

# Enfield Racial Equality Council



## EREC ANNUAL REPORT 2011/2012

challenging racism ...  
... promoting racial equality



challenging racism ...  
... promoting racial equality

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## MAYOR'S MESSAGE

"I am delighted to commend this annual report to you. I have connections with EREC as a trustee member for over six years, within which time I had the privilege to note the dedication of each trustee. They use their individual expert knowledge to work for EREC in addressing issues for human rights and equalities in Enfield.

I must seize this opportunity to congratulate all the members for their continued hard work and progress for a fairer Enfield.

I am very honoured to serve as the President of EREC during my Mayoral year which means my connection with EREC will remain strong."

**The Worshipful the Mayor  
Councillor Kate Anolue**



# CHAIR'S FOREWORD



The people of Enfield are ambitious – our young people want to succeed in their school and working lives and in their cultural and recreational activities. They want Enfield to be a safe and healthy place where opportunities are available and open to all. Enfield Racial Equality Council (EREC) shares these ambitions and is committed to the vision that Enfield will be a place where people of all races and ethnic origins will choose to live and work.

The summer riots, whilst not a racial riot, made us realise that there is still some work to be done until this vision is a reality and people truly exercise this choice. Crime is still too high and people do not feel safe in their environment. Enfield minority population is less healthy, especially in the more deprived Eastern side of the borough. The BME young male is less likely to find a job and this is not good enough. People want access to better jobs with better prospects and to obtain a high standard of education and training that will help them to achieve their goals.

## **Building on Success**

Edmonton has been transformed over the past five years and there is a drive and determination by the people in the area not to be seen as just a poor area. EREC will do all it can to help the local community groups transform their community. We will work in partnership with the Council and local businesses. We want to attract investment and new developments by promoting Enfield as a place of opportunity, an exciting and dynamic borough with a rich and varied culture, a young and energetic community, a borough that can make a difference and play a full part in promoting London as a world city.

## **Commemorating the Abolition of the Transatlantic Slave Trade**

EREC in partnership with Enfield Council, held a historical event in October last year, as part of the Black History Month celebrations. Cllr Christiana During, the first Black African Mayor of Enfield, unveiled the plaque in the Civic Centre Conference Room in front of a fascinated audience of over 100 attendees, including the Leader of the Council, Cllr Doug Taylor, who addressed the meeting. Guest speakers, including High Commissioners from Jamaica, Sierra Leone and Angola gave an educative insight into the dreadful legacy of slavery, which not only impacted on the enslaved, but on the generations that came after and continues to have an adverse effect on the development of our people even in today's environment.

I reminded the audience that we, the Black community, are a just and forgiving people. Despite the relentless oppression under which Black people encountered since slavery, there has been no large scale, organised, retaliatory terrorism, fuelled by hatred and need for revenge. We have demonstrated time and time again that we can courageously fight for justice. We are not crippled with hatred and rage, proving ourselves to be the most magnanimous of people. We look forward to working with the Council and our partner community groups to fulfil our vision - to ensure that Enfield becomes a borough fit for all to live and work.

Below, a quote from Doreen Lawrence and the Stephen Lawrence Trust -

“We have made a difference to criminal justice,  
You can help us make a difference to social Justice”.

I agree with her sentiment and hope that as an organisation we can help this charitable trust.

### **Naz Legacy Foundation**

On behalf of EREC, I would also like to pay our respects to Naz Bokhari OBE, who passed away last year. EREC was privileged to have had Naz as a former Chair in the early years when it was known as Enfield Community Relations Council (ECRC).

Naz was an inspirational head teacher and campaigner and the first British Muslim to become a headmaster of a secondary school in the UK. He worked tirelessly to drive forward Muslims in education and towards equality of access for all.

The Naz Legacy Foundation aims to promote excellence in education and positive integration into British Society. EREC was represented by its Vice-President, Les Dubow, at the launch of the foundation in March at the Ernest Bevin College in Tooting. Les served as Vice-Chair of the CRC at the time that Naz was Chair .

Finally, I would like to take this opportunity to thank all my Board Members, the Chief Executive and staff, who have worked very hard to ensure the objectives of EREC are met. I look forward to working with you for 2012/13.

**Bevin Betton**  
Chair

# INTRODUCTION



EREC carries out its role to eliminate racial discrimination and promote equality through policy and strategy work, community development, raising public awareness on race and equalities issues. This report demonstrates the wide ranging activities carried out by EREC to fulfil this role, despite ever decreasing resources.

Next year will be crucial as to EREC's sustainability, as we await the results of the LBE's review of their funding contracts with infrastructure organisations. Presently, the groups affected, including ourselves, have had our funding extended to the end of March pending the results of the review.

Like other RECs, EREC has faced difficulties in attracting funds and sustainability for the organisation is an ongoing problem. Some East London RECs have begun to work in consortiums to raise funds and this is a matter that needs to be further explored and developed by RECs in this area.

Lastly, I would like to thank EREC staff for their hard work and commitment and the Chair and trustees for their support and guidance throughout the year.

**Chandra Bhatia**  
Chief Executive

# PROGRESS REPORTS

Funded by the Working Neighbourhoods Fund

## PROJECTS

### Community Mentorship Programme



EREC received funding from Enfield Council to deliver a project to mentor and build the capacity of BME women's organisations to increase the support they currently provide to their members and service users who are seeking work. EREC worked with: African Women's Welfare Association; Enfield Saheli; and Gargaar Somali Welfare Association. They attended training on capacity building and workshops on topics such as:

- Mentoring
- Introduction to Jobsnet
- Gaining accreditation
- Monitoring and evaluation
- Mental health first aid

Jobseekers received training on CV writing, mock interviews, impact & presence, childcare & finances. This training enabled individuals to build on their existing skills and further develop their knowledge and confidence. They also obtained assistance and support from Jobsnet in their search for employment.

The project is nearing completion. By the end of March at least two individuals had obtained employment and we are now working with these organisations to obtain suitable funding for priority areas of work.



## STRATEGIC RACE AND EQUALITIES FORUM (SREF)

EREC continues to ensure that topical race and equalities issues are discussed at its regular meetings with members and BME groups through its Strategic Race and Equalities Forum. It is also a useful tool for consultations and awareness raising. Some of the meetings held during this period are outlined below:

### Enfield Disturbances – 17<sup>th</sup> August 2011

At this special meeting of the SREF the rioting that took place in Enfield was discussed and in particular -

- i) *the impact on the local community*
- ii) *the causes*
- iii) *the way forward*

Community representatives, including those from the Somali, Caribbean, Bangladeshi, African, Asian, Jewish communities and the Over 50s Forum were in attendance. Their views and concerns were listened to with interest by the Council Leader, Doug Taylor and Councillors Kate Anolue (Deputy Mayor), Christine Hamilton (cabinet member for Community Wellbeing and Public Health), Ayfer Orhan (cabinet member for Education and Children's Services) and Ingrid Cranfield. People expressed feelings of anxiety for their safety as well as a mixture of sadness and anger regarding the destruction and financial loss to businesses and to the community, whilst others expressed their frustration that '*this was something waiting to happen*'.

The general consensus was that the causes were complex and multi-faceted, ranging from lack of: positive role models and moral leadership, opportunities in employment, education and training for young people; discipline and poor parenting; and inversely feeling amongst some that parents were powerless to discipline their own children and address the issues.

Suggestions made for tackling the problems included:

- providing opportunities for education, training, employment;
- providing more positive role models and leisure activities;
- building a more cohesive and inclusive community by bringing people together through common interests, such as sport, particularly football, and participation in community plays.

A report from the meeting was submitted to the Home Affairs Select Committee, the Mayor of London and Enfield Council's Commission Group, who used it as part of the evidence to compile their final report.

The Commission based its findings on the available evidence and found that there was no one clearly identifiable cause, but several factors that may have triggered the disturbances, including: 'anger with the police', being a major factor; boredom; peer pressure; opportunity; criminal intent; the death of Mark Duggan. But there were also a number of long-standing underlying causes including:

- young people feeling marginalised from society
- low aspiration
- unemployment
- low skills and educational attainment
- poor parenting



The commission's recommendations were aimed at addressing the underlying causes, with a focus on prevention and early intervention and building on existing initiatives. It will continue to monitor and report on the action plan being developed. The report is published on the Council's website.



*Community House staff member signing the "Respect for Enfield" pledge displayed in Community House.*

"Enfield Racial Equality Council is saddened by the violence and looting that has occurred in Enfield since the weekend. This behaviour in our community is unexpected, inconsistent with community spirit and totally unacceptable. Bevin Betton, EREC's Chair, said: "Enfield has sharp inequalities of ethnicity, age, gender and class, with some wards amongst the most deprived in the country. These problems need to be addressed. However, it is vital to restore peace and safety and EREC would like to offer its support to the community, local Council and the police to ensure that work carried out to build good community relations over many years is not lost."

*Statement issued by Enfield REC following the riots*

## **LBE Budget Consultation – 9<sup>th</sup> January 2012**

A presentation was given by Richard Tyler, Acting Assistant Director of Finance. He highlighted the Government's announcement in December 2010 to cut 27% of Enfield Council's funding over four years. This means that Enfield Council needs to save £69m by 2014/15. Last year's consultations with residents revealed that they wanted to retain weekly bin collections and maintain library opening hours. They also felt that savings should come from better purchasing, reducing operating costs and restructuring and reviewing services. This was listened to by the Council.



Mr Tyler further stated that Enfield has a programme of generic Equality Impact Assessments that cover race, disability, gender, age, faith and sexual orientation and that these were agreed with partner organisations in the voluntary and community sector. Assessments would be carried out focusing on the impact on the following communities within Enfield -

- BME residents/service users, people with disabilities, men, women, older and younger people
- People with different faiths or beliefs
- Members of the lesbian, gay, or bisexual community

The specific government grant changes were likely to affect the most vulnerable groups in Enfield. The impact assessment results were forwarded to the Special Scrutiny Panel meeting in January.

### Free Schools and Issues for Enfield – 9<sup>th</sup> January 2012

A presentation was given by Jennifer Hill, Assistant Director Commissioning, Schools & Children's Services. She stated that Free Schools are non-profit making, independent, state-funded schools and could be primary or secondary schools. They could be located in traditional school buildings or appropriate community spaces, such as office buildings or church halls. The Government states these are being set up in response to real demand within a local area for a greater variety of schools. They meet rigorous standards and are committed to providing young people with the best possible chance to succeed.

Free Schools will have some additional freedoms, for example, the teachers will not necessarily need to have qualified teacher status. They will be funded on a comparable basis to other state-funded schools and will be subject to the same Ofsted inspections as all state schools.

Some of the concerns raised by members included:

- that such schools may not comply with the equalities legislation. It was pointed out that they were free to pursue their own policies including admissions procedures, however, they had to comply with equalities legislation.
- that equalities impact assessments were not mentioned in the presentation and EREC was urged to ensure that these were undertaken where appropriate.

### Crime and Safety – 23<sup>rd</sup> February 2012

This meeting was targeted at the Asian communities, on behalf of the LBE Crime and Safety & Strong Communities Scrutiny Panel, as part of their programme of consultations with different communities.

A packed audience of representatives and members from 10 community organisations plus Enfield residents contributed to a general discussion about crime issues of concern to them and received literature about crime safety. The meeting began with a talk by Mike Ahuja, LBE's Head of Corporate Scrutiny Services followed by the opportunity for participants to respond individually to a survey on Crime and Anti-Social Behaviour and give their views on what should be Enfield's priorities over the next year to tackle crime. They were also able to provide personal feedback to Councillors (who are members of the Scrutiny Panel).



## ADVICE AND INFORMATION

Despite no funding for this service, we continued to provide assistance to organisations seeking advice on good practice in race and equalities work. We provided initial advice, support and signposting to 27 enquiries received from individuals and 18 enquiries received from agencies.

## BLACK HISTORY MONTH (BHM)

EREC worked closely with Enfield Council through its BHM Planning Group which co-ordinates the events and activities and produces the publicity booklet and flyers. EREC commemorated **the Abolition of the Transatlantic Slave Trade** in an event jointly organised with Enfield Council. (See Chair's foreword on page 4 for details).

Although it had taken a long time, with the help of the community, we finally found a suitable legacy to mark this event in the form of a plaque which has been displayed on a pillar at the Civic Centre and at other community venues across the borough. The plaque designed and crafted by sculptor, Les Johnson, is an etching on acrylic and will remind people of the abolition of slavery. EREC also produced a special souvenir newsletter on this event. (Please contact the office if you would like a copy).



## **BUILDING STRONGER COMMUNITIES – INTERGENERATIONAL CONFERENCE**

Enfield's first major Intergenerational Conference was held at The Art Zone, Edmonton Green on 15th November 2011 as part of the Enfield Strategic Partnership's (ESP) Community Cohesion Strategy. EREC trustee, Suhas Khale was instrumental in organising this event. The primary aim for the conference was to investigate issues relating to intergenerational conflict between those born outside the UK and settled here, and their children who are fully British and culturally distinct from their parents; differences associated with faith, culture and social values. However, the conference came to explore all aspects and experiences of life and living in Enfield, where some 54% of the population is estimated to come from black and minority ethnic backgrounds.

Workshops covering the above themes, as well as wider issues pertinent to all Enfield residents formed part of the overall conference. Discussions on the day, sought to identify national and local good practice in intergenerational activities and thereby to identify ways to further promote community cohesion in Enfield.

The day consisted of speakers from Enfield Council, Enfield Youth Parliament, Parent Engagement Panel, Age Exchange and Age UK. EREC trustees, Suhas Khale and Yusuf Gulamhusein took part in discussions. EREC CEO, Chandra Bhatia, facilitated a workshop with Martin Garnar, LBE Equalities Officer, on the 'Relevance of faith, culture and tradition across the ages'. Other workshops included:

- Identifying and challenging stereotypes
- Community cohesion – living and working together
- Perceptions of and attitudes towards crime and community safety

This subject was further debated at an LBE/EREC meeting in February 2012 and the conference may become an annual event in the future.

## **POLICY WORK**

### **Meetings with the London Borough of Enfield (LBE)**

EREC continues to discuss strategic policy issues at its formal quarterly meetings with the LBE. Amongst the topics discussed this period were -

- Meeting the Needs of the BME Elderly Population
- Impact of Housing Benefit Changes
- Equality Framework Update
- Welfare Reform Benefit Legislation
- Enfield Residents Priority Fund
- Recruitment Process for Agency Staff & Council's Apprenticeship Scheme
- New Health Commissioning Arrangements
- Enfield Homes & Enfield Council Community Housing Annual Reports 2010/2011
- Equalities Monitoring of Services for 2010/2011

Further details about discussions are available upon request.

## Consultations

EREC responded to the following consultations:

- Voluntary Sector New Strategic Framework
- LBE Children's Centre Consultation
- Enfield Welcome Pack
- Enfield Libraries
- EHRC's Powers and Duties
- LBE Child Poverty
- Housing Allocations
- Housing Association Homes in Enfield
- North Circular Area Action Plan

## Equality Framework Assessment for Local Government

EREC CEO attended an interview with the Assessment Team on 24<sup>th</sup> November 2011 together with representatives of other equalities groups and gave EREC's views on the relationship of the voluntary sector with the borough Council. On the whole, voluntary representatives felt that the local authority had good relationships and a good equality scheme, however, this was not always filtering down to lower levels, particularly when equalities impact assessments were needed. There were some areas of work that were under-developed, particularly with regard to lesbian, gay, bisexual and transgender communities.

## Enfield Compact Review Board (ECRB)

Chandra Bhatia is the voluntary sector representative on this board and is joint chair with Paula Jeffery from Enfield Voluntary Action. Ms Bhatia has taken part in the following:

- Meeting to discuss the revised work plan for 2011/2012 which included promoting the compact and compliance amongst partners organising the training activities and promoting and publicising good practice in partnership working.
- Meeting to devise the Voluntary Community Sector (VCS) Strategic Framework. This document was circulated widely for public consultation.
- Seminar on "Investing in Enfield".
- Meeting with Sarah Thompson, NHS Enfield, to discuss the NHS relationship with the voluntary sector and funding - Representations were made together with other representatives of the Compact Review Board expressing concern at the possibility that voluntary groups may not have their funding renewed by the NHS Enfield. Subsequently, it appeared that the majority would retain their funding, except those who did not fill the funding criteria.

## Voluntary Sector Strategy Group (VSSG)

This group looks at strategic issues concerning the voluntary sector and is attended by representatives of small, medium and large groups. Issues such as funding and health and social care are discussed. The lead cabinet member for the voluntary sector, Cllr Christine Hamilton attends this meeting along with Rob Leak, Chief Executive of the LBE. Members are able to ask for agenda items to be placed on strategic issues. For example, Ms Bhatia requested information on the LBE's strategy on tackling BME youth unemployment. In response, it was decided to invite Cllr Del Goddard to address this issue at the next meeting.

A proposal to merge this group together with the ECRB was made by Cllr Hamilton, as she felt the same issues were being discussed by both groups. A meeting was later held to discuss the proposal so that a considered VCS response could be given to both the VSSG and ECRB. Subsequently, it was decided **not** to merge the two groups.

### Enfield Strategic Partnership Board (ESP)

The Chair and Chief Executive are joint representatives on this board. The following meetings were attended at which EREC's perspective was given:

- 5<sup>th</sup> July 2011 - Child & Family Poverty Strategy - Ms Bhatia emphasised that employment was the key issue for tackling poverty. With regard to the observatory demise, she pointed out the work being carried out by EREC in order to harness the considerable amount of information available within the community groups.
- 6<sup>th</sup> March 2012 – Subjects discussed included:
  - Parental Engagement Panel
  - Draft Development Management Document: Ms Bhatia pointed out the need to involve all the communities, as particular issues might be of specific concern to them, eg places of worship. It was felt that this document should be discussed at EREC's Strategic Race & Equalities Forum. She also indicated that there were equalities issues arising from the fact that large families were mainly from BME groups and these groups may be affected by the changes in the welfare benefits rules.
  - Area Based Partnerships
  - Olympics

### ENFIELD HATE CRIME FORUM (EHCF)

During the past year the Enfield Hate Crime Forum (EHCF) has carried out a number of projects aimed at tackling various forms of hate crime in Enfield. Suhas Khale plays a crucial role as EREC's representative on their Management Board and Yusuf Gulamhusein represents us on their Case Management Panel.

The EHCF has held three public forums in the past year, covering subjects such as multiculturalism, the effects of religion in the local community and the LGBT history month and encouraging the local community to explore these subjects. The forum invited keynote speakers from various fields and had representation from Faiths Forum for London, Enfield Street Pastors and the Institute of Race Relations.

The EHCF continues to host a monthly multi agency case management panel where all reported hate crime related incidents are reviewed and best practice methods are recommended.

Between November 2011 and March 2012 EHCF organised two youth projects working to reduce hate crime and to increase a sense of belonging to the young people of Enfield. One of the projects did this by encouraging Enfield primary school pupils to think about peoples' unique qualities as well as identifying hate crime and asked for their ideas on how they would tackle it. The other project entitled 'Power of Dreams' encouraged young adults to have higher ambitions and work together to achieve them. The final project event was held at the Millfield Theatre and attracted participation of over 400 young people.

With the support of EREC and the Enfield Lesbian, Gay, Bisexual and Transgender Network,

the EHCF held two successful third party training sessions. These training days aimed at community groups were well received and formed a key part of community involvement in tackling hate crime in Enfield.

The activities of the EHCF are practical and geared towards tackling and reducing hate crime in the borough. (Contact Suj Ponnampalam, LBE Hate Crime Co-ordinator for further information).

### **Hate Crime Training**

Community based voluntary organisations in Enfield were invited to access free training on hate crime: 'How to identify and report it' with support and guidance on becoming a third party reporting site.

The first training session organised by EREC was held last December and proved to be very successful. Over 12 people from different community organisations attended and welcomed such training.

The programme included an in-depth talk by Kaunchita Maudhub, LBE Community Safety Officer, on 'What is hate crime'. EREC's CEO, Chandra Bhatia, outlined the background and history of the Hate Crime Forum and its predecessor, the Racial Incidents Action Group, and how the community has worked together over the years to tackle hate crime. She encouraged local community organisations to become third party reporting centres. Facilitator, Suj Ponnampalam, explained the role of the Enfield Hate Crime Forum itself and the unique Case Management Panel. Example use of the common reporting form together with case scenarios followed.

It is known that a large number of hate crime incidents go unreported. By being a 3rd party reporting site, organisations can support their community to reach help and be able to report incidents easier. It is recognised that many people within minority communities may be mistrustful/unable to approach the police or council directly. Third party reporting is an important way to overcome this. Until recently a victim of a hate crime had to report directly to the police for the crime to be recognised and for action to be taken. Third party reporting changes this.

By reporting more incidents the service providers will be able to understand the problems better and be able to direct services where they are needed. Reports of hate crime can now be made by victims and/or witnesses to an independent third party reporting centre. These centres are non-policing agencies and they can pass information on to the police on the victim's behalf. The police are then required to act on this as if they had received the report directly.

## **HEALTH**

### **NHS Equality Delivery System (EDS) Consultation Event**

EREC CEO attended a meeting on the above on 24<sup>th</sup> January by Barnet and Chase Farm Hospitals NHS Trust on their success in implementing the NHS EDS framework to improve the equality performance. One of the recommendations was that outreach to community groups should be improved.

### **Enfield Link re Equality and Diversity**

Dipen Rajyaguru, Equality and Diversity Specialist, gave a presentation on the Equality Act 2012 in February this year and the NHS North Central London's (NCL's) Equality Delivery Strategy – NCL objectives. The Equality Delivery System is a government initiative for all health

related public bodies to comply with the Equalities Act. EREC's interest in health issues and our willingness to work with NHS NCL and Enfield Link on equalities issues was highlighted.

## Health and Social Care Act 2012

After much controversy and debate, the Health and Social Care Act 2012 came into force bringing major changes in the way the NHS is run. Under the Act, local Clinical Commissioning Groups, made up largely of health professionals and a national NHS Commissioning Board, will take over responsibility for organising care and paying providers, while primary care trusts and strategic health authorities are abolished.

The British Medical Association (BMA) has published a series of briefings on the Act under the heading 'What we know so far...', available on [http://www.bma.org.uk/healthcare\\_policy/nhs\\_white\\_paper](http://www.bma.org.uk/healthcare_policy/nhs_white_paper). The General Practitioners Committee of the BMA is also encouraging CCGs to sign up to a 'fair commissioning' charter, in which they promise to –

- work to improve the quality of and access to local services and reduce health inequalities
- develop a culture of genuinely clinician-led commissioning
- engage with patients and the public
- operate in a transparent and open manner and not engage in any contracts or negotiations that impose conditions of commercial confidentiality
- resist any qualified provider being imposed from external sources
- consider relationships between individual GPs and patients
- establish and strengthen working relationships with local medical committees.

EREC will continue in its monitoring role to liaise with the local Clinical Commissioning Group and the local authority (where it has responsibility for health and social care) to ensure needs of BME communities are reflected in policies, strategies and service delivery.

## HOUSING

### BME Housing Committee

The BME Housing Committee, created in the year 2000 is serviced by Enfield Council. Regular monitoring of issues like BME housing strategy, housing allocations priorities for the BME communities, housing management & standards are discussed and future actions are agreed. The joint meetings take place approximately 4 times in a year. A couple of Enfield Councillors are also members of the committee. At present major contribution and input is from EREC trustees, Suhas Khale (Committee Chair), Bevin Betton and Sam Bell. There is a need to involve more representatives from the local BME groups in the work of this committee and efforts are being made to achieve this. Some of the significant issues which the committee addressed are highlighted below –

Equalities Impact Assessment will be carried out on Enfield's Housing Strategy. This should provide information about the disproportionate impact of social housing policy and welfare reforms on black and minority ethnic households in Enfield. The committee has also agreed that the issue be raised at the regional level by the Councillor who leads on Housing.

The delivery plan of the Housing Strategy is to be reviewed regularly to assess the effect on the BME communities. Older Persons Accommodation Strategy is to be developed which will cover issues like housing options and advice, Supporting People Programme, etc. The Housing



Strategy is to improve the quality of homes and neighbourhoods and contribute to strong communities.

The committee was informed that Enfield Council receives Discretionary Housing Payments (DHP) from the government to help people who qualify for housing or council tax benefit, but are having difficulty paying their rent or council tax. This allocation has been increased to £727,496 plus £215,000 transitional protection in recognition of the hardship faced by some local residents (particularly by the BME communities in the Eastern part of Enfield).

Housing Strategy is to improve the quality of homes and neighbourhoods and contribute to strong communities. This specifically focuses on working with private sector landlords and agents to make sure they provide good quality homes and meet their obligations to their tenants. Some of the initiatives are:

- Expanding membership of Enfield's Landlord Accreditation Scheme
- Producing good practice guides
- Accrediting suppliers of temporary accommodation

Input was provided to the Housing Allocations Framework covering the proposals for a revised Housing Allocations Scheme and consultation arrangements. As per the recommendations of the committee, recently a meeting was organised by the Strategic Race Equalities Forum on housing issues. EREC members were able to put across their concerns and comments on the Housing Strategy and Housing Allocation system. (For detailed statistics or further information, please contact Chandra Bhatia).

## PROMOTION OF EREC'S FUNCTION

### Mayor's Networking Event

Over 50 community representatives and individuals attended the networking event organised by EREC and hosted by the Worshipful the Mayor of the London Borough of Enfield, Christiana During at the Enfield Civic Centre on 8<sup>th</sup> March. The event enabled people to learn about the role and work of EREC, build crucial links with local authority councillors and staff, as well as hear about important issues including the findings of the LBE's Commission on the August disturbances in Enfield from Alison Trew, LBE Head of Corporate Policy and Performance.





Helen Price from Enfield Voluntary Action’s Volunteer Bureau outlined how Enfield residents could use the opportunity to volunteer for events such as the Olympics and the Queen’s Diamond Jubilee. Emily Kitchener from Stroke Association talked about risk factors in stroke and the work carried out by her organisation. She explained what a stroke is, how to prevent it, how to spot the signs and how to act fast.



### Newsletters and E-Bulletins

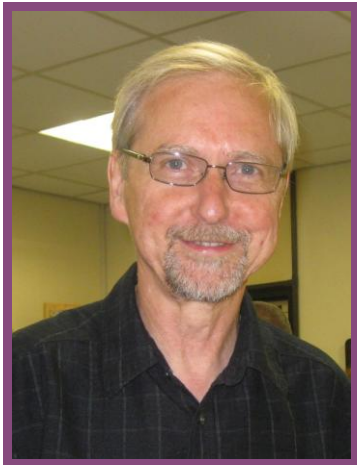
Newsletters and bi-monthly e-bulletins are regularly sent to all our members and stakeholders and posted on EREC Website. Information is displayed at our meetings and opportunities are taken to hold stalls at appropriate external events to which EREC is invited.



# PHOTOS - AGM 2011



# TREASURER'S REPORT



The main challenge has been to maintain core services in an increasingly difficult financial environment. EREC has chosen to maintain those services at the expense of reducing reserves and the accounts show a second consecutive year's deficit. The organisation had limited success in obtaining additional funding in 2011 and continues to give this area of its operation priority in 2012.

Should we be unsuccessful in obtaining significant additional funding, we will continue running down reserves rather than cutting back on services. We will be able to maintain this policy for a further year before having to undertake a more fundamental review.

As the LBE is conducting a review of the funding of its infrastructure organisations, we have only been able to secure our core funding up to end March 2013. However, we hope that we will continue to receive their support to ensure the stability of the organisation and to enable us to attract external funding.

**Richard Garland**  
Treasurer

**Enfield Racial Equality Council**  
**(A company limited by guarantee)**

**Statement of financial activities (incorporating the  
income and expenditure account)**

**For the year ended 31 March 2012**

	Notes	Unrestricted funds £	Restricted funds £	2012 Total £	2011 Total £
<b>Incoming resources</b>					
Incoming resources from generating funds:					
Voluntary income	2	85,893	24,300	110,193	106,861
Investment income	3	296	-	296	238
Other incoming resources	4	500	-	500	2,293
<b>Total incoming resources</b>		<u>86,689</u>	<u>24,300</u>	<u>110,989</u>	<u>109,392</u>
<b>Resources expended</b>					
Charitable activities	5	103,213	21,985	125,198	155,173
Governance costs	7	2,278	643	2,921	3,424
<b>Total resources expended</b>		<u>105,491</u>	<u>22,628</u>	<u>128,119</u>	<u>158,597</u>
<b>Net incoming/(outgoing) resources for the year / Net income/(expenditure) for the year</b>		(18,802)	1,672	(17,130)	(49,205)
Total funds brought forward		102,134	-	102,134	151,339
<b>Total funds carried forward</b>		<u>83,332</u>	<u>1,672</u>	<u>85,004</u>	<u>102,134</u>

**Enfield Racial Equality Council**  
**(A company limited by guarantee)**

**Balance Sheet**  
**as at 31 March 2012**

	Notes	£	2012 £	£	2011 £
<b>Fixed assets</b>					
Tangible assets	12		6,036		7,101
<b>Current assets</b>					
Debtors	13	955		2,385	
Cash at bank and in hand		107,305		117,659	
		<u>108,260</u>		<u>120,044</u>	
<b>Creditors: amounts falling due within one year</b>	14	(29,292)		(25,011)	
<b>Net current assets</b>			78,968		95,033
<b>Net assets</b>			<u>85,004</u>		<u>102,134</u>
<b>Funds</b>					
Restricted income funds	15		1,672		-
Unrestricted income funds	15		83,332		102,134
<b>Total funds</b>			<u>85,004</u>		<u>102,134</u>

# EREC MEMBERS LIST (as at March 2012)

ORGANISATION	DELEGATE(S)	
African French Speaking Org	Mr J M Pelovangu	Mr A A Anicet
African Women's Welfare Assn	Ms E Osaji	Ms M Osamor
Age UK Enfield	Mr T Seagroatt	
Assn of Jewish Ex-Service Men & Women	Ms S Fernandez	
Capel Manor College	Mr S O'Hear	Ms B Little
Community Aid	Ms R Choudhury	Mrs A Shah
Council for Enfield Black Asian & ME	Ms N Ngoma	
Crossroads Care	Ms Anne Rehahn	
Deep Indian 50+	Mr H K Raval	Mr S P Shah
Eastern European Community Centre	Ms O Gaizutyte	Ms T Palinskaya
Enfield African Assn	Mrs V Nwosu	Dr C Okwuosa
Enfield Caribbean Assn	Mr K Kowa	
Enfield Citizens Advice Bureau	Ms S Kotecha	Mr J Rodin
Enfield Green Party	Mr B Linton	Mr P Krakowiak
Enfield People's Project	Ms C Begue	Ms S Kitasoboka
Enfield Saheli	Ms B Want	Ms R Khan
Enfield Somali Community Assn	Mr B Yusuf	Mr B Haji
Enfield Teachers Assn (NUT)	Ms F Khan	Ms M Barr-Hamilton
Enfield Town FC Supporters Soc Ltd	Mr J Cattle	Mr M Cantrell
Enfield Turkish Cypriot Assn	Mr A Karahasan	Mr M Abuzet
Gargaar Somali Welfare Assn	Mr M Dini	Mr A Karshe
Haringey Irish Centre	Ms T Intavarant	Mr J O'Donovan
London Borough of Enfield	Cllr A Constantinides	Cllr J Kaye
	Cllr P Ekechi	Cllr D McGowan
	Cllr T Ibrahim	Cllr R Simbodyal
	Cllr E Jukes	Cllr L Zetter
Make it Happen VJB	Ms M Nunes	
Naree Shakti	Ms V Rattan	Ms S Patel
North London Bangladeshi Assn	Mr Haji M Matin	Mr N Islam
Oasis Academy Enfield	Mr P Hammond	
Riverside ECHG	Ms S Smith	Ms P Simon
Somali Youth Action	Mr A Abdullahi	Mr O Farah
Southgate College	Ms S McManus	
Stop Smoking Service		
Tamil Relief Centre	Mr Mekonnen	Mr A Gunesingam
Turkish Women's Philanthropic Assn	Ms H Degirmencioglu	S Mustafa

INDIVIDUALS			INDIVIDUAL ASSOCIATES	
Mr K Allen	Ms C Firmin	Mr S Khale	Mrs I Agrawal	Ms A Malik
Mr S Bell	Mr R Garland	Mrs Z E Khumri	Ms F Bartels-Ellis	Ms Y Maya
Mr B Betton	Mrs F Gulamhusein	Ms N Patel	Mr A S Billoo	Mr S I Molla
Mr V Campbell	Mr Y Gulamhusein	Mr R Sadegh-Zadeh	Ms L Campbell	Mr C Morrison
Ms B De Souza	Mr R Hallam	Mr T Shaikh	Ms R Ghani	Ms J Morrison
Mr L Dubow	Mrs S Hallam	Mr B Shodeke	Ms J K Gosai	Ms S Parekh
Mrs V Dungate	Dr G Igboaka	Ms H Wallace	Mr Z R Guan	Ms N Parvin
Ms S Fernandez			Mrs M Hingorani	Mr J M Pelovangu
			Mr S Khemchand	Mr A Pettersson
			Ms A Malik	Mrs J Pullen

# TRUSTEES & PRESIDENTS

## BOARD OF TRUSTEES

Mr B Betton (Chair)  
Ms B De Souza (Vice-Chair)  
Mr R Sadegh-Zadeh (Vice-Chair)  
Mr R Garland (Treasurer)  
Mr K Allen (11-14)  
Cllr K Anolue  
Mr S Bell (11-14)  
Mrs V Dungate (10-13)  
Ms S Fernandez (09-12)  
Mr Y Gulamhusein (09-12)  
Mr R Hallam (09-12)  
Cllr E Jukes  
Mr S Khale (11-14)  
Ms N Patel (11-14)  
Mr T Shaikh (10-13)  
Detective Chief Insp T Wilson (Observer)  
Mr B Yusuf (11-14)

## PRESIDENT

The Worshipful the Mayor of Enfield

## VICE-PRESIDENTS

Mr D Burrowes, MP  
Mr L Dubow  
Mr A Love, MP  
Mr B Shodeke

# SUBCOMMITTEES & TASK GROUPS

## FINANCE AND GENERAL PURPOSES SUBCOMMITTEE

Mr B Betton (Chair)  
Ms B De Souza (Vice-Chair)  
Mr R Garland (Treasurer)  
Mr S Khale  
Mr R Sadegh-Zadeh (Vice-Chair)  
Ms C Bhatia (Chief Exec)

## FUNDRAISING SUBGROUP

Mr B Betton (Chair)  
Mr R Garland (Treasurer)  
Mr R Hallam  
Mr R Sadegh-Zadeh (Vice-Chair)  
Ms C Bhatia (Chief Exec)

## MEMBERSHIP PANEL

Ms C Begue (GC)  
Mrs V Dungate  
Ms S Fernandez  
Mr Y Gulamhusein  
Mr B Yusuf  
Ms C Bhatia (Chief Exec)

## PERSONNEL SUBCOMMITTEE

Mr K Allen  
Cllr K Anolue  
Mr S Bell  
Mr B Betton  
Mrs V Dungate  
Ms S Fernandez  
Mr R Hallam  
Ms C Bhatia (Chief Exec)



# STAFF LIST

## *Chief Executive*

Chandra Bhatia

## *Admin & Support Services Manager*

Soula Solomon

## *Admin Officer (Finance)*

Maria Mercurio

## *Admin Officer (General)*

Indrani Yogarajah

# ACKNOWLEDGEMENTS

## *Funders*

London Borough of Enfield

## *Bankers*

Nat West Bank Plc  
167 Hertford Road  
Enfield  
Middlesex  
EN3 5HE

## *Auditors*

Georgiades Charalambou & Co  
283-285 Green Lanes  
London  
N13 4XS

## MISSION STATEMENT

Enfield Racial Equality Council's mission is to actively promote and seek to implement a racially just, fair and equitable society which will enhance the quality of life for all who live, work and learn in the London Borough of Enfield.

## AIMS

- To establish EREC as the leading organisation in promoting and delivering community cohesion within the London Borough of Enfield.
- To review, monitor, appraise and respond to issues affecting black and ethnic minorities in Enfield.
- To encourage co-operation among all people in the borough regardless of race, ethnicity, colour, religion, gender, disability, age and sexual orientation, in a multi-racial society.
- To develop a proactive approach in the raising of EREC's public profile and its contribution to Enfield's multi racial community.
- To ensure that EREC, as an employer and service provider demonstrates excellent equalities practice itself, throughout all of its activities.

## STATUS

Enfield Racial Equality Council is a company limited by guarantee and a registered charity governed by its memorandum and articles of association.

Charity number	<b>1097768</b>
Company registration number	<b>4527878</b>
Registered office	<b>Community House 311 Fore Street Edmonton London, N9 0PZ</b>
Secretary	<b>Chandra Bhatia</b>



challenging racism ...  
... promoting racial equality



challenging racism ...  
... promoting racial equality

## ENFIELD RACIAL EQUALITY COUNCIL

Community House  
311 Fore Street  
Edmonton  
London  
N9 0PZ

Tel 020 8373 6271/2  
Fax 020 8373 6281  
Email [info@enfieldrec.org.uk](mailto:info@enfieldrec.org.uk)  
Web [www.enfieldrec.org.uk](http://www.enfieldrec.org.uk)

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