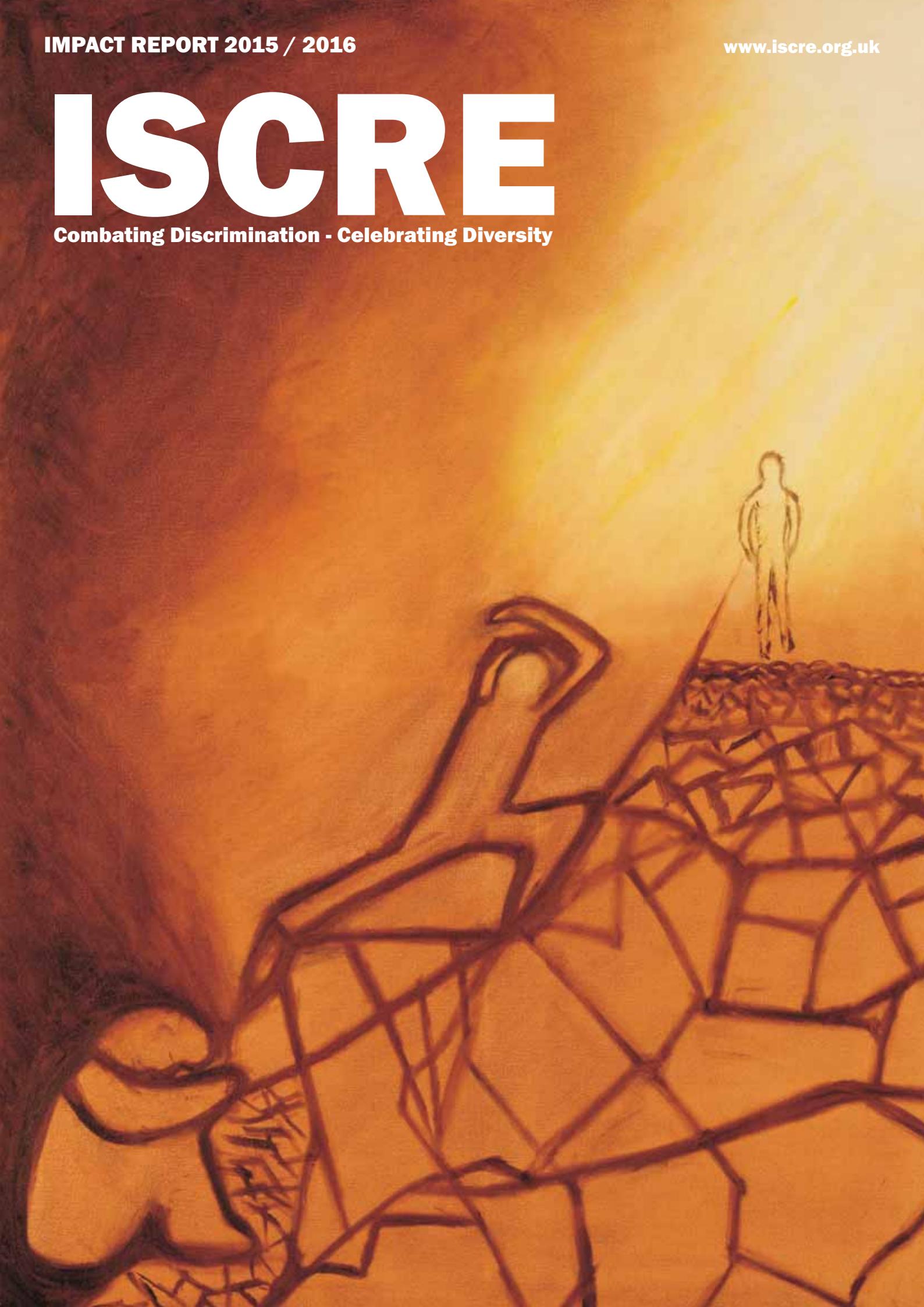


# **ISCRE**

**Combating Discrimination - Celebrating Diversity**



*Cover Picture: "into the Light ". Thank you to Anthony Wooding of Kerseys  
Solicitors and local artist for our cover image. You can see more of Anthony's  
work at [www.antartist.co.uk](http://www.antartist.co.uk)*

# Team

## *Board of Trustees (as at 1 September 2016)*

**Chairperson** Christopher Cumberbatch **Vice Chairperson** Sue Raychaudri  
**Secretary** Denise Bradshaw **Treasurer** Jeremy Lea, Cllr Hamil Clarke, Roger Abbott,  
Cllr Sandy Martin, Cllr Albert Grant OBE, Daisy Weeks, Liz Pettman  
**Bankers** Charities and Foundation Bank **Auditors** Izod Bassett



## *Paid Staff (as at 1 September 2016)*

**Business & Operations Director** Phanuel Mutumburi  
**Director of Legal Services** Audrey Ludwig  
**Discrimination Law Advisor** Sallie Davies  
**Discrimination Law Advisor** Jonathan Parratt  
**Community Diversity Practitioner** Keiran Manners  
**Information Officer** Letha Evelyn  
**Law Advice Centre Officer** Ann Barber  
**Accounts & Admin Officer** Mayuri Patel  
**Community Champion Coordinator** Prachi Katdare  
**Admin Assistant** Sumaiyah Jeelani

**We also have more than 80 valuable volunteers, including law students, IT experts, admin support; members of the Stop and Search Reference Group, local lawyers, community champions and our Trustees.**



# Ipswich and Suffolk Council for Racial Equality

The Ipswich and Suffolk Council for Racial Equality (ISCRE) works towards:

1. Eliminating unlawful discrimination
2. Promoting equality of opportunity and good relations between all persons
3. Providing mechanisms to ensure all communities of Suffolk have a voice.
4. Helping organisations understand the extent and nature of discrimination in *criminal justice, employment, education, health and social care.*



# Chairman's Report by Chris Cumberbatch

Sadly, the rise in hate crimes following the recent EU referendum shows how fractured British society remains. Even without "Brexit", it seems every week brings a new story of protest and division, and it's easy to feel depressed about the state of the nation. Suffolk is not immune from this, and small, hardworking local organizations like ISCRE have lots of work to do to strengthen community cohesion, while preventing unfairness and discrimination.

Some notable endeavours over the last year include:

## Community Voice:

- Working with the University of Greenwich and the National Offender Management Services on a project to reduce disproportionality in use of force incidents for Black and Muslim prisoners in custody, through self-development. **Our work in Suffolk is now being delivered at HMP Wandsworth, while HMP Highpoint and Warren Hill continue to show faith in our services by re-commissioning ISCRE in other areas.**
- After successfully conducting an Ipswich Borough Council commissioned asset assessment research on Norwich Road, ISCRE is now implementing some of the recommendations with strategic partners, including the local authority, local businesses and the New Anglia Local Enterprise Partnership.
- We partnered with Community Praxis, a community interest company, to conduct a study on the health service provisions to migrant communities working in the racing industry in Newmarket. The research was funded by Healthwatch Suffolk.
- Suffolk Constabulary and the Police and Crime Commissioner continued funding the Stop and Search Reference Group, providing scrutiny and facilitating engagement between the police and the public. During the period under review, Suffolk Police reported a decrease in the disproportional use of stop and search against people from minority ethnic backgrounds.
- ISCRE began hosting the Ipswich Integration Group which delivers ESOL classes to non-English speakers and Migrant Help delivering advice and support to migrant workers on employment, health, housing, benefits, rights and responsibilities and education services.

## Tackling Discrimination in the East:

- We have delivered case work to 268 clients across all the Discrimination strands.

- By agreement with Essex University Law School we secured for local people the free services of their law students each undertaking 120 hours volunteering as part of their undergraduate degree. Together with other lawyers they provided 1161 hours of volunteering for TDE.
- We developed and delivered eight bespoke group workshops to 106 people in small community groups to raise awareness of unlawful discrimination and boosting self-confidence to effectively challenge it.
- We delivered 2 business focused workshops to 35 professional landlords and letting agents on how to avoid unlawful discrimination in the new Right to Rent checks.
- We are funded to provide feedback from an equality and diversity perspective on policies of Suffolk Police and sit on Ipswich Borough Council's Equality Panel.

## Law Advice Centre:

- We now have over **70 local legal professionals as volunteers**; providing both general clinics and specialist free legal advice clinics in family, immigration, housing, personal injury, employment, insolvency and criminal law.
- **We helped 286 clients** (a 29% increase from 2014-15) providing researched legal advice during **346 legal advice sessions**.
- In December 2015 we commenced a two-year project designed to make EU migrants aware of their legal rights and where to seek advice and support. We are the East Anglian partner in this national EU - funded project, being led by the Law Centres Network.
- This year the LAC was presented with a '**Working Together Award**' of £5000 by the Suffolk Community Foundation and Suffolk County Council, in recognition of our collaborative work with the many legal professionals who volunteer for us.

The recently published Equality and Human Rights Commission report, *Healing a Divided Britain - the need for a comprehensive race equality strategy*, demonstrates how far we have to go before we can describe ourselves as living in a "meritocracy". Overall, young ethnic minorities continue to suffer poor outcomes, and as ISCRE turns 40 in 2017, we will be exploring opportunities to develop and nurture young talent for future leadership in our community. We are also using this milestone, not reached by many other equality charities, to take stock and evaluate our role and organization, and will be very grateful for your continued support with this. So watch this space!

# Community Voice Report

By Phanuel Mutumbri



## Stop and Search Reference Group

The highlight of the work of the community-led Stop and Search Reference Group was to provide public scrutiny of

the way Suffolk Police implements Stop and Search as part of the Home Office initiative: Best Use of Stop and Search. It is pleasing to note that overall disproportionality in the use of this policy has decreased over the period under review. Black and Minority Ethnic people are 2.6 times more likely to be stopped and searched than people of White ethnicity, down from a peak of 3.5 since new Home Office standards were introduced. During the same period, the number of Stop and Searches used by Suffolk officers has decreased by an average of 55%.

As a way of increasing community engagement, we took the public meetings to the University of Suffolk and plans are now underway to have future meetings in high schools and colleges around the County.

We have also agreed a new 3-year contract with the Suffolk Constabulary and the Office of Police and Crime Commissioner to continue facilitating the reference group, supporting the development of Stop and Search training, being a 3rd party reporting centre for complaints against Police and to influence the wider equality agenda in Suffolk and support compliance with the Public Sector Equality Duties.



## 2015 General Election Hustings

ISCRE continues to provide opportunities for members of the public, especially those who do not usually engage with mainstream services, to do so. In that regard, we held an event with all the candidates vying to be Ipswich Member of Parliament in the 2015 General Elections, to give members of the public a platform to influence the candidates' manifestos.



## Norwich Road Consultation

ISCRE was been commissioned by Ipswich Borough Council to undertake research on Norwich Road, aimed at identifying challenges and community assets that can be harnessed to improve the area. Working with Mark Straw of Community Praxis, we were able to engage with all key players and organisations in one of the most multicultural communities of Suffolk.

Plans are now at an advanced stage to facilitate the development of community-led associations to improve the welfare and wellbeing of both residents and businesses in and around the street.

## Healthwatch Suffolk

We carried out work in collaboration with Community Praxis and Healthwatch Suffolk to facilitate engagement with BAME people who work in the racing industry in Newmarket to establish gaps in the local health service provisions. It is hoped that the report will help improve services for some of the hardest to reach communities of Suffolk.

## Partnerships and Collaborations

ISCRE is currently hosting a number of complementary projects at our premises including Ipswich Community Media and Migrant Help's Migrant Advice Service which provides advice and support to migrant workers on employment, health, housing, benefits, rights and responsibilities and education services every Saturday.

We also teamed up with the Ipswich Integration Group, who are delivering ESOL classes and workshops to empower, upskill and establish social and activity groups that will be sustainable. The Big Lottery Fund funded project is delivering a series of conversational English and workshops that will give participants some basic skills and the confidence that goes with them for economically disadvantaged migrant communities including; Bangladeshi, Afghani, African, Asian, Iraqi, EU migrants and many other nationalities.

# Prison Work

By Keiran Manners



ISCRE has had a presence in some of Suffolk's prisons for over a decade and we are proud of the dedicated relationships we have developed during this time. Over the past two years ISCRE's criminal justice work has come to the attention of both regional and national HMPS (Her Majesty's Prison Service) and NOMS (National Offender Management Service) representatives.

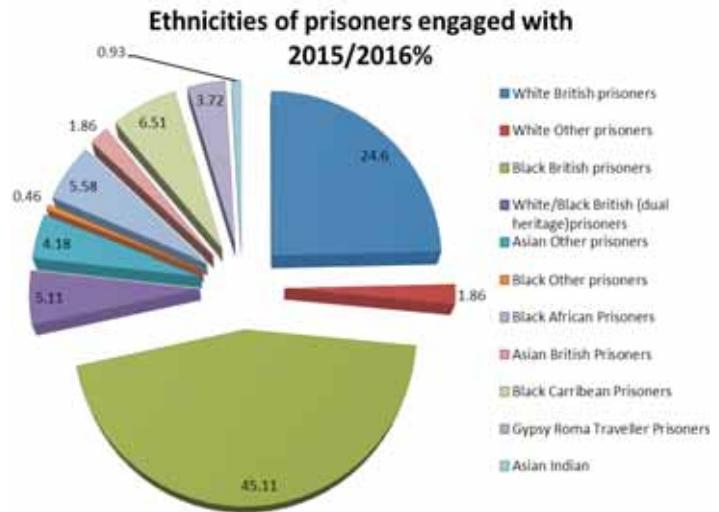
As a prison external partner specialising in areas of equality, social inclusion and disproportionality, ISCRE continues to develop its reputation as an important think-tank addressing the rehabilitation needs of Minority Ethnic groups in custody.

ISCRE's Community Diversity Officer (CDO) Keiran Manners plays a crucial role in developing the criminal justice work by bringing innovative ideas, direction, leadership and management to an ever-changing and complex area of civil-rights practice. In doing so, ISCRE's services remain embedded in the core delivery of the prisons that we operate in.

## Current Practice:

The CDO currently spends three days per week working within two of Suffolk's prison establishments: [HMP Highpoint](#) and [HMP Warren Hill](#). In doing so, we provide an independent, visible community presence and supports issues related to equality, safer custody and community development. Our officer works closely with staff and the diverse prisoner groups residing within the establishments, and uses his experience and community partners to help meet the needs of those that are marginalised, vulnerable, disadvantaged or experiencing the most negative

outcomes whilst in custody.



Throughout 2015/2016 ISCRE have been commissioned by NOMS to replicate some of its intervention work in other prisons nationally in order to improve outcomes for prisoners from Black and Muslim backgrounds. During this time ISCRE has worked intensively in HMP Wandsworth and HMP/YOI ISIS, to develop initiatives aimed at reducing incidents of violence and control and restraint. The work is being evaluated by a expert team of academics led by Professor Darrick Jolliffe (University of Greenwich) and has been supported by mentor and motivational speaker Curtis Blanc of TisRespect.

## Prison Reports

**[Prisoner Engagement in Core Prisons \(HMP Highpoint and HMP Warren Hill\)](#):** The CDO spent a total of **141** days in the prisons during 2015-2016.

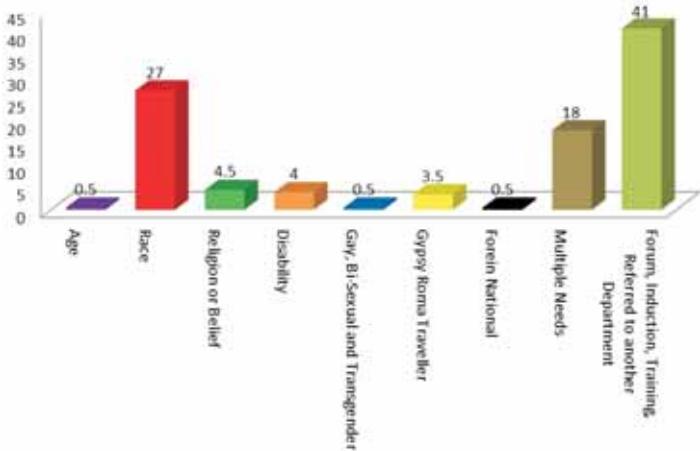
The CDO had **457** encounters with prisoners during 2015/2016.

**HMP Highpoint = 261**

**HMP Warren Hill = 196**

**Training** – HMP Highpoint, HMP Warren Hill, HMP Wandsworth: Trained **40** prisoners in equality, discrimination and hate crime 2015/2016.

Research indicates that Black Asian and Minority Ethnic (BAME) groups are significantly over-represented in prisons in England and Wales and the past ten years has seen numbers continue to increase. In 2004 there were **17,045** BAME prisoners. This number has increased to **22,214** (MoJ, end of March 2016), accounting for approximately **26%** of the overall prison population. The general BAME population in the community in England and Wales is around **14%**.



## Interventions/Events:

### **Restorative justice intervention**

- The CDO undertook a short programme with a member of staff involved in an incident where racist language was used.

### **Community Resettlement**

- The CDO worked in collaboration with 3 prisoners and other agencies supporting them to resettle back into the community after leaving custody.
- The CDO provided references for 10 prisoners either going for their parole for release, or for their progression onto a D-Cat prison establishment.
- The CDO remains in contact and supports one prisoner embarking on his resettlement back into the community.
- Worked alongside 8 prisoners to produce Black History Month events
- Worked with 33 prisoners during the NOMS intervention.

### **Complaints:**

The CDO reviews and audits the DIRF (Discrimination Incident Reporting Form) complaints systems at both HMP Highpoint and HMP Warren Hill. As part of this work, the CDO provides investigation guidance for every complaint that he reviews and also audits the standard of the completed investigation. The CDO audited a total of 138 complaints for HMP Highpoint and 16 complaints for HMP Warren Hill DIRF's during 2015/2016.

## **IMPACT FEEDBACK**

*"An external consultant from the Ipswich and Suffolk Council for Race Equality (ISCRE) continues to work with the Highpoint diversity team for two days a week and plays a valuable role in supporting and guiding the prison's approach to equality and diversity issues. The Board has found his contribution very useful."*

*(Independent Monitoring Board Report on HMP Highpoint, 2015)*

*"It is a pleasure working with Keiran and I value his knowledge and experience, he is an asset to multi-team working and his commitment to promoting diversity in within the prison community sets a fine example"*

*(HMP Highpoint Chaplaincy report, 2015).*

*"There was an active equality team, supported by a representative from Ipswich and Suffolk Council for Racial Equality (ISCRE), who attended the prison twice a week. This external consultant played a valuable role in supporting and directing the prisons approach to equality and diversity."*

*(HMP Highpoint HM Chief Inspector of Prisons Report, 2015)*

*"CDO worked in the establishment one day each week. He facilitated meetings with prisoner equality representatives to discuss issues brought to their attention and possible solutions, and visited all units providing individual information and advice to prisoners and staff. The CDO delivered equality training to prisoner equality representatives and produced reports for EAT meetings. He had developed an intervention Promoting Equality in Custody, addressing the attitudes of those found guilty of discrimination, but it had been used once only."*

*(HMP Warren Hill HM Chief Inspector of Prisons Report, 2015)*

*"The involvement of the CDO was a good example of effective partnership working; he provided staff and prisoners with a visible and independent point of contact if they had equality issues."*

*(HMP Warren Hill HM Chief Inspector of Prisons Report, 2015)*

# Tackling Discrimination in the East

By Audrey Ludwig



This year was the third and final year of the National Lottery funding of Tackling Discrimination in the East project (TDE). It proved to be as successful as the first two. TDE provides **free legal advice and advocacy for people experiencing unlawful discrimination** whilst living, working or visiting Suffolk (and to a more limited extent Norfolk). With partners, we also **provide awareness raising to those at risk of discrimination** and, separately to **business to encourage best practice**.

I continue to manage the project as Director of Legal Services. My colleagues Sallie Davies and Jonathan Parratt, both trained lawyers, continued as job-share Discrimination Legal Advisors, doing most of the casework. Letha Evelyn as Information Officer organised the marketing, arranging the events and collecting and analysing the statistics. We were ably assisted by, initially, Sarah and then Sumayah, our receptionist; Mayuri and Jane who manage our accounts and budgets, and volunteer David Brown sorting out our archive.

We also rely on the dedicated work of our volunteers. They are a mixture of members of the community, ex-clients as well as law students primarily from the School of Law at Essex University who come for 120 hours as part of their degree. This year we retained or recruited retained or recruited 32 volunteers, whose **volunteering totalled 1161 hours** in 2015-16.

Our gratitude goes out to them.

Thanks to continued agreements with North East Suffolk CAB, Suffolk West CAB and Norfolk Community Law Service, we undertook **monthly outreach clinics** in Lowestoft and Haverhill as in previous years (and undertook the clinic in Norwich separate from the Lottery funding). We gave legal advice to **258 socially disadvantaged people** who identified as victims of unlawful discrimination.



We wrote and delivered **3 bespoke discrimination law awareness raising workshops to 48 disadvantaged people** to raise awareness of unlawful discrimination and boosting self-confidence to effectively challenge it.

Thanks to Ipswich and Suffolk West Indian Association (a lunch club for African Caribbean older people and others); the Phoenix Project (a self help club for people with mental health problems) and Ipswich Community Media (ESOL classes for recent migrants) for partnering with us. Thanks to continued agreements with North East Suffolk CAB, Suffolk West CAB and Norfolk Community Law Service, we undertook **monthly outreach clinics** in Lowestoft and Haverhill as in previous years (and undertook the clinic in Norwich separate from the Lottery funding).



We gave legal advice to **258 socially disadvantaged people** who identified as victims of unlawful discrimination.

We wrote and delivered a workshop to the three equality staff at Highpoint Prison; co-delivered a presentation to National Black Police Officers Association; gave talk to small businesses about Employment Discrimination and Cancer in an event jointly organised by ACAS and Macmillan in Bury St Edmunds.

We wrote and delivered a lecture on discrimination to students at University Campus Suffolk; delivered a talk as guest speaker at UCS on Human Rights Day and delivered a talk on discrimination to members of the Sudbourne and Orford Womens Institute.

We wrote and delivered **2 business focused workshops** to 35 professional landlords and letting agents from 22 companies on the new Right to Rent Regulations and avoiding Unlawful Discrimination.



### CASE STUDY 1

"Denise" resigned from her employment in a small local shop after 7 years, following a number of incidents of race discrimination, which she found distressing and badly affected her confidence. We made claims of constructive dismissal and race discrimination to the Employment Tribunal. We conducted negotiations through ACAS which led to a settlement agreement worth several thousand pounds. However, after signing the agreement the former employer indicated they had changed their mind and would not pay as agreed. We assisted with the application for the settlement agreement to be enforced by High Court Enforcement Officers. This led to the client receiving her award plus some interest. She had on the meantime secured alternative part-time work. Her feedback was that she could not have done this without us and our service is brilliant.



### CASE STUDY 2

"Sonia" who was a recent migrant, was told by her employer that there was no job for her at the end of her maternity leave. The employer then advertised for staff at the woman's workplace. Employer denied having told her there was no work for her despite evidence that he had filed a claim in the Employment Tribunal for maternity discrimination and settled the claim for a substantial amount of money which enabled the woman to pay off debts that had accumulated while she was out of work.



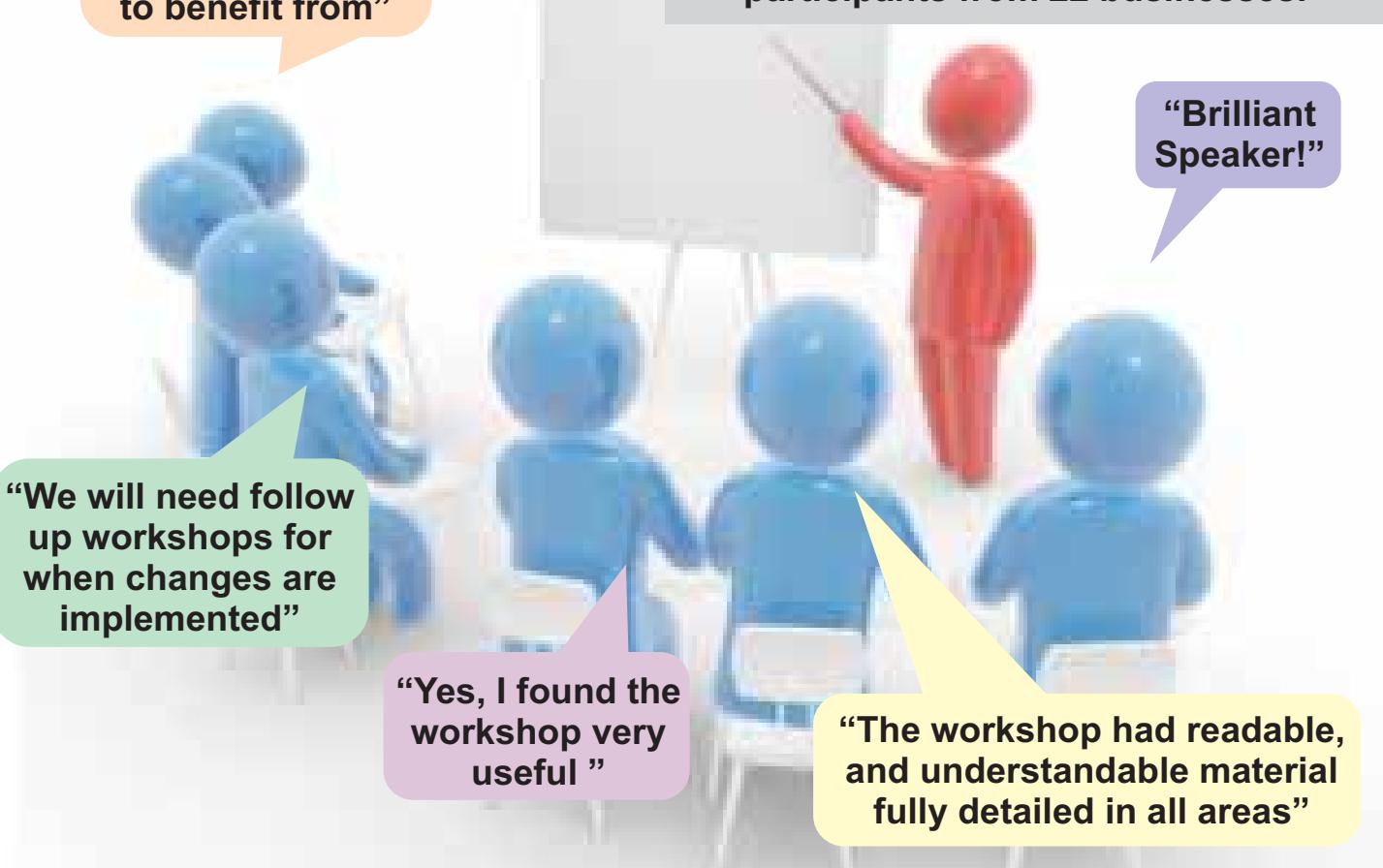
# Tackling Discrimination in the East Statistics 2015 - 2016



“Just keep doing the workshops for more people to benefit from”

## WORKSHOPS:

3 Awareness raising workshops to 48 people on discrimination and boosting their self-confidence to take action. 2 Business workshops to 35 participants from 22 businesses.



# Client Feedback for Tackling Discrimination in the East

"Just want you to know that after the tribunal when we went on holiday. My wife was very happy as she did want to put that problem behind her and not think about it! When we come back she got pregnant! That's shows how badly she was stressed! That's why she couldn't get pregnant! After one week stressed free she got pregnant she is very very happy now thank you for all your help".

"If I didn't have the support and guidance from Audrey then I probably would have left my employment instead of getting things resolved which would have impacted me even more. I am thankful for the service that I received and believe that this is an essential service which needs to continue in order to help give people guidance, fairness, support and help with maintaining working relationships. If this service is taken away then there is little support for the people that really need it".

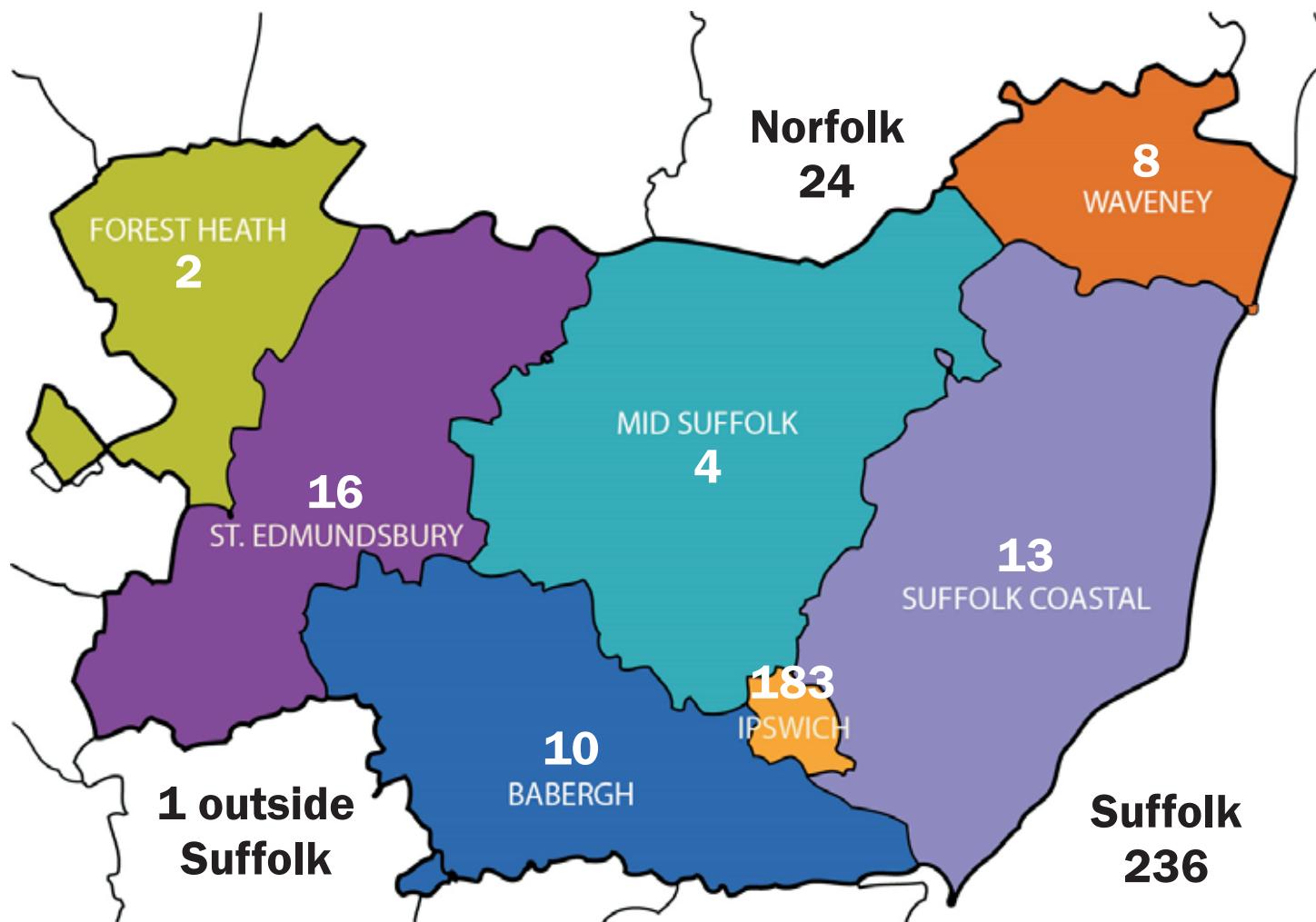
"I wish to thank you for all your efforts and am using the money to take an on-line course in book keeping. So I suppose I am investing in myself".



# Tackling Discrimination in the East

**32 legal  
volunteers  
1161 hours.**

**£237,930  
Agreed  
compensation  
for our clients**



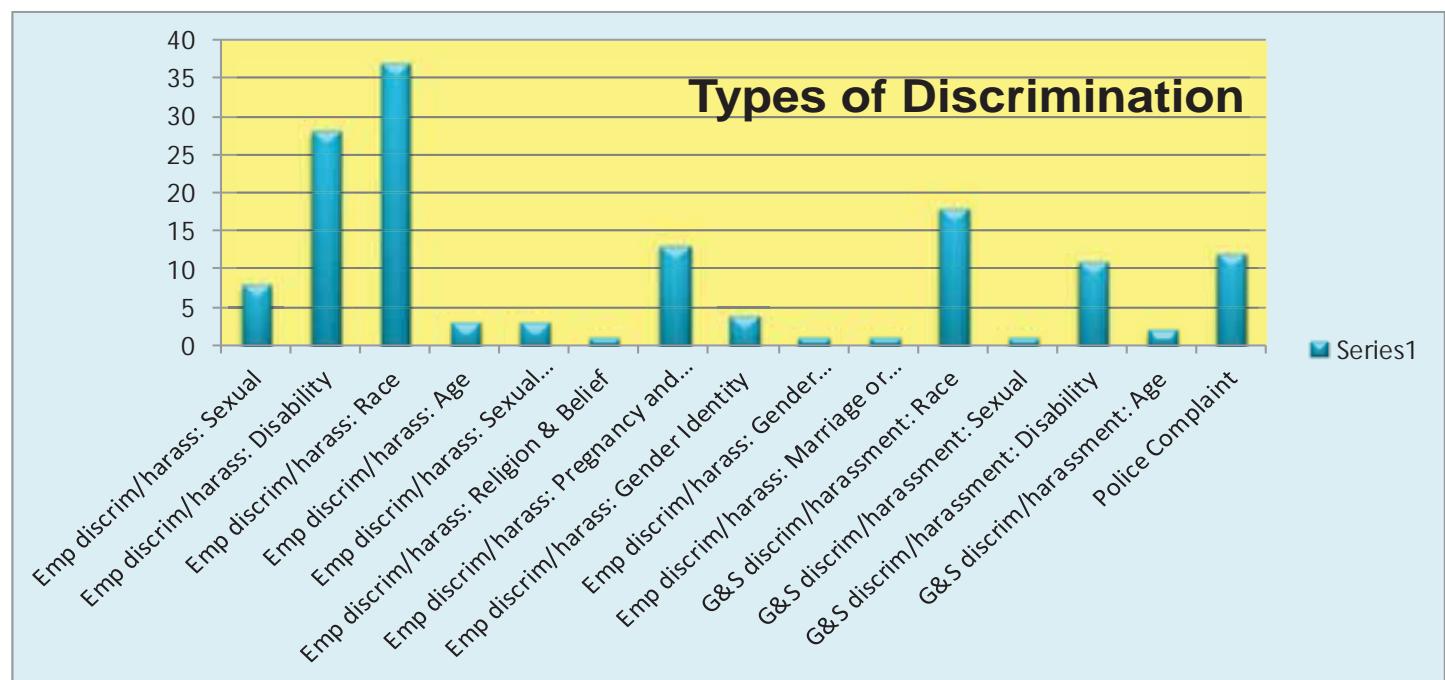
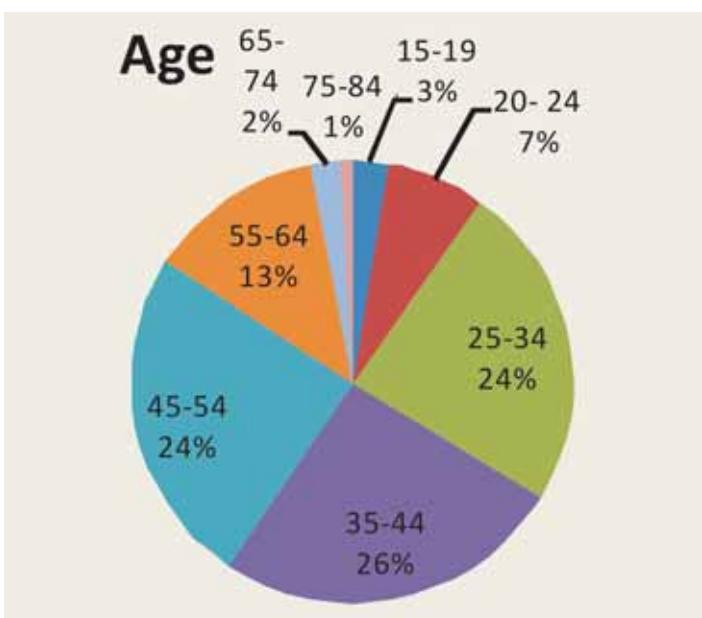
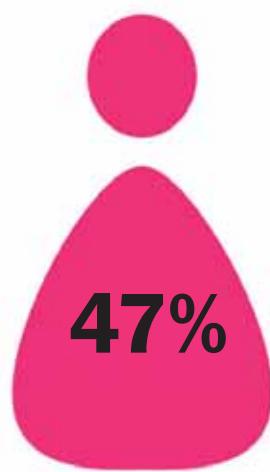
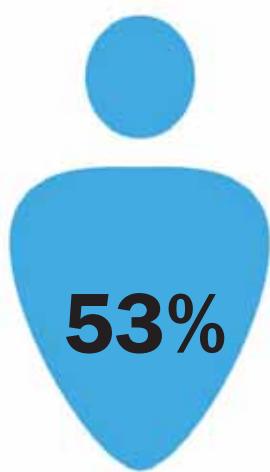
**26% of our  
Clients have an  
Income of less  
than £400 per  
month.**

Hating people because of their color is wrong. And it doesn't matter which color does the hating. It's just plain wrong.

*Muhammad Ali*

# Tackling Discrimination in the East

## Gender



## Type of Discrimination - Table of Abbreviation

Emp = Employment

Discrim = Discrimination

G&S = Goods & Services

Harass = Harassment



44% of our clients identified they were disabled

# Suffolk Law Advice Centre

By Ann Barber and Audrey Ludwig

*The Suffolk Law Advice Centre is a free legal service provided through a collaboration of the local charity, ISCRE, Suffolk & North Essex Law Society [SNELS] and a national Pro bono charity, LawWorks.*

Once again the Suffolk Law Advice Centre (LAC) has had an outstanding year. In last year's report we reported the transformation of LAC from a small, limited service run on the goodwill of a few to a substantial, professionally run legal advice clinic. This transformation has continued at a pace.

The service allows everyone, living or working in Suffolk, access 30 minutes free researched legal advice by prior appointment, mostly on Thursday evenings at ISCRE's office or by telephone.

We now have over **70 local legal professionals as volunteers**. They provide both general clinics and specialist clinics in family, immigration, housing, personal injury, employment, insolvency and sometimes criminal law.

We have been developing a pilot form-filling clinic to help people make family law applications regarding their children, which will start in April 2016.

Since September 2015, in partnership with IHAG, we have been running a money advice surgery, every second Tuesday in our offices for benefits and debt advice.

We are immensely grateful to the local legal firms who support us:

Ashtons Legal; Attwells; Bates Wells Braithwaite; Birketts; East Anglian Chambers; Eversheds; Goodwin Cowley; Fairweather Stephenson; Immigration Legal Services; Prettys; Gotelees; Jackamans; Kerseys; and Marshall Hatchick; Landmark Chambers; 18 Red Lion Court; 1 Greys Inn Square; Haywoods Solicitors; Cranford Chambers; Patterson and Brewers Solicitors.

We have been lucky to have as volunteers Caoimhe Cavanagh-O'Neill, Lucy Guerreiro and Marija Suchorokova. Many thanks to Sarah our receptionist and, following her moving on, to Sumaiyah who has taken on the role brilliantly.

## Awareness Raising

To make people aware of our legal service, we have promoted it widely by speaking on local radio, issuing press releases, attending engagements and giving talks to a variety of other advice organisations.

To celebrate National Pro-Bono Week - 1st week of November 2015 -we held a stall on Ipswich market, giving information to the public about where they could obtain free legal information and advice.

This was a collaborative effort and we were supported by Prettys' trainee solicitors, Ipswich Disabled Advice Bureau, Suffolk and North Essex Law Society and Ipswich Housing Advice Group [IHAG].

## Funding

As ever, we have been busy running a range of fundraising activities to support the LAC. This included the 10km annual Legal Walk in June 2015, the Great Legal Bake off in February 2016, a fabulous Ceilidh in January 2016 and topped off with a popular quiz in April 2016.

Our thanks to Gotelees and Rougham Barns for providing free accommodation for these events and also to folk quintet Skedaddle, who played a cracking musical set for free.

Until August 2015 funding for the Law Advice Centre Officer post came from Ipswich Locality Advice Partnership, itself funded by the Big Lottery Fund. Our Trustees then agreed to funding the post from ISCRE's designated reserves, whilst we sought alternative funding.

After a number of unsuccessful applications, we made an application to the Tudor Trust, who generously agreed to fund the Law Advice Centre £81,000 over a 3-year period, starting April 2016. This funding covers the Law Advice Centre Officer post and basic core costs. This is fabulous news, as it allows us to focus on expanding and improving our services.

Between 1 April 2015 and 31 March 2016 we helped 286 clients directly (a 29% increase from 2014-15) providing researched legal advice 346 legal advice sessions. In total over 450 volunteer hours were donated.

## Clients Helped

Many of our clients came from vulnerable or disadvantaged groups in our community. About one third reported a disability, whilst 67.5% reported a monthly income of less than £1000. 47% come from minority-ethnic communities.

Most of our clients were from Ipswich, with 42 coming from the other districts/boroughs and 8 from outside Suffolk. We are now exploring new methods to help us better reach our rural communities, such as by video link.

Our most popular clinics are still family and employment; though this has been joined by immigration. Fortunately, we have had our registration with the Immigration Commissioner renewed for a further 12 months.

## Living Rights Project

In December 2015 we commenced a two-year ancillary project, designed to make EU migrants aware of their legal rights and where to seek advice and support. We are the East Anglian partner in this national EU-funded project, being led by Law Centres Network. Ann Barber is the Project Officer. We recruited Prachi Katdare as Community Champion Coordinator together with a number of committed community champions drawn from the new migrant communities.

## Commendation

In September 2015 the LAC was presented with a 'Working-Together-Award' of £5000 by Suffolk Community Foundation and County Council, in recognition of our collaborative work with the many legal professionals who volunteer for us.

### CASE STUDY 1

Case of elderly widower with mental health issues who had his driving licence renewal refused by DVLA on basis of mistake on his form. They refused to review his application, despite him submitting medical evidence to show error. After initial advice, he was assisted in challenging this decision for some weeks before eventually being issued with a new licence.

### CASE STUDY 2

Case of vulnerable female in abusive relationship who had been pressured into co-signing a loan for £18,000. She ended relationship and after receiving advice from LAC, negotiated with loan company who consequently signed an undertaking not to pursue client for the loan. One month later ex-partner defaulted on loan. Fortunately, client was protected by undertaking and avoided being liable for debt.

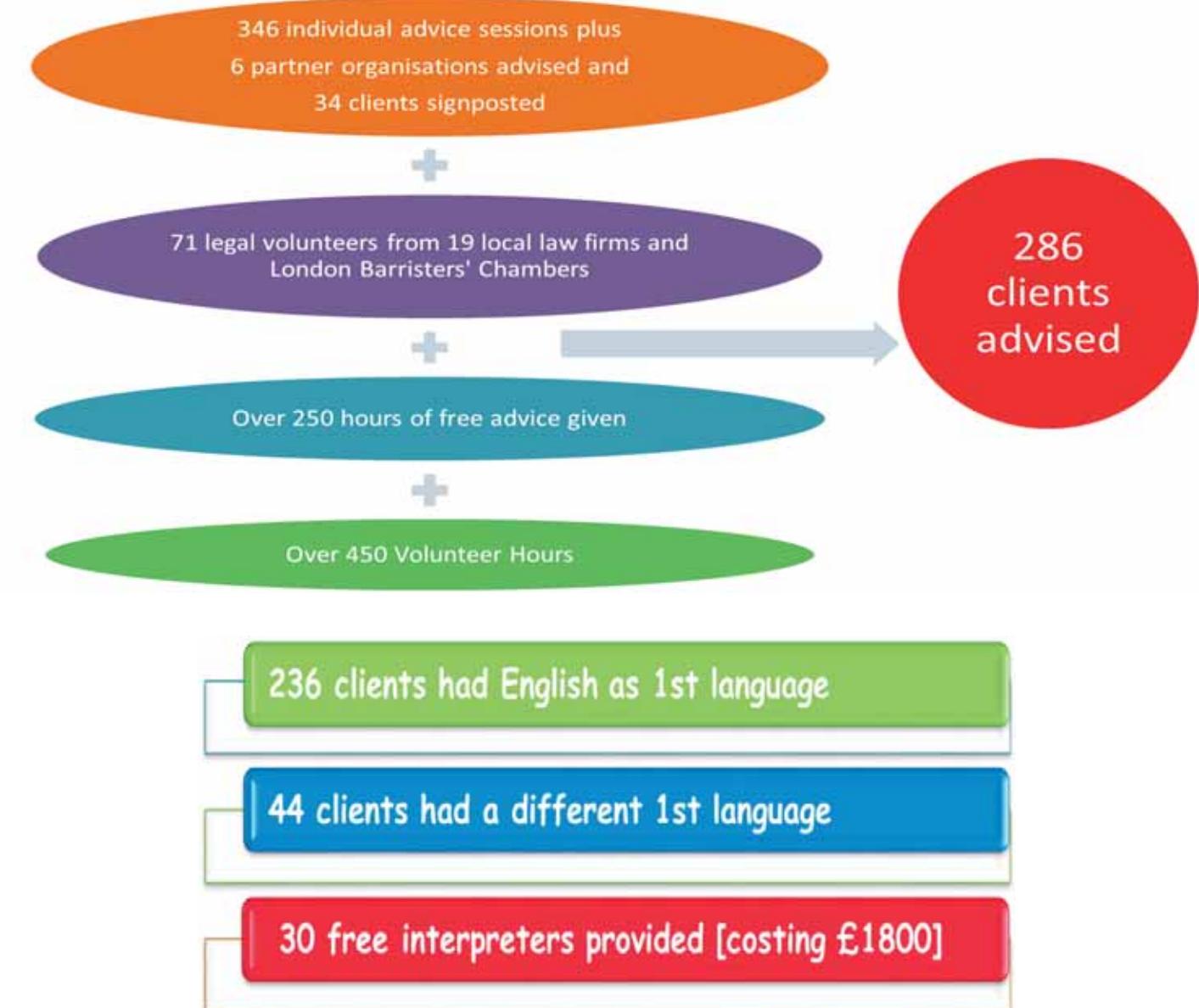
### CLIENT FEEDBACK

*"It was very helpful to find out how I go about getting a divorce, and advice on procedures and forms. It has given me the confidence to issue proceedings and be an applicant in person."*

*"The advisor was very sensitive and helpful. The advice given was very clear and has helped with my decision making. Would definitely recommend the centre and use again."*

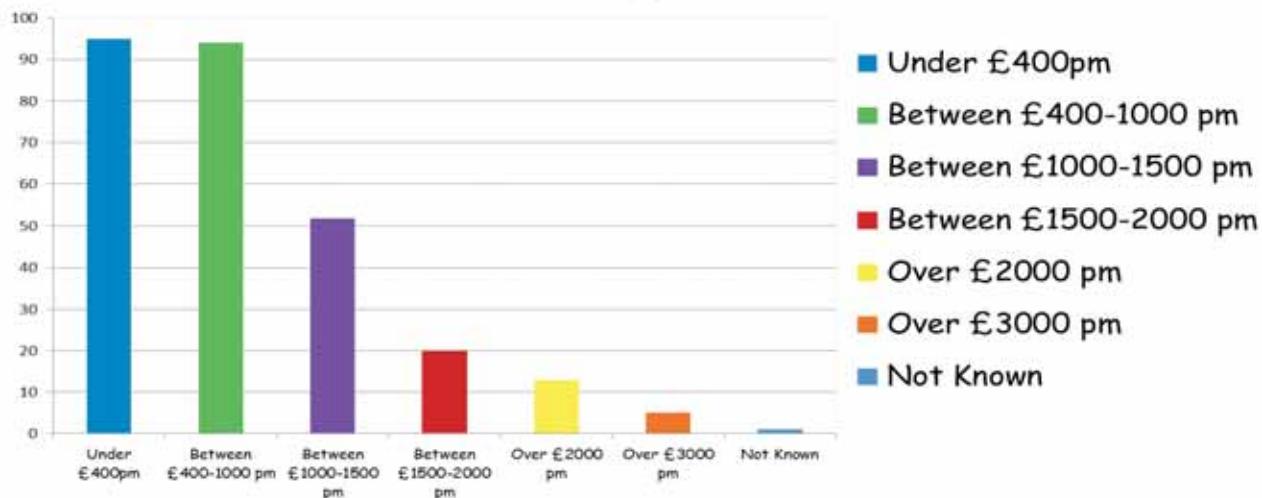
# Law Advice Centre Statistics

## Client Gender

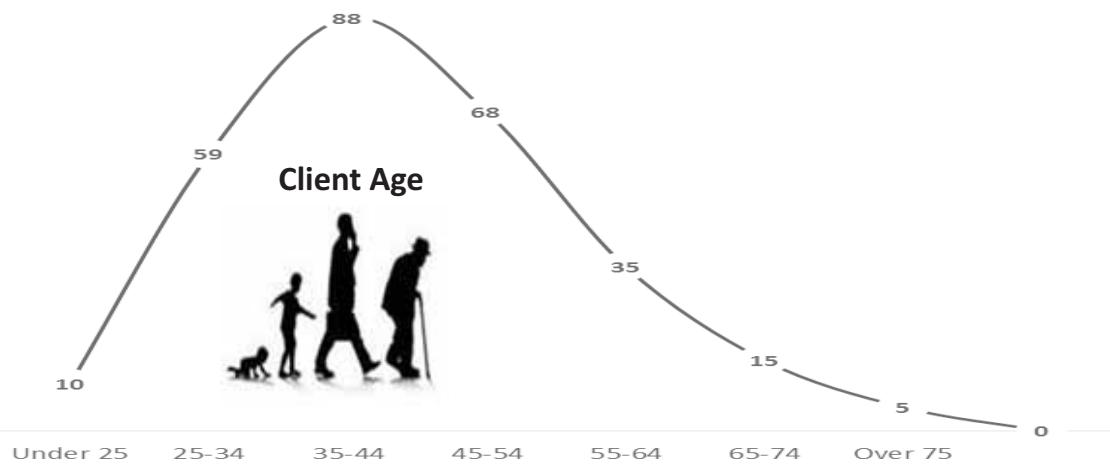
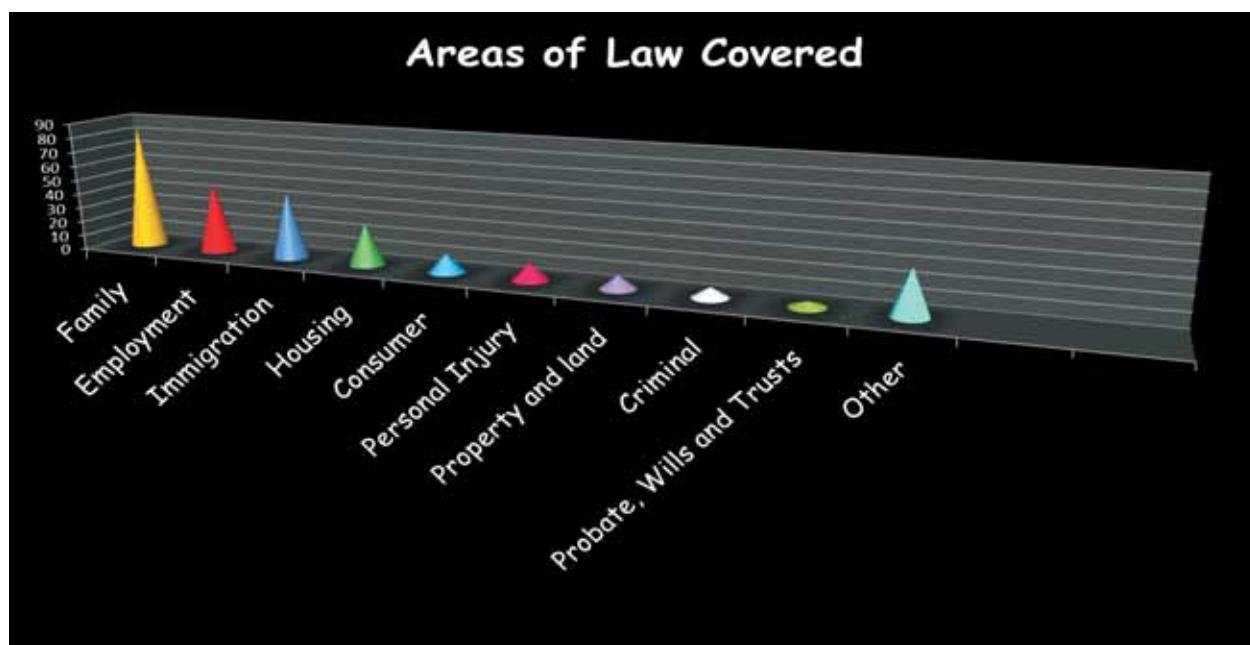


# Law Advice Centre Statistics

**Client Income - 67.5% of all Suffolk Law Advice Centre clients had less than £1000 income per month**



**Areas of Law Covered**

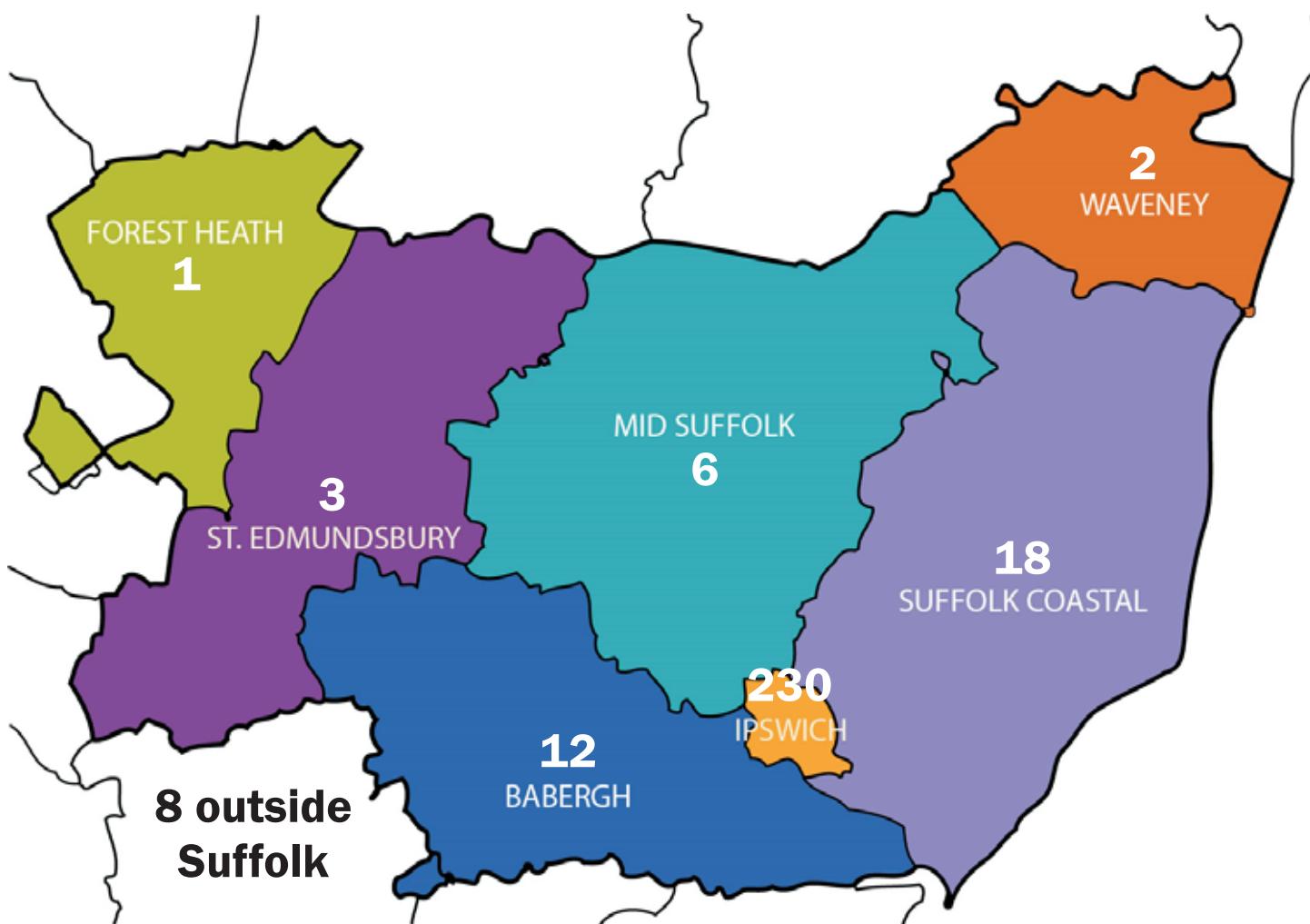


# Law Advice Centre Statistics

32% of Suffolk Law Advice Centre clients reported some form of disability



**49.5% of LAC Clients had jobs  
50.5% of LAC Clients were out of work  
12.5% said they were long term sick  
The rest were retired, students or homemakers**



**IPSWICH & SUFFOLK COUNCIL FOR RACIAL EQUALITY**  
**(A Company Limited By Guarantee)**

**Independent examiner's report to the Members of Ipswich & Suffolk Council for Racial Equality**

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I report on the accounts of the Ipswich & Suffolk Council for Racial Equality for the year ended 31 March 2016, which are set out on pages 7 to 17.

**Respective responsibilities of trustees and examiner**

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charity's Act 2011 (the 2011 Act) and that an independent examination is needed. The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of The Institute of Chartered Accountants in England and Wales.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act.
- to follow the procedures laid down in the general Direction given by the Charity Commission under section 145(5) (b) of the 2011 Act.
- to state whether particular matters have come to my attention.

**Basis of independent examiner's report**

My examination was carried out in accordance with the General Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

**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

**IPSWICH & SUFFOLK COUNCIL FOR RACIAL EQUALITY**  
(A Company Limited By Guarantee)

**Statement of Financial Activities (including Income and Expenditure account)**  
for the year ended 31 March 2016

	Note	Unrestricted Funds £	Restricted Funds £	2016 Total £	2015 Total £ (note 2)
<b>Income from:</b>					
Grants and donations	3	<b>31,471</b>	-	<b>31,471</b>	30,288
Membership		<b>217</b>	-	<b>217</b>	134
Fundraising activities		-	<b>4,667</b>	<b>4,667</b>	10,554
Charitable activities:					
Grants and contracts	3	-	<b>254,425</b>	<b>254,425</b>	223,053
Other income		<b>3,382</b>	-	<b>3,382</b>	1,115
Investment income		<b>550</b>	-	<b>550</b>	550
<b>Total income</b>		<b>35,620</b>	<b>259,092</b>	<b>294,712</b>	<b>265,694</b>
<b>Expenditure on:</b>					
<b>Charitable activities</b>	4				
Promotion of racial equality and elimination of discrimination		<b>39,294</b>	<b>210,417</b>	<b>249,711</b>	251,018
<b>Total expenditure</b>		<b>39,294</b>	<b>210,417</b>	<b>249,711</b>	<b>251,018</b>
<b>Net income/(expenditure)</b>		<b>(3,674)</b>	<b>48,675</b>	<b>45,001</b>	<b>14,676</b>
<b>Funds brought forward</b>		<b>200,197</b>	<b>39,560</b>	<b>239,757</b>	<b>225,081</b>
<b>Funds carried forward</b>		<b>196,523</b>	<b>88,235</b>	<b>284,758</b>	<b>239,757</b>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derives from continuing activities. An analysis by fund of the comparatives figures for 2015 is shown in note 2.

**IPSWICH & SUFFOLK COUNCIL FOR RACIAL EQUALITY**  
(A Company Limited By Guarantee)

**Balance sheet at 31 March 2016**

	Note	2016 £	2015 £
<b>Fixed Assets</b>			
Tangible assets	6	<b>1,268</b>	1,931
<b>Current assets</b>			
Debtors	7	<b>8,323</b>	45,519
Cash at bank and in hand		<b>294,194</b>	236,293
		<hr/>	<hr/>
		<b>302,517</b>	281,812
<b>Creditors: amounts falling due within one year</b>	8	<b>(19,027)</b>	(43,986)
		<hr/>	<hr/>
<b>Net current assets</b>		<b>283,490</b>	237,826
		<hr/>	<hr/>
<b>Net assets</b>	9	<b>284,758</b>	239,757
		<hr/>	<hr/>
<b>Unrestricted funds</b>			
General fund		<b>145,507</b>	149,181
Designated funds	10	<b>51,016</b>	51,016
		<hr/>	<hr/>
		<b>196,523</b>	200,197
<b>Restricted funds</b>	11	<b>88,235</b>	39,560
		<hr/>	<hr/>
		<b>284,758</b>	239,757
		<hr/>	<hr/>

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 January 2015).

The financial statements were approved by the board of trustees on 11 August 2016 and signed on its behalf by

**C Cumberbatch**  
**Trustee**

**Company registered no: 04616709**

The notes on pages 9 to 17 form part of these financial statements.

## **“United we Stand”**

7 social classes into which we now divide  
4 political parties, each on their own side  
5 broadsheets, separated by the Times  
8 daily rags flinging mud and custard pies  
in the land of Britain, where the tabloids lie

Labour, righteous, tribal and bold  
but when they were in power, all our labour they sold  
our professions subverted to that almighty goal  
the call centre, free market, and ethical hole  
solicitors and teachers would follow the road  
set out by big money, who made Big Bang explode

Conservatives, loyal to nation, our history, true blue  
but they sell off our woodlands and seek to continue  
the Big Bang of old, our middle class sold the lie of the future  
it's better in China, you don't need your rights  
it's for the “wealth creators” that we need to fight  
but when did you ever, hear developers say  
let's conserve what we've got, for next generation's day?

As for the lib dems, they shot their own fox  
with dreams of quick power by Cameron smooth chops  
they sold out our students, in speed and in haste  
and one wonders if ever will regain their place

To that dubious honour, there's last but not least  
dear UKIP our UKIP, welcome to the feast  
so popular, so in touch, with man in the street  
the bobby on the beat, the butcher chopping meat  
but they pander to fears and skip evidence  
the facts and the studies mean little to them  
if it sits in a slogan, well alrighty then!

Goddammit, it's time to swear and get mad in this rhyme  
and to think back on the Britain that was in our time  
before it's too late and we fall in decline  
so divided we are, may we ever again shine?  
we unbind, we take sides, we find blame, we tell lies  
tell me where's common purpose from Churchillian times  
when loyalty was imperative, among men who'd joined hands  
and were standing the strains that had come to our land

What purpose a politician, if he ignores his own knowledge?  
copying man in the street, from community college  
and if he fights opposition by day and by night  
the example is set, from far left to far right  
that we hate one another, there's no compromise  
there's just anger and cries, he lies, no she lies!

And what point is a paper if it can't check its facts  
and would rather sell volumes for Murdock's fat cats  
we're like spoilt little brats, having high tempered spats  
on twitter and facebook in chatrooms and that

But we must face the facts, let's get back to brass tacks  
if we all are divided we're all flat on our backs  
and I don't want that, no and you don't want that  
so calm down and step back, light a candle or clap  
and praise God for your life and the luck of this land  
try to love fellow man, be like Christ if you can  
turn your cheek from the hatred, lend a hand, join a band  
if united we stand then there's no better land  
Than Britain.

# 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



## ISCRE

Ipswich & Suffolk Council for Racial Equality  
46A St Matthews Street, Ipswich,  
Suffolk IP1 3EP; 01473 408111  
[www.iscre.org.uk](http://www.iscre.org.uk)

