



20
years of rota

Annual Report 2017 - 2018

rota
Race on the Agenda



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Registered Charity No. 1064975

Company limited by guarantee No. 3425664

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***A message from
our patrons
And
Previous CEO***

A message from our Patron, Dr Richard Stone OBE

First of all I want to congratulate Race on the Agenda for 20yrs of tremendous work in promoting and campaigning for race equality and engaging with the BAME sector. It is for this reason that I first became a patron for ROTA in 2011.

With an amazing staff team and volunteers throughout the years, they have achieved some great work with their past Female Voice in Violence project, academic analysis from 'Shaping the Future' seminar series across London, and their recent Equality Law project and Equality Act training, to name just a few.

I learned a lot about 'Race and racism in the 21st-century Britain'.

ROTA also supported me in pursuing the agenda of the Stephen Lawrence Inquiry.

In 2013, I have resigned from all 'my' committees and charities with the exception of ROTA whom I continue to support in best way possible with their promotion to race equality.

I will continue support ROTA to ensure 'Race' is firmly back on the agenda, at such challenging times



Dr Richard Stone OBE, author of The Hidden Stories of the Stephen Lawrence Inquiry: Personal reflections.

A message from our Patron, Lord Adebowale CBE



ROTA has spent the last 20 years fighting to bring the issues that impact BAME people into focus, working to

reduce online hate speech, researching young girls and gangs and equipping third sector organisations with a comprehensive understanding of the Equality Act. The change has not been linear - we've faced roadblocks under successive governments, but is the arc

for Race Equality bending towards justice in the overall? It's hard to say.

In 2009, 10 years on from the Stephen Lawrence Inquiry, an Ipsos MORI poll for the Equality and Human Rights Commission showed us a country more at ease with itself than ever before a nation where nearly half of its citizens were optimistic Britain would be more tolerant in 10 years' time. Back then 58% of ethnic minorities were optimistic about the future. Would 58% of ethnic

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minorities say the same today? I doubt it. Now our reality is quite different.

We fought hard, we won many battles. Scarman, Macpherson, Institutionalised racism, 4 Race Relations Acts, an Equality Act. And samosas, saris and steel bands of course. These achievements are responsible for irrevocable change that have redefined us as a country and inked protections against racial discrimination permanently, "we hope", onto the statute books.

We've seen many symbolic shifts but without the opinion change we've needed to see. We rejoiced that 70% percent of people said they would be comfortable for their children to choose a partner of a different race or faith in 2009, up from 22% only 7 years before. Britain had reflected and grown-up. If these symbols served as fact of the post-racial society, then our post-Brexit, Trump-tweeting world epitomises that this was, in fact, illusory. So how did we get here?

We didn't win hearts and minds. Research by NatCen and the Runnymede Trust this year, found that 1 in 4 people self-define as "very" or a "a little" prejudiced towards people of other races. It has not fallen below this level since 1987, when the question was added to the British Social Attitudes Survey.

So Jack Straw, commenting in 2013 on the legacy of the racist, unprovoked murder of Stephen Lawrence and Macpherson Inquiry that followed said: *"The pervasive, open racism of the fifties and sixties, the pernicious, sniggering racism of the seventies, eighties and nineties is gone"* he was overly-optimistic. The tireless campaigning of Doreen Lawrence and the impact of the inquiry changed the way we, as a nation, think about ourselves. But whilst we increased the sanctions for overt racism, we didn't replace the old ways of thinking with new, inclusive ones.

We can really see this when we look at Brexit and hate crime. Hate crime was steadily decreasing in the 10 years following Macpherson, but increased in 2005 in response to migration from Eastern Europe. Since Brexit, we've seen the largest increase in hate crime since records began. Brexit gave symbolic permission to racists and xenophobes to commit public attacks on and offline. But the sentiments have festered persistently. ROTA's previous European project PRISM and now REACT, works to challenge online hate speech which is more relevant than ever.

Without opinion change we can only tinker around the edges. People and institutions find new, more insidious ways to exert racism and enact their biases. Pernicious racism certainly

remains.

So inequality in the labour market has remained. Destructive rhetoric against migrants and refugees has remained. Hate has become more inclusive with targets of all shades. And nowhere is this seen more keenly than in the criminal justice system.

Stephen Lawrence to Lammy Review

The disgraceful murder of Stephen Lawrence and the scandalous treatment of the investigation and family by police officers appalled people up and down the country. And the Macpherson inquiry that followed forced a seismic shift that shook the Met. One of its most enduring legacies, the term 'institutional racism' confirmed and legitimised what we had known all along. Finally, we had a term that explained how racist ideas and biases become embedded in the institutions meant to serve and protect us. It spawned new HR positions and the monitoring of representation and progression in the public sector.

But it's a term still not properly understood. Only the police were truly tarred with the term. 'Middle class' England and the institutions so associated with it, the courts, the judiciary, the Civil Service, the BBC did not have to do the soul searching that the Met were reluctantly forced to do. And ordinary individuals were let 'off the

hook', only institutions and violent thugs were racists now.

The Inquiry called for stop and search to be effective and fair. It said that increasing trust and confidence must be a ministerial priority. In 1993, when Stephen Lawrence was murdered, a black person was five times more likely to be stopped and searched on the beat.

In 2016, Stopwatch analysis of new data released by the Home Office found Black people were 8 times more likely to be stopped and searched than white people. Disproportionality for all BAME groups has increased, now 4 times more likely to be stopped. The numbers of stop and searches have declined for all, but the rate of stops have fallen more for White individuals (at 28%) than BAME individuals (at 11%). Disproportionality is *increasing* even as stops go down.

As I'm sure we all know, Stop and Search is not effective at reducing violent crime and is *still* not being carried out fairly. As Chair of the National Police Improvement Agency in Stop and Search Community Panel in 2007, I worked to make sure Stop and Search was used proportionately and effectively. Government have the evidence.

An HM Inspectorate of Constabulary report found that 27 per cent of police records of Stop and Searches did not contain evidence of 'reasonable grounds'

for the stop to take place. In 2013, only 9% of stops resulted in an arrest. Research has repeatedly made clear that negative contact with the police erodes trust with BAME communities.

And disproportionality is a problem endemic to the entire criminal justice system. My independent review into mental health and policing, could not help but expose stereotyped attitudes around race, an increased use of restraint on BAME people, and deaths in custody, despite not featuring in the terms of reference.

The recent Review by David Lammy also made this clear. Although White, Black and Asian people face similar conviction rates for drug offences, the odds of receiving a prison sentence is 240% higher for BAME groups. Black people are four times more likely to be in prison than white people.

It's promising that government are committed to implementing Lammy's recommendations as part of the Race Disparity Audit. But if you've been around as long as I have, you become a Veteran of Reviews, commissions and inquiries. As a sector we are sceptical and fatigued.

Race Disparity Audit

Because the inequalities thrown up by the Race Disparity Audit are well-known. We already knew that Black Caribbean and Roma, Gypsy and Traveller pupils are more likely to be permanently excluded than White pupils. ROTA's work on informal exclusions, is showing us how discreet, covert methods are being used to target BAME pupils in particular to avoid overt discrimination.

The Audit revealed that Black African, Caribbean and Bangladeshi families are less likely to own their own home, living



instead in social or privately rented accommodation. BAME people are more likely to live in non-decent homes, whilst Black African and Pakistani households are more likely to live in a home with damp problems than White British families.

Grenfell

The devastating fire cost at least 70 lives, destroyed livelihoods and traumatised survivors. It has exposed the stark inequality in housing provision in Britain, with BAME groups and migrants bearing the brunt of this injustice.

The social makeup of Grenfell is the product of Race and Class intersecting. As a result, the clear disregard for the safety concerns of residents has a discriminatory outcome. The government is here to serve all of us. Housing provision is failing BAME people with discrimination and disproportionality is rife. This is an unacceptable breach of European Convention of Human Rights protections and the Public Sector Equality Duty. Legislation is an important lever against discrimination but it has to have teeth and consequences if it's to have any value.

Where do we go from here?

So where do we go from here? Government departments started to put together programmes of work to tackle

issues raised by the Race Disparity Audit. Employment and school exclusions are a top priority. We remain hopeful that government will take action across the board as promised. Our job will be to continue to hold their feet to the fire.

This year Race on the Agenda reached its milestone of 20yrs of existence. The work they have done throughout has been immense and I am proud to be associated with the organisation in yet another busy and successful year.

Since I became a Patron of ROTA in 2008, I have seen the organisation continue to deliver tremendous work, even with a small staff team and reduced budget, during the difficult times in the voluntary sector.

I am proud to be associated with ROTA and very much look forward to supporting the team again in 2018-19.

Lord Adebawale CBE is a cross bench member of the House of Lords and Patron of ROTA.

Previous CEO, Dinah Cox OBE

It's really great to see so many people supporting the work ROTA has engaged in over the last 20 years. Having started work as a policy officer in 1997 I find it hard to believe that that so much time has passed.

ROTA's ethos of lived experience and partnership has supported 20 years of amazing work. ROTA was set up to take over from Greater London Action on Race Equality which started in 1984 so was building on the shoulders of others from the start, where people from all groups can develop their full potential and the voluntary and community sector is fully participating in serving them.

How has it carried out this work?

ROTA has always been inclusive in its use of the term BAME to refer to all groups who are discriminated against on the grounds of their race, culture, colour or nationality not just skin tones. It has always punched above its weight in how much it delivers with just a small staff team, amazing volunteers and the support and guidance from its board of trustees.

As Government support for equality and the voluntary and community sector moved down the agenda since 2010 and the fragility of hard won gains is evident - the importance of working with the funders such as City Bridge Trust, Trust for London and Big Lottery to name just a few, who can see the importance of an equitable society is key. As is partnership with policy makers from local, regional, national and at times

international government with the vision for unity in our communities and societies.

For me it is this ability to work in partnership with these funders, policy makers, and other voluntary and community organisations and of course essentially communities on the ground, that has always been key for ROTA in achieving social change.

When I returned to ROTA as its Chief Executive, after a four year break, one of my proudest moments in terms of partnership was working to set up HEAR – a network of equalities organisations, is still connecting and supporting those working in equalities across all equality characteristics.

For me, as a working class, Black feminist the intersectionality of race with other issues such as class, disability and sexual orientation was always self-evident. People who discriminate against one group often oppress others so organising together can help challenge that.

However, just because one belongs to one group it doesn't mean one understands the nuances of the inequality faced by a group one doesn't belong to. I have not always heard the voices of others as strongly as I should of in developing my own policy views. As a feminist I sometimes saw marriage as a



bit of a patriarchal flummery to tell the truth. It took a Lesbian friend of mine to explain why the rights and privilege that it bestowed in terms of next-of-kin and finances were relevant as well as the social importance of normalising same sex relationships - for me to become an advocate of and supporter of the LGBTQ fight for gay marriage.

I truly believe that specific organisations representing BAME people, women etc are needed rather than us only having generic organisations claiming to represent everyone. Whilst many are excellent and the majority have good intentions - we should be enabled to represent ourselves and ensure the voices and expertise of the lived experience is used to shape social policy.

Within BAME voluntary and community sector organisations the need to hear all voices from within our communities continues – ROTA walks this talk – as an organisation we have seen our diverse range of employees and volunteers with the lived experience they are researching as a strength. For instance, we employed someone who was living in a hostel for our research on the gaps in provision for BAME homeless people and hired an intern on day release from prison to support our work around the criminal justice system.

ROTA's current project 'Active Lives, Healthy Minds' is being delivered in partnership with the Network of Eritrean Women. It will continue to work this way to ensure it is as representative as possible.

When writing this, I took a look at some

old stats from over 10 years ago. I wanted to see how far we had travelled and in which direction! There was some good news – For instance, 13.4% of police officers in the Met are now from BAME communities compared to only 5.5% in 2005, however, London does have a 40.2% BAME population – so not quite representative yet. Current figures also show that the stats aren't so good the higher one goes at the MET so at Chief Inspector and above only 5.7% of officers are BAME - does that help explain why Black people are now 8 times more likely to face stop and search rather than 5 times? That's a debate for another day...

So in ending I would like to say that I am sad the gains that BAME communities have undoubtedly made such as being allowed in here in such numbers are being eroded. I live in (perhaps a futile) hope that the future for my son and the generations to come, is one where equality is a given. I know in my heart that without organisations such as ROTA fighting and supporting our communities every step of the way this will remain a dream rather than a reality.

There is so much positivity and strength within ROTA, within the BAME sector and within our communities so here's to the good fight!

Dinah Cox OBE

Policy Officer, 1997 - 2000
Chief Executive, 2004 - 2008

***About Race on
the Agenda
(ROTA)***

About ROTA

ROTA is a social policy research organisation that focuses on issues impacting on Black, Asian and minority ethnic (BAME) communities. Originally set up in 1984 as GLARE (Greater London Association for Race Equality) ROTA renamed itself and adopted a new constitution in 1997. Our policy priorities are health, education and criminal justice.

As a BAME-led organisation, all ROTA's work is based on the principle that those with direct experience of inequality should be central to solutions to address it. Our work is actively informed by the lived experiences of BAME communities and their organisations.

ROTA is a membership organisation, registered as a charity and a company limited by guarantee.

ROTA's vision

An inclusive, fair and equal society where people from all groups can develop their full potential, and where the voluntary and community sector is fully participating in serving them.

ROTA's mission

To be a leading social policy research organisation that focuses on race equality and issues affecting the UK's BAME communities.

To strengthen the voice of BAME communities through increased civic engagement and participation in society, and provide representation on issues affecting BAME communities and the sector that was set up to serve them. ROTA will achieve this by working with BAME communities and the BAME sector, and by informing, influencing and increasing the awareness of decision makers, policy makers and stakeholders in the public, private, voluntary and community sectors.

ROTA's strategic objectives

ROTA has identified seven strategic objectives for future activities.

Our strategic objectives help to determine the focus and desired outcomes of all ROTA's project activities and outputs. ROTA will:

- Provide evidence-based policy development focusing on race equality for BAME groups in the UK
- Give voice to and representation for issues affecting BAME communities and the voluntary and community sector that serves them.



- Pilot and research new ideas in order to demonstrate new BAMER and equality-led models, opportunities and emerging good practice for the benefit of BAMER groups and the sector that serves them
- Work with government and other bodies (locally, regionally and nationally) to ensure that BAMER and equality issues and interests are represented and heard
- Broker relationships between policy makers and BAMER communities and their sector, and help build capability and partnerships among different agencies and across sectors
- Build the capacity of BAMER organisations to engage in policy and research and help develop the skills of their workers through training and skills development programmes
- Facilitate networks, coalitions and partnerships that enable BAME and equality organisations to communicate with each other, work together and share best practice, with the ultimate goal of influencing policy and practice

ROTA's definition of 'race' encompasses all protected characteristics under equality legislation:

- colour
- nationality
- ethnic or national origin.

Consequently, we use the term BAME to refer to all groups who are discriminated against on the aforementioned grounds.

This definition includes but is not exclusive to people of African, Asian, Caribbean, European and Eastern European, Irish, Greek, Turkish, Jewish, Roma and South East Asian descent, as well as refugees and asylum seekers.

Chair's report

Chair's report

Thank you for taking the time to read our annual report for this financial year 2017-2018. I am extremely proud of what we have achieved in this period.

Our mental health project Active Lives, Healthy Minds continued in its second year of a three year project. You can read more about this project in this report.

The Equality Law project, funded by City Bridge Trust came to an end after five successful years. We were oversubscribed with delivering Equality Act training to BAMER organisations. We held a very successful conference on, 'At the Intersections of Race and Class: Strengthening BAMER Voices in Challenging Discrimination and Socio-economic Disadvantage', which focused on collective action as a means of ensuring access to justice and enforcing socio-economic rights.

On the back of our European project, PRISM which came to end, focusing on online hate speech. We were successful in another European project, REACT. The European Commission approved funding for ROTA and other European partners to continue working on online hate speech for a further two years.

Our Education research work continued, even without designated funding. Read more about this work in this report.

2017 was also a milestone year for ROTA, as the organisation has been in existence for 20yrs.

We celebrated our 20th year by holding a celebratory event at the House of Lords, hosted by our Patron Victor Adebawale, addressing 20yrs of work on race equality.

I would like to finish off by thanking all the past and present trustees, staff members and the fantastic volunteers for their work throughout the years. And of course our past and present funders because without their support for our funding, ROTA would not be here.



Ali Ahmed - Chair

Chief executive's report

Chief Executive's report

The climate for race equality in 2017-18 was one of huge change and contradiction. A snap election, the Grenfell Tower tragedy, the increase in racist incidents following the previous year's referendum and the "hostile environment" towards immigration, a number of terrorist attacks in London and elsewhere and then, at the very end of the year, the Windrush scandal. As a small organisation (4 full-time equivalent posts) ROTA responded to many of these issues and worked with the Coalition of Race Equality (CORE) organisations to try to ensure that anti-racist approaches were developed and implemented in response to all of them.

In November 2017 ROTA held its 20th anniversary at the Houses of Parliament hosted by our Patron Victor Adebawale, who gave a moving speech about race equality and his reasons for working with ROTA. This anniversary meeting was also addressed by Dinah Cox a former Director of ROTA and Karima Shah read two poems.

In addition to this anniversary event, ROTA held a number of prestigious events throughout the year which included a Funders Dragons Den for BAME organisations and a conference on Workplace Discrimination and Exploitation. In January 2018 ROTA

sponsored the launch of Suman Fernando's book

"Institutional

Racism in Psychiatry and Clinical Psychology" at London Metropolitan University and in February we held the 2016-17 AGM and conference with Afua Hirsch speaking about her new book "Brit(ish)" followed by a lively discussion and book signing.

We organised a Party Leader event jointly with the Runnymede Trust on the Future of Race Equality with Jeremy Corbyn in Birmingham in the Spring of 2017 which saw over 100 attendees and news coverage on ITV news website, The Independent, Huffington Post, Daily Mirror

We organised an event on the BME labour market in Liverpool with 50 attendees and working group of academics and local community organisations formed to influence local government and Mayor's office - taking discussion into action.

Our Grenfell ROTA Group set up to bring together a number of organisations after the Grenfell Tower tragedy continued to



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meet and to push for race and class to be seen as key factors for consideration in the official inquiry.

ROTA continued to be a key partner in the development of the Way Ahead for Civil Society Support in London and we had numerous meetings with the GLA, London Funders and other key stakeholders in the development of new approaches to voluntary sector infrastructure for the capital.

ROTA continued its EU funded Prism project challenging Race Hatred Online and developed a new REACT project to develop the tools and approaches that we had developed through PRISM with our transnational partners in France, Spain, Germany and Italy.

The Annual Report sets out in more detail ROTA's varied work to keep race on the agenda including the Equality Law Project, Active Lives - Healthy Minds, the Horn of Africa Mentoring Project and other education projects

I would like to thank ROTA trustees, staff and volunteers for their tremendous work and to also thank our partners and stakeholders with whom we are seeking to work in ever closer collaborations.

ROTA is part of a wide variety of networks and collaborations such as the Coalition for Race Equality, UKREN, the Equalities and Diversity Forum and HEAR.

We also meet regularly with the Funders coalition to discuss improving the climate of funding for BAME groups in general and race equality groups in particular.

We hope that these discussions will open up future funding possibilities for ROTA as well as the wider sector and look forward to developing our projects and approaches over the next period.

Andy Gregg
ROTA Chief Executive

***Summary of
activities in
relation to
charity's objects***

Summary of activities in relation to charity's objects

In planning our activities for the year, we kept in mind the Charity Commission's guidance on public benefit at our trustee meetings. ROTA remains focused on its charitable mission. ROTA provides a unique combination of frontline and infrastructure services to all BAMER organisations and BAMER people, paying particular attention to those who tend to be marginalised or excluded.

Some of ROTA's funding is restricted to London but we also operate more widely in England and our REACT Project brought us into a European partnership to develop solutions for online race hate.

ROTA's services in 2017 – 2018 can be grouped under four categories:

- a) **Policy Development, Voice and Representation** of issues affecting Britain's BAMER communities by developing responses to consultations and legislative changes, sitting on policy bodies and by supporting staff of other BAMER and equality organisations to sit at the decision making table;
- b) **Information, Research and Awareness Raising** through innovative research and publications, website, articles and blogs external papers, media

representation, holding events, attending and speaking at external events, campaigning and by providing specialised support, training, consultancy and advice;

- c) **Networking for London's third sector** by hosting events, training and representation on boards with partner organisations and frontline organisations. In particular as part of the Way Ahead for London proposals and the establishment of a hub to support London's civil society (now called London Plus) and HEAR (the London Network of Equalities Organisations) we have maximised our reach across the different networks in London's voluntary sector;
- d) **Projects for capacity-building and Skills Development** through training, advice and support programmes to those working within the BAMER and equalities sector or providing services to BAMER and other equality groups and individuals. In particular, our training around the Public Sector Equalities Duty and anti-discrimination in Employment workshops for young people.

“To work towards the elimination of racial discrimination and to promote equality of opportunity, human rights and good relations between persons of different groups” (ROTA memorandum of association)”

***Work carried out
in 2017/18***

Work carried out in 2017/18

The context for race equality work in the UK over this period was increasingly difficult and hostile. The Brexit referendum resulted in a significant rise in hate crime and xenophobia. The UK Government's continued hostile environment policy towards migrants inflamed this situation and eventually culminated in the shocking Windrush scandal. The Grenfell Tower fire also revealed the real state of play in terms of race and class in the UK.

ROTA was closely involved in the Grenfell issue and sought to influence the terms of reference of the official inquiry so that this covered issues of race and class but we were unsuccessful in so doing. We then applied to be a core participant in the inquiry but (along with the local MP and other key agencies) we were turned down. We therefore formed the Grenfell ROTA group which brought together over 25 agencies that sought to influence the work of the inquiry to include issues of race and class in general and the Equalities Act and human rights considerations in particular.

ROTA aims to increase the capacity of BAME and equality organisations to get engaged in policy, develop partnerships and learn from best practice. We also aim to increase the skills and knowledge of BAME individuals to fight

discrimination and become champions in helping to promote equality.

We often seek to achieve these objectives through the delivery of specific projects that focus on particular issues or communities so as to generate information and innovation that benefits the wider sector. At any time we have a range of programmes that all fit within our policy priority areas. Through engagement and consultation with our members, it was decided that our priority policy areas for 2017-18 would be:

- **Education and the Workplace**
- **Mental Health**
- **Equality Law**

2017-18 was a year of success for ROTA despite a very challenging funding and legislative climate. The organisation gained significant new funding during the year which resulted in ROTA taking on new members of staff and volunteers. Due to the commitment of our staff team, volunteers, members and funders, we met all our set targets as well as developing new projects and carrying out a full review of the ROTA Strategic Plan.

ROTA membership continues to grow, resulting in a 7% increase, combined in both individual and group membership

to 1422. 2017/18 saw 93 new members join ROTA. We continue to develop our online presence with over 4,900 twitter followers and over 480 facebook page followers.

Information, Research and Awareness Raising

Our principal target groups continue to be BAMER and equality third sector organisations, policy makers in government and public sector bodies, and funders. Since we believe in evidence-based policy, we engage in campaigns only when appropriate. We disseminated information and increased awareness of issues affecting BAMER communities and other equality groups through:

In-house publications: Produced 4 online blogs, 1 Equality Law Briefing and 4 Policy E-Newsletters.

ROTA events: Held an AGM 16/17 in February. 3 events under our Equality Law project, 20th Anniversary event in November and in January we hosted an event with London Metropolitan University for Dr Suman Fernando's launch "Institutional Racism in Psychiatry and Clinical Psychology: Race Matters in Mental Health".

Consultancy and advice: As an expert agency on race equality and equality, ROTA provided advice and support to public, private and third sector

organisations and individuals. We also provided expert and specialised support and advice including the collection of data, carrying out research and helping others to understand and interpret quantitative and qualitative findings within a policy context. ROTA trained over 52 organisations and approximately 24 individuals including young people during the year.

External events: ROTA staff attended 60 external events and spoke at an additional 10 conferences, seminars and lectures.

Media representation and campaigning: ROTA's work is evidence based and supported by our research and networking activities and programmes. Examples of this include our research on Free Schools, on Online Race Hate Crime and on informal schools exclusions.





ROTA projects

The projects we delivered in 2017-18 are briefly described as follows:

Education

We had two active projects:

1. Informal exclusion of pupils in mainstream schools
2. Differentiated course fees in Higher Education with regard to BAME student admissions

Informal exclusion of pupils in mainstream schools

The situation with informal exclusions continues to be of concern. We have been monitoring policy and practice over the last twelve months. Our findings have revealed a sharp increase in the number of children who have been 'off-rolled' from school in 2018, the year they are due to take GCSE exams. We identified this as a growing problem in 2016 and 2017, along with the rising number of referrals to Pupil Referral Units. We have established links with two community projects in the London area which have extensive contacts with young people who have experience exclusion. The project has now been developed as a Participatory Action Research project, with a strong element of knowledge-sharing and training on rights and equality issues. Training courses will equip young people with the tools to challenge

and change policy and practice on informal exclusions and to find alternative interventions and solutions. Because we are dependent on finding new funding, it is anticipated that the action research element will not be up and running until early 2019. In the meantime we continue to add to our findings through desk research.

Differentiated course fees in Higher Education and BAMER student admissions

The Government is considering introducing differentiated course fees in Higher Education. Based on findings from institutions in the UK and in other countries which have moved to this form of funding, we believe that should this model be adopted, there will be detrimental effects on student admissions, particularly those from disadvantaged and/or UK BAMER communities. We have begun desk research to background the issues and to see if there are ways that universities might find to ameliorate adverse effects on admissions. The research design is in process, involving interviews and case studies with university admissions tutors, course tutors, students and prospective students in different regions of the UK. Links with potential funders, including Unions, have been initiated so that this phase can be followed through.



Active Lives, Healthy Minds

The Active Lives Healthy Minds project continues in West London proving support to community organisations providing mental well-being services. The Network of Eritrean Women UK (NEW UK), ROTA's new partner in the Active Lives, Healthy Minds Project received a grant from the National Lottery Awards for All in November 2017. NEW UK has taken a proactive and tailored approach to supporting participants' mental health in a culturally appropriate way. The project incorporates a wide range of activities and culturally appropriate therapeutic interventions to improve the overall wellbeing and mental health of women and their families from multiple religious and ethnic backgrounds.

We are in the process of professionalising and accrediting our Fundamentals of Counselling Training through the Evelyn Oldfield Unit (EOU) with the Open College Network (OCN) and the OCN has awarded our training (which is provided to our refugee community partners) an accreditation at entry level 3. The training provides basic counselling skills to volunteers providing mental health outreach work in their respective communities so as to prevent admission to acute mental health services by providing community based mental health and wellbeing support

services to members of refugee communities. In addition to the training we delivered last year, we completed a second training at Ilays Somali Organisation. Out of these two groups combined, eight Somali mental health outreach workers are set to receive accreditation. Fundamentals of Counselling Training and Mental Health Outreach Work supervision is improving the quality of mental health support that members of the community are getting, this is a direct result of the confidence and professionalism that have been gained as a result of the training and support received as well as improvements in the systems for receiving referrals, assessing and reviewing needs of clients. In addition to our current partner organisations, we are discussing setting up a new group of trainees in Southall/Hayes area with Somali and potentially other East African outreach workers as well as a group of Eritrean trainees London-wide.

With our partner organisations and the McPin Foundation we have co-produced an evaluation framework. Throughout the year we have held several meetings to discuss and fine tune the evaluation tools and activities.

On October 10, 2017, we organised a half-day conference on mental health and refugee communities in West London in celebration of World Mental

Health Day and Black History Month.

The conference brought 50 local service providers of mental health, health and social services, and law enforcement services together with refugee community organisations and members. The conference looked at the various ways in which refugee community organisations address mental health within their respective communities.

In December, ROTA organised a session at HEAR's conference on Mental Health Equalities. The workshop explored how the Equality Act and human rights approaches can be used in campaigning to reduce mental health inequalities and the closure of user-led mental health support groups.

ROTA and HEAR Network with other voluntary and community sector organisation partners and BAMER people with mental health support needs launched a mental health equality campaign. In addition to our partner organisations, these meetings have been attended by other West London based BAMER community organisations and people with mental health support needs. One of the aims is to better commissioning, procurement and delivery of services for BAMER people with Mental Health (MH) Support Needs. We have further developed our local relations with the West London Mental

Health Trust, North West London Clinical Commissioning Groups, London Borough of Hounslow and Councillors across North West London and beyond. In addition, we have worked in partnership with Refugees in Effective and Active Partnership (REAP), Women's and Girls Network, Council of Somali Organisations (CSO) and their members and networks, Kindred Minds, Centre for Armenian Information and Advice (CAIA), National Survivor User Network (NSUN), HEAR - Equality and Human Rights Network, and We Coproduce.

ROTA has continued to support Ilays and the Tamil Community Centre (TCC) in their communication with Hounslow Council regarding accommodation and its statutory duty to consult properly on this issue. We continue to work with our partner organisations to develop the governance of their respective organisations and the management of their projects. To this respect we have supported Ilays and the Network of Eritrean Women with the development of their organisational policies and to put structures in place within their organisations to run activities and projects.

All the activities are co-produced with members of the community. At several times throughout the year our partner organisations ask their community members for feedback regarding the

ongoing activities at their respective organisations and also regarding services that are missing, and they would like to see. As a result, sewing classes were established at Ilays and the Network of Eritrean Women organised wellbeing classes such as fitness and yoga. The English language classes at Account Trust are making a remarkable difference in the lives of the Nepali women attending. The improvement on the level of communication improves their quality of life as well as reduces isolation as they regularly attend the group and interact with each other but also are more able to interact with confidence in the wider community.



A new Folk dance class at TCC and fitness and yoga at NEW provide opportunities for physical and emotional well being, people are more active as well as

interactive and the non threatening inclusive approach makes it ideal for people to have enough trust in the volunteers as well as each other to raise other issues of concern as well as opening people up to the possibilities of using other services available to them.

Equality Law Project

After five successful years, the Equality Law Project came to an end. Over the course of the last year, we continued to deliver the oversubscribed two-day training on 'Using the Equality Act 2010' to 52 organisations. In addition, we held a very successful conference on, 'At the Intersections of Race and Class: Strengthening BAMER Voices in Challenging Discrimination and Socio-economic Disadvantage', which focused on collective action as a means of ensuring access to justice and enforcing socio-economic rights. The conference brought together academics, lawyers, campaigners and VCS organisations to explore multi-disciplinary approaches to tackling inequality at the intersections of race and class.

We continued to provide in depth advice and support to VCS organisations on using the Public Sector Equality Duty (PSED) to hold public authorities to account. This year following the Grenfell tragedy, one of the key areas of work

that developed out of the Equality Law Project was supporting front line organisations to hold public authorities to account on their compliance with the Public Sector Equality Duty in social housing provision.

We developed a new online employment and anti-discrimination legal support 'Search Tool' in response to the increased demand for advice and support needed from BAMER service users facing discrimination and exploitation in the workplace.

The learning from this project continues to inform our work and we continue to

contribute to policy and practice on matters relating to Equality Law and compliance with the Public Sector Equality Duty.

PRISM & REACT Project

The European Commission has funded ROTA and our European partners to continue working on online hate speech for a further two years. The new 'Respect and Equality: Acting and Communicating Together' (REACT) project commenced on November 2017. The aim of the REACT project is to promote media literacy, support dialogue and exchange best





practice in counter narratives to foster tolerance and mutual respect.

Horn of Africa Mentoring Project

ROTA in collaboration with the 'Democratic Education Network' (DEN), a student-led organisation at the University of Westminster, has been supporting a student-led initiative to offer mentoring opportunities to students from the Horn of Africa. The Horn of Africa 'Three Generation' mentoring project involves matching university students with professionals and academics with links to the Horn region to mentor university students, who will in return mentor secondary school students.

BMER Young People Together for Employment Rights

This project involves working with youth and community groups to address the knowledge-gap BAMER young people face upon entering employment, and to provide them with the tools to empower themselves and their communities to take action against workplace exploitation and discrimination through collective action. We ran a series of interactive workshops with an aim to provide essential knowledge on employment rights and anti-discrimination law in the workplace, and to engage participants with workers' campaigns and unions to emphasize the

importance of collective action to address community-wide issues in employment.

***Future work
and funders***

Future work and funders

Subject to satisfactory funding arrangements, ROTA will continue delivering its work to meet its charitable objects. We will build on our reputation and strong partnerships to bring added value to the projects we have already undertaken and introduce new work reflecting the needs and wishes of the BAMER Third Sector and the communities it was set up to serve.

We intend to:

- Continue to develop ROTA as an independent research and social policy charity which focuses on the issues of Black, Asian and ethnic minority (BAMER) communities;
- Continue the work of our Mental Health project with the Active Lives, Healthy Minds;
- Continue to develop training on Equality Act 2010 and on Holding Public Authorities to Account using the Public Sector Equality Duty—subject to funding available;
- Develop an Equality Assessment Framework and related training;
- Continue training on race equality and equality;
- Continue to produce research publications;
- Hold events on key policy issues;

- Contribute to producing external publications, speak at over 30 external events and sit on at least 20 decision making bodies;
- Consult with the BAMER sector on health, education and criminal justice and from the consultations, develop policy responses and projects;
- Develop new projects.

Internally we will:

- Increase our membership and social media presence;
- Continue publishing regular online blogs;
- Continue to develop a fundraising/ income generation strategy;
- Continue to update our Policies and Procedures (Handbook) and employment contracts;
- Improve our IT infrastructure and update our website
- Become more environmentally friendly;



Mental Health Support and
Refugee Community
Integration
Refugee Support Unit
Refugee Support Unit
Refugee Support Unit
Refugee Support Unit



Funders and Partners

We would not be able to provide the support and influence policy change without our funders, supporters, members and volunteers. We would like to thank you all for your time and on-going support throughout this year.

In 2017-18 our work benefitted from funding relationships with:

- BLF Reaching Communities
- City Bridge Trust
- Awards for All
- Trust for London
- EU Funding (REACT)
- The Esmée Fairbairn Foundation / Barrow Cadbury Trust



***Board members,
staff and
volunteers***

Board members, staff and volunteers

Current staff and volunteers

- Chief Executive: Andy Gregg
- Finance Manager: Evis Bodlli
- Office Manager: Saifur Valli
- Project Officer:
Poornima Karunacadacharan
- Part-Time Project Manager:
Laurie Lijnders
- Part-Time Project Manager:
Selam Kidane
- Part-Time Policy Officer:
Kimberly McIntosh
- Project Officer: Ayah Omar
- Eleanor Stokes
(Freelance Consultant)
- Nausheen Khan (Volunteer)
- Amana Qureshi (Volunteer)

- Jasber Singh
- Ethel Tambudzai
(Co-opted member)

Staff and Volunteers who left during the year

- Segal Hadji
- Lamyaa Hanchaoui
- Elerie Taylan
- Mariam Camilla Rechchad
(Volunteer)
- Tahira Bakhtiari (Volunteer)

Board members who left during the year

- None.

Current Board members

- Ali Ahmed (Chair)
- Gifford Sutherland
- Gurpreet Virdee (Treasurer)
- Dr Karim Murji
- Lorraine Dongo
- Maurice McLeod (Vice-Chair)
- Dr Tele Amuludun
- Keiko Okawa

Summary of year end position

The purpose of these pages is to provide a summary of the charity's year end position and income and expenditure for the period stated. This summary is derived from the audited annual accounts, and is not a full representation. This report may not be sufficient to give a full understanding of the charity's finances.

A full copy of the annual accounts and Independent Examiner's report can be obtained from Race on the Agenda (ROTA), Resource for London, 356 Holloway Road, London N7 6PA.

Summary of Year End Position - Balance sheet

as at 31 March 2018

	2018		2017	
	£	£	£	£
Fixed assets				
Tangible assets		253		379
Total fixed assets		253		379
Current assets				
Debtors	24,851		22,539	
Cash at bank and in hand	138,959		109,190	
Total current assets	163,811		131,728	
Creditors: amounts falling due within one year	(31,892)		(49,015)	
Net current assets/(liabilities)		131,918		82,713
Total assets less current liabilities		132,171		83,092
Net assets		132,171		83,092
The funds of the charity:				
Restricted funds		51,440		8,602
Unrestricted funds:				
General fund	80,731		74,490	
Total unrestricted funds		80,731		74,490
Total charity funds		132,171		83,092

Summary of income and expenditure

Summary of Income and Expenditure
for the year ended
31 March 2018

	<u>Year ended 31 March 2018</u>			<u>Year ended 31 March 2017</u>		
	<u>Restricted Funds</u>	<u>Unrestricted Funds</u>	<u>Total</u>	<u>Restricted Funds</u>	<u>Unrestricted Funds</u>	<u>Total</u>
	£	£	£	£	£	£
Income from: Donations and legacies		1,219	1,219	-	1,111	1,111
Income from charitable activities:						
Voluntary income	303,059	-	303,059	250,214	-	250,214
Income from other activities:						
Fees and sundry	7,500	6,698	14,198	3,750	7,393	11,143
Investment income	-			-	16	16
Total Income	<u>£310,55</u>	<u>£7,917</u>	<u>£318,476</u>	<u>£253,964</u>	<u>£8,520</u>	<u>£262,484</u>
Expenditure on: Charitable activities	267,721	1,676	269,397	250,250	-	252,250
Total Expenditure	<u>£267,721</u>	<u>£1,676</u>	<u>£269,397</u>	<u>£250,250</u>	<u>-</u>	<u>£252,250</u>
Net income / (expenditure) and net movement of funds for the year	<u>42,839</u>	<u>6,241</u>	<u>49,080</u>	<u>3,714</u>	<u>8,520</u>	<u>12,233</u>
Reconciliation of funds Total funds brought forward	8,602	74,490	83,092	4,888	65,970	70,858
Total funds carried forward	<u>£51,440</u>	<u>£80,731</u>	<u>£132,171</u>	<u>£8,602</u>	<u>£74,490</u>	<u>£83,092</u>
	=====	=====	=====	=====	=====	=====

These financial statements, which have been prepared in accordance with the special provisions relating to the small companies regime within Part 15 of the Companies Act 2006 (effective January 2015), were approved by the board on 16th October 2018 and signed on its behalf by Ali Ahmed, ROTA Chair and Gurpreet Virdee, ROTA Treasurer.

Registered Company number 3425664.



John Brown
John Brown

John Brown

John Brown

Joe Stones
Pilton Girls School (Trafford)

David Traxwell
Commissioning Support for
London

Liz St Clair
Conservative Women's Party

Jonathan Tay
Southwest (Green)

John Brown
A.S.T.

Helena Soteriou

John Brown
A.S.T.

Gifford Sutherland
Foundation 4 Life

Katy Sheppard
Quint 4

Carolyn Sullivan
Home Office

Isabel Wallace Smartt

Katy Taylor

Jackie Stevenson
Suffolkshire & West Midlands
Probation Trust

Mike Taylor
SOS Prevention and Performance

Join us

If you're interested in being more involved in ROTA's work, why not think about becoming a member? You'll have a chance to take part in our work and help make a real difference to Black, Asian and minority ethnic (BAME) communities. Find out more by emailing **saifur@rota.org.uk** or visit our membership page at **www.rota.org.uk/rotamembership**



Resource for London

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facebook: facebook.com/ROTA.org

Registered Charity No. 1064975

Company limited by guarantee No. 3425664

