

**THE ADVICE CENTRE,  
45 TREATY CENTRE,  
HOUNSLOW TW3 1ES  
TEL: 020 8572 5532**



# Newsletter

**October 2010**

## Chair's Welcome

Welcome to the six monthly edition of Hounslow REC news, views and reviews.

In the last six months our political world has changed both locally and nationally. We have a new young coalition government trying to battle with the national budget deficit.

The public sector is being targeted and huge cuts are being announced. Our local authority have decided to commission services to voluntary sector for funding more than £15,000.

This will have an adverse impact on small groups who do not have the capacity to prepare tenders and compete with bigger groups. There is a greater danger that outside Borough organizations can bid for Hounslow services.

We hope that the local authority will have mixed funding provisions for the voluntary sector to continue providing services. There is a need for corporate grants, service level agreements and commissioning.

That is far from all, so I'll leave you to leaf through in your own time and explore the rest.

Sukhdev Grewal - Chair

Inside this issue:	Page
Equality Act 2010	1
Race Equality & Election 2010	2
Increasing Awareness to Hate Crime at Feltham Library	2
Tackling Perpetrators of Hate Crime	2
World Cup Quarter Finalists Unite Against Racism	2
A.G.M 2010	2
50% Rise in Disability Hate Crime	2
Getting Out & About talking to residents in Brentford	3
Engaging with Local Communities	3
Volunteer Required	3
Annual Event November 2010	3
HR&EC Service Users Forum	3
HR&EC Services	4

## Equality Act 2010: New Equality Rights

This new legislation came into force on 1st October 2010. It enhances existing equality rights in law and adds new areas of non-discrimination; e.g. for carers and persons in marriage or civil partnership. The ambitious new Act is the single biggest anti-discrimination legislation in the UK; aiming to clarify, consolidate, extend and update areas of discrimination in mainstream society. For example, it introduces a stress on reducing "socio-economic disadvantage" for public duty.

The new Act places a pro-active duty on public bodies to have "due regard" for reducing "inequalities of outcome which result from socio-economic disadvantage". It creates legal protection against discrimination and harassment suffered by carers of ill relatives. It places heavy stress on pay equality and transparency between male and female employees. It establishes the following categories as "protected characteristics", against which direct and indirect discrimination is prohibited: age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex and sexual orientation.

Many of the above categories are already covered in existing legislation (e.g. Race Relations Act 1976, Disability Discrimination Act 1995, Sex Discrimination 1975) but have now been further strengthened with new features. Some principle features of the new Act are listed below:

public sector duty to consider reducing "socio-economic" inequalities; using public procurement to improve equality and reduce inequalities; banning age discrimination in goods and services, including pubs, private clubs and organisations; gender pay reports and relevant pay disclosures and allowing claims for direct gender pay discrimination where there is no actual comparator. For a full list and further information please visit:

[www.adviceguide.org.uk/equality\\_act\\_2010\\_overview](http://www.adviceguide.org.uk/equality_act_2010_overview);  
[www.equalities.gov.uk/equality\\_act\\_2010.aspx](http://www.equalities.gov.uk/equality_act_2010.aspx)  
[www.equalityhumanrights.com/home/legal-and-policy/equality-act/](http://www.equalityhumanrights.com/home/legal-and-policy/equality-act/)

## Race Equality and Election 2010

A historic number of ethnic minority MPs were elected to parliament in May with the total rising from 14 to 27. These included the Conservative Party's first Asian and Black MPs respectively, as well as the UK'S first Kurdish Politician Nadhim Zahawi.

The total number of BME Labour MPs is now 13, up ten from the 2005 election. Most strikingly, the number of ethnic minority Conservative MPs has leapt from 2 to 11. However, the Liberal Democrats still have no ethnic minority MPs in Westminster, having had only one BME MP in their history.

**Impact on Equalities** Despite the coalition partners appointing a cabinet of diverse political views there is little diversity of ethnic, gender or economic background in the government.

**Local Election Result** Labour came back with 35 seats and retained most of its ethnic minority councillors. BME councillors are 17. Conservative have one BME councillor.

## Tackling Perpetrators of Hate Crime

Anna continues to remain committed to taking joint actions against known perpetrators of race and hate crime and has significantly increased the number of referrals made to the Local Anti-Social Behaviour Action Groups by 30% particularly in the Brentford and Chiswick areas. Anna is working closely with Police SNTs, notably in Hounslow Heath, Heston West, Isleworth, Syon and Feltham West, to carry out leaflet drops and sending warning letters advising residents of the consequences of engaging in Anti –Social Behaviour and race and hate crime, particularly housing association tenants. Anna will continue to work with the Community Safety Neighbourhood Co-ordinators and SNT officers and offer ongoing reassurance to victims who experience race and hate crime.

## A.G.M 2010

On July 15th, HR&EC held their AGM, inviting local community organisations, Councillors and the new Mayor, Cllr Colin Ellar. The AGM gave HR&EC an opportunity to present the hard work that has been achieved throughout the last year together with the Annual Report, as well as discussing the forthcoming goals for the year ahead. If anyone would like a copy of the annual report please get in touch.



## Increasing Awareness to Hate Crime at Feltham Library

The Hate Crime Co-ordinator, Anna, has responded to concerns from victims who attended the last Service Users Forum and is increasing awareness to our services in Feltham and Brentford. Anna held an information stall in August in Feltham Library and spoke to over 100 individuals who were visiting Feltham library and Citizens Advice Bureau. Anna was able to hand out leaflets and offered general advice regarding race and hate crime to many individuals who were not aware that HR&EC existed or about how to access our services. Anna hopes to hold another event in Feltham library next spring. *Below HREC volunteer Percy Writer helps Anna at Feltham Library.*



## World Cup Quarter Finalists Unite Against Racism

Anti-racism was highlighted at the recent World Cup. Teams and match officials posed alongside a banner, showing the words "Say No to Racism". Before the start of the quarter final the captions of the competing teams read out a declaration rejecting any form of discrimination on and off the field.

Former South African president Nelson Mandela said "Sport can create hope, where once there was only despair", also adding that hosting the world cup 2010 had brought South Africans together.

## 50% rise in Disability Hate Crime

The Race and Hate Crime project has noted a 50% increase in disability hate crime cases and referrals and as a result, Anna met with colleagues from the Disability Network Hounslow in August in order to promote a more collaborative way of dealing with cases, sharing best practice and ensuring that we are offering the best possible support to victims of disability hate crime. Anna will be promoting some of their in-house projects and events and the Disability Network will also ensure that victims of disability hate crime are represented and able to share their views at the forthcoming Service Users Forum on 9th November.

## Getting “out and about” talking to Residents in Brentford

Following a rise in reported race and hate crime from the central area of the borough, Anna has been keen to publicise HR&EC’s services in Brentford and has been working with the Neighbourhood Community Safety Co-ordinator and local Police Safer Neighbourhood Team (SNT) officers on a number of cases, leaflet drops and utilising civil remedies across this area of the borough. Anna attended the Brentford Fair earlier in May with the Global Xchange volunteers and joined Brentford SNT on their stall and spoke to local residents about hate crime, personal safety and HR&EC’s free legal advice service. The local Mayor (pictured in the photo on the right, with Anna and volunteer Renata) attended and added his support for the important work HR&EC carries out in the local community.

Anna also attended the Brentford Festival in September which attracted a large number of local residents. Anna held an information stall and also went out and about discussing her project and ensuring that residents were aware that we also support victims from Brentford, as part of the Race and Hate Crime project. Anna was also able to network with a wide number of local organisations whilst enjoying the local hospitality!

### Engaging with Local Communities

Anna has been working with the Filipino community following a slight increase in reports from this growing community in Hounslow and attended the two day Filipino Barrio Festival in July. Anna had her gazebo and eager volunteers who helped distribute the leaflets over the day and kept cool in the summer heat with large glasses of Halo Halo! Anna spoke to a large number of Hounslow borough Filipino residents, enjoyed the parade and the event proved to be a very positive way of engaging with this vibrant community and to publicise our services. Anna also attended London Mela, a popular London wide, South Asian festival and was able to increase awareness to our services, as the South Asian community continues to account for the highest number of our clients.



### Volunteer Required!

**HR&EC are looking for volunteers to help with the Hounslow Community Advice Service project...**

- Do you have a few hours to spare each week?
- Do you have skills that can be used in an office?
- Do you speak Polish or Somali?

If your answer is yes, why not consider becoming a volunteer. To find out more, please call: 0208 572 5532 or send your CV to [info@hounslowrec.co.uk](mailto:info@hounslowrec.co.uk) We look forward to hearing from you.

### Calling all victims: HR&EC’S Service Users Forum. Tuesday November 9th 2010 12-2pm and 5-7pm

The time has come again for HR&EC to invite victims of race and hate crime to attend our quarterly Service Users Forum, which this winter will be held on the Tuesday 9th November 2010. The forum will be held at HR&EC during the morning and evening, in conjunction with the International Day against Fascism, whose theme is to “wipe out hate”. HR&EC will ask victims to share their experiences of hate crime in the Hounslow borough and ways they think agencies can together best respond to race and hate crime. Anna will facilitate both events and encourage attendees to speak openly and frankly about their experiences and recommendations, which will be fed into a report and shared with Hounslow Council’s Community Safety Partnership Hate Crime Stakeholders Group. If you would like to attend the Service Users Forum, please contact Anna on; [anna.desouza@hounslowrec.co.uk](mailto:anna.desouza@hounslowrec.co.uk) or 0208 572 5532.

### Annual Event November 11th 2010

This year HR&EC will be holding their Annual Event on Thursday 11th November from 6pm in the Paul Robeson Theatre in the Treaty Centre in Hounslow. The event will focus on the Equalities Act and a speaker will be invited to talk about the new legislation. As always, the audience will have the chance to discuss issues and ask questions afterwards.

Invitations, the agenda and relevant papers will be distributed shortly.

Look out for an email from HR&EC’S Administrator, Emily Smith and be sure to reply a.s.a.p to guarantee your place.

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**We're on the web!  
[www.hounslowrec.co.uk](http://www.hounslowrec.co.uk)**

## **Hounslow Race & Equalities Council Services**

We provide a range of services designed to support individuals, communities and organisations in addressing and improving equality practices and combating discrimination.

We provide the following specific services:

### **Asian Advice Service**

Advice and assistance to South Asian residents on a range of issues, including immigration, welfare benefits, accessing police support, form filling, enquiries to public services, etc.

Times: Monday and Tuesday mornings and telephone only advice in afternoons.

Contact: Vandana Rawal | [vandana.rawal@hounslowrec.co.uk](mailto:vandana.rawal@hounslowrec.co.uk) or 0208-572 5532 ext.210

### **Somali Advice Service**

Advice and assistance to Somali residents on a range of issues such as welfare benefits, access to services, form filling, immigration, and issues such as schools, reporting crime, anti-social behaviour.

Times: Thursday and Friday

Contact: Zeinab Abdi | [zeinab.abdi@hounslowrec.co.uk](mailto:zeinab.abdi@hounslowrec.co.uk) or 0208-572 5532 ext. 206

### **Polish Advice Service**

Advice and assistance to Polish residents on a variety of issues such as welfare benefits, access to services and problems and issues linked to living in the UK (e.g. schools, reporting crime, anti-social behaviour).

Times: Wednesdays and Thursdays

Contact: Anna Biernacka - Lang | [annabiernackalang@hounslowrec.co.uk](mailto:annabiernackalang@hounslowrec.co.uk) or 0208-572-5532 ext. 205

### **Hate Crime Co-ordinator**

Race and hate crime and harassment. Support and advice on reporting incidents and involving police and local support agencies, including Hounslow Homes and housing associations.

Contact: Anna de Souza | [anna.desouza@hounslowrec.co.uk](mailto:anna.desouza@hounslowrec.co.uk) or 0208-572-5532 ext. 207

### **Employment Advice & Casework**

Employment related cases concerning equality and discrimination.

Contact: Jagdeesh Singh | [jagdeesh.singh@hounslowrec.co.uk](mailto:jagdeesh.singh@hounslowrec.co.uk) or 0208-572-5532 ext. 209

### **Race & Equality Promotion & Development**

Awareness, Training & General Matters

Contact: Jagdeesh Singh | [jagdeesh.singh@hounslowrec.co.uk](mailto:jagdeesh.singh@hounslowrec.co.uk) or 0208-572-5532 ext. 209

### **Free Legal Advice**

Free Legal Advice on Family, Immigration, Employment & Housing matters, provided to residents living or working in the Hounslow Borough. Contact HR&EC for further information on days and times.