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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

Farewell to John

Representation from CfED's board of directors and the BME communities across the Borough presented John Polychronakis, the outgoing Council Chief Executive, with a silver plate prior to his departure at the end of January. The presentation represented a thank you gift and was CfED's way of pulling communities together to pay tribute to John who had not only served the Council well but had made a tremendous contribution to the BME voluntary sector while in office as both Director of Law & Property and latterly as Chief Executive. Mushtaq Hussain chair of CfED said " John will surely be missed by both his colleagues whom he has worked with for 27 years and several communities where he has built up very strong links. We wish him well in his retirement."



Fund raising mission

Mr Bedi has continued his mission of raising funds each year to support local charities. His most recent effort raised a total of £1,700 of which he divided between Action Heart and the Dudley Group of Hospital Charity. In letters received from recipients, Russell Tipson, Director of Action Heart commended Mr Bedi and in a statement said; "I am acknowledge receipt of the generous donation of £850... Thank you so much for thinking about us in this way. I can assure you that his support is very much appreciated."

While Karen Phillips, fundraising co-ordinator at the DGNHS Charity said; "I am sending this thank you letter on behalf of all our patients and staff who will benefit from your gift. It enables us to buy new medical equipment, provide specialist training for staff & improve patient comfort."

Mr Bedi is well known for his enthusiasm in raising funds for charitable causes and has raised over £10,000 during the last 6 years.



Dudley Protest

Another EDL Protest in Dudley on Saturday 7th February 2015 saw the town centre coming to a complete shut down. This protest the third in 5 years had an attendance of about 600. a counter demonstration was also held at the top Castle Hill. The counter demonstration called by Unite Against Fascism (UAF) and was supported by Dudley Trades Council. Martin Lynch one of the speaker at the UAF demonstration said "It is hugely important in the current climate that we all, people of different faiths and none, stand together against hate and division".



Independent Mission



An Independent Mission Final Report: the voluntary sector in 2015, sets out the serious and growing challenges facing the independence of the sector and the action that needs to be taken to address them. The Panel's specific concerns include the impact of the Lobbying Act on charity campaigning; 'gagging clauses' in public service contracts; new restrictions on the ability of voluntary organisations to use the courts to overturn poor Government decisions; truncated government consultations; commissioning and procurement for public services that does not support independence and diversity in the voluntary sector; and concerns about the effectiveness of the Charity Commission and the Compact in upholding the sector's independence.

The report concludes that the causes of these specific threats are deep-seated. Under successive governments, the voluntary sector has increasingly been seen as a contractual arm of the state, without an independent mission or voice, interchangeable with the private sector. The Panel also expresses its concerns about an increasingly defensive attitude toward the campaigning

voice of charities from politicians, perhaps because the attraction of traditional political parties is diminishing and more people are turning to the voluntary sector to express their views.

An Independent Mission also calls for immediate, practical steps to be taken by the next Government:

- Remove constraints on independence of voice and protect the legitimate right of voluntary organisations to campaign, repealing the Lobbying Act, reversing changes to judicial review and expert interventions and removing 'gagging clauses.'
- Establish formal mechanisms for dialogue and collaboration between government and the voluntary sector, at national and local level.
- Reform commissioning and procurement to get the best out of the voluntary sector and to recognise the value it creates. We appreciate some steps have been taken by the current Government but they are not of the fundamental scale required. We recommend the voluntary sector be involved, including in drawing up new contracts.
- Provide targeted financial support to the voluntary sector, particularly for smaller organisations working with disadvantaged group, to support it to deliver common social goals. Vital social infrastructure is at risk, particularly for vulnerable communities and groups, often at local level.
- Introduce stronger support to protect independence, including a Compact with teeth, enforced by an independent body reporting to Parliament, and ensure that the Charity Commission is politically independent with a clear role to protect the independence of the sector, including its right to campaign.

The Panel launched its fourth and final report on 11th February 2015 at the Baring Foundation, with speakers including Sir Stuart Etherington and Sir Stephen Bubb. For more information on the report visit www.independencepanel.org.uk

Enterprising Women in Employment - Case studies

The EWE programme is a European Social Fund programme funded through the Heart of England Community Foundation. The 28 weeks programme targets migrant women from the new and BME communities who are unemployed or working less than 8 hours per week.

The aim of the programme is to equip 30 women with the necessary skills to move them closer to accessing employment and training opportunities. It offers support to women who would like to find ways of overcoming barriers to employment.



The programme runs basic computer classes for beginners every Monday, Employability and cooking sessions every Wednesday and also offers assessments, 1:1 employment guidance and advice for individuals helping them develop action plans for their future aspirations.

The women who have attended all sessions consistently state that the programme has helped them greatly in gaining relevant information about ways of finding work or returning to college. It has developed their confidence in seeking opportunities to volunteer, find paid work and seek further educational training.

Kaddy Danzo who has received tremendous support with childcare cost from CfED for her 2 year old, reports that before coming to the programme she was lonely and stuck in the house with little to do and feeling hopeless. Now she finds meaning in getting up every Monday and Wednesday to attend the programme. It has greatly improved her confidence and interaction skills. Kaddy feels she has re-discovered herself after years of being unemployed and being a 'stay at home mum'. She wants to return into education and attain a degree in Nursing.



Joan Angeles who has a teaching background in mathematics from her country of origin is also unemployed and a 'Stay at home mum' with a child in primary school. Before starting the programme she felt frustrated and lonely. She stated, "Now I am very outgoing and I enjoy coming to both computer and cooking sessions". She has completed her CV with a good personal statement and has started job hunting. Joan feels she has developed better interpersonal skills, team work and computer skills.

Raquel Valmores is unemployed and is also a 'stay at home mum' with a child in primary school. Before coming to the programme, Raquel only spent most of her time with family and friends as she was not confident to contact services within her community for fear of prejudice due her weak command in English, she now feels the programme has made her very confident in finding information regarding her interest in starting child minding services in the future. Raquel was supported to contact the council for child minding courses of which she has currently enrolled.



Other women state that their overall experience on the programme has been very positive and enjoyable especially during cooking and employability sessions. They have benefited from interacting with women from different cultures and backgrounds. Some felt their organisational, time keeping, people skills and leadership skills have enhanced. The women through shared experiences have learnt a great deal from each other through the programme.

Some of the ladies have expressed interest in taking up voluntary roles in the community as a way to gain new skills and enhance their employability skills.

Staff and volunteers working with participants on the programme have assisted 7 of them in booking appointments to seek voluntary work or undertake educational studies at Dudley College. Two have so far enrolled on courses while one has been offered a volunteering position in a local school.

We are pleased that Jennifer Gilder, Grants Officer from the Heart of England Community Foundation visited the project on Monday 2nd March. Here in this image she is in conversation with Martin our ITC tutor. Jennifer was able to have conversations with a few beneficiaries and was pleased with the progress the project is making.



Enterprising Women in Employment (EWE) Case Studies

What did you enjoy most about the programme?

The thing I like most, is calling out answers and opinions or sharing ideas. It is a good way to stay awake. This is also a way to practice my speaking and listening skills. I am happy to give feedback at the end of the session.



How helpful were the computer sessions? Cooking and employability sessions? What did you learn? Or what else would you like to learn?

Sessions are fun, with helpful friendly tutors who want to help us learn. Materials and session plan in relation to key employability skills are useful for us. I learnt how to be prepared to avoid wasting time. I learnt how to prioritise goals and set up an effective time management plan. All cooking sessions were provided ingredients and equipment. Each time we have cooking session, I look forward to the food and to the people in the programme. Nothing can ask for more but I want to continue my learning with these good people.

After attending the programme for the past 10 weeks, how confident do you feel to find work or educational training?

Being confident from the moment you walk through the door will always give you a better chance of landing the job. This is how it goes, instead of sitting inside the house I have to come out to find something that helps me to grow. Through this programme and learning, I gain self-confidence and I gained more friends. I can speak English better than before. It is easily for me to express my feelings.

Has this programme met all your job searching related needs? If yes please explain....If not what further support do you need? Please explain...

Yes, because the programme provided me information how to begin. Knowing where to start and what will be the first action is very important. Having this program is very helpful because it gives me hope to have a job someday.

What did you not like about the programme?

None so far, because I am happy with it.

What would you tell others about this programme?

I will be an example to the others about this programme. Feeding information to the others is not healthy but attending to this programme, they will see the importance of it.

Joan Angeles

Stakeholder's event - Anna's report

At the event held at the Zion Centre representatives of local authority, services and organisations working in the area met to discuss strengths, opportunities, aspirations and resources in relation to Highfields Estate. The event was organised by Centre for Equality and Diversity and facilitated by Chris Allen. For me, it was a great opportunity to meet people and learn about the area, but above all it showed the strength of creative methods of engagement and negotiating visions for the future. If you present information in a visual way (for example through making a model of your community in three years' time) or tell it as a story, it suddenly starts to speak to you in a different language, somehow more direct, engaging and more accessible. I am looking forward to the great conversation that will take place in Highfields in the following months!



Community Clean-Up

The Highfield's Estate's Community Clean Up took place on Saturday 7th March 2015. we had 40 people participating altogether, including the 1st Halesowen Scout Group, P.C.S.O's the wardens on the estate, representative from the Highfield's Park allotment and local residents.

Those litter picking were encouraged by the support and encouragement given by local council Ian Cooper. Ian toured the estate and spoke with as many helpers and residents as he possible could.



Trolley Parade

Our
Place

Join us on the quest to find the supermarket trolleys that have made it onto the estate and turned into mythological beasts! We will be taking them back to the Cornbow Centre in a joyful parade.

Sunday, 29th March 2015, the square by the back of Hope Centre (Andrew Rd / Wychbury Court).

11.30-16.00 – community arts and crafts

Trolley decorating workshops for families, young people and everyone who wishes to join us

4pm – the parade starts from the square and finishes by ASDA around 4.30pm



Any questions? Contact Anna on 07871813252 or at arogozinska@gmail.com

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Broockmoor Pensnett Community First Panel: Achievement Reports

Paul & Cheryl Handley Pensnett Panthers FC

Paul and I have really been appreciated of the funding given to us by the Brockmoor Pensnett Community First Panel to help us over the last 3 years. Funding has enabled us to buy goals and equipment needed to train local children the art of football in all aspects of the Game i.e. rules regulations, social activity, how to behave i.e.: respect for themselves, others, players, parents and referees etc. It has enabled them to achieve their goals and reach for the stars as it were. We have fought for the local area this being the Dell playing field where we play and train weekly by getting the council to put styles up to prevent the wild horses getting on the fields and fouling the area which is unsafe for our players and the public who also use the site.

During these years our teams have won the league's each year and moved up they are currently in division 2 and doing well, We are very proud of all our players from u11-18 and open age we have some wonderful people who do an amazing job by coaching/ managing and parents who run the line to making tea. We have one manager who is also a scout for the Villa and they are currently looking at a couple of players, our open age team which is new this year are also doing very well they are joint top in division 1 and will hopefully win to move up to the premiership and are also in the semi-final of the Beacon Cup.

Jenny Hartnell – The Lookout Project

The One14 project is a social action programme which engaged local young people during the summer months. In 2014 the programme saw children, young people and young adults volunteering to undertake gardening work for the elderly and residents with a disability who were unable to maintain their own gardens.

The project worked on 6 gardens and 2 community spaces including one where residents had identified it as dangerous due to the area being secluded which resulted in waste bins and benches regularly been set alight. 150 people have benefitted from this project including 28 volunteers. Thanks for Community First funding.



Cake Decorating Classes

Starting on Friday 20th March 2015 the Dudley Senior Citizens Forum will be running a series of cake decorating 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



Public Health England (PHE) publishes Equality and Diversity Report

The equality duty is supported by 2 specific duties which require public bodies such as PHE to:

- Public information to show their compliance with the equality duty
- Set and publish equality objectives at least every 4 years

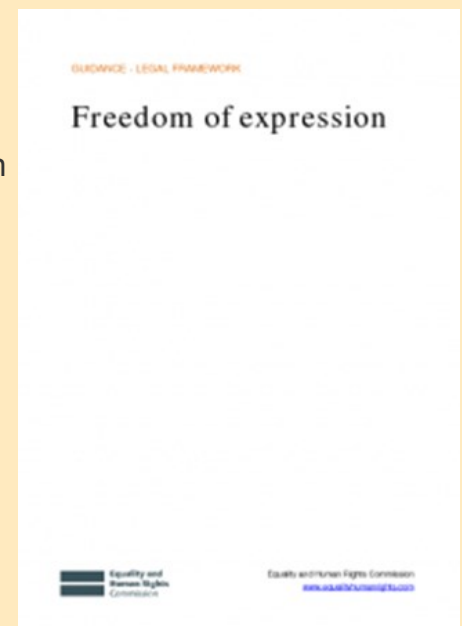
This equality and diversity report sets out how PHE has responded to the first of these specific duties in 2014. It contains information about how PHE has thought about the 3 aims of the equality duty in conducting its work.

See the report here: <https://www.gov.uk/government/publications/phe-equality-and-diversity-report-2014>

Freedom of Expression Legal Framework

The EHRC has recently published a new guide pertaining to the Freedom of Expression. This guide explains the legal framework which protects freedom of expression and the circumstances in which that freedom may be restricted in order to prevent violence, abuse or discrimination. It explores the boundaries between freedom of expression, unlawful discrimination and harassment, and hate speech. It also considers various contexts in which freedom of expression is curtailed. The guide is intended for a broad range of people and organisations who may be interested in how the law regulates potentially offensive forms of expression, including parliamentarians, NGOs, journalist and members of the public.

The guide is available from www.equalityhumanrights.com



Djembe Drumming Music workshop

Come and have a go at African Drumming at the New Testament Welfare Association (NTWA), Holly Hall Road, Dudley, DY2 0TP. Classes run on a Wednesday from 11-1pm. All sessions are free and instruments are provided. We would like to encourage everyone to come out and try a different experience in a friendly environment. This is a good opportunity to meet people and learn something new. If you want more information please contact Miranda on 01384 74614 or email ntwa87@yahoo.co.uk

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.

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