

**Crawley
Ethnic
Minority
Partnership**



Annual Report

2009-2010





MISSION STATEMENT & AIMS AND OBJECTIVES

CEMP supports and serves the diverse ethnic communities of Crawley, which make up approximately 15.5% of its population. These communities come from South Asia, the Middle East, Africa and the Caribbean.

The objectives of CEMP are:-

- To develop a partnership of community groups/organizations to address the common experience of marginalization and social exclusion
- To identify the needs of ethnic minority communities and represent them to the statutory and voluntary sectors
- To provide access to information about services and funding, and empower community groups/organizations to meet their particular needs
- To deliver capacity-building, development and funding training to community groups/organizations
- To organize seminars and invite service providers to present the availability of services and introduction of any policy changes by the government or statutory agencies
- To develop partnerships with other ethnic and mainstream organizations locally and regionally
- To provide information and empower all agencies concerning the best means of accessing and engaging with BME groups and organizations.



CRAWLEY ETHNIC MINORITY PARTNERSHIP



CHAIR'S REPORT 2010

1. CEMP continues to develop its strategic role by providing a voice for its members and the BME community as a whole. Organisations with which it works in partnership include Crawley Borough Council and other local and county authorities, statutory agencies and voluntary organisations locally and regionally. It is a member of the Crawley Together Partnership, influences the local and county Compacts through membership of VOLG, and works closely with health authorities and providers. It was a founder member of UNI which is a South East regional grouping of BME organisations, and occasionally acts as host.
2. As Sharafat reports more fully, CEMP is glad to act as lead partner, with Action in rural Sussex, Central Sussex CAB and Sussex Travellers Action Group in the project funded by the Big Lottery under its BASIS initiative. This has been running for nearly 18 months, and a great deal has been achieved in this time. During today's AGM, you will hear from some of the project staff of the scope and achievements of the project so far.
3. During the last financial year, CEMP secured incoming resources from number of funders and our Treasurer, Hasham Khan, will provide further details of funding received in his report. Much of this income relates to project work which CEMP undertakes with its partners, but other funders, especially Crawley Borough Council, West Sussex CC Adult Services, NHS West Sussex and Awards for All provide grants which can be used by CEMP to pay for core services. We are particularly grateful to them.
4. Providing support for BME elderly is a priority for CEMP, and we are glad for the grant from WSCC Adult Services towards this work. The Awards for All grant expired in April last year, but the Funder kindly gave us permission to use unspent resources until September. We have therefore been able to operate a wellbeing group for elderly BME ladies once a week in Langley Green, which focuses on yoga and gentle exercise. A member of CEMP's staff, Shahina Mirza, who is also a Health Trainer, runs this centre. It is planned that CEMP will look for specific sources of funding to continue this activity, which are well-attended.
5. For three years CEMP has been working with partners in Rethink and Friends & Family of Travellers, to identify the specific needs of the BME population in relation to mental health services. Funding for this work expires at the end of March 2011. A great deal has been learned by the Community Development Workers, and much practical support put in place. It is incumbent upon all organisations working within the BME community to find ways of building on this work, even if the full project cannot be sustained. CEMP will continue to work with statutory and voluntary

agencies to ensure that gaps in provision of appropriate services are not overlooked.

6. It is particularly difficult to forecast the future of the VCS in these difficult financial times. The Government has said it is committed to the voluntary sector, but the sustainability of voluntary organisations, and their work in the community, depends on the continuation of core funding. Your Board will work towards developing a Sustainability Policy, taking into account the changing circumstances.

Finally I want to thank our Board Members for their unfailing support, and special thanks to Ron Cornwell, Fatima Mirza and Howard Bloom for their advice and guidance as observers. Ron is retiring both as Chair of Crawley CVS, and as an observer at CEMP's meetings. We all thank him sincerely for his wise counsel.

Sharafat Hussain and his staff who keep CEMP running deserve particular thanks. We are also grateful to our volunteers, and to our colleagues at The Orchard.

Dr Sukhen Chatterjee
Chair
January 2011

CRAWLEY ETHNIC MINORITY PARTNERSHIP



PARTNERSHIP MANAGER'S REPORT

Introduction

1: CEMP provides support to a wide range of ethnic minority groups and individuals. It has a membership of 31 organisations, many of which are represented here today. It has a Board comprised of 11 Directors, elected from our member's organisations.

But CEMP has a wider role throughout the county and regionally. For several years it has worked with other statutory agencies in providing support to minorities. Since July 2009 it has partnered Central Sussex CAB, Action in rural Sussex, and Sussex Travellers Action Group to identify minority groups throughout the county and quantify their support needs. We are finding that for many of them, this is the first time they have been approached in this way. Some are initially reluctant to be identified, but when the objectives of the work are explained, participation has been substantial. This is especially true of Gypsies and Travellers and isolated rural communities. The size of the county means that travelling to meet groups is extensive and time-consuming. Nevertheless, in our first year's report to the Big Lottery (the project's funders) each partner was able to report significant progress. The project is funded until July 2012.

The "Delivering Racial Equality" Mental Health project, on which I reported last year, will unfortunately not continue in its present form beyond March 2011, due to a lack of funding. CEMP has been working with colleagues in the charity Rethink to identify the experiences of BME mental health service users, and evaluate whether services currently provided are adequate or appropriate. Friends and Families of Travellers have been doing similar work for Gypsies and Travellers. I think it is fair to say that the findings of the project have been eye-opening. One of the major obstacles in addressing mental health issues is acknowledging how prevalent it is. Many BME communities are reluctant to admit mental illness, regarding it as a stigma on the individual sufferer and his/her family. The Community Development Workers have been asked to produce a final report, which will describe findings, and make recommendations for the future. If you would like to receive a copy when it is published, please let me or any CEMP staff member know.

Mental health is just one aspect of overall Health and Wellbeing. Many organisations in Crawley, including Crawley Borough Council, West Sussex County Council Social Services and NHS West Sussex are involved in health and wellbeing programmes, and CEMP encourages its members to take part. Specific health improvement activities are taking place in Bewbush, Langley Green and Broadfield, the three most deprived wards in Crawley.

Capacity Building Training

One of the achievements of which CEMP is most proud is the provision of capacity-building training to ethnic minority groups and volunteers. Such training has taken place ever since CEMP was formed. CEMP has delivered 121 capacity building training sessions specifically tailored to benefit BME groups. 53 Organisations and 527 participants have attended these training sessions. In the past year, as part of the BASIS project, courses have taken place both in Crawley, and a number of locations on the south coast, including Goring, Littlehampton and Worthing. Topics covered have included : Grass Roots Community Development Training; Specialist Funding Training; Leadership- Governance and Management; Engagement with community groups by outreach work; and the courses have been delivered by professional trainers/consultants including Sandra Lamont (former Big Lottery Fund regional manager), Dr Richard Kay (Southampton University in Post Graduate Studies -Management & Leadership Managing Voluntary Sector) and John de Groot (Former Chief Executive, The Enterprise Centre for West Sussex & Surrey). Participants feedback was that these were extremely beneficial trainings.

There is a continuing need amongst ethnic minorities for such training, because new groups are emerging every year, and existing groups change their management committees- trustees and members. Particularly in the present volatile economic climate, providing support and information about resources and changing Government policy ("The Big Society") is vital. It is understood that the Government regards the work of the voluntary sector as invaluable, but it is not clear how it will support VCS's.

Working with service providers

CEMP works with service providers both from the statutory and voluntary sectors enabling them to deliver culturally-centred services. CEMP works in this way with over 37 service providers. An example of this approach was the presentation made to Crawley Hospital concentrating on specific long-term medical conditions. Another example is referrals from Community Mental Health Outreach Team. Following this, referrals have been made to the Partnership Manager and CDWs to provide specific support to services users with most complex needs. We have worked with them ever since then and have provided dedicated support.

Providing support to smaller groups

Most BME community groups do not have their own premises and very little funding is available to hire rooms to hold their meetings. CEMP provides resources through offering meeting rooms and office support such as hot desking with telephone, photocopying. Such support is particularly valued by groups which have just been set up and have no resource. I keep Fridays free to meet individuals from BME communities, and to foster the formation of appropriate forums. Seven groups regularly attend focus group meetings which I run. These are a good opportunity to measure unmet need, and adjust strategy.

Health and Well-Being Project

Under our Delivering Race Equality (DRE) mental health project in partnership with Rethink a national mental health charity and Friends and Family of Travellers, CEMP has extensively worked with the BME community on an outreach basis, to raise awareness of issues relating to mental health. The objective of this project is to improve access to mental health services and reduce inequalities in service

provision. There are significant underlying issues relating to mental health among the BME communities and CEMP works closely with Crawley Borough Council Health and Well-being Partnership, NHS West Sussex, West Sussex County Council Adult Services and the POPP project. We also work with a number of other providers such as MIND, Stepping Stones and AGE UK.

The promotion of health has always been a prime objective since CEMP was founded. In the last year, it has had a particular prominence, due to a number of parallel developments. One of these was the establishment, through “Crawley Together priority”, of the Health and Wellbeing initiatives. This brought together a number of interested partners: Crawley Borough Council and West Sussex Primary Care Trusts together with a number of voluntary agencies which include health promotion as a priority. CEMP and its members have been involved in this initiative, because ethnic minorities suffer disproportionately more from certain illnesses than the wider population. CEMP has currently 187 service users from which 47 service users receive ongoing support helping them to access services. End of Mental Health DRE project and on top of that much reduced funding from local authorities will seriously disadvantage these service users.

Elderly People

As I have reported in previous years, the welfare of elderly BME people in Crawley is of growing concern, as the population ages. We held a Friendship Centre in The Tree Annexe until April last year, when the funding from Awards for All came to an end. However I am pleased to say that my colleague, Shaheena Mirza, has started and is running the BME Ladies Health and Social Wellbeing Association. This meets most Thursdays of the year at Cherry Lane Cricket Club, in Langley Green. Its focus is on yoga and gentle exercise, and the promotion of healthy lifestyles. It has good attendance, but would welcome additional members. Please speak to me or Shaheena for more details. It is historically much more difficult to encourage men to meet socially or for exercise and CEMP would welcome any suggestions from BME community groups as to how to address this issue. Crawley’s BME community have growing elderly population with specific health and social care needs and from experience there is a degree of inequality in service provision.

CEMP’s Strategic Work

CEMP has a strategic working relationship with a number of organisations at Borough, County and Regional level, as was a founder member of UNI, which is a regional BME policy-influencing body. UNI has recognised that most BME organisations including BME Infrastructure Organisations are disadvantaged in receiving funding to support their client groups. At UNI meetings we had representatives from Government Office for the South East (GOSE) SEEDA, Capacitybuilders, Big Lottery Fund and RAISE. UNI is a voice for BME organisations at Regional level. Many of UNI members like CEMP were involved in delivering Mental Health DRE project and regrettably despite having delivered excellent work to improving access to services that were culturally centred most, BME organisations are now facing same fate of no further funding. CEMP has also works with number of BME organisations across whole of Sussex.

Acknowledgements

The Board and Members of CEMP value the partnership working with organisations mentioned in this Report, whether as part of a formal project, or informally. I am especially grateful to Dr Chatterjee, our Chairman for his invaluable support and advice. Similar thanks are due to all the members of the Board for their professional support and loyalty.

I would like to express the Board's thanks to Ron Cornwell, who has served loyally as a participating observer at CEMP board meetings. He is retiring from this role, and we wish him all the best for the future.

Thanks also to our members of staff, Richard Pittman, Temba Chofamba and Shaheena Mirza. We are glad that we share premises and ideas with Crawley CVS, thanks, particularly, to Liz Lamport, Sarah Hyde of Central Sussex CAB, Crawley Volunteer Centre, and Carers' Support.

I also like to thank our partners on the mental health project, Rethink, FFT and for the Basis project Central Sussex CAB, AIRS and STAG.

We are fortunate to be able to call upon a number of volunteer who offer their help during the year.

Finally, none of the work in CEMP would be possible without the support from our funder The Big Lottery Fund and continuing support from Crawley Borough Council, West Sussex County Council Adult Services, and NHS West Sussex.

Sharafat Hussain (Partnership Manager)

January 2011

CRAWLEY ETHNIC MINORITY PARTNERSHIP



TREASURER'S REPORT 2009/2010

1.0 Introduction

- 1.1 I am pleased to introduce the CEMP Statement of Accounts for 2009-10.
- 1.2 We have remained a small-sized organisation, providing specialist support to a number of diverse community's organisations and their member. Some of the BME community organisations are well established and have resources from community donations. Many other smaller organisations both existing and newly emerging are struggling in this difficult economic environment. We encourage working in a cohesive partnership with these community groups- in particular the smaller groups, which aids us in learning from each other to address some of the difficult challenges we are all currently encountering.
- 1.3 This report, as well as incorporating the relevant extracts from the financial statements and disclosure notes, provides illustrations of the projects we have developed and delivered to the requirements and satisfaction of the funders in the year.

2.0 Financial Review of 2009/10

- 2.1 We have worked to secure funding from a number of sources. This has helped to ensure that the organisation was not put at risk and did not rely on a single source of funding. These funding and incomes mainly came from a commissioning contract from Rethink, The Big Lottery Fund, Crawley Borough Council, West Sussex Adult Services and NHS West Sussex. In the year, we have endeavoured to deliver much needed services in organisational development, services to community members enabling them to access services. We have also worked with service providers helping them to deliver culturally centred services.

3.0 Incoming Resources

CEMP receives funding from a variety of sources as listed on the attached accounts.

The total income for the year was £202,475 compared to £107,611 and increase of 89%.

Expenditure

The running costs incurred during the year amounted to £105,592 as compared to £ 82,854 in 2008-9, a increase of 21% from the prior year. The attached audited accounts provide a breakdown of the expenditure under various headings.

4.0 Reserves

Due to a very effective and efficient operation, robust budgeting and a regular review of income and expenditure, CEMP has net unrestricted operating balance of £44,884, plus designated and contingency funds of £81,100. In addition there are restricted funds of £107,625 carried forward.

5.0 Statement of Responsibilities

CEMP is required:

- To make arrangement for proper administration of its financial affairs and to ensure that one of its trustee/board members has the responsibility for the administration of those affairs. In CEMP that person is the Treasurer.
- To manage its affairs to secure economic, efficient and effective use of resources and safeguard its assets.

In preparing this statement of accounts, the Treasurer has:

- Selected suitable accounting policies and then applied them consistently.
- Made judgements and estimates that were reasonable and prudent.
- Kept up to date and correct accounting records.
- Taken reasonable steps for the prevention and detection of fraud and other irregularities.
- Complied with the code of practice, laws and regulations.

6.0 Acknowledgement

Our success would not have been possible without the support of our funders. We are grateful to Richard Place Dobson for producing our accounts to a high standard and promptly. This would not have been possible without the hard work of CEMP staff and volunteers. My thanks go to all our funders, as well as CEMP staff and volunteers, for their assistance in the preparation of these accounts and for their support throughout the year.

Hasham Khan
Treasurer
January 2011

ACTION IN RURAL SUSSEX BASIS PROJECT

Action in rural Sussex is a charity whose aim is to consult and respond to the needs of rural communities. Through providing practical help and support our villages and market towns continue to be vibrant and sustainable places to live and work.

Rural locations in West Sussex are disadvantaged in terms of access to services. This applies particularly to migrant workers, of which there are a significant number in West Sussex. I contacted the Expanding Communities team, whose staff are dedicated to supporting the needs of migrants in West Sussex and work mainly along the southern coastal strip of the county.

I have also made contact with local Parish Council clerks, parish councillors, community wardens, Community Hubs, libraries, GP practices, faith leaders, shops, as well as colleagues from other voluntary organisations in search of groups and individuals.

There are some small businesses which are owned or managed by BME people in rural West Sussex. Four such businesses were willing to share their experiences with me. These were from different backgrounds, and commonly held interests were for shop front grants. One business employed around 12 staff. Businesses were signposted to services, as well as a voluntary Adult Education provider offering tailored ESOL classes at times and locations to suit them.

National figures estimate that 1 in 8 of staff employed in the third sector health and social care are from overseas. I therefore sought contact with nursing and care homes located in rural West Sussex. The care settings which responded were staffed almost entirely by workers for whom English is not a first language.

One setting agreed to a group of nine staff members meeting on a weekly basis. The group discussed their experiences and knowledge of services. A wide range of services, from "Local Democracy and You" to the education system were examined. I introduced them to Oral Histories and the group explored topics such as "Life before the N.H.S" and "My First Job in the 1930's." It is believed that the group was of benefit to staff through their increased knowledge, as well as to managers required to demonstrate how their staff's needs are being met, and residents who receive care that relies on communication. The work is demanding for staff, both emotionally and physically.

Another significant area in which migrants play a major role is horticulture. The West Sussex Growers Association estimate there are 4,290 permanent positions in the local horticultural sector each year, and an additional 7,800 temporary seasonal workers. These workers are typically young, fit and healthy, as is demanded by the work they are involved in.

The Action in rural Sussex BASIS project hopes to link these workers with local community organisations in 2011.

I wish to thank all those who have been supportive in the collaboration with the BASIS project, and hope this can continue.

Patsy Wimbush, Action in rural Sussex

January 2011

CENTRAL SUSSEX CAB BASIS PROJECT

The CAB's role within the Project is to deliver generalist and specialist advice services to the marginalised and hard to reach BME communities by using ICT while also engaging with communities in order to take into account cultural sensitivities. Merely extending existing advice services is not the complete answer when dealing with those who are hard to reach or on the other hand find it difficult to reach us for whatever reasons. There may be no one uniform process which will suite all communities as they are often found to be diverse and in sparse population groups

The methods of service delivery using new technology such as a county wide telephone service, an email service, and video linking can be fairly easily set up - with new funding - but with each new method of delivery there will be different issues for hard reach groups to overcome. Therefore, during the first year of the project I have been assessing the needs of BME groups in rural areas in both Horsham District and Mid Sussex District and also examining the current provision from both CAB and other organisations.

For example, placing or extending an outreach service within a village setting may not be of value to the Traveller Community who may not feel part of the village community. It may be of more use to initially take the services to the Community. This may involve visiting both the Traveller sites and/or those parts of the village where the travellers are living in settled accommodation so that these communities can establish a certain degree of interest and ownership of the service for future sustainability.

Denise Sarney

December 2010