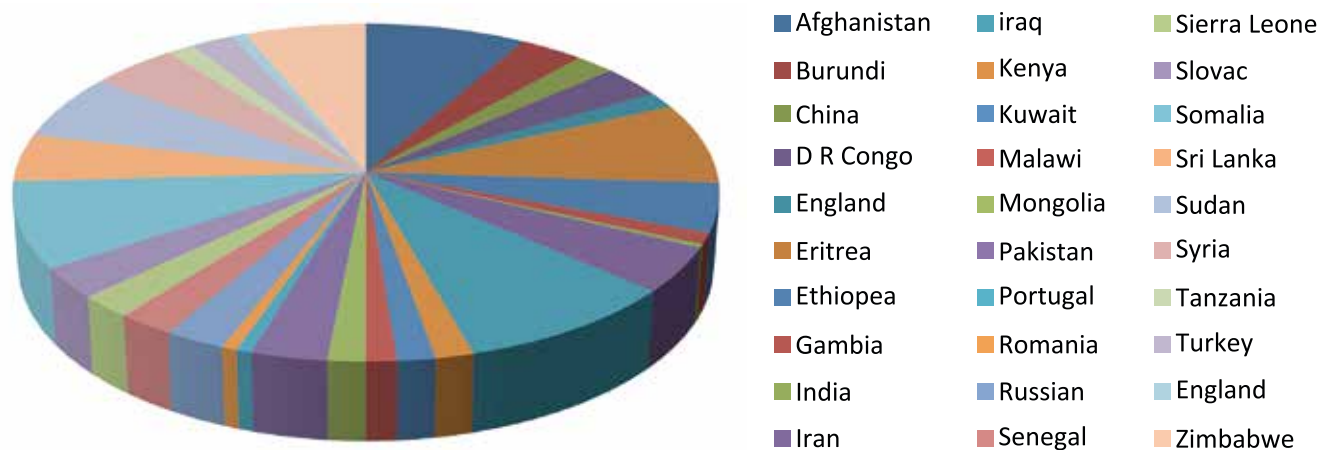
Surinder Sharma  
Chair

# PUBLIC EDUCATION

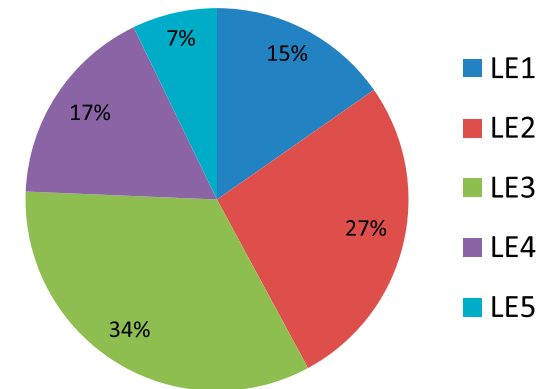
Information provided to the City Council and its partners to assist with equipping them to manage the on-going demographic change and have an understanding of new communities to the city.

The chart gives a breakdown of the integration team's clients by country of origin. The largest users of our services for the year were from: Afghanistan 8%, Iraq 9%, Somalia 8%, Eritrea 8%, Sudan 6% and Zimbabwe 6%. This suggests increases in racial origin data in Leicester of other Asian by at least 0.4%, other ethnic group: Arab by at least 1.7% and, Black or Black British: African by at least 1.4%,

## Copy of Client by Country of Origin April - June 2014



## Client by Post code April 2013 - March 2014

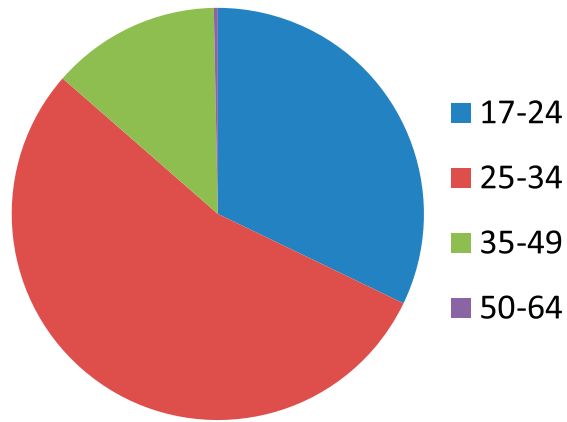


Identify areas covered by the code

## Ward Map of Leicester with Post Codes

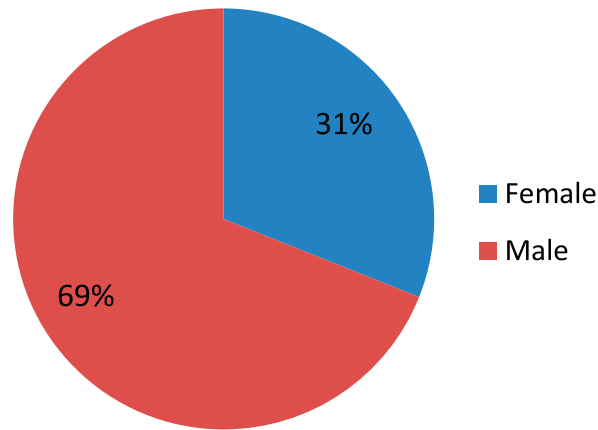


### Client by Age April 2013 - March 2014



The age range of 25-34 featured highest in our user figures with 17-24 being the second largest cohort. 50-64 was the smallest number during this period. These figures contribute to growing the city's youthful age profile. The 2011 Census showed the age profile as being 55% of the population under the age of 34 compared to 43% of the East Midlands as a whole. It further showed since 2001 the median average age of the city's population has decreased from 33 to 31 which is against the national trend of an 'ageing population'. Over the years it has been seen that TREC works with more newly arrived male than female clients, but that the female clients make up the larger proportion of those applying for Citizenship.

### Client by Gender April 2013 - March 2014



TREC have been invited to be a member of the Advisory Group on the University of Leicester project: 'The UK Citizenship Process: Exploring Immigrants' Experiences'. The project commenced in September 2013 to explore the preparation, testing process and citizenship ceremonies in Leicester and London, combining qualitative perspectives on migrants' experiences with quantitative analysis. Of TREC, Dr Leah Bassel of the University said: We would be delighted and honoured to have [TREC] input into this work in [their] capacity as chair of the Multi-Agency Forum and your work at TREC. It is very important for us to have the input of third sector and migrant organisations into this project.

### During the last financial year TREC

- Provided information to the Racial Minority Voluntary Sector Assembly about development opportunities including the availability of private sector sponsorship and the opportunity to attend the national Locality Convention taking place in Leicester.
- Took part in planning for 'Refugee Week'
- Provided displays and stalls at Probation Service Diversity Event, University of Leicester's Equality Network and Highfields Festival.
- Published and distributed five e-bulletins covering local, regional, national and international issues of race equality to 500 recipients.
- Took part in radio programmes to inform discussions about practices and policies that may undermine the sense of belonging of particular communities.
  - i. use of police s30 powers
  - ii. stop & search
  - iii. discussions on access to facilities and services by new migrants.

We hosted a lecture "Distant Echo of Pan-African Identity: Cultural Resistance and Identity" delivered by Dion Hanna Jr., Director at Eugene Dupuch Law School, Bahamas. This lecture had previously been presented to the

43rd Annual Conference of the British Society for Eighteenth Century Studies, St Hughes College, Oxford University, earlier in January.



Dion Hanna Jr., Director at Eugene Dupuch Law School, Bahamas.

# POLICY DEVELOPMENT

*Working to manage adverse situations that are likely to impact negatively on the City, TREC undertook the following:*

On behalf of the Equality & Diversity Partnership, TREC led and responded to Police & Crime Commissioner's Delivery Strategy.

We also:

Supported the equality impact assessment of the Fulfilling Lives application;  
Supported the Leicestershire & Rutland County Football Association in developing its Race Equality Action Group and delivery plan;

Worked with the Stop & Search Reference Group and Leicestershire Police to reduce the disproportionate rates of the use of stop and search powers against people from different racial backgrounds. So far the rate of disproportionality between black suspects and white has reduced from 7:1 to 3.4:1, for Asian suspects the differential has fallen from 1.8:1 to 1.1:1. This is a faster rate of reduction than in any other part of the country.

*Other policy development work included*

TREC established a working group of VCS organisations, statutory health service providers and clinical commissioning groups to facilitate a conference to address **Racial Inequalities in Mental Health** in Leicester and Leicestershire. The aim of the conference was to address and explore the inequalities faced by individuals, carers and families from racial minority communities when accessing and/or receiving mental health services. It was designed to target service users, carers, providers, commissioners, professionals, clinicians and others with a key interest in mental health to explore the issue.

The working group organised a programme of key note speakers and workshops for participants to develop their awareness and understanding of racial inequalities in mental health service. As an output TREC and its support partner organisations were aiming to identify key issues and develop a programme

of activities and events to address these issues. It was also intended to formulate a strategic group consisting of mental health service providers and commissioners to enable progress in this field.

TREC has also participated in the initial meetings of the **NHS Elective Care Alliance Patient and Public Partnership Group**. The aim of this group is to support and advise the NHS Partnership Trust and Clinical Commissioning Groups on the development and implementation of programmes to move relative care e.g. pain management, urology, ENT services etc. closer to the community and the patient. Identified services would be provided in local GP practices, health centres and community settings by NHS

providers. TREC aims to ensure that the needs and requirements of the racial minority communities are firmly on the agenda.

Membership of and attendance at the Local Management Committee of the East Midlands European Regional Development Fund advocating for the understanding and application of relevant mechanisms to support the implementation of race equality practices within funded programmes. We are key active members of **Advice Leicester Partnership**. Through this we have developed and delivered an accredited training programme to assist in developing consistency in delivery practice across the partnership members.



Focus group meetings discussing the Heritage Impact Centre.



Within one week our Routeways to Employment project managed to get two people into employment, one into self-employment and three into training.



On November 12th and 13th, Leicester played host to the "national" Locality Convention. It attracted 600 people and was a sell-out. Thanks to the efforts of Highfields Community Association and The Race Equality Centre, both members of Locality, this year's Convention welcomed a significant enhancement in attendance from Racial Minority organisations, in comparison with previous years.



# COMMUNITY DEVELOPMENT

*TREC have striven to ensure racial minority voluntary and community organisations have a collective voice, are informed about issues relating to the communities they serve and are given appropriate consideration within the policies and operations leading to targeted services.*

Members of the Racial Minority Voluntary Sector Assembly informed of and engaged in debate on current City Council service reviews (Advocacy and Counselling) and awaiting report of VCS Review (consultation October 2013 to January 2014).

Development support provided directly to 6 community organisations:

- Assistance with fundraising and capacity developments (2)
- Improving community relations (2)
- Support for board and senior staff in addressing with-holding of funding and queries re quality of service provision (1)
- Support for appeal against association disciplinary matter (1)
- Active participation in the governing of Highfields Community Association

Development support also provided in the creation of a community foundation established to provide positive opportunities for young people.

*TREC has been a clear point of contact for engagement on issues relating to race equality and race relations in the city, endeavouring to ensure when issues arise they are effectively and sensitively addressed.*

This has been done through attendance and input into the Policy Advisory Group on Race & Equality (police) – notifying senior police officers of known areas of increased community tension.

In partnership with Jon Ashworth MP discussions and actions in Spinney Ward on the impact of benefit changes on vulnerable communities. With assistance from De Montfort University and the use of volunteers from the 'routeway to employment programme' the development of a food bank with appropriate referral and monitoring processes in the area for families and individuals.

Responding to elected members requests for assistance in ensuring the deaths in September did not result in escalating tensions within the city.

- Assisted with organising and publicising the community 'call for pray' following plea from mothers. Attended by over 200 individuals.
- Developed and distributed information sheet on 'rough guide to basic rights on arrests'.
- Responded to Leicester Mercury on appropriate reporting
- Advice meetings with mothers on information received from Leicestershire Police
- Regular meetings to distil anxiety being experienced during court cases

Work to address perception of community tensions included:

- Meeting with Spinney Hill Police regarding decision to implement s30 order
- Meeting with elected members to discuss presence and overview of EDL vigil and agree approaches to such events.
- Meeting and discussion within LMAG due to concerns raised by a group member on EDLs presence in the city centre

# COMMUNITY ENGAGEMENT

*Delivered as a core element of the organisation work through varying sections of the teams programme*

## **Racial Minority Voluntary Sector Assembly**

have been engaged in  
Development of the Leicestershire Local Enterprise Partnership's draft strategic plan;  
National response to the review of the use of police stop and search powers;  
Responded to Police Engagement strategies of the Police and Crime Commissioner and Leicestershire Police;  
Took part in debates about the development of Healthwatch;  
Took part in discussions on the delivery of training on prostate cancer;  
Discussions on the review of advocacy and advice services;  
Took part in consultation on the City of Culture;  
Debated the review of the voluntary sector infrastructure services; and  
Discussed models for discrimination and harassment casework support.

## **New Arrivals engagement through**

Enterprising New Arrivals Team  
Conducted and facilitated a number of community based events to raise awareness of self-employment with a range of diverse communities.

Leicester College

Meeting with the Daman community

Hosted event in Braunstone

Networking engagements in Belgrave & St. Matthews areas

Focus group events on targeted themes:

Changes to Welfare Benefits

Housing and Council Tax Benefit

In partnership with Leicestershire Lesbian Gay Bisexual and Transgender Centre and Human Rights & Equalities Charnwood undertook County Council Engagement Programme

Recruited 120 community representatives to be part of virtual panels

Provided briefings on the work of bodies within the Strategic Partnership

Advice meetings on programme development and delivery for the 'Enough is Enough' public meeting. Regular meetings held to distil anxiety being experienced by community members during recent court cases.

Following Westgate Shopping Mall seizure in Kenya, assisted two community groups to deliver the Kenya / Somali Dialogue event by attending preparatory meetings which elicited the need for a joint event, preparation of press release and, chairing the meeting.

# ADVICE & SUPPORT TO INDIVIDUALS

In 2013-14 we experienced a significant 171% increase in the number of requests that we received to help people addressing concerns of unfair treatment or harassment on the grounds of the complainant's racial background. As a result, we gave direct information, advice and guidance to 151 individuals regarding their experience of discrimination and or harassment on racial grounds.

Of these, 52% of inquirers received sufficient assistance at their first appointment or telephone call to resolve their issue. These matters included the growing number of inquiries that we receive from outside of our priority area of benefit.

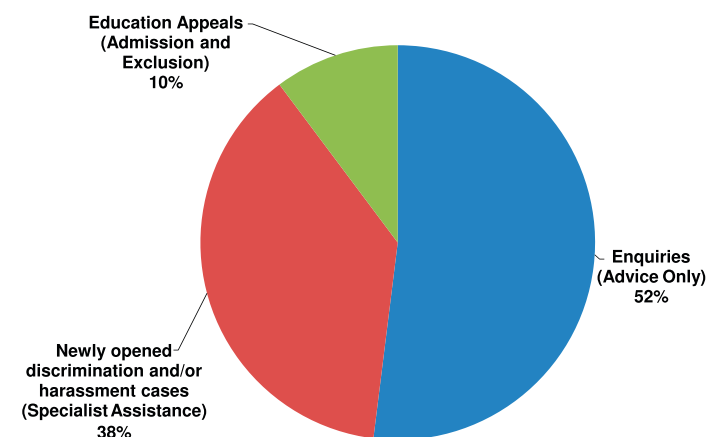
A further 10%, related specifically to education admissions or exclusion processes, were assisted through detailed advice and/or representation in that specialist area.

The balance of inquiries (38%) has been supported at the level of specialist advice and representation on racial discrimination or harassment matters.

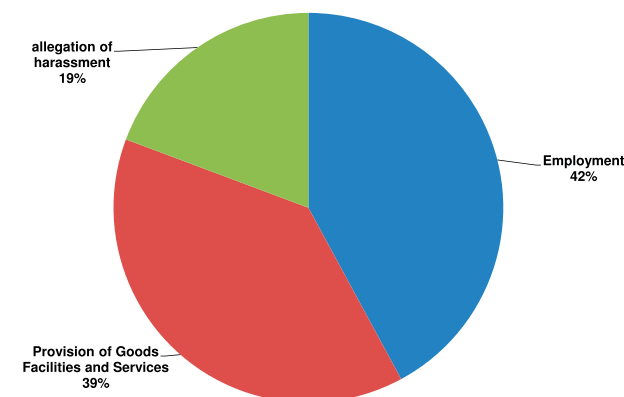
There has been a significant increase in the proportion of specialist assistance provided for complaints about racial discrimination in the delivery of goods, facilities or services, rising from approximately 4% of cases in 2012-13 to nearly 40% in 2013-14 (see below). This increase includes complaints of discrimination in retail, health, criminal justice, leisure services and housing services. The complaints citing unfairness in employment situations continue to include concerns expressed about unfair treatment at the point of recruitment or in disciplinary and grievance procedures.

We have also received an increase in the number of complaints of racial harassment, either in working environments or between neighbours

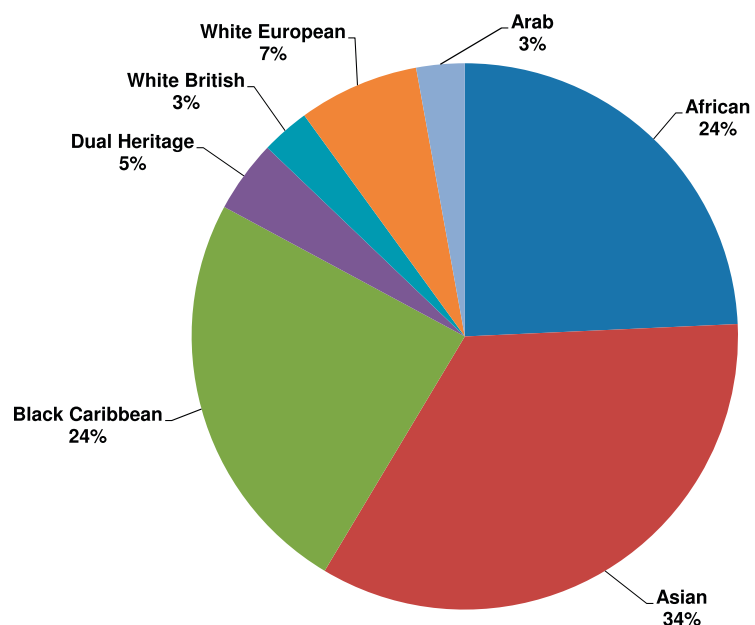
**Scope of Assistance Provided**



**Distribution of discrimination complaints receiving Specialist Assistance**



## Racial Distribution of Specialist Service Recipients



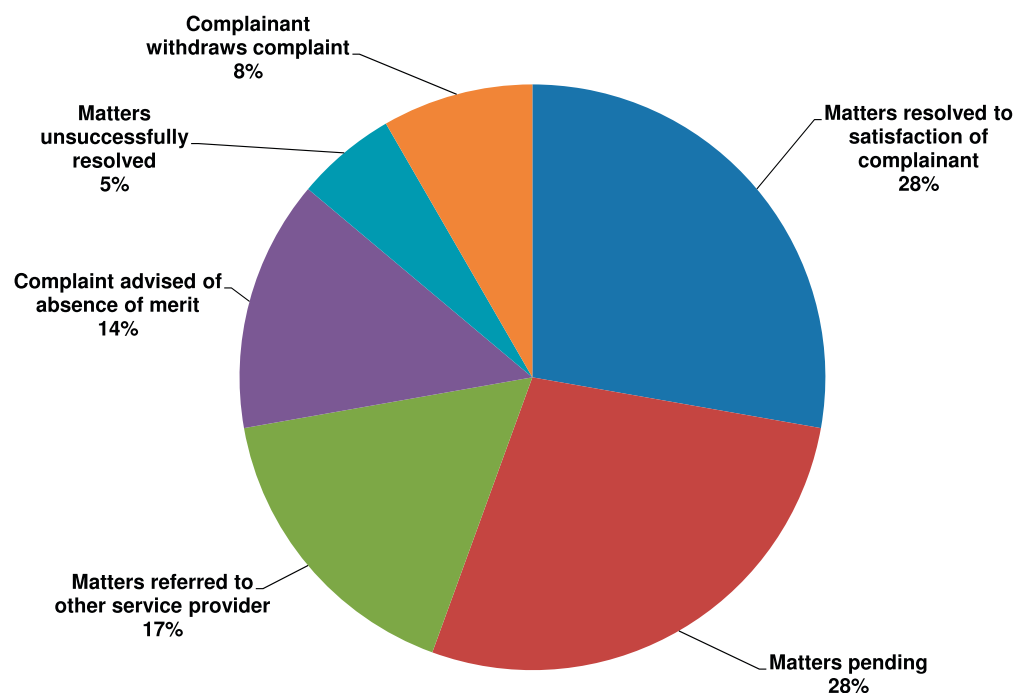
The monitoring of those seeking support from this service indicates that service users can be found in all of the major racial groups represented in Leicester (see diagram; left).

However, the monitoring results indicate that at least 2 identifiable ethnic groups, the Chinese community and the Traveller community, were noticeable in their absence among service users in 2013-14. It would be naïve to suggest that this is because of the absence of experiences of discrimination and/or harassment among these communities. We, therefore, need to consider enhancing our outreach and engagement with these particular communities.

Of the communities that are represented among these service users, the massive over-representation of people of African or African-Caribbean heritage among the service users gives testimony to the continuing legacy of racial disadvantage and the impact of racial prejudice.

Once we have begun to actively support a complainant (i.e. started to provide advice and guidance at the specialist level) there are a number of potential outcomes to the service provided. In general, we begin providing assistance by seeking additional evidence and/or information to assess the merits and details of the complaint. The information that becomes available, at this stage, could be sufficient for us to advise on the prospects of success if a formal claim is submitted, either through an internal complaints process or in a claim submitted to an appropriate court. Hence, as the chart indicates, in 14% of cases we advised that there was not enough evidence to successfully support a complaint against an employer or service provider. For a further 17% of complainants, we obtained sufficient information to support a referral to another, more appropriate, agency for advice and guidance.

## Outcome of Specialist Advice



In approximately 8% of cases, the complainant withdrew their complaint at, or after, this stage in the proceedings.

33% of the cases that we advised during 2013-14 were progressed to a resolution. Since 2012, TREC has adopted a process whereby we attempt to negotiate a resolution prior to the need for an application to a tribunal or court. Either through this method or by recourse to a court, 28% of our clients obtained the resolution that was at the level that they wanted or above. This compares with the national rate of approximately 10% of race discrimination complaints, heard at tribunal, which are found in favour of the applicant.

A further 28% of our caseload was still pending a resolution at the end of the financial year.

TREC's work in supporting complainants of racial discrimination and/or harassment is, by definition, one that requires a significant level of technical knowledge and tools of analysis. It is also an area of work that combines the skills of advice and advocacy with those of providing emotional support. This extent of service, successfully provided to an increasing number of requests for assistance, year on year, can only have been delivered because of the invaluable assistance provided by Susan Snushall, who has provided significant support on a voluntary basis.

*In keeping with our objectives TREC assists new arrivals to the city who have been granted refugee status to integrate into Leicester through the provision of appropriate support.*

<b>NEW ARRIVALS INTEGRATION CASEWORK:</b>	
Live cases as at 31.03.14	115
Enquirers Addressed	458
Assistance with immigration status	221
Accommodation gained	79
Closed files	142
Accommodation gained	71

This support has been extended beyond addressing immediate integration issues to delivering programmes to support new arrivals to enter the job market or, to unleash their entrepreneurial skills.

**Jobcentre Plus Flexible Support Fund Programmes** - As a development of TREC’s commitment to support jobseekers from new and emerging communities to progress and develop, two programmes were delivered to provide the necessary development, guidance and support. The Routeways to Employment for Refugees and The Preparation for Employment with ESOL were funded by the Jobcentre Plus/Department of Work & Pensions Flexible Support Fund. The intention was to support 80 participants on the “Routeways to Employment” and 40 participants on the “ESOL” programme. Positive outputs and the development of Individual Learning Plans was a requirement for both programmes.

“Routeways to Employment” was designed to provide training, one to one coaching and support for jobseekers to progress into suitable employment, training or volunteering opportunities. Through the “ESOL” programme TREC was able to pilot the “Rapid English” computerised programme to increase the vocabulary and literacy capability of individuals in the English language. Participants were referred by Jobcentre Plus advisors or from other TREC in-house services or recruitment events.

For both programmes the following outcomes were achieved:

<b>Output</b>	<b>“Routeways into Employment for Refugees”</b>	<b>“Preparation for Employment with ESOL”</b>
Number of Participants	55	31 completed
Employment	15	2
Education	13	
Volunteering	5	
Self-Employment	2	

One of the highlights for the programmes was the organising, in association with the Enterprising New Arrivals programme, Jobcentre Plus and Highfields Association of a “Jobs and Skills Fair” at Highfields Centre on 13 February 2014. In excess of 400+ individuals took part in the event with a total of 16 employers, training providers and advice agencies hosting stalls to promote their services.



**Enterprising New Arrivals** (ENA) was developed by The Race Equality Centre (TREC) and funded by European Regional Development Fund (ERDF) to support, build and enable newly arrived communities to engage in the economic regeneration of their neighbourhoods.

The programme was delivered in partnership with Leicester Asian Business Association (LABA), The Qualification Development Service and Highfields Community Association (HCA). TREC managed and coordinated the activities of the programme with three Enterprise Development Officers and an Administrative Officer.

The programme was designed and delivered to support the development of active successful entrepreneurs from newly arrived communities in Leicester to ensure that these communities are in a position to thrive and survive in the new economic environment. Launched in August 2012 and completed in March 2014, the ENA programme has

- worked and supported over 100 individuals from Leicester's new and emerging communities to explore the potential of self-employment,
- Recruited, trained and supported 20 business mentors to work with clients.
- Developed and delivered 1:1 support, training and personal development activities for its clients.

- Conducted and facilitated a number of community based events to raise awareness of self-employment with a range of diverse communities.
- Developed networks and contacts with both business and community based organisations to support delivery.
- Developed a toolkit designed to support Business Advisers attending TREC's Business Advisers Training Seminars to identify and understand the issues faced by migrant entrepreneurs.
- Undertook three scoping exercises to:
  - ✓ Assess the current level of entrepreneurial activity by New Arrival\Migrant communities in specifically chosen areas; highlighting the different levels of support available and the difficulties and barriers they face in accessing such support.
  - ✓ Provide solutions to overcome these barriers and suggest improvements and enhancements to help New Arrival\Migrant communities to establish new enterprises.

An ENA dissemination event was held on 31 March 2014 to celebrate the achievements of the programme and share the models of good practice.

## **Volunteer Recruitment/Training**

Between September and November the ALP Volunteer training course was designed and developed:

- Course name: Principles of managing clients seeking social welfare advice and support
- Course was approved by ILM in November 2013
- 26 hour programme - 14hours face to face training 12 hour placement in a partner agency

17 volunteers were recruited for the first round of training, which commenced in January 2014, out of these 14 completed all aspects of the course.

The first round of training consisted of 4 sessions for which individual evaluations were done. All evaluation responses showed the majority of participants stating that the course sessions had been fully met.

The final evaluation sheets assessing the whole course showed a similar result. Out of the 12 evaluation sheets returned, 10 participants indicated that different aspects of the course had been fully met. 2 people stated that most aspects had been fully met and a few aspects had been adequately met. No volunteers on the training stated that any part of the course had not been met.

## The Race Equality Centre

### Statement of Financial Activities (including summary income and expenditure account) for the year ended 31 March 2014

# FINANCIAL ACTIVITIES

	Notes	Unrestricted funds £	2014 Restricted funds £	Total funds £	2013 Total funds £
<b>INCOMING RESOURCES</b>					
<b>Incoming resources from generated funds</b>					
Voluntary income		8,514	-	8,514	-
<b>Incoming resources from charitable activities</b>	2	<b>394,116</b>		<b>394,116</b>	338,801
<b>Total incoming resources</b>		<b>402,630</b>	<b>-</b>	<b>402,630</b>	338,801
<b>RESOURCES EXPENDED</b>					
<b>Charitable activities</b>					
Consultancy (including Leicester City Council contract)	3	385,866	1,106	386,972	331,515
<b>Governance costs</b>	5	<b>2,660</b>	<b>-</b>	<b>2,660</b>	2,860
<b>Total resources expended</b>		<b>388,526</b>	<b>1,106</b>	<b>389,632</b>	334,375
<b>NET INCOMING RESOURCES before transfers</b>		<b>14,104</b>	<b>(1,106)</b>	<b>12,998</b>	4,426
<b>Gross transfers between funds</b>	13	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Net incoming resources</b>		<b>14,104</b>	<b>(1,106)</b>	<b>12,998</b>	4,426
<b>RECONCILIATION OF FUNDS</b>					
<b>Total funds brought forward</b>		<b>73,589</b>	<b>2,244</b>	<b>75,833</b>	71,407
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b>87,693</b>	<b>1,138</b>	<b>88,831</b>	75,833



## The Race Equality Centre

Company number 03140691

### Balance Sheet at 31 March 2014

	Notes	Unrestricted funds £	Restricted funds £	2014 Total funds £	2013 Total funds £
<b>FIXED ASSETS</b>					
Tangible assets	9	3,605	1,138	4,743	6,638
<b>CURRENT ASSETS</b>					
Debtors	10	90,297	-	90,297	86,937
Cash at bank and in hand		61,942	-	61,942	39,777
		<u>152,239</u>	<u>-</u>	<u>152,239</u>	<u>126,714</u>
<b>CREDITORS</b>					
Amounts falling due within one year	11	(68,151)	-	(68,151)	(57,519)
		<u>84,088</u>	<u>-</u>	<u>84,088</u>	<u>69,195</u>
<b>NET CURRENT ASSETS</b>					
		<u>87,693</u>	<u>1,138</u>	<u>88,831</u>	<u>75,833</u>
<b>NET ASSETS</b>					
<b>FUNDS</b>					
Unrestricted funds	13			87,693	73,589
Restricted funds				1,138	2,244
TOTAL FUNDS				<u>88,831</u>	<u>75,833</u>

The financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies and with the Financial Reporting Standard for Smaller Entities (effective April 2008). The notes form part of these financial statements.

# AFFILIATED ORGANISATIONS & INDIVIDUALS

African Caribbean Citizens Forum  
Afro—Innovation Group  
Age Concern  
Antigua & Barbuda Association  
Association of Afghan United in Britain  
Association for Bengali Communities  
Bangladesh Youth & Cultural Shomiti  
Belgrave Baheno Women Group  
Belgrave Development & Enterprise  
City of Sanctuary  
City Rooms  
East West Community Project  
Federation of Iraqi Refugees  
Federation of Sikh Organisations  
Fosse Health Trust  
Foundation Housing  
Highfields Community Association  
Hindu Religious & Cultural Society  
HMYOI Glen Parva  
Indian Women's Association  
Indian Workers Association  
Leicester African Caribbean Business Association  
Leicestershire Asian Business Association  
Leicester Youth Association  
Leicester Brahma Samaj  
Leicestershire Centre for Integrated Living

Leicestershire & District Trades Council  
Leicester Chinese Community Centre  
Leicester Irish Forum  
Leicester Caribbean Carnival  
Leicestershire Caribbean Cricket Club  
Leicestershire Constabulary  
Leicester Ethnic Elderly Advocacy Project  
Leicestershire Learning & Skills Council  
Leicestershire & Rutland Probation Trust  
Leicestershire Partnership NHS Trust  
Leicester United Caribbean Association  
Moat Community College  
National Association of Youth Justice  
Nirankari Advice Centre  
Qualification Development Service  
Pakistani Youth & Community Association  
Progressive Writers Association  
Punjab Link Council  
Ramgaria Board  
Regent College  
Riverside Housing  
Savera Resource Centre  
Shama Women's Centre  
Shree Sanatan Mandir  
Soft Touch Arts  
St Albans Community Centre  
St Gabriel's Community Centre

St Matthew's Tenants Association  
Transport & General Workers Union  
Union of Communication Workers  
UNISON Leicester  
Voluntary Action Leicestershire  
Wesley Hall Community Centre  
West Indian Senior Citizens Project  
Youth Offending Team

## AFFILIATED INDIVIDUALS

Jennifer Finlayson  
Colin Green  
Garry Gaye  
Anu Jalota  
Leena Mandalia  
Mr B Manek  
Kulbir Minhas  
Mr D. Patel  
Arthur Rowe  
Harbans Thiarey  
Ghartey Vardon  
Mr D Wehner  
S. Snushall  
Israel Ndlovu  
Kathryn Hart

# PARTNERS

## **Equality & Diversity Partnership**

Leicestershire Centre for Integrated Living  
Leicestershire Lesbian, Gay, Bisexual and Transgender Centre  
Leicester Council of Faiths

## **Enterprising New Arrivals**

Highfields Community Association  
Leicestershire Asian Business Association

## **Leicestershire County Engagement and Representation**

Equality and Human Rights Charnwood  
Leicestershire Lesbian, Gay, Bisexual and Transgender Centre

## **East Midlands Race Equality Consortium**

Derby and Derbyshire Race and Equality Commission  
Equality & Human Rights Charnwood  
Northamptonshire Rights & Equality Partnership

## **Advice Leicester Partnership**

Age UK Leicester Shire and Rutland  
Bangladeshi Youth and Cultural Shomiti  
Community Advice and Law Service  
Highfields Community Association  
Leicestershire Citizens Advice Bureau  
Mosaic Shaping Disability Service  
Saffron Resource Centre  
Shelter Housing Aid and Research Project (SHARP)  
Somali Development Services  
Mosaic

## **FUNDERS**

Leicester City Council  
European Union ERDF  
Job Centre Plus  
Leicestershire County Council  
Lloyds TSB  
LLR Community Trust





# A hero has died

Stuart Hall's early work on racism and reaction articulated the effect of the world's history on shaping English history. He stated 'the outside history that is inside the history of the English ...[that] There is no English history without that other history.'" With this he established himself as an essential critical theorist on matters of identity and ideology, articulating and expanding on theories of 'historical amnesia' – a concept that remarkably still has currency today. Following this introduction to critical thinking, Stuart Hall joined the Routledge Critical Thinkers and elaborated on his earlier work within the sub publication 'Racism and Resistance'.

Hall was one of the first academics to define and critically describe the notion of a multicultural society (which he distinguished from a multi-cultural state). He expressed the view that a successful British society would only be determined when individuals in Britain are recognised as having strong but different attachments – thus challenging the notion of a uniquely homogeneous British cultural identity.

Stuart Hall has epitomised through his dialogue (written and verbal) the very essence of The Race Equality Centre's raison d'être.

The quality of this man has been summarised by Diane Abbott, the Labour MP for Hackney North and Stoke Newington who said: "For me he was a hero. A black man who soared above and beyond the limitations imposed by racism and one of the leading cultural theorists of his generation."



Stuart Hall

1932 - 2014



2nd Floor, Phoenix Yard, 5-9 Upper Brown Street, Leicester LE1 3SH

T : 0116 204 2790      F : 0116 204 2791

[administrator@theraceequalitycentre.org.uk](mailto:administrator@theraceequalitycentre.org.uk)      [www.theraceequalitycentre.org.uk](http://www.theraceequalitycentre.org.uk)

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