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Photographs from the Annual General Meeting including top left: Ade Adeshina (EREC Chair), Mr Gulam-husein, Mayor Eleftherios Savva, Cllr Kate Anolue, Chandra Bhatia (EREC Chief Executive), Ken Allen and Bevin Betton

New Chair appointed at Annual General Meeting

The new Chair of Enfield Racial Equality Council (EREC), Mr Ade Adeshina was appointed at the Annual General Meeting (AGM) held Thursday July 2nd 2009. Over 70 people attended the AGM made up of EREC members, councillors, police, voluntary and community group representatives.

In Mr Adeshina acceptance speech he indicated his wish to further Enfield Racial Equality Council's mission:

"To promote and seek to implement a racially just, fair and equitable society which will enhance the quality of life for all who live, work and learn in the London Borough of Enfield."

As Chair he intends to establish EREC as a leading organisation in promoting community cohesion as well as responding to is-

ssues affecting black and minority ethnic communities (BME) in Enfield. He aims to raise the profile of Enfield Racial Equality Council and increase its membership. His previous work as Vice Chair included ensuring the co-option of EREC to the Enfield Strategic Partnership Board.

Mr Adeshina has a long history and wealth of experience working with the BME community and as well as his appointment as EREC Chair, he is also the Chief Executive of O"Bay Community Trust; Programme Manager of the Council of Enfield Black Asian Minority Ethnic and the Black Minority Ethnic Representative of the Enfield Strategic Partnership.

For more information about EREC or to become a member call 020 8373 6271/2.

Photographs



Certificates awarded to Community Advisors

Certificates were presented at the EREC Annual General Meeting to the trainees who attended workshops on equalities and human rights legislation



The EREC Advice, Information and Training Project (April 2008—March 2009) was funded by the Equality and Human Rights Commission and one of its aims included providing training workshops for community advisors on the equalities and human rights legislation.

Enfield Hate Crime Forum 03/06/09

“Ten years on – the journey so far “

The last forum held on **3rd June 2009** looked at how far we have come since the McPherson inquiry that was published ten years ago following the death of Stephen Lawrence.

Chaired by EREC Trustee Suhas Khale, the forum also saw a performance by Tom Prior, one of the winning acts from the Power of Dreams talent contest supported by the Enfield Hate Crime Forum (EHCF).

The forum speakers included the Borough Commander, Mr. Adrian Hanstock and the lead member for Community Safety from the Local Authority, Councillor Matthew Laban. There was also a presentation by Tim Fellow a working group member of EHCF about the current and future work of the organisation.

The meeting enabled community members to have face to face communication with the individuals who shape the way race related crime is dealt with in Enfield since the McPherson report.

Questions raised by the audience included:- new practices, the use of stop and search and what course of action is being undertaken to increase confidence. The Borough Commander informed the forum that the unified command of operations in London had increased efficiency and the creation of community safety unit, third party reporting, briefing and training had improved police operations.

For further information on the Hate Crime Forum contact Suj Ponnampalam on 020 8379 6137 or email sujeevan.ponnampalam@enfield.gov.uk

Kick It Out Week 2009

The 2009 campaign will take place between the **15th and 27th October**. Kick It Out works throughout football to challenge discrimination, encourage inclusive practices and work for positive change. The campaign is supported and funded by governing bodies, including the Professional Footballers Association, the Premier League, the Football Foundation and the Football Association.

Under the banner **'One Game, One Community'** the campaign has a strong community focus and celebrates diversity and inclusion. Grassroots clubs, schools, community groups and fans join the professional game in coming together to promote inclusion.

EREC is supporting this year's campaign by sponsoring the Enfield Town v East Thurrock United match

taking place **24th October 2009**. Any community groups with a link to football, may be able to gain free admission for children for this match. Places for admission are limited; please contact EREC for further information.

For more information on the campaign visit the Kick It Out website at <http://www.kickitout.org/>

Job Discrimination Rife In Enfield

The **Enfield Advertiser (29/07/09)** highlighted how race and age discrimination was rife in some of the borough's recruitment agencies. It reported how complaints were received from qualified people who had not been considered for temporary posts.

In their investigation, they found that more than half the agencies said they would be prepared to discriminate on racial grounds, with nearly two-thirds willing to break age discrimination laws.

EREC Chief Executive, Chandra Bhatia described the evidence as very

disappointing and is worried that the downturn in the economy would only worsen the problem. ***"We know it exists, but these agencies should be well aware of their responsibilities. The law is very clear on this."***

For the full article go to <http://www.enfield-today.co.uk>

Black History Month 2009

'Making a Difference'

EREC and Enfield Council have set up a Black History Month Planning Group to gather information on and help publicise, the range of events planned in Enfield to celebrate Black History Month in October 2009. The group can advise on and support the planning of events by ensuring that events do not duplicate each other and are not held at the same time.

If you would like your event included in the programme, please fill in the form below and return it to Martin Garnar, Chief Executive's Office, B Block South, Civic Centre, Silver Street, Enfield EN1 3XA, or email martin.garnar@enfield.gov.uk by Monday 7th September 2009. If you are planning more than one event, please complete one form for each.

Black History Month 2009

Title of event	Date and time of event
Where is the event being held?	Please give a brief description of the event (max. 100 words)
Who is your target audience? Are there any limits on who can attend?	
Who can people contact for further information? (please give telephone numbers and email addresses)	Any other useful information?

Contact us:

Enfield Racial Equality Council

Community House
311 Fore Street
Edmonton
London
N9 0PZ

Phone: 020 8373 6271

Fax: 020 8373 6281

Email: info@enfieldrec.org.uk

Web: www.enfieldrec.org.uk



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 launches Equality Measurement Framework

The Equality and Human Rights Commission (EHRC) has launched the new Equality Measurement Framework (EMF).

Developed by the London School of Economics, the EMF was formed after extensive consultations with the public, groups at risk of discrimination and disadvantage and national governments across Britain. The report lists fundamental things people need in order to fully participate in society. A set of 48 indicators covering issues such as being healthy, engagement in lifelong learning and an adequate standard of living have been developed to monitor progress in tackling inequality in these key areas.

As the EMF is developed, this will be a useful resource to inform community and voluntary groups and the public about the state of equality and human rights in Britain. For more information and a copy of the EMF report go to www.equalityhumanrights.com/fairer-britain/equality-measurement-framework

Gender Pay Gap Reporting Consultation

A consultation on how private and voluntary sector employers with at least 250 staff can measure and report on their gender pay gap has been launched by the Equality and Human Rights Commission (EHRC).

The Commission states that women working full-time earn 17.1 per cent less per hour than men. Gaps are wider in areas such as finance and many organisations are not aware of their own gender pay gap. The EHRC is working with the Confederation of British Industry and with the Trades Union Congress to develop ways for employers to measure and report on their gender pay gap. This work is vital in order to reduce pay inequity and to provide more transparency.

The aim is to empower private and voluntary sector employers to report on a voluntary basis. However, the Secretary of State could use the Equality Bill in the future to ensure mandatory reporting if significant progress has not been made by 2013. A range of possible approaches have been outlined and the EHRC wants to hear from many different employers.

The consultation closes on **28 October 2009**. For more information and to respond go to www.equalityhumanrights.com/fairer-britain/gender-pay-reporting

O"bay Community Trust General Advocacy & Immigration Advice Sessions

O"-Bay Community Trust's General Advocacy and Immigration Advice Service offers free half-hour appointments where you can get confidential and impartial advice on the following:

Education and training, welfare rights, childcare provision, housing, health, debts, environment, local community events, engagement and inclusions in the borough decision making process, involvement in local, regional and national community initiative, dissemination of information, facilitating advising and encouraging our members involvement in Civic services and expressing civic rights, promoting community cohesion integrations, cultural heritage, history and community events. Immigration and asylum issues, family migration and settlement, nationality and citizenship, children and young people subject to immigration control, and adults suffering from domestic violence as a result of immigration control.

The service is by appointment only (Monday to Friday, 10.30am to 5pm). For further information call **020 8807 6252** or email info@o-bay.org