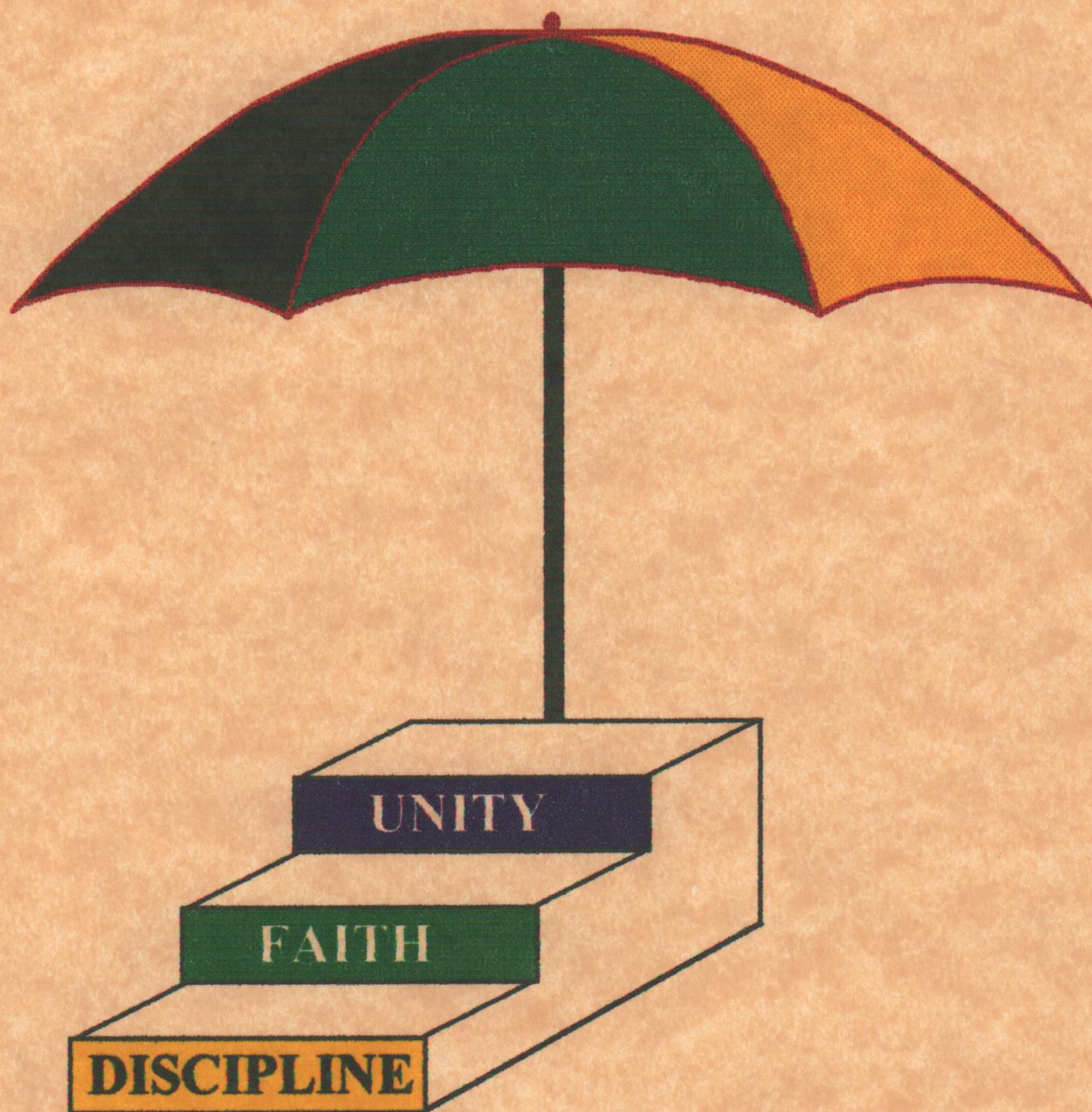


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AFRO-CARIBBEAN & ASIAN

FORUM

ESTABLISHED 1983



REPORT

1995 - 1997

CRITERIA FOR BONAFIEDE COMMUNITY ORGANISATIONS

To qualify as a bonafide community organisation there must be:-

☞ **A Properly constituted body of Afro Caribbean or Asian community having**

- ☛ A proper constitution
- ☛ A duly elected management structure
- ☛ An open membership or elected system of accountability
- ☛ Established 1 year and over
- ☛ Clearly identified premises with access to all community members
- ☛ Have a black lead management structure

☞ **The organisations must be based locally within Nottinghamshire:**

The representation should be based in the area of boundaries of the local authorities/government agency which is being consulted ie Nottinghamshire Country Council, Nottingham City Council, CNTEC and Nottingham health Authority etc.

☞ **The Organisation must be involved in community development work as follows:**

- ☛ Provide sub contracted, statutory/government agency service delivery.
- ☛ Providing counselling and advice.
- ☛ Affecting improving in education (Excluding political and Religious Education).
- ☛ Providing or facilitating training.
- ☛ Facilitating and assisting in employment issues
- ☛ Involved in housing advice provision
- ☛ Actively promoting community economic development of youth, women, disabled and elderly people.
- ☛ Raising awareness of health issues and delivery of services.
- ☛ Campaigning against racism in employment, service delivery or direct racial attacks.

☞ **Religious Organisations**

Only those religious organisations will be classed as bonafide community organisations which are involved in the community development work as described above.

☞ **Political Organisations**

Political Organisations involved in the United Kingdom or overseas politics will not be allowed to participate.

CRITERIA OF PROPORTIONAL REPRESENTATION

To accommodate fair representation of sections of the community with manageable size and provision to invite/co-opt people with specialist knowledge, in specific subjects as and when necessary.

Their shall be one delegate per 500 members of each section of the community as per classification used in census or any other authentic, recognised and acceptable method of demographic characteristics of the population residing within the boundaries of the relevant authority/body.

The delegates allocated shall be elected/selected or nominated by the bonafide organisations of sections of the relevant community.

This time there shall be 75 delegates (ie Afro Caribbean 33, Indians, 19, Pakistani 18, Chinese 3, Bangladeshi 1 and Vietnamese 1) in accordance with the 1991 census with small allowance for those sections with under 500 population. Figures are changeable during the election years if there is any acceptable change.

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CHAIRMAN'S COMMENTS

The report contains the work and involvement of the Forum to the end of 1997 from our last report. The aim of the report is to give you a flavour of the issues and areas of concern which we have been addressing or involved with.

Since the establishment of the Forum we have, on a few occasions reviewed and strengthened our structure according to the needs, and service requirements of our communities with the objective of working in unity at the heart of all our endeavours.

Despite the limitations of resources and manpower we have worked relentlessly on issues which have not all been mentioned in this Report. We will continue to highlight the concerns of our community in respect of equal provision without compromise.

All this would have not been possible to achieve without the help and unified support of our community representatives, the Executive Committee and the staff. We must recognise the commitment of the local authorities who have been working together with us, without which, it would not have been possible to make any progress.

I take this opportunity to sincerely to thank everyone for their co-operation and their involvement in our work over the years, and their anticipated support for the future.

MR G LEIGH
Chairman

INTRODUCTION

The Forum have final consultation on equalities in employment and service provisions with: **Nottinghamshire County Council, Nottingham City Council, Nottingham District Health Authority (both providers and purchasers), Nottingham University Hospital (QMC), Nottingham City Hospital NHS Trust, Nottingham Healthcare NHS Trust and Nottinghamshire Constabulary on a piecemeal basis.**

We have highlighted to the authorities some of the important issues relating to our communities in the area of Education, Employment, Health, Housing, Social Services, Carer's, and the Common Monitoring of racial incidents and Policing.

We have relentlessly worked and negotiated with the services we thought are essential to take on board by the decision makers in order to establish and ensure that their policies are implemented. We have all along advocated that policies should be appropriate and transparent to meet the diverse needs of our communities.

We also reviewed and improved our organisational representation and performance to ensure that the Partnership with the communities and Statutory bodies is strengthened to progress in the areas of policy development.

We maintain that it is in the interest of both the Voluntary Sector and the Local Authorities to work in Partnership and establish policies suitable for everyone to have appropriate access in their service provision.

Although it is difficult and highly controversial to work on discrimination through issues such as, race, religion and xenophobia, we have cast iron guarantees to embark on our chosen path of working through this minefield and have been endeavouring to do it consistently.

Our only request to the communities at large we serve is that without your solid support we would have been unable to reach this point and we expect to move forward with your help.

We also recognise and appreciate the positive contribution that consultation has had on working on equality issues with all the Local Authorities mentioned above.

EXECUTIVE COMMITTEE

Mr G. Leigh	Chairman
Mr I .L. Batra	Vice Chair
Mr I. Ahmed	Treasurer
Mrs P. Mirza	Chair - Economic Development
Mrs S. Syed	Chair - Education
Mrs T. Chandra	Chair - Equal Opportunities
Mr S. Hussain	Chair - Health
Mrs L. Gilzean	Chair - Housing
Mr G. S. Sanghera	Chair - Leisure Services
Mr H. Deane	Chair - Police
Miss A. Smith	Chair - Social Services

EDUCATION

“..at the present there is about 3% Afro Caribbean's, 1.6% Indian, and 2.5% Pakistani children in Nottinghamshire Primary and Secondary Schools. After 1st April 1998, the percentage will be reduced to Afro Caribbean's 1%, Indian 1.2% and Pakistani 0.7%, the Nottingham City will have the highest number in the schools..”

Effective policies and practice are essential to ensure that our Afro Caribbean and Asian (AC&A) young people, have full / equal access to the education system in Nottinghamshire. These are on-going concerns which we have to highlight, sometimes in very difficult circumstances.

Since the Rampton Interim Report of the Committee of Inquiry into the Education of Children from Ethnic Minority Groups published in 1981, repeated by 'Swan Report' published in 1985, recommended that the Department should collect statistics on the ethnic origin of all school pupils, as well as on teachers, students in teacher training and students in higher education generally. This was backed by a working group established in 1983 and the Report in 1986 which argued that a collection of ethnic statistics on school pupils would be of benefit to schools and Local Education Authorities as a basis for making appropriate provision, monitoring achievement, and made specific recommendations for a system of data collection.

These recommendations were accepted by the Secretary of State who proposed, in addition, that this information should be aggregated centrally by the Department in order to assist him to fulfil his statutory responsibility to secure appropriate education for all pupils. The Working Group's recommendations and the Secretary of State's proposal formed the basis for a consultative circular issued in July 1987.

The Department of Education then issued Circular No. 16 in July 1989, on ethnically based statistics on school pupils. The circular asked for the data to be collected from September 1990 for pupils aged 5 and 11 on entry to primary and secondary schools.

The local Education Authorities was to make available accurate statistics on the ethnic background of children in their schools if they are to make effective and efficient provision for them. The collection of ethnic statistics on school pupils will enable authorities to -

- Determine more accurately what changes may be needed in existing provision.
- Identify the particular needs of Ethnic Minority pupils.
- Target resources more efficiently, including provision funded under central Government programmes.
- Ensure a school is better informed about individual pupils.
- Bring together in a systematic and aggregated form, information about the school's pupils.

- Enable a school to make properly informed decisions about the provision it should make.

Additionally to;

- a) Help raise awareness of pupil's needs amongst teachers, and thus ensure that the teaching offered takes into account their backgrounds.
- b) Enable teachers to monitor the effectiveness of the education they provide for different groups of children by correlating ethnically-based data with other school data - eg. on the grouping of pupils, the take-up of different subjects, and performance.
- c) Enable proper account to be taken of children's Religious and Cultural beliefs and practices.
- d) Give governing bodies the information they need to monitor curricular and pastoral arrangements, identify gaps in provision, and consider how they may best be fulfilled.

Last year OFSTED Report stressed that the data which we have been requesting since 1988, including exclusion, training and achievement, was to be utilised by addressing -

- Diversity of different parenting styles.
- That many people other than the parents of the child's are involved in the parenting of the AC&A child. This support and education is part of lifelong learning.
- Schools be encouraged by LEA to establish links with relevant Afro Caribbean and Asian community organisations and actively seek their assistance in dealing with behavioural issues relating to Afro Caribbean and Asian pupils.
- Funding should be available to community organisations to provide advice and support for pupils at risk of exclusions as well as their parents.
- Local Education Authority should provide clear information in the form of leaflets to parents on procedures and rights in respect of Exclusions.

In addition the OFSTED outlines the way forward towards a positive address to tackle under-achievement by;

- a) Monitoring achievements and needs - gathering reliable information about experiences, achievements and needs of Ethnic groups which is an essential point if standards are to be improved for all. The DFEE has also stressed the importance of Ethnic Monitoring at school, LEA and National Level. There is a need for urgent action in this area.

- b) A focus on ethnicity - amendment to the framework for school inspection of schools require inspectors to comment on the educational standards achieved by particular groups, allied to a requirement to "ensure that the full range of age, gender ability... and Ethnic background is taken into account."

Exclusion

The themes of 'Exclusion and 'Under-achievement' continues to apply disproportionately to the Afro Caribbean and Asian pupil. We noticed a little while back there was an uproar about one white boy being excluded which, dominated the local and national media for a number of weeks.

Yet for the AC&A community we have, over the period of 15 years and more, raised, hammered and picketed schools on the subject of the disproportionate number of Black exclusions. Our cries and concerns are not given the attention or 'commitment' as we witnessed in the "Wilding Case." When the Department of Education Report (1992) revealed that our children are over represented in exclusions for example, Afro Caribbean children represent 8.1% of all permanently excluded pupils, yet they only made up 2% of the national population. The Local Education Authority hardly made any move to address the issue.

Our previous Annual Reports have stated at length our work and involvement to ensure that the issue of exclusion is to be taken seriously.

We have repeatedly requested for information / data that schools are required to submit to the LEA on the number of children excluded in their establishments. We believe that this data will confirm our suspicions '*our children are still being disproportionately excluded.*'

Under-achievement

Failure to address Ethnic diversity has proven counter productive at the school level, where 'colour blind' policies have been adopted, inequalities of opportunities have continued.

Despite the various initiatives and projects funded to address the issue of under-achievement, our children are not reaching the required National Education Standard as they should. Therefore the LEA's commitment and approach in addressing under-achievement remains to be a paper policy.

There seems to be a lack of clarity in the definition of achievement and under-achievement more so a misunderstanding of the two concepts by the LEA (*teacher's*) and that of Afro Caribbean and Asian parent.

From our perspective, achievement means reaching a particular national recognised Educational standard that will allow all pupil's to equally participate in striving towards a successful career in the labour market. The latter (*under-achievement*) can be said to have emanated from teacher's 'low expectation syndrome' experienced by our children within the education system. No doubt this has had detrimental consequences upon their career chances and future lifestyle, which is evident in our homes, community centres and in the labour market. There is often an unsubstantiated excuse of child migration.

It is fair to say that the subject of under-achievement was predominantly perceived as an Afro Caribbean and now Pakistani phenomena, that even the recent OFSTED Report confirms such stereotypical views. We are not saying that our children are not under-achieving but without explaining the causes, such findings only equip our children with the burden of the stereotypical racist view held by some teachers and publicisers. As a result, teachers low expectations manifest in an ongoing occurring phenomena of under-achievement amongst Afro Caribbean & Asian (Pakistani) Pupils.

Evidence shows that there are significant differences in achievement of the Ethnic groups commonly used are 'Afro Caribbeans' and 'Asians.' As a result of the blanket approach of grouping Asians, we have been misled by information to neglect under-achievement by other sections of the Pakistani's and Bangladesh community.

We and the LEA are fully aware of Pakistani pupils who are "failing, under-achieving, and poor performing. Over the years this has been glossed over by the overall positive results of "Asians" in general which is an issue that needs to be addressed. Under-achievement will be a permanent fixture on our agenda.

The Government have made it clear that Education is their top priority and their first policy document titled "Excellence in Schools" has reflected a new approach to 'raising standards' in schools.

The paper also challenges and addresses the concerns of the AC&A communities in relation to low levels of achievement of their children which is clearly reflected in National and local Statistics. The Forum is looking closely at the LEA's interpretation of this document and how the Authorities will commit themselves to address under-achievement.

The OFSTED Report aptly placed the problem in perspective with the observation that,

*".. the lower achieving groups do not enjoy the equal education opportunities ...
they face additional barriers that present them from fulfilling their potential ..."*

However this has not told us anything new but it has only reinforced the concerns that the Afro Caribbean and Asian Community have had for the last 20 - 30 years.

The OFSTED Report had recognised that there were no simple answers to the range of educational issues raised by Ethnic diversity. Therefore it is important to recognise gaps in the existing knowledge and failures in the past and learn from mistakes. The Review emphasises the importance of ethnic origin as a factor in Educational achievement from infant to University.

"It is crucial that ethnicity is considered when new agendas are debated or targets are set."

We are hoping that the change in the political framework and the Unitary Authority system may bring the desired change to improve the willingness to work in Partnership to develop our children's education.

Education and City Council as Unitary Authority

While considering the diverse service needs of our communities, that will be provided by the Nottingham City Council as a Unitary Authority, we need to point out that about 75% of AC&A people in Nottinghamshire are living in Nottingham City Council area which make up about 11% of the City's population.

Yet the school age children percentage is double that of the population ie. Afro Caribbean 10%, Indian 3%, Pakistani 8% and Bangladeshi and Chinese 1% which are present in 130 Primary and Secondary schools, which equals 22%.

Teachers

Out of around 2,000 teachers only 25 teachers are of Afro Caribbean origin, including 2 Heads and 2 Deputy Head teachers. 35 Asian teachers have been 'lumbered' under the Asian umbrella, with no Head or Deputy Head teacher. The majority are on bottom grades, 3% in total.

Governors

Out of around 2,050 Governors, 40 are Afro Caribbean, 15 Indian, 16 Pakistani and 1 Bangladeshi. This equals 3½% in total.

While negotiating as equal partners in the development of an Educational Plan with a constructive way forward, we should highlight to bridge the present gaps and inequalities in order to create a sound foundation in any future development of the educational system.

Last October in a meeting at the Forum office the Leader of the City Council among other positive discussions, expressed his grave concern about the City's Educational attainment and gave his assurance to prioritise and support any ideas which would improve the achievement in education of the pupils in Nottingham.

We have ongoing meetings with the Chairman, Director and the senior staff of City's new Education Department, formalised to take over on the 1st April 1998. After the rectification of slight 'hiccups' in the very early stage on the misinterpretation of minority views, we have with the senior appointments and departmental officials formulated effective policy development meetings.

In a half day Seminar late last year, on 'Achievement of Ethnic Minority Pupils' at Sandfield Centre, our Community representatives had a lively debate highlighting their main concern on Education. Both Director's (County and City) of Education, gave their commitment to the collective approach of addressing under-achievement.

The research shows that where there are successes within areas of under-achievement various factors can be identified as attributed to positive results, these are;

- Importance of quality of management / leadership in schools.
- Strategic utilisation of staff / teachers for promoting change. (Section 11)

- Importance of parental / community involvement.
- Research points to schools performing significantly better within a Multi agency approach.
- to involve pupils and allowing them to point the way.

The Director of Education (City) has produced a Document "Raising Educational Achievement in Nottingham," towards a Nottingham Education Development Plan, and 11 key themes are suggested. The themes are seen to be important focus points for the Nottingham LEA to adopt for 1998 - 2000.

- *Raised attainment in literacy and numeracy*
- *Enhanced LEA support*
- *Effective Early Years provision*
- *Effective and inclusive provision for Special Educational Needs*
- *Reduced disaffection, fewer exclusions and increased attendance*
- *Increased rates of participation in Education Post-16*
- *Enhanced role for parents and carers in their children's education*
- *Strengthened links between schools and their communities*
- *Enhanced equality of opportunity*
- *A Partnership approach to Education in Nottingham*
- *Efficiently and effectively managed resources*

Education Development Plan

Documents such as the White Paper "Excellence For All" suggest in relation to **Standards** and **Accountability**, that each LEA will have to draw up an Education Development Plan that has to be agreed with the Department of Education / Employment, showing **how** they intend to and address and raise standards in all schools. A Nottingham Education Development Plan is expected to produce its final version in Spring 1998.

In preparation of the Plan the Forum is involved in various initiatives to ensure underachievement is addressed amongst the young AC&A community. This is achieved through its involvement and participation in the County Education Committee and Sub-Committees ie, Access Advisory Group and the City's Education Working Party.

The Nottingham City Council is laying the foundation for the Education responsibilities to provide service from April 1998 as a Unitary Authority. The new Authorities has made it clear that it -

“Will build on existing good practices in Nottinghamshire and will provide a high quality system of education in the City, based on the three key principles of school improvement, education for all and Partnership.”

We should be the willing partners to contribute and play our constructive role in the new foundation to improve the education facilities for our children through asking the decision making providers (who seem to be willing) to bridge the gap in system by advising that -

- ◆ What kind of education do we want for our children?
- ◆ What are the causes that attributed to AC&A children not fulfilling their potential?
- ◆ What has been done so far to address the causes and what more needs to be done?
- ◆ What kind of commitment should the New Unitary Authority be making for the coming years to address the concerns of the AC&A community.

These and many other questions need to be expressed on a practical basis. Similarly we have to ensure that when priorities are set by the LEA, they incorporate the commitment that this paper has made towards raising achievement amongst the Ethnic Minority children.

Within the White paper schools are expected to take practical steps to raise the achievements of Ethnic Minority pupils and promote racial harmony.

We have in the past expressed our concerns about the level of underachievement in certain sections of our community and discussed the possible causes. We now need a firm commitment from the LEA that the issues of under-achievement in AC&A young people is addressed in a comprehensive and strategic manner. Equally, we emphasise the need for meaningful dialogue within a genuine partnership to ensure that education policies do not leave our young people seriously disadvantaged in society.

Therefore it is imperative that the pupils Ethnic origin, language and religious breakdown data is collected and used when the new agendas are debated and targets are set. Within Education the AC&A Forum has been and will continue to be a key player in casting its influence within this area of service.

Early Years Development Plan (Towards the Educational Development Plan 1998 - 2001)

Again the White Paper “Excellence in Schools” commits itself to high quality education for all 4 year olds. This was to be achieved via joint local planning of early years childcare and education to meet local needs.

The Forum have been fully involved in both the Council and City's **Early Years Development Partnerships**. The Early Years Development Partnership aim was to produce a strategy by 2nd February 1998. The Early Years Development Partnership sets out in their plans, the best start possible for our children by ensuring that every 4 year old has access to a high quality early years education place. We are endeavouring to ensure that equality of access, opportunity and quality of provision reflected the cultural needs of our communities.

As an example the County's Development Plan titled "The Best of Starts" contains key principles within its Equal Opportunities Policy.

Their Early Years Service which promotes Equal Opportunities is one where :

- ◆ People working with young children value and respect their different racial origins, religions, cultures and languages.
- ◆ All settings provide play and learning materials and a whole environment which positively reflects the society in which we live.
- ◆ Children are encouraged to value and have a healthy respect for each other.

The City's Education Development Plan has a clear focus on evaluation. Data is to be collected providing information on ethnicity, language and religious background. This data will then be used to set targets. There has also been a clear focus on raising levels of achievement for groups traditionally seen to be under-achieving and at the risk of exclusion.

The Standards and Effectiveness Division in liaison with the Partnership as well as the Early Years Sub-committee and the Early Years Co-ordinator will have the lead responsibility to ensure this is implemented within the new Unitary Authority.

The Forum remains committed in ensuring that it continues to be involved throughout the partnership's implementation and evaluation stages.

We are in discussion with the City to support some area wide meetings on Education and other crucial areas to sound the views of our community for a firm and appropriate foundation on service delivery in diverse needs.

Section 11

The basic idea of the 1966 Act was that the Secretary of State was empowered to grant aid for the employment of staff in Local Authorities under **Section 11** of the Act, to make appropriate provisions for Commonwealth people whose language and culture differ from the rest of the community in their areas.

The Home Office have been clear that there should be substantial consultation with the beneficiaries of the grant, before the application for S11 funding is submitted, and on a continuous basis after the grant to ensure that the projects are meeting their aims.

The S11 funding is on the basis of objectives and targets. The objectives of the project should flow within the specific need it has been set up to address. If the project is successful, the objectives will be reflected in the results.

In 1991, among others; 3 main Education projects in Nottinghamshire were successful for S11 grants from April 1992.

The breakdown of the intended benefits pupils were given -

<u>Language Spoken</u>		<u>Cultural Heritage</u>	
Gujrat, Hindi Punjabi (Indian)	949	African Caribbean	2726
Punjabi (Pakistani) Urdu	2839	Asian	4280
Bangladeshi	104	Other	106
Cantonese, Malay & Other	314		
TOTAL :	4206		7112

The high concentration of the pupils were in Nottingham area.

In response to a recent consultative paper from Home Office requesting for comments on a number of issues related to The Principles which Underpin Provision for Ethnic Minorities, the Uses to which Section 11 Grant is currently put, and the outcomes achieved, we sent them a five page response; Some of our points are outlined below.

The Partnership and accountability to the beneficiary's should be mandatory requirement throughout the whole process of monitoring assessment and evaluation of the projects. Wider accessibility is required to information regarding the progress of existing and new Section 11 projects. Overall there is a greater need for the beneficiary's to be involved in the management of Section 11 funds. Without direct input it is difficult to measure qualitative results as we have very little input in the project functioning. Section 11 teams and teachers work very little with the community.

Section 11 staffing should ethnically and bilingually reflect the users of Section 11 funded initiatives, otherwise the teachers use extra person's for translation which is misuse of reserves. Pupils with diverse language and cultural differences do not make recognised progress, due to the under-representation of AC&A teachers (Section 11). Therefore this hinders the needs of AC&A pupils, and can render projects ineffective.

Bilingual pupils have other cultural needs which are not addressed within mainstream classroom lessons. These needs when met, can have a significant part to play in the overall progress that pupils make. Section 11 teachers themselves have often commented on the imbalance between specialist in-class support and other support for bilingual pupils.

When Section 11 posts and their unsecured nature operate alongside mainstream staff, their 'distinct' role becomes somewhat marginalised. In practice a predominant amount of time is spent on mainstream activities.

There are clear indicators which support the idea of Section 11 funded activity, being distinct from mainstream provision.

In conclusion by responding to the question we recommend that -

- ◆ The Partnership of beneficiaries in Management, assessment, monitoring and evaluation should be mandatory.
- ◆ The employees on Section 11, as much as possible should be from a user background with professional training and support.
- ◆ The positive home / school links through visits and meetings involving the parents.
- ◆ The Section 11 grant should remain with the Home Office.
- ◆ The funding should be administrated by the Local Authority centrally to avoid any misuse.
- ◆ The Section 11 grant should continue without being merged in any other part like SRB in the past.
- ◆ The S11 grant should also be made available for Voluntary Sector organisations with a track record of working with Minority Ethnic groups.
- ◆ The Public and Private Sector should be encouraged for match funding for Voluntary Sector and be equal partners in management, monitoring and evaluation of the resources and projects.
- ◆ The main focus of S11 should remain on educational attainments, employability and other bilingual deficit services.

Accredited Training for Supplementary School Teachers

In January 1996 a sixteen week course accredited by Clarendon College began for staff in Supplementary Schools. The course included units on classroom management and organisation, teaching and learning styles, lesson planning and record keeping. Twenty Supplementary School staff participated in the course, which was fully subscribed.

The course was repeated in September 1996 when a second tranche of twenty staff from Supplementary Schools successfully completed the course.

There is no attendance fee for participants, but there will be a nominal cost for accreditation on completion of the course. This cost can be met from within the Supplementary Schools Development Budget. The college can be contacted for any further information.

The parents should consider the under-achievement of their children and utilise Supplementary Schools to enhance their child's education for them to compete equally within the mainstream.

(For list of Supplementary Schools see Appendix)

SRBIV BID LIFELONG SUCCESS

Education

We have been involved as one of the lead partner agencies of the bid to SRBIV challenge fund submitted by Greater Nottingham Partnership in Education. If approved, it is a seven year plan during which the educational gaps should be bridged.

The bid is for addressing the serious problems of low educational attainment and skills, high levels of disaffection, including truancy and exclusions, poor levels of adult literacy and numeracy, with particular emphasis given to the needs of AC&A communities.

This bid meets key objectives of the Government, as set out in its 'Excellence in Schools' White Paper, the Greater Nottingham Learning Partnership and Nottingham City Council, as set out in its Nottingham First Paper. The latter is now being incorporated and developed in the new Council's Education Development Plan.

The Partnership is well aware of the importance of education and it firmly believes that educational opportunity and achievement is one of the most fundamental determinants of the quality of life and the development of sustainable and stable communities. Further, it is well documented that there is a direct causal relationship between poor educational achievement, unemployment and social exclusion.

In terms of schools' performance the average % of pupils obtaining A-C GCSE grades in the County as a whole, is below the national average. However, when Nottingham City Council assumes responsibility for education in April 1998, the average will be significantly lower than the national average. This trend can be seen in table 1 in Appendix A.

Analysis of the percentage of pupils obtaining A-C GCSE grades in the schools that serve the target areas highlights a very serious problem. Four out of the five secondary schools, serving these areas, had results of less than 10%. William Crane Comprehensive achieved a pass rate of 2%, one of the worst nationally.

Further, the information contained in Appendix A also shows another worrying trend, that is, achievement in 3 of the schools in the target areas, in terms of this indicator, has been deteriorating over the last four years.

Achievement, in terms of results for key stages 1,2 and 3, is also poor within the schools in the priority areas. From the information in tables 2,3 and 4 in Appendix A, it can be seen that a number of the feeder schools in priority areas have results that are significantly below the national average.

On top of, and possibly as a result of, the poor educational performance of the schools, a number of the schools are experiencing high levels of exclusions and truancy.

Poor levels of attainment and high levels of exclusions/truancy are also experienced by the Ethnic Minority communities, in particular the AC&A communities. The extent of the problem of under achievement is difficult to quantify because of the lack of figures broken down by ethnicity. However, there is evidence that the levels of exclusions are higher from this group.

Opportunities

Education is a priority for all the leading agents, the Government, Greater Nottingham Partnership, Nottingham City Council and the local communities. This presents a real opportunity to harness and pool the interest and resources to work in Partnership to make a difference.

As 'employment security' replaces job security, opportunities must be seized to change the attitude of adults and parents towards lifelong learning, and therefore to influence and mould the attitudes of their children to thinking more positively about school and learning.

The low levels of achievement of most of the schools means there is a real opportunity to improve both the performance of the school and pupils by attracting some of the specialist funding that is to be made available, eg. Standards Funds and New Deal for schools.

The level and nature of Partnership structures in the priority areas is not as well developed as in other areas of the City. The targeting of SRB resources provides a real opportunity to bring local people together to work on new projects and ideas for their respective areas.

EMPLOYMENT

According to a recent survey by Policy Studies Institution (PSI), it was found that people of Afro Caribbean and Asian (AC&A) descent are treated more unfairly by employers than they were 10 years ago. Unemployment rate for African and Pakistani descent men is 28% and 27%, which is over three times that for White men which is 9% nationally.

County Council

The population in accordance with 1991 Census.

County Population -

Total	White	Afro / Carib	Indian	Pakistani	Bang.	Chinese	Other
1031900	989924	16559	9695	8817	427	2029	4450
100	96	1.6	1.0	1.0	0.0	0.2	0.4

Table 1

Since the Council's implementation of its Equal Opportunities Policy, we could say that we have been involved in the process ensuring that they act upon their policies.

After persistent requests for a work force head-count; in 1984 the first data was produced. This indicated that 1.3% of the County Council's workforce were from the Afro Caribbean and Asian

(AC&A) community. In response to the under-representation of AC&A employees to the Authorities workforce, we argued that a 3% target should be set. Furthermore, we also asked that periodical reports should be produced to keep us abreast with the workforce composition. In 1988 the County Council implemented an appropriate monitoring system.

During the recent years we have noticed the County's workforce has been reduced from 40,615 to (approx. 18,000). As a result the workforce monitoring up to July 1995 showed that the reduction of employees were due to;

- Staff based at Clasp, Base 51, Hyson Green, Law Centre and County Offices (not included).
- Education Department : staff not directly controlled by the Department such as schools etc. (not included).
- The managers of the Career's Services - this has resulted in the reduction of 170 staff within education who were previously located in the operations division. (not included).

* Even the latest head-count only reflect a workforce of 18,731

<u>YEAR</u>	<u>1984</u>	<u>1988</u>	<u>1992</u>	<u>1993</u>	<u>1985</u>	<u>July 1996</u>
Afro Carib.						
No.	315	488	680	715	654	710
0%	0.8	1.2	1.6	2.0	3.5	3.7
				↓		
Indian	122	154	158	→	190	242
	0.3	0.4	0.4		1.0	1.3
				↓	78	
Pakistani	38	72	80		0.4	70
	0.0	0.2	0.2	↑		0.3
				317		
Chinese	0	0	4	0.9	8	/
	0.0	0.0	0.0	↑	0.0	
				→	39	/
Other/Asian	30	47	68	↑	0.2	
	0.1	0.1	0.6			
Total Employees	38111	40614	35589	34348	18569	18731
Total A/C	505 / 1.3	761 / 1.9	990 / 3%	1032 / 3%	969 / 5%	1022 / 5.5%

Table 2

Recruitment And Selection

It is evident from the table above that sections of our community are not accessing employment opportunities available within the Authority, which is why we felt it crucial for a proper monitoring system to be implemented. Also for the process to highlight;

- The proportion of applications, success and failure rates of short-listings, and appointments as assessed by ethnic origin and disproportionate rates identified.

Over the eight years a number of statistical data have been presented, and discussed with the Forum to which we have noticed that in relation to recruitment and selection that up until 1992, the general picture shows there were some improvements in the appointment of Afro Caribbean and Asian applicants (which we were pleased to see). However evidence showed again that sections of our community who are under-represented in the workforce are the same ones who are still not successfully appointed. It was felt that the monitoring process would bring to light where the gaps are, in relation to applications and appointments.

City Council

Population

DATE	INDIAN %	PAKISTANI %	AFRO/ CAR %	TOTAL AC&A %	TOTAL EMPLOYEE'S
CITY POPULATION	1.8	2.6	4.6	10.8	11.0

Table 3

The City unemployment rate, be it short or long term is the highest (20 to 24%) particularly in the inner City wards, where there is a greater concentration of AC&A residents. The unemployment rate in these wards are much higher than National (6.5%), Nottinghamshire (7.2%), City (11.4%) and Inner City (14.5%) figures. Also some sections of the community are much more disadvantaged than others.

In order to address the City's unemployment rate we felt as one of the leading employers the Council could ensure that their Equal Opportunity Policy was positively reflective through its workforce.

Since the consultation process started, we have received and discussed two Annual Workforce Audit Reports.

- a] The first audit of the City Council's workforce as at 31 March 1996 was presented on 2nd October 1996. At that time we noted that Afro Caribbean and Asian staff represented 10-5% of the City Council's workforce and within this group the composition of our community were Indian 2.2%, Pakistani 1.9% and Afro Caribbean 6.4%.

- b] Within the Afro Caribbean and Asian employees 39% (170) were female, comprising of 32 (19%) Indian, 21 (12%) Pakistani and 117 (60%) Afro Caribbean.
- c] The quantity of AC&A staff had risen in all Departments except the City Secretary's. Two Departments, Housing and Development have exceeded their equality target of 15% with representation of 17.9% and 16.4% respectively.

The City total workforce then (March '96) stood at 3891. The Forum's major concern then, was that there were sections of our community who in comparison to their population representation were under-represented within the City Council's workforce, in number, gender and grades.

The latest Annual Workforce Audit 1997 show that -

- a] Since March 1996 the City's workforce has increased from 3891 to 4038, a raise of 4%.
- b] Housing and Development are still the only two Departments achieving the equality target of 15% representation of AC&A employees.
- c] In relation to ethnic breakdown evidence (see Table below), the workforce population still displays under-representation of our community within the City's Council employees. Although the AC&A employees figure show a slight increase it does not correspond with the overall 4% increase of the City's Council workforce. Instead there is a 0.3% decrease of AC&A employees.

DATE	INDIAN %	PAKISTANI %	AFRO/ CAR %	TOTAL AC&A %	TOTAL EMPLOYEE'S
March 1996	86 - 2.2	72 - 1.9	248 - 6.4	406 - 10.5	3891
June 1997	86 - 2.1	73 - 1.8	255 - 6.3	414 - 10.2	4038

Table 4

Straight away the questions arise as to -

- How does the City Council intend to address the under-representation within their Departments who have failed to reach their equality target of 15%?
- Who monitors the effectiveness of the implementation policy's adopted to address the recruitment of under-represented ethnic minority staff?
- Is 'in house' training offered to staff members who wish to pursue promotion prospects?
- Are Afro Caribbean and Asian Staff encouraged to pursue job promotion?
- How many have been promoted over the last year, give ethnic breakdown?

As with the grading position of Afro Caribbean and Asian staff, we note that 80% of all Afro Caribbean and Asian employees are concentrated on Scale 6 and below.

Women

Women comprise of 36.2% (1462) of the City Council's workforce. With this group, 180 (12%) are Afro Caribbean and Asian employees, but of those above Scale 6, none are from the Pakistani community.

We feel that the issue of training and promotion for all women but particularly for those who are not seen to be accessing 'in house' effectively, needs to be carefully examined and positively addressed. Like that of the County in order to address the gaps in employment we feel that the Recruitment and Selection process needs to be carefully examined, particularly in relation to the initial stage; that of application.

It is encouraging that there is a will to make improvements, however the best time to see the figures is next year when the City, as a Unitary Authority will have an increased number of employees in its workforce.

Addressing Black (Afro Caribbean And Asian) Youth Unemployment In - The 'New Deal' Programme

According to figures from the Labour Force Survey, black young people account for 13% (30,000) of the New Deal target group. In Nottinghamshire, 16-25 make up 13% (129,929) of the County and 15% of the City population. With this youth populations, AC&A comprise of 5% (6026) of the County and 12.6 of the City population. We wonder how many would fit the categories for the 'New Deal' programme. A recent report by the CRE demonstrates that young black people are still discriminated against in the job market.

Previous Government initiatives ie, Youth Opportunities Programme, Youth Training Schemes and Employment Training have often targeted to the 'hard to employ' and the 'disadvantaged' such as the long term unemployed, people with disabilities, Afro Caribbean / Asian and other Ethnic Minority groups.

At the same time evidence show that as with previous training schemes the AC&A unemployed have not fully benefited from the YOP and YTS in fact many have failed to equip our young people to fully compete to the demand of the labour market, even worse some have lost the zeal to overcome racial discrimination and inequality that is faced by our community. Therefore it is important that the Government's New Deal Programme recognises and learns from the past failures and provide positive quality training and employment outcomes for our unemployed AC&A youngsters.

The New Deal programme is part of the Welfare to Work initiative which aims to reduce the levels of unemployment and tackle associated Social problems. Various employment and training initiatives will be targeted at the long term unemployed, young people under 25 who have been unemployed for more than six months and lone parents. The New Deal programme is due to start in 1998.

The programme begins with the 'Gateway' an intensive period of counselling, advice and guidance designed to identify each individual's skills, aptitudes and job goals. We wonder if the programme will be sensitive to issues racial discrimination faced by our youths. The 'Gateway' can last between one and four months, the time period is still being worked out. However, it has been agreed that every New Deal participant will have a 'caseworker' who will oversee their progression from the 'Gateway' to one of the four education and training options and beyond.

The options offered are -

- Six months subsidised work with a private or public Sector employer
- Six months work with the Voluntary Sector
- Work with the new Environmental Task Force
- Full Time Education

The Employment Service has been given lead agency status for the delivery of the New Deal but it will operate through a series of partnerships at local level.

The Government recognises that Local Authorities can play a lead role in shaping the New Deal programme. As a key employer the Local Authorities can work in Partnership with the local TEC, Employment Service, the Career Service, Local Business and the Voluntary Sector to ensure that our unemployment youth get the best out of this 'New Deal' programme.

We suggest that our community organisation should tap into the information and try to explain and help as much as possible our respective community members, bearing in mind our scarce resources and manpower.

HOUSING

It can be said that the issue of housing and the Afro Caribbean & Asian community came to light in October 1994, through customer survey of over 700 AC&A households in Inner City Nottingham. The final Report "Unheard Voices - Listening To The Sound of Suffering," noted that in relation to living in Council properties Afro Caribbeans felt they were concentrated in high rise flats, whilst the Asian households were living in overcrowded small crumbling properties. At the time unemployment was extremely high with 37% Asian households and 52% of Afro Caribbean families had no employed person living in their household.

Even National report indicate there is a low uptake of housing services by AC&A elder groups. This is also borne out by the housing study conducted by the Policy Studies Institute. A large number of AC&A families are housed in pre 1919 terraced housing. The number of AC&A elders living in poor housing conditions is disproportionately high. Alison Norman in her study on AC&A elders points out that -

- i. Despite differences in patterns of housing, surveys indicate that many AC&A elders are concentrated in Inner City areas where the quality of housing is much lower than in other areas.
- ii. AC&A elders living in joint families often become helpless victims of family tensions when homes break up.
- iii. Cultural needs and language difficulties may make it essential for particular AC&A groups to be re-housed in one area.

Locally it was recommended that investment in upgrading Inner City homes, and therefore suggest targeting discretionary grants to houses in the area where overcrowding is endemic.

We wonder whether things has changed locally since the 1994 Report?

However, due to the lack of any positive follow up or feed back, the County Council commissioned a local research into the 'Housing and Support Needs' of AC&A elders in Nottinghamshire, the Authorities through the Social Services Department, and the County Homelessness and Housing Team commissioned a research that would document the views of local communities and housing agencies about the housing needs of AC&A elders.

The aim and objective of the research was to:

- * Explore what AC&A elders know about sheltered housing.
- * Explore what will control and influence their demands for this type of accommodation.
- * Examine the views of Agencies.
- * Consider demographic trends in the black elderly population.
- * Review existing provision for black elders and its suitability.
- * Identify good models of housing and care provision for black elders.
- * Provide recommendations for planners and service providers.

This report was actually launched at the John Carroll Leisure Centre, Radford on Monday 15 December 1997. For us it actually supported the general view (which is further highlighted under the subject Social Service Elderly) that relate specifically to housing, that the Forum has raised in relation to our AC&A elderly.

Amidst African Caribbean Elders include -

- * Extended families and their roles are diminishing.
- * Elders still hold the view that they are not considered priority for social housing.

- * Concept of going into residential care is low with few elders.
- * Younger generation expect less dependency from elders.
- * Increasing numbers of elders suffer from Alzheimer's disease.
- * Age of elders vary from 45 to 93 years.
- * Isolation and mobility are major concerns for black elders.
- * Large numbers still refuse on principle to have intervention by agencies.

Asian Elders,

- * Many Asian elders live within their extended families.
- * Younger generations expect less dependency from their elders.
- * Asian elders view care in the community has a natural way of life and fail to recognise the Statutory obligations of agencies in meeting their community care needs.
- * Increasing numbers suffer with stroke and mobility problems.
- * Cultural barriers still exist and prevent access to appropriate services.

This clearly indicates that it is wrong to assume that one type of housing will be sufficient for **all** elders. The recommendation for Local Housing Authorities and Housing Associations are to,

- agree numeric targets for all supported housing schemes for older people and **monitor the take up of provision** by the Afro Caribbean and Asian community.
- Enhance and develop the management of ethnically mixed supported housing schemes.
- Consider alternatives for managing existing Warden Aided Schemes eg. Management by Afro Caribbean or Asian lead organisation.
- As community members we have a role to play, that is to ensure that our elderly live comfortable in their homes or alternative accommodation that is appropriately, culturally linguistically and religiously sensitive to cater for their specific needs.

Homelessness

County

In relation to Housing, another serious matter of concern which needs urgent consideration is homelessness amongst AC&A young people. In October 1996, Nottinghamshire County Council organised a one day Conference "Bringing It Home, Working Towards a Strategy to Tackle Youth Homelessness." At the time it was reported that monitoring in Nottinghamshire in 1992-93 found over 1,000 under 25 year olds were homeless. Statistics in 1996 show the largest increase in Nottingham City Homeless applicants were from single people under the age of 25. This group represent 50% of all applicants.

It was evident from the Conference Report that the following factors, shortage of affordable Accommodation, Benefit Restrictions, unemployment all impeded on youth homelessness and as a result many suffer from lowering of dignity and self esteem, poor physical and mental health, inadequate diet, limited access to education and training, limited social relationships and poor family contact.

The County Council therefore recognises the need for,

- Interagency work to promote and co-ordinate action for young homelessness.
- An Action Plan to be produced to tackle youth homelessness through a structured programme ie; emergency accommodation support, information and drop in facilities, employment, health and equal access.

What we found startling was that the Report made very little reference to AC&A youth homelessness, unless it is only a City problem, as opposed to the County

City Council

According to the City Council data produced, which reveal that between the period of 1991/92 and 1995/96 that Council house applications decreased from 4175 to 3930, a 6% decrease. For the same period, family applications also decreased by 22% from 2039 to 1598. However the single homelessness has an 8% increase. As majority of our families reside in the City, the question arise -

- **does homelessness effect members of the Afro Caribbean and Asian Community?**

It appears that, Afro Caribbean and Asian community are disproportionately experiencing homelessness in comparison to their 'white' counterparts. The City Council statistics also show that homelessness affect sections of our community in varying degrees. In comparison to population representation, the proportion of Afro Caribbean, Indian and Pakistani applicants to Council property was higher than their population ratio in the census figures.

ETHNICITY	WHITE	AFRO/CARIB.	INDIAN	PAKISTANI
1991 Census (City)	89%	3.4%	1.8%	2.6%
Fam. App. 1994 / 95	74%	5%	2%	5%
Single App. 1994 / 95	75%	8%	2%	2%
Fam. App. 1995 / 96	72%	6%	1%	6%
Single App. 1995 / 96	76%	8%	1%	2.4%

It is evident that due to socio economical pressures (unemployment and discriminatory factors), members of our community are robbed of their opportunity to reach their goal to '*acquire their family home*'. Many are forced to swallow their pride and go 'begging' to the Council for shelter to protect their young children. Again the figures presented above definitely show that in some areas percentage-wise there are sections where family applications double their population representation. While in others single applicants looked more of a concern.

Closer observation has shown that Youth Homelessness has become an issue within our community.

For example in the City young people (16 - 24) make up 15% (38,578) of city population (263,522). AC&A's make up 11% (28,400) of the city's population, within this group **17% (4,899) are between the ages of 16 - 25; and it is with this sector that gives us grave concern.** For latest information shows that 24% (1162), our youth (16 - 24) within the city are homeless. More alarming the figure only gives account for those who have approached the City Council and their related Agencies, therefore the figures could be greater.

Due to the very limited research and statistics into AC&A homelessness the City Council commissioned a research to look at young AC&A homelessness with the aim,

- ◆ to identify the level and extent of homelessness among Black (AC&A) people in Nottingham.
- ◆ To make specific reference to care leavers, ex-offenders, single Afro Caribbean men and young Asian people.
- ◆ To identify the causes of and effects of Black homelessness.
- ◆ To assess the effectiveness of existing services, policies, practice in meeting the needs of Black homeless people.
- ◆ To identify any gaps in service provision, practice, policy and service.
- ◆ To provide recommendation that will enable providers and funders to meet the needs of Black homeless people.

During 1997, the research and funding were compiled, then launched in November 1997 with the aim of sharing the findings and recommendations but moreso to enable agencies to work in Partnership to reduce homelessness within our community.

The Report found that, out of the total 191 homeless young Black (AC&A) people interviewed:

- Approximately 25% (48) were between 16 and 18 years of age.
- **Only** 2% (4) were in full time and 7% (13) in part-time employment.

And,

- Almost 50% (95) were in receipt of Income Support and 13% (25) were claiming Unemployment Benefit.

In relation to ethnicity it was noted that 33% (63) were Afro Caribbean, 22% (44) were Pakistani, 18% (34) were Indian and 17% (32) were of mixed descent. The main reason most frequently told as the cause of being homeless was relationship breakdown, (particularly parent - teenager), at the same time other homelessness arose from those leaving care, prison or mental health institutions.

As well as being homeless some additional pressures faced by these young AC&A's were,

- Having very limited knowledge of how to get accommodation.
- Securing accommodation that is culturally appropriate to meet their needs.
- Private rented sectors generally offered only shared accommodation which was of poor quality.
- Service providers seemed unwelcoming to the AC&A young homeless.

The final Report made a number of recommendations of which we hope will be used as the basis to redress young AC&A homeless with the New Authority. These are as follows -

RESEARCH RECOMMENDATIONS

♦ The employment of more Black workers or the re-deployment of existing Black staff would make agencies more welcoming.	♦ A family mediation service would assist either in allowing some young people to return home, or at least enable them to benefit from continued family support.
♦ There is a need for greater publicity about the range of services available.	♦ Support should include advice on budgeting, assistance with furniture and advice on education and employment.
♦ Greater attention needs to be given to the role of advice agencies, such as CABs and other front line groups.	♦ A victim support service for those experiencing domestic violence would help women come to terms with their ordeal.
♦ There needs to be more detailed information about the type and location of accommodation available.	♦ There is a need for emergency accommodation which is predominantly for young Black people.
♦ Knowledge of housing associations and their role is limited. Housing associations need more publicising.	♦ An approved landlord scheme would ensure an adequate supply of good quality accommodation.
♦ Young people need to be educated about the difficulties of securing independent accommodation. The role of schools and colleges.	♦ The sharing of information between agencies is paramount. In the longer term, a forum could be established with a City-wide remit to co-ordinate service provision.

Above are some of the facts which are some of the facts which are only the issue which is a tip of the iceberg. No doubt homelessness amongst our community is a definite issue that requires urgent address and which we will take up with the Housing Committee and within our work with the Local Authorities. We will be asking you for your views and comments on the subject, moreover keep our members updated on the latest, regarding homelessness.

SOCIAL SERVICES

The Social Services Department have made efforts to maintain its Partnership Approach with the users and the Forum is involved in the negotiation processes with the Department through various committees such Social Services, Clients Services, Community Support Play Panel and Partnership Review Panel.

The County Council through its positive support should provide a part-time Liaison Workers Post with NAVO for specific work with the Afro Caribbean and Asian community through the Forum.

The post involves developing and servicing partnership between the AC&A Voluntary Sector and the Social Services Department. Along with our ongoing issues we began to address some of our points of concern and recommendations made at the Search for Partnership Seminars held in Autumn 1993. *Where it was recognised that -*

- There is a lack of participation of the AC&A community in the Joint Planning Processes of the Social Services Department and the Health Authority.
- Within some districts there is an under-representation of AC&A members on the Planning processes of the general Social Services and Health provision locally.

We have said :

"The fact that a district has a small number of people of an ethnic group does not mean there is an absence of individual need." Search for Partnership P8.112.

In order to effectively address the above, links were made with the District Managers, Joint Planning Officer and other relevant officers to enable us to develop strategies on -

- How to ensure that the needs of the AC&A community is raised and addressed throughout the Departments Planning Process ie; via Local District Groups, subject area / Steering Groups.
- Creating an awareness about the whole notion of the planning process (*training*) to the AC&A community.

For many AC&A communities the thought of becoming involved in developing policies and 'strategic planning' is something far beyond their comprehension. This has been the result of the old colonial system where the "masters" made all the decision whilst slaves just followed on. Today a lot of time is spent to undo the psychological effects of being 'kept down' and 'controlled' to one of valuing oneself and the input made.

In addition to the committees mentioned in the start we are also involved in the following areas through the Social Services and Joint Planning Process.

1. Services to Children - Child Plan

- a) Nottinghamshire Child Plan Inter Agency Group; Our contribution has enabled the three year plan to recognise the diverse cultural and religious needs of our children. At the same time develop services to be sensitive when addressing issues related to families and children, children in residential care, children who are excluded from school and those who get involved with crime. These are just a few areas mentioned.

- b) A Draft Child Plan was circulated, for various consultation. The Forum took the opportunity to ensure views of our community were gained by organising a meeting on 22 October 1996 at the Pakistan Centre, Woodborough Road, Nottingham.

The event was attended by member's of Nottinghamshire Inter-Agency Child Plan Group including the Chair of the Child Plan Group as the days main speaker. Discussions were related to the Government Legislation requiring Local Authorities, (led by their Social Services Department) to draw up a strategic Child Plan to be implemented in April 1997 to the period March 2000. The related issues were -

- the establishment of the Nottinghamshire's Inter-Agency Strategic Plan for children's services and the structure and outline of the Plan.

Workshops were also held on various areas of the Plan these included :

- Children and Families requiring support, children and young people with disabilities and working with People who find themselves at risk.

The day was successful in that we were able to get some qualitative feedback which was incorporated within the final report. This was launched on 14 May 1997.

Presently Nottinghamshire Inter Agency Child Group is compiling a Report which we envisage will have each participative agency's outcome, activities related to their specific areas that were to be addressed during 1997 / 98. Copies of the summaries are still available from the Forum.

- c) City Council; We have also recently become involved in the City Council's Child Plan Group, who are working towards establishing a one year plan. As advisors we can only hope that our input will be reflected in the City's plan and services to our children.

2. Joint Planning (Social Services Department / Nottingham Health Authority)

Lack of participation of the AC&A service users / carers in the Joint Planning process (Social Services Department and Health Authority) was mentioned at our search for partnership seminars held in Autumn 1993.

This issue was finally raised during 1995 / 96 where a number of meetings were held with the Joint Planning Officers around the various Districts, to discuss ways of involving members of our community and users in each of their areas.

As we were getting to grips, with the Joint Planning structure and its process of working in early 1997, we learned that the Joint Planning was being reviewed. However this has not deterred us from our 'goal post' to get AC&A users / carers, Voluntary Sector involved in the future (which will be implemented on 1 April 1998) process.

In September 1997 a seminar was held with various Statutory and Voluntary Sector representatives to discuss how the views of our community could be gained and put forward via the Joint Commissioning Process.

We are glad to report that in a recent Nottingham Health Authority document "Working Together in Partnership," a proposed structure for the future of Inter Agency collaboration in Nottingham Health Authority, recognises that,

"..each of the Joint Commissioning Groups shall ensure that the involvement of users and carers and wider consultation is reflective of the Multi cultural population of Nottingham."

Work is presently taking place at looking at how best to engage with the Ethnic Minorities population which will be part of the Joint Commissioning Structure and in place by 1 April 1998.

3. Information

For the AC&A community, most find about the Department's services by word and mouth, from those who have had positive response and outcome to their own queries *ie.* a client being assessed by an assessor who is sensitive to their diverse needs. However there is still difficulty in accessing the correct information.

a) District Wise;

For those living in the outer city there is a problem of information taking longer to reach them.

There is still a definite need for District Offices / Areas to assess what service provision is already provided in their conurbation, and how it can be developed and made accessible to meet the needs of all clients in their respective areas. Work is still being pursued through District Manager's and Joint Planning Officers.

b) Translated Information;

This is a major problem which hinders our community to utilise the service offered. This still needs to be addressed properly *ie* recognition that there are two types of Punjabi spoken within the Asian community. One is a written form used by Indian's the other is that of a dialect written type spoken by sections of the Pakistani /Mirpuri community.

4. Elderly

In February 1997, as part of a national programme Officers of Social Services Inspectorate (the SSI) took an inspection of the Local SSD Community Care Services for Black and Minority Ethnic people.

What was pleasing is that the SSI Report commended Nottinghamshire Social Services for their clear and well informed strategic planning, **moreover for their consultative mechanisms and their Partnership approach.** Whilst it recognises significant achievements, the SSI emphasise that the AC&A Elderly is a growing population. Also their needs are changing particularly where our Elderly are becoming increasing dependent as they face long term illness.

The Report contains 18 recommendations which no doubt will assist us as we widely discuss with the Social Services Department (SSD) on their service provision for our elderly. These are as follows -

- a) The SSD should consult with service users, carers, community organisations and providers about the needs of older people in Minority communities who need more intensive services.
- b) The SSD should commission a range of services, based on the findings of the consultation and information about existing users, which will meet the needs of more dependent users.
- c) The community care plans for both Nottinghamshire County Council and Nottingham City Council should include details of their intentions to commission more intensive services.
- d) Joint Planning should review the evidence for health care needs specific to older ethnic Minority people, and consider the Social care needs arising.
- e) The SSD should establish a mechanism for obtaining planning information from assessments, particularly in relation to older people in Ethnic Minorities who are placed in residential and nursing home care.
- f) As part of the proposed review of publicity and information, the SSD should consider apparent differences between black and Minority Ethnic groups in terms of their access to SSD information in consultation with service users and community representatives.
- g) The SSD should review its direct access for information and enquiries, and consider setting up a range of dedicated SSD information points, including locations which will promote equality of access from Minority groups.
- h) The SSD should review or monitor the use of interpreters to ensure that they are consistently used in situations where independent interpretation is required.

- i) When assessment proformas are next revised, it would be helpful to allow more space for the recording of cultural needs, and ensure that the expression of any preference for a culturally 'matched' service is recorded.
- j) When a file audit methodology is developed, it should include a means of checking the quality of recording of cultural needs and preferences.
- k) The provision of service plans for users should be monitored.
- l) The SSD should review the role and function of Nuffield House Day Centre in relation to older people from Ethnic Minorities, and draw on experience to develop the service it provides.
- m) The SSD should improve its management information about:
 - n) existing placements in residential care and nursing home of older people in Ethnic Minorities,
 - o) local provider initiatives in all sectors.
- p) The SSD in conjunction with health and housing authorities, should review the commissioning of housing with care, residential, and nursing home provision, and establish a joint strategy.
- q) The SSD should broaden its commissioning of more intensive services, based on the joint strategy, to ensure that all potential providers or combinations of providers can respond.
- r) The SSD should develop a dialogue with the independent Sector based on its knowledge of needs and existing services provision.
- s) The SSD Service Standards Unit should develop an analysis of complaints made by older people in Ethnic Minorities.
- t) When reviewing the operation of the adult protection procedures, the SSD should ensure that data and case information on older people in Ethnic Minorities subject to the procedures, are available and reflected in the findings.

Elderly Too Frail to Return

The County Councils Social Services Department and the Homeless and Housing Team did a research and produced a report 'Too Frail to Return.' The document was launched on the 15 December 1997.

The Forum's Director was one of the Speakers at the Launch who said:

"The word 'Jewel' was to describe the Indian Sub-Continent. How true it was because the biggest Jewel (Kohi-e-noor) used in the British Crown belongs to the sub-continent. The fighting forces provided more than one million in first and over two million in second world war. In addition to the fighting forces there were millions of factory, Voluntary and domestic workers.

Beside that the British Government dishonestly killed over three million people through starvation (forgotten famine), by compulsory acquiring of all food meant for the use of the population of Bengal province.

The recent television documentary shown was meant to be concealed by the British Government to protect the British empire during which over three million people died through starvation.

The attitude of the then Prime Minister of the British Government according to his Private Secretary was 'They are a foul race saved from extinction only by over breeding, he wished Bomber Harris sent some of his surplus bombers to destroy them all.' That was the reward concealed in the heart of British leaders for us.

The power base of the continent was also used to colonialise Singapore, Aden, Burma and neutralise the powers of Iran and Saudi Arabia and also attempted twice to colonialise Afghanistan.

The Sub continent was left person for person, mile for mile, the poorest area in the world by stripping off every valuable article shipped back to England. People were deprived of any state benefits in housing, education, health or Social Services, only the rich or privileged had such luxuries.

In late 19th Century thousands of Continents young people were shipped to African British Colonies, including Uganda, Kenya, etc. some of whom were thrown out by Idi Amin in 1972. They were given the cold shoulder and refused by many British Local Authorities. But the Authorities are now proud of them because they are established, successful business people contributing proportionately higher for the economy of the society.

The whole of the human richness was stripped from the African Sub Continent through the slave trade and raw material. According to the Historians, more than six million Black slaves reached America an average of twelve hundred a week. The majority of them were transported by a hundred and ninety two British ships, shackled in chains in filthy cramped conditions due to which more than 20% died during the voyage.

Although the slave trade officially ended early in 19th Century by British Governments but slavery continued until mid Century and some parts nearly to the end of the century.

After all the fraudulent, deceit and dishonesty, the British Empire has taken everything from our sub continents and left our countries penniless. We came here on invitations or through economic migration to build the infra structure and economy of this country. Never wished or even thought of any hand outs. The system owes us the cost of a person from birth to employability, which is around a quarter of a million in today's cost.

We came here to contribute, without first using any resources, is not being considered. Now when our time came to be looked after, the state system is reluctant to provide the services we need to live in our old age with pride and dignity. We have contributed much more than our fair share. Our blood is mixed in the mortar, building the infra structure, economy and strengthening the democratic system of the society we are now living in, and believe me, are here to stay.

The Afro Caribbean and Asian elderly in Euro centric culture always felt like a fish out of water, which sometimes created tension. The feelings are always in a state of confusion, sometimes we try to make sense of divergent messages when told we are providing the services you require, which does not make any sense looking at our involvement.

We have seen numerous researches, reports, policy statements in the past, which either ended up as lip services or collecting dust on some service providers shelves.

Good intentions are not enough. We need positive implementation, monitoring and evaluation of recommendations, and policy statements.”

Retirement / Pension Benefit

Most of the AC&A elderly arrived here in their prime age 20^s and 30^s, in the 40^s and 50^s have now reached retirement age.

When considering retirement age, pensions and other benefits for the AC&A elderly (who spent the early years in their country of origin, also used most of their hard earned money, to bring up and support their families here, and abroad), we feel that it is not out of place to say that the British colonial system did not even consider any welfare or state education for their colonial friends. The service providers were too afraid to educate our then young people of their rights so that they would not benefit fully from this society (this attitude still exists today). Therefore whoever was fortunate to be educated were often kept at arms length from their community.

The Authorities owe our elderly not only their pension benefits, but also the benefits that are due to them from birth to the working age. We arrived here ready to work without using any of the state benefits to enable us..

We understand that from the age of 18, the Department of Employment accumulates the number of national insurance stamp contribution an individual makes towards their state benefit including that of pensions. Many AC&A elderly have lost out of making such contributions for various reasons ie... late arrival to this country, unable to have continued long term employment because of undated skills, moreover never even given the opportunity to re-train or upgrade themselves to fit the latest labour market demands.

Through no fault of their own (*not knowing or even being made aware of these opportunities*), today's AC&A elderly have been forced to miss out on their right earned benefits.

It is therefore imperative that while considering benefits and pensions to the AC&A community the Authorities should -

- a) Ignore any stamp gaps, consider some compensatory benefits awards to our elderly who have not been able to get what is rightfully their hard earned reward.
- or*
- b) Pay our AC&A elderly their 'up-bringing' dues so that they will be able to live a dignified life as citizens of this country.

We have seen numerous researches, reports, policy statements in the past, which either ended up as lip services or collecting dust on some service providers shelves.

Good intentions are not enough. We need positive implementation, monitoring and evaluation of recommendations, and policy statements.

Above we have highlighted in detail some of our concern's related to the inequalities experienced by our AC&A elderly living in Britain. We hope that these points will be used as a stepping stone in addressing and developing services that will benefit our forgotten elderly.

Ensuring that provisions for our Afro Caribbean and Asian elderly are culturally linguistically and religiously appropriate to their specific needs has been and is an ongoing issue. However despite authorities financial constraints the Department is supporting a number of Luncheon Clubs / Day Centres within various Community Centres.

Broxtowe

Through the Forum Social Services Committee and other relevant Department offices, assistance and advice have been given to ensure that the Broxtowe services is appropriate and accessible to the AC&A clients residing in Broxtowe. We have been involved in the process of the appointment of a Project Officer in 1996. Work is now being pursued with officer's from Broxtowe District Social Services towards developing an AC&A Elders Project.

Mansfield

It is obvious that taking the 'Partnership Approach', seriously in working together to ensure that both the Social Services Department and the AC&A Voluntary Sector benefits. Also for the Department it will be cost effective while at the same time for the AC&A community the development of a service that will meet the diverse needs of AC&A elderly through 'contracting in' can generate employment.

Like Broxtowe, there is a recognition and good will to ensure that service provisions actually begin to become locally accessible to members of our community. Working with the North Notts, Joint Planning Officers, we have been able to establish an Afro Caribbean Luncheon Club in Mansfield. At the moment the luncheon club is based in temporary accommodation which is due to the groups own kitchens presently not meeting the Social Services Health and Safety and Hygiene Standards.

Secondly we have managed to get two more users involved in the Joint Commission process and lastly, the Forum is now involved in planning an Information Exchange Day, which is organised for 25 March 1998 at Mansfield Civic Centre, Mansfield.

It is definitely recognised that there are still gaps in the use of services by user's / carer's from the AC&A population. Many are still unaware of major needed service facilities which are on offer. Gaps are also apparent with other agencies like, Age Concern; Mencap; *etc.* As there are ongoing issues no doubt you will be updated of our work with our communities living in the other districts.

HEALTHCARE NEEDS

We have ongoing consultation work with Nottingham Health Authority (NHA) with both purchasers and providers, over the years. We are making progress as much as we can with limited resources and manpower. The issue also depends on the Authorities lists of priorities.

Nottingham Health Authority like many other Government Agencies, has had to deal effectively with cutbacks and a lack of resources, because of the financial restraints both service providers and purchasers have had to meet. A cost which is strictly in accordance to the economy drive. However despite the constraints and financial pressures, a great deal of effort has been made by the:

Purchaser

By listening tried to implement change and buy services which meets the needs of AC&A purchaser, through liaison with the Ethnic Minority Consultative Group. This makes effective use of the decision made through this process in order to achieve an agreed goal.

Provider

Who puts into realistic terms the advice given by the Forum's consultative process and the recommendations to ensure that their provisions are sensitive to the cultural / religious needs of Afro Caribbean and Asian patients.

The Provider

It is our aim to ensure that Nottinghamshire Health Authority / Trusts are culturally aware and sensitive to the dietary, religious and linguistic needs of ethnic minority groups, which we have highlighted on numerous occasions, many still be needing urgent attention:

(a) Dietary

As a result of on-going negotiations through the Forum's consultative process and establishing direct links with the providers, City Hospital have contracted a recognised, Halal Foods / Vegetarian Supplier, to cater for the dietary requirements of the Asian Sector in relation to their faiths. In order to publicise the service to patients effectively, the suppliers are also, preparing a leaflet. Work is still being undertaken to offer the same provision to the Afro Caribbean community.

The Forum wishes to express its sincere appreciation for the efforts made by the City Hospital by taking our points seriously and acting in a positive manner, in trying to meet the dietary needs of ethnic patients. Moreover their commitment to maintain a policy of equality amongst patients. We are optimistic that the Queens Medical Centre, will soon follow the example set by City Hospital in supplying the food according to the dietary needs of their patients.

(b) Religious / Cultural

We have been involved with City Hospital's "Cultural Awareness Training Workshops", which aims to raise staff awareness in terms of the cultural and religious needs of Afro Caribbean and Asian patients. No doubt equipping staff with increased level of understanding, the cultural / religious needs of Afro Caribbean and Asian patients will influence and improve the service offered to patients of Afro Caribbean and Asian origin in a sensitive manner. The response from the Queens Medical Centre and City Hospital has been encouraging and progress has been steady.

Linguistic

For some considerable time we have expressed our concern to the provider units about the absence of a 24 hour interpreting facility; the service is currently only available between 9.00 am to 5.30 pm, Monday to Friday.

We feel that such service is unacceptable as it clearly poses a threat to the well-being of ethnic patients for whom English is a second language. Staff cannot be expected to communicate effectively with patients who are unable to speak or understand English and moreover, to perform an accurate diagnosis of the patients condition. This can be detrimental to the lives of Afro Caribbean, particularly Asian patients.

City / Queens Medical Centre provider units have recognised that the current service is inappropriate. They have expressed concerns and agreed to review the whole process and the facilities themselves.

Religious Prayer Facilities

We are delighted to inform our community, that the Multi Faith Centre has been completed and being effectively used in Queens Medical Centre on 'D Floor.' There are prayer facilities available for each main faith with separate washing facilities for male and female users. Our appreciation and most sincere thanks to the Chief Executive and the Chaplain. Without their support we could have not achieved this most needed facility in such a heavily used hospital. As far as we know the facility is first of its kind purposely built in the country, and we hope it will be an example to all. A similar facility in the City Hospital is under discussion and we hope it will materialise in the near future, if the resources are available.

Nottingham Ambulance Trust

In order to initiate negotiation and discuss the general service needs of the Afro Caribbean and Asian Community in Nottingham, a meeting was held with the Chief Executive of the Ambulance Service and its Director of Personnel.

The meeting proved to be beneficial, and it was wholly agreed that further liaison and consultation was needed in order to allow the Forum to advise on the needs of ethnic groups.

To strengthen the consultation process between the two organisations, a senior representative of the Ambulance Service attended the Health Committee meeting to answer questions from other committee members.

The Ambulance Service has agreed to consult with the Forum in order to develop, reinforce and encourage its Equal Opportunity's Policy. As a result of analysis and constructive criticism, recommendations have been made and it is hoped that their implementation will prove to be useful to the Ambulance Service in its commitment towards Equal Opportunities.

Dietetic Leaflet

Work was also centred around the analyses in the nutritional value of ethnic (AC&A) foods with the hope of producing information for those with specific medical dietary needs.

The purpose of the leaflet was to inform the community of vital facts which concern their dietary habits, and raise the individuals awareness in terms of general health and well-being.

By providing a nutritional breakdown of "popular" foods consumed by Asians and Afro Caribbean's community, the related families can focus on how to improve their own diets needs, and even possibly present certain medical conditions *ie* high blood pressure, diabetes. The initiative has been discussed with the Queens Medical Centre and City Hospital who have expressed an interest and given their full support.

Mental Health

The issue of Race and Mental Health is an area of particular interest and one of growing concern which we have aimed to address in the past. It has come to our knowledge that cases of mental illness are steadily increasing amongst the Afro Caribbean and Asian community. Furthermore its association with schizophrenia and drugs, indicates that this problem is common to all generations. We have re-initiated links with Nottingham Healthcare NHS Trusts (formerly Mapperly Hospital), to positively address the dietary, linguistic, religious needs but more-so the diagnosis of patients especially in light of the aforementioned factors.

Our input has been made in the "Improving Service to Ethnic Elders, Mutual Health Project". The aim of the research is to investigate the views of ethnic minority elderly people in order to improve the service provided to them. We hope to continue our contribution wherever possible on the issue to ensure that those labelled as mentally ill, still receive the service to meet their appropriate needs.

We organised a meeting on Health issues to liaise with statutory representatives and interested community groups through the consultative process in order to allow for each of these respective groups to express their views and needs. The process has been an interesting one and has essentially provided a foundation for future initiatives and projects to be built upon.

The meetings aimed to discuss broadly the following:

- The issue of mental health from the Ethnic Minorities perspective.
- How the issue has affected Minority Ethnic groups / communities?
- How the Trust responded effectively to the issue of cultural awareness in its delivery of services, and treatment packages etc.?

Drug Abuse

The use of drugs especially "hard drugs", amongst the Asian and Afro Caribbean community has in recent years increased dramatically. At present there is no support / advice facility's available for some sections of our community *ie* young Asians. Many are therefore left to deal with drug addiction alone, or led to agencies who are far from "culturally" sensitive to the concerns of ethnic minority addicts.

We have recognised the urgent need for positive action. It is our aim to provide constructive support to those members of the community who are vulnerable and have become exposed to the world of drug addiction. At the same time to encourage local residents, parents and the Authorities to become involved with the fight against drug abuse. We have requested from the D.A.R.E. Project, translated information, which will be used to heighten awareness of drugs use, through education and as a result will prevent its use from becoming widespread, especially in schools and colleges where the problem seems to begin.

Other issues raised are that of bereavement, miscarriage, the disposal of a stillborn / child, and the facilities for private breast feeding. All these issues will be given due consideration in the future.

Partnership For Health: 1997 - 2000

In July last year two consultative meetings were organised at the Bangladesh Welfare Association and The ACNA Centre. The purpose of these meetings was to provide an opportunity for community representatives with an interest in health and health services for Nottingham to have a direct input into the future strategy and priorities.

Participants provided constructive feedback and brought to the attention of Health Authority representative's, a number of issues and experiences which needed to be discussed. The communities involvement resulted in a reflection of their needs and concerns being directly communicated to key members of the Health Authority, who also delivered a presentation on the draft document. Both meetings were well attended and proved beneficial to all concerned. We have submitted our written response to the document.

Travel Leaflets

The leaflets were distributed to Urdu, Punjabi and Hindi speaking individuals and groups. A cross section of the community was used which included both lay persons and professionals, this ensured that the response was as comprehensive as possible. A summary of comments and recommendations was then sent to the Authority.

We hope that the evaluation will help the Health Authority to measure the effectiveness of the forms and improve both communication and accessibility.

Links With The Provider

We regularly have meetings with representatives of QMC, Nottingham Healthcare NHS Trust and City Hospital to discuss how service provision can become more sensitive to the cultural needs of ethnic users. As a result of the consultative process and partnership, a Multi Faith Centre has been built, and all three Trusts provide culturally appropriate food in addition to operating culturally awareness programmes for staff. We hope that our association with the Trusts will continue to be a long and meaningful one.

Primary Care

In May at the request of Health Committee members, we invited Locality Manager for City West, to attend the Committee meeting and deliver a presentation on the role of Primary Care. The Manager also answered a number of questions and discussed with members Primary Care issues that concern the minority ethnic community.

The purpose of the meeting was to inform and also discuss the following -

- What are Primary Care Services?
- How can / are the services tailored to suit the needs of ethnic service users?
- Getting the most from your Primary Care Team.

Members found the experience enjoyable and Primary Care was particularly favoured because of its relevance to personal experiences. Members were therefore able to relate very well to the issues.

Healthcare Needs Of Ethnic Minority Communities

As a result of the partnership with Nottingham Health Authority, a number of health issues have been identified as priorities that need to be researched and developed.

These areas include -

1. Health Promotion
2. End Stage Renal Failure
3. Stroke Services
4. Sexual Health
5. Mental Health

As a community organisation we seek to consult and bring to the Health Authority's attention, the views of ethnic service users in Nottingham to facilitate future policy and practice development so that the needs of minority service users are considered. We hope that the partnership will strengthen and continue to be viewed as a useful consultative tool.

Mirpuri Project

After many representations and complaints about inappropriation of the services for the Mirpuri community, the NHA with the Forum's Partnership, was funded for surveying of Health Service needs for Mirpuri community within the Nottingham Health Authority area.

According to the statistics available, the Pakistani community is the largest single community with specific needs. The estimates are that 75% of the Pakistani community have originated from Mirpur and surrounding district of Kashmir. Many have a low level of literacy.

The aim of the project was to gather opinion on services currently available and to identify the gaps in the services provided.

The results found health patterns experienced by the local Mirpuri population is that **there appears to be a particularly high prevalence of reported illness among this population**. Diabetes and heart disease were some of the most commonly experienced diseases along with respiratory illnesses. A large number of individuals in all age groups reported suffering from headaches, back pain, joint pain, stress, worry and depression. A great deal of isolation and loneliness was expressed by many in the non-UK born groups, especially the elderly.

The following key issues emerged from the focus group discussions :

- ◆ Language and communication problems and lack of appropriate translators.
- ◆ Inadequate information and knowledge about current service provision and how to access it, hence a failure to make appropriate use of local resources.
- ◆ Lack of information about incidence and prevalence of specific diseases in the community.
- ◆ Inadequate information about prevention, recognition, and management of disease.
- ◆ Insensitive attitude of many health professionals to the patient's needs, culture, lifestyle differences and communication problems.
- ◆ Lack of provision of circumcision for Muslim baby boys within the NHS.
- ◆ Concerns about Muslim females being examined by male doctors.

- ◆ GP consultations which were too brief and unsatisfactory. The focus group members felt the descriptions of their symptoms were being ignored and medicines prescribed inappropriate. Referrals for specialist advice were not made when patients thought they should have been.
- ◆ Lack of culturally appropriate support for management of stress and worry.
- ◆ Knowledge of dental and optical services was limited to treatment aspects only.

It appears from the result, that a major section of the community, does not have its basic service needs met due to lack of understanding, or other covert reasons.

Interpreting Agency

Over the years the Local Authorities including Health frequently passed their responsibilities to some survey or research individual or firm of consultant to identify the language needs of the clientele. The usual question always is asked to the Asian community is, “..*what language do you speak..?*” or “..what out of the following languages do you speak..?” stating, **Bangladeshi, English, Gujarati, Hindi, Punjabi or Urdu?**

There has never been any mention of Mirpuri Punjabi, because like all the above language, Mirpuri Punjabi is only a language which is not taught in schools education system. It is a slang, mixture of Pothovai, Punjabi Pashto, Urdu etc. On the other hand Punjabi in fact is a Gurmukhi Punjabi with its own alphabet, taught through the education system in India. The religious book of the Sikh community is in Punjabi. There is another ‘catch’, some of the Pakistani people do not like to be recognised as Mirpuri because it is the name of a place.

So the question when asked in a singular form “*just Punjabi?*” the ambiguity puts everyone in a Punjabi speaking category, everyone is happy that a problem is solved. But the sufferers are the Mirpuri people who are highest group with Interpreting service needs; (this has recently been confirmed in a review of the Interpreting Agency of NHA), but the interpreters apart from one, all cater for other sections of the Asian community with exception of Mirpuri Punjabi. Evidence shows there is no shortage of Mirpuri Interpreters.

The Mirpuri community become the victims. The Mirpuri service users have to take their own relations for interpretation, sometimes in very embarrassing situations where the opposite sex or children are used. It is not only embarrassing but can have very fatal results by wrong diagnosis.

We raised this issue since the establishment of the agency and had meetings with CHC Chief Executive and a person in charge of the agency unit. We raised the issue through the NHA and asked for a user’s representation on the Steering Group. This was to ensure that the well publicised Bizward of Partnership with consumer of service is genuine. It appears that it remains a ‘paper’ policy or ‘lip’ service for those who are becoming victims of the bureaucracy.

Key questions relate to:

- Why there are no Mirpuri Punjabi interpreters available to provide services the major single Health Service users in the Health Authority?
- Why there is no user representative on the Steering Group to highlight the service needs?
- Why is a second hand service being provided to this section of the community?
- Is this discrimination of race or religion working covertly somewhere or Islamaphobia? A new finding by Runnymede Trust may relate to this appropriately?

We will not let this issue be 'swept under the carpet' and might have to refer to the Ombudsman and or the District Auditors to look into the matter in light of the Patients Charter for the appropriate provision of services and use of resources.

Ethnic Monitoring in National Health Service (NHS)

There is nothing new about the concept of collecting and recording the Ethnic background of service users in order to monitor whether there are inequalities in services provided for Minority Ethnic communities. The Department of Health first stated its intention to introduce Ethnic monitoring into the NHS back in 1990. Ministers were agreed that all in-patients throughout the country should have their Ethnic group recorded routinely as part of the contract. The date to provide this data was set to September 1994.

After such a clear directive by government ministers to implement Ethnic monitoring within service provisions, the required data is still not available in Nottinghamshire. Many issues have been raised regarding the sensitivity of collecting such data and the administrative constraints are often put as an argument, but they are not enough against the commitment made to provide appropriate services.

For a long time, research studies have demonstrated that the incidence and prevalence of some major diseases differ significantly between different Ethnic communities. Reasons also exist that people from Minority Ethnic groups are less likely to find services that are both accessible and appropriate, yet the NHS is continually hampered by the lack of Ethnic data on the use of services to monitor differential uptake ratio and balances between service use and health need. Consequently, without the Ethnic data the NHS is limited in its ability to assess whether services are provided on an equitable basis and are relevant to the needs of their Minority Ethnic populations.

Knowledge of a service is of little use without the required demand to support the claim. Therefore Ethnic data is most essential to shape services which will eliminate cultural, racial and religious discrimination and ensure that everyone can receive an appropriate and dignified treatment from the NHS. This has been vital evidence at a time of increasingly stretched resources and pressures to monitor outcomes. It is imperative that base line ethnicity data exist to measure such criteria, which will be far more beneficial on the care argument.

Although Ethnic users of the NHS may already have been neglected by the Health Service, several pilot studies conducted within the NHS have demonstrated the willingness to provide the data, if there is clarity as to why it is being sought, and the way information is to be used. Without the availability of proper Ethnic data the patients from Minority Ethnic groups, some more than others, are facing inequalities and discrimination in service provisions.

Equality Across the Board

In the early nineties, Baroness Cumberlege, Under Secretary of State for Health of the Government stated;

".. non-executive members and Directors on the boards of NHS authorities and trusts have a vital role to play in today's health service. I am committed to increasing the proportion of people from different black and Ethnic backgrounds who are appointed as chairmen and non-executive members, so that they can play a full part in the management of a service in which the whole community has an interest. Appointments must be made on merit alone but we must make the best use of all available talent and do more to attract people from different cultural backgrounds."

The National Association of Health Authority and Trusts and Kings Fund Working Party established in early 1993, used the above quote and recommended in the Report, ways of increasing the number of Minority people on NHS boards. The proposals that were put forward include to:

- ◆ Tackle the underlying problem of racism and discrimination.
- ◆ Remove unfair structures, policies and practices.
- ◆ Bring NHS boards closer to local communities.
- ◆ Avoid the 'token gesture' of just having a black face on the board for the sake of appearances.
- ◆ Make black and Ethnic Minority health the corporate responsibility of the whole board.
- ◆ Take due account of those concerns irrespective of the size of the local black and Ethnic Minority population.
- ◆ Cast a wide net in recruitment of board members.
- ◆ Set an example by having able black and Ethnic Minority people in senior positions within NHS management.

The benefits were to acknowledge having strong representation on NHS boards from Ethnic Minority communities. In particular to:

- *Build alliance to achieve health of the nation targets.*
- *Develop consumer sensitive services*
- *Demonstrate equity and equality in healthcare in employment.*

When the above Item was put on the agenda of the Consultation Panel on Health Care Needs of Afro Caribbean and Asian on 20 January 1994, we gave our views and were optimistic that at last something is being done to represent the Minority user's view.

Unfortunately it appeared as wishful thinking. The major section of the service user still find themselves exclude.

".. we do not have links with the great and good who have political power, and use leverage for backing their favourites."

Before last May we thought the majority of our people were Labourites, so we had no opportunity of getting anywhere on Senior or Junior level quango's. But now with Labour in power and already in action, we might need another 19 years with bit of luck, (chances of which are very slim), before the politicians have completed their Inner circle to reach the grass root voices of the unheard.

We wish them good luck. Our advice is to make use of the political power, while they can, but not claim to be the voice of the masses for cheap publicity stunts.

Finally we demand from the Health Authority to establish in practice on 'equality' of service instead of giving us 'lip' service, and provide us with evidence of who are the majority users of this service, who then can be appropriately represented within the Health Authority.

ASIAN CARER'S

The Asian Carers project was established in October 1995 for three years with assistance of Joint Finance.

The post of Asian Carers Development Worker was established to:

- i) *Identify Asian Carers across Nottingham Health Districts.*
- ii) *Establish links with existing carer groups and carer organisations in order to ensure the Asian Carers are able to fully participate in planning mechanisms.*
- iii) *Offer support and exchange information on a wide range of issues affecting carers.*
- iv) *Facilitate the establishment of the Asian Carer group and secure relevant training.*

Asian Carers are Carers from different parts of the Sub Continent such as India, Pakistan, Bangladesh, Sri Lanka, China etc., with individual cultural, religious, linguistic and dietary needs. There are 122,000 adults said to be providing care in Nottinghamshire, out of them 6,000 Carers are from Minority groups.

An Asian Carer is someone who looks after a friend or a relative/s, who can be an adult or child with disabilities, an elderly relative, friend or someone with a long term illness. As Carers they spend a lot of hours in caring for others where they feel stressed, isolated and unsupported. Caring brings physical and emotional demands, which can be a lot to handle particularly if you are alone in your role.

Like many Carers they lead a restricted life because of the need to look after a person who may have a mental, physical, learning disability/ies or is impaired by old age. However, unlike the others. This lifestyle is further been perpetuated by their language problem, being unaware of the system and the consequent lack of information. Caring is an exhausting role and it affects different aspects of the lives of Carers ie:

- i) They may not be able to go out and meet friends, relatives, attend religious and cultural festivals, or other Social gatherings.
- ii) They may find themselves in a position where they are unable to do their job.
- iii) They might find extra financial demands being placed on themselves having to meet the costs of caring.
- iv) Their health may suffer as a result of a caring role (physically or mentally). Mostly Asian Carers feel guilty about asking for help from outside Agencies or Authorities.

In the realm of Asian culture and religious values, the role of Carer is perceived as simply a responsibility (unpaid) to be carried out and personal commitment with no expectations of support externally.

It is therefore imperative that these cultural and religious sensitivities are given due consideration in assessing the needs of Asian Carers.

Through the Forum a number of Carers were identified across Nottingham Health District areas ie Nottingham, Broxtowe, Gedling and Rushcliffe, which resulted in "The Asian Carers Group", which was established in June 1996. The aim is to create group's, information and services to support Carers thus providing Carers with the opportunity to share ideas, experiences and difficulties faced.

During group sessions members were informed of the Carers Recognition and Services Act 1995, which states.

"Making service providers a high priority for (Asian) Carers"

Carers have the choice of having an assessment carried out on themselves and their cared for. Early indications were that the Act had no appreciable impact on the number of Carer assessments requested, but that the Act was contributing to increased sensitivity to Carers circumstances by assessment staff.

The Acts policy guidance states:-

"The Act is concerned with Carers who are either providing or intending to provide a substantial amount of care on a regular basis. Under the Act a Carer is entitled on request, to an assessment that the local authorities carries out an assessment of the person cared for in respect of Community Care Services".

The Act ensures Equal Opportunities as a high priority:

"Authorities should also ensure that carers from black and ethnic minorities, whose first language is not English, can participate fully in any assessment".

The Authorities will need to respond sensitively to the particular circumstances of Carers from all different backgrounds, ethnic origins and different lifestyles. We have noticed that there is a lot of red tape and delay in meeting most essential requirements of the Asian people.

After a number of Carers meetings, the Asian Carers raised the following issues.

- i. That Asian Carers should have the right to practical support, including respite time out, to give the Carers a well earned break to attend Carers group meetings, bereavement, other Social activities and entitled holidays.**
- ii. That Carers be protected from physical and psychological harm including the right to protection from injury caused by lifting and handling those whom they care for.**
- iii. Poor or no access to services because of the language barriers and a lack of awareness on the part of providers of the cultural needs of the different Asian communities. That Carers can easily access advice and information in different languages including benefit entitlements to suit the Carers needs.**
- iv. That Asian Carers have the right to appeal and to be informed of all legal matters including The Legal Aid Board in case of emergency or bad practices.**
- v. Inadequate translation / interpreting service with Carers frequently having to rely on their children.**
- vi. Face difficulties in getting social security benefits and aids for support in the home.**
- vii. Difficulties in getting community care assessments.**
- viii. Unnecessary delay in providing assessed and approved facilities.**

Regarding Information and Access Carers explained during the meetings that -

- Asian Carers cannot understand the advice the GP gives.**
- They cannot follow technical explanations given at hospitals.**

- “I can’t explain my sons problem to the GP,” says the carer.
- “If my child falls ill in the night, where would I go to get interpreting?”
- Carers are left alone to cope with illness and disability with the added problems of confusion, anxiety and worry. “I don’t know where to turn too, and I have given up.”
- Interpreting services should learn about the difficulties of Carers and try and make the service easily accessible.
- The interpreters are not from our own community backgrounds, having difficulties in translating our district dialogues properly.
- More advocates are needed to get the best and most appropriate service.
- Interpreting and Advocacy services should collaborate to provide more effective and appropriate support for Carers.
- Help should be given by clearly understood information in appropriate languages ie. waiting time in hospitals, out-patient departments.
- Interpreters of users background should be present at hospital and for GP appointments.
- Professionals should learn about and understand the cultural needs of different communities - religious and sensitive needs.
- Agencies should do outreach work within the community visiting Community Centres and Day Centres to explain to Carers what kinds of services they provide.
- There should be one information centre rather than lots of different ones.

In relation to Community Care -

- Community Care is a meaningless term to the Asian community.
- Many Carers remain unaware of what an assessment is, if the Carers have a right to an assessment and they need to know of this right.
- Many Carers do not know where to go for an assessment, they do not know where to turn to and where to get help.
- Carers only receive help from community groups or learn about services from friends.
- They are visited by doctors but are not assessed by Social Services Departments.

Regarding Community Care, Carers explained that,

They Want,

- *Social Workers who speak the relevant Asian languages and who can be contacted directly.*
- *More flexible criteria for day care services.*
- *GP's should help Carer's to access Social Services.*
- *A nurse should be present when female patients are being examined or being spoken to.*
- *Help with transport.*
- *Carers would like to see the same person regularly rather than a range of different people.*
- *Home Care Departments should be more sensitive to the cultural / language needs of their clients.*
- *Should be given choices, and to be treated with respect and dignity.*

In Relation To Benefits -

- *Carers are not getting the proper financial support and benefits.*
- *Many Carers face financial difficulties.*
- *Even where benefits are received.*

These are rarely enough to cope with the financial expenditure of illness and disability.

- *Asian Carers do not know if they are entitled to their benefits.*
- *They do not know why benefits they have been receiving are suddenly stopped.*
- *Carers are being told of benefits that they should have claimed years ago.*

Regarding Benefits -

They Want,

- *Translated information and publicity.*
- *More advice centres with interpreters and advocates.*
- *Benefit books should have a translated page for guidance.*
- *Financial help for transport to get to hospital and GP visits.*

ASIAN CARER'S OPEN DAY - JUNE 10TH 1997

The aim of the Asian Carers Open Day which took place during National Carers Week, June 9th - 15th 1997; was to identify Asian Carers and their needs for specific services recognised. The Open Day provided Carers with practical support, advice and information. In order to make the event accessible and meaningful to **all** Carers, the Speakers, representatives from the different agencies were bilingual and most of the information was available translated into appropriate languages.

Asian Carers encounter the social and economic disadvantages associated with being a member of black and Ethnic minority eg. language barriers, racism, lack of understanding of Asian culture which leads to the poor take up of services.

It became apparent that some Asian elderly Carers were very isolated and did not receive any support or services, therefore the Open Day aimed to provide an opportunity for the communities to recognise themselves as Carers and for service providers to listen to Carers.

During the Open Day, Asian Carers have spoken vividly about their experiences and highlighted the restrictions and problems that they are faced with on a daily basis. For Asian elderly Carers who do not use outside agencies, there are concerns and anxieties about what might happen in the future. Therefore, it is important that services are developed which are sensitive and responsive to their needs.

OUTREACH WORK - 1

Informal and Formal Discussions / Personal Details Form

Formal discussions were based on a one to one interview whilst filling in the personal details forms during home visiting house-bound Asian Carers.

Informal discussions were conducted by approaching Asian people in the streets and by feedback from Carers Support Group.

The aims and objectives of the project were promoted, which led to discussions on what the issues of concern were. This proved to be beneficial in finding out what Asian peoples opinions were and whether they were aware of any services.

OUTREACH WORK - 2

This was the most important method used because it gave the Carers Development Worker the opportunity to discuss issues that concerned Carers in the Carers home environment.

This was done by door knocking in Forest Fields, Lenton, Sneinton, it was apparent from this, that these areas are highly populated with Asians although this method achieved results it is still a slow process.

Below are some examples of the experiences of Asian Carers as communicated -

“My husband attends a Day Centre, but if I go into an office, no one is there whom I can communicate with, language is a problem. I have to rely upon my children to take time off school to go with me.”

“I have very little confidence when I go to a Social Services Office because I do not speak English, I feel that I do not get the services that I am entitled to, it makes me wonder whether this is because I am Asian or is it because the lack of knowledge?”

“I do not use the Respite Care Services because I feel that my cared for, face many difficulties eg. dietary needs, language and very important - religious needs.”

“I do not only run the household, but I look after my husband who has had a heart by-pass operation, I have little support from the family and cannot rely upon them because they have their own lives to lead, therefore it is expected that I will manage as I always do, what is not realised is that I am left feeling lonely, isolated and trapped.”

The examples highlights some of the dilemmas that confront Asian Carers, most common being isolation, language barriers, racism, lack of sensitive respite care service, ignorance of welfare benefits and other services etc.

Some Carers felt strongly about the views of the community and what other people might say eg. **“what will family / friends think of me if I start to ask for help / support?”**

We had to make sure that the Carers did not feel that their privacy was being invaded and that information gathered was kept confidential. Once this had been established, the Carers are quite willing to participate in the interviews.

SUMMARY

The Home Visiting Service; the personal details forms, the Asian Carers Open Day and the Asian Carers Support Group indicate quite clearly that Asian Carers remain isolated and unsupported and their needs acknowledged. The Carers have spoken policy planners and service providers in the Statutory and Voluntary Sectors also have a duty to ensure that services are designed and developed in ways that are acceptable and meaningful to all Carers in the community.

It is clear that the Asian Carers are not being widely recognised and their needs are not being met by the local authorities. Asian Carers endure painful and distressing emotional encounters. Furthermore, their social and educational opportunities are undermined by constant demands made on them.

Information for young carers is available, however no recognition is given to that of young Asian Carers. They go through early adulthood taking up the role of a professional Carer often neglecting their own educational and social opportunities. There is urgent help needed for this age group, with the emphasis on educational opportunities and the need to study at home.

For the Asian Carers community it is an invaluable project, without the assistance and support of the Health Authority and Social Services through Joint Finance, would have been non existent.

ROUGH JUSTICE - POLICE

Our cry for help is continuously rebounding without any result. We repeatedly highlighted the plight and suffering of our community through the abuse of powers by the Police in systematic criminalisation, by concocted professionally prepared charges through the knowledge and help of the legal system. With financial interests involved, there seems to be water-tight cases prepared against the members of our community, who have no chances of getting justice. It appears that some racist are purely working for financial gains to frame our young people.

We have time and again highlighted our concerns about the intimidatory, antagonistic and authoritarian treatment of our community through policing. We suggested to the previous Chief Constable for a committee chaired by the Deputy Chief Constable (present Chief Constable) on Equality, Recruitment and Training to address the issues seriously. We had no further official response or communication and meetings discontinued.

We appreciate the cordial and sympathetic approach of two previous and the present Chief Constable in our Conferences and Seminars but the implementation is lacking from the other ranks, and grass roots.

We recognise that the Chief Constable delegates the responsibilities to other Senior Officers, most of them are fair and highly professionals and should perform their duties with conviction. To expect from the Chief Constable to shoulder everything is sometimes too much to ask for. We recently after failing to get response, wrote to Chief Constable whose response was swift but followed action ended up for suggestions of a meeting with an Inspector who is designated as one area Commander from 1st April 1998; whereas issues raised was of the general policing.

There are allegations of Police mis-handling our young people while some ending up with broken limbs, they are being bundled and thrown in the back of the Police vans, racially abused or being spat at in the vans or other isolated places where there is no witness and Police closing ranks. Our people are treated as criminals during the custody, before any convictions or charges. The Police which should protect the rate payers without fair or favour treat our people unfairly and start framing them up instantly on contact.

The phrase "violation of human right" often invokes images of horrifically beaten prisoners in the dungeons of non western countries or memories of holocaust atrocities of over 50 years ago and the names of organisations like Amnesty International.

If we compare with the civilisation, circumstances and law enforcement resources of non westerns and western society today, we will be shocked of the treatment and policing we are experiencing which surely is a violation of human rights, but it gets well camouflaged.

Our experience have little reason to believe that our rights are protected or we are being offered anything more than second class treatment. Some of the policy statement of the present government shows light at the end of the tunnel for a broad commitment to facilitating enforcement of human rights in Britain by its intention to incorporate the European Convention on Human Rights into domestic law. We will wait and see if the forthcoming legislation's (depends on its interpretation) will make it easier for us to have our right and protection from institutionalised racial and religious discrimination, in policing and other areas. We then may have freedom for arbitrary arrest or detentions fair hearing, freedom from torture, inhuman or degrading treatment, unfair discrimination the rough misuse of power and racist policing.

According to the statistics the racial incidents are steadily increasing. Although our people are suffering at the hands of a small Minority in society, but our main concern is institutionalised racism which is much more damaging and destroying the future career of our young people. The system acts as prosecutioners, jury, judge and executioner for us. The results are glaring on everyone's faces.

We wish to highlight some of the proof of our concern, from the Police documents. Under Section 95 of criminal justice Act 1991, recording with Ethnic and gender breakdown of Pace Stop and Search under four Categories Code White, Black, Asian and others, is a requirement. According to the Nottinghamshire Constabulary Statistics the following charts show that over the past four years,

The Afro Caribbean (black) person five time, and Asian over one and a half times as likely as white were stopped and searched. (*Appendix 1*).

It clearly appears from the chart - highest increase of Stop and Search on four years since 1993 is **400% Asians, 225% Blacks, compared with 176% White**. The charts clearly show from the results that Asians are taken as easy prey for antagonisation and professionally framed to be criminalised.

There is also a six month (April to September 1996) breakdown by the division, showing some startling results. Again the Asians are more victimised percentage-wise. (*Appendix 2*).

The chart shows the highest number of 14-30 age group to be stopped and searched. (*Appendix 3*).

The chart which classed as unacceptable for Stop and Search, shows the picture of Police professionalism and training. (*Appendix 4*).

April 1996 to March 1997, there have been,

More than twice Asians nearly 1.3 Afro Caribbeans against 1% White are the victim of the crime.

♦ **Stop and Search Afro Caribbeans more than 5 times, Asian twice against Whites.**

♦ **Arrest Afro Caribbeans 4 times, Asians 1.3 times against the Whites.**

- ◆ None warranted arrests, Afro Caribbeans 4 Times, Asians 1.3 times against Whites.
- ◆ There have been more prosecution of Afro Caribbeans & Asian and less cautions against Whites.

Fixed penalty notices April 96 to March 97.

- ◆ Endorsable and non endorsable Asian 5½ time, Afro Caribbeans 2½ times again Whites.

Breath Test

- ◆ Asian 2½ times, and Afro Caribbeans twice against Whites.

APPENDIX 1.

PACE STOP & SEARCHES: 1993 - 1996/ 97

STOPS	SUSPECT				
YEAR	WHITE	BLACK	ASIAN	OTHER	TOTAL
1993	1727	116	31	19	1893
1994	2077	133	52	15	2277
1995 / 96	3054	286	86	45	3471
1996 / 97	4771	377	155	49	5352
AVERAGE	2907	228	81	32	3248
% INCREASE SINCE 1993	176%	225%	400%	158%	183%

ARRESTS	OFFENDER				
YEAR	WHITE	BLACK	ASIAN	OTHER	TOTAL
1993	390	23	10	5	428
1994	401	22	13	2	438
1995 / 96	434	40	11	2	487
1996 / 97	669	62	9	1	741
AVERAGE	474	37	11	3	131
% INCREASE / DECREASE SINCE 1993	72%	170%	-10%	-80%	73%

PROPORTION OF ARRESTS AGAINST NUMBER OF SEARCHES					
YEAR	WHITE	BLACK	ASIAN	OTHER	TOTAL
1993	23%	20%	32%	26%	23%
1994	19%	17%	25%	13%	19%
1995 / 96	14%	14%	13%	4%	14%
1996 / 97	14%	16%	6%	2%	14%
% DECREASE SINCE 1993	-9%	-3%	-26%	-24%	-9%

PACE STOP & SEARCH RESEARCH - COVERING ALL RECORDED SEARCHES APRIL - SEPTEMBER 1996 BY DIVISION

SEARCHES	<u>MALE</u>				Male (Ethnicity Not Recorded)	<u>FEMALE</u>				Female (Ethnicity Not Recorded)	Vehicle Only Searches
DIVISION	White	Black	Asian	Other		White	Black	Asian	Other		
ARNOLD	216	18	8	4	1	11	2			1	25
BASSETLAW	127	3	2	3	1	16					6
BEESTON	529	57	28	10	8	23		1			33
CARLTON	73	9	5		3	2					7
CENTRAL	421	36	21	8	2	23	1	2	1		38
HUCKNALL	69	9	4	6	2						8
MANSFIELD / ASHFIELD	69	2	4	2	1	4	1				8
RADFORD ROAD	81	8	5			3					6
TRENT	165	14	4	1		4					3
TOTAL SEARCHES	1750	156	81	34	18	86	4	3	1	1	134

ARRESTS	<u>MALE</u>				Male (Ethnicity Not Recorded)	<u>FEMALE</u>				Female (Ethnicity Not Recorded)	Vehicle Only Searches
DIVISION	White	Black	Asian	Other		White	Black	Asian	Other		
ARNOLD	26	2	1			3					3
BASSETLAW	22			1	1	2					1
BEESTON	67	10	3	1		4					3
CARLTON	9	4	1								2
CENTRAL	53	6	2			4	1				7
HUCKNALL	11	5		1							
MANSFIELD / ASHFIELD	6	1									1
RADFORD ROAD	13	2									2
TRENT	28	4									
TOTAL ARRESTS	235	34	7	3	1	13	1				19

APPENDIX 3.

PACE STOP & SEARCH RESEARCH - SEARCHES OF PERSONS BY AGES

SEARCHES	<u>MALE</u>				Male (Ethnicity Not Recorded)	<u>FEMALE</u>				Female (Ethnicity Not Recorded)	TOTAL
	White	Black	Asian	Other		White	Black	Asian	Other		
Under 14 yrs.	112	13	2	2	1	4		1			135
14 - 16 yrs.	392	47	25	10	4	22		1			501
17 - 20 yrs.	598	46	20	14	7	27	1				713
21 - 24 yrs.	233	17	15	3		10	1				279
25 - 30 yrs.	166	6	10	1	1	6					190
Over 30 yrs.	169	18	6	3	1	13	1			1	212
Refused / Not Recorded	80	9	3	1	4	4	1	1	1		104
TOTAL SEARCHES	1750	156	81	34	18	86	4	3	1	1	2134

ARRESTS	<u>MALE</u>				Male (Ethnicity Not Recorded)	<u>FEMALE</u>				Female (Ethnicity Not Recorded)	TOTAL
	White	Black	Asian	Other		White	Black	Asian	Other		
Under 14 yrs.	12	6									18
14 - 16 yrs.	38	9	3			3					53
17 - 20 yrs.	80	4	1	2		1					88
21 - 24 yrs.	34	6	2			2	1				45
25 - 30 yrs.	29	2	1			2					34
Over 30 yrs.	32	5		1		4					42
Refused / Not Recorded	10	2			1	1					14
TOTAL ARRESTS	235	34	7	3	1	13	1				294

% OF SEARCHES BY AGE RANGE						
AGE RANGE	White	Black	Asian	Other	Not Known	TOTAL
Under 14 yrs.	6%	8%	4%	6%	5%	6%
14 - 16 yrs.	23%	29%	31%	29%	21%	23%
17 - 20 yrs.	34%	29%	24%	40%	37%	33%
21 - 24 yrs.	13%	11%	18%	9%		13%
25 - 30 yrs.	9%	4%	12%	3%	5%	9%
Over 30 yrs.	10%	12%	7%	9%	11%	10%
REFUSED / NOT RECORDED.	5%	6%	5%	6%	21%	5%

PACE STOP & SEARCH RESEARCH - SEARCHES CLASSED AS UNACCEPTABLE

SEARCHES	<u>MALE</u>				Male (Ethnicity Not Recorded)	<u>FEMALE</u>				Female (Ethnicity Not Recorded)	Vehicle Only Searches
REASON FOR SEARCH	White	Black	Asian	Other		White	Black	Asian	Other		
STOLEN PROPERTY	439	34	11	7	6	27		1			20
DRUGS	100	12	3	2		6					2
FIREARMS	3					1					
OFFENSIVE WEAPON / BLADES	97	10	16	1		1					2
GOING EQUIPPED	414	27	14	7	1	10					14
OTHER	81	7	3	2		6					6
TOTAL SEARCHES	1134	90	47	19	7	51		1			44

ARRESTS	<u>MALE</u>				Male (Ethnicity Not Recorded)	<u>FEMALE</u>				Female (Ethnicity Not Recorded)	Vehicle Only Searches
REASON FOR ARREST	White	Black	Asian	Other		White	Black	Asian	Other		
STOLEN PROPERTY	34	5		1		1					2
DRUGS	24	5		1		1					1
FIREARMS											
OFFENSIVE WEAPON / BLADES	6		1								
GOING EQUIPPED	30					1					1
OTHER	4					1					3
TOTAL ARRESTS	98	10	1	2		4					7

The statistics are clear proof of double standard in Police practices. There is a transparent racism seen even through double smoked screens by any standard.

We are putting this on record again, that there appears to be selection racial discrimination by some Police Officers, in policing of our communities which needs addressing. We assume Senior command may not know what is happening at the grass root and is not part of closing ranks in inequalities cover up, if that is the case then it should reflect equality in the policing of our community.

The Defendants Theoretical Rights

Before we mention some of the basic theoretical rights our community members are caught up in the unfair system should remember that in theory, the onus is on the system for proof beyond reasonable doubt of the guilt, not the other way round which is the general practice we have been facing; *like*:

- ◆ *“Why were you running?”*
- ◆ *“Why are you wearing the expensive garment or piece of jewellery?”*
- ◆ *“Why are you driving the nice car, How can you afford it?”*
- ◆ *“What is in your car, we need to check?”*
- ◆ *Your face looks like and fits in a description of crime taken place elsewhere.*
- ◆ *Your face fits in description who committed crime a while back, if you come with an alibi of holidays out of the country, your air ticket might not be sufficient and be asked for the passport.*
- ◆ *“Why are you wearing gloves?”*
- ◆ *“Why are you wearing dark glasses?”*

The list of harassment goes on, depending on the Dealing Officers behaviour. If the Officer has made up his mind to arrest you anyway, then you may get very rough treatment during arrest on the way to Police station and during custody. *The examples are,*

If you try to protest your innocence of ‘trumped’ charge;

- ◆ *immediate Police assistance will be radioed for,*
- ◆ *more than one Police Officer will pounce at you even if you are willing to co-operate,*
- ◆ *you will be forced to the ground face down, even if you do not resist arrest.*

The treatment will be just like the one we watched on video, of an American motorist who suffered at the hand of their Police in 1992.

- ◆ *You will be pushed in the van getting ‘verbal abuse’ and rough treatment on the way to the station which you cannot prove because you will have no witness, and the system tends to believe the Police.*
- ◆ *On arrival at the Police station you will be stripped, searched and then pushed in a cell to wait for hours in some cases for interview.*

- ◆ If you are injured you may have to wait a long time for medical treatment and be shouted at.
- ◆ If you are kept over night in the cell you may not get proper food, religious practice needs or covers to sleep.

However, we advise you for some of your basic rights that you should have,

- 1) The reason for your arrest and detention.
- 2) Human treatment all the way through.
- 3) Inform someone of your arrest.
- 4) Right of Solicitor / Interpreter present without cost.
- 5) If you are under age, right of parent / guardian, Solicitor and Interpreter, if required.
- 6) Right to see Code of Practice in the language you understand, if you cannot read, ask for the Interpreter and make sure the person is from your language dialects background. Be aware that a slight mistake can criminalise you.
- 7) If you are cautioned and your statement is to be taken, you can refuse to answer any question until your legal representative and appropriate translator is present.
- 8) You cannot be detained longer than required under law, without being charged. Your Solicitor and / or Police should explain the time limit.

These are some of the rights you have and further, can be seen in Police Code of Practice or your Solicitor should explain to you. It is unfair that complaints against the Police is investigated by the Police, but until there is an alternative you have a right to complain against the Police to a Senior Police Officer, of any malpractice's which should be investigated and you are kept informed of.

You are sincerely advised to stay calm during the process of Police arrest, any protest of innocence may end you in hospital, with broken limbs on an excuse of resisting arrest or other rough treatment, which you cannot prove without your witness.

The statistic and expenditure of the law enforcement shows that there is something wrong in the system which seems to be mostly money orientated. According to the statistics two thirds of expenditure goes to the Police enforcement through administration overtime, and policing, the rest, on judicial system. In practice Police provides work for the legal representation on both sides, the transparent prevalence of racism which is permeated through the society also reflects in the system in small numbers. So the users should carefully choose their legal representative with a clear track record of fairness and successes. The result of your defence depends on the proper preparation and presentation of the case before the court.

COMMON MONITORING PROJECT

Background

The concept of a Common Monitoring System originated during the 1980's following civil unrest in the inner cities.

A Home Affairs committee reported in 1986, amongst other things that -

"All Police Forces and Local Authorities whose areas contain an appreciable ethnic minority population should give serious consideration to the establishment of a multi-agency approach to racial incidents and that the Home Office should ensure that knowledge acquired as to the best ways to organise a multi-agency approach is disseminated."

The Home Office Inter-Departmental Racial Attacks Group Report 1989 made 79 recommendations/conclusions including -

"Racial harassment is a complex social problem and there is no one solution to it. It would help if all the statutory agencies took unilateral action of the kind we described in Section 4. But it would be possible to improve the total response still further if the agencies were to work more systematically together as part of a multi-agency approach. We are firmly convinced that the multi-agency approach offers a number of important advantages over unilateral action."

As a result, the Nottingham Inter-Agency Racial Attacks and Harassment Group was formed in 1989. It was from within this group that the Common Monitoring Project evolved.

In late 1995, funding for a pilot project was made available by Nottinghamshire County Council. It was decided to locate the project at the Afro Caribbean and Asian Forum in order to give the Common Monitoring Project a degree of autonomy from the major agencies in Nottinghamshire.

The initial task of the project was to:-

- *establish what information would be required from the particular agencies*
- *Develop a database to hold and process the information collected*
- *develop the Common Monitoring Racial Incident Form to be used by participating agencies*
- *ensuring that the project is registered under the Data Protection Act 1984*

Since April 1996, the project have been receiving a regular supply of racial incident reports from agencies such as Nottinghamshire Constabulary and individual victims.

In June 1996 the Steering Group (comprising of representatives from the City/County Council, Police, Forum and REC) met and agreed to have a public Launch of the Common Monitoring Project for September 1996. In total 188 invitations were sent to Statutory and Voluntary Sector Agencies and the media.

The event was successful in that over 70 people from various agencies attended. Support for the project was given in speeches by David Ellis, Nottinghamshire County Council, Councillor Martin Gawith, Deputy Leader of Nottinghamshire County Council, Councillor David Liversage, Chair of Housing, Nottingham City Council, Colin Bailey, Chief Constable, Milton Crosdale, Director,

Nottingham and District Racial Equality Council and Gulzar Khan , Director, Afro Caribbean and Asian Forum.

At the launch twelve agencies signed Partnership Agreements and others expressed support and were going to recommend participation to their respective organisations.

Current Situation

By the end of 1997 the Common Monitoring Project had a database developed to the point where complex reports could be produced and containing data on over 1300 racial incidents occurring in the county since 1995.

Since the launch of the project, where twelve agencies signed Partnership Agreements, the number of participating agencies has increased to forty seven. Other agencies, including two district authorities, have shown interest and are likely to participate during the coming year.

During 1997 the Common Monitoring launched its First Annual Report covering 1996 and two other reports covering periods during 1997. A summary of these reports is given below.

Reports

Common Monitoring launched the first annual report at an event held at County Hall in April and attended by the Chief Constable, County Councillors and district councillors and representatives of the participating agencies.

The findings in the report were that in 1996:-

- Some 428 separate racially motivated incidents were reported to the participating agencies.
- Nearly 600 people were direct victims of racial incidents, predominantly from the Asian and African Caribbean communities.
- Over 700 people are alleged to have instigated racially motivated incidents.
- The highest number of incidents takes place in the City of Nottingham.
- Isolated ethnic minority communities are more at risk of racially motivated incidents.
- The peak age of perpetrators is 11 to 20 years.
- Nearly 60% of racial incidents take place at or near the victim's home.

In October 1997 Common Monitoring issued a second report covering the period 1 January 1997 to 30 June 1997. This report had a special section which looked specifically at incidents involving families where the adults are of different ethnic origin and single parent families where the children are of mixed race.

Compared to the first six months of 1996, the report indicates that in the first half of 1997:-

- There was a small fall in the number of reported racial incidents.
- The proportion of incidents reported in happening outside Nottingham City has increased.
- The proportion of Asian victims and those in the 'Other' category increased and the proportion of African Caribbean, mixed race and 'White' victims decreased.
- The proportion of 'White' alleged perpetrators increased with a corresponding decrease in alleged African Caribbean perpetrators.
- There is little difference in the age and gender profile of victims.
- The age profile of alleged male perpetrators shows a slight increase.

- The majority of incidents still occur at or near the victim's home.
- Verbal abuse is still alleged in nearly three quarters of incidents but there has been a small reduction in the proportion of incidents involving physical assault and criminal damage.

For Incidents involving families of different ethnic origins the report found that:-

- The majority of victims are 'White'.
- Most victims are female.
- Nearly all incidents occur at or near the home of the victim.
- 'White' victims are being harassed by alleged perpetrators who are also 'White'.

Training

A training day was held during June 1997 participating agencies. The objective was to increase understanding of racial incidents and the remedies available and to give delegates practical experience of the types of incidents reported during workshop exercises. The event was attended by over 30 delegates from a range of agencies. Feedback from the delegates suggested the training was useful, although many suggested that more time was needed.

Other Activities

During February and March, Common Monitoring participated in seminars held at Mansfield, Ashfield, Worksop and Newark. The aim of these seminars was to increase awareness of racial issues and included presentations by the REC, Police and Common Monitoring. Workshops were also held covering supporting victims, dealing with incidents and work with perpetrators. All but one of the seminars were well attended.

Common Monitoring is playing an active part in the Newark Racial Forum and will provide training for forum members with respect to the 'Helpline' they intend to set up during 1998.

Presentations of the Common Monitoring project have been made to a number of Social Services groups and the Churches Together in Lenton.

Future

During 1998 efforts will continue to bring more agencies into the project and establish closer links with the existing participating agencies. A second training day is being planned for April/May and work is in progress to produce monthly information that has been requested by the Police.

Finally, we can report that Nottinghamshire Common Monitoring has been successful in collating 1303 reported incidents between January 1995 to December 1997. However, close examination of the reports would suggest that 1519 incidents took place during the period, an under reporting of 17% from victims willing to report an incident. This supports what we have always said, that reported incidents only represent a small proportion of all the incidents that occur.

We would hope that the participating agencies will actively pursue policies and procedures to encourage the reporting of racial incidents to build confidence that something can be done. To the agencies not yet participating, we would recommend that they give serious consideration to joining the project to ensure that there is an integrated and common approach to racism in the County. Racism in any form is not acceptable and we can assure victims that agencies in the County take the matter seriously. We would recommend to anyone who is the victim of a racial incident to report it. Statistics show that, in the majority of cases, this action will prevent further incidents. Racism will remain mostly invisible if victims do not take action.

It is evident that the project is proving a fruitful source in that it gives a more realistic picture on the number of incidents experienced by members of our community.

**Racial Incidents Reported
Per Month from All Agencies**

Month	1995	1996	1997
January	16	40	30
February	20	27	22
March	33	36	39
April	29	39	35
May	48	39	40
June	39	44	35
July	61	45	39
August	49	41	53
September	35	30	53
October	38	37	33
November	26	25	39
December	21	31	29
Total	415	434	447

**Local Authority District
Incidents Occurred**

Local Authority	1995	1996	1997
Ashfield	18	28	24
Bassetlaw	11	9	14
Broxtowe	15	22	22
Gedling	9	18	20
Mansfield	12	19	8
Newark and Sherwood	10	14	25
Nottingham	326	319	317
Rushcliffe	14	5	17
Total	415	434	447

Ethnic Origin

Ethnic Origin	Victims			Alleged Perpetrators		
	1995	1996	1997	1995	1996	1997
Asian	234	235	280	24	30	29
African/Caribbean	159	188	145	37	58	32
White	55	84	69	463	529	590
Mixed Race	25	56	52	9	10	12
Other	5	29	39	3	19	3
No Victim	8	4	5			
No Known				112	94	98
Total	486	596	590	648	740	710

Age and Gender

	Age	Victims			Alleged Perpetrators		
		1995	1996	1997	1995	1996	1997
Female	0 to 10 years	14	28	20	0	3	4
	11 to 20 years	26	39	45	17	34	24
	21 to 30 years	50	64	64	12	19	13
	31 to 40 years	42	52	61	11	16	17
	41 to 50 years	19	28	27	8	10	10
	51 to 60 years	5	11	8	0	5	6
	60 years +	2	5	10	4	9	4
	Age not known	78	38	33	24	32	32
	Total Female	236	265	268	76	128	110
Male	0 to 10 years	12	30	29	16	17	16
	11 to 20 years	40	74	60	106	111	105
	21 to 30 years	45	41	45	32	57	71
	31 to 40 years	39	67	52	30	47	38
	41 to 50 years	30	32	37	10	15	10
	51 to 60 years	11	11	20	9	9	14
	60 years +	11	19	9	5	11	9
	Age not known	44	46	41	107	136	146
	Total Male	232	320	293	315	403	409
Age and Gender not known		18	11	29	257	209	191
Grand Total		486	596	590	648	740	710

Place Incidents Occurred

Place	1995	1996	1997
Victim's home	204	188	193
Shop	43	52	66
Street local	50	68	66
Street	40	45	51
Public House/Club	10	12	8
School	10	14	7
Taxi	3	9	7
Church/Mosque/Temple	0	0	5
Public park	8	3	5
College	2	0	4
Commercial premises	11	5	4
Public transport (Bus)	5	3	4
Car park	2	4	3
House	5	13	3
Prison	1	1	3
Public phone box	2	1	3
Statutory agency	3	1	3
Community centre	2	3	2
Hospital/Doctors	3	2	2
Police Station	4	4	2
Other places	7	6	6
Total	415	434	447

Allegations Made

Allegation	1995	1996	1997
Verbal abuse	299	318	327
Physical assault	81	87	96
Nuisance	82	87	93
Criminal damage	63	98	89
Graffiti	13	29	26
Unpleasant Substances	4	13	25
Letter/Written Material	41	30	24
Threat	11	26	24
Malicious phone call	10	20	15
Burglary	6	11	6
Victimisation of children	1	7	6
Attempted arson	0	3	5
Action because of ethnic origin	0	1	3
Robbery	0	2	3
Theft	6	10	3
Arson	8	2	2
Printed Literature	6	3	2
Threatening behaviour	0	0	2
Other allegations	3	11	9
Total Allegations	634	758	760

Agency Response

Nottinghamshire Constabulary

Response	1995	1996	1997
Verbal warning/Advised	84	98	92
Charged with offence	64	72	92
Reported for summons	24	18	19
No further action	21	27	24
Cautioned	8	10	7
No action taken	6	6	0

CONFERENCE ON PROGRESS THROUGH
PARTNERSHIP BETWEEN LOCAL AUTHORITIES &
AFRO CARIBBEAN & ASIAN VOLUNTARY SECTOR
DURING EUROPEAN YEAR AGAINST RACISM

(Held on the 17 November 1997)

In 1997, being the European Year Against Racism, we decided to organise the Conference to ascertain the policies and practices of three regional counties (Derbyshire, Leicestershire and Nottinghamshire) on Employment and Service Provision for AC&A communities, to build a solid regional foundation for Government and Local Authorities dealing with AC&A Voluntary Sector, for a real partnership approach by sharing good practices through monitoring and evaluation of their equalities in employment and service provisions. Because of the time constraint the Conference addressed only four major issues facing our communities to set a criteria, to permeate through the whole of the service provisions.

The government initiative of working in Partnership with the Voluntary Sector nationally, regionally and locally was a welcome move, provided it is positively acted and implemented upon.

There are more than 10% of Afro Caribbean and Asian (AC&A) children/young people who are in the educational institutions within the three regional counties under discussion. A significant number of them are under-achieving or channelled through unemployable qualifications. The unemployment scenario of their parents also reflect on the childrens education thus jeopardising their future careers.

AC&A young people disproportionately end up in mental institutions labelled as schizophrenic or suffering through other mentally related diseases. They are 'doped on drugs up to their eyeballs' by the institutions, or end up in prisons. Their only fault in most incidents are that they react to the provocation, aggression, brutality and other covert racial victimisation of the system. The disproportional representation in both institutions is transparent.

There are more than 8% of the total economically active AC&A people in the three counties, but if we break it down to the New Unitary Authorities the percentage is up to 30% in some areas. The unemployment figures are proportionally more than double, than their white counterparts and some sections of the community are worse than others living below the poverty line.

The economic regeneration programmes over the years through Inner Area, Urban Area, City Challenge, Section 11 or any other 'phoney money' process, has not benefited the minority ethnic groups. Now the new wave of European lottery or other windfall resources are available but our people can not bid successfully because of the condition of matching funds which are not easily available for minority ethnic groups.

There are more than 3% elderly AC&A living in the three counties. Their first, and part of the second generation migrated to Britain on the invitation of the then government to come and help rebuild the damaged infra structure and economy after the second world war. They also contributed more than their fair share during the war including 3 million dead in the Calcutta famine cover-up until the recent Channel 4 discovery.

Instead of first using the welfare state resources to be enabled for economically active age, which presently costs around a quarter of a million per person. AC&A people came in their prime ages and invested in the rebuilding of society we now live in. They are disproportionately suffering from different serious diseases including high blood pressure, sickle cell thalassemia, kidney failure, diabetes and heart attacks. Now, they need assistance to live respectably, but they are made to feel guilty of living on state benefits. The pension calculation system works on the insurance stamp basis, consequently most of them are losing on missing the insurance stamps because they arrived late in their economically active ages.

The AC&A Voluntary Sector is vibrant in providing much needed help and services (cheaper than the Local Authorities), with a huge variety of roles. The additional service needs due to cultural linguistic and religious diversity are not sometimes appreciated by the providers, decision makers and their helping hands.

The AC&A Voluntary Sector innovates, advocates and design the specialise services to reach their section of the communities, with particular different needs which the providing authorities cannot reach. The AC&A Voluntary Sector always with empathy, tried to participate in advising the providers as honest partners, which sometimes has not been appreciated for different reasons which need not be elaborated here.

THE CONFERENCE AIMED TO -

- Celebrate steps that the Partners have already taken and marked out a direction for future collaboration.
- Identify future changes expected in Local, Regional, National and Europe-wise Authorities. Share and exchange of ideas and good practice in the local region and elsewhere.
- Develop a regional network and identify the agenda for future collaboration.

KEYNOTE SPEAKER - MR MIKE O'BRIEN MP

(PARLIAMENTARY UNDER-SECRETARY OF STATE, HOME OFFICE)

- 1] The role and contribution of the Afro Caribbean and Asian Voluntary Sector having additional diverse service needs and relationships with the partners, ie Local Authorities.

The Government's view.

- What are the hopes and expectations of the Government for Voluntary Sector Organisations and existing or, Partnerships?
- How does the Government intend to support the Afro Caribbean and Asian Voluntary Sector in future years? Considering their diverse service needs.
- What more can be done by the Local Authorities and Afro Caribbean and Asian Voluntary Sector?

EMPLOYMENT AND ECONOMIC REGENERATION

(SPEAKER - CLLR. GRAHAM CHAPMAN - LEADER OF CITY COUNCIL)

2] There is a high level of unemployment with fearful consequences and lack of business opportunities.

- What positive policies are in practice in the Local Authorities for equality in employment?
- What support and opportunities are available for the Afro Caribbean and Asian business and Voluntary Sector?
- What partnership role is being played or expected of Afro Caribbean and Asian Voluntary Sector?
- What more can be done?

EDUCATION & YOUTH

(SPEAKER - CLLR. MICK WARNER - DEPUTY LEADER OF CITY COUNCIL)

3] David Blunkett - "Education is the Foundation of Life, aim of raising standards."
What is being done to raise standards for Afro Caribbean and Asian children within the following areas -

- Strengthening partnership between schools, pupils and parents and the Voluntary Sector organisations?
- Achievement projects, mentoring schemes, after school provision, supplementary schools?
- Teachers training, (mandatory cultural and religious training), recruitment of appropriate staff / Governors?
- Section 11 (at Conference, Tony Blair pledged not to implement planned cuts), reduce exclusion, training and racial, cultural and linguistic discrimination in schools?
- What involvement does the Afro Caribbean and Asian Voluntary Sector have in achieving excellence in schools?
- What more can be done?

SOCIAL SERVICES AND HEALTH

(SPEAKER - CLLR. BETTY HIGGINS - CHAIR OF SOCIAL SERVICES COMMITTEE, NOTTINGHAM CITY COUNCIL)

4] The Afro Caribbean and Asian community has significantly contributed to the social and economic welfare of the society in 2nd World War and since, but when it comes to the appropriate services they are trailing behind or tagged on. What policies are in practice on the following issues -

- What service provisions are available for children, the disabled, carers, elderly, mental health and other community care needs?
- Are those provisions sensitive to the specific, cultural, religious, linguistic needs of the diverse population?
- What role is the Afro Caribbean and Asian Voluntary Sector playing in addressing the gap in services, and are the Authorities getting any benefit?
- What more can be done?

LAW ENFORCEMENT AND JUSTICE SYSTEM

(SPEAKER - MR C F BAILEY - CHIEF CONSTABLE - NOTTS CONSTABULARY)

5] There is growing fear in Afro Caribbean and Asian community of rough justice through police, CPs and Courts. It is statistically proved that they are more likely to be stopped and searched, taken into custody, charged, then cautioned and refused bail, receive large sentences. compulsory detention under Mental Health Act and longer prison sentence than the white persons for similar offences.

- What policies and practices are available for taking action against the police officer for misusing their powers and are they being correctly applied?
- Recent Industrial Tribunals give the impression that there is underlying discrimination based on race and sex within the Police Force. Is this a correct view and what internal actions are being taken to stem the tide?
- What incentives are available to encourage the Force members to report racism, or other misuse of powers of their colleagues?
- What is positively being done to improve the image of policing in ethnic minority communities in particular, and society in general?

- **Justice should be seen to be fair. Public opinion suggests that it favours criminals. Is this view correct and what can / is being done to address the balance?**
- **What is the role of the Voluntary Sector, or what role can it play?**
- **What more can be done?**

The Conference was formerly opened by:

Mr John Heppell, MP for Nottingham East

who kindly arranged the Key Note Speaker for us.

The Representatives were welcomed by,

Mr George Leigh

the Chairman of the Forum.

PLENARY SESSION

The session was chaired by Cllr Martin Gawith

Deputy Leader - Nottinghamshire County Council.

When we discussed where we go from here.

The final report when printed will be distributed widely.



Established 1983

CONFERENCE

ON

***PROGRESS THROUGH PARTNERSHIP
BETWEEN LOCAL AUTHORITIES &
AFRO CARIBBEAN & ASIAN VOLUNTARY SECTOR
DURING EUROPEAN YEAR AGAINST RACISM***

TO BE HELD ON THE

17 NOVEMBER 1997

FROM

9:30AM TO 4:30PM

AT

**THE DENEWOOD CENTRE
DENEWOOD CRESCENT, BILBOROUGH
NOTTINGHAM NG8 3DH**

Financially Supported by Nottinghamshire County Council and Nottingham City Council

CONCLUSION

FORUM REPORT

Our Annual Report contains some of our concerns as well as our aspirations as to how we fair as a community. We must also not lose sight as to considering the possible causes as to why Afro Caribbean and Asians experience such inequality in service provisions. We note racism is on the increase, we see Islamophobia reflected and confirmed in the recent report from the Runnymede Trust.

We cannot allow inequality to remain unchallenged. We must utilise and become familiar with the 'structures of power' - we must Master these structures within the Council and the New Unitary Authority, so that our community can lead their lives with self respect and dignity.

We see inequality, injustice reflected everywhere, within the Health provision, Employment, Education, Social Services and within the law.

We as an organisation will continue undaunted towards the task of realising 'equality' for all in respect of the above areas. We can only do this with your support and co-operation. We remain determined.

AFRO-CARIBBEAN & ASIAN FORUM

UNIT 1 35 EBURY ROAD SHERWOOD RISE NOTTINGHAM

BALANCE SHEET AS AT 31 MARCH 1995

<u>At 31.3.94</u>			<u>Notes</u>	
		<u>FIXED ASSETS</u>		
5415		Fixtures Fittings and Equipment	1	4332
		<u>CURRENT ASSETS</u>		
	1304	Debtors		9095
	241	Prepayments		941
	23817	Cash at Bank		17324
	10	Cash in Hand		9
	<u>25372</u>			<u>27369</u>
		<u>LESS: CURRENT LIABILITIES</u>		
	<u>9286</u>	Creditors and Accrued Charges	2	<u>8658</u>
16086		Net Current assets		<u>18711</u>
<u>£21501</u>				<u>£23043</u>
		<u>REPRESENTED BY:</u>		
		<u>ACCUMULATED FUND ACCOUNT</u>	3	
	13907	Balance as at 31 March 1994		21501
	857	Add: Bank Interest Received		775
	<u>6737</u>	" Excess of Income Over Expenditure		<u>767</u>
21501				<u>23043</u>
<u>£21501</u>				<u>£23043</u>

AFRO-CARIBBEAN & ASIAN FORUM

UNIT 1 35 EBURY ROAD SHERWOOD RISE NOTTINGHAM

INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 MARCH 1995

Year Ended 31/3/94

		NOTTS COUNTY COUNCIL	NOTTM HEALTH AUTHORITY	TOTAL
£		£	£	£
	<u>INCOME</u>			
	Grants Received			
59230	Re: Salaries & Nat. Ins.	53004	9628	62632
25595	Re: Running Costs	15736	5203	20939
2508	Re: Seminars & Confs.	3095	-	3095
1304	Multicultural Festival	-	-	-
		<u>71835</u>	<u>14831</u>	<u>86666</u>
88637		<u><u>71835</u></u>	<u><u>14831</u></u>	<u><u>86666</u></u>
	<u>EXPENDITURE</u>			
59230	Salaries & Nat. Ins.	53004	9628	62632
5944	Rent Surcharge & Elc.	6838	-	6838
2184	Rates and Water	2384	-	2384
163	Repairs & Maintenance	55	-	55
3110	Printing Stationery & Postage	1119	958	2077
2281	Telephone	1189	802	1991
258	Insurance	301	-	301
389	Annual Gen. & Other Meetings) Expenses)	565	-	565
2508	Seminars & Conferences	3095	1375	4470
1609	Multicultural Activities	-	1077	1077
684	Travelling Expenses	284	150	434
111	Training	13	-	13
346	Books & Publications	146	-	146
171	Advertising	-	-	-
180	Bank Charges	195	-	195
-	Corporation Tax	194	-	194
588	Accountancy Fee	611	-	611
1354	Depreciation	1083	-	1083
638	Cleaning	462	150	612
152	General Expenses	221	-	221
81900		<u>71759</u>	<u>14140</u>	<u>85899</u>
6737	Excess of Income Over Expenditure	76	691	767
88637		<u><u>71835</u></u>	<u><u>14831</u></u>	<u><u>86666</u></u>

AFRO-CARIBBEAN & ASIAN FORUM
UNIT 1 35 EBURY ROAD SHERWOOD RISE NOTTINGHAM

NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 1995

At 31/3/1994

£		£
	1. <u>FIXTURES FITTINGS AND EQUIPMENT</u>	
	<u>At Cost</u>	
7605	Balance as at 31 March 1994	11580
3975	Additions during the year	-
<u>11580</u>		<u>11580</u>
	<u>Accumulated Depreciation</u>	
4811	Balance as at 31 March 1994	6165
1354	Charged during the year	1083
<u>6165</u>		<u>7248</u>
<u>5415</u>	NET BOOK VALUE AT 31 MARCH 1995	<u>4332</u>
	2. <u>CREDITORS AND ACCRUED CHARGES</u>	
876	Printing, Stationery & Postages	8
552	Telephone	471
588	Audit and Accountancy Fee	611
-	Cleaning	8
	<u>Grant in Hand</u>	
7270	Nottingham Health Authority	7560
<u>9286</u>		<u>8658</u>

AFRO-CARIBBEAN & ASIAN FORUM

UNIT 1 35 EBURY ROAD SHERWOOD RISE NOTTINGHAM

BALANCE SHEET AS AT 31 MARCH 1996

<u>At 31.3.95</u>			<u>Notes</u>	
		<u>FIXED ASSETS</u>		
4332		Fixtures Fittings and Equipment	1	4260
		<u>CURRENT ASSETS</u>		
	9095	Debtors		3930
	941	Prepayment		384
	17324	Cash at Bank		32930
	9	Cash in Hand		2
	<u>27369</u>			<u>37246</u>
		<u>LESS: CURRENT LIABILITIES</u>		
	8658	Creditors and Accrued Charges	2	1666
18711		Net Current Assets		<u>35580</u>
<u>£23043</u>				<u>£39840</u>
		<u>REPRESENTED BY :</u>		
		<u>ACCUMULATED FUND ACCOUNT</u>	3	
	21501	Balance as at 31 March 1995		23043
	775	Add: Bank Interest Received		1045
	<u>767</u>	Excess of Income Over Expenditure		<u>15752</u>
23043				<u>39840</u>
<u>£23043</u>				<u>£39840</u>

AFRO-CARIBBEAN & ASIAN FORUM
UNIT 1 35 EBURY ROAD SHERWOOD RISE NOTTINGHAM

INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 MARCH 1996

Yr Ended 31.3.95		NOTTS COUNTY COUNCIL	NOTTS COUNTY COUNCIL COMMON MONITORING PROJECT	ASIAN CARE PROJECT	NOTTM HEALTH AUTHORITY	TOTAL
£		£	£	£	£	£
<u>INCOME</u>						
Grants Received:						
62632	Re:Salaries & Nat. Ins.	53191	3348	2040	7612	66191
20939	Re:Running Costs	16929	2652	4318	7808	31707
3095	Re:Seminars & Confs.	-	-	-	-	-
-	Re:Admin Costs	2600	-	-	-	2600
<u>86666</u>		<u>72720</u>	<u>6000</u>	<u>6358</u>	<u>15420</u>	<u>100498</u>
<u>EXPENDITURE</u>						
62632	Salaries & Nat.Ins.	53191	3348	2040	7612	66191
6838	Rent,Surcharge & Elc.	6400	-	-	-	6400
2384	Rates and Water	2448	-	-	-	2448
55	Repairs & Maintenance	160	-	-	-	160
2077	Printg,Staty & Postage	2129	-	-	-	2129
1991	Telephone	1252	635	-	-	1887
301	Insurance	377	-	-	-	377
565	Annual Gen. & Other) Mtgs Expenses)	425	-	-	-	425
4470	Seminars & Conferences	118	-	-	-	118
1077	Multicultural Activities	347	-	-	-	347
434	Travelling expenses	533	-	-	97	630
13	Training	-	-	-	-	-
146	Books & Publications	186	-	-	-	186
-	Advertising	242	-	-	-	242
195	Bank Charges	208	-	-	-	208
194	Corporation tax	261	-	-	-	261
611	Accountancy Fee	611	-	-	-	611
1083	Depreciation	931	134	-	-	1065
612	Cleaning	948	-	-	-	948
221	General Expenses	38	75	-	-	113
<u>85899</u>		<u>70805</u>	<u>4192</u>	<u>2040</u>	<u>7709</u>	<u>84746</u>
767	Excess of Income Over) Expenditure)	1915	1808	4318	7711	15752
<u>86666</u>		<u>72720</u>	<u>6000</u>	<u>6358</u>	<u>15420</u>	<u>100498</u>

AFRO-CARIBBEAN & ASIAN FORUM

UNIT 1 35 EBURY ROAD SHERWOOD RISE NOTTINGHAM

NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 1996

At 31.3.95

£

£

1. FIXTURES FITTINGS AND EQUIPMENT

At Cost

11580	Balance as at 31 March 1995	11580
-	Additions during the year	993
		<u>12573</u>
11580		<u>11580</u>

Accumulated Depreciation

6165	Balance as at 31 March 1995	7248
1083	Charged during the year	1065
7248		<u>8313</u>
		<u>4260</u>
4332	NET BOOK VALUE AT 31 MARCH 1996	<u>4332</u>
5415	" " " " 31 MARCH 1995	<u>5415</u>

2. CREDITORS AND ACCRUED CHARGES

8	Printing Stationery & Postages	35
471	Telephone	400
611	Audit and Accountancy Fee	1222
8	Cleaning	9
	<u>Grant in Hand</u>	-
7560	Nottingham Health Authority	<u>1666</u>
8658		<u>8658</u>

AFRO-CARIBBEAN & ASIAN FORUM

UNIT 1 35 EBURY ROAD SHERWOOD RISE NOTTINGHAM

BALANCE SHEET AS AT 31 MARCH 1997

<u>At 31.3.96</u>			<u>Notes</u>		
£	£			£	£
		<u>FIXED ASSETS</u>			
4260		Fixtures Fittings and Equipment	1		5694
		<u>CURRENT ASSETS</u>			
	3930	Debtors		-	
	384	Prepayment		827	
	32930	Cash at Bank		49 741	
	2	Cash in Hand		16	
	<u>37246</u>			<u>50584</u>	
		<u>LESS: CURRENT LIABILITIES</u>			
	1666	Creditors and Accrued Charges	2	740	
35580		Net Current Assets			49844
<u>39840</u>					<u>55538</u>
		<u>REPRESENTED BY:</u>			
		<u>ACCUMULATED FUND ACCOUNT</u>	3		
	23043	Balance as at 31 March 1996		39840	
	1045	Add: Bank Interest Received		1389	
	15752	" Excess of Income Over Expenditure		<u>14309</u>	
39840					55538
<u>39840</u>					<u>55538</u>

AFRO-CARIBBEAN & ASIAN FORUM

UNIT 1 35 EBURY ROAD SHERWOOD RISE NOTTINGHAM

INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 MARCH 1997

		NOTTS COUNTY COUNCIL	NOTTS COUNTY COMMON MONITORING PROJECT	ASIAN CARE PROJECT	NOTTM HEALTH AUTHOR- ITY	TOTAL
		£	£	£	£	£
<u>Year Ended 31.3.96</u>						
£						
<u>INCOME</u>						
Grants Received:						
100498	Re: Salaries & Nat. Ins. and Running Costs	72195	24353	15676	16150	128374
<u>EXPENDITURE</u>						
66191	Salaries & Nat. Ins.	59801	16945	6398	7818	90962
6400	Rent, Surcharge & Elc.	2958	1477	1477	1477	7389
2448	Rates and Water	2611	-	-	-	2611
160	Repairs & Maintenance	214	-	-	-	214
2129	Printg, Staty & Postage	1511	756	756	756	3779
1887	Telephone	781	390	390	390	1951
377	Insurance	499	-	-	-	499
425	Annual Gen. & Other) Mtgs Expenses)	42	-	-	-	42
118	Seminars & Conferences	212	1242	-	-	1454
347	Multicultural Activities	86	-	-	-	86
630	Travelling Expenses	453	223	215	-	891
186	Books & Publications	311	-	-	-	311
242	Advertising	-	-	-	-	-
208	Bank Charges	265	-	-	-	265
261	Corporation Tax	333	-	-	-	333
611	Accountancy Fee	248	125	125	125	623
1065	Depreciation	790	306	-	-	1096
948	Cleaning	360	181	181	181	903
113	General Expenses	263	131	131	131	656
84746		71738	21776	9673	10878	114065
15752	Excess of Income Over) Expenditure)	457	2577	6003	5272	14309
100498		72195	24353	15676	16150	128374

AFRO-CARIBBEAN & ASIAN FORUM

UNIT 1 35 EBURY ROAD SHERWOOD RISE NOTTINGHAM

NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 1997

At 31.3.96
£

£

1. FIXTURES FITTINGS AND EQUIPMENT

At Cost

11580	Balance as at 31 March 1996	12573
993	Additions during the year	2530
<u>12573</u>		<u>15103</u>

Accumulated Depreciation

7248	Balance as at 31 March 1996	8313
1065	Charged during the year	1096
<u>8313</u>		<u>9409</u>

<u>4260</u>	NET BOOK VALUE AT 31 MARCH 1997	<u>5694</u>
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<u>4332</u>	" " " " 31 MARCH 1996	<u>4260</u>
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2. CREDITORS AND ACCRUED CHARGES

35	Printing Stationery & Postages	45
400	Telephone	16
1222	Audit and Accountancy Fee	623
9	Cleaning	-
-	Corporation Tax	56
	<u>Grant in Hand</u>	
-	Nottingham Health Authority	-
<u>1666</u>		<u>740</u>

SUPPLEMENTARY SCHOOLS 1997 / 98

<u>CENTRE & VENUE</u>	<u>SUBJECT</u>	<u>NO. OF PEOPLE</u>	<u>AMOUNT OF GRANT</u>
ACFF Education Centre ACFF Centre 28 Beaconsfield Street Hyson Green Nottingham	African Caribbean Culture, History and Music	47	4690.00
Bangladesh Welfare Assc. Bangladesh Centre 23 Radford Road Nottingham	Bengali	59	5530.00
Beeston Asian Assc. Round Hill Primary	Punjabi Urdu	59	5530.00
East of England Chinese Assc. St. Augustine's School	Chinese	204	9800.00
Falcon Supplementary Sch. Wilford Meadows School	Punjabi, Indian Music Gatka	49	4830.00
Mansfield and District Greek School 175 Sutton Road Huthwaite Sutton in Ashfield	Greek language, Greek History and Geography, Poetry and Song	64	5780.00
Greek Orthodox Community School Ellis Guilford School	Greek, History, Geography, Heritage, Poetry and Song	56	5530.00
Gujarat Samaj Nottingham Fernwood Comprehensive	Gujarati	90	6950.00
Guru Nanak Punjabi School Unity School	Punjabi	309	12,425.00
Islamic Supplementary Sch. Greenwood Junior / Claremont Primary School	Urdu	235	10,575.00

<u>CENTRE & VENUE</u>	<u>SUBJECT</u>	<u>NO. OF PEOPLE</u>	<u>AMOUNT OF GRANT</u>
Jalalabad Bengali Community Centre 188-192 Ilkeston Road Radford. Nottingham.	Bengali, History, Geography	52	5040.00
Kalaniketan Hindi Indian Community Centre	Hindi Dholaki Dance	98	7150.00
Kashmir Brotherhood Council Institute of Islamic Studies 22 Huber Street Hyson Green	Urdu	80	6500.00
Khalsa Youth (Sikh Youth) City Technology College	Punjabi Sikh History and Arts	101	7225.00
Lenton Muslim Centre Lenton Muslim Centre 56 Rothesay Avenue	Urdu, Arabic and Cultural History	94	7050.00
Madni Masjid Muslim Education Centre 289 Gladstone Street Forest Fields Nottingham. NG7 6HX	Urdu and Islamic Studies	124	7800.00
Madrassa-E-Islamia 58 Thurgaton Street Sneinton	Urdu	75	6275.00
Madrassa Karimia The Muslim Centre 141 Berridge Road Forest Fields Nottingham	Urdu and Pakistan Studies	130	7950.00

<u>CENTRE & VENUE</u>	<u>SUBJECT</u>	<u>NO. OF PEOPLE</u>	<u>AMOUNT OF GRANT</u>
Muslim Education Trust International Community Centre Muslim Womens Centre	Urdu and Social Life Skills	120	7700.00
Muslim Khawateen Association Forest Fields Primary	Urdu	139	8420.00
Nottingham Progressive Jewish Congregation Lloyd Street Synagogue Sherwood. Nottingham	Hebrew Jewish History and Culture	45	4550.00
Polish Community Centre 2 Sherwood Rise Nottingham. NG7 6JN	Polish Polish Culture and Heritage	88	6860.00
Punjabi Ladies / Asian Arts Indian Community Centre Rawson Street. Basford	Indian Languages for Music, Dance, Drama	33	3710
Edna G Olds Ramgharia Sabha	Punjabi	106	7350.00
Sangam Hindi Claremont	Hindi	30	3500.00
Shiefton Supplementary School Radford Youth & Community Ctr.	African - Caribbean English History Culture and Arts	60	5600.00
Ukrainian Association Ukrainian School 30 Bentinck Road Nottingham	Ukrainian Literature, History, Geography, Singing and Drama	34	3780.00
Wollaton Muslim Association Margaret Glen Bott		72	6140.00

<u>CENTRE & VENUE</u>	<u>SUBJECT</u>	<u>NO. OF PUPILS</u>	<u>AMOUNT OF GRANT</u>
Bakersfield Muslim School Parkdale Primary	Urdu	35	3850.00
Bilal Urdu Association Masjid E Bilal 3/5 Lenton Boulevard	Urdu	44	4480.00
IQRA Urdu School 179 Bobbers Mill Road Nottingham	Urdu	51	5825.00
I.Q.R.A.A Bakersfield Community Centre Sneinton Dale Nottingham		65	4970.00
Madrassa Gulzar-E-Aloom Asian Women's Project Noel Street. The Greenway Centre. Trent Road. Sneinton	Urdu	127	7875.00

Table 1 - Showing Performance- % of pupils achieving 5 or more A-C GCSE grades of Comprehensive Schools in the City of Nottingham

NAME OF SCHOOL	1994	1995	1996	1997
Alderman Derbyshire Comp	6	8	14	7
Big Wood School	19	25	24	40
Elliott Durham Comprehensive	16	9	15	14
Ellis Guilford School	15	17	24	22
Fairham Community College	14	17	12	15
Farnborough Comprehensive	21	24	25	28
Fernwood Comprehensive	59	62	60	59
Forest Comprehensive School	5	4	4	9
Glaisdale Comprehensive	12	10	11	9
Haywood Comprehensive	30	34	29	19
Manning Comprehensive	13	24	19	23
The Henry Mellish School	15	7	9	6
The Margaret Glen-Bott Comp	17	24	23	23
Top Valley Comprehensive	22	25	22	21
Wilford Meadows Comprehensive	5	9	17	12
William Crane Comprehensive	11	8	8	2
William Sharp School	10	7	12	12
Average for the above schools	17	18.5	19.3	18.76
Nottinghamshire county average	34.6	36	36.4	37.6
National average	43.3	43.5	44.5	45.1

Table 2 - Performance of Primary and Infant schools within the priority areas % of pupils at level two or above at key stage 1 (1997)

SCHOOL	ENGLISH	MATHS	SCIENCE
Ambleside Infant & Nursery	39*	53*	82*
Bentinck Primary	68*	75*	93*
Bonington Infant & Nursery	30*	39*	74*
Cantrell Primary	62	83	69*
Claremont Primary	52*	63*	63*
Douglas Primary & Nursery	62	74	79*
Edna G Olds Primary & Nursery	46	63	-
Forest Fields Primary	67*	74*	81*
Lenton Primary	76	80	80*
Mellers Primary & Nursery	65	100	95*
Northgate Primary	34*	32*	39*
Radford Primary	50	50	59*
Rosslyn Infant & Nursery	54*	68*	-
Rufford Infant & Nursery	70	64	67
Scotholme Primary	49*	65	81*
Snapewood Primary	39*	67*	69*
Springfield Primary	72	74	73
St Mary's CE Primary	46	81	88*
Unity Primary	61*	68*	63*
Nattional results 1997	80	84	85*

* Denotes teacher assessment

Table 3- Performance of Primary and Junior schools within the priority areas % of pupils at level four or above at key stage 2 (1997)

SCHOOL	ENGLISH	MATHS	SCIENCE
Ambleside Junior	38	30	37
Bentinck Primary	48	84	64
Bonington Junior	43*	39*	47*
Claremont Primary	67	63	77
Cantrell Primary	43	38	44
Douglas Primary & Nursery	23	24	18
Edna G Olds Primary & Nursery	47	55	54
Forest Fields Primary	41*	54*	54*
Lenton Primary	46	31	8
Mellers Primary & Nursery	50	83	83
Northgate Primary	29	35	68
Radford Primary	32	48	35
Rosslyn Junior	31*	59*	27*

Table 3 continued - Performance of Primary and Junior schools within the priority areas
% of pupils at level four or above at key stage 2 (1997)

SCHOOL	ENGLISH	MATHS	SCIENCE
Scotholme Primary	58	36	25
Snapewood Primary	50*	46*	50*
Springfield Primary	34	19	25
St Mary's CE Primary	30	34	29
Unity Primary	39	33	44
National results 1997	63	62	69

* Denotes teacher assessment

Annex 2 Table 4 - performance of schools within the priority areas % of pupils at level
five or above at key stage 3 (1997)

SCHOOL	ENGLISH	MATHS	SCIENCE
Alderman Derbyshire Comprehensive	19	24	28
The Forest School	0	20	16
The Henry Mellish School	34	18	21
William Crane Comprehensive	10	13	13
National results 1996	56	55	56

SRB CHALLENGE FUND PRIORITY AREAS
SOCIO-ECONOMIC PROFILE

APPENDIX A.

	ASPLEY	BULWELL	LENTON including Radford and Forest Fields	NOTTINGHAM CITY	ENGLAND AND WALES
Total Population (Mid-year est 1995)	11,100	27,800	27,700	284,000	51,820,000
% under 20	32.2	27.2	27.1	27	25.2
% 65 and over	16.8	16.2	11.8	15.1	15.9
% White	95.3	96.1	70.6	89.2	94.1
% Black	2.4	2.8	9.6	4.6	1.2
% Indian	1.0	0.3	4.3	1.8	1.7
% Pakistani	0.2	0.1	11.7	2.6	0.9
Estimated unemployment (Oct 1997)					
Total					
Number	447	969	2238	11,156	1,230,300
%	10.5	7.4	17.4	9.6	5.7
Unemployed for over one year					
as a % of all unemployed	Number	386	916	3,845	376,688
	38.3	39.8	40.9	34.5	30.6
Households on Council Tax Benefit	2301	3918	5119	44,103	
Households on Housing Benefit	2070	3443	5557	41,892	
Lone parent households as % of all with children	10.5	7.1	8.9		
Index of local conditions score	8.78	6.74/5.96	15.19-9.72	3.74	

Notes: All figures based on 1991 Census until otherwise stated. Figures for the Lenton area estimated as it covers four wards. There will be significant overlap on claimants of Council Tax and Housing Benefit.

STRUCTURE OF THE FORUM

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graph TD; A[STRUCTURE OF THE FORUM] --> B[GENERAL COUNCIL]; B --> C[FULL COUNCIL]; C --> D[EXECUTIVE FINANCE & GENERAL PURPOSES COMMITTEE]; D --> E[ECONOMIC & RESOURCES COMMITTEE]; D --> F[EDUCATION COMMITTEE]; D --> G[EQUAL OPPS COMMITTEE]; D --> H[HEALTH COMMITTEE]; D --> I[HOUSING COMMITTEE]; D --> J[LEISURE SERVICES COMMITTEE]; D --> K[POLICE COMMITTEE]; D --> L[SOCIAL SERVICES COMMITTEE];
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GENERAL COUNCIL

FULL COUNCIL

EXECUTIVE FINANCE & GENERAL PURPOSES COMMITTEE

**ECONOMIC &
RESOURCES
COMMITTEE**

**EDUCATION
COMMITTEE**

**EQUAL
OPPS
COMMITTEE**

**HEALTH
COMMITTEE**

**HOUSING
COMMITTEE**

**LEISURE
SERVICES
COMMITTEE**

**POLICE
COMMITTEE**

**SOCIAL
SERVICES
COMMITTEE**