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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

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

New Centre for Yemeni Community

A new centre for the Yemeni Community across the borough is under construction thanks to the generosity of members and friends of the community. The new facility due to be opened in 2015, will be a great improvement on current facilities for a community who have grown in numbers over the past 20 years.

The 692 square metres building will help to open up links with other communities, be a good point of contact and will enhance the cultural richness Yemeni's bring to the borough leading to a more vibrant, stronger and prosperous community.

The Halesowen / Dudley Yemeni Community Association, has for 28 years worked with and delivers services tailored to the needs of members from the Yemeni Community. The Association offers a variety of services from Youth classes to elderly luncheon club. The Association is the only organisation within the borough of Dudley solely dedicated to the provision of services to Yemeni community. Contact with the HDYCA can be made through the Chairman Marwan on 0121 5851261.



Current stage of new building



Artist impression of final build

AGM Time

The annual general meeting (AGM) of the Halesowen Asian Elderly Association was held on Monday 24th November. The organisation which operates from the St Paul's Church Hall on Vicarage Road is well known for its twice yearly community lunches and the range of services it provides for service users—from a wide ethnicity and culture. The AGM was attended by over 40 members who heard the chair—Mr Dar gave a summary of the brilliant work undertaken over the past year. For outings and trips, 43 carers enjoyed a day out at Stratford Upon Avon, 44 ladies visited Southall in London on a shopping trip, 42 members went to Southport and 46 were treated to a trip to Weymouth.

Besides the above the Vice Chair of the Association Mrs Chaudhary spoke about the health related sessions delivered by several professionals and the benefits these are having on the community at large. In conclusion Mr Dar informed members that the focus in the coming year will be to concentrate on the improvement of 'quality' for service users. This will entail better quality food, activities and the overall provisions provided by the association.

Flower arranging classes

Starting on Wednesday 7th January 2015 the Dudley Senior Citizens Forum will be running a series of flower arranging classes.

Classes will be held from 11am to 12pm at the Wellington Road Community Centre, 27 Wellington Road, Dudley DY1 1RB

All members from different communities are invited to join in.

If you are interested and would like further information or to book a place please contact Naheem Akhtar on 01384 456166 or e-mail naheem.akhtar@cfed.org.uk

How to talk about immigration

British Future published its timely report 'How to talk about immigration' in November. The report presents new ideas for further discussion and analyses public attitudes to immigration and the issues of integration, identity and opportunity that inform the immigration debate. Download the 140-page pamphlet at www.cfed.org.uk

You, Your Teenager and Alcohol

This brief guide informs parents and others with teenage children of the impact of alcohol on the growing body and offers tips on how to talk to them about drinking. The guide lists some important facts and recommendations from various sources including the Chief Medical Officer. Addresses and contact details of where help may be available locally is also included in the publication.

To download a copy of the guide see website www.cfed.org.uk. A copy may also be obtained from libraries across the borough of Dudley



Friar's Gate Digital Inclusion

Community House Friar's Gate is a new community resources centre based on the newly developed housing estate along Priory Road. The facility is supported by Bromford Housing as part of their commitment to work with residents on the estate. In the summer of this year the Community House was opened to the public and several activities including a fun day were held.

With hands on support from CfED, along with funding from the Castle & Priory Community First Panel, the Friars Gate digital Inclusion Project got underway this October.



A head count of people living on the estate estimated that of the 530 people, 25% were over 50's with many of these 65 and over. The project was designed to give older residents for whom computers are a no-go area the opportunity to learn just how they can enrich their lives. The project provides a relaxed and informal approach that helps learners build their confidence in learning to use computers and the internet.

Guided by sessional tutor Martin Bannister residents have already set up email accounts that will enable them to keep in touch with family and friends.



New annual return form goes live

All registered charities with an income of over £10,000 in any one year, must lodge a return with the Charity Commission within 10 months of their financial year end. The form to lodge return has now been updated by the Commission and must be used for financial years which end from 1st January 2015. There are seven new question areas on the return form including whether the charity pays its trustees, raises money from the public and owns a trading subsidiary. The form must be completed online.

The return will also want to know whether the charity has written, investment, safeguarding and conflicts of interests policies. Finally, charities will also be asked to explain in the reporting period how much income they receive from contracts with central or local government and what grants they receive from the same.

Charities which have year ends up to 31st December 2014 will not have to use this annual return until next year.

In addition to the new questions the Commission will be publishing information already held about charities including whether the charity is insolvent, in administration or subject to enforcement action from non-submission of accounts.

For more information log on to the Charity Commission website
www.charitycommission.gov.uk

What equality law means for your organisation?

The Equality & Human Rights Commission (EHRC) has revised its series of guides to associations, clubs, societies, businesses and voluntary and 3rd sector organisations and other registered charities. The guides support the implementation of the Equality Act 2010. This act brings together lots of different equality laws, many of which we have had for a long time.

What equality law means for your voluntary and community sector organisation (including charities and religion or belief organisations) is for you if you provide any goods, facilities or services to members of the public. The guide tells you how you can avoid all the different types of unlawful discrimination and should treat volunteers.

The guide is full of examples and offer an extensive glossary.

For a copy go online to: www.equalityhumanrights.com

The Big Question – Have your say on the Council's budget

People across Dudley borough are being asked to have their say on the council's budget as the authority looks to save £57 million over the next three years. Over 2500 people have had their say already.

Over the last two years, through its Big Question budget consultations, the council has attracted 7,000 responses offering views on how the authority should prioritise services with limited budgets.

And this year's Big Question is asking residents to select the top five services they most value. The responses will then be used by council bosses as they look to find savings by changing the way services are run or by stopping the delivery of services where there is no other option.

People can take part by visiting www.dudley.gov.uk or by using #dudleybudget on twitter. People can also pick up hard copy versions of the consultation from borough libraries and Dudley Council Plus in Castle Street, Dudley.

The consultation runs for 12 weeks from Monday November 3 through to Sunday January 25 2015.

To go straight to the consultation online visit <http://www.dudley.gov.uk/about/community-council/big-question-2015/>

Your council tax



New Home for Caribbean Community

African Caribbean lead organisations based at the Cloughton Centre for the past 20 years or more have moved to a new location in Abberley Street closer to the town centre.

The Cloughton Centre (formerly the Sir Gilbert Cloughton Grammar School) is now closed as the site is earmarked for redevelopment.

The new facilities at Abberley Street has rooms and resources available for rent and will housed a variety of groups and services, including catering services, conference and training facilities,

Under the management of the African Caribbean Community Network (ACCN) the centre is hoping in future to “redress exclusion, support and aid the most vulnerable and isolated and positively inspire the young and impressionable” says Eric Mills chair of the network.

Contact details:
Abberley Street Centre, Abberley Street,
Dudley DY2 8QY.

www.facebook.com/accn.dudley



Enterprising Women in Employment



This ESF funded project aims to help you if you are not in employment or working 8 hours per week or less improve your chances of getting a job

The project will work with you to fit your individual needs and aspirations through:

- Advice and guidance sessions, action planning and reviews
- Support in increasing IT skills
- Engaging in social activities, learn to cook healthier meals and group discussions

For more information and to join in the project contact Sarita Chitapa on 01384 456166 or 07818 023461. Alternatively call into our offices at 16s Stone Street, Dudley.



TOP

TIPS for interview

Before the interview:

- **Do your homework** - don't just read their website use a variety of resources. Whether its understanding their key challenges or what they do differently from competitors, make sure you know.
- **Check the location** - ensure you have the right post code if you're relying on a sat-nav. If there isn't a car park, make sure you have enough to change in case you have to pay in advance.
- **Prepare accordingly** - make sure you understand the format the interview will take and take presentation items with you only as requested.
- **Don't smoke** - no matter how much it calms your nerves, it isn't pleasant, especially if the interviewer doesn't smoke.

During the interview:

- **Dress up** - irrespective of clients dress code, always wear your most appropriate and smartest outfit for interview. You can make a second first impression.
- **Make eye contact** - it is important that you address each interviewer accordingly, not just the one you think is the decision maker.
- **Ask questions** - it demonstrates that you have thought about the company and the role you will play within it. Taking an interest in the employer will put you in good stead.
- **Think about what you can offer** - have an answer for why you are different to the other candidates they are interviewing.
- **Know your CV** - if you have more than one version, check which copy the interviewer has before you attend. You will be asked questions from it as its your document , you need to know what's on there.
- **Draw from example** - don't forget you have been invited to interview because your CV states you can do the job. At interview you need to proof "how" you'll do it through examples of previous work
- **Learn about competencies** - if the interviewer is looking for a motivator, find out what this means and show how you have motivated others in examples from your work career.
- **Be relevant** - answer what the interviewer wants to know, not what you think they should hear. Name dropping and long answers will not go in your benefit.

After the interview:

- **How well did you do?** If you think there's a better answer you could have provided, why not email the company with what you really wanted to say.
- **Ask for feedback.** There is nothing wrong with asking the interviewers view of how well you did. If they have any reservations, this gives you an opportunity to address them.
- **Do you want the job?** It's an important question but how interested are you? If so, tell them.

Available Funds

10MinuteFund



Fund My Venture helps social organisations raise grant funding, through Grant Bid Writing and Fundraising Strategy, Impact Evaluation Writing, Social Organisation Formation and Project Development services.

The 10Minute Fund is aimed at charities and social organisations that are looking for small grants, through a 10 minute application process, which fit the Fund My Venture aims of developing skills, building communities, improving health and improving the environment.

The deadline for applications is 14 December 2014 (5pm). Successful applicants will be announced and notified by 19 December 2014.

Fund My Venture, St. Martins House, 7 Peacock Lane, Leicester LE1 5PZ

Tel: 0116 251 9899

Email: 10minutefund@fundmyventure.co.uk

Geoff Hill Charitable Trust



The Geoff Hill Charitable Trust offers grants to local voluntary and community groups and charities active in the West Midlands.

The scheme aims to fund local projects with general charitable purposes. The application process is ongoing and interested applicants may apply at any time. Applications should be made in writing to the Trust.

Contact the Geoff Hill Charitable Trust for further information:

Geoff Hill Charitable Trust, Geoff Hill Ltd, 7 High Street, Amblecote, Stourbridge, West Midlands DY8 4DE Tel: 01384 395852

Near Neighbours Fund

This fund is open for application of between £250 and £5,000.

Near Neighbours is a Christian charity which is funded by the Department for Communities and Local Government and was set up to help people of different faiths come together to change their neighbourhoods for the better. This grants programme which is part of Near Neighbours is being administered by partner organisation, the Church Urban Fund. The Fund aims to encourage stronger civil society in areas that are multi-religious and multi-ethnic by creating association, friendship and neighbourliness. It intends to bring together people of different faiths and of no faiths to transform local communities for the better. Applications can be made at any time until the programme closes in March 2016.



Charities, religious organisations, Community Interest Companies, social enterprises and groups of individuals focusing on community benefit are eligible to apply.

Preference is given to applications from small faith or community organisations with a turnover of less than £150,000. The Fund is particularly pleased to receive applications from people of different faith groups or none, working in partnership with people of different faiths.

For more information and make an application contact Jessica Foster

Church Urban Fund, Faithful Neighbourhoods Centre, 10 Court Road Sparkhill, Birmingham B11 4LX

Tel: 0121 675 1155



KEEP THE MEMORY ALIVE

Holocaust Memorial Day 2015

Tuesday, 27th January 2015

Christmas closing times and best wishes

Many thanks to all our service users and friends for your support and some fantastic shared experiences during 2014. CfED offices will close at 4.30pm on Tuesday 23th December and re-open on Monday 5th January 2015. We wish you a very happy Christmas and a healthy and prosperous New Year!



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.