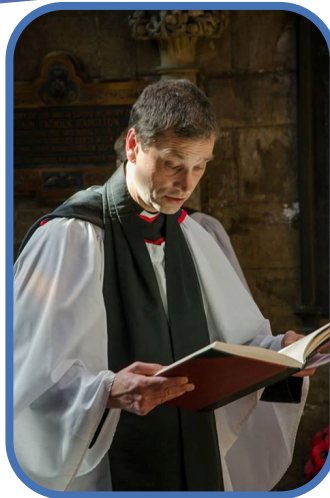


## What's inside this issue

- Page 1 Revd Wickens - Honorary Canon
- Page 2 Preventing & Tackling LGB & T hate crime
- Page 2 Sudanese in Dudley
- Page 2 GSK IMPACT awards 2016
- Page 3 Town Centre Community Hub
- Page 3 Love has no Labels
- Page 4 Part Time ICT Courses
- Page 5 Football Tournament
- Page 6 Close it Keep it
- Page 7 Award recognising outstanding citizen
- Page 7 Congratulations to BCIP
- Page 8 Baby or the job level!
- Page 8 Charity commission puts out new version of trustee guide
- Page 9 Dudley: have your say
- Page 10 BEWARE bogus callers
- Page 11 Legal aid cuts
- Page 11 Criminalisation of women
- Page 12 Churches together Halesowen



## Revd Andrew Wickens— Honorary Canon

great honour and a new relationship with the Cathedral as the 'mother church' of the Diocese of Worcester. It won't mean moving out of the Black Country. Instead, I'll be better placed to inform the Cathedral of the issues affecting people in Dudley and the work that organisations like CfED play in changing lives for the better. Every day through the year prayers are said in the Cathedral for different churches and communities across the Borough of Dudley and Worcestershire; and it's good that visitors to the building learn something of the challenges and aspirations of local people in everyday life. Over the years, I've already led study days with children and young people at Worcester Cathedral. I'm looking forward to building on this work in the future."

Congratulations to Revd. Andrew Wickens who was installed as a honorary canon at Worcester cathedral on Monday 22nd June 2015, The installation service held during choral evensong was attended by around 500 people including the mayor and lady mayor of Dudley, Cllr and Mrs. Waltho.

Rev Wickens is well known across the borough as vicar in the Dudley team, Dudley education chaplain, the chair of the Dudley borough interfaith Network and director of CfED.

Revd Wickens said of his installation "Canon Andrew will continue to serve in Dudley." "This new responsibility is a

Also installed in the same service were the Revd John Barr, Vicar of great Malvern and the Revd Rosemary Lawley, Rector of Kidderminster Ismere.

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



## Preventing and tackling LGB and T hate crime

With around 35,000 incidents of lesbian, gay, bisexual and transgender (LGBT) hate crime going unreported each year, the Equality & Human Rights Commission is sending a strong message to anyone who has experienced this crime because of their sexual orientation.

The Commission is working alongside the LGBT Consortium to encourage people to come forward, no matter how trivial the

incident may seem.

Alongside the public awareness campaign they are funding the country's only 24/7 LGBT hate crime helpline with Stop Hate UK - 0808 801 0661.

The Commission is rather keen to get this message out to as many people as possible. There is also a short film made with Aaron who was viciously attacked whilst on a night out and an interview with an

EHRC Commissioner Evelyn -Asante Mensah.

To watch the film and hear more about this initiative go to website:

<http://www.equalityhumanrights.com/about-us/our-work/key-projects/preventing-and-tackling-lgb-and-t-hate-crime>



### Sudanese In Dudley

A new day has dawned for the 50 or so Sudanese residents living across the Borough of Dudley. We help from CfED the Community has been holding meetings with a view of coming together to form an association.

The last meeting held on Monday 25th May saw the birth of the Sudanese Community Association and the first honorary officers and Executive Committee members were elected. These are:

- Adam Hamid (Chair)
- Mubarak Jaralnab (Vice Chair)
- Almaz Beshier (Secretary)
- Hala Mohamed (Treasurer)
- Abdelmoniem Abubakor
- Mohammed Morooof
- Juma Mohammed
- Mahjoob Zakana



### GSK IMPACT Awards 2016: core funding and free training for health charities

GSK's IMPACT Awards reward charities that are doing excellent work to improve people's health. Organisations must be at least three years old, working in a health-related field in the UK, with income between £25,000 and £2 million. Up to 20 awards will be made ranging from £3,000 to £40,000 plus free training valued at up to £6,000. Organisations will also have a film made, receive help with press and publicity and be given a set of promotional materials. The closing date for applications is 25 September 2015. <http://www.kingsfund.org.uk/projects/gsk-impact-awards>

# Town Centre Community Hub



**CALL IN ANY  
TIME BETWEEN**

**Tuesday  
10am -12:30pm**

**Thursday  
12pm -2:30pm**



**Free Tea,  
Coffee &  
Biscuits**

## VENUE

**16a Stone  
Street Dudley  
DY1 1NS  
(Next to the  
Square)**

Free use of computers for job search, online application forms etc.

Information & Guidance

Meet and Share Ideas

**Call For Further Details: 01384 456166**

email: [admin@cfed.org.uk](mailto:admin@cfed.org.uk)

see us on Facebook: [www.facebook.com/CfED1](https://www.facebook.com/CfED1)

***"Share your Ideas, be a voice and make a difference to your Community"***

**Registered Charity no. 1114821 & Company no. 5745005**

Most People agree that people should be treated respectfully and fairly. Yet many people in our communities still report feeling discriminated against.

The reason might be that we're actually discriminating unintentionally--some call this implicit bias. Implicit bias influences how we treat people and how we interact with each other. More broadly, it can perpetuate disparities by impacting someone's ability to find a job, secure a loan, access

accommodation or get a fair trial.

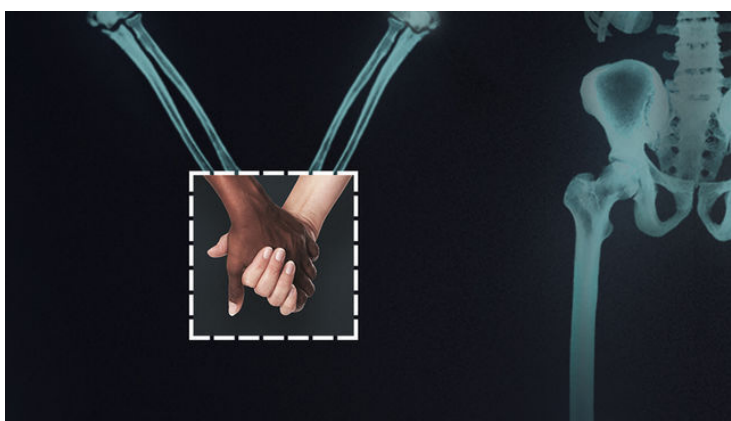
To end bias, we need to become aware of it and then we need to do everything within our power to stop it in ourselves, others, and institutions.

The **Centre of Equality and Diversity** hopes to encourage everyone to reconsider the biases that we don't even know we have and to help people whose lives that have been affected by this.

**love  
has  
no  
labels**

Visit [lovehasnolabels.com](http://lovehasnolabels.com) to find ways to challenge bias in ourselves and others. This video may make you recognise your own bias and ignite a passion in helping us to work towards the elimination of discrimination in our society.

Visit [cfed.org.uk](http://cfed.org.uk) to find ways that we can help and ways that you can help with our organisation.



## **IT Basics (Entry 3)** Entry Requirements: None

This course will allow anyone new to the computer to be able to learn how to type a letter and design posters, use the Internet to find information, send and receive e-mails. Students are required to complete all THREE modules.

Qualification Achieved: – OCR Using ICT Entry Level Award (Entry 3)  
COURSE FEES: Full fee £225\*

## **ITQ Level 1**

Entry Requirements: Entry level 3 qualification in ICT. Students must already have the necessary skills to type and format a word document, find information on the Internet and send and receive emails. 2 options available – Award (9 credits) OR Certificate (13 credits)

A selection of units can be studied from the following options:

Word Processing Software (3), Spreadsheet Software (3), Database Software (3), Presentation Software (3), Using The Internet & Using E-mail (5), Internet Safety (3)

**Qualification Achieved: OCR Level 1 Certificate in IT User Skills (ITQ)  
Or OCR Level 1 Award in IT User Skills (ITQ)**  
COURSE FEES: Certificate: £362\* Award £225\*

## **Microsoft Level 2 Certificate For IT Users**

Microsoft Office Specialist (MOS) certification is the world's most recognised computing qualification for proving a person's skills and abilities in Microsoft Office applications. (This Microsoft course is only available on college sites.)

Entry requirements: level 1 qualification CLAIT, or ECDL Part 1

Learners will develop advanced skills in Microsoft Office, with **Microsoft Certification** in using Word, Excel and PowerPoint.

Online exams will be completed at the Broadway site, with immediate access to a Digital Certificate and Transcript, as well as the MOS logo to use on CVs.

Applicants are expected to have a recent level 1 IT qualification\*, and will be required to undertake an IT assessment. All applicants must attend an interview with course tutor before being accepted on to the course.

\* Applicants without this may be considered dependent on relevant experience and subject knowledge, at the discretion of the tutor.

**Qualification Achieved: Microsoft Office Specialist (MOS) &  
OCR Level 2 Certificate For IT User Skills**

COURSE FEES: £362\*

(\* Fee concessions may apply for those in receipt of Job Seekers Allowance or Employment Support Allowance. Evidence will be required. Please contact Student Services on **01384 363 363** for more information.)



# FOOTBALL TOURNAMENT

## SUNDAY 23<sup>RD</sup> AUGUST 2015

REGISTRATION: 11:00 AM TILL 12:00 PM

KICK OFF - 12:00 PM - FINISHING TIME - 5:00PM

Power League , Park Road, Halesowen,  
West Midlands, B63 2RG

5-a-side Football + 2 Subs  
Teams : Age 11-15 Years old  
contributions £15 Per team  
Age 16+ contributions £20 Per team

For booking and Request  
application forms visit the website:  
[www.yca-halesowen.org.uk](http://www.yca-halesowen.org.uk) or  
email: [Info@yca-halesowen.org.uk](mailto:Info@yca-halesowen.org.uk)

All applications must be made by  
20-08-2015

Please call : 07792737185 /  
07502248314 / 07855019961.

Supported by:



# Close it



# Keep it

**Protect your purse - keep it safe**

**If you have information about crime in this area contact local police on 101 or call Crimestoppers anonymously on 0800 555 111.**



Serving our communities, protecting them from harm  
[www.west-midlands.police.uk](http://www.west-midlands.police.uk)



Find us or



55890

# Awards recognise Outstanding Citizens

Examples of courage, selflessness and devotion to others, were celebrated at an award evening which honoured the West Midlands' finest community heroes and heroines.

The search to find this year's Outstanding Citizens, was launched by the Commissioner back in January. The awards evening, held at the Midlands Arts Centre, brought together nominees from across the West Midlands, who were short-listed in the three categories of: Outstanding Citizen, Outstanding Young Citizen under the age of 18 and Outstanding Community Project.

Speaking at the event, David Jamieson told award recipients: It is people like you who make our communities safer and happier places to live and work.

"I have personally been

overwhelmed by the quality of nominations received this year. There have been many accounts of selfless devotion and acts of bravery. What shines through is the fact that here in the West Midlands we have a great many kind and good-hearted people who are willing to put themselves out and help their neighbours."

Lye-based charity, Apni Zaroorat Community Network (AZCN) scooped the 'Outstanding Community Award.' The group, whose name in Urdu means "Our Needs" is based at Valley Road Youth Centre in Lye and works to improve the lives of women, young

people and their families from all ethnic backgrounds.

The women volunteers, who run the youth group dedicate much of their free time, encouraging local youngsters to take part in positive activities in a bid to discourage anti-social or criminal behaviour.



## Congratulations to BCIP

Congratulations to The Black Country Integration Project who has received £10,000 from the Big Lottery to allow families to be matched based on the local attractions such as Dudley Families from different cultures out in a bid to improve Rachael Taylor, the brains to build on the "real desire" for was delighted to receive the opportunities for families to discover how much they have go to [www.bcip.org](http://www.bcip.org)

ages of their children and sent on a day trip to Zoo, so they can get to know each other. will be brought together for fun days community relations in Dudley. behind the scheme, said she hopes people to integrate in Dudley. She funding and start providing learn about their neighbours and in common. For more information



## Baby or the job love! 54,000 women could be losing their jobs each year

Thousands of new mothers are being forced out of their jobs every year, after being dismissed, made redundant or treated badly at work according to research from the Equality and Human Rights Commission (EHRC).

In a survey of 3,254 mothers with a child under two, and 3,034 workplaces across the UK, one in ten (11 per cent) women reported being edged out of work or treated so poorly on their return from maternity leave, they had to leave their jobs.

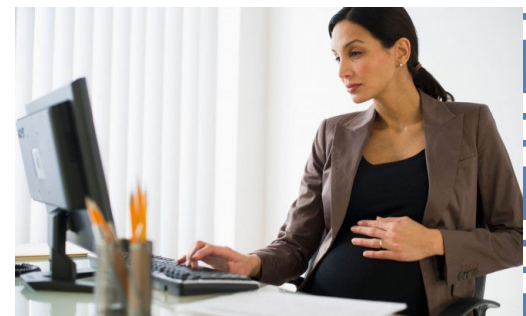
If replicated across the population as a whole, as many as 54,000 women could be losing their jobs each year, the EHRC said. Despite 84 per cent of employers stating that assisting pregnant workers and those on maternity leave is in the interests of their organisations, just 66 per cent of mothers felt their employer supported them willingly during pregnancy and when they returned to work.

According to the research, 10 per cent of females were discouraged from attending antenatal appointments by their employer, and 9 per cent faced worse treatment by their employer when they returned to the workplace.

When mothers were allowed to work flexibly, more than half of their careers suffered as a consequence, with 29 per cent

stating they received fewer work opportunities, 18 per cent feeling their opinion was less valued and 15 per cent given more junior tasks than previously.

The EHRC figures show that discrimination against pregnant women and new mothers is still prevalent across the UK. The last comprehensive study on these issues was undertaken in 2005, by the Equal Opportunities Commission, which estimated that 30,000 mothers (7 per cent) were forced out of their jobs each year.



The essential trustee:  
what you need  
to know, what  
you need to do

July 2015



## Charity Commission puts out new version of trustee guide

The Charity Commission has published a new version of 'The essential trustee', the key guidance document for all charity trustees in England and Wales. The guidance explains what the regulator expects of trustees and outlines their responsibilities, and is for trustees to understand their key legal duties and avoid many of the basic errors that often lead to serious problems.

For a copy to download go to :  
[www.charitycommission.gov.uk](http://www.charitycommission.gov.uk)

If you are a community group and want copies for your trustees contact Manjit at CfED on  
[admin@cfed.org.uk](mailto:admin@cfed.org.uk)



# Dudley: have your say!

It's not often you get to talk directly to the people who are accountable for community safety - for example reducing crime and disorder and substance misuse - in Dudley borough, this is your chance.



Come along to Brierley Hill Civic Hall on **24 September 2015** from **6.30 to 9pm** (doors open at 6pm) and speak to the borough's decision makers about making Dudley borough feel safer

**To book a place go to <https://eventbrite.com/event/17352420557/> email [community.safety@dudley.gov.uk](mailto:community.safety@dudley.gov.uk) or call 01384 814735**

Unable to attend? Please take a few minutes to tell us your community safety concerns by completing a short survey at [https://online.dudley.gov.uk/about/surveys/haveyoursay/dudley\\_have\\_your\\_say.htm](https://online.dudley.gov.uk/about/surveys/haveyoursay/dudley_have_your_say.htm)

**safe & sound**  
Dudley's Community Safety Partnership

love   
your community



**west midlands**  
police and crime  
commissioner

# Beware

**Bogus callers are  
operating in this area**  
**Don't be their next victim**



## STOP

Are you expecting anybody?



## CHAIN

Secure the door chain or bar  
before opening the door



## CHECK

Ask for identification. If in doubt,  
call a neighbour or police on 101

# If in doubt, keep them out!



Serving our communities, protecting them from harm  
[www.west-midlands.police.uk](http://www.west-midlands.police.uk)

Find us on:



## New report: Legal aid cuts deny thousands of migrant children justice

A new report by The Children's Society *"Cut Off From Justice: The impact of excluding separated migrant children from legal aid"* found that the removal of legal aid for most immigration cases means that many children, including those in local authority care, are at risk of abuse or exploitation because their immigration status cannot be resolved, increasing their vulnerability.



The Children's Society is calling on the Government to make sure that children with immigration cases, who are here on their own can, once again, get legal aid. Without it, huge numbers of children are being

left to fend for themselves. Many are having to gather witness statements, evidence about their past and risk having to represent themselves in court — a challenge that even adults find difficult.

The report found that, across the UK, free regulated services which deal with appeals and representation have been reduced by almost 50%, while overall immigration advice services have been cut by at least 30% since the Legal Aid, Sentencing and Punishment of Offenders Act came into force in 2013.

As a result, even children who are still entitled to legal aid, such as those seeking protection from persecution or who are known to have been trafficked, may be unable to get the legal support they need due to a lack of free services

in their area.

See our website [www.cfed.org.uk](http://www.cfed.org.uk) for a full copy of the report under publication.

## Criminalisation of Women

The All Party Parliamentary Group (APPG) on Women in the Penal System has published a 'Report on the Inquiry into Preventing Unnecessary Criminalisation of Women'. The Inquiry stemmed from the conclusions of previous APPG inquiries and reports by the **Howard League for Penal Reform** that found the majority of women involved in the Criminal Justice System do not need to be there, women are criminalised too quickly and easily, and the problems they face ought to be addressed by other agencies at a much earlier stage. The Inquiry focussed on what criminal justice and non-criminal justice related agencies were doing to reduce unnecessary criminalisation and any barriers to their work.

For a copy of the report go to: <http://www.ppo.gov.uk/document/learning-lessons-reports/>



# Churches Together Halesowen

## (CTH) - Welcome Group

*Churches together in Halesowen welcome group meets every Monday, where we welcome Asylum seekers and refugees and give support as and where we can.*

Every **Monday**

(except bank holidays)

from **1.00pm-4.00pm**

(Winter months until 3.00pm)

**Name of Venue:**

**Halesowen United  
Church**



**Address:**

**Hagley Road,  
HALESOWEN,  
West Midlands  
B63 4PX**

Contact Mrs Anne West for details: [214.anne@blueyonder.co.uk](mailto:214.anne@blueyonder.co.uk)

**Facilities : Toilet facilities, Wheelchair accessible, Disabled toilet available**

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: 1114821

Registered Company Number: 5745005