

# ISCRE

**Combating Discrimination - Celebrating Diversity**





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 SARAH-LOUISE CHITTOCK **ADMIN ASSISTANT**

We also have over 50 valuable volunteers, including law students; IT experts; admin support; members of the Stop and Search Reference Group; local lawyers; and our Trustees

# What We Do

ISCRE works towards:

1. the elimination of unlawful discrimination on the grounds of people's race, sex, disability, age, marital and civil partnership status, pregnancy and maternity status, sexual orientation, gender reassignment, religion or belief.
2. promoting equality of opportunity and good relations between all persons and to advance and organise co-operation in the achievement of the above.

We help organisations in the statutory, private and voluntary sectors, to understand the extent and nature of discrimination.

We work in:

- criminal justice system
- employment
- education
- health and social care.

## ABOUT ISCRE



# CHAIRMAN'S REPORT

It is with mixed emotions that I look back on the previous year, my first as Chair. For ISCRE it has undoubtedly been a success, principally due to our successful national lottery bid, which has enabled us to continue the bedrock of our services; providing free legal assistance to those that have suffered discrimination, of any kind. For the country however, it would appear that the hard times suffered by many are giving rise to increasing amounts of prejudice, with casual racism and ignorance seemingly back in fashion amongst people whose experience and education should really have taught them better. I have always maintained that we are tremendously lucky in Britain to have our levels of tolerance and connectedness, the likes of which many of our European neighbours have failed to achieve. But tolerance is a fragile thing, and perhaps because it has in some respects come naturally to us, we take it a little for granted, and struggle to quantify its worth.

It has been a busy year for us, the lottery application was a major endeavour, over several stages, and our staff have had to work hard to cover our reduced resources and still maintain a high level of service for our beneficiaries. We have taken part in a national consultation on stop and search, which appears, at long last, to be under serious scrutiny. We have said for years that stop and search is neither value for money nor productive in making our communities safer, and hope for substantive changes to this aspect of modern policing.

We have also redrawn our business plan, to take us forward a further three years, and our trustees have endeavoured to keep this under review. We have secured funding to revamp our website, which I would urge you to visit, and invested in new software. This software will enable us to improve our delivery of casework and also to gather valuable knowledge for the communities in which we work. We have, with others, worked to attract funding for the Law Advice Centre in Ipswich, and look forward to watching this service, providing free legal advice in all areas, develop further. This is also the year in which we formally amended our constitution to increase the scope of our activity from its previous limits of anti-race discrimination, recognizing that for a long time we have been working to fight discrimination on all fronts.

Lastly, it is with considerable sadness that the board sees Hamil Clarke retire, after twelve years (and more besides) continued service to ISCRE. Hamil's tireless efforts, for so many years, have given us the consistent leadership and credibility that has seen us through difficult times and tough decisions. Hamil, now Mayor of Ipswich, leaves ISCRE in a strong financial position, with a number of devoted members of staff and trustees committed to the organisation. There can be no greater accolade of his stewardship.

**Chris Cumberbatch**  
*Chair of the ISCRE Board of Trustees*

# Management Report 2012-13

This year saw some of the very tough decisions made in the previous financial year begin to pay off. The bold resolution made by the ISCRE Trustees to set aside resources for a whole year to allow the legal services team to engage in fundraising activity (whilst continuing to deliver a skeleton advice service), came to fruition with the award of a 3 year funding grant by the Big Lottery Fund for our Tackling Discrimination in the East project. At a time when there is a lack of focus on social justice and equalities and budget cuts are disproportionately impacting on marginalised communities, people need our help. Victims of discrimination in Suffolk are turning in increased numbers, for advice, advocacy and support, to our:

- Tackling Discrimination in the East,
- the Suffolk Hate Crime Partnership,
- the Minority Ethnic Communities Action Network (MECAN) and
- the Stop and Search Reference Group

*“So refreshing, working with a team so genuinely committed to improving the well-being of their service users.”*

We value working in partnership with other organisations in the voluntary and statutory sector to ensure more consistent, co-ordinated and comprehensive support to our service users.

ISCRE engages with and provides support to the Suffolk's private, statutory and voluntary sectors through local forums like the Suffolk VCS Congress, the Ipswich Borough Council Equality and Diversity Panel, the University Campus Suffolk Equality and Diversity Committee, the Suffolk Youth Offending Management Board, the Suffolk Constabulary Diversity Programme Board and Stop and Search Improvement Partnership. We also participate in national programmes like the Association of Chief Police Officers' Police and Public Encounters Board and the Transforming Rehabilitation Consultation to improve outcomes for young black men between the ages of 18 and 25 in the Criminal Justice System.

Due to the increased activity, ISCRE's opening hours have now been increased. **The new opening hours are Monday to Thursday 10am – 4pm**



Community groups continue to use our ground floor meeting room for meetings and training events. Private and statutory organisations intending to consult with the community in a neutral and safe space are also free to use the room.

We would like to thank our loyal staff team, paid and volunteers, who have persevered in the face of such adversity, when our service was under severe attack from the debilitating funding cuts. Our shared passion for challenging discrimination and injustice, and securing a voice for all, brought everyone together to ensure that ISCRE did not become yet another statistic in an operating environment littered with charity closures.

***Audrey Ludwig – Director of Legal Services and Phaniel Mutumburi – Business and Operations Director***

# Legal Services

### Tackling Discrimination in the East (formerly Suffolk Discrimination Law Service)



2012-13 was a transitional year. As part of the Coalition Government's deficit reduction programme a decision was reached across the UK to discontinue funding discrimination advice services like SDLS. So we had no funding for this year.

*"Hi Sallie, I would like to thank you, Audrey and Suhayla for all that you have done for me in getting me through the tribunal process and for all your hard work with all the technical stuff. I really wouldn't have been able to do it alone, and all your help, advice and support has been fantastic and invaluable."* Ms SD

Despite this, and recognising the vital need to provide people who have faced discrimination with help, the ISCRE Trustee Board resolved to utilise funds held in reserve to continue SDLS on a reduced staffing basis whilst preparing a bid to the National Lottery "Reaching Communities" fund. This included retaining the Casework Manager, Audrey Ludwig (re-designated Director of Legal Services) and Paralegal, Letha Evelyn.

*"We could not have achieved this result without the fantastic effort and help received from ISCRE... The charity provides invaluable help, support and services to all members of the community, often at times when people have nowhere else to turn, and I for one believe that the funding should continue."* Mrs SA, in email to her MP

To determine whether there remained a need for discrimination advice:

- we commissioned an impact assessment;

- planned and held a focus group of local beneficiaries;
- sent out questionnaires to referral agencies and beneficiaries.
- We launched an Advisory Board of 24 former clients and representatives of other bodies to advise us on how our work should be shaped and what the pressing needs are.

*"Suffolk Discrimination Law Service provides a valuable facility to people of Suffolk who have been victims of discrimination. SDLS offers them a voice and help to achieve justice."*  
Paul Moffett CWU

1. The results of the consultations showed that all the people questioned felt strongly discrimination should be tackled and that discrimination had a huge and damaging impact on their mental wellbeing and their ability to fully participate in society.
2. As part of a wider concern about the current and future provision of free legal provision to disadvantaged groups in Suffolk we organised and chaired a public meeting/ workshop called "Life after Legal Aid In Suffolk" on 18th September 2012 attended by 40 local people. We discussed current free legal advice provision and the risks they faced. This resulted in the "Life After Legal Aid in Suffolk Group" forming to look at ways of making access to free legal advice in Suffolk financially sustainable and get greater public understanding of the legal aid cuts
3. Whilst doing all that, with 50% reduction in staff, it was business as usual:



- we provided a specialist **free discrimination law service**, helping **145 clients** to challenge discrimination
- provided monthly **outreach clinics** at the offices of North East Suffolk CAB in Lowestoft and Norfolk Community Law Service to make our service more accessible.
- we provided **3rd party reporting centres** for police complaints and for referral to Suffolk Hate Crime Service.

In 2012 we commissioned an **independent evaluation report** from eg Consulting, of the service offered by the Suffolk Discrimination Law Service between 2010 and 2012. This concluded that:

*“There is a high degree of organisational competence and demonstrable diligence given to delivery of the SDLS by staff and volunteers, which result in a pervading sense of consistently high performance and considerable service achievement.”*

This report can be found on the ISCRE website at [www.iscre.org.uk](http://www.iscre.org.uk)

**In March 2013 it was announced we were successful in receiving £293,000; and “Tackling Discrimination in the East” was born.**

*“This is a vital resource to people who suffer mental ill health. Knowledge about employment rights can give people the confidence to challenge decisions which could ultimately affect the rest of their lives. People on low incomes are not able to access professional legal advice from Solicitors to challenge the discrimination they may be facing.”*  
*Tricia Hazleton Voiceability Suffolk*

## Law Advice Service

Despite very limited funding, our free and confidential Law Advice Centre (LAC) continues to support people who are unable to afford legal advice on legal subjects such as employment, health, housing, family, education and other service provision.

We continued to run the LAC every first and third Thursday evening of every month, providing ½ hour of advice, by legal volunteers from 6 local

law firms on a pro bono basis. The cuts in April 2013 of Legal Aid demonstrate the significant need for such a service.

We helped 70 clients whose feedback we use to continually improve what we do. The current call is for us to provide on-going casework in subjects such as employment and family; both of which are effectively now out of scope for legal aid.

## Community Voice

### Suffolk MECAN

The Suffolk Minority Ethnic Community Network (MECAN) is a network which provides a platform to Black, Asian and Minority Ethnic communities in Suffolk to engage with service providers to discuss and facilitate solutions to problems that affect them.

These include:

- working with the Suffolk County Council in schools to improve engagement with BAME parents and increase attainment levels of young people in Suffolk. MECAN delivered training in conjunction with KUDOS and the African Cultural Forum to teachers, school staff and governors of St. Mary's School in Hadleigh. The purpose of the training was to create awareness of the school's public sector equality duties and benefits of inclusion of parents from ethnic minority in the school governance system.

We hosted hustings events bringing together members of the public and all the candidates for the Police and Crime Commissioner role.



## ABOUT ISCRE

We attended and provided information to communities at events such as the Suffolk LGB&T Gay Pride, The 1 Big Multi-Cultural Festival, the Ipswich MELA, the University Campus Suffolk Freshers' Fair among many others.



Generation Rootz project in partnership with *Unity in Diversity*, in Sudbury with students from Thomas Gainsborough School, We set about creating a project that would enable a group of marginalised.

We held workshops exploring race and culture and the group participated in the Pandora's Box programme, The programme helped to invoke a sense of belonging, heritage, life's endless journey together as one people, amongst the participating young people.



## Tackling Hate Crime

Founded in 2011, the Suffolk Hate Crime Partnership, comprising of

- ISCRE,
- JIMAS,
- Avenues Group (formerly known as Optua),
- Suffolk LGB&T Network,
- One Voice 4 Travellers
- Victim Support, also
- the Suffolk Constabulary and
- Suffolk Hate Crime Service.

In the financial year 2012/13 the project went through a number of key personnel changes with the departure of Joanna Bennett in August 2012 and the appointment of Yvette Gallagher as the Project Officer in October 2012. During 2012/13 the project has enabled the Partnership to:

- Support and enable **481** victims of hate crime to actively access the services of the Partnership.
- Train a total of **26** 3rd party reporting centres in Suffolk. Refresher training, support and information have been offered to existing centres to ensure new staff are informed about the Hate Crime Reporting Service.
- The Partnership has 12 VCS members. In addition we have engaged with an additional 8 VCS and 4 public sector organisations through the Stakeholder Event, established to review the initial findings from the Understanding Hate Crime in Suffolk research study.
- The Partnership has representation on and contributes to the work of the Restorative Justice and Community Sub-group and the Equality & Diversity panel.
- The Partnership currently delivers **11** hate crime related education programmes. We aim to add further training workshops, to include an accredited course to our education programme during 2013/14.
- Establish a website ([www.hatecrimpartnership.org.uk](http://www.hatecrimpartnership.org.uk)), Facebook and Twitter pages that are updated and maintained on a weekly basis by a Project Volunteer.
- Continue to work in partnership with the Suffolk Hate Crime Service to support, encourage and enable survivors and witnesses of Hate Crime to report incidents,



and to encourage the recording and evidencing of Hate Crimes.

- We commissioned Sheffield Hallam University and the Hallam Centre for Community Justice to undertake a research study: **Understanding Hate Crime in Suffolk**. The findings will be published in September 2013. Recommendations set out in this report will help the Partnership and key stakeholders to formulate how services for victims and witnesses of hate should be developed and delivered and what needs to be in place to enable people to be supported to report hate crimes.



All new Police Officers & PCSO'S recruited into Suffolk Constabulary continue to receive Hate Crime awareness training. This will greatly increase their understanding of the impact of Hate Crime on victims from the communities' perspective.

## Prison Work

In line with the Government's Transforming Rehabilitation programme ISCRE was invited to participate in consultations aimed at addressing the over-representation of young Black, Asian and Minority Ethnic (BAME) people within the criminal justice system. At the House of Lords, we gave a presentation to the roundtable discussion on: *'How can the commissioning process improve outcomes for BAME offenders'*, chaired by Baroness Young of Hornsey

ISCRE continues to be recognised for its work with young people housed at **HMYOI Warren Hill** to address discrimination and inequalities within the prison system whilst improving opportunities for the young people by helping them identify sustainable education, training or employment opportunities.

*'The System is very good at identifying what we do wrong, but no-one takes time to find out what causes this and how best to address it'*

ISCRE's Officer at **HMP Highpoint** independent role is unique in that it provides a consistent, supportive point of contact that is not seen by prisoners as being directly linked to the criminal justice system through statutory obligations. Our work at Highpoint helps improve engagement between prison officers and Black and Minority Ethnic inmates whilst supporting the prison in its efforts to reduce discrimination.

- Participating in Equality Action Team meetings
- Identifying areas of need and developing ways of improving trust and confidence of prisoners in respect of equal treatment.
- Supporting prison staff are to develop practical understanding & management of equality within the prison establishment.
- Providing independent supervision and monitoring of discrimination related incidents.
- Conducting research into the perception of discrimination from offenders with regards to the allocation of work and the ability to progress within the establishment.
- 7 prisoner orderlies trained in helping to identify and support prisoners who are victims of Hate Crimes

## Suffolk Stop and Search

This year has been a very busy year for the Stop and Search Reference Group, with members of the public regularly giving up their valuable time to scrutinise the use of this power on the BME populations.

We continue to work closely with the StopWatch UK, a national coalition which works to promote effective, accountable and fair policing by developing and sharing research on stop and search and alternatives. With their support, the Reference Group hosted a 'question and answer' session in November 2012, with the candidates to the Suffolk Police and Crime Commissioner's role where commitments were sort and obtained regarding the candidates' willingness to support

## ABOUT ISCRE

efforts to eliminate disproportionality in the use of stop and search powers.

*The Stop & Search Reference Group is a unique platform to have frank engagement with the Suffolk Police in an environment that is both friendly and welcoming.*

Romel Mallick and Stephanie Palmer, the SSRG Chair and Deputy participate in various national and local Boards bringing a community perspective. We are grateful to the Suffolk Constabulary and the Police and Crime Commissioner who continue to support our work.

## SUMMARISED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2012

The summarised financial statements may not contain sufficient information to allow for a full understanding of the financial affairs of Ipswich & Suffolk Council for Racial Equality. For further information the full Annual Report and Financial Statements, including the report of the independent auditor, should be consulted. Copies of these can be obtained from ISCRE, 46A St Matthews Street, Ipswich, Suffolk IP13EP.

## TRUSTEES' STATEMENT

We confirm that the summarised financial statements on page 9 represents financial information extracted from Ipswich & Suffolk Council for Racial Equality's annual report and accounts approved by the trustees. The accounts have been independently examined by Izod Bassett, registered auditors, and received an unqualified opinion.

The accounts will be submitted to the Charity Commission and Companies House within the statutory deadlines.

**Chris Cumberbatch**  
Chair, ISCRE Board of Trustees

## INDEPENDENT EXAMINER'S STATEMENT

In connection with our examination, no matter has come to our attention:

- 1) which gives me reasonable cause to believe that in any material respect the requirements:
  - to keep accounting records in accordance with section 386 of the Companies Act 2006;and
  - to prepare accounts which accord with the accounting requirements of the section 396 of the Companies Act 2006 and with the methods and principles of Statement of Recommended Practice: Accounting and Reporting by Charities have not been met; or
- 2) to which in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

**CL Bassett FCA DChA**  
IZOD BASSETT  
Chartered Accountants  
105 High Street  
Needham Market  
Suffolk  
IP6 8DQ

**Statement of Financial Activities (including Income and Expenditure account) for the year ended 31 March 2013**

	Note	Unrestricted Funds £	Restricted Funds £	2013 Total £	2012 Total £
<b>Incoming resources</b>					
<b>From generated funds:</b>					
Voluntary income					
Grants	2	46,950	-	46,950	38,670
Membership		117	-	117	833
Donations		3,459	-	3,459	199
Investment income		868	-	868	454
<b>From charitable activities:</b>					
Grants and contracts	2	-	189,033	189,033	254,830
Translation and interpreting project fees		-	-	-	156,550
Other		2,699	-	2,699	4,762
<b>Total incoming resources</b>		<b>54,093</b>	<b>189,033</b>	<b>243,126</b>	<b>456,298</b>
<b>Resources expended</b>					
<b>Charitable activities</b>					
Promotion of racial equality and elimination of discrimination		58,720	187,698	246,418	351,297
Translation and interpreting costs		133	-	133	147,365
<b>Governance costs</b>	5	<b>58,853</b> <b>5,028</b>	<b>187,698</b> <b>-</b>	<b>246,551</b> <b>5,028</b>	<b>498,662</b> <b>17,120</b>
		<b>63,881</b>	<b>187,698</b>	<b>251,579</b>	<b>515,782</b>
<b>Net (outgoing) / incoming resources for the year</b>		<b>(9,788)</b>	<b>1,335</b>	<b>(8,453)</b>	<b>(59,486)</b>
Transfers between funds		12,337	(12,337)	-	-
<b>Funds brought forward</b>		<b>141,567</b>	<b>111,199</b>	<b>252,766</b>	<b>312,250</b>
<b>Funds carried forward</b>		<b>141,116</b>	<b>100,197</b>	<b>244,313</b>	<b>252,766</b>

The statement of financial activities includes all gains and losses in the year. All incoming resources and resources expended derive from continuing activities.

# ABOUT ISCRE

## Balance sheet at 31 March 2013

	Note	2013	2012
		£	£
<b>Fixed Assets</b>			
Tangible assets	6	1,646	4,515
<b>Current assets</b>			
Funding and service debtors	7	12,444	69,628
Cash at bank and in hand		<u>281,756</u>	<u>244,723</u>
		294,200	314,351
<b>Creditors: amounts falling due within one year</b>	8	<u>(51,533)</u>	<u>(66,100)</u>
<b>Net current assets</b>		<u>242,667</u>	<u>248,251</u>
<b>Net assets</b>	9	<u>244,313</u>	<u>252,766</u>
<b>Unrestricted funds</b>			
General fund		122,706	90,685
Designated funds	10	<u>21,410</u>	<u>50,882</u>
		144,116	141,567
<b>Restricted funds</b>	11	<u>100,197</u>	<u>111,199</u>
		<u>244,313</u>	<u>252,766</u>

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 and with the Financial Reporting Standard for Smaller Entities (effective April 2008).

The financial statements were approved by the board of trustees on 24 July 2013 and signed on its behalf by

**C Cumberbatch**  
Trustee

Company registered no: 04616709

We would like to thank all our supporters without whose continued assistance, we would not be able to carry out the work that we do.

Ipswich Borough Council  
Suffolk County Council  
Babergh District Council  
Ministry of Justice (Victims' Fund)  
Equality & Human Rights Commission  
StopWatch UK  
East of England LGA  
NHS Suffolk  
Suffolk Constabulary  
Suffolk Police and Crime Commissioner  
Clinks – Safer Future Communities  
HMP Highpoint  
HMYOI Warren Hill  
University Campus Suffolk  
Lloyds TSB Foundation  
Black Training and Enterprise Group (BTEG)  
National Association for Voluntary and Community Action (NAVCA)  
Eastern Legal Support Trust  
Lord Belstead Charitable Trust  
OneVoice 4 Travellers  
Suffolk LBG&T Network  
Avenues Group  
Victim Support  
Jimas  
African Cultural Forum  
Suffolk and North Essex Law Society  
Lawworks  
Essex University  
Big Society Consulting and EG Consulting  
Norfolk Community Law Service  
North East Suffolk CAB  
Paul Smith – Phoenix Technology  
Paul Simon – Isaiah Consulting

#### The Law firms who support our Law Advice Centre:

Attwells, Birketts, Eversheds, Gotelee and Goldsmith, Prettys & Marshall Hatchick.



## Our Members

Toby Walton, Eudine McConney, Alan Blackshaw, Ian Robbins, Hazel Blackshaw, Mirjam Southwell, Ezekiel Kolawole Bajo, Mr Edwards, Peter Robert Marjoram, Lesley Edwards, Mr Thayer-Moore, Tony Schur, Mrs Thayer-Moore, Sandra Schur, Kenneth Douglas, Sushil.K Soni, Ashok Bhatt, Sam Bhathena, Martin Hynes, Elizabeth Gale, Joanna Oldham, Gordon Gale, Joy Bounds, Richard Foyster, Earl Millwood, Jatinder Sharma, Karen Millwood, Christine Laverock, Hilary Prior, Daisy Weekes, Reverend Nigel Stock, Roger Fern, Rebekah Delsol, Dali Jabbar, Liz Pettman, Adebo Ademokun, Deborah Mckinley, Mae Lewis, Bill WG Mountford, Lester Lewis, Nigel Moyes, Sally Chicken, Mary Blake, Christopher Cumberbatch and Hamilton Clarke.

### How You Can Get Involved

Become a member:

**Being a paid up member of ISCRE** is an important contribution to our work in striving to eliminate racial and all forms of discrimination and to promote equality of opportunity in the county. Membership **gives you the opportunity to vote as and when the need arises to help influence our direction.**

### Become a volunteer

Volunteering for ISCRE gives you the chance to use your skills to make a positive difference to a cause you care about. Contact us on email: [office@iscre.org.uk](mailto:office@iscre.org.uk).





## WHAT WE DO



[www.iscre.org.uk](http://www.iscre.org.uk)

01473 408111

46A St Matthews Street, Ipswich, Suffolk IP1 3EP



# our values



## Inclusive

We believe that embracing and promoting the views of those who experience discrimination will create a fairer society

## empowering

We believe that marginalised people should decide on what changes are needed to improve their lives

## Balanced

We believe people need information in a way that they can understand, reflecting a wide range of views, to help them make informed choices

## diverse

We respect different views, value local and national knowledge and encourage a range of approaches with different people and communities

## Informing

We believe in making sure issues that affect those who are marginalized are not ignored or misrepresented, and put right

### Opening hours are:

Monday to Thursday 10am – 4pm



Ipswich and Suffolk Council for Racial Equality  
46A St. Matthew's Street,  
Ipswich, Suffolk IP1 3EP

Tel: 01473 408111  
Fax: 08719 004218  
E-mail: [office@iscre.org.uk](mailto:office@iscre.org.uk)

[www.iscre.org.uk](http://www.iscre.org.uk)