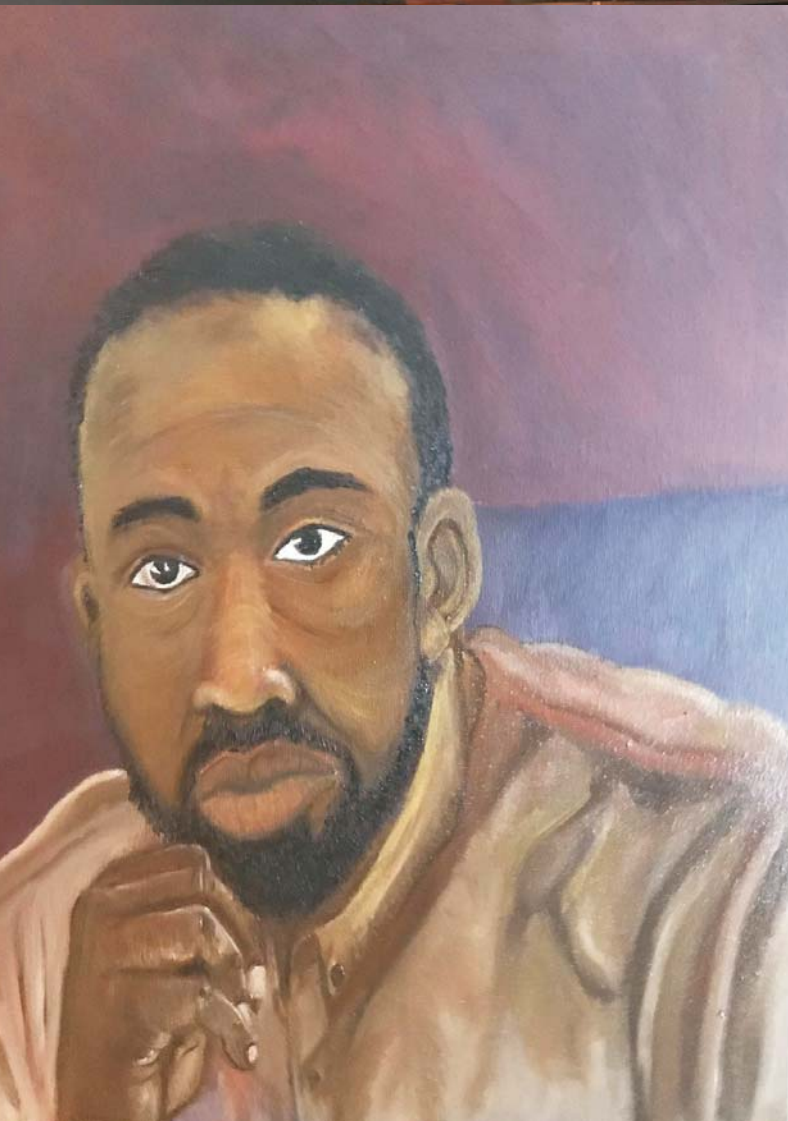
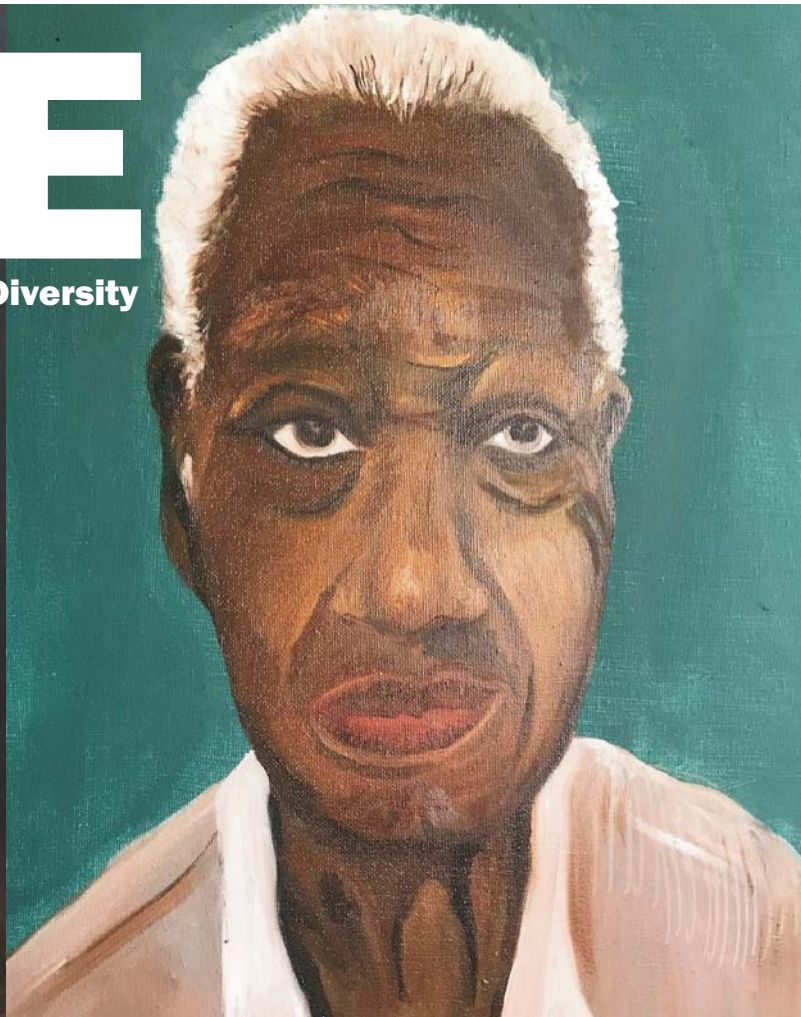
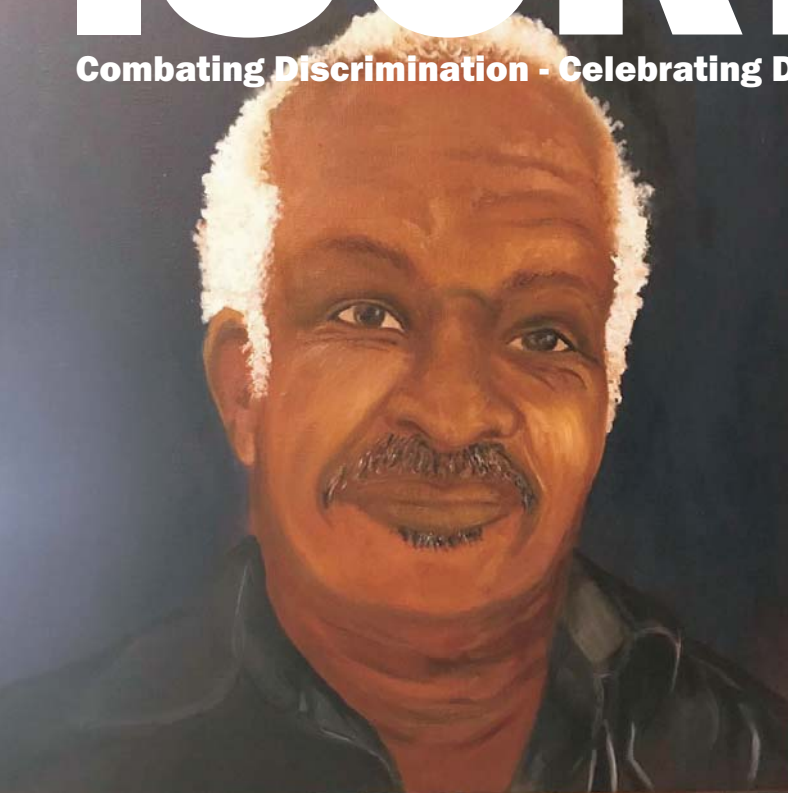


ISCRE

Combating Discrimination - Celebrating Diversity



About our Front Cover:

Artist: Loleitha, 2019 www.loleithaart.co.uk

Artist concept: Grandfathers, Fathers, Uncles, Brothers and Sons

To show gratitude for their enduring commitment to ISCRE'S ethos.

We need more positive role models willing to share lived experience with our communities so that we may all work together Towards a Fairer Suffolk.

Team



Trustees and Directors at ISCRE/SLC's AGM 2018
by Calvin Steward

STAFF

Director: Business & Operations

Phanuel Mutumburi

Director: Legal Services

Audrey Ludwig

Office Manager

Sophie Hawkins

Finance Officer

Mayuri Patel

Business Development Officer

Sue Wardell

Community Diversity Officer

Keiran Manners

Youth Justice Project Officer

Sharon O'Donnell

TRUSTEES (at the time of publication)

Chair

Chris Cumberbatch

Vice-Chair

Sue Raychaudri

Treasurer

Jeremy Lea

Secretary

Denise Bradshaw

Hamil Clarke MBE

Liz Pettman

Daisy Weekes

Albert Grant OBE

Bal Howard

Louise Gooch

Dr. Sarita Rao (Feb. 19)

Garfield Hunt (June. 19)

VOLUNTEERS 2018-19

We are hugely grateful to our volunteers, who come from our diverse local communities. Without them, ISCRE would struggle to keep our work going. Our volunteers are part of the ISCRE family.

Horia Azizi; David Brown; Paul Burton; Franstine Jones; Anna Lambert; Swarthee Manjikanti; Sharon O'Donnell; Ziyad Said-Wardell; Anoop Singh; Calvin Steward; Elisabeth Wilson; Kameliya Yankov

ISCRE Chair's Report (2018-19)

It has been a year of significant change for ISCRE.

After many years of building our Legal Services to provide free legal advice for people living and working in Suffolk, including a unique service for those experiencing discrimination, we set up Suffolk Law Centre as a subsidiary charity, which is independent but has ISCRE as its only member.

The transfer of all legal services projects from ISCRE to Suffolk Law Centre might seem like a reduction in the size of ISCRE. However, the Trustees are confident that this will strengthen us, because ISCRE can now better focus its strategy, service delivery and fundraising on its core purposes whilst sharing backroom and overhead costs with Suffolk Law Centre.

During the year, members of ISCRE endorsed the change of our charitable objects, approved by the Charities Commission, to recognise the increasing importance and recognition of our expertise in criminal justice equalities work. Serious youth violence has become a social emergency across the UK, with worrying reports of the age of recruitment and grooming for gang activity dropping to primary school levels. Suffolk has seen violence related offences rise by 16% between 2017 and 2018, mostly relating to drugs and county lines networks.

ISCRE's advocacy and campaigning work continues to challenge, influence and inform as we continue to see disconnects between the diagnosis of the problems and suggested **solutions**. Communities across Suffolk tell us that violent criminal activity amongst young people results from fear, social insecurity, and the development of a drugs-based counter-economy which fills the gaps caused by poverty, deprivation, school exclusions and growing up in the care system. According to the Department for Work and Pensions (2019) children from black, Asian and minority ethnic (BAME) groups are more likely to be in poverty: nationally, 45 per cent are now in poverty, compared with 26 per cent of children in white British families.

We are proud of the role we played in the establishment of the **Race for Change** community reference group in the Priory Heath area of Ipswich, a community led partnership that is influencing policy in the area by elevating the residents' voices. This is a



model that we hope will be replicated across the County to better inform commissioning of local services that meet the needs of all, including those seldom heard.

With education being one of the recognised pathways out of poverty, it is disheartening that among 2017-18 home graduates at UK universities, black and minority ethnic students were around 13% less likely to get a first-class or upper second-class degree than white students, whilst the gap between white and black students was even wider, at 21%. ISCRE continues to work closely with local educational institutions to facilitate meaningful engagement with impacted communities and grassroots community groups. The recently launched University of Suffolk Parent/Carer Ambassador programme is an example of a community recommendation from our **It Takes a Village Report** (2018), which aims to broaden engagements between communities and higher education.

Nothing exists in isolation, and the continued use of Stop and Search powers disproportionately against people from BAME backgrounds is counter-productive to achieving positive relationships and trust between the police and our local communities. The **Pause, Rewind Conference** held in March 2019 to celebrate 10 years of the work of the **Suffolk Stop and Search Reference Group** highlighted the improvements that have resulted from public scrutiny and noted that more still needs to be done. The conference was well attended by members of the community, public bodies, schools and colleges and the police. Speakers included representatives from the police, StopWatch UK, London School of Economics and Suffolk Law Centre.

Member of Parliament David Lammy's review into the over-representation of BAME individuals in the criminal justice system aptly summed up the work that needs to be done across society to reduce the prejudice that people from those backgrounds face. ISCRE is proud that some of his recommendations pertain to work that we have been doing in local prisons for years around improving service user voice and conducting public scrutiny. We are excited about the future of our prison model, which seeks to embed community informed solutions into the rehabilitation journeys of the people with whom we work. Plans are now at an advanced stage to increase the number of establishments at which we deliver our **desistance readiness** interventions, supporting the criminal justice agencies to improve the outcomes for BAME service users and employees.

BAME owned businesses represent huge development potential to the Suffolk economy and at this critical time; the dexterity and international connections of many BAME led businesses mean that they might play a critical role in post-Brexit international trade. The **Destination Norwich Road** project to support growth of businesses on the most diverse part of Norwich Road is aimed at giving a voice to such businesses to allow them to develop sustainable solutions in partnership with policymakers.

The increase in **hate crime** continues to cause concern to us. The NSPCC reported a 94% rise of race hate crimes against young people in Suffolk between 2015 and 2018. Half of all hate crimes reported in Suffolk in 2018 related to race. ISCRE, together with partners, will be stepping up awareness raising training to agencies and communities in order to stem this scourge which blights our society and left unchecked poses significant risks for the future.

In common with the rest of the sector, we continue to face the perennial challenges across all our **funding** streams. This means that many people are still waiting too long for the support they need, or finding that this support is reduced, or not available at all. However, at a time when the funding



An appreciative audience at ISCRE's AGM 2018.
by Calvin Steward

landscape is encouraging short-termism, we are challenging ourselves by developing a 5-year strategy to lead a county-wide community informed campaign to increase fairness across all sectors of Suffolk. The **Fairer Suffolk** will be our flagship strategy to deal with the complexities and uncertainties of a post-Brexit society, including concerns about the guaranteeing of principles of equality and socio-economic rights.

We are very grateful to all our funders who continue to support us, because they share our passion for improving the life chances for all our communities. Our work would not be possible without their generosity and sound advice. I am especially grateful to my fellow trustees, ISCRE staff and volunteers who continue to give their expertise and time to ISCRE.

Chris Cumberbatch, ISCRE Chair

ISCRE Report

Phanuel Mutumburi



that make up the area and encourage better community cohesion.



Our heartfelt thanks to our stakeholders, community partners, friends and supporters, members, funders and of course, staff and volunteers.

Your ongoing belief in our work to challenge racism and prejudice, wherever it persists, keeps us going and helps us to promote community cohesion to the benefit of everyone.

Community Engagement

Race for Change

Following community meetings in the wake of the tragic events of June 2018, the Suffolk Public Sector Partnership committed to improving engagement with residents of the Racecourse Estate. Over the year, ISCRE has facilitated the setting up of **Race for Change**, a community group comprising local people. The group acts as a conduit through which the community engages with public bodies and authorities.

Race for Change has established itself as a community led forum for open discussion of matters affecting the Racecourse Estate, ensuring that seldom heard voices are equally sought and listened to.

Members of the group act as a conduit through which the community can propose home-grown solutions to problems affecting them, for the authorities to resource. This will help public bodies to understand the needs of the diverse communities



Vision and Voice Partnership

ISCRE is part of the **Vision and Voice** partnership that is delivering a pilot project to support emotional health and wellbeing in local schools. The partnership comprises Green Light Trust, Volunteering Matters, Access Community Trust, Community Praxis and the Mix Stowmarket and is being piloted at Alde Valley Academy, Farlingaye High School, Northgate High School and Stowupland High School.



The Vision and Voice Partners, photo: Stephen Skeet.

This innovative project adopts a whole-school approach to mental health and wellbeing to help young people flourish, learn and succeed by providing opportunities for them, and the adults around them, to develop the strengths and coping skills that underpin resilience.



Police

Stop and Search Reference Group (SSRG)

The SSRG aims to encourage a sustainable relationship between members of the community and Suffolk Police with a view to furthering equal treatment; ensuring legal compliance and influencing wider community cohesion.

ISCRE facilitates SSRG meetings to help build public trust and confidence in the use of Stop and Search powers. The group provides people from BAME communities and others with a safe space, and a neutral platform, to share their experiences and to challenge unfairness, with a view to reducing disproportionality in the use of Stop and Search.

In terms of the impact that the SSRG has had on how stop and search is conducted in Suffolk, we have seen an improvement in the quality of police recording forms. Further, when the majority of stop and search outcomes continue to be 'no further action', it is heartening that



the numbers of people stopped and searched continues to come down. However, BAME people *continue to be disproportionately searched*, and the reference group will continue working closely with communities and the police to root out bias and ensure all stops and searches are intelligence led. This year saw heightened interest in the work of the group with increased attendance, and over 2019-20, we will be moving around the county to capture the voices of those outside of Ipswich.

As part of its public scrutiny role, SSRG has begun scrutinising body-worn video footage. We hope that this will give us a clearer perspective on the circumstances surrounding decisions that the police make and enable us to give better informed advice.

ISCRE continues to provide support and guidance around recruitment and promotion of police staff with regards equalities, and our representative sat in a number of Suffolk Police interviews.

Pause, Rewind Conference

We organised a successful Pause, Rewind Conference on 1 March 2019 to review 10 years of the work of the SSRG and explore opportunities to improve. The conference was well attended by members of the community, public bodies, schools and colleges and the police.



PRISONS

Keiran Manners

ISCRE's work in Suffolk's prisons began in 2001.

We are proud to have maintained an 18-year legacy through times of stringent austerity and deep cuts to funding across statutory, voluntary and community sectors.

Our Criminal Justice work remains one of our most successful projects. Over the past 5 years, we have come to the attention of both regional and national leads of HMPPS (Her Majesty's Prison and Probation Service). Keiran is our Community Diversity Officer, based at two core prisons: HMP Highpoint and HMP Warren Hill. His work makes a significant contribution to the knowledge, evidence and future development of interventions and policy with BAME people and those who are marginalised, disadvantaged or experiencing the worst outcomes in custody. ISCRE's prison work brings innovative ideas, direction, leadership and management to an ever-changing and complex area of race equality practice.

The 2017 Lammy Review remains a focal reference point on issues of disproportionality in the criminal justice system. The review highlights that whilst the BAME population in England and Wales is quite stable at around 14%, **BAME men and women make up 25% of the prison population and 40% of all young people in custody.** The prisons ISCRE operates within are reflective of this trend, as 2018-19 population data shows:

HMP Highpoint had a prisoner population of **1262**

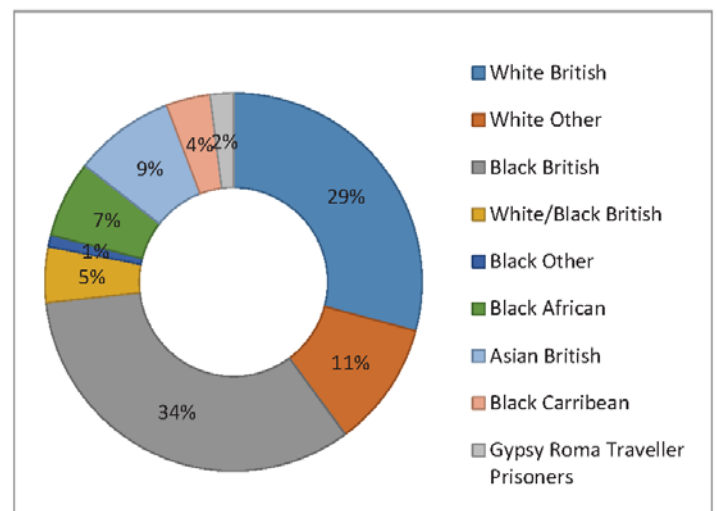
- The ethnicity breakdown was:
- **44.36%** White British
- **22.57%** Black (British, African or Caribbean)
- **55.6%** BAME combined

HMP Warren Hill had a prisoner population of **239**

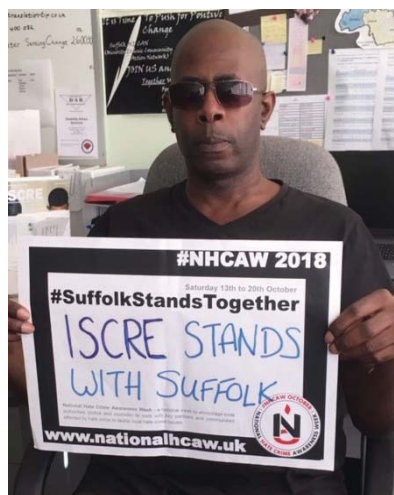
- The ethnicity breakdown was:
- **75.30%** White British
- **11.71%** Black (British, African or Caribbean)
- **24.70%** BAME combined

Highlights from 2018/19 – across our core prisons HMP Highpoint and HMP Warren Hill:

- **461** recorded encounters with prisoners. ↑ from 2017/18 (433)
- **106** prisoners attended **equality, discrimination and hate crime** training. ↑ from 2017/18 (61)
- **34** members of staff trained in managing discrimination & hate-crime incidents. ↑ from 2017/18 (28)
- **41** prisoners trained in **Equality and Hate Crime module** (Diploma in Progression) at **HMP Warren Hill.**
- **1** Gypsy Roma Traveller event at HMP Warren Hill in collaboration with the GRT Rep
- **1** Gypsy Roma Traveller event at HMP Highpoint in collaboration with the GRT Orderly
- **1** Black History Month event at HMP Warren Hill
- **2** Black History Month events at HMP Highpoint with support from Imani Sorhaindo (Suffolk African History lead) **on African Kings, Queens and civilisation**
- Visit by Terry Waite MBE to discuss overcoming challenging circumstances and increasing motivation
- Visit by Bob Friend GRT chaplain who travels throughout the UK engaging with men in prison
- **78** audits of complaints made through Discrimination Incident Reporting Forms (DIRFs)
- **11** prisoner references in support of parole for release or progression onto a D-Cat prison



Ethnicities of prisoners engaged with across both prisons 2018-19



National Hate Crime Week 2018:

ISCRE Stands with Suffolk

Staff and volunteers make our message clear!

(Top, from left: Sophie, Mayuri, Keiran, Jessica, Pippa, Horia, Sue, Sumaiyah, David)

Youth Justice: Sharon O'Donnell



ISCRE and Suffolk Law Centre are working in partnership

to set up a **Youth Justice** programme, to engage young people on the legal issues that matter to them and their experiences on seeking advice.

In 2017-18, less than 5% of people coming to us for legal advice were under 25 years old, and yet this age group make up at least 10% of Suffolk's population according to local reports (Suffolk Observatory, 2018). However, surveys indicate that the proportion of young people who encounter legal problems is around 37% ('A Travesty of Justice: Young people's access to Legal Aid, 2018), and youth organisations in Ipswich suggest that whilst young people living in Suffolk do experience legal issues, they rarely seek advice.

We have been consulting with young people at Suffolk Young People's Health Project (4YP), and

youth leaders from several young people's organisations, and we have found that young people in Suffolk often:

- **Don't recognise** that an issue may have a legal element
- **Don't know** where to access legal advice and information
- **Don't feel** that information and advice is provided in an accessible format

One of the major legal issues young people in Suffolk face is the police power of Stop and Search: of people stopped and searched by Suffolk police between October 2017 – September 2018, 18% were aged under 18 years.

Thanks to funding from **Suffolk Community Foundation's #iwill 2018 Youth Social Action** programme, we have been able to work with young people in Ipswich to find out more about their experiences of Stop and Search and are supporting them to co-produce advice and information on how Stop and Search works in Suffolk. We hope that the Youth Justice programme will contribute to improving the way that legal advice and information is made available to young people in Suffolk.

Finance Officer: Mayuri Patel



It has been another busy year for all of us, but particularly for of our financial systems!

As Finance Officer, I am responsible for providing financial and administrative support to colleagues, Trustees, suppliers and stakeholders of ISCRE and Suffolk Law Centre, managing daily transactions, and producing reports to assist management of projects in both organisations. As my responsibilities are now for both ISCRE and Suffolk Law Centre, much of this year has been busy with transferring legal project budgets that were funded under ISCRE's Legal

Services to Suffolk Law Centre. I also manage our payroll and pensions, do returns to the Charities Commission and Companies House, raise and pay invoices, keep petty cash records, produce quarterly project expenditure reports, and complete financial monitoring returns for our funders.

As the financial year drew to a close, I also took over the management accounts for both ISCRE and Suffolk Law Centre from Jane Everest, who retired this year and has been producing these for ISCRE for over 11 years. Jane will be missed by us all, and I thank her for her hard work, and wish her all the best. It has been a tough year, but one that I am rightly proud of having contributed to having reported to our Trustees and liaised with the auditors on the 2018-19 annual accounts.

Office Manager: Sophie Hawkins

I joined ISCRE and Suffolk Law Centre in May 2018 as Office/Practice Manager.

My first task was the General Data Protection Regulation (GDPR), those dreaded four letters! But, what better way to get to grips with the processes and workings of ISCRE than to do a data audit? The review was successful and a good excuse to update our records to ensure GDPR compliance.

I coordinated last year's Annual General Meeting (AGM) on 18th September 2018 - the 41st AGM of ISCRE. This event attracted nearly 150 people - one of our biggest AGMs for many years.

We were very lucky to receive a kind donation of furniture from Savills in the New Year. As they were moving office, they offered us over 30 items of furniture, including a large reception desk, meeting room chairs, cupboards and filing cabinets. Having relocated our reception area to the downstairs office, we were searching for a reception desk to provide better security and privacy for staff. A new desk would have cost over £1000, so we were delighted when Savills got in touch. Coordination was called for to rearrange the offices and dispose of old furniture, but after excellent teamwork and several trips to the Recycling Centre, we got there!

I work closely with the Directors and provide administrative support to the Board of Trustees. This



Sumaiyah, Sheryl Davey - Savills and Sophie behind the new reception desk!

includes, organising, attending and recording all Board Meetings, and maintaining detailed records of all deliberations. We have been fortunate that a new Trustee, Dr. Sarita Rao, joined the Board of Trustees in February 2019. Sarita is a leading Radiologist at Ipswich Hospital and brings many skills and insights through both her professional and personal life. Further, Professor Garfield Hunt (University of Suffolk) joins us in 2019-20, bringing yet more expertise from Suffolk's vibrant professional communities. Our Trustees are all passionate about our work and we are so grateful for their commitment.

I love being part of the ISCRE family. Here's to next year!

Volunteer: Paul Burton



I have been volunteering

at ISCRE/Suffolk Law Centre since May 2018. I "work" two long half-days each week – so about 10 hours per week. I assist the Office/Practice Manager, Sophie, with all the varied administration tasks that fall under her

wing for both organisations – and I love the fact that every day is different!

Looking back, we have covered a lot of ground in the

first year which began with two bigish projects – tackling the (then new) GDPR requirements and successfully applying for the Legal Aid Agency's SQM accreditation for Suffolk Law Centre. The great joy is that the daily workload is always so varied – bigger jobs interspersed with a continual stream of smaller tasks that just keep coming. And then there's covering Reception when nobody else is available – something that really keeps me on my toes!

I'm so pleased to have found such a worthwhile organisation to support by giving back some of my time. Working alongside such a wonderful group of dedicated staff and volunteers focussed on ensuring access to justice for all is truly inspiring. I bounce into the office every time!

Business Development: Sue Wardell



Partnership has been a key word running through this report.

That should come as no surprise to those who have worked with ISCRE over the years: it is a founding principle of the organisation; we call on our friends and colleagues from across voluntary,

community, public and private sectors when we need advice or support; we value their expertise or lived experience to inform what we do; likewise, our doors are always open to them and we will always do what

we can to help. We have many people to thank for the continued growth of ISCRE. I hope we have remembered all of them in this report.

As Business Development Officer, I work across ISCRE and Suffolk Law Centre to ensure that both charities are sustainable so that they can maintain the great work they do, and meet the needs of the communities they work with and for.

As ISCRE moves to a new and exciting chapter in our story, I am sure that we continue to work with those long-standing supporters and allies, and forge new partnerships along the way. We will be looking **Towards a Fairer Suffolk** over the next 5 years, for all communities for whom Suffolk is a home, a place of work and a county that we can all be proud of.

A little help from our friends....



We are always happy to receive the kindness of strangers, because through kindness, they become Friends. The lovely people at The Good Gym helped us out on a chilly January evening by moving furniture up

and down stairs. Without their help, we would have struggled to get our downstairs reception working. A heartfelt ISCRE & SLC 'Thank You' to them all.

Ipswich and Suffolk Council for Racial Equality

Company Limited by Guarantee

Independent examiner's report to the trustees of Ipswich and Suffolk Council for Racial Equality

Year ended 31 March 2019

I report to the charity trustees on my examination of the financial statements of the company for the year ended 31 March 2019 which comprise the statement of financial activities (including income and expenditure account), balance sheet and the related notes.

Responsibilities and basis of report

As the charity's trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the financial statements of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your company's financial statements as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
2. the financial statements do not accord with those records; or
3. the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
4. the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

 2/9/19

L Thurston FCCA
Independent Examiner

Lovewell Blake LLP
Chartered accountants
First Floor Suite
2 Hillside Business Park
Bury St Edmunds
IP32 7EA

Ipswich and Suffolk Council for Racial Equality

Company Limited by Guarantee

Statement of financial activities (including income and expenditure account)

Year ended 31 March 2019

			2019		2018
	Note	Unrestricted funds £	Restricted funds £	Total funds £	Total funds £
Income and endowments					
Donations and legacies	5	31,542	657	32,199	71,029
Charitable activities	6	13,048	107,077	120,125	276,207
Other trading activities	7	374	6,829	7,203	2,344
Investment income		184	—	184	124
Total income		<u>45,148</u>	<u>114,563</u>	<u>159,711</u>	<u>349,704</u>
Expenditure					
Charitable activities	8	(38,064)	(194,899)	(232,963)	(297,536)
Total expenditure		<u>(38,064)</u>	<u>(194,899)</u>	<u>(232,963)</u>	<u>(297,536)</u>
Net (expenditure)/income before transfer of funds		7,084	(80,336)	(73,252)	52,168
Transfer of assets		(41,423)	(37,668)	(79,091)	—
Transfer between funds		484	(484)	—	—
Net movement in funds		<u>(33,855)</u>	<u>(118,488)</u>	<u>(152,343)</u>	<u>52,168</u>
Reconciliation of funds					
Total funds brought forward		199,323	125,057	324,380	272,212
Total funds carried forward		<u>165,468</u>	<u>6,569</u>	<u>172,037</u>	<u>324,380</u>

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

Ipswich and Suffolk Council for Racial Equality

Company Limited by Guarantee

Balance sheet

31 March 2019

	Note	2019 £	£	2018 £	£
Fixed assets					
Tangible fixed assets	13		6,718		2,290
Current assets					
Debtors	14	24,587		25,804	
Cash at bank and in hand		143,255		316,137	
		<u>167,842</u>		<u>341,941</u>	
Creditors: Amounts falling due within one year	15	<u>(2,523)</u>		<u>(19,851)</u>	
Net current assets			<u>165,319</u>		<u>322,090</u>
Total assets less current liabilities			<u>172,037</u>		<u>324,380</u>
Net assets			<u>172,037</u>		<u>324,380</u>
Funds of the charity					
Restricted funds			6,569		125,057
Unrestricted funds			<u>165,468</u>		<u>199,323</u>
Total charity funds	16		<u>172,037</u>		<u>324,380</u>

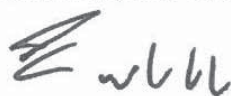
For the year ending 31 March 2019 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

These financial statements were approved by the board of trustees and authorised for issue on 21/9/2019 and are signed on behalf of the board by:



C Cumberbatch (Chair)
Trustee

Company registration number: 04616709



**ISCRE's Vision runs through all our work and drives our
'Towards a Fairer Suffolk Strategy 2019 – 2024'**



IPSWICH AND SUFFOLK COUNCIL FOR RACIAL EQUALITY (ISCRE)
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Thank you to **Tuddenham Press** for their help in the layout and printing of this report