

## What's inside this issue

- Page 1** Thanks for being part of HMD 2016 in Dudley during the month of January
- Page 2** This is still about us
- Page 3** State of hate 2015
- Page 3** Young migrants in the UK Labour Market
- Page 4** Book review
- Page 5** Davina Woollery - Hate Crime Case Worker
- Page 6** Home office price hike on visa, settlement and nationality fees.
- Page 6** Office move for MP
- Page 6** Hidden rise in violent crime driven by growth in violence against women
- Page 7** The last acceptable racism against us no longer acceptable
- Page 8** New studies show small and medium sized charities hardest hit by public funding cuts
- Page 9** Survey: New HOPE, old fears:
- Page 10** Forgotten women: the impact of islamophobia on Muslim women.
- Page 10** Third Party Reporting Centre
- Page 10** Town Centre Community Hub

Everything in this newsletter represents in some way CfED's strategic priorities, aims and mission. Find out more about our work on our website [www.cfed.org.uk](http://www.cfed.org.uk)

**Our Aims:** Our aim is to provide leadership and promote good practice in the field of equality & diversity, through being responsive to the needs of communities of interest and geographical communities across the Borough of Dudley.

**Our Mission:** CfED is committed to eliminating discrimination and creating opportunities to build capacity and enterprise within local communities.

**Our Values:** CfED is an organisation that is:

- Professional, delivering high quality services
- Efficient, giving value for money
- Responsive
- A good model of equality and diversity principles and practice

## Thanks for being part of HMD 2016 in Dudley during the month of January

Whether you attended a local event, wore the metal badge, watched the opening commemorative ceremony on BBC2 or participating in other ways we thank you for taking part, raising awareness of HMD and helping to create a safer, better future for us all.

### Special mention for:

**Age UK Dudley**— who held a minutes silence on Friday 27th January and springboard stuff printed off some Holocaust stories which were placed on a display board in the reception area.

**Margot James MP**—who tweet: remembering the horrors of the Holocaust, we will never forget and will pass the knowledge to future generations.

**Mary Stevens Park**—who marked HMD by having the story of Frank Foley-the man who saved 10,000 Jews read out and for hosting the unveiling of the Frank Foley Memorial Tree organised by Jack Austin.

**Old Swinford Hospital School** - who held a whole School assembly on the HMD theme, exploring the causes and consequences of genocide, discrimination and prejudice.



This tree is dedicated to Major Frank Foley who during World War 2, in his position as Passport Control Official at the British Embassy in Berlin, forged documents in order to save the lives of thousands of Jews. After the war, Foley never sought any recognition for his acts; instead retiring to Stourbridge in anonymity. Today, Foley is honoured as Righteous Among the Nations by the State of Israel.

**Summerhill School, Kingswinford** - year nine students wrote messages on leaves to those who lost their lives during the Holocaust, as an offering to their memorial tree.



And all the teachers, schools, pupils and the public who tuned in live on 27th of January to hear the testimonies of Rudi Oppenheimer a holocaust survivor.

## This is still about us

Many Black and minority ethnic people still feel that discussions about immigration are about them, according to a new report from the Runnymede Trust. But their views about the topic are not effectively or proportionally represented in British public or policy debates about immigration.

The report's authors do not argue that all BME people hold the same views about immigration or are all pro-immigration, but that they are more likely to see its benefits, and to feel personally anxious or even threatened by some aspects of public debate.

BME Britons are more likely to focus on the decision-making processes of the immigration system itself, with many expressing frustration with visa, citizenship, family reunification, and other immigration policies and procedures.

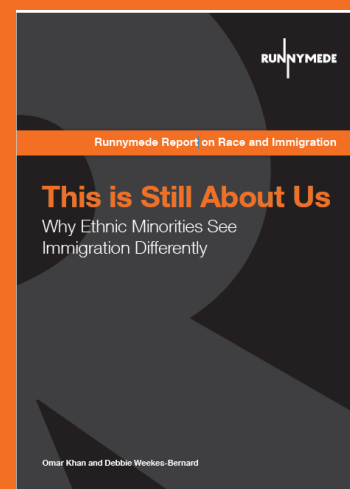
The current immigration policy target of 'tens of thousands' needs better evidence for how it might be achieved, say the authors. They also found a very high level of distrust of politicians about immigration policy, not least for making promises they do not and cannot fulfil.

Finally, they say that government's existing integration and race equality policies are far too weak and need not only further resources, but a clearer and more coherent strategy.

### Key Findings:

Immigration more positive than negative:

Benefits – Recognition of pressure on public services, but concern about rights too Discomfort with arguments about too much cultural change Immigration debate can negatively affect BME people, including those who are British-born Variation in opinion between different groups:



Download the report from our website at: <http://www.runnymedetrust.org/projects-and-publications/equality-and-integration/race-and-immigration.html>



## State of hate 2015



## State of hate 2015

HOPE not hate has launched its latest State of Hate report, our review of hate politics in the UK and across Europe in 2015. The report has been compiled against a backdrop of increasingly depressing political circumstances. Attitudes are hardening and, in response, virtually every government across Europe is pulling up the drawbridges and trying to discourage refugees and migrants from crossing its borders.

Yet, says the campaign group, people might be surprised to learn that Britain's far right continues to be isolated and in retreat. Because of all this, it is becoming more extreme and violent.

This 68-page report charts the fortunes of Britain's far right groups, assessing individual organisations and profiling the movement's leaders but it also looks at the trends HOPE not hate believes will shape the movement during 2016.

### The report explores:

- The growing violence of Britain's far right
- The move towards survivalism and martial arts
- The activities of European Nazis living in Britain
- The growing influence of far right 'discussion groups' on the wider movement
- How non-violent extremism reinforces the violent extremist narrative

The report also charts the state of hate across Europe, both investigating the rising anti-immigrant rhetoric and policies by EU Governments but also profiling the main far right organisations in each country.

To read more log on to <http://www.hopenothate.org.uk/features/far-right-2015/>

## Young Migrants in the UK Labour Market

Oxford-based Migration Observatory has published a new briefing on [Young Migrants in the UK Labour Market](#). Migrant children and youth are a substantial share of the UK's future workforce, says the research body. This means that the wellbeing and integration of migrants in the labour market and the outcomes these groups face could prove quite important for the UK.

Key points the briefing makes include:

Although most migrants in the UK are of working age, they typically arrive in the UK when they are

young: about half of foreign-born people coming to the UK in recent years have been under the age of 25

This means that some or even most of their education in the UK may be beneficial for young migrant' integration when they enter the labour market, since it means they are likely to have UK qualifications and greater opportunities to learn English. The vast majority of foreign-born children living in the UK are reported as speaking English well or very well

The integration of young migrants in the labour market can be measured in different ways. On one hand, the foreign born are less likely to be inactive and not in employment, education or training (NEET) compared to people born



in the UK. Foreign-born youth are also more likely to have university-level qualifications, but are also more likely to be working in low-skilled jobs despite these skills.

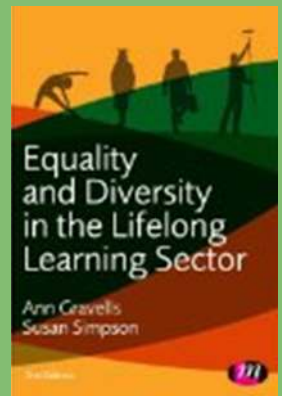
People from EU Accession member states are most likely to report having recently arrived and having foreign qualifications - this is likely to be one reason for the fact that they are often working in jobs for which they are overqualified.

To read more log on to: <http://www.migrationobservatory.ox.ac.uk/briefings/young-migrants-labour-market>

# Book Review

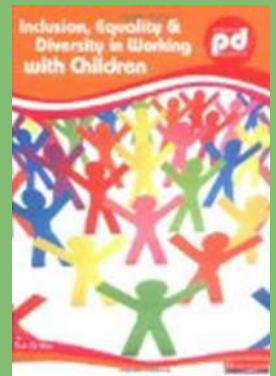
## Equality and Diversity in the Lifelong Learning Sector – Ann Gravells

This is a fantastic insight into the subject. It is written in a very clear helpful way and has all the necessary information contained within. Everything you are likely to need on the subject of Equality and Diversity is covered and will be current for years until legislation changes. This is definitely a good buy for anyone teaching in the Lifelong Learning Sector. There is some great information and links containing detailed chapters and referencing material. It is a good easy read, explaining details well, running in order!



## Inclusion, Equality and Diversity in Working with Children – (Professional Development): Ms Sue Griffin

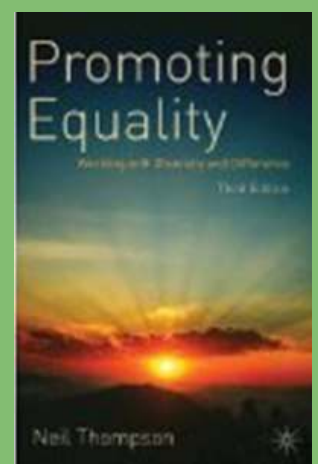
The book may help students to progress through the CACHE Certificate for Teaching Assistants Level 3 Course. It is worth every penny and strongly recommended to all those working with children. It is readable and interesting. There is a lot of updated information and background history, aiding people studying for a foundation degree in early years. Sue Griffin's book is considered to be a good general guide for many Teachers working in inner city areas. A London Primary Teacher for more than ten years found that it clarified thoughts on issues of promoting equality and the joys (as well as challenges) of working in multi-cultural settings. Well written, packed with detail, but clear and easy to read. This book is invaluable for anyone studying childcare as it explains everything clearly with examples and is highly recommended. The information can be used in a personal setting and is definitely recommended to anyone working with children.



## Promoting Equality: Working with Diversity and Difference

Dr Neil Thompson is an author and independent online tutor whose work is highly acclaimed across the people professions. He has held full or honorary professorships at four UK universities, but now works with Avenue Media Solutions, providers of high-quality multimedia learning resources ([www.avenuelearningcentre.co.uk](http://www.avenuelearningcentre.co.uk)). He also manages the Avenue Professional Development Programme, an online learning community for the people professions ([www.apdp.org.uk](http://www.apdp.org.uk)). The book contains study features and updated content; some theoretical rigour and clarity. It reaffirms the importance of challenging discrimination within the people professions.

"This is the best book I have ever read on equality and diversity in my life," according to Jason Powell Ph.D. It is a must purchase as it covers policy, theory and practice with "pit stops" for professional and personal reflection throughout. Neil Thompson is a world class author and this book shines new light on equality on every single page. An excellent source of reference for any academic



## Davina Woollery - Hate Crime Case Worker

I am pleased to introduce myself, I am Davina Woollery and I am the Hate Crime Case Worker for CfED in Dudley working closely in conjunction with Summit House and other agencies. My position is funded by the West Midlands Police & Crime Commissioner for an initial 6 months period. Recorded hate crime and incidents in Dudley have risen to 243 in the last year, and through this initiative we are looking to offer support to as many victims as possible plus undertaking promotional work to ensure that more people do report incidents..



When asked, most people do not have a clear understanding of what constitutes as a hate crime. A Hate Crime is defined as “A criminal offence committed against a person or property that is motivated by an offender’s hatred of someone because of

- Race
- Disability
- Gender / Gender Identity
- Sexual Orientation
- Religion
- Alternative Subculture

My job role will be to help victims, witnesses or anybody affected by the offences of hate crime. The support that is offered can range from emotional support by allowing the victim to voice their feelings



and emotions in a safe environment or practical support by getting in touch with the police, housing organisations or arranging counselling for them along with getting in touch with other organisations that may be better suited to help them, as each victims experience and reaction to a crime will be different and will need individualised responses because the impact is much higher once the victims are aware that they were targeted by a specific feature than if it had been a random attack.

The aim of this role is to try and catch those that unfortunately slip through the net that are struggling and are unsure of their rights or options. We will provide them with all the relevant information and support them if they have the confidence to report it to the police; it also helps us to gather accurate numbers as to whether there is an increase in hate crime and the areas that this is concentrated in so that we can tackle the issue and STAMP IT OUT.

You can contact me on **01384 456166** or report a hate incident or crime at: [hatecrime@cfed.org.uk](mailto:hatecrime@cfed.org.uk)



**Davina Woollery - Hate Crime Case Worker**

## Home Office price hike on visa, settlement and nationality fees



Fees for UK visas, settlement and nationality are set to rise by as much as 25%. The price hike will come into force on 18 March after the Home Office laid legislation in parliament on 26 February.

**The main changes are:** visas for workers and students will be increased

by 2% a 2% increase will apply to all visit visas an increase of up to 25% will apply to settlement, residence and nationality fees an increase of up to 33% for optional premium services offered by the Home Office such as the super premium service and priority visa services overseas Fees for all sponsorship categories will be held at the current rates.

A full list of the new fees can be found at <https://www.gov.uk/government/publications/visa-regulations-revised-table>



## Office move for MP



Ian Austin MP for Dudley North has moved to a new office in the town centre enabling easier access for local people to keep in touch. Constituents can now get in touch with Ian at St James House, Trinity Road Dudley DY1 1JB. All his other contact details remain unchanged.

[ian.austin.mp@parliament.uk](mailto:ian.austin.mp@parliament.uk) or telephone 01384 342503 /523. Surgeries will continue to be held on the first full weekend of each month. Surgery on the Wrens Nest estate will now be held at the Wrens Nest Community Centre Summer Road Dudley DY1 3PD.

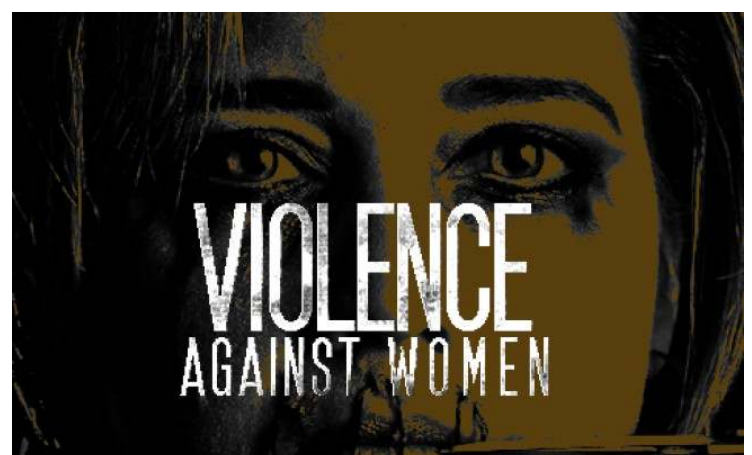
## Hidden rise in violent crime driven by growth in violence against women

Shocking new research out from Silvia Walby from Lancaster University reveals a rise in violent crime against women, whilst violent crime against men falls. For years we've been told that these kinds of crimes were all going down - yet in reality, the methodology used by the National Crime Survey of England and Wales hid the rise in violent crime against women. CEO of the Women's Resource Centre, Vivienne Hayes outlines her explanation behind the figures, and urges the government to stop its sexist policy making - including failing to fund women's support services: "while austerity had played a part in the rise in violence against women, some of it was also the result of a troubling resurgence of sexism.

Research from a range of sources strongly suggests that over the last few years our societal view of women, from violent pornography, violent computer games, street harassment and everyday sexism, to the lack

of women in positions of leadership and the attempt to remove women's contribution to political progress in the A level curriculum, is creating a view of women which nurtures and normalises our violation. Only when we take a bird's eye view of all of these issues and develop a joined up strategy to tackle them head on, will we see a reduction in violent crime against women" claims the authors of the report.

To download a copy of the report go to: <http://bjc.oxfordjournals.org/content/early/2015/12/31/bjc.azv131.full.pdf+html>



# 'The last acceptable racism' against us is no longer acceptable!

The 'the last acceptable racism' against us is no longer acceptable, this is the message the Gypsy and Traveller population in the UK will send out. A rally for Gypsies and Travellers is being planned as the petition against the new Gypsy-Traveller planning law definition reaches over 4,000 signatures since going live. Gypsies and Travellers will take to streets of London on May 21st, in less than three months' time, to protest against what we see as a discriminatory and racist planning policy.

The planning of a demonstration against the new 'Gypsy status' is well under way, we anticipate a peaceful but noisy event and we hope to attract huge numbers on the day. Traditional horse-drawn wagons will be one of the highlights. We are hoping everyone will participate such as speakers, storytellers' musicians, dancers, activists. It will only work if we are all on board and are standing in solidarity, our slogan will be 'Dosta – Grínta' which is Romani and Gammon for 'enough'!!!!

After suffering centuries of marginalisation, discrimination, exclusion and institutional racism we, the Gypsy-Traveller population of the UK, will send a message to this Government that, what is seen as

acceptable racism by society, will no longer be accepted by us.

Campaigners have launched an online petition to oppose the 'Gypsy status' planning law and to gather support for the demonstration that is going to happen outside the Houses of Parliament. Councils are obligated in planning rules to provide land to house Traveller communities. The Housing Act 2004 also requires housing authorities regularly too undertake regular assessments of the accommodation needs of Gypsies and Travellers.

New planning rules, brought in on a bank holiday weekend, last August state that "for planning purposes the Government believes a traveller should be someone who travels. However the new nomadic qualification could dramatically cut the number of people who are seen as Travellers under planning rules.

Travellers would have to prove they have a 'nomadic' lifestyle to qualify for help in the planning system. Experts said that this would in practice mean showing that they had been on the move for two months every year, possibly by moving from camp to horse fairs. The changes have emerged after a High Court ruled that Gypsies will no longer automatically be banned from setting up camp on Green Belt land because ministers had been unfairly discriminating against Travellers. County Councils are already testing their Gypsy and Traveller populations against the new 'Gypsy status' definition in order to reduce the need for future sites and deny our children the chance of a home on a Traveller site. It has not taken some local authorities long to realise that

this change to the definition could reduce the need for more sites if it is discovered fewer families comply with the new definition; if we don't have 'Gypsy status' we may no longer develop and build a Gypsy and Traveller site and we may even lose our place on an existing public or private legal Traveller site.

The result will be that many Gypsies and Travellers will be forced back onto the road because they will be made homeless, or 'prove' their ethnic identity and heritage to retain their homes.

This will be happening in a climate where 'travelling' has already been effectively criminalised. This will drive an exponential increase in unauthorized roadside camps and could create tensions and hostility between settled and nomadic groups.

We see this as a direct attack on our culture and heritage and on our children's futures and their right to define who they are in their own terms. We see it as a racist attack in that it seeks to marginalise us and deny us a rightful and legitimate place in this society. Our ethnicity is being challenged unless we can prove we are Romany Gypsies or Irish Travellers. To do this we have to prove we travel for work purposes, yet at the same time when we do travel we have nowhere we can stop. We are in a catch 22 situation that threatens our very existence. We owe it to our ancestors and to our future generations to protect and maintain our cultural and traditional way of life.

The petition against the new laws can be found by following this link: [38degrees.org.uk](http://38degrees.org.uk)

## New Studies Show Small and Medium Sized Charities Hardest Hit by Public Funding Cuts

Two new independent reports, one by National Council of Voluntary Organisations (NCVO) and the other by think tank IPPR North, show for the first time the deep and long lasting effects of reductions in government funding on local charities and the people they support.

The NCVO report looked at how small and medium-sized charities have been affected by the changing financial landscape since 2008. The IPPR North report looked at how smaller charities are adapting to change, their strengths and weaknesses and the social and economic value they provide.

The new research found that local and central government funding for small and medium sized charities reduced by up to 44% between 2008/09 and 2012/13. This was a higher proportion of their income than that of larger organisations which have been better able to adjust to the government shift towards competitive commissioning and contracting models.

The studies also found that income loss was uneven across geographical regions,

with small and medium-sized charities in the North East, North West and West Midlands having lost the highest proportion overall. Income declined for every sector, with legal services, social services and health seeing particularly large reductions. Those smaller charities working in deprived neighbourhoods are more likely to have been affected, as well as those who work with Black and Minority Ethnic (BME) communities.

Given the further reductions in government spending, and the continuing move to contracting and commissioning which favours larger charities and private companies, smaller charities will find it increasingly hard to survive and the people they reach will be placed at greater risk.

Lloyds Bank Foundation of England and Wales has also called for urgent action led by central government to ensure that those small and medium-sized charities that are vital to tackling disadvantage in communities across the country are able to survive and thrive.

The Foundation says the following needs to be done: Public commissioning has to be reformed to ensure resources reach small and medium-sized charities.

Funders, both independent and public, need to take steps to reduce the volatility of small and medium

sized charities' income. Funders, both independent and public, need to support charities to build their capacity.

Paul Streets Chief Executive of Lloyds Bank Foundation for England and Wales said: "Small and medium-sized charities are the lifeblood but too often unsung heroes of our communities; reaching, engaging and helping disadvantaged people in a way that larger organisations often cannot. Despite this and despite valiant efforts to raise new income, many small and medium-sized charities have been hit hard by cuts to funding from central and local government and the move to large-scale commissioning and contracting."

Moving more closely to home, according to research recently published by Dudley Voluntary Sector Network on the impact of proposed cuts by Dudley Council in numbers to the Voluntary sector: 26% of organisations in the Borough will make redundancies over the next 3 years. 30% expect to make cuts to services over the next 3 years and that £2 million in grants are at risk due to the proposed cut of £1.5 million in 2016 / 2017 and a total of £3 million cuts over the next 3 years.

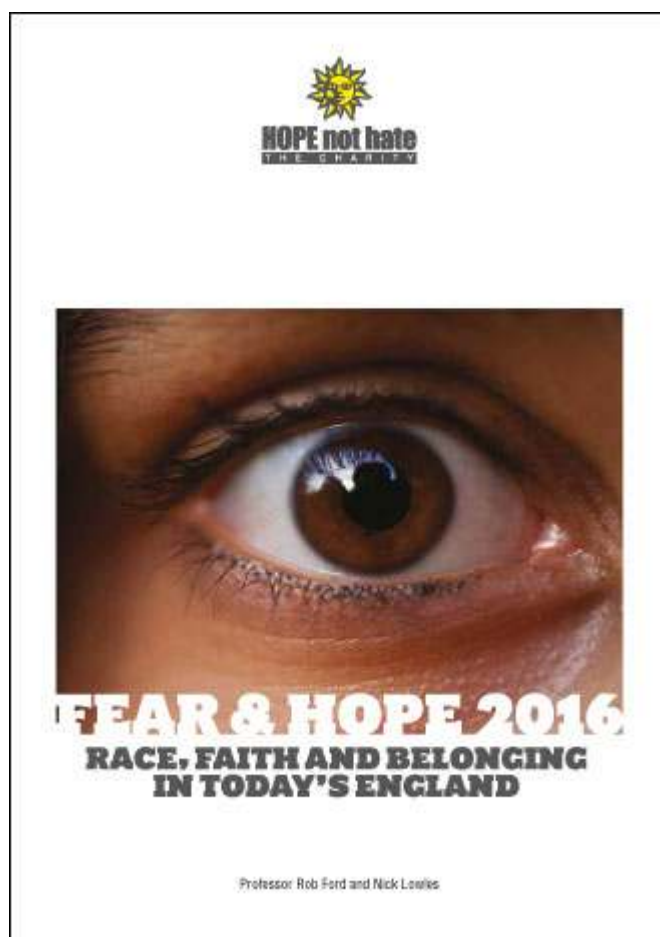


## **SURVEY: New HOPE, old fears: The English in 2016**

Britain is a more tolerant and confident multicultural society than five years ago. That's the key finding of a survey entitled Fear and HOPE 2016. The survey was commissioned by [Hope Not Hate](#) and gathered the views of over 4,000 people in England.

Almost a third of people in England today are very positive towards our multicultural society, which is up from 24% in 2011. Meanwhile, the proportion of English who are most strongly hostile to immigration and a multicultural society has declined from 13% to eight percent (8%).

However, there is no room for complacency say Hope Not Hate. There are still 24% of English people who strongly oppose immigration, and a far greater number share some economic anxieties over new immigration and cultural concerns about integration and assimilation. Worryingly, 43% said that Muslims were "completely different" to them. And, just as growing optimism about the state of the economy has led to more positive views, so any downturn in the economy could see the situation reverse.



## **REFUGEES – NEEDS AND FEARS**

**A Discussion Evening arranged by  
Churches Together in Stourbridge**

**Thursday 14 April at 7.30 pm  
In the Quaker Meeting House, Scotts Road DY8 1UR**

This evening will explore the issues surrounding refugees and asylum seekers, using up-to-date information and giving everyone the chance to have their say.

The discussion will be opened by David and Barbara Forbes who have been closely associated with Quaker social action for many years, both at the Quaker Council for European Affairs (Brussels) and in the West Midlands. In addition David has been professionally active in refugee work since 1999. Their small not-for-profit company, "Lifeline Options", took up the asylum client files after the Midlands Refugee Council was liquidated in September 2005. The work covers immigration advice, welfare intervention, employability and business advice plus special education projects for asylum seekers, refugees and failed asylum seekers. But progressively restrictive measures have led to an increased concentration on the immigration and welfare advice and delivery issues over the last five years at the expense of educational and development activities.

**AMISSIION FREE**

**REFRESHMENTS**

**EVERYONE WELCOME**



## Forgotten women: the impact of Islamophobia on Muslim women

The European Network Against Racism has launched a project aimed at tackling the disproportionate levels of Islamophobia borne by Muslim women. It is called **Forgotten Women; the impact of Islamophobia on Muslim Women** and

aims to document the disproportionate effect of Islamophobia on Muslim women. It will also develop alliances between the anti-racism and feminist movements in order to better address the 'intersectional discrimination' affecting Muslim women.

The project covers 8 countries, chosen to get a representative picture of the situation of Muslim women in the European Union: Belgium, Denmark, France, Germany, Italy, Netherlands, Sweden and United Kingdom. For more information about this project send an email to: [georgina@enar-eu.org](mailto:georgina@enar-eu.org)

## Third Party Reporting Centre

We are pleased to announce that CfED is now a Third Party Reporting Centre for Hate Crime.

This means that if you or someone you know has been the victim of a hate crime we can help you to report this to the police.

You can also remain anonymous if you wish and you do not need to be one of our service users

To report a hate crime or incident to CfED in confidence phone 01384 456166 or e-mail [hatecrime@cfed.org.uk](mailto:hatecrime@cfed.org.uk)

Our staff are trained to help you with the sensitivity, empathy and professionalism required.



## Town Centre Community Hub

*Free Confidential and Impartial Services*

**Open Monday to Friday - 9:00am to 4:00pm**

- *General Information and Advice*
- *I.T. Training and Support*
- *Local community/information and events*
- *1 – 1 Case work support*
- *Free tea and biscuits*
- *Free use of telephone for Council and other Local Services*
- *Money Mentoring*
- *Reporting Centre for Hate Crime*
- *Free Wi-Fi access*
- *UK Online Centre Courses*
- *Free use of computers*
- *Employment related information and support*
- *Support for Migrants and new communities*



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)

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