



BMECP

Black and Minority Ethnic
Community Partnership

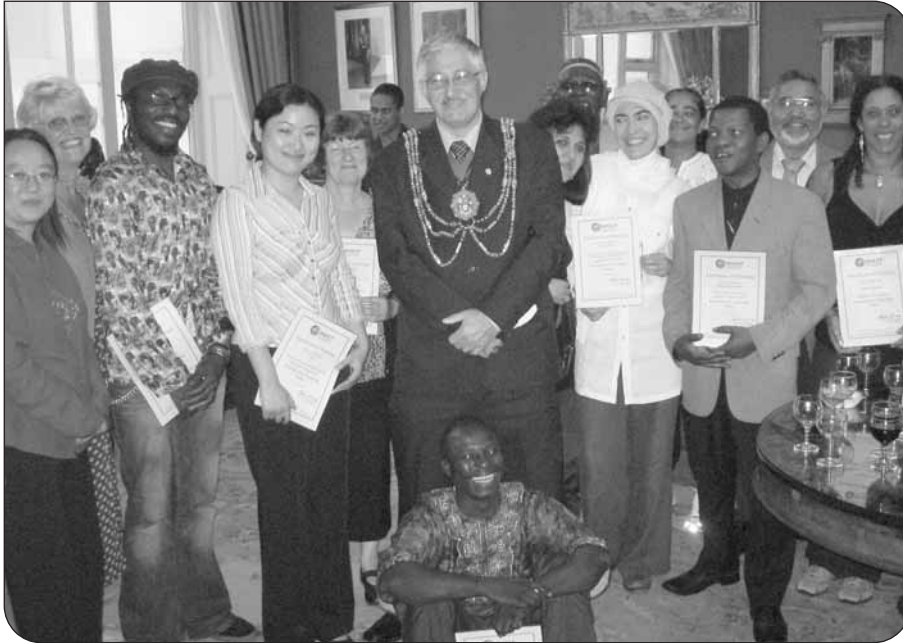


ANNUAL REPORT 2004-2005



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Community Partnership



“The philosophy should be for the Centre to bring about integration with the wider community not further separation.”



Chair's Report

I am pleased to announce that the year ending 31 March 2005 has been a good year for BMECP. The organisation has gone from strength to strength with the Board of Trustees and the staff team working very hard both to promote and safeguard the interests of Black and minority ethnic communities, groups and organisations in Brighton and Hove.

Our 5 year long intensive search for a suitable site for the development of the resource centre has finally resulted in success. BMECP has at long last managed to identify a suitable site on which to develop the resource centre. Through collaborative working with Brighton and Hove City Council Officers, the Regeneration Partnership team, South East England Development Agency (SEEDA), BMECP has managed to negotiate for the purchase of a 160 years lease on premises comprising the ground and 1st floor of Block D which will be built as part of the New England Quarter (NEQ) development on the Brighton Station site, in the heart of the City. Other developments within the New England Quarter will include a hotel, affordable housing, Sainsbury supermarket, restaurants, shops and another community centre. The Trustees assisted by staff are working very hard to ensure that the community's aspirations are realised. A lot of time is spent meeting with other stakeholders and funders and ensuring that deadlines are met.

The staff have also been very busy delivering various projects that we have been funded for. As well as undertaking an audit of BME groups and organisations, an audit was also undertaken looking into service provision for young people. Support has been provided to groups including provision of specific training and support on fundraising. The work has also involved working with young people, women and elders to ensure that their needs are identified and met. Individuals have also been supported in various areas including mental health, housing, legal advice and employment related support.

Support has also been given to other organisations both voluntary and statutory to ensure that the services that they provide to BME communities are appropriate and sensitive to their needs.

BMECP has achieved a lot in the past year but this would not have been possible without the dedication and support of the Trustees, the community members, our supporters and our staff and volunteers. On behalf of the Board of Trustees I wish to convey my sincere thanks to all who have given so generously of their time and we hope that we will continue to champion BME work within the city.

Cllr Tehmtan Framroze
Chair of the Trustees



“BMECP has at long last managed to identify a suitable site on which to develop the resource centre”



Company Secretary Report

This being our 5th year as a constituted organisation, it seems an opportune moment to remind ourselves why we embarked on this journey before we enter its final phase.

For 30 years the BME communities have aspired for a home (an asset based development) to be proud of, in which to welcome our neighbours so that we can exchange our rich cultures and learn from each other.

A place to reduce isolation and to promote a sense of belonging but above all a place from which to challenge discriminatory and racist practices and beliefs.

Thankfully we have the many that have travelled with us on this rocky journey and that are committed to supporting a resource centre to meet the needs of the Black and minority ethnic community.

This support started with a Brighton & Hove regeneration partnership single regeneration budget round 6 bid to SEEDA.

The Key Focus in 2000 was as follows:

Provision of a Black and Minority Ethnic Community resource centre offering:

Meeting space / function rooms

Office accommodation

Kitchen and restaurant space

The centre will act as a focal point for the Black and minority ethnic community. The Types of functions within the centre would include –

Training venue

ICT access point

Advocacy / advice point

Crèche

The centre services will be confirmed through consultation as part of the SRB5 Participation programme

The purpose of this consultation was to enable the Black and minority ethnic people, including asylum seekers and refugees, in the area, to participate in the development of a Resource Centre. The main aim of this piece of work was to encourage genuine and direct participation in the decision-making process from the outset. What follows is the key findings from the consultation.

Education

To provide an inclusive and representative education system and tackle racism.

Health

To provide an inclusive quality service respecting the cultural and religious needs of BME people.

Work

To provide and implement equal opportunity in employment and at work.

Housing

To ensure equal access to good quality housing with adequate space in the private/statutory sector.

Community Safety

To tackle violence, crime and racist attacks and introduce improved safety measures around pub/club closing time and throughout the night.

Public facilities

To provide improved and inclusive facilities for the public.

Refugees

To challenge xenophobia and provide a co-ordinated support system in the area of health, housing, safety, education and language for integration into the community in Brighton and Hove.

The Resource Centre

To develop a multicultural resource centre as a focal point to provide a range of services/support and advice to meet the needs of diverse Black and minority ethnic people in Brighton and Hove.

There were a number of general requirements noted including late opening hours, good accessibility for all kind of impairment, absence of political or religious leanings, an emphasis on mutual respect and racial awareness, a comprehensive equal opportunity policy and information availability in all relevant languages. The philosophy should be for the Centre to bring about integration with the wider community not further separation.

In addition, some groups consulted suggested that the Resource Centre should provide professional health services, services and activities for the elderly and for the young, a base for outreach workers. Specialist services and advice should be available for refugees and asylum seekers.

The Centre should be fully equipped with ICT equipment and offer training in this field and it should offer interpretation and translating services both to individuals and to agencies.

Finally, all the space and services should be available to hire out in order to generate income to help run the Centre.

Why the need?

There is an obvious and growing need for the kind of services listed, most of which simply do not exist, are inappropriate or do not meet cultural needs. The centre would be a physical space that would act as a focus for the provision of a wide range of overdue facilities. It would fulfil a number of additional functions, for example, encouraging the growth of the Black and minority ethnic voluntary sector and the enhancement of awareness of cultural diversity among the white population

'Providers of services should be from minority ethnic communities. There are substantial numbers of BME people in Brighton and Hove but our communities are fragmented and not working together to achieve the best for everyone. The Centre is a great opportunity to come together in our diversity. It could be the seed that grows into a strong, united BME presence in Brighton and Hove'.

Location and accessibility

Various locations were suggested but the consensus was that the Centre should be central and easily accessible by public transport.

Problems/Solutions

The consultations reflected an understanding that numerous problems would have to be overcome including those of management that was both 'community-led' and fully accountable, responding appropriately to diversity within and racism from without and ensuring the safety of buildings and users.

What differences would the centre make?

Those consulted identified a wide range of benefits including greater opportunities for lifelong learning, fostering the sense of cultural identities, keeping up to date with relevant information, BME community development and social cohesion, encouraging physical and mental well-being and helping in the reduction of racism and prejudice.

Next steps

By the time you read this we will be in the process of preparing a draft business plan for our funders and will be consulting again with the wider BME communities so as to ascertain any changes or additions to the recommendations already collated over the last four years to inform the activities, services, management and set up of our Community Training and Resource Centre.

Nearly there Need a last big push All together now...

Charles Boustany
Company Secretary

Achievements/Activities

1. Resource Centre Development

After a long search BMECP is now acquiring a 160 years lease from the freeholder (Sainsbury) on premises comprising the ground and 1st floor of Block D, which is being built as part of the New England Quarter (NEQ) development on the Brighton Station site, in the heart of the City.

The work has included the following:

Facilitate the development of the Community Training and Resource Centre liaising with the key stakeholders and ensuring that targets are met for the development of the Community Training and Resource Centre within the New England Quarter Development. This included:

Development of partnerships for the provision of services within the Community Training and Resource Centre
Developing a fundraising strategy for capital funds to match the SRB6 funds

Assisting in the writing of the Business Plan

Consult with other service providers on Business Plan.

Liaising with other stakeholders on the development of the resource centre including funders and developers.

Preparing and submitting SRB6 appraisal application documentation for the release of the SRB6 ringfenced funds.

2. BME Community Development Project

Enabling groups and organisations to develop themselves in order to be able to meet their needs. This work is undertaken both with communities of interest and also within neighbourhoods where people live.

The following groups have been supported within neighbourhoods:

Asho Bangla Shiki, who run a Bengali school, in Hangleton and Knoll

Asian Women's Group within Turner area.

Poets Corner Multicultural Group

BME Communities of interest supported include the following:

Black and minority ethnic elders forum

BME Young People's Project

Brighton and Hove Muslim Forum

Arabic Speaking Elders

Rwandan Youth Information Community Organisation (rYico)

Mosaic

Muslim Women's Group

Friends of Mauritius in Brighton

Development of partnerships in service delivery particularly in relation to young people and the elderly.

The following are examples:

Worked in partnership with 60+ action group to develop a forum of BME elders. Diverse BME elders were invited to represent their groups at the forum which meets monthly. The forum acts as a link between services and elders groups and service providers attend the meetings to discuss issues of concern and the group representatives then cascade the information to other group members. The group also helps to relieve isolation by ensuring that BME elders are invited to key events focusing on elders.

BMECP also works closely with other forums that provide services to elders.

Partnership work with the BME young people's project to ensure that needs of young people are met.

3. Community Network Programme

The Community Network Programme is a two-year Home Office funded project which aims to empower BME groups and individuals in Brighton and Hove and promote collaborative working.

The initial phase of the programme saw the completion of an audit of Black and Minority Ethnic groups and organisations operating in Brighton and Hove to ascertain their needs and priorities. The audit also aimed to identify new ways through which BMECP could support the development of these groups and organisations, and bring about new opportunities in this sector. Thanks to the support of all of the communities consulted it became clear that Training and Funding Advice were the main priorities.

Achievements/Activities

Training overview

BMECP has delivered 2 new training programmes, following consultation with BME communities. These focused on increasing skills and were complemented by practical support. All participants were offered the possibility of obtaining an accreditation.

It was decided to develop training programmes as a complete package of taught sessions and immediate practice experience. Two new tailor made training programmes were developed in 2004 as complete packages: Community Tutors and Community Empowerment.

Local BME communities were further consulted on training priorities in September 2004, and on the two new BMECP initiatives in February 2005. At these meetings people told us that they wanted the new training courses to be accredited.

Securing accreditation proved difficult, as this could not be offered directly by BMECP and no local organisation could offer accreditation on our behalf. As a result, BMECP took on the challenge and has successfully become an OCN Centre enabling it to secure accreditation for these and future training programmes.

Community Tutors

BMECP ran a pilot for the Community Tutors programme in March 2005 and secured remote accreditation from Voluntary Action Barnsley for the taught part of the Community Tutors course, and paid the new trainers for the practice session so that it would count as paid experience in their CV.

This course was supported by the Federation for Community Development Learning (FCDL) which provided additional funding and training materials. There was a great deal of interest in this course, which was oversubscribed necessitating the use of selection criteria devised with community input. We also secured an accessible venue and engaged local BME caterers to provide a variety of community food.

All eleven participants who started this course completed it, seven achieved Open College Network (OCN) accreditation to level 3, and one to level 2. Overall, the participants were very pleased with the training, and agreed that the built in 3 hour practice session was a great opportunity to test and improve their newly acquired skills.

Introductory Fundraising Skills

This training was delivered over 8 modules between February- March 2005, in partnership with the Working Together Project, which provided OCN accreditation to level 3. 15 people were accepted on this course, and BMECP secured an accessible venue and engaged local BME caterers to provide a variety of community food.

Fundraising support

A one-day a week specialist funding advice service was established following the audit, and included one to one support for funding applications, providing information about funding opportunities, providing learning opportunities through access to a range of resources, e.g. library, online access to trust funding, fact sheets about raising funds etc. The most notable success during this year was a Community Fund £124,646 grant for the Refugee Advice Project of the Money Advice and Community Support Service.

Overview of achievements

In the process of developing its Community Network programme BMECP developed new services (such as the specialist funding advice service) and training. A major yet unforeseen achievement during this year for BMECP is that it has become an OCN training centre, and has thus strengthened its reputation of providing appropriate professional training to organisations serving BME people in Brighton and Hove.

BMECP has developed a new initiative in Brighton and Hove, Community Tutors, which has led to the establishment of a pool of eleven local BME trainers, which will be supported to deliver training to their communities, and to further develop their skills. This was a unique achievement, which is likely to increase the overall quality of training among BME communities, by ensuring it is culturally appropriate both through delivery and content.

The Community Network programme has had a positive impact on local groups and on people's lives. The increased confidence gained through training programmes, coupled with the newly acquired skills led to the establishment of two new groups and to the development of several new projects. It also had a positive impact on other local organisations, through the partnerships built for specific projects, which help increase cultural awareness in their service delivery.

4. Infrastructure Development Support

Assisting other service providers to develop culturally specific and culturally sensitive services that are responsive to the needs of BME people.

Achievements/Activities

Worked closely with the Council and other voluntary sector organisations to ensure that they are supported in delivering services to BME communities, through acting as a link between the communities and services, ensuring that services are appropriate and representing the interest of BME groups and organisations at various forums and partnerships. Also assisting with research and consultation with BME communities.

Assisting other service providers to meet their legal obligations under the Race Relations Amendment (2000) Act.

Participated in consultations and enabled other BME people to participate in consultations and also through representing BME interests on various forums and groups that aim to address inequalities in service provision.

BMECP also works very closely with other BME groups and organisations ensuring that their needs are met. The support ranges from training as detailed above to one to one support in specific areas and signposting to other service providers as and when necessary. BMECP also acts as a link between other service providers and the BME groups and organisations.

5. Partnership/Representation

BMECP often represents BME people's views, needs and interests at strategic level by participating on various forums and partnerships which include the following:

BME Older People	BME Mental Health
Race and Health Equality Sub Group	South Downs Health NHS Trust
Patient Advice and Liaison Service	Local Strategic Partnership
Regeneration Partnership	Communities of Interest Network
HIV/AIDS Conference Steering Group	HIV/AIDS Steering Group
Working Together Project	Community and Voluntary Sector Forum
Relate	

6. Health Related Work

BMECP has a special interest in ensuring that the health needs of BME communities are met. This is undertaken through facilitating appropriate research and through representing the interests of BME communities at various forums and partnerships. Also BMECP plays a role in the 'inequalities in health' agenda and supports service providers to address this issue. Currently BMECP is involved in the areas of mental health and HIV and AIDS. BMECP is represented on the HIV/AIDS Steering Group, the HIV/AIDS Conference Steering Group and the Sussex Project Steering Group. BMECP also has an input on Mental Health strategic forums following the consultation with BME communities on their mental health needs. BMECP also works closely with the Brighton and Hove Primary Care NHS Trust on equalities issues. One to one support is also provided to service providers to enable them to address their equalities agenda.

7. Support for Trustees

The staff play a key role in ensuring that the Trustees meet regularly and that they are enabled to govern efficiently and effectively as a team. This involves supporting them in various ways including the following:

- Receiving appropriate documentation for their meetings and on time.
- Ensuring that meetings are organised and reports from meetings prepared.
- Identifying and supporting their developmental and training needs both individually and as a group
- Supporting them with their strategic planning
- Providing effective communication channels
- Ensuring that induction of new Trustees is undertaken

8. Fundraising

BMECP like any other voluntary sector organisation is constantly having to adapt and adjust to its external environment. As an organisation that relies on external funding, the staff play a key role in identifying its needs in relation to the BME communities that it works with and then identifying appropriate new sources of funding to meet the needs. This work is ongoing.

Trustees, Staff and Volunteers

BMECP Board of Trustees

Councillor Tehmtan Framroze
(chairman)

Abdul Khaliq
(treasurer)

Bashir Ahmed

Charles Boustany
Company Secretary

Esther Ekpo

Dr. Wagdi Onsi Habib

Louella Ibekwe
(elected 5 october 2005)

Rafiqul Islam

Sneh Lata Jain

Elaine Lai

Anuja Mehta

Chandrakant Mehta

Farah Mohebati

Michael Opone

Louis Patrick Saintas

Imam Dr. Abduljalil Sajid JP

Ethlyn Prince
(elected 5 october 2005)

Althea Wolfe
(elected 5 october 2005)

Staff

Doris Ndebele (f/t)
Team Leader/Senior Community
Development Officer

Uschi Gatward (f/t)
Community Development Officer
(Replaced Monika Richards)

James Kibukamusoke (p/t)
Finance Officer

Shonge Holdgate
Sessional Administrator
(Replaced Lovely Chatterjee)

Anca Saunders (f/t)
BME Community Network
Development Manager

Luisa Serrecchia (p/t)
BME Community Network
Administrator

Advisers

Julia Reddaway
Regeneration and Renewal Manager,
Brighton and Hove City Council

Ivan Clarke
Community Projects Officer (SRB),
Brighton and Hove City Council

Carol Nicholson
Technical Support Officer (Finance),
Brighton and Hove City Council

Aubrey Champ
Finance Manager, Brighton and Hove
City Council

Scott Marshall
Head of Econ, Dev and
Regeneration,
Brighton and Hove City Council

Andy Glover
Economic Development Officer,
Brighton and Hove City Council

Peter Field
Chair, Regeneration Partnership

James McAllister
Senior Partner,
CSC Regeneration and Research
Consultants

David Axford
CSC Regeneration and Research
Consultants

Tim Smith
Griffith Smith, Solicitors

Mark James
Griffith Smith, Solicitors

Peter Mason
Manager Technical Support
Sussex Community Internet Project

Graham Hunter
HR Consultant Brighton and Hove
Community Initiatives

Andy Francis
RH Partnership Architects

Spencer Hatton
RH Partnership Architects

David Barker
MacConvilles
Quantity & Building Surveyors

Miranda Martin
Martin Searle Solicitors

Fiona Martin
Martin Searle Solicitors

Cate Searle
Martin Searle Solicitors

Auditors

Asghar & Co
Chartered Accountants & Registered Auditors
93-95 Commercial Road, 2nd Floor
London, E1 1RD

Bankers

National Westminster Bank plc

Legal Advisers

Tim Smith
Griffith Smith Solicitors,
47 Old Steyne, Brighton, BN1 1NW



Treasurer's Report for year ending 31st March 2005

With the site now secured and construction underway we are now very close to realizing our objective of a new resource centre. The focus of our efforts will soon switch to the capital expenditure related to the development of the resource centre.

The projects work of BMECP continues to grow with Connecting Communities completing a successful year of training, thanks to the efforts of our two new workers Anca and Louisa. Related to this project £5,274 was secured from the Federation of Community Development Learning. Also with thanks to Doris, the following funding was secured: £4,875 from DAAT for research into the drug and alcohol misuse needs of the BME community and £2,624 for participating in Local Partnerships. Also the funding secured for projects starting in the next financial year include, £9,600 from Global Grants to help with BME employment, £5,000 this year on a 3 year contract from the Primary Care Trust for health related work, £5,000 from the Arts Council and £9,600 from Change Up.

Whilst the resource centre remains our main focus the development of project related activity will ensure that it is well used when we get it up and running.

We would like to thank the following funders for their support during this financial year.

**BRIGHTON & HOVE CITY COUNCIL
THE BIG LOTTERY FUND
THE HOME OFFICE
FEDERATION FOR COMMUNITY DEVELOPMENT LEARNING
SINGLE REGENERATION BUDGET
LOCAL STRATEGIC PARTNERSHIP
DRUG AND ALCOHOL ACTION TEAM**



BLACK & MINORITY ETHNIC COMMUNITY PARTNERSHIP
Statement of Financial Activities for year ended 31 March 2005

	Restricted £	Unrestricted £	Total 2005 £	Total 2004 £
INCOMING RESOURCES				
Grants received	175,022	3,474	178,496	114,984
Other income	0	0	0	0
Total income	175,022	3,474	178,496	114,984
RESOURCES EXPENDED				
Costs of generating funds	18,718		18,718	17,557
Charitable expenditure				
Support costs	9,003		9,003	5,938
Management and administration	153,473		153,473	85,438
Total expenditure	181,194	0	181,194	108,933
NET INCOME FOR THE YEAR	(6,172)	3,474	(2,698)	6,051
Total Funds:				
Brought Forward	13,387	(5,168)	8,219	2,167
Carried Forward	7,215	(1,694)	5,521	8,218

BLACK & MINORITY ETHNIC COMMUNITY PARTNERSHIP
Balance Sheet as at 31 March 2005

	£	2,005 £	2004 £
Fixed Assets			
Tangible assets		4,516	7,036
Current Assets			
Prepayments & accrued Income	12,343		
Cash in hand	2,940		
	<u>15,283</u>		
Creditors: amounts falling due within one year	<u>14,278</u>		
Net current assets		1,005	1,182
Total assets less current liabilities		<u>5,521</u>	8,218
Creditors: amounts falling due after more than one year			
Net assets		<u><u>5,521</u></u>	<u><u>8,218</u></u>
Funds:			
Unrestricted funds		(1,694)	(4,174)
Restricted funds		7,215	12,392
Total Funds		<u><u>5,521</u></u>	<u><u>8,218</u></u>

