

## First aid training

6 members of the Dudley Senior Citizen Forum received first aid training in February 2013 as part of a measure to up skill members of the committee and volunteers. The training was facilitated by NSC Safety Training and Dudley Taxi Service sponsored the cost of training.

Chair of the Forum Amrik Singh said that they were "delighted to have received the training as most of the members on the committee are new and do require this type of training. We are also pleased to have worked with Dudley Taxi Service who supported us in sponsoring the cost of the training. Further training in food hygiene is planned for later in the year."

## Watch out for it!

CfED's website is currently in the process of being completely revamped. When the new site is complete it will be user friendly and contain much more information.



## this issue

A Quick Guide to Equality & Diversity

StP Free Training Sessions

Young People- Money Management Workshops

Big Clean-up – Arley & Compton Estates

Our Community "Our Needs"

## Peer Financial Skills Mentoring Service

**Peer Money for Life Skills Programme** **Peer Money for Life Skills Programme**

In times of austerity (cuts) it has become even more vital to arm ourselves with better financial skills to aid getting into debt. We will be launching a pilot Peer Financial Skills Mentoring service in the very near future.

We will be recruiting volunteer mentors from across the public, private and voluntary sector to mentor individuals or groups in the Dudley Borough to enable them to gain financial skills in money management receiving one to one support through the project.

All mentors will be trained and will be asked to offer a few hours of support to their mentee over the course of upto 6 months.

*For more information please contact Seroj Kumari on 01384 456166 or email [admin@cfed.org.uk](mailto:admin@cfed.org.uk)*

Do you live in the Borough of Dudley?  
Do you want help to build up your financial skills?

Taking control of your finances:  
Savings, budgeting, peace of mind, confidence and self esteem...

Debts: rents, council taxes, electricity & gas, water, telephone bills, insurance...



If you have answered yes to the above then contact us to find ways of:

Exploring benefits of shopping by choosing better deals  
Learn more about when, how and where to spend your money  
Learn more about setting priorities

We have a team of dedicated mentors to offer you free support and advice in a friendly, confidential and informal way on a one to one basis.

## Fire Marshal Training

Four members of the New Testament Welfare Association luncheon club in Dudley, completed their fire marshals training in February. The marshal's main duties will include: maintenance of the building and surrounding area, hazard spotting and in the event of an alarm or fire to keep everyone safe.



# A quick guide to Equality and Diversity

## Walking the Talk

The voluntary sector is full of people working to right injustices. Along with charity donors, volunteers, beneficiaries and the public, they therefore expect charity employers to also address injustices in the voluntary sector workplace. The Equality Act 2010 makes this a legal requirement. But at the moment the voluntary sector is not always very diverse or equal. Research by Clark et al (2011) shows that 20 per cent of the voluntary sector workforce has a

disability, compared with 15 per cent and 14 per cent in the public and private sectors. The voluntary sector workforce also includes a greater proportion of older people than in other sectors. Yet charities still have slightly fewer black and minority ethnic staff than private or public organisations.

And though 68 per cent of charity staff are women, just a tenth reach high

management, compared to a fifth of men. Data is less available for other forms of diversity, but it is plain that more needs to be done if the sector is to be truly diverse and equal.

This Quick Guide gives readers brief advice on equality and diversity, and pointers to help and support, most of which is free.

## Three reasons why equality and diversity matters

### 1. The moral argument

For the voluntary sector, this boils down to whether the way we design our organisations lives up to our rhetoric about justice.

### 2. The business argument

If your organisation is known to be diverse and equal it will attract a wider pool of potential staff. They will bring a diversity of skills, contacts and experience and give you the ability to work better with a greater range of users, members, funders and other partners. This will help your organisation to innovate and adapt in a rapidly changing world.

If yours is a service delivery organisation, equality and diversity in your policies and practice will increase the diversity of people who are able to access your services, give feedback and get involved in service design. This will ensure that services match real needs, which will save money and increase your impact. Having a diverse staff can also encourage more service users to aspire to work for you.

Your people are likely to be more productive, and stay with the organisation for longer, if they do not need to actively hide core parts of themselves (such as their sexuality) and if the organisation gives them the reasonable adaptations that they need, for instance to cope with an invisible disability.

Funders and procurement commissioners increasingly expect organisations to properly demonstrate their commitment to equality and diversity.

The Charity Commission now recognises the promotion of equality and diversity as a charitable aim in its own right.

In January 2013 the government's Department for Business, Innovation and Skills published a survey of the academic literature on the benefits of equality and diversity to businesses. The conclusions are also relevant to charities.

### 3. The legal argument

Breaching the law, or even being perceived to not be equal or diverse, can harm your organisation's reputation with partners and donors, and demotivate staff, volunteers and trustees. The Chartered Institute of Personnel and Development found that the average cost to an employer of an employee successfully bringing a case to an employment tribunal was £7,484, not including management time. And an employment tribunal case takes an average of 16.4 days to prepare.



# The Equality Act 2010 in three easy pieces

## Why the Act?

The Equality Act became law in October 2010. It incorporates and replaces over 100 bits of secondary legislation and nine pieces of primary legislation. These include the Race Relations Act 1976, the Sex Discrimination Act 1975 and the Disability Discrimination Act 1995. It also extends the law in some areas. Having a single Equality Act is meant to make the law easier to understand and apply.

## Who does it protect?

Everyone in Britain is protected by the Act, but it names these nine protected characteristics:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion and belief
- sex
- sexual orientation.

Under the Act, people are not allowed to discriminate against, harass or victimise another person because they have any of the protected characteristics. There is also protection against discrimination where someone is perceived to have one of the protected characteristics or where they are associated with someone who has a protected characteristic.

Discrimination means treating one person worse than another because of a protected characteristic (direct discrimination).

Discrimination can also mean putting in place a rule, policy or way of doing things that has a worse impact on someone with a protected characteristic than someone without one, when this cannot be objectively justified (indirect discrimination).

Harassment includes unwanted conduct related to a protected characteristic, which has the purpose or effect of violating someone's dignity or which creates a hostile, degrading, humiliating or offensive environment for someone with a protected characteristic.

Victimisation is treating someone unfavourably because they have taken (or might be taking) action under the Equality Act or are supporting somebody who is doing so. (Adapted from the Equality and Human Rights Commission)

## Who implements the Act?

These bodies have responsibilities under the Act: government departments, service providers, employers, education providers (schools, further education colleges and universities), providers of public functions, associations and membership bodies, and

transport providers.

In September 2012, responsibility for equality moved from the Home Office to the Department for Culture Media and Sport. Information before the move is on the Home Office website. Recent news is on the Culture Media and Sport website (<https://www.gov.uk/government/organisations/department-for-culture-media-sport>)

The Equality and Human Rights Commission is the main statutory source of advice to individuals and employers about the Act and about resolving equality issues. But since September 2012, a new Equality Advisory and Support Service runs the Commission's helpline (<http://www.equalityhumanrights.com/about-us/equality-advisory-support-service/>)

About 10 per cent of the Act was held back by the government in October 2010 so that they can review how those parts might work.

## The public sector equality duty: your obligation and ally

The Equality Act requires public bodies (and others carrying out public functions) to consider the need to eliminate

discrimination, advance equality of opportunity and foster good relations between different people when carrying out their activities. They also have to set themselves equality objectives and publish information on how they are doing.

must 'assess the impact on beneficiaries, service users and volunteers before deciding to reduce or end funding' and even 'assess the need to reallocate funds to another organisation serving the same group'. Local Compacts often have similar wording.

### What are equality and diversity?

The Government Equalities Office has defined equality as 'everyone having the same chances to do what they can. Some people may need extra help to get the same chances. *The Equality Act, making equality real* (Easy Read format)

The Equality and Human Rights Commission has defined diversity as simply 'where many different types of people are included'. We are all different in countless ways, but only nine forms of diversity are currently 'protected characteristics' in UK law, as explained.

If you are contracted to deliver services for the government, this duty might apply to you.

Such bodies also have to show the probable impact on different people of any cuts they propose, often through an equality impact assessment. The national Compact agreement between the sector and government similarly says the government

If you object to a government decision, you can use these mechanisms to challenge it. However, the government seems to want to make equality impact assessments optional and informal to save money. Compact Voice can advise you.

More information can be found on the Equality and Human Rights Commission website and the Equality and Diversity Forum (<http://www.edf.org.uk/blog/>)

#### References 1.

Clark, J., McHugh, J. and McKay, S. (2011)

The UK Voluntary Sector Workforce Almanac 2011. London: Skills – Third Sector, NCVO and Third Sector Research Centre.

## Service through Partnership (StP)

FREE

### Free Training Sessions

**Recruiting  
Managing and Retaining  
Volunteers:** Wednesday 29<sup>th</sup> May  
2013 @ 9.30am-1pm

**Leadership and  
Management:** Wednesday 12<sup>th</sup>  
June 2013 @ 9.30-3pm

### Changing Times, Moving on

The conference due to be held on Wednesday 15th May 2012 will explore the changing climate of the sector and how organisations will engine forward during these challenging but opportune times. It will offer attendees the opportunity to engage in discussion and interaction with peer groups and organisations as well as dignitaries in attendance, from a spectrum of specialism's.

*If you would like to attend any of the sessions above, please contact Manjeet Singh on 01384 456166. alternatively, e-mail him on [manjeet.singh@cfed.org.uk](mailto:manjeet.singh@cfed.org.uk)*

## Young People—Money Management Workshop.

Twenty one young people, aged between 16-25 put their Easter holidays to good use by attending CfED's fun and interactive money management workshop on 4<sup>th</sup> April. The event which was held at the The Brambles in Dudley was facilitated by staff from Dudley Citizen's Advice Bureaux. It enabled young people to develop their financial knowledge by learning how to manage their money and reduce debt. The young participants gave the event a 'thumbs up' saying it was very informative, gave a lot of good advice and most of all was fun.



## Big Clean Up at Arley & Compton Estates.

Fifteen volunteers from Netherton took pride in their community by taking part in the Big clean up session organised at the Arley & Compton Estates on Tuesday 16<sup>th</sup> April 2013. Volunteers from the Big Clean Up team and the 5 Estatesplus Project walked throughout the street to collect rubbish for resident who were not able to make to the site where the skip where located. In total 2 skip were filled.



## Our Community, "Our Needs"

Apni Zaroorat Community Network has been awarded a £10,000 grant from the Big Lottery Fund- Awards for All programme. To enable to work on a 12 month project- Youth Acting In Today's Society (YAITS). The charity will use the

funding to run a leadership training and mentoring programme for young Asian people and women. This will enable beneficiaries to discuss community issues, share their experiences and break down cultural, social and communication barriers to become active citizens and reduce isolation.



We welcome any articles, news, events, views and opinions that you would like to share with the wider community and see included in our newsletter. Please send them to: Centre for Equality & Diversity, 16a Stone Street, Dudley, DY1 1NS.

TEL: 01384 456166

WEBSITE: [www.cfed.org.uk](http://www.cfed.org.uk)

E-MAIL: [admin@cfed.org.uk](mailto:admin@cfed.org.uk)

Registered Charity Number:  
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Registered Company Number:  
5745005