

Report of the Head of Resources

PRESENTATION BY NORTHAMPTONSHIRE RIGHTS AND EQUALITIES COUNCIL

1 Purpose of report

- 1.1 To introduce the presentation by Northamptonshire Rights & Equalities Council
- 1.2 The presentation relates to the work that NREC carries out in the borough in support of the council's priorities.

2 Executive summary

None.

3 Appendices

Appendix: Presentation submitted by NREC

4 Proposed action:

- 4.1 The committee is invited to RESOLVE to note the presentation, and;**
- 4.2 The committee is invited to discuss issues relating to the work of NREC and identify any matters it RECOMMENDS be reported to relevant policy committees for their attention.**

5 Background

This presentation forms part of the general programme for the Partnerships and Performance Committee, reviewing the work of partners.

6 Discussion

- 6.1 The committee receives presentations from organisations who are either funded by the council, or who play an important part in the life of the borough.
- 6.2 Each presentation gives members an opportunity to learn more about the organisation and its impact on the borough. After the presentation there is a chance to ask questions of the presenter.
- 6.3 If any items of significance arise, members may wish to request a further report from a relevant officer or make a recommendation for action by a policy committee.

7 Legal powers

The Local Authorities (Alternative Arrangements) (England) Regulations 2001 empower the council to establish one or more overview and scrutiny committees. Whilst the council no longer has a designated overview and scrutiny committee, the Partnerships and Performance Committee has been given the role of reviewing and monitoring the performance of council services and services provided on behalf of the council by external bodies. A local authority may invite persons other than members or officers of the authority to attend meetings of such a committee.

8 Financial and value for money implications

There are no such implications arising directly from this report. However, effective review is one of the means by which the council secures effective use of its resources.

9 Risk analysis

A risk table is usually completed for any report setting out a proposed course of action that entails risks at the outset of the project or if the risks change along the way. This is not relevant in respect of this report.

10 Implications for resources, stronger and safer communities, and equalities

There are no direct implications arising directly from this report.

11 Author and contact officer

Bridget Gamble, Head of Resources.

12 Consultees

None.

13 Background papers

There are no background papers to this report.

Partnerships & Performance Committee



Anjona Roy
Chief Executive

Melanie Crofts
Director

Summary

- What we do
- How we do it
- How's NREC engaging with Wellingborough
- Case Studies
- Statistics requested
- How do people find out about us?

What We Do

Northamptonshire REC's vision is *to challenge and eradicate discrimination (both personal and institutional) and prejudice or hostility in all its forms; so that all Northamptonshire's diverse communities and citizens can enjoy peace, achieve their full potential and live free from injustice. We aim for a socially cohesive society in which diversity and human rights are recognised, celebrated and valued.*

We campaign for social justice in Northamptonshire in the context of the wider agenda for equalities and human rights.

How do we do it?

We:

- support and represent individual victims of discrimination
- support victims of hate incidents and monitor hate incidents
- raise awareness of the rights of individuals not to experience discrimination and to have their human rights upheld

Thinking Wellingborough

50% of individual members from
Wellingborough

50% of organisational members actively working
in Wellingborough

42% of organisational members having a
Wellingborough base

Wellingborough Case Studies

Discrimination

ESTER'S STORY

I was employed as a Catering Assistant. I am of black Caribbean ethnicity. I was happy at work until some of my fellow white workers began calling me a derogative racist name, which I had at first tried to ignore, but even after I had asked them to stop calling me this name they persisted. I had also noticed that I was being asked to carry out difficult manual tasks that my fellow colleagues were not being asked to do, as well as take instructions from an employee I was not aware had been given instructions to line manage me. I made a complaint about these things and this resulted in a breakdown in my working environment.

I contacted Northamptonshire Rights and Equality Council (NREC) who advised me that I had a potential Racial discrimination and Racial Harassment claim and set this out in a statement to my former employer. I was paid compensation and given a reference to prevent the matter going to an Employment Tribunal. I would not have been able to have successfully challenged my employer had I not received the assistance from Northamptonshire Rights and Equality Council.

Enquiries

2012/13	Discrimination 163
	Immigration 186
2013/14	Discrimination 185
	Immigration 95
2014/15	Discrimination 136
2015/16	Discrimination 133

Additional Work in Wellingborough (1)

Sharing Stories – Challenging Discrimination

Heritage Lottery Funded Project

June 2016- May 2018 £49,900 HLF investment

2 new part-time posts

Many, many more volunteering opportunities

Teaching and learning resources, local film etc.

Focussed only on Wellingborough

Support to Safer Stronger Work 1/2

Focus on Hemmingwell and Queensway

- Hate incident support
- Support to summer youth activities and residents association

OFBCI Funded Working with Wellingborough Black Consortium, WACA, Glamis Hall, Hope, Goodwill Solutions

Support to Safer Stronger Work 2/2

Paul Valentine Sergeant Wellingborough Sector

“NREC has played a key role in the Safer, Stronger Neighbourhood Partnership for Queensway and Hemmingwell – a partnership established to help reduce Gang related issues across Wellingborough.

NREC have been consistent and can be relied upon to not only attend but fully engage in partnership meetings – they have gone much further by working within schools to reduce Exclusions and has been the lead Agency in implementing plans to ensure multi-agency outcomes are met through the previous Office of Faith based and community initiatives – a role they voluntarily took up”

Marketing

- Leaflets
- Regular mailouts and emails
- Working with others CAB, Victoria Centre
- Local events
- Website
- Social Media
 - Facebook 416 likes and a reach of 643
 - Twitter 1869 Followers

ANY QUESTIONS?