

Dorset Race Equality Council

Annual Report 2020

(for the year 2019)



Dorset Race Equality Council is a charity that supports individuals, communities and institutions in challenging racism, celebrating diversity and promoting equality of opportunity for all in Bournemouth, Dorset and Poole

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Charity No: 1104642

Company No: 5018604



**DORSET RACE
EQUALITY COUNCIL**



Dorset Race Equality Council Report to Funders

1st April 2019 to 31st March 2020

Boscombe Link
3-5 Palmerston Road
Bournemouth
BH 1 4HN

Dorset Race Equality Council is a Registered Charity No 1104642
and a Company Limited by Guarantee No 5018604

Dorset Race Equality Council website: www.dorsetrec.org.uk

Facebook page: dorsetrec

Twitter: DorsetREC

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Instagram: Dorset Race Equality Council



Who is Dorset Race Equality Council?

Dorset Race Equality Council (DREC) is an independent race and religion equality body in Dorset.

It has been operating since the 1990s when it was, originally, a Race Equality Network. It became a charity and a company limited by guarantee in 2004 and became Dorset Race Equality Council under the realm of the Racial Equality Commission.

Unlike many other race equality councils across the country, it survived the demise of the Racial Equality Commission thanks to local support from community members and local partners such as the Local Authorities, Dorset Police and other local partners.

What is its vision?

Our vision is one of strong, safe and sustainable communities in Dorset in which diversity is valued and people of all races / ethnicities have equal opportunities and live free from discrimination.

What is its mission?

Dorset Race Equality Council's mission is:

- To support individuals, communities and institutions in challenging racism
- To celebrate diversity
- To promote equality of opportunity for all in Bournemouth, Dorset and Poole

Who are its leaders?

Dorset Race Equality Council Management Board is made of the following individuals:

Councillor Pauline Batstone – Chair

Gary Head – Vice Chair

Geoffrey Boyd

Mona Elkotory

Barney Kawai

Karen Packman

The Management Board welcomed 2 new members Katherine Garcia in September 2019 and Anjana Khatwa in January 2020.

Who are its staff?

Dorset Race Equality Council's activities are developed, managed, implemented and delivered by a dedicated team of individuals who work tirelessly to support people from different ethnic backgrounds and achieve the aims of the charity.

Those individuals are:

Nathalie Sherring – Chief Officer

Jane Jones – Community Development Officer

Eva Zabarylo – Admin & Finance and Community Development Officer

Tina Thompson – Community Development Officer

During the year, the team was re-enforced by Christine Brienne who took the responsibility of developing the Engagement for the EU Settlement Scheme Project. Penelope Pearl joined the team in February 2020 to be the discrimination caseworker for the Access to Justice project.

We, unfortunately, said, temporarily, goodbye to Jane Jones, as she took a sabbatical leave in January 2020 for family reasons.

What were the key successes in 2019/20?

- We have been successful in getting funding from the Home Office to deliver awareness sessions for the EU Resettlement Scheme in partnership with BCP Citizen Advice and Citizen Advice in Dorset
- We have managed to have the full grant from the CCG reinstated
- We have successfully started our EU Settlement Scheme project and have recruited Christine Brienne as our Engagement officer. Christine started on the 24th June and is already making good progress.
- We have been granted £10,000 to deliver the Community Against Cancer project
- We have met and been introduced to our new contract manager from BCP Council: Cat Mc Millan and worked with her to develop a new reporting matrix
- We had a good AGM on the 23rd July 2019 – Change of status was agreed, positive feedback received from members
- The Chief Officer was interviewed by Hope FM on racism and unconscious bias
- We have delivered 9 sessions of Unconscious Bias and Discrimination training and booked 2 new sessions
- We have successfully developed a partnership project with Citizen Advice to apply for the second round of the Access to Justice Fund
- We have undertaken the training for the Stop and Search Scrutiny Panel and have been cleared as a member of the scrutiny panel
- We have been granted £22,000 for our partnership work with Citizen Advice from Access to Justice project
- The funding that we have received from BCP Council has been verbally confirmed as guaranteed for 20/21 and potentially longer
- The funding that we have received from the previous district councils in Dorset will be rolling over for another year
- Most of the team have passed their level 2 qualification in Event Planning from Skills Network
- The Hate Crime Conference was a real success
- We have booked another 5 sessions of Unconscious bias training
- We met with a potential bid writer who submitted his proposal
- We attended the 2nd Dorset Ethnic Minority Awards Ceremony at the Poole Lighthouse which was a very successful event

- The date for the Diverse Dorset event has been confirmed and we have started working on the organisation of the event
- We have had a very positive and supportive review with our grant manager from BCP council
- Have appointed a fundraiser on a self-employed basis
- Have started working on the Access to Justice project, have developed the action plan, met with the national evaluator and have received a good number of applications (10 – interviewing 5)
- Have had a successful members meeting and anniversary celebration
- Have had a successful Equality & Diversity Forum in Dorset at the Dorchester Islamic Centre
- Have started working on Xero, conversion will take place on 1st March 2020
- Have successfully recruited and appointed Penelope Pearl to the discrimination caseworker post for the Access to Justice Project
- Have filled Jane's vacancy with Christine Brienne
- Have had the first steering group meeting for the Access to Justice Project
- Have been approached by the new governor at Guys Marsh to discuss support from DREC

What were the key challenges in 2019/20?

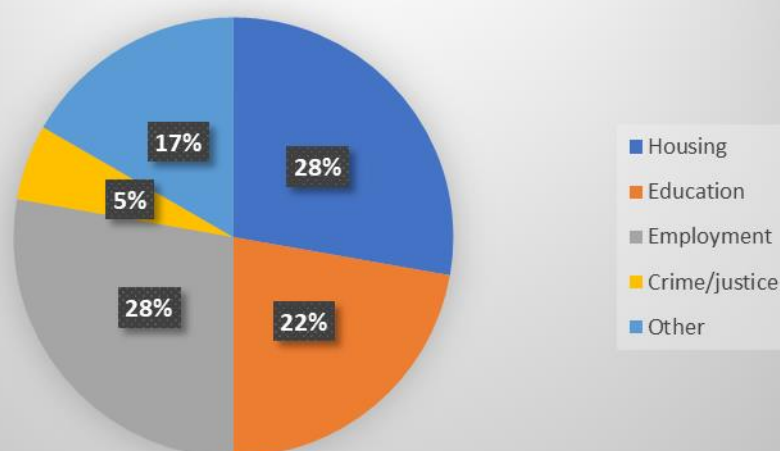
- Our financial situation – need to write funding applications to external funders, need to develop new partnerships, need to develop income generating activities
- Our limited capacity, in general, to respond to demand and to plan for the future but especially in times of staff holidays and/or sickness

Summary of key activities and achievements in the year 2019/20

Aim 1: Ensure that ethnic minority individuals and communities feel empowered to challenge racism and discrimination and have access to support and information

In the year, we continued to offer free information, advice, guidance, advocacy, and support in cases of race or religious based discrimination. We dealt with a total of 18 new cases up to the end of March 2020: 12 in Bournemouth, 4 in East Dorset, 1 in Poole and 1 out of area. We also dealt with another 10 cases that were on-going from the previous year.

Number of new discrimination cases in 2019/20



We continued being a third-party reporting centre and monitored the comments in the local press and in the communities especially against people from the Gypsy, Roma and Traveller backgrounds. In this role, we also continued to encourage people to report verbal abuse.



We have continued being an active member of Prejudice Free Dorset. We contributed to the organisation of the Hate Crime Conference at the Bournemouth International Centre where over 300 people attended and gave their feedback on what needed to be done to make Dorset a #No Place For Hate area. Following from the conference, we lead on the PFD Communication sub-group and are member of 5 out of 7 sub-groups.



We have embedded the policies and procedures developed for the Quality Advice Standards Accreditation.



We applied for and were successful in getting funding from the Access to Justice Foundation in partnership with Citizen Advice to explore the barriers to people wanting to access justice and to develop our capacity and expertise in supporting them to do so. We successfully recruited a dedicated discrimination caseworker who joined the team in February 2020.

Aim 2: Promote the celebration of ethnic, cultural, and religious diversity in Dorset and strengthen local ethnic minority organisations

In the year, we have continued to attend hundreds of community events across the county to celebrate diversity and reach out to a maximum of people. We have continued to support the well-established events such as the Bournemouth & Poole Holocaust Memorial Day event at the Lighthouse in Poole, the Romani Holocaust Memorial Day in Dorchester, the World of Love Festival and the second edition of the Dorset Ethnic Minority Community Awards also at the Lighthouse in Poole. We also supported and attended the Women's Community Impact Awards ceremony on International Women's Day.



We ran a lot of very exciting new projects to increase the engagement of various ethnic minority community members:

- The European Union Settlement Scheme: we lead on the engagement for this project to ensure that members of the European community living in Dorset knew they had to register and were appropriately supported to do so.



- We attempted to develop multi-cultural meet up opportunities in the following locations: Weymouth, Bridport, Swanage, Sturminster Newton and Shaftesbury to ensure that people from different ethnic backgrounds had opportunities to come together and develop activities suited to their needs. Weymouth and Bridport are still running, and Shaftesbury is still at an embryonic stage. There was no real need in the Swanage area and Sturminster Newton. We ran meetings in those locations for a year and brought people together.



- The Community Against Cancer project was about working with a group of community leaders and giving them training in how to support members of their own community who have been diagnosed with cancer to access the most appropriate support and information at the right time. We ran training sessions and events in the conurbation and are currently looking at continuing this project in Weymouth
- We ran the Many Faiths project in a few local schools: young people had the opportunity to ask topical questions to 5 different faith leaders. It was really powerful, and eye opening for young people to realise that people can be from different religions but still be friends and respectful



- We supported Dorset Mind to develop their Get Set To Go programme: they trained a few community leaders in being able to talk about mental health and encourage people to join in physical activities

We continued to support our local ethnic minority groups to share their culture and to develop the projects they wanted to. We continued to work closely with the Muslim community, with Life Changing Choices, with Know Stur in Sturminster Newton, with the Traveller community via Kusti Bok. We supported the Rwandan community to organise their first commemoration of the genocide in Bournemouth. We supported the African Caribbean community to organise the first Reggae weekend in Bournemouth and we organised the Dorset Diverse Day, a follow-on event from the previous Dorset One World Festival. Unfortunately, those 3 events were cancelled due to the Covid pandemic.

Aim 3: To work towards making public, private and voluntary organisations in Dorset fully representative of and responsive to the ethnic, cultural and religious diversity of the population

During the year, we delivered 17 sessions of Unconscious Bias and Discrimination training to a range of statutory and voluntary organisations. We trained in excess of 443 members of staff from those organisations.

We facilitated the contribution of ethnic minority communities in the following consultation exercises:

- Dorset dementia services and the NHS Long Term Plan on behalf of Dorset Clinical Commissioning Group.
- Dorset Council Local Plan consultation

We contributed to the Bournemouth, Christchurch, and Poole Council Corporate Plan Stakeholder Review and to the Dorset Council Peer Review.

We organised and led the following events on behalf of our partners:

- 3 BME Police Consultation Groups on various topics
- A Bournemouth, Christchurch, and Poole Council Equality & Diversity Forum
- 4 Fora for Equality & Diversity in Dorset on behalf of Dorset Council

We took part in monthly Equality & Diversity Steering Groups at The Verne and ensured that they are applying the appropriate policies.

We reviewed the Equality & Diversity Policies of the following organisations:

- The Arts Development Company
- Bournemouth, Christchurch & Poole Council

We reviewed the Equality Charter from Bournemouth University and reviewed the Equality Impact Assessments from Bournemouth, Christchurch and Poole Council and Dorset Council.

We supported the Royal Bournemouth & Christchurch Hospital with dealing with racial incidents they had encountered.

We enabled the Polish Embassy to run a passport session in Bournemouth that was attended by 400 people and the Polish elections that attracted 1991 people.

We were successful in being granted project funding grants:

- EUSS funding from the Home Office via Bournemouth, Christchurch & Poole Citizens Advice
- Community Against Cancer - £10,000
- Access to Justice Fund - £21,957
- Sports England Small Fund - £6,785

Future plans:

- Support and further develop the local multi-cultural networks in Bridport, Weymouth and Sturminster Newton
- Develop a team of community leaders in Weymouth and provide more support to ethnic minority communities in Weymouth
- Develop our capacity and expertise in terms of being able to take some of our cases to court
- Continue to develop strategic partnerships with various partners to write joint bids and deliver joint projects
- Continue to work closely with Dorset Police and other agencies to provide timely support to victims of hate incidents

We would like to thank all our members, partners and funders who have continued to support the organisation and enabled it to achieve what it has achieved.

Access Dorset
 Ansbury
 Bournemouth, Christchurch & Poole Council
 Bournemouth Council for Voluntary Services (BCVS)
 Bournemouth and Poole College
 Bournemouth University
 Bournemouth University International College
 Citizens Advice in Dorset (CAiD)
 Dorset Advocacy
 Dorset Clinical Commissioning Group (CCG)
 Dorset Community Action (DCA)
 Dorset Council
 Dorset Healthcare University Foundation Trust
 Dorset Police
 Dorset & Wiltshire Fire and Rescue Service

Healthwatch Dorset
 Help & Care
 Intercom Trust
 Kingston Maurward College
 LiveWell Dorset
 Office of the Police & Crime Commissioner
 Poole Council for Voluntary Services (PCVS)
 Prejudice Free Dorset
 Shelter
 Space Youth Project
 SturQuest
 Weymouth College

FINANCIAL REPORT 2019/2020

INCOME	UNRESTRICTED FUNDS	RESTRICTED FUNDS	TOTAL FUNDS 2020	TOTAL FUNDS 2019
Total Incoming Resources	6,574	104,876	111,450	112,136
EXPENDITURE				
Total resources Expended	18,359	107,774	126,133	149,508
Net Incoming resources for the Year	(11,785)	(2,898)	(14,683)	(37,372)
Funds at 1 April 2019	34,569	5,635	90,804	128,176
Transfers	-	-	-	-
Funds at 31 March 2020	22,784	53,337	76,121	90,804
	2020		2019	
FIXED ASSETS				
Tangible Assets		133		748
CURRENT ASSETS				
Debtors	3,974		3,974	16,453
Cash at Bank and in Hand	24,406	53,337	77,743	81,573
	28,380	53,337	81,717	98,026
CREDITORS				
Amounts falling due within one year	(5,729)		5,729	7,970

NET CURRENT ASSETS	22,651	53,337	75,998	90,056
NET ASSETS	22,784	53,337	76,121	90,804
FUND BALANCES				
Unrestricted Funds			22,784	34,569
Restricted Funds			53,337	56,235
TOTAL FUNDS			76,121	90,804