



## **Diversity Network Project** **reaching Hampshire's diverse communities**

**e-bulletin**

**no.2**

**November 2007**

Welcome to the second **Diversity Network e-bulletin**. This informal information sharing document is intended to link people in Hampshire and beyond with a shared interest in equality and diversity issues. It will appear every few months with occasional top-ups to publicise events or highlight topical issues. This edition reflects the current national debate on migration issues, but the intention of the bulletin is to report on issues relating to all strands of diversity. Please keep me posted with your own news especially about local events. Contact [Frances Candler](#), Diversity Network Officer, or telephone [Community Action Hampshire](#) on 01962 857357.

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## **Consultation**

### **REGIONAL STRATEGY – LOCAL BME VOICE**

**A Consultation Seminar for BME communities living in Portsmouth, Southampton, Hampshire and the Isle of Wight**

Saturday 12 January 2008 - 9.30 am to 12.30pm at Buckland Community Centre  
Malins Road, Portsmouth PO2 7BL

This seminar will provide an opportunity to come and shape the strategy of the new regional voluntary sector led BME network “UNI” (Punjabi for “19”, “uni” is the name chosen by the 19 organisations from across the South East that joined together to form the UNI network. UNI aims to ensure the BME voice is heard locally and regionally.

**FREE crèche and multi-cultural lunch provided**  
**Expenses paid for travel over 7 miles from venue**

To book online and get more information about the UNI network visit:  
[www.action.hants.org.uk](http://www.action.hants.org.uk), or telephone Rosie Taylor on 01962 857350

## Events

### **DEVELOPING AND DELIVERING A DIVERSITY STRATEGY**

**9.30am to 1.00pm, Friday 23 November 2007**

**NCVO, Regents Wharf, 8 All Saints Street, London N1 9RL**

This workshop, organised by Diversity Forum, is intended to help organisations to develop and deliver an effective diversity strategy within their own voluntary and community organisation. It will explore a range of issues, including:

- What is a diversity strategy?
- What is the purpose of a diversity strategy
- Conducting an audit
- Establishing the business and social cases for valuing diversity
- Creating and implementing an action plan
- Implementing a diversity strategy
- Organisational and cultural change
- Senior management team buy-in
- Staff buy-in

The event is being run by Gamiel Yafai, Head of Diversity at [People Media](#) and is **FREE** for voluntary and community organisations

Places are limited. To book your place at this event, please email:

[DiversityForum@ukworkforcehub.org.uk](mailto:DiversityForum@ukworkforcehub.org.uk)

### **HAMPSHIRE COUNTY COUNCIL – LINKING WITH BME EVENTS**

HCC is keen to reach people from diverse communities, particularly BME and migrant individuals and groups, and would like to link up with, and perhaps take part in, any appropriate events planned for next year. The Council would like to talk to residents about its priorities and services, and is thinking in terms of holding roadshows, but it would make sense to participate, where possible, in events already planned.

If you are aware of any such events, please contact Laura Eden, Marketing Communications Officer, Corporate Communications, Chief Executive Department, Hampshire County Council, The Castle, Winchester, SO23 8UJ tel: 01962 846243 or email [laura.eden@hants.gov.uk](mailto:laura.eden@hants.gov.uk)

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## Funding

### **CONNECTING COMMUNITIES PLUS: COMMUNITY GRANTS**

The third round of this fund opened for applications on 4th September 2007 and will close on 8th January 2008. The fund is sponsored by the Race Equality Unit and the Cohesion and Faiths Unit of Communities and Local Government and is aimed at local community organisations.

Applicants will need to submit proposals that demonstrate successful delivery of key priorities for the fund. Grants of up to £12,000 are available, and it is expected that the majority of grants will be between £6,000 and £12,000. All funding from this third round must be spent by 31st March 2009.

The fund has four key priorities, derived from 'Improving Opportunity, Strengthening Society', the government's strategy to increase race equality and community cohesion. They are:

- Improving the experiences of people from Black and Minority Ethnic (BME) backgrounds in relation to access and outcomes from public services – education, employment, health, housing and the Criminal Justice System
- Increasing the confidence of people from BME backgrounds that public services are delivered in a fair and equitable way
- Tackling racism and extremism
- Bringing together communities from different races and faiths, and promoting a shared sense of belonging (community cohesion)

Community Development Foundation (CDF) is running a number of **free** briefing events across England this Autumn. Further details about the fund, including guidance notes, the application form and details of briefing events, can be found at: [www.cdf.org.uk/practice/grants/default.asp](http://www.cdf.org.uk/practice/grants/default.asp) , or contact [ccplus@cdf.org.uk](mailto:ccplus@cdf.org.uk) or call 01223 400343.

## **ADVICE PLUS ROUND TWO**

Advice Plus Round Two will be launched in November 2007, with a budget of £20 million across the nine England regions. Advice Plus exists to help people in need to access good quality advice on their legal rights and responsibilities, so that they can avoid or overcome disadvantage.

Round Two will fund third sector legal advice services that collaborate with other advice services in their local area. Advice Plus will only fund projects focusing on legal rights and responsibilities.

Seminars will be held in each of the regions at which the main features of Advice Plus will be presented and Q&A sessions will be offered. The seminars will only be open to those groups who are eligible to apply and can answer YES to ALL the following questions:

- Are you a voluntary and community sector organisation?
- Do you have an idea for a project that will improve people's access to legal advice on their rights and responsibilities?
- Does your project involve working in partnership with all or most of the voluntary and community organisations that deliver legal advice services in your area, as well as other relevant statutory and commercial advice organisations?

- Can you explain the need for the project in detail and who will benefit from it?
- Do you need between £10,000 and £500,000 for a project lasting from one to five years?
- Will your project raise the quality of legal advice services?
- Can you sustain the benefits of the project when our funding ends?

For further information about the seminars please contact BIG's regional office on 01483 462925. If you would like information on eligibility and the programme's criteria, please contact the Big Advice Line on 08454 10 20 30.

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## Local information sharing

### **DIVERSITY NETWORK PROJECT**

Since August 2007 the Diversity Network Project has facilitated a series of **District Meetings** around the county to update existing information on BME and Faith groups, migrant workers, Gypsies and Travellers, and asylum seekers.

The meetings, which have been arranged by district, have brought together people from a range of organisations working with people from these groups in order to share local knowledge and experience. The meetings have enabled people from the local area to obtain a better understanding of which individuals and groups might not be currently accessing services. Recommendations have been made and action points agreed which will address some of the issues identified as local priorities, which will be included in a report of the meeting. Altogether over 160 people have attended lively meetings in Basingstoke, East Hants, Gosport, Havant, Test Valley and Hart.

Information from the meetings and from questionnaires completed by participants will enable the project to find out what support is needed to enable organisations to engage more effectively with these individuals and groups, will help the development of local and countywide networks both of agencies working in this field and of the groups themselves, where they exist, and will support the establishment of new groups.

Reports are now completed for Basingstoke, East Hampshire and Gosport, and can be accessed at <http://www.action.hants.org.uk/Diversity.html>.

The next meetings will be:

**Rushmoor, Monday 10<sup>th</sup> December 2007 from 10.00am – 12.30pm at the Members Room, Rushmoor Borough Council Offices, Farnborough, GU14 7JU**

**New Forest, Thursday 13<sup>th</sup> December 2007 from 10.00am – 12.30pm at New Forest District Council, Appletree Court, Lyndhurst, Hampshire, SO43 7PA**

For further details please contact Frances Candler tel: 01962 857357 or email [frances.candler@action.hants.org.uk](mailto:frances.candler@action.hants.org.uk)

## **CAMEROONIAN NATIONAL DAY FESTIVAL**

**23 – 26 May 2008 in Portsmouth**

Camfoot UK (the Cameroonian community and cultural organisation) have now got their website up and running and this can be viewed at [www.camfootuk.com](http://www.camfootuk.com)

In May next year the Cameroonian National Day Festival will be hosted in Portsmouth, and Camfoot UK are seeking potential advertisers who would like to place an advert on their website. All profits from this advertising revenue will then go towards the festival.

For further information or to check on advertising costs for the website please contact Adonis Ntiefong (Chair Camfoot UK)

Email: [camfootuk@yahoo.co.uk](mailto:camfootuk@yahoo.co.uk) or mobile: 07904 437034

## **CULTURAL DIVERSITY IN GOSPORT**

Gosport Borough Council would like to celebrate the cultural richness of the Borough and provide opportunities to bring that to the enjoyment of all residents. To that effect we'd love to hear from you if you have anything that you feel might be of enjoyment to others, whether it be a celebration of festivals, food, craft, clothing, music, or arts, or anything else that can be shared and enjoyed by others.

If you'd like to share something with us please get in touch: Nigel Draycott, Arts Development Officer, Gosport Borough Council and St Vincent College, (023) 926 03 598, [ndrayco@stvincent.ac.uk](mailto:ndrayco@stvincent.ac.uk)

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## **News**

### **EQUALITY AND HUMAN RIGHTS COMMISSION**

On 1 October 2007 the three equality commissions merged into the new Equality and Human Rights Commission, a new single equalities champion whose purpose is to reduce inequality, eliminate discrimination, strengthen good relations between people and protect human rights:

- Commission for Racial Equality (CRE)
- Disability Rights Commission (DRC)
- Equal Opportunities Commission (EOC)

In the weeks before they merged, the three legacy commissions published several important reports. These are:

- [The gender agenda - The unfinished revolution](#)
- [Disability agenda - Creating an alternative future](#)
- [A lot done, a lot to do - the CRE's vision for an integrated Britain](#)
- [Closing the gap - the DRC's formal investigation into health inequalities](#)

- [Regeneration - A general formal investigation by the CRE](#)
- [Department of Health - A formal investigation by the CRE](#)
- [Failures by health authorities to comply with Disability Equality Duty](#)
- [DRC legal achievements 2000 - 2007](#)
- [Celebrating the journey - the DRC's impact report 2000-2007](#)

## **CEMVO - INTERFACE PROJECT**

The Council of Ethnic Minority Voluntary Sector Organisations (CEMVO) is launching a peer learning project for black and minority ethnic, refugee, migrant, faith and isolated rural organisations in four English regions.

Groups in London, the south west, south east and North West, will have the opportunity to take part in learning benchmarking groups focusing on one of four topics:

- Management and leadership
- Volunteer and workforce development
- Participation
- ICT development

The INTERFACE project is funded by the Capacitybuilders Improving Reach fund, which aims to enhance access to capacity building and support for frontline organisations that may not have been reached in other ChangeUp initiatives.

For more information, visit: [www.cemvo.org.uk](http://www.cemvo.org.uk)

## **MIGRANTS RIGHTS NETWORK**

The MRN is working for a rights-based approach to migration, with migrants as full partners in developing the policies and procedures which affect life in the UK. They have a monthly newsletter, Migrants Rights News, which can be accessed at <http://www.migrantsrights.org.uk/>

## **LOCAL AUTHORITIES AND GYPSIES AND TRAVELLERS: A GUIDE TO RESPONSIBILITIES AND POWERS – May 2007**

Produced by the Gypsy and Traveller Unit of the Department of Communities and Local Government, this is a short summary of the Government's position and priorities.

## **POLISH WEBSITE**

A new website launched for the Polish community in Reading in association with the TUC and Citizens Advice Bureau has useful information and advice for Polish speakers. The address is:

[www.pracawbrytanii.org](http://www.pracawbrytanii.org)

## **REFUGEE COUNCIL MULTILINGUAL WEBSITE**

Guidance for refugees in nineteen languages, including how to apply for integration loans to start a new life in the UK. The site is worth exploring as it has a wide range of information (see the [Advisers Page](#)), or go straight to the integration loans page on

[http://www.refugeecouncil.org.uk/practice/multilingual/advisers/general/Integration\\_loans.ht](http://www.refugeecouncil.org.uk/practice/multilingual/advisers/general/Integration_loans.ht)

[mwww](#)

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## **Publications/Reports**

### **Community cohesion**

#### **CITIZENSHIP SURVEY**

The Citizenship Survey is a face to face household survey carried out by Communities and Local Government covering a representative core sample of almost 10,000 adults in England and Wales each year. There is also a minority ethnic boost sample of 5,000 to ensure that the views of these groups are robustly represented. It asks about a range of issues including views about the local area, community cohesion, racial and religious prejudice and discrimination, values, interaction/mixing, political efficacy, civic engagement, volunteering and charitable giving. The survey was first carried out in 2001.

The full Statistical Release of the 2007-08 Citizenship Survey (first quarter) is divided into three sections, covering active and empowered communities, community cohesion, and racial prejudice and discrimination. It can be found at:

[www.communities.gov.uk/news/corporate/citizenshipsurveyaprjun2007](http://www.communities.gov.uk/news/corporate/citizenshipsurveyaprjun2007)

#### **COMMUNITIES AND NEIGHBOURHOODS**

A summary of Government initiatives to help people and local organisations create strong, attractive and economically thriving communities and neighbourhoods, and combat problems such as community conflict, extremism, deprivation and disadvantage.

Initiatives include:

- Neighbourhood Renewal which aims to improve the quality of life of people in the most deprived areas, to ensure that no-one is disadvantaged by where they live
- Creating Cleaner, Safer and Greener communities by improving the way we plan, design, manage and maintain our public open spaces and buildings
- Community Empowerment, which is about giving people and communities more of a say on the services they receive and where they live

For further information contact follow the link to communities and neighbourhoods policy at

<http://www.communities.gov.uk/communities/>

## **IMPROVING OPPORTUNITY, STRENGTHENING SOCIETY**

### **A second annual progress report by Cohesion Minister Parmjit Dhanda**

Two years on, a progress report on the Government's strategy for race equality and community cohesion. The report summarises work undertaken on the cross-government strategy to increase race equality and improve community cohesion. It reports the progress that is being made towards achieving equality in the key public services and includes a statistical breakdown called 'Race Equality in Public Services' (REPS) which contains in-depth information about performance, with a focus on race inequality, using data from published surveys and official statistics provided by Government Departments. Analysis of this data identifies trends and gaps in knowledge.

<http://www.communities.gov.uk/publications/communities/opportunity-progress-report>

## **OUR SHARED FUTURE**

The Community Development Foundation (CDF) has responded to the Commission on Integration and Cohesion's report 'Our Shared Future'. While CDF welcomes much of the report, concern is expressed over the recommendation that there should be a presumption not to fund single identity community groups. It was felt that these groups provide vital services for communities, reach out to diverse communities and link minority communities with wider society, helping new communities to integrate.

Read the full response at:

[http://www.cdf.org.uk/pooled/articles/BF\\_NEWSART/view.asp?Q=BF\\_NEWSART\\_293542](http://www.cdf.org.uk/pooled/articles/BF_NEWSART/view.asp?Q=BF_NEWSART_293542)

## **PREVENTING EXTREMISM: STRENGTHENING COMMUNITIES**

A speech by Hazel Blears, the Secretary of State for Communities and Local Government at the Preventing Extremism conference on 31 October 2007

<http://www.communities.gov.uk/speeches/corporate/preventingextremism>

## **STRONG AND PROSPEROUS COMMUNITIES - THE LOCAL GOVERNMENT WHITE PAPER IMPLEMENTATION PLAN: ONE YEAR ON**

This updated implementation plan details the progress made on how the Government is playing its part in implementing key proposals in 'Strong and Prosperous Communities - the Local Government White Paper'. Further details can be found at

<http://www.communities.gov.uk/publications/localgovernment/implementationplanprogress?version=1>

## Gypsies and Travellers

### **GYPSEY AND TRAVELLER ACCOMMODATION NEEDS ASSESSMENT: Guidance**

Current (4 October 2007) guidance on can be found at <http://www.communities.gov.uk/publications/housing/accommodationassessments?version=1>

### **IRISH TRAVELLER NEWSLETTER**

The Irish Traveller Movement in Britain has just published their second newsletter, which can be found online at <http://www.irishtraveller.org.uk/policy/newsletter>

The organisation seeks to raise the profile of Irish Travellers in Britain and increase their say in decision making processes and forums, to challenge discrimination and develop national policies that ensure the inclusion of Irish Travellers in all levels of society.

## Migration

### **THE ECONOMIC AND FISCAL IMPACT OF IMMIGRATION**

A Cross-Departmental Submission to the House of Lords Select Committee on Economic Affairs, October 2007

Migrants are more skilled and often more reliable and hardworking than British workers, and are fuelling the country's economic growth to the tune of £6bn a year, according to the first official study of their impact.

<http://www.official-documents.gov.uk/document/cm72/7237/7237.pdf>

### **MIGRATION IMPACTS FORUM**

The Migration Impacts Forum was launched on 21 June 2007, when it met for the first time in London.

The Forum is a Government initiative aiming to help build the evidence base for the effects which migration is having on communities and public services throughout the United Kingdom and on how these challenges can best be met.

The Government wants to maximise the contribution which the Forum can make to the national debate on these important issues, and it will therefore be publishing its proceedings on this website

<http://www.communities.gov.uk/communities/racecohesionfaith/asylumandimmigration/migration-forum/>

'Almost every UK region has difficulties in housing, health, education and crime because of increased migration'. For an interesting assessment of the findings of the Forum's November meeting see the BBC's report at: <http://news.bbc.co.uk/1/hi/uk/7048205.stm>

## **REPORTS ON THE LABOUR MARKET AND MIGRATION**

For detailed reports on various aspects of migration and employment see [www.compas.ox.ac.uk/research/Labour\\_market\\_and\\_Migration.shtml](http://www.compas.ox.ac.uk/research/Labour_market_and_Migration.shtml)

## Refugees

### **REFUGEES' EXPERIENCES OF INTEGRATION**

A report from a two year qualitative research project by Refugee Council and the University of Birmingham and funded by the Big Lottery Fund, looking at the social aspects of refugees' integration, particularly in relation to how these were experienced in two different localities, Haringey and Dudley, and across different groups of refugees and asylum seekers. See link below for more information and links to full report and executive summary.

<http://www.refugeecouncil.org.uk/policy/position/2007/integration.htm>

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## Resources

### **EQUALITIES RESOURCE PACK**

Sarah Tighe-Ford from East Brighton New Deal for Communities has produced an excellent Equalities Resource Pack to support community groups and organisations develop their understanding of equalities, provide statistics and information about the different communities in Brighton and Hove, and offer practical suggestions on encouraging people from all backgrounds to participate in and contribute to their groups.

If any organisations are interested in this document either because they work in Brighton and Hove, or as a template that might be helpful in developing their own Pack, Sarah is able to provide copies of the CD (which is free) to organisations.

Sections of the Pack can be found and downloaded here:

[http://www.ebndc.org.uk/resources/equalities\\_resources/equalities\\_resource\\_pack](http://www.ebndc.org.uk/resources/equalities_resources/equalities_resource_pack)

Sarah's contact details are:

Sarah Tighe-Ford

East Brighton New Deal for Communities (ebndc)

T: 01273 296760

[sarah.tighe-ford@eb4u.org.uk](mailto:sarah.tighe-ford@eb4u.org.uk)

## **IDEA : RESOURCES ON COMMUNITY COHESION**

Community cohesion is a hot topic for councils these days. Factors such as age, wealth, gender, ethnicity, religion, sexuality and political ideology can create divisions in communities. Councils – and especially councillors – have an important community leadership role to play in bringing communities together. This resource supports councils who want to work with partners and their communities to promote interaction and foster positive community relations.

<http://www.idea.gov.uk/idk/core/page.do?pagelId=5770022>

## **ASYLUM STATISTICS**

Published by the Research, Development and Statistics Directorate of the Home Office

Asylum Statistics - United Kingdom 2006

<http://www.homeoffice.gov.uk/rds/pdfs07/hosb1407.pdf>

Asylum Statistics: 2nd Quarter 2007 - United Kingdom

<http://www.homeoffice.gov.uk/rds/pdfs07/asylumq207.pdf>

## **MOBILES, MONEY AND MAYHEM: THE FACTS AND FIBS ABOUT ASYLUM**

The Refugee Awareness Project, coordinated by Refugee Action has produced this myth-busting pocket guide which aims to put information at peoples' fingertips so they can influence others. See link below to download the National, East Midlands, North West and South West versions of the guide or how to obtain a hard copy and to find out more about the Refugee Awareness Project.

<http://www.refugee-action.org.uk/ourwork/projects/refugeeawareness.aspx>

## **REFUGEE COMMUNITIES HISTORY PROJECT**

The Refugee Communities History Project has produced free learning resources based on interviews with refugees that have made the UK their home since the 1951 UN Refugee Convention. These **free multi-lingual resources** give young people the chance to learn about refugees experiences by listening to them tell their stories in their own words. They are suitable for ESOL classes and key stage 2, 3 and 4.

For copies or further information please email [refugeestories@evelynoldfield.co.uk](mailto:refugeestories@evelynoldfield.co.uk) or visit [www.refugeestories.org.uk](http://www.refugeestories.org.uk)

## **SOURCES OF INFORMATION ON MIGRATION**

A useful introduction to sources of information about migration produced by the Local Government Analysis and Research Group to assist local councils with their response to changes in their communities

<http://www.lgar.local.gov.uk/lgv/aio/35288>

## **FUNDING AND COSTING WORKFORCE AND GOVERNANCE DEVELOPMENT: a Resource for the Voluntary and Community Sector**

UK Workforce Hub and Governance Hub

This resource aims to help VCOs better understand the costing and funding implications of workforce and governance development so that they can better plan, budget, cost and fundraise for this, and recover full costs.

Free download on [www.ukworkforcehub.org.uk](http://www.ukworkforcehub.org.uk) or [www.governancehub.org.uk](http://www.governancehub.org.uk)

A printed copy can be purchased through both websites for £5 or by phoning 0800 652 4886

## **BEREAVEMENT: A GUIDE FOR TRANSSEXUAL, TRANSGENDER PEOPLE AND THEIR LOVED ONES**

Published by the Department of Health and can be downloaded at:

[http://www.dh.gov.uk/en/Publicationsandstatistics/Publications/PublicationsPolicyAndGuidance/DH\\_074259](http://www.dh.gov.uk/en/Publicationsandstatistics/Publications/PublicationsPolicyAndGuidance/DH_074259)

This information has been supplied by the Gender Identity Research and Education Society (GIRES)

<http://www.gires.org.uk>

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## **Training**

### **HAMPSHIRE DEAF ASSOCIATION - COMMUNICATIONS TRAINING**

Hampshire Deaf Association runs a range of courses including British Sign Language intensive courses. For full details of what is on offer see the website:

<http://www.deafhampshire.org/resources/awareness.htm>

Or contact:

Ellen Wiggins, Education and Development Officer, Hampshire Deaf Association, 1 & 2 Carlton Commerce Centre, Dukes Road, Southampton SO14 0SQ,

Tel: 023 80 516516, Fax: 023 80516 501

## **DIVERSITY MEANS BUSINESS**

Diversity Means Business provides straightforward information about diversity in relation to the law, customer service/market share, recruitment and retention and the age regulations. Although it was designed for small and medium sized businesses, it is more broadly applicable to the public sector, larger businesses, and the voluntary and community sector. Check the website for **free** downloadable Diversity Handbook.

<http://www.diversitymeansbusiness.org.uk/handbook.htm>

<http://www.diversitymeansbusiness.org.uk/index.htm>

## **SOCIAL ENTERPRISE TRAINING WORKSHOPS**

**Autumn 2007**

Look out for these workshops, targeting BME communities across the South East Region, to be organized by the South East Multi-Ethnic Development Agency (SEMEDA)

Details to be posted on SEMEDA's website [www.semeda.co.uk](http://www.semeda.co.uk)

## **IMPROVING REACH FOR BLACK AND MINORITY ETHNIC GROUPS**

Do you work or volunteer for a Black and Minority Ethnic community organisation in the South East Region?

If so, TWICS can help you with:

- Training in Community Development Work
- Help you identify any training needs for you or your organisation
- Support in your development within you organisation
- Offer you training so that you can train others
- Networks and Forums so that experiences can be shared
- Opportunities will also be provided to influence organisations that are not familiar with the needs of BME communities

If you would like more information about this project please contact Ranthir at TWICS on 023 80671111 or email [Rrathore@twics.org.uk](mailto:Rrathore@twics.org.uk)

## **EMPOWERING COMMUNITIES TRAINING IN SOUTHAMPTON**

Do you live in Southampton? Are you Black African, Somali or Other European?  
If you answer yes to both these questions and are interested in attending free business training in Southampton, contact [www.womenswisdom.co.uk](http://www.womenswisdom.co.uk)

Women's Wisdom supports people from vulnerable or disadvantaged groups, such as women, ethnic minorities, prisoners and others who need support to help them achieve their dreams. The organisation helps those who are thinking of, or in the process of, setting up their own business; going into further education; getting a job; volunteering; or setting up a social enterprise.

Tel 0800 781 8597, or email [enquiries@womenswisdom.co.uk](mailto:enquiries@womenswisdom.co.uk)

## **TRAIN THE TRAINER: AN INTRODUCTION TO TEACHING & TRAINING**

Accredited training for Voluntary sector staff or volunteers who are based in Hampshire or the Isle of Wight provided **free** by LearningNet

Who should attend?

- Community Development Workers
- Staff or Volunteers who deliver some training as part of a wider role
- Managers
- Project coordinators

Why you should attend?

This is a new programme of training courses which will enable you to develop the essential skills needed to deliver training to others. The sessions will be practical, interactive and challenging. If you deliver some training, or are planning to do so, and would like to develop your knowledge and ability, and gain a recognised accreditation, then this course is for you. We will be covering 'survival' skills for effective delivery of training; introducing a variety of teaching methods and will assist you in developing individualised planning and assessment methods.

Duration: 12 hours in total, plus preparation of a short microteaching session.

The cost of this course (£170) will be met by the LearningNet Project Certificate and follow-up support: Courses are accredited by the Awarding Body Consortium and a certificate will be awarded to those completing the course satisfactorily.

Courses are taking in place in Portsmouth, Southampton and Alton in November, December and January. To apply for a place, please contact Meg Sharpe by email [meg.shape@action.hants.org.uk](mailto:meg.shape@action.hants.org.uk) or tel: 01962 857381

## **JOB OPPORTUNITY**

### **STAKEHOLDER AND COMMUNITY ENGAGEMENT OFFICER – BAND 5 (£19,166 - £24,803) (closing date 16 November)**

This new and exciting role will play a pivotal role in working with local communities, their elected representatives and advocates to ensure that local people have a voice in the decisions of the PCT. You will be responsible for using a range of engagement techniques to listen to the views of local communities and develop mechanisms to record these views and ensure they are reflected in the services the PCT commissions and provides.

Ideally you will have knowledge of community engagement techniques gained either in the NHS, social care or the third sector, but we would like to hear from anyone with experience of involving and listening to stakeholders, communities and/or customers.

For an informal chat please call: Nick Birtley on 023 9224 8340

Full details are at: <http://www.jobs.nhs.uk/cgi-bin/vacdetails.cgi?selection=911890661>

# CALL FOR VOLUNTEERS

## HAMPSHIRE & IOW CPS HATE CRIME SCRUTINY PANELS



### What is the CPS?

The Crown Prosecution Service (CPS) is the principal prosecuting authority in England and Wales. The role of the Service is to prosecute cases firmly, fairly and effectively where there is sufficient evidence to provide a realistic prospect of conviction and when it is in the public interest to do so. Our vision is to become a world-class prosecuting authority at the heart of the criminal justice system and to provide a valued public service that meets the needs of victims and witnesses across the communities of our two counties.

We aim to deliver a high quality prosecution service that brings offenders to justice, helps both to reduce crime and the fear of crime and thereby promotes public confidence in the rule of law through the consistent, fair and independent review of cases which are fairly, thoroughly and robustly presented at court.



*“We are committed to raising public confidence in the CPS and are looking to this Scrutiny Panel to help us to improve the way in which we prosecute hate crimes in Hampshire and the IOW to ensure that we meet the needs of members of all our communities. We hope that this will in turn increase both the reporting of hate crimes and the number of successful prosecutions for these offences.”*

Nick Hawkins, Chief Crown Prosecutor

### What will the Hate Crime Scrutiny Panel do?

We are setting up a panel to scrutinise how effectively we have handled recent hate crime cases. Transparency in the way we deal with hate crimes and the opportunity to discuss and analyse the process with members of the community will assist us in obtaining successful prosecutions in the future.

We want to bring members of the community together to jointly review hate crime files, raise awareness amongst communities of how and why decisions are made and identify issues and trends in our decision-making process. We hope that this will result in more successful prosecutions and that as a result of this panel more victims will come forward to report hate crimes, and that they will stay with the legal process until its conclusion.

### How will the work of the panel influence future prosecutions?

The meetings will be chaired by an independent facilitator with a lawyer independent of Hampshire and the IOW, who will guide the panel through the cases and be available to answer legal questions. The Chief Crown Prosecutor and some local lawyer managers will also be present. Managers will communicate lessons learnt from the panel back to all District staff to inform business processes, develop best practice and form the basis for future staff training in the successful prosecution of hate crime.

## What type of cases will be scrutinised?

The panel themselves will randomly select a number of cases which have been through the Court process. These will be:

**Racially Aggravated:** Any incident where there is evidence that an accused person demonstrated hostility or was motivated by hostility to the victim due to the victim's membership or perceived membership of a racial group. This is a group defined by their race, colour, nationality or ethnic or national origin.

**Religiously Aggravated:** Any incident where there is evidence that an accused person demonstrated hostility or was motivated by hostility to the victim due to the victim's membership or perceived membership of a religious group. This is a group defined by reference to their religious belief or lack of religious belief.

**Homophobic:** Any incident which is perceived to be homophobic or transphobic by the victim or any other person.

**Disability:** Any incident, which is perceived to be based upon prejudice towards or hatred of the victim because of their disability or which was so perceived by the victim or any other person.

## Will you help us to prosecute hate crime?

- Do you have experience of helping to support victims of hate crime?
- Do you have an interest in equality issues?
- Do you want to improve how hate crimes are prosecuted?
- Do you want to improve the criminal justice system for victims?
- If you have answered Yes to all of these questions then we want to hear from.

For more information or a nomination form please contact:

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