

Telford Race, Equality and Diversity Partnership

Report of the Chief Fire Officer

For further information about this report please contact Alan Taylor, Chief Fire Officer, on 01743 260225 or Natalie Hill, Equality and Diversity Officer, on 01743 260236.

1 Purpose of Report

This report informs the Human Resources Committee of the progress of this group, as requested by the Fire Authority.

2 Recommendations

The Committee is asked to note the contents of the report.

3 Background

In December 2005 the Fire Authority authorised funding to this group of £5,000 per annum for a period of 3 years, subject to a service level agreement (SLA) being provided, since this time the Group have provided annual updates on progress and activities undertaken.

4 Other Heading

Please find attached the Telford Race, Equality and Diversity Partnership (TREDP) annual report detailing the progress to date for 2007-2008.

Progress to date includes:

- Development of the Partners Against Hate Crime Group (PAHCH) in conjunction with the Safer and Stronger Communities Partnership – Shropshire Fire and Rescue Service (SFRS) have offered the use of the outreach vehicle for use with this group and have been involved in the development of this.
- Development of a multi-agency Newcomers Strategy endorsed by the Local Strategic Partnership.

- Formation of the Human Rights and Discrimination Advice Network
- Joint funding bids submitted with partners of the local Voluntary Sector Infrastructure Consortium.
- Participation in a wide range of partnerships and networks

We also receive regular information from this Partnership and use this group as a means of communication, for example distributing information to their members on our positive action events.

5 Financial Implications

There are no direct financial implications arising from this report.

6 Legal Comment

There are no direct legal implications arising from this report.

7 Equality Impact Assessment

Officers have considered the Service's Brigade Order on Equality Impact Assessments (Personnel 5 Part 2) and have decided that there are no discriminatory practices or differential impacts upon specific groups arising from this report as it is an update on progress. An Initial Equality Impact Assessment has not, therefore, been completed.

8 Appendix

Telford Race, Equality and Diversity Partnership Annual Report 2007-08

9 Background Papers

Shropshire and Wrekin Fire Authority

14 December 2005, Report 15 - Race, Equality and Diversity Group

Implications of all of the following have been considered and, where they are significant (i.e. marked with an asterisk), the implications are detailed within the report itself.

Balanced Score Card		Integrated Risk Management Planning	
Business Continuity Planning		Legal	*
Capacity		Member Involvement	
Civil Contingencies Act		National Framework	
Comprehensive Performance Assessment		Operational Assurance	
Efficiency Savings		Retained	
Environmental		Risk and Insurance	
Financial	*	Staff	
Fire Control/Fire Link		Strategic Planning	
Information Communications and Technology		West Midlands Regional Management Board	
Freedom of Information / Data Protection / Environmental Information		Equality Impact Assessment	*

■ advice and support

■ policy development

Appendix to report on
Telford Race, Equality and Diversity Partnership
Shropshire and Wrekin Fire Authority
Human Resources Committee
4 December 2008

Telford

Race, Equality

& Diversity

Partnership

sexuality

faith

race

age

gender

disability



Annual Report 2007-2008

■ community development

■ raising awareness

Message from the Chair

Welcome to the second Telford Race, Equality and Diversity Partnership Annual Report. It has been another good year and the process of settling down as an independent organisation continues to go well.

[REDACTED]

I said when I agreed to become Chair of Telford Race, Equality and Diversity Partnership (TREDP) that I had three priorities: Independence, Engagement and Development. We have continued to develop and where necessary assert our independence and we are finding ways to engage more fully with local communities. The focus for the coming year has to be on developing the organisation to take seriously all six equalities: race, gender, disability, age, sexuality and faith. The Board has agreed a timetable to work through these sensitive issues which means we will be in a position to take this forward significantly at the 2009 AGM.

I am grateful to all those who give time, energy and commitment to TREDP, our staff, to Board members, local partners and all who have supported us financially and in many other ways. Above all, thanks to our staff, particularly Diane Cuff the Partnership Manager and to Pam Carline for their hard work, enthusiasm and commitment.

David Lavender, Chair

Our second year in existence has been incredibly full and challenging. It has seen our organisation grow and move forward in establishing its services and strengthening its partnerships.

The drive and stamina of our staff team, the strong guidance and direction from our Board of Directors and the commitment of our funders and partners have been central to achieving the following:

- Continuing development of advice and support services to those who experience discrimination and harassment
- Formation of the new Partners Against Hate Crime Group (PAHCH) in partnership with the Safer and Stronger Communities Partnership
- Development of a multi-agency Newcomers Strategy endorsed by the Local Strategic Partnership
- Formation of the Human Rights and Discrimination Advice Network
- Delivery of human rights and diversity training to voluntary, public and private agencies
- Joint funding bids submitted with partners of the local Voluntary Sector Infrastructure Consortium
- Securing funding from the Commission for Racial Equality and Police Authority Community Fund
- Participation in a wide range of partnerships and networks
- Effective management of our limited resources

I want to especially thank Thomas Mathenda for his commitment to achieving social justice for many of our clients and Gus Willock of the West Midlands Discrimination Advisory Service his legal advice and support up until the end in March when they closed.

Right now the future looks brighter—the future looks TRED.

Diane Cuff, Partnership Manager

Information, Advice and Support

Our Aims

To offer:

- Information, advice and other support to individuals who seek assistance as a consequence of their experience of unlawful discrimination, particularly of a racial kind, in circumstances where such information, advice, support and representation are not readily obtainable from other local agencies
- Help and support to victims of harassment, intimidation and violence and hate crime.

Community Advice and Support

During 2007/08 we provided information and advice to individuals facing racial discrimination or harassment through the funding received from the Commission for Racial Equality. This has been achieved through our positive partnerships with Telford and Wrekin Citizens' Advice Bureaux and West Midlands Discrimination Advisory Service (WMDAS).

Of the 72 referrals we received, 5 cases were assisted in registering their complaints with Employment Tribunals. With the support of WMDAS and the CAB 1 case was withdrawn, 1

achieved a settlement, 2 are currently awaiting tribunal hearings and 1 won the tribunal hearing and was awarded compensation.

Our other successes include:

- Achieving compensation from a public sector agency
- Securing payment of unpaid wages
- Registering complaints with public sector agencies.

In July 2007 we established a Human Rights and Discrimination Advice Network with just 4 advice agencies. Membership has now grown to 6 agencies and we have jointly worked on a funding bid to the Big Lottery Advice Plus Programme for staff support.

Acting as honest broker between communities and individuals

Our staff and Board members have been called on to act as mediators in disputes whether in relation to racial harassment or conflict between rival community groups or between different racial communities. Although this is time consuming and painstaking work, a positive outcome can be extremely rewarding.



Community Development & Engagement



Our Aims

- To play an active role in local forums and community networks aimed at involving members of local communities in the decision-making processes that affect their lives.
- To engage with, and participate actively in plans, programmes and services aimed at alleviating disadvantage and discrimination and improving social conditions.

Community Engagement

Local partnership work is an essential part of our engagement with the local voluntary and community sector.

We are also represented on the [Local Strategic Partnerships](#) by our Vice Chair Verley Brissett.

Our various networks continued to meet on a regular basis, the [BME Outreach Workers Network](#) met 5 times and Partners Forum on 4 occasions.

During the year we joined the planning team for the [Abolition of Slavery](#) event and attended other local community events such as the Wellington Carnival.

We assisted with the development of the Private Hire Drivers Association. As members of the new [Private](#)

[Hire and Taxi Drivers Forum](#) we have monitored the outcomes from the Review of taxi and private hire licensing services action plan. This area of work has also focussed on resolving conflicts and building positive partnerships.

[Setia Thomas-Amair](#) was based in our offices on two days a week during 2007/08. As a member of the Learning Disability Team she developed specialist support services for individuals and carers with a learning disability within the ethnic minority communities.

Community Development

We are members of [Telford and Wrekin Infrastructure Consortium](#). In partnership with the Consortium and Telford and Wrekin CVS we have submitted two funding bids to secure additional resources for capacity building BME community groups to enable sustainable development and funding.

Our new [Equality and Diversity Training](#) was launched offering free training to a number of voluntary groups. A total of 5 half or full days training sessions were offered in partnership with Bridges Development Education Centre. Both private and public sector agencies also participated in the training sessions and the cross-sector sharing was felt to be a positive learning experience.

Policy Development

Our Aims

- To monitor closely incidents of discrimination and hate crime, with a view to providing information and advice to public authorities on measures that might be taken to reduce their number.

Newcomers and Migrant Communities

A number of incidents involving migrant workers led TREDP to form a new cross-agency task group with partners to look at the emerging problems facing migrant communities living in the borough. The Task Group was responsible for the development of a Newcomers Strategy-'Bridging Communities'. The strategy was endorsed and adopted by the Local Strategic Partnership in early 2008.

Employment and Diversity

Our **Employment Scrutiny Group** met on 4 occasions to analyse the employment statistics around ethnicity, disability and gender from 8 public sector organisations. The group met with human resource managers to consider the initial outcomes of the analysis and to look at positive action initiatives to increase the diversity of their workforce and remove any barriers to recruitment.

Hate Crime & Harassment

Our work on hate crime and harassment has been underpinned by work in several areas. These include the **Police and Criminal Justice Scrutiny Group** which has met on 4 occasions and is supported by criminal justice agencies, other public agencies and community groups. It has collated and analysed hate incidents and crimes across the borough. Its primary source of information is from public bodies. In July 2007 **Partners Against Hate Crime and Harassment (PAHCH)** was formed as a multi-agency forum to tackle hate crime issues and develop a joint strategy. PAHCH is supported by both the Safer and Stronger Communities Partnership and TREDP. It is co-chaired by TREDP Partnership Manager and T&W Council Equality and Diversity Manager.

Our commitment to increasing reporting was rewarded by securing funding to recruit more reporting centres and to provide training for reporting centre's staff or volunteers.

Work is also under development to produce an Annual Report on Hate Crime and Harassment which will identify hotspots, profile of victims and perpetrators and the outcome of recorded cases. We hope this will inform both the public and partner agencies in the planning of activities to prevent or tackle hate crime and harassment.



Raising Public Awareness



Our Aims

- To provide information and education to members of the public and to local organisations, especially those that are members of the Local Strategic Partnership, on race and community relations with a view to dispelling misconceptions and stereotypes and promoting understanding and tolerance
- To monitor national, regional and local media news, views and opinion about minority groups and to take action to redress misinformation and promote positive reporting about the benefits of living in a diverse community

Partners Against Hate Crime and Harassment Roadshows

Two roadshows were held in 2007 at TCAT and the Telford AFC Learning Centre as part of an awareness raising campaign and community involvement event. Partners in the Roadshows supporting the roadshow included Victim Support, T&W Council, West Mercia Police Telford Division Hate Crime Unit and Wrekin Housing Trust. Information gathered at these events about hate crime and harassment were used in the development of the PAHCH strategy action plans. Further Roadshows are planned for 2008 with the

Equalities and Human Rights Commission funding for a 9 month post of Hate Crime and Harassment Co-ordinator.

Myth-busting Campaign

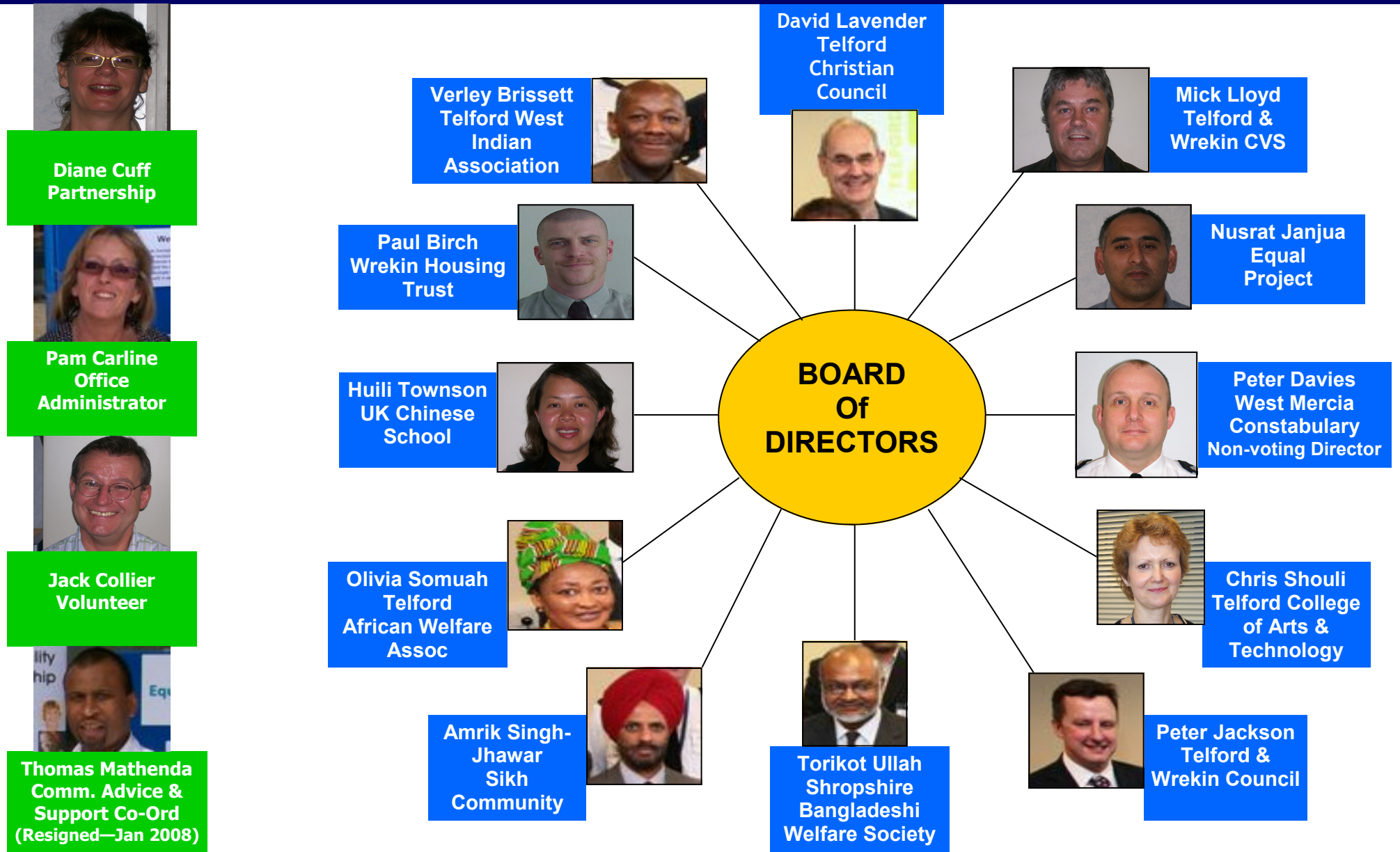
As part of this work we secured funding to develop a myth-busting campaign to dispel the misinformation and myths surrounding new communities moving to the area. A number of posters were designed and a website developed in partnership with the Safer Communities Strategic Unit. The poster and myth-busting information provided can be found on www.tacklethemyth.com.

Health and Ethnic Minority Communities

Funding was secured at the end of 2008 for a new project to co-ordinate health promoting activities within the ethnic minority communities. Together with partners on the Black and Minority Ethnic Communities (BME) Health and Wellbeing Group we will begin to map the existing and future health needs of ethnic minority communities and providing project funding for community groups to develop local health promoting initiatives. A co-ordinator will be appointed later in 2008 to support this project.

Board of Directors

April 2007—March 2008



Partner Members

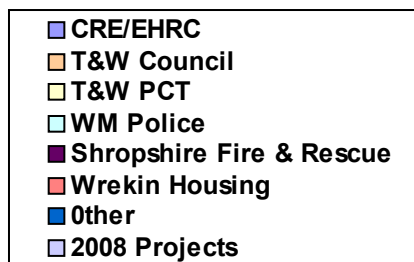
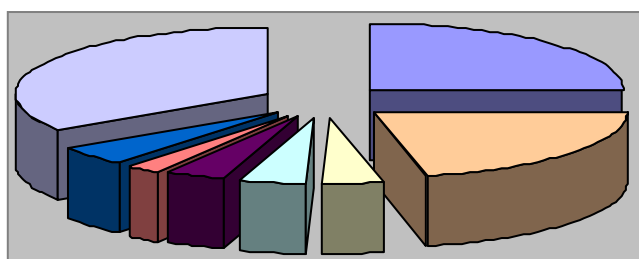
Our Partners' Forum consists of representatives from

Age Concern Shropshire	Shropshire Bangladeshi Welfare Society	Telford Cultural and Leisure Centre/ Sikh Community
Beth Johnson Housing Association	Shropshire Fire and Rescue Service	Telford West Indian Association
Bridges Development Education Centre	Telford African Welfare Association	Terrence Higgins Trust
Bromford Housing Group	Telford and Wrekin Citizens' Advice Bureaux	The Learning Point
Community Foundation for Shropshire and Telford	Telford and Wrekin Council	UK Chinese School
Crown Prosecution Service	Telford and Wrekin Council for Voluntary Service (CVS)	Unison
DIAL Shropshire Telford and Wrekin	Telford and Wrekin Interfaith Group	Victim Support Shropshire
Disability Forum	Telford and Wrekin Primary Care Trust	Wellington Town Council
Equal Project	Telford and Wrekin Senior Citizens' Forum	West Mercia Constabulary—Positive Action Team
Gender Matters	Telford Christian Council	West Mercia Police—Telford Division
Hadley Men's Get Together Group/ Sikh Temple	Telford College of Arts and Technology	West Mercia Probation Service
Senior Citizens' Forum—Elderly Asian		Wrekin Housing Trust

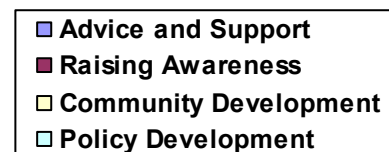
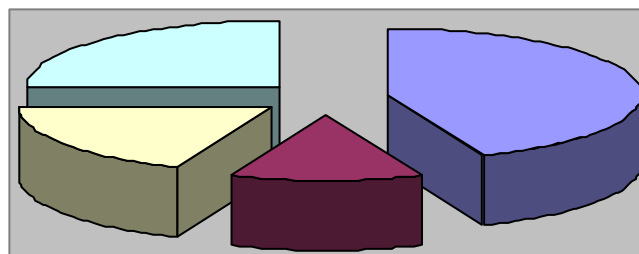
Financial Summary

Telford Race, Equality and Diversity Partnership is a Company Limited by Guarantee. The following Statement of Financial Activities and Balance Sheet is a summary of information extracted from our accounts. These summarised accounts may not contain sufficient information to allow for a full understanding of the financial affairs of the organisation. For further information the full accounts and the accountant's report should be consulted. Copies of these may be obtained from the Partnership Manager at our offices Suite 1A Hazledine House, Central Square, Telford TF3 4JL or on our website: www.tredp.org.uk.

Where Our Funds came from



How our Funds are Used **



* Up to 31 December 2006 TREDP was part of Telford & Wrekin Council for Voluntary Service and from 1 January 2007 became a stand alone company.

** these are approximate proportions

Year ending 31 March 2008

Incoming Resources

	31st March 2008	31st March 2007*
Grants & Contracts	93,789	75,403
Income Generation	1,547	70
Interest	2,331	45

Total Incoming Resources

97,667 **75,518**

Expenditure

Staff	63,951	57,345
Administrative & Management	7,009	16,561
Accommodation	8,975	8,273
Equipment & IT	0	6,971
Business insurance	711	1,834

Total Expenditure

80,646 **90,984**

Current Assets

116,768 **57,220**

Creditors

49,398 **6,871**

Net Assets

67,370 **50,349**

Accountants: Davies Grindrod & Co,
Chartered Accountants
11 Queen Street, Wellington, Telford, TF1 1EH

Registered Office

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Hazledine House
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Telford
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Supported by

