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## New Opportunities for Canon

Fellow CfED directors said good bye to long serving director and Treasurer Canon Andrew Wickens. Canon Wickens had served on the board of director for almost 10 years. During his time of service he has shown great commitment and dedication to the organisation. In his role as Treasurer he has ensured good and sound financial management across all projects and has chaired the Finance & Policies Sub – Committee for the past 4 years. Canon Wickens and his wife Rev Caroline & family will be leaving the borough to take up challenging opportunities in Staffordshire.

Apart from CfED Canon Wickens has made a tangible contribution to community cohesion in the borough. As chair of the Interfaith Network he has worked hard to keep the peace in the borough particularly during the series of visitation to the town by the English Defence



League and other right wing groups protesting against the proposed new Mosque. Canon Wickens had been instrumental in organising counter activities with Muslim and other faith leaders, local politicians and the community.

CfED joins with Andrew's colleagues across the Diocese in thanking him for the contribution he has made in the borough and wish him every blessing for the next stage of his Christian ministry.

## HATE CRIME SOARED TO RECORD LEVELS IN MOST AREAS AFTER BREXIT VOTE

Record levels of hate crime were reported by three-quarters of police forces in England and Wales in the aftermath of last year's EU referendum, new analysis has shown. In some areas the number of incidents jumped by more than 50%.

The figures, compiled by the Press Association, provide the first complete picture of hate crime recorded by police in England and Wales following the referendum on June 23.

They show that in the three months ending September 2016:

- 33 out of 44 forces recorded the highest quarterly number of hate crimes since comparable records began in April 2012
- Three forces each recorded more than 1,000 hate crimes: the Metropolitan Police (3,356), Greater Manchester (1,033) and West Yorkshire (1,013)
- Only four forces reported a decrease on the previous three months

The Equality and Human Rights Commission (EHRC) said the findings suggested a small number of people used the Brexit vote "to legitimise inexcusable racism and prejudice", while the charity Victim Support said that more needed to be done to encourage victims to come forward.

The new analysis shows that a rise in incidents was seen in almost every force in England and Wales, both year-on-year and when comparing the three months either side of the referendum. The Press Association also cross-referenced data on offences with the results of the EU referendum to see if there was any pattern to the level of hate crime. In 36 police force areas, a majority of voters backed Leave in the referendum - and the quarterly hate crime figure rose in all of them except two.

The area with the biggest Leave vote, Lincolnshire, saw hate crimes

jump by 59%.

But the figures do not suggest a trend across the country. Two forces that covered areas with a large Remain vote - Merseyside and Thames Valley - recorded rises in hate crime of 19% and 20% respectively.

David Isaac, chair of the EHRC, said it "must be sensible to prepare for any possible spikes" in hate crime once Brexit negotiations got under way.

"The vast majority of people who voted to leave the European Union did so because they believed it was best for Britain and not because they are intolerant of others," he said.

"It is clear, however, that a small minority of people used the Brexit vote to legitimise inexcusable racism and prejudice. We cannot allow such intolerable acts of hate to be condoned or repeated.

"The triggering of Article 50 is the next major milestone and we must do all we can to discourage hate attacks and to support people who feel at risk."

The Press Association compiled its figures from open data published by every police force in England and Wales. Comparable data is not available for Scotland and Northern Ireland.



**Hate crime tracking platform  
relaunches as new figures show  
nationwide surge in hate crime  
incidents**

Migrant's Rights Network is launching a UK wide effort to track and map out racist and xenophobic hate crime and incidents using the online platform iStreetwatch.

The launch comes as new figures compiled by the Press Association show that police forces in England and Wales have reported record levels of hate crime since the EU referendum.

iStreetWatch is an online mapping and reporting tool that was created by volunteers in reaction to the spike in reported hate crime and incidents following

the EU referendum.

The site asks anyone that has been a victim or witness of a racist or xenophobic attack to submit reports of their experiences to the website, in confidence, using a simple form. The incidents are plotted onto a map to create a visual of racist and xenophobic incidents in the UK in real time. The iStreetWatch platform now managed by Migrants Rights Network has been improved to enable a more comprehensive and verifiable data collection.

By documenting incidents and mapping them in real time, Migrants Rights Network aims to:

- Make these now everyday incidents visible to a wider community;
- Help people at risk map which areas are safer to be in.

Collect data over time to help monitor the correlation between these incidents and inflammatory speech from the media and politicians.

**Commenting, Fizza Qureshi, Director of Migrants Rights Network, said:**

"The experience of thousands of people in the UK of discrimination, hostility and at times violence is invisible to many people in Britain – but today's figures lay it bare for all to see.

"With the absence of a national hate crime strategy, it is unlikely the issue of hate crime will be taken seriously enough. It falls to civil society groups to draw attention to the growing normalisation of xenophobia and racism in British society.



On Monday 6<sup>th</sup> February British Future launched the biggest exercise ever undertaken to listen to the public's views on immigration. The National Conversation on Immigration is a year long journey to find out what people think and what people would like to see in a post-Brexit immigration policy, which began from Bedford.

The British public have consistently selected immigration as one of the most important issues facing the UK; but politicians have found it difficult to talk about, let alone address voters' concerns. The debate in the media has been loud and polarised, silencing more balanced opinions. Public attitudes to immigration are not all as black and white as politicians and the media may make out, so it is important that we create a space where all voices are heard.

The conversations starts in Bedford and over the course of the next year, British Future we will be talking to members of the public of all backgrounds, as well as to interested groups and organisations across the UK, from agricultural workers to asylum seekers, from unions to unemployment centres, running a mass online survey and polling in every part of the country to find out what people want to see in future immigration policy and to seek out room for consensus. To keep up to date and take part in the online survey go to

<http://nationalconversation.uk/survey/>



# English learners at CfED

On a wet and cold Saturday morning a group of learners from CfED visited the Birmingham Science Museum otherwise known as the Think Tank. The learners all attend a class supporting them in English were glad for the opportunity to visit another part of the West Midlands, as part of their learning and improving vocabulary. The group of learners spent several hours exploring and taking part in activities that excited them and increased their knowledge of the world around them. While in Birmingham the group also visited the art gallery and the library, where they admired the spectacular view of the city and beyond from the 9th Floor.



Images from our day out at the Think Tank.

Leila

**"Visiting the Science Museum was an amazing trip for us. I enjoyed watching the robot dancing, speaking and laughing."**



Pierre

**"Since last November I have been coming to the Centre to learn English. I have learnt to read and write. I can now spell the days of the week and months of the year."**





**thinktank**  
Birmingham science museum

Barakat

**"It was a great day out"**



Kheiro

**"We all went to the Birmingham Science Museum as a group from CfED. We had a nice time, we learnt about composting food waste to make soil."**



Where did you go on Saturday?  
I went to the Science Museum in Birmingham  
I went to Birmingham.  
" " " the Bull Ring.  
Next time I want to go to the Cairo Restaurant.  
Last Mathave Museum      Casio  
Maqtaba Library      Zuko



## **Wheelchair spaces on buses must be a priority, court rules**

Bus companies must end 'first come, first served' policies, and do more to give priority to wheelchair users after a landmark Supreme Court ruling on 18<sup>th</sup> January 2017.

The case of *Paulley vs FirstGroup plc*, backed by the Equality and Human Rights Commission, will mean wheelchair users should be given priority for wheelchair spaces on buses. Bus companies should have clear policies in place and give training to drivers to remove the barriers wheelchair users face when using buses.

Equality and Human Rights Commission Chair, David Isaac, called the verdict "a victory for disabled people's rights" and "a hugely important decision, which has helped clarify the current state of the law, and will give confidence to thousands of disabled people in Britain to use public transport".

The case centred on whether a 'first come, first served' policy was discriminatory against wheelchair users, or if bus companies could do more to ensure wheelchair spaces on buses are vacated when a wheelchair user enters the bus.

The court has suggested that the law should be reconsidered in order to provide much needed clarity for bus companies and their customers, and the Commission will be pressing the government to commit to these changes in the Bus Services Bill.

## **Keep your finances in check in 2017**



**CHARITY COMMISSION**  
FOR ENGLAND AND WALES

The Charity Commission has recently reminded Trustees that they have a legal duty to look after their charity's money and other assets. They need to understand and keep track of their charity's income and spending to spot any issues as early as possible to prevent them from affecting the charity's success.

Here are some key tips from the Commission's wide ranging guidance on financial issues.

Charities should:

- be able to recognise at an early stage when the charity is no longer viable and plan for what will happen to beneficiaries, staff and assets
- develop a policy on reserves which establishes a level of reserves that is right for the charity and clearly explains to its stakeholders why holding these reserves is necessary
- recruit trustees with time and the right skills and experience to understand their finances and plan strategically for the future
- hold regular trustee meetings to keep track of income and spending

- put internal financial controls in place to make sure all spending is properly authorised
- review sources of income - are there any new opportunities?
- regularly review planned and proposed expenditure - can they do anything better or stop doing something altogether?
- regularly review their risk and risk management policy
- take professional advice before agreeing significant future financial commitments

The Commission has also reissued booklet; Charity governance, finance & resilience 15 questions trustees should ask. This document should help trustees check these critical areas and signposts other relevant information. The Commission is also currently reviewing their financial guidance to ensure it is accessible and of most use to trustees.

## Will you #BeBoldForChange?

### International Women's Day

8<sup>th</sup> March 2017

Every person - women, men and non-binary people - can play a part in helping drive better outcomes for women. Through meaningful celebration and targeted bold action, we can all be responsive and responsible leaders in creating a more gender inclusive world. The World Economic Forum predicts the [gender gap won't close entirely until 2186](#). This is too long to wait. So around the world, International Women's Day provides an important opportunity for ground breaking action that can truly drive greater change for women.

Use International Women's Day (IWD) on March 8 as an important opportunity to:

- **celebrate** the social, economic, cultural and political achievements of women because visibility and awareness help drive positive change for women
- **declare** bold actions you'll take as an individual or organization to help progress the gender agenda because purposeful action can accelerate gender parity across the world





Centre  
for  
Equality &  
Diversity



The Centre for Equality & Diversity (CfED), based in the West Midlands, is looking for new Trustees to join its board of directors.

CfED is committed to eliminating discrimination and create opportunities to build capacity and enterprise within communities of interest.

Launched in 2006 we have developed a good reputation with communities, public and private sector organisations.

Following an organisational review we are looking for new trustees who will help us meet the challenges of the future and take advantage of new opportunities.

You would need to be able to make a commitment to go and devote the necessary time, have strategic vision, an ability to think creatively and a willingness to speak your mind. Ideally, the trustees will also have skills and experience in one or more of the following areas.

- Recent experience or knowledge of fundraising within the charitable sector.
- Business experience and entrepreneurship.
- Marketing and communicating strategies.

Trustees meet bi-monthly and unpaid out of pocket expenses are reimbursed.

If you would like to express your interest in the position please send a covering letter along with your CV. Your CV will be considered by the board and a response will be sent to you in writing.

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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