

AWAZ Cumbria Pathway to Changing Lives – Annual Project Report



Project funded by:





AWAZ Cumbria Pathways to Changing Lives Project 2011-14



Project 1st Annual Report 2011-12

AWAZ Cumbria Pathways to Changing Lives Project was started on 1st September 2011 with the grant support from Northern Rock Foundation. We are pleased to submit our 1st annual report against the plans and targets as described in our EPF. To provide an effective management and leadership: AWAZ Cumbria has a robust governance structure in place along with monitoring and evaluation systems. All the key project's activities being updated regularly in the AWAZ's database management system and shared with the management in regular supervision meetings and outcomes are reported to the Board quarterly, and are available upon request for our funders. The project activity details and progress regularly shared with our Northern Rock Foundation Programme manager as well.

In the 1st year, our progress against the plans and targets is very good and the evidence shows that within our limited capacity, we have managed to help and support more than 22 BME individuals who were experiencing most complex and difficult situations due to their ethnic origin or nationality status. We have engaged with more than 50 people through a range of activities and provided them information and networking opportunities to help them in their social mobility.

- The majority of issues complex and difficult range from race hate crimes, complaints against police behaviour and attitudes, barriers in accessing primary health care, discrimination at workplace, community safety issues and equal access to opportunities for social mobility.
- We were successful in getting membership in Crown Prosecution Service "Cumbria Local Scrutiny Involvement Panel (LSIP)". The membership in this panel provides us opportunity to scrutinise the way Criminal Justice System handles the race hate crime in particular and other crimes in general and influence the policy and practice within CJS agencies in dealing with cases in relation to minority ethnic communities.
- We have redesigned our website www.awazcumbria.org, and integrated our database and individual case management systems to improve monitoring and evaluation of our project activities.

- We have successfully established West Cumbria Migrants Network.
- We have successfully held “Pathways to Employability – Open day” on 8th May 2012 at Carlisle to assist members of Black and Minority Ethnic (BME) communities with social mobility.



- We have managed and coordinated “Community Networking and Information Point” for two days during Appleby Fair- 2012 for the members of Gypsy and Travellers community and visitors. A range of agencies including, health, children services, advice, community safety, equine welfare and education organisations have worked in partnership with AWAZ Cumbria and provided valuable information and support to diverse members of communities.
- In partnership with Cumbria Fire and Rescue Service and West Cumbria Migrants Network we have facilitated in organising a very successful open community event first time in Maryport on 21st July 2012 for the members of minority ethnic community and migrants, where over 150 people of all ages attended this day long fun pack information and networking event.



- We have published a briefing paper on Tackling Hate crimes in Cumbria.
- We are working closely with Cumbria Association of Black Police Officers to advance race equality within Cumbria constabulary. We are also working with Carlisle Equality and Diversity Partnership, West Cumbria Equality and Diversity Partnership, South Lakeland Equality and Diversity Partnership, and Barrow Equality and Diversity Partnership to advance race equality and foster good relations. We also seek quarterly updates from Cumbria Constabulary on the key questions raised in AWAZ briefing paper on Hate Crimes across Cumbria.
- We are continuously raising the issue of race hate crime and its impact on our communities through print and broadcasting media. Northern Rock Foundation support and grant funding for our project has been duly acknowledged in a number of stories published in the News and Star with regards to AWAZ work. Below are the website links for some of news stories showcasing our work with regards to heightening the importance of tackling rural racism.

itv NEWS

Last updated Wed 11 Apr 2012

Chief Constable admits 'more work' is needed to reduce racist attacks.

<http://www.itv.com/news/border/update/2012-04-11/chief-constable-admits-more-work-is-needed-to-reduce-racist-attacks/> (Last accessed 05 June 2012)

News & Star 

FIGHTING OFF ISOLATION FOR CUMBRIA'S MINORITIES

Last updated at 13:07, Monday, 05 September 2011

The presence of black people in Cumbria is not new, says Aftab Khan, a development officer with the group AWAZ.

<http://www.newsandstar.co.uk/news/news-focus/fighting-off-isolation-for-cumbria-s-minorities-1.875094?referrerPath=home/2.1962> (accessed 05 June 2012)

HATE CRIMES ON THE INCREASE IN CUMBRIA

By Anika Bourleyand Phil Coleman

Last updated at 11:55, Monday, 12 September 2011

<http://www.newsandstar.co.uk/news/hate-crimes-on-the-increase-in-cumbria-1.877329?referrerPath=home/2.1962> (accessed 05 June 2012)

SENTENCES FOR CARLISLE RACIST THUGS WELCOMED

By Phil Coleman and Steph Johnson

Last updated at 15:44, Friday, 24 February 2012

Community leaders in Carlisle today welcomed the tough sentences handed down to the racist thugs responsible for two separate hate crimes in the city.

<http://www.newsandstar.co.uk/sentences-for-carlisle-racist-thugs-welcomed-1.928619?referrerPath=home/2.1962> (accessed 05 June 2012)

- To take our campaign against racism and racial injustices in Cumbria at the next level. We are planning to hold a “Tackling Race Hate Crimes in Cumbria Conference” on 2 November 2012 in partnership with Crown Prosecution Service and Cumbria Constabulary.

As part of our journey we have recently commissioned an independent monitoring and evaluation of AWAZ’s on-going projects. Two case studies from “Pathways to Changing lives Project” are included in this draft report titled “**The Journey of a Race Equality and Social Justice Organisation - AWAZ Cumbria**” due to be published soon. We are pleased to submitting the two case studies from Chauhan, V., (2012), as part of our report for sharing knowledge on our practice.

“Changing Individuals’ Lives¹”

AWAZ Cumbria is an infrastructure and community development organisation working with key partners and local communities to add value to the range, quality and appropriateness of services delivered within the region. As a specialist infrastructure body (a ‘network of networks’) AWAZ Cumbria offers a unique range of expertise and services to public bodies, mainstream voluntary and community organisations (VCOs) as well as established and emerging BME community groups. As an infrastructure body AWAZ Cumbria would not really be expected to work directly with **individual** service users but it does and the rationale for this is illustrated in the following two examples:

¹ Chauhan, V., (2012), *The Journey of a Race Equality and Social Justice Organisations – AWAZ Cumbria Draft*. Lotus Management Consultancy Ltd.

The wife of a doctor employed at a local hospital had full rights to work in this country and had applied for a job locally. She was successful in her application but needed to supply her employer-to-be with two references. A professional reference from her most recent past employer was accepted by her new employer but not the one from her previous overseas employer.

At the time, AWAZ Cumbria was working with a women's group of which this person was a member. She raised the matter at a group meeting expressing her frustration at not being able to develop a career in this country because of her immigration status despite her qualifications and professional experiences. The individual felt really under-confident as a result and on approaching AWAZ Cumbria, was signposted to other local agencies and individuals who were able to help her continue her career in the UK.

2 Working with Vulnerable Communities

Rooted in the local BME community, AWAZ Cumbria works with vulnerable individuals and families, EU and non-EU migrant workers, refugees and asylum seekers. Many of these communities face uncertainty and more often than not, crises. Many are new arrivals with ambiguity about their legal status and do not always understand 'the system' or struggle to communicate in English.

They turn to AWAZ Cumbria either because they do not know to whom they can turn, do not have sufficient confidence or trust in other service providers, have experienced indifference or been turned away by other agencies. In scenarios where users approach AWAZ Cumbria directly for its help the organisation has been able to offer befriending support and signpost individuals and families to appropriate agencies to help them cope with some of their most immediate challenges:

An Asian woman with a young baby had been in the UK for nearly six years and was living in extremely appalling conditions under the stairway of a local business. She was made homeless when she was asked to leave her temporary shelter by her landlord. She managed to find her way to a family centre which was only able to offer temporary accommodation in a bed and breakfast. She was referred to the local Children's Services Department by the family centre but because she did not have any papers to verify her immigration status the Department declared that the family was not under its duty of care and responsibility. The woman could not speak English and had had previous difficulties communicating her needs to mainstream organisations as it had not always been possible to organise the services of an interpreter. She was not even referred to the multicultural service which could have helped access an interpreter or an advocacy worker.

The family centre contacted AWAZ Cumbria and between the two agencies agreed to share the costs of putting up the destitute woman and her baby in a bed and breakfast. AWAZ Cumbria is part of a number of regional and national networks and was able to make contact with other agencies in London and Manchester to see what advice they could offer. AWAZ Cumbria was advised to remind the Children's Services Department of its obligations under the Human Rights Act and review its decision not to help the family. AWAZ Cumbria agreed to help the woman secure the services of a legal adviser who could speak the same language as her and help put together evidence for her case. In the meantime AWAZ Cumbria contacted the local community law centre and provided it with case law examples and other specific information relevant to the situation and circumstances of the mother and child. The law centre was able to use this information to challenge the Children's Services Department for a failure to exercise its duty of care resulting in the family being re-housed. The local authority concerned also conceded that it had looked at the situation solely through the lenses of the Children Act and the family's immigration status and not considered its obligations under the Human Rights Act.



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Extract above from Chauhan, V., (2012), The Journey of a Race Equality and Social Justice Organisations – AWAZ Cumbria. Lotus Management Consultancy Ltd.

As part of our mapping exercise: identifying key barriers for BME people in accessing opportunities offered through national and mainstream initiatives during 1st six months of this project. We noted that there is a significant gap in accessing apprenticeships among BME communities in Cumbria. We have highlighted this issue to National Apprenticeship Service and were successful in securing a small grant of £9, 999 to conduct a research study on “Engaging BME Businesses into Apprenticeships in Cumbria”. The research report is due to be published at the end of July 2012.

As part of our on-going work in supporting BME individuals in accessing primary health care services, we have identified the need to conduct a research study on the barriers BME people experience in booking appointments with GP’s and Dental practices and accessing interpretation and translation services. We have secured partial funding support of £3000 from Cumbria Link to conduct a small pilot action research project in Carlisle under the title of “Equity in Accessing Primary Care health service in Carlisle”. This research is currently underway and a report will be published in October 2012.

We are using monitoring and evaluation forms for feedback from our service users and based on the feedback endeavour to improve the quality of our services for our project’s beneficiaries.

AWAZ Cumbria is a member of Cumbria Youth Alliance, Cumbria Advice Network, Cumbria 3rd Sector executive’s Network, Northwest BME Policy Forum and Voice4Change. We believe in partnership working and AWAZ has demonstrated its leadership in working in collaboration with a range of 3rd sector and public sector organisation locally, regionally and nationally.

Our capacity to support individuals is very limited. Through ‘Pathways to Changing Lives project’ we are supporting individuals within North and West Cumbria. We have supported few BME individuals in South Cumbria as well but it is beyond the capacity of our project to cover the whole of the South Cumbria. As people becoming more aware of AWAZ services through our on-going public policy advocacy work, open community events, AWAZ website and media coverage; the demand on our services since the start of this project has been



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increased considerably. We are managing our work load through sign posting and partnership working with other agencies but the nature and complexities of race equality issues BME people experiencing on a regular basis, and bringing to our attention needs additional resources and a sustained effort to tackle these issues in rural Cumbria.

Report Prepared by;

Sardar Aftab Khan
Development Officer
AWAZ Cumbria
The Old Stables,
Redhills, Penrith
Cumbria, CA11 0DT
Tel: 01768-895242
E-mail: aftab@awaz.info

Dated: 27th July 2012

Project Title	Pathways to Changing Lives Project		
Project Outline (inc. details of partnership working)	<p>Recognising the rural context of Cumbria and the challenges in improving life chances and getting social justice due to prejudice and rural racism, the development officer will support BME individuals and groups, including Gypsies, Travellers and Migrant Workers, to:</p> <ul style="list-style-type: none"> • Develop relationships with BME individuals and newly forming groups to provide support in complex and difficult situations arising as a result of racial inequalities, as well as supporting victims of racism through befriending to overcome disadvantage and challenge discrimination; • Support in establishment of BME networks; specifically for young people, women and migrant workers to empower them to plan and prepare for the future; • Organise training and participate in events which: promote community cohesion; develop BME people capacity to access personal development programmes, including life skills; and actively participate and contribute to 'Big' Society; • Facilitate the empowerment of BME people to play full and active roles in the community and wider society. 	Strategic Plan Ref.	Delivery Plan Ref
		1	3,4
		2	2,3
		3	1,2
Funding	The total amount of the award is £72,457 (Year 1 - £23,967, Year 2 - £24,047, Year 3 - £24,443).		
Start Date	01-09-2011	End Date	31-08-2014

Outputs/Targets	Date for completion	Status (C/T/O)
<p>First Six Months</p> <ul style="list-style-type: none"> 1- Needs assessment among BME people for advice, information and links to the entry-level assistance that BME people require in complex and difficult situations arising as a result of racial inequalities. Through online and One to One Questionnaire 2- Contacting BME individuals and professionals to start process of establishing a volunteer mentoring and befriending network 3- Further Development of AWAZ website online resource for information and sign posting to report incidents of racism, connect, and support BME people who find themselves in complex and difficult situations or experiencing discrimination. 4- Seek membership in new Local Scrutiny Involvement Panel (LSIP) <p>First Year 2011-2012</p> <ul style="list-style-type: none"> 5- Participation in two open mainstream community events to help in recognising and celebrating multicultural life and its benefits in the wider community, the outcome of which will be reducing prejudice and demystifying stereotypes; these will increase both confidence and community cohesion; 6- Holding one community drop in session/event and one workshop to tackle socio-economic exclusion and disadvantage; 7- Provide and facilitate befriending and volunteer mentoring opportunities from year one; 8- Support in establishing three networks i.e. BME Women, Young people and Migrant Workers. 	<p>March 2012</p> <p>June 2012</p> <p>September 2011</p> <p>July 2012</p> <p>May 2012</p>	<p>C</p> <p>O</p> <p>O</p> <p>C</p> <p>C</p> <p>O</p> <p>O</p>