



CONTENTS

Initial Advice, Information and Training Project	2
Initial Advice, Information and Training Project	3
Contact Us	4
EHRC celebrates 1st anniversary	4
EREC welcomes Enfield College students	4
Enfield Hate Crime Forum Competition	4

Black History Month Celebrations

Enfield Racial Equality Council's Black History Month celebrations kicked off 23rd October 2008 with a free event at the Artzone Bistro in Edmonton.

Musicians from the Central African Youth of Enfield led the event by playing to an intimate audience and describing how their Congolese music had evolved. Sam Bell (EREC trustee) loaned artifacts for the accompanying display on the Slave trade. This was followed by an informative and lively talk from Bevin Betton (EREC Chair) on the history of the slave trade (pictures below).

Organised in partnership with Enfield Racial Equality Council, Enfield Arts and Events and the Primary Strategy Team the next **free event 'Journeys'** will take place **Thursday 13th November 2008, 5.00—7.00pm** at Forty Hall Gallery and Courtyard Café.

'Journeys' is an exhibition of artworks created by young people from schools in Enfield (and on display in the Forty Hall Gallery 6th—30th November 2008). A quiz on Black History will end the evening —so come along and test your knowledge. A light buffet and free refreshments are available and certificates/prizes for the winning team. Please telephone EREC to book your **free** place on 020 8373 6271/2 and for more information contact Enfield Arts and Events on 020 8379 1467.

Also showing at Forty Hall Museum between 8th—30th November is the 60th Anniversary of the arrival of 'Empire Windrush': a commemorative display. The display illustrates what life was like in the late 1940s and 50s for Caribbean migrants who have become a vital part of British society. Telephone 020 8363 8196 for more information on this event.

PHOTOGRAPHS



Top left: Central African Youth of Enfield

Top right: Bevin Betton (EREC Chair)

Bottom left: Audience

Bottom right: Slave Trade Display

Advice Information & Training Project

The Enfield Racial Equality Council is working in partnership with Enfield Citizens Advice Bureau to empower and build good relations between diverse communities. The project is delivering free training workshops for community advisors on the equalities and human rights legislation and is co-ordinating meetings of an Advisors Network. The subject of our next training session and the focus of this feature article is **Sexual Orientation**.

Dates of future training:

3rd November 08 - Sexual Orientation and Advisors Network meeting
 16th December 08 - Race
 22nd January 09 - Religion and Belief and Advisors Network meeting
 February 09 - Gender
 26th March 09 - Human Rights and Advisors Network meeting

EREC provides a service of initial advice and information, signposting and referrals to victims of discrimination and harassment. If you would like to access this support, refer individuals or book a place on the training please contact Sophie on 0208 373 6275/aip@enfieldrec.org.uk (Thursday & Friday) or Indrani on 0208 373 6272/admin@enfieldrec.org.uk.

Supported with funding from the Equality and Human Rights Commission



Photographs of Disability Discrimination training held 23rd September 2008 at Community House

Sexual Orientation

Access to goods, facilities and services Equality Act (Sexual Orientation) Regulations 2007

Part 3 of the Equality Act 2006 made provision for regulations to be introduced to extend the protection against discrimination on grounds of sexual orientation. This enabled provisions to be made to protect against discrimination on the grounds of sexual orientation (perceived or actual):

- in the provision of goods, facilities, services, education
- in the use and disposal of premises
- in the exercise of public duties

Further to this, the Equality Act (Sexual Orientation) Regulations 2007 became law on 30 April 2007, making such discrimination unlawful. View the Equality Act (Sexual Orientation) Regulations 2007 at the website (www.opsi.gov.uk) of the Office of Public Sector Information.

Employment

The Employment Equality (Sexual Orientation) Regulations 2003

The Employment Equality (Sexual Orientation) Regulations 2003 protect employees from discrimination because of their actual or perceived sexual orientation. Discrimination is unlawful in relation to:

- recruitment and selection
- terms and conditions of employment offered and/or applied for
- opportunities for training, training itself, job promotions and transfers
- harassment and victimisation
- dismissal including redundancy post employment, for example provision of references

Sexual Orientation (continued)

What does sexual orientation mean?

Your sexual orientation means the general attraction you feel towards people of one sex or another (or both). Most people are generally attracted to:

- people who are the opposite sex to them
- people of both sexes
- people who are the same sex as them

Same-sex attraction is called homosexuality. Here, we refer to men and women who are homosexual).

Opposite-sex attraction is called heterosexuality. Here, we describe people who are heterosexual

Both-sex attraction is called bisexuality. Here, who are attracted to both sexes.

Case law update

Straight bouncer wins £6,000 in landmark sexual orientation case

04 January 2008 www.personneltoday.com

A bouncer has been awarded more than £6,000 damages after she was harassed by colleagues for being heterosexual.

Sharon Legg, a bouncer at Dreams gay club in Bournemouth, was repeatedly called "breeder" by her boss and frequently the subject of abuse for not being a lesbian or bisexual.

Legg joined the club in May 2005 and was promoted to head of security a year later. Fellow door staff, all of whom were gay, refused to follow orders and made things difficult for her. She was sacked without warning in June 2006.

Legg's barrister Sarah Courtenay used the Employment Equality (Sexual Orientation) Regulation Act 2003 to win the case, the legislation designed to protect gay staff.

Legg, a mother of four, was awarded £3,000 for injured feelings for being harassed for being straight, and £3,222 for unfair dismissal, although the employment tribunal in Southampton found she had not been sacked for being straight.

Does sexual orientation discrimination apply to me?

Legal protection from discrimination on the basis of sexual orientation applies to everyone, whatever their sexual orientation.

- Sexual orientation discrimination includes being treated less favourably because:
- you are lesbian, gay, bisexual or straight
- people think you are lesbian, gay, bisexual or straight, or
- you are associated with someone who is lesbian, gay, bisexual or straight, for example a friend, relative or colleague.

The law applies to direct and indirect discrimination as well as to harassment and victimisation. The law applies to the private, public and not-for-profit sectors.

Useful websites to visit for further information are:

- www.direct.gov.uk
- www.equalityhumanrights.com
- www.acas.org.uk
- www.stonewall.org.uk

Case law update

Gay church worker awarded £35,000 in sexual harassment case

16 July 2008 www.personneltoday.com

A gay church worker who quit his job after less than a year on claims of sexual harassment has been awarded more than £35,000 at employment tribunal.

Stephen Price, 25, said he was constantly teased about his sexuality by his 40-year-old "sex obsessed" female boss, Mair Jones. He claimed every conversation he had while working as an assistant church centre manager at the Presbyterian Church in Wales turned to sex, involving innuendos or double entendres.

The Cardiff-based employment tribunal ruled that Price was discriminated against because of his sexuality. It also upheld his claims of constructive dismissal. During the tribunal, Jones described herself as "the queen of innuendo". But Price recounted several moments at work where he felt he was victimised because he was gay. Price told the tribunal: "Every conversation would somehow end up being a conversation about sex.

Employment judge Rachel Davies said: "We accept [Price's] evidence of Mair Jones's conduct. He started as a cheerful and enthusiastic young man and there is no evidence of a vindictive side to his nature nor that his claims were fabricated.

"Mair Jones treated him less favourably than if he were a heterosexual man. She subjected him to considerable harassment," according to the BBC. Price was awarded £11,924 for constructive dismissal and £25,000 for injury to his feelings.

Contact us:

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Become a member of Enfield Racial Equality Council. If you support the work of EREC, then why not join us as a member. Membership is free and open to individuals who live or work in Enfield and to organisations operating in Enfield, who are committed in furthering the work of EREC.

The views expressed in this newsletter are not necessarily those of the Enfield Racial Equality Council. EREC cannot take responsibility for information or articles submitted for inclusion in the newsletter.

We welcome your comments about this newsletter. If you would like to include information or an article in our next edition please contact us.

*Challenging Racism and Promoting Racial Equality
within the London Borough of Enfield*

EHRC celebrates 1st anniversary & announces public consultations

The Equality and Human Rights Commission celebrated its first anniversary on 1st October 2008. Progress has been made on issues including the launch of their human rights inquiry and an initiative to promote flexible working.

The Commission will be hosting a number of consultations and events regarding their Single Equality Scheme, Strategic Plan for 2009-12 and on the future of the grants programme. This is being supported by an online consultation and a formal published consultation guide.

The announcement that the EHRC grant programme will be deferred for 6 months, will leave a gap in funding for many organisations. The public consultation will determine the future of its permanent funding programme.

The Commission hopes to move to a flexible funding model that is more closely linked to its emerging strategic priorities. The launch date for the new funding programme will be announced in May 2009.

Lastly, the Universal Declaration of Human Rights 60th anniversary celebrations will be marked globally on Wednesday 10th December 2008, International Human Rights Day. As the national body responsible for promoting a human rights culture in Great Britain, the Commission is planning to host a number of events.

This includes 'Ours by Right: A day for the human family' to take place at the British Library Sunday 7th December from 1-5pm. For further information about this and other events go to www.equalityandhumanrights.com

Source: EHRC e-bulletin/www.equalityandhumanrights.com

EREC welcomes students to Enfield College



EREC staff attended the welcome fair at Enfield College (17th September 2008) and met with its new students. The EREC stall included information on our services/projects as well as health and benefit advice.

Enfield Hate Crime Forum Competition

Enfield Hate Crime Forum of which EREC is a partner has organised a competition for young people in Enfield.

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Two £20 HMV Vouchers to be won!

Are you aged 4-18? Do you live, or attend school/college in the borough of Enfield? If the answer is yes, then enter the Design a

Closing date 15th December 2008

For more information and terms & conditions see flyer enclosed or call 020 8379 6137/email sujeevan.poonampalam@enfield.gov.uk