

**Reaching Out - Linking In (ROLI)
Increasing participation of equalities communities
in the West of England**

April 2011- Update

This edition is packed with articles, news, training, events and website links. Everything from the Midsomer Murders controversy to plans for a celebration of diversity in June. You can get involved, too, by sending me news which you would like to share with other Equality groups in B&NES.

It's always good to have feedback, so do let me know whether you find this update useful.

Please contact Paula Cannings (details below).

The Aims of Reaching Out- Linking In

The project wants to help what are sometimes called 'seldom heard' groups to get their voices heard and to participate in local decision making and planning. These groups can be: BME groups, groups supporting people with disabilities, faith groups, groups which support lesbian, gay, bisexual, transgender people, women's groups and men's groups, groups representing people of particular ages. There is also an emphasis on the isolation that can be caused by living in rural areas. It aims to make the Voluntary and Community Sector fully aware of issues facing 'seldom heard' /equalities groups and communities. In doing this, we are working closely with specialist equalities organisations to ensure that this project achieves its aims.

Reaching Out- Linking In Project Contact Details

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ROLI website for Bath & NES: www.equalitiesengagebanes.org.uk

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News

You can find this Bulletin and previous editions on the website www.equalitiesengagebanes.org.uk Just click on the NEWS icon halfway down the page.

Training & events

EQ Workshop – Bath- May 19 from 10.00-12.30

The final EQ Workshop on will look at Sexual Orientation. Education Action Challenging Homophobia (EACH) will talk about their work. Our workshop in March provided excellent opportunities for discussion and networking (see report later in this update), so come along to Deaf Plus/Vision Plus at Green Park Station to take part in this one. Full details will follow. This free workshop is funded by Big Lottery through the ROLI project.

Transgender Health Day Wednesday 13 April 2011- 10.00am - 4.30pm (9.30am for refreshments)

This event is for Transgender people with an interest in health issues and health services and health professionals particularly those with decision making roles. The aim of the day is to raise awareness of transgender health, redress inequalities in transgender health and a chance for transgender communities to meet health commissioners and share experiences. Book with Equality South West: <http://www.equalitysouthwest.org.uk/events/april-2011.html>

Bath Interfaith Group 13 April 19.30-21.00

The talk, by Peter Walters, is on 'Shabbat – the Seventh Day of Creation', and will take place at the Minerva Centre, 8 Combe Park, Bath, BA1 3NP, at 7.30pm. Phone 01225-422252 for further information.

Mosque Open Day 16 April from 14.30 to 16.30- Bath

Every third Saturday of each month
Explore Islam, ask questions and meet local Muslims in a warm and friendly atmosphere.
http://www.bathislamicsociety.org/html/open_day.html

Sexual Orientation and Trans and the NHS Workshop in London on Monday 18 April 10.30-3.30

Click for flyer <http://gires.org.uk/soatnhs.php>

A Practical Approach to Fundraising: maximise your success and explore new income streams on May 12 from 9.30 to 4.30 in Bristol

This course, run by Cascade, is an ideal introduction for those new to fundraising, but will also appeal to more experienced fundraisers who are looking for fresh ideas. The emphasis of the day is on how to be creative and produce practical solutions to suit your particular needs-including how to plan and design a new fundraising initiative to take back to the workplace.

The course will focus on the main sources of funding available and discuss the challenges of approaching and fundraising from these sources.

Book through Cascade website www.cascadetrainingplus.co.uk

Deaf Awareness Week

2-8 May 2011. For more information go to

<http://www.deafcouncil.org.uk/daw/index.htm> and look out for local events.

Calendar April 2011

(from Shap Working Party on World Religions in Education www.shap.org)

3rd	Mothering Sunday	- <i>Christian</i>
5 th	Chi'ing Ming/Festival of Pure Brightness	- Chinese
8 th	Hanamatsuri	- Buddhist (Japanese)
14 th	Vaisakhi- New Year Festival	- Sikh
16 th	Mahavira Jayanti	- Jain
17 th	Holy Week/Palm Sunday	- Christian
	Hanuman Jayanti	- Hindu
19 th	Passover/Pesach	- <i>Jewish</i>
21 st	Maundy Thursday	- Christian
	Ridvan	- Baha'i
22 nd	Good Friday	- Christian
23rd	St George's Day	- English National
24 th	Easter Day	- <i>Christian</i>
	Adar Mah Parab	- <i>Zoroastrian</i>
30 th	Beltaine	- Wiccan Pagan

Ethnicity Workshop on 23 March - report

Thirteen people took part in this workshop, which provided information about the work of BREC (Bath Racial Equality Council) www.bathnesrec.org.uk BEACH (Bath East Asian and Chinese Friends Group), BEMSCA (Bath Ethnic Minority Senior

Citizens Association) www.bemsca.btik.com , BFESG (Black Families Education Support Group) www.blackfamilies.org.uk , Bath Islamic Society www.bathislamicociety.org and Bath Polish Association.

It was a useful opportunity for groups to network and links were made between BME organisations and B&NES Council workers, mental health and sensory impairment service providers.

Additional information from the meeting:

Details of the Patient Advice & Liaison Service (PALS) at

http://www.ruh.nhs.uk/patients/advice_and_support/pals/index.asp?menu_id=5 where you can find a leaflet, including the contact information for ICAS. The leaflet is available in a variety of languages, including Polish!

You can find information about the Family Information Service at

<http://www.bathnes.gov.uk/communityandliving/childcare/pages/default.aspx>

They offer a comprehensive information service for families with children age 0-19.

Bath Mind runs Mosaic, which is a social group and one to one support for service users and their carers from all ethnic minority and/or cultural backgrounds. More info here: http://www.bathmind.org.uk/community_outreach.htm#Mosaic

Religion or Belief in Britain

This briefing paper from EHRC (Equality and Human Rights Commission) presents the best available statistical data about religion or belief in Britain. It will be a long time before the census data is analysed and released, so take a look at this report.

http://www.equalityhumanrights.com/uploaded_files/research/briefing_paper_1_religion_or_belief.pdf

Research Reports from EHRC

If you are looking for reports on any equalities characteristic, EHRC probably has it covered. This is the link for their comprehensive list:

<http://www.equalityhumanrights.com/publications/our-research/research-reports/>

The Harbour - therapeutic group for people with breast cancer.

The Harbour, situated in central Bristol provides free counselling & psychotherapy to people affected by a life-threatening illness. They still have spaces available on a Therapeutic Group for people living with breast cancer. This group will meet weekly over the period of one year led by an experienced group facilitator. To find out more or to self-refer please contact The Harbour on 0117 9259348 or email info@the-harbour.co.uk.

Women's Equality

It is important that women's voices are heard in every area of society. The Government Equality Office (GEO) is keen to ensure that with the demise of the Women's National Commission, women's issues and interests are not lost because of these changes; please read the following information and get involved. Following the closure of the Women's National Commission, GEO has now embarked upon developing a new approach to enable women and women's organisations to interact more closely and directly with Government. They set out their proposals for this new approach in a consultation: 'Strengthening Women's Voices in Government' which started on 3rd March and ends on 25th May. They would very much welcome your views and feedback on our new proposals. The [consultation is available on the GEO website](#). They have also developed a dedicated webpage so that they can listen to women's views while they are developing a new way of reaching out to women. [For details on how to sign up to the webpage, please click here](#).

(Thanks to ECBL Wiltshire for this article)

Equalities Legal Update (from Sandy Adirondack's legal update mailing list)

Default retirement age will be abolished from **1 October** and employers will not be able to require any employee to retire unless there is an objective reason. Under transitional arrangements, employees who be 65 or over by 30 September can be given notice to retire – but this has to be done **no later 5 April**. The arrangements have been described as “fiendishly complex” so be sure you get them right.

www.sandy-a.co.uk/employment.htm#defaultretirement

or go direct to www.acas.gov.uk/index.aspx?articleid=3203

More info about pre-employment questions about health and disability.

www.sandy-a.co.uk/employment.htm#equality-healthquestions

From **6 April** – preference can be given to a person from an under-represented or disadvantaged group where there are two candidates of equal merit.

www.sandy-a.co.uk/employment.htm#equality-preference

or for Government Equalities Office guidance go direct to

<http://tinyurl.com/49ebudr>

Statutory guidance laid before Parliament on the Equality Act definition of disability – in effect from **1 May**.

www.sandy-a.co.uk/employment.htm#equality-concepts

Employers (including voluntary sector) with 150 or more employees encouraged to report on gender pay gap.

www.sandy-a.co.uk/employment.htm#equality-genderpaygap

Government consultation until **25 May** on abolishing age discrimination in provision of goods, services and facilities.

www.sandy-a.co.uk/employment.htm#equality-ageservices

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More about the importance of charities reviewing their objects if their beneficiaries are limited to specific groups.

www.sandy-a.co.uk/employment.htm#equality-charities

Public sector equality duty in effect from **6 April**.

www.sandy-a.co.uk/employment.htm#equality-advancement

Government will not implement Equality Act socio-economic duty, requiring public sector to consider measures to reduce socio-economic inequality.

www.sandy-a.co.uk/employment.htm#equality-social-eco

Government considering whether to add caste to the description of race in the Equality Act.

www.sandy-a.co.uk/employment.htm#equality-caste

I strongly recommend that you go to Sandy's website and sign up for her legal updates!

Avon & Bristol Law Centre offers legal advice and representation for citizens of B&NES in the areas of immigration, mental health, public law and discrimination. In the areas of public law, mental health and discrimination regarding access to goods and services, we can usually only help if you are on a low income, i.e. receiving means-tested benefits.

With immigration and discrimination/harassment related to sex/gender/age/faith etc., we maybe able to help even if you do not receive means-tested benefits.

Contact 0117 924 8662, www.ablc.org.uk or mail@ablc.org.uk

'Everyone Included'

The ROLI project has commissioned a dvd which will help you to complete Equalities Impact Assessments (EIAs). Knowle West Media Centre is putting the finishing touches to the dvd, so look out for the launch very soon. Paula Cannings will be running 2 training sessions (5 or 6 participants in each session), which will work with

the dvd to help you understand why and how to do EIAs. As soon as we have the final cut of the dvd, we will advertise training dates.

Final ROLI event: 'Everyone Included- Celebrating Diversity'

As you may know, the ROLI project is funded until the end of June. It has been running in South Gloucestershire and North Somerset as well as in B&NES, so we are holding an event to celebrate equalities work across the three areas.

It will take place at the Winter Gardens, Weston super Mare on **Tuesday 7 June**. The whole day will be free to you, including lunch and an accessible coach from Bath (and back!).

The focus will be on the inspiring range of work carried out by groups, particularly where people are supporting each other and getting their voices heard.

Further details will follow, but please put the date in your diary now.

and finally.....

You must have heard about the 'race row' which erupted when the producer of Midsomer Murders made some ill-judged remarks: "We just don't have ethnic minorities involved. Because it wouldn't be the English village with them. It just wouldn't work." I'm not sure which century he is living in, but I'm glad to see that his comments caused a huge debate and he was suspended. ITV said it was "shocked and appalled" by the producer's comments. If you would like to comment, please send me an e-mail.

If you have any suggestions for items which should appear in these Bulletins or any feedback, please get in touch. (Contact details on page 1)