



May 2005, No. 11

Tackling the imbalance in sports participation

"There is no evidence to suggest that sport has widened its participation base to include more people from low incomes, from different ethnic minorities and from people with a disability. This despite the many years of public policy priority focused on promoting 'sport for all' and extending participation amongst a range of 'targeted social groups'." This is the disappointing conclusion that Nick Rowe, Ryan Adams and Neil Beasley draw in "Driving Up Participation - Challenge for Sport" – Sport England 2004.

This statement is being supported by various sources, for example the General Household Survey 2002, which shows that sports participation for

Pakistani and Bangladeshi communities is 18% as opposed to 43% of all adults. From the sources it is also clear that the East of England does not differ from the national picture.

In order to find out what lies behind the current imbalance in participation between the population as a whole and BME (Black/Minority Ethnic) communities, the BME Sports Network East, of which Sport England East and MENTER are members, commissioned Ploszajski Lynch Consulting Ltd. to carry out research into this area.

This research was completed in January 2005 and shows that there is no single reason, but a complex set of

circumstances work together to disadvantage people from minority ethnic communities. These include among others

- Poverty and deprivation
- Lack of role models
- A white sporting establishment
- Racism not being taken seriously

Ploszajski Lynch has made a set of recommendations, which are set out on page 2, together with a more detailed look at the reasons behind the lack of participation. The full report

1City project recruits over 15 community champions

Fifteen local 'ambassadors' have been selected to spearhead an open and honest discussion on the asylum issue in Peterborough in a pioneering scheme designed to overcome barriers to good community relations in the city.

The 1City project aims to raise awareness of refugee and asylum seeker issues within Peterborough's

communities. It wants to tell the truth about these issues which are usually overshadowed by incorrect media coverage.

Qamer Nisa, co-ordinator of the project is now meeting up with all the community champions individually to set out their programme. There is more information about this innovative project on page 3.

MENTER is funded by the Home Office/Active Community Unit and EEDA

Our offices:

**62-64 Victoria Road
Cambridge**

Tel. 01223 355034

Fax 01223 359047

E-mail:

office@menter.org.uk

www.menter.org.uk

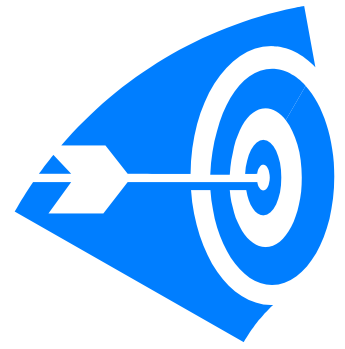
Deadline next issue:

1st September 2005

E E D A

East of England Development Agency

Rising to the challenge of increasing BME sports participation



Central government has set a target that by 2020 70% of the whole population will take part in 30 minutes of physical activity at least 5 times per week. However, in some BME communities fewer than one in five members are participating even as infrequently as once a month. This means that all involved in sport face a huge challenge.

Causes

As explained on page 1, Ploszajski Lynch identified a range of causes for the lack of sports participations by BME individuals. These include:

- **Poverty and deprivation** – Some studies estimate that 57% of people from BME backgrounds are socially excluded from sport because of poverty.
- **Lack of role models** – Those we consulted constantly stressed the need for young people to have role models from their community. Whilst there are many black faces visible as performers in football, cricket and athletics, there are very few in other sports or as managers, PE teachers, leisure centre managers, or local authority chief leisure officers. With a few notable exceptions such as boxing and cricket, Asian role models are almost non-existent in professional sport.
- **Celebration** – There are few opportunities for BME communities to come together specifically to celebrate and showcase their success and ability in sport.

- **A white sporting establishment** – there is very little involvement by BME people in the organisation and governance of sport through the national governing bodies at national and county level.

- **Racism not being taken seriously** – Consultees report that incidents of racism and racist abuse are often not taken seriously by sporting organisations

- **Lack of Awareness by BME communities** – BME communities report that they are often unaware of local sporting opportunities including facilities, programmes and events. They also report a lack of awareness of funding sources and of jobs in the leisure industry other than as professional performers.

- **Lack of data on BME communities and their participation** – Our consultations show a general lack of awareness of BME communities amongst sports providers. Participation data on ethnicity is rarely collected on a regular or methodical basis and there is little marketing aimed directly at BME communities.

- **Re-inventing the wheel** – Over the years there have been many programmes aimed at increasing BME participation. There is no library or clearing-house for good practice which can be used to learn from others' mistakes or successes.

Positive factors

Having identified some negative factors, these must be off-set to some degree by a number of positive factors:

- **Increasing awareness** – Ploszajski Lynch found an increasing awareness amongst sporting organisations of ethnicity and equality issues.

- **Increasing awareness of health among BME individuals**

- **Healthier lifestyles amongst the young**

- **Developing expertise within sports organisations**

- **Examples of good practice**

Recommendations

The recommendations by Ploszajski Lynch are being made to the BME Sports Network East. To take these recommendations forward now requires the involvement and commitment of a range of partners including the Eastern Sports Board, Sport England, the county sports partnerships, governing bodies and local authorities. Ploszajski Lynch therefore recommends that the BME Sports Network East agrees an action plan, reviews its operation and starts implementation of the recommendations below with a small number of pilot projects.

The recommendations include:

1. The BME Sports Network East to commission statistically valid market research to provide accurate information about levels and types of participation in the BME communities and to identify barriers to improvement.

2. A BME Sports Project Manager to be appointed within MENTER to drive forward the work of the Network, to bridge gaps between the sports sector and other sectors, to engage sub-regional partners and to tackle work programmes. This post should act as a champion on BME issues in sport.

3. To build additional capacity and to influence policy and practice at a more local level, the BME Sports Project Manager should promote the development of BME Sports Forums and Representation of BME interests on other existing local forums.

4. The BME Sports Network East and MENTER to act as a central resource for advice on funding, best practice and information on facilities, activities and programmes.

5. The Eastern Sports Board to develop an annual event to celebrate minority ethnic sport and to develop links between all members of the sporting community.

6. The BME Sports Network East to work with the professional bodies for PE teachers, sports development workers, leisure managers, sports physiotherapists and so on to encourage young BME people wishing to gain employment in sports related jobs.

7. Local authorities to put in place consultation mechanisms with their BME communities.

My name is Qamer Nisa and I am the co-ordinator for the 1City project, a role that I took on in November last year. I am pleased to be part of the MENTER team, who are very committed to making a difference to BME communities.

My previous employment has been working with BME groups and contributing towards creating an equal and diverse society, where every community has a voice and are able to flourish in their diversity.

The 1City Project is an exciting and unique opportunity for Peterborough's communities. The project will develop and facilitate a programme of awareness raising workshops and events about refugees and asylum seekers. The events and workshops will be developed by involving well respected members of the community, who are willing to support the project. The role of these community champions will be to have an open and honest discussion with the members of the communities i.e. to find out their fears and respond to their needs. Community champions will thus also challenge misconception and myths about refugees/asylum seekers.

First of its kind in the UK

This special initiative, which is the first of its kind in the UK, aims to help communities get on well and break down barriers which hinder understanding between different cultures. The project will also promote volunteering to the city's residents and it has already recruited fifteen volunteers as community champions.

A recent report entitled 'Understanding prejudice' (Stonewall 2004) showed that it is socially acceptable to express blatant



prejudice against refugees and asylum seekers. This prejudice is always explained in economic terms, such as receiving preferential treatment in terms of housing, consumer goods, benefits and health care.

In reality, refugees do not come here for economic reasons. Refugees are ordinary people who are forced to flee their home because of real threat of persecution. They are forced to leave everything behind, including jobs, friends and families.

10% contribution to the economy

Home Office statistics show that people born outside the UK, including refugees, contribute 10% more to the economy in taxes and national insurance than they consume in benefits and public services.

Refugees bring with them a wealth of experiences. According to recent research commissioned by the Department for Work and Pensions, 53% of refugees have academic qualification, 23-33% of parents of asylum-seeking/refugee children have a first or postgraduate degree and

most have the relevant work experience to pursue careers in their field.

Genuine questions

Host communities, however, have the right to ask genuine questions and receive an accurate and true response. Community champions will be crucial in providing accurate facts about asylum seekers and refugees.

The 1City Project is funded by the Home Office Challenge Fund and is managed by a partnership of MENTER, Peterborough City Council, the Refugee Council, the East of England Regional Assembly Consortium for Asylum Seeker and Refugee Integration and the Voluntary Sector Refugee Network East of England.

Anyone interested in the project or in becoming a community champion themselves should contact me on 07717 2202089 or 01733 7428152 or Qamer@menter.org.uk

I am looking forward to hearing from you.

Qamer Nisa

Nominations for MENTER Board sought

BME groups in the East of England have the opportunity to nominate representatives to serve on the next MENTER board. The election, if contested, will take place by postal vote in August and September prior to MENTER's AGM on Monday 26th September in Cambridge.

MENTER's Board is representative of the BME sector in the East of England and is made up of dedicated individuals who have gained tremendously from the

experience of being a member of a BME community. This experience is more valuable than specific management skills. Training will be given to board members if required. If you have time and stamina for work, we need your support."

Only full member organisations in a particular county are entitled to nominate and vote for their representative i.e. Essex representatives can only be nominated and voted in by Essex

member organisations. Each of the four unitary authorities have one place for a representative on MENTER's board and each of the six counties have two places.

Full membership is open to all BME groups in the Eastern Region. Membership is per financial year and has to be renewed every year. Both nomination forms and membership forms are available from the MENTER office on 01223 355034 or office@menter.org.uk, or from the MENTER website, www.menter.org.uk. The deadline for nominations is 8th August 2005.

College building named after former chair of CECF

Cambridge Regional College has named its latest multi-million pound facility after the College's Chair of Governors Jafar Mirza. The new Arts Building was officially opened in July 2004 by HRH The Duke of York. The new name recognises Mr Mirza's longstanding support for the Further Education College.

A local businessman, Jafar Mirza joined the Board of Governors in 1999 and took up his position as Chair in September 2001. As a member and former Chair of the Cambridge Ethnic Community Forum, Jafar was the first Chair for the College from a minority ethnic background. Now in his second term of office as a College Governor, Jafar has always been keen to use his links with the minority ethnic communities to encourage students from these groups to enrol on courses at the College. He is also vice-president of Cambridgeshire Action with Communities in Rural England (ACRE) which provides a wide range of advice, information and support services to local communities.

"Our Big Land" performance by Romany Theatre Company

The Romany Theatre Company was established in Suffolk in 2002 by local Romany people. The company seeks to advance the education of Romany people and to promote wider public knowledge about Romany people and their culture through theatrical productions.

Through the story of one woman's life "Our Big Land" explores the extraordinary history of Romany people and their journey. From the exodus of musicians, dancers, storytellers, acrobats, herbalists and fortune tellers from India to Persia, to their migration to Europe and the UK and onto the challenges of Romany people today.

Performances of Our Big Land are in Wisbech (27th May), Halesworth (10th June), Cambridge (11th and 17th June) and King's Lynn (18th June). More information is available from www.romanytheatrecompany.com

Norfolk Probation Area

Invitation for Co-opted Members for the Workforce Development Working Group

The Probation Service is a law enforcement agency delivering community punishments by supervising offenders in order to reduce their re-offending and to protect the public. We work closely with other criminal justice agencies such as police, prison, the courts as well as local authorities, health, education, housing and a wide range of independent and voluntary sector partners.

We are currently seeking a number of co-opted members to serve on the Workforce Development Working Group.

This Working Group has a remit to develop a skilled, motivated and diverse workforce in order to deliver high quality and effective services to offenders, victims of crime and the wider criminal justice system. The

Working Group also maintains an overview of all aspects of equality, diversity and race equality and makes recommendations to the Probation Board and Chief Officer. In doing so, one of its key tasks is to undertake an equality impact assessment on all employment and service delivery policies and procedures. It also has a key role of reviewing and monitoring the Race Equality Scheme for Norfolk Probation Area.

We are keen to recruit members from local Black and Minority Ethnic communities to serve on the Working Group as Co-opted Members to work along us in undertaking equality impact assessment and to monitor our progress on the Race Equality Scheme.

The remit is challenging and interesting. The Group usually meets once a month for about two hours. However, co-opted members would not necessarily need to attend every meeting or for the whole of the meeting. The meetings usually take place in Norwich.

Co-opted Members will be paid a standard fee plus travel expenses. Training will be provided.

If you are committed to delivering race equality in the criminal justice system to benefit the community of Norfolk, please contact us for further details:

Rowena Kerr
Diversity Manager
Norfolk Probation Area
Tel: (01603) 220134

Leave to Remain by Diana Matar

Leave to Remain is a photographic exhibition of large scale colour portraits and accompanying oral histories recorded by documentary photographer Diana Matar.

During the last three years, Matar has worked with, photographed and interviewed a large number of politically displaced people living in various parts of Britain. Her subjects have travelled from countries that include Afghanistan, Zimbabwe, Iran, Iraq, Somalia and Sri Lanka. Through Matar's work they speak of their lives before and after arriving in this country.

These sensitive and engaging portraits and stories provide a voice for a largely alienated and silent community. Leave to Remain presents honest, frank and uncompromising insights into the lives of each of these individuals.

11th June - 16th July 2005, 11am - 5pm, BCA Gallery & Bedford Town Centre, 33 Castle Road, Bedford



One World Party

The One World Party is a fun event that celebrates diversity at Peterborough Women's Centre on Friday 24th June. It is for all and open to all. It is about friendship and sharing food, arts, crafts, traditions and information. It aims to create mutual understanding and raise awareness. It therefore aims to include people from all different cultures, backgrounds, genders, and groupings -including the "host community". All welcome and invited to join us at Peterborough Women's Centre, 69-71 Broadway. The event starts at noon and finishes at 3pm.

Thousands of people all over the country are preparing to take part in the seventh annual Refugee Week festival, celebrating the enormous economic and cultural contribution that refugees and asylum seekers make to the UK, and promoting understanding about the reasons why people seek sanctuary.

Hundreds of public events are being planned in towns and cities around the UK, featuring music, dance and visual arts from all over the world, thought-provoking theatre and film, football tournaments, lively political debates, food fairs and more. There will also hundreds more events and activities taking place in schools and other education institutions.



Free Media Training Sessions and Support

The Refugee Week National Team are running a number of media training sessions in various cities across the country. The purpose of these sessions is to help events organisers - primarily from Refugee Community Organisations - to effectively promote their events during Refugee Week 2005, as well as to provide them with advice and basic skills on how to deal with media and journalists. These sessions are recommended to those with limited or no experience of working with media, and will be exploring various ways of how to reach local newspapers, radio and television, and how to deal with journalists before and on the day of the events. Please contact Refugee Week at 0 2 0 7 3 4 6 6 7 5 2 or info@refugeeweek.org.uk if you are interested in attending the

Norwich session:

Norwich - 27th May - 9am - 12.30pm (Westwick Room, City Hall, Norwich NR2 1WG)

Alongside the media training sessions, the Refugee Week National Team have set up a **Free Media Help-line**. This Service will be run by Terry Williams, an experienced journalist, who has done a great deal of work on challenging media representation of refugees and asylum seekers. If you need help in working with the media, putting together a Press Release or advice on problems in getting media coverage, please call him on 07946 343055 or E mail Williams.t@blueyonder.co.uk. This service will be available seven days a week up until the end of June 2005.

Refugee Week is launched on Sunday 19th June on the South Bank in London with **Celebrating Sanctuary**, a day-long refugee arts festival featuring fantastic music and dance acts by professional refugee artists, plus workshops and food, craft and information stalls.

For more information about Refugee Week, visit www.refugeeweek.org.uk which among other things hosts a database of events. You can enter information of your event onto the database or look up events.

You can contact the Refugee Week team on 020 7346 6753 or info@refugeeweek.org.uk

Booklet on partnership working published

The Partnership Development Project (MENTER), along with The Refugee Council and Greengage Consulting Ltd., has produced the "Building better partnership" booklet. This booklet is a part of the resource pack that is being developed for the Multi-Agency Asylum and Refugee Forums in the East of England.

The booklet offers guidance on how to develop effective and inclusive multi-agency partnerships to meet the needs of the whole community. The Partnership Development project is also organising one-day training seminars for the Refugee and Asylum Seekers Multi-Agency Forums in the Region to help them to make better use of the booklet. These seminars have already taken place in among others, Peterborough and Ipswich.

Information about the Partnership Development project is now available on-line on

www.partnershipdevelopmentproject.org.uk

Database of projects

Along with regional news, resources, and information on events and training, the web site will soon host an on-line database of projects and initiatives. The database will mainly focus on the regional projects but will also include examples of successful initiatives from outside of the region. We hope the database will encourage effective information exchange and will help to spread successful initiatives across the Region. We have started collecting entries for this database and invite you to provide information about your project and to nominate any other initiatives or projects which you know about.

Please contact Anna Allen at anna@menter.org.uk or 07989854787 for a copy of "Building better partnerships" or more information.

Peterborough Moving Memories project

Putting the stories of our lives on paper

The Moving Memories project is being funded by Peterborough Adult Learning Service and the Family Learning Unit, and was the brainchild of Swapna Mazumdar, who set up the Women Refugees and Asylum Seekers in Peterborough (WRAP) group.

After talking to women who attended the group she decided it would be nice for them to share their stories with other people living in Peterborough as a way of introducing them to the city.

The idea was so popular, Swapna decided the project should not just be open to this group but to people from all the different communities in Peterborough, and currently 55 men and women and the same amount of children have started to collate their poems, drawings, photographs and stories.

Swapna, who is a senior project manager for the Healthy Living Partnership which is run by the Ormiston Trust, a children and family organisation, said: "The project aims to encourage members of Black and minority ethnic communities, refugees and native Peterborians to tell us their tales.

When all stories have been gathered they will be published in an illustrated book which will be displayed in libraries and community centres in Peterborough. WRAP is hoping to have the book ready for International Women's Week in October.

If you would like to take part in the project you can call Swapna for more information on 07837 095785 or e-mail swapnamazumdar@hotmail.com

Free NCVO guide on fruitful funding

NCVO's free guide: Fruitful Funding - A Guide to Levels of Engagement is being launched on 17 May and examines what the relationship between funder and the recipient of funding should be.

For an advance pdf copy visit <http://www.ncvo-sfp.org.uk> or call our freephone helpdesk on 0800 2798 798 for a paper copy.

The voluntary sector marketing conference

NCVO's non-profit marketing conference takes place in London on 20 July. Speakers include John Bird, founder of the Big Issue. To register contact Lu Large by emailing lu.large@ncvo-vol.org.uk.

Members' Spotlight: Harmoni

According to the census, dual heritage is the largest BME group in Essex together with the Irish. Harmoni was set up in 2003 to specifically support young people from a dual heritage background in South-East Essex. "There were support services for people from Black and Minority Ethnic backgrounds, but not specifically for those with a dual heritage," explains Ruth Juett who has been actively involved with Harmoni from the start.

The percentage of BME people in Essex is overall quite small, only 6 – 8%, and often a child will be the only child from a BME/dual heritage background in school. This leads to isolation. Ruth: "The fact that there are so few people from BME backgrounds is part of the problem." As project manager for Essex Racial Equality Council (EREC), Ruth experiences on a day-to-day basis that generally the climate is hard for minority ethnic communities.

The original idea was to run a family programme, but Harmoni soon realised that people were too afraid to share their experiences. Therefore it was decided to provide only therapeutic services. Elizabeth Eley, who is currently the only counsellor that Harmoni can afford to employ, explains that the 1-to-1 counselling usually starts with the child or parent, but ends up with the whole family. In this way Harmoni has supported over fifty individuals and in addition it has provided advice to many schools and statutory organisations, who have their own clients.

Harmoni broadly defines dual heritage as being of mixed faith, culture or race parentage. Since the launch of its services in November 2003 it has seen many

families where dual heritage has led to problems, in large part due to existing attitudes outside of the home. Ruth: "How does a child of English and Iraqi parents react to the war? How does a child from Catholic and Jewish parents respond to anti-Catholic remarks?

to even take up counselling. There was also an English/Asian family who decided to move to London, where they could be more anonymous.

In their service delivery Harmoni emphasises the part the family plays in child development and it is of the opinion that any attempt



Elizabeth Eley and Ruth Juett from Harmoni: "People do not want to complain. They are afraid that their children will be bullied."

The child may not want to be half one or the other. He/she may not necessarily understand and become aggressive." Ruth, who is of dual heritage herself, being Jewish and having lived most of her childhood in Israel, says that it is quite common for dual heritage families to experience problems. "Sometimes the child becomes aggressive towards a parent who speaks a native language other than English, but also schools do not know how to deal with dual heritage." Children from dual heritage parentage can feel quite lonely and have low self-esteem. Elizabeth explains that the school often focuses on the otherness of the child, rather than celebrating the differences. This can lead to severe bullying and Ruth and Elizabeth know of a few cases where the parents were too afraid

to improve the child's situation must include the family. The focus of the counseling, which therefore includes the whole family, is on developing self-esteem, self-advocacy, providing positive role models and promoting self-identity.

Due to successful bids to COVER (Community Champions Fund) and to the Millennium Award Fund, Harmoni officially launched its service in November 2003. They were then able to employ three counsellors. Many statutory organisations and schools soon referred clients and started to depend on them for advice. A few months ago Harmoni ran a very successful training day, thanks to an Awards for All grant. It was attended by 46

(Continued on page 8)

(Continued from page 7)

people from various voluntary organisations, schools and statutory bodies and focussed among other things on how to celebrate different backgrounds. A school, for example, should not let Eid pass by unnoticed when there are Muslim children attending. At the same time it should ensure that the children are not picked on.

Although it took some organisations longer than others to start thinking about dual heritage, many, such as Essex County Council, EREC and the CVS, were extremely supportive and agreed that there was a real need for the services that Harmoni provided. This was also quite evident from the waiting list that soon came into existence. Harmoni subsequently approached the Big Lottery and initially received a positive welcome from the officers who helped Harmoni put their bid for a three year grant together. The bid was for counsellors, office space as well as a project manager. Ruth: "But we didn't get it, which is devastating." Elizabeth's funding finishes in June, which means that thereafter there will be no counselling services.

Harmoni hasn't given up hope though. Ruth: "We are at the forefront of everything to do with dual heritage. We are still around and the committee is still going strong. At the moment they are looking for a voluntary project manager who would like to put the next bid together." Ruth and Elizabeth would like to encourage anybody who has questions or would like to contribute to Harmoni's work, to contact the chair by e-mail agrant@fsmail.net. Any queries regarding the work of the Essex REC, can be directed to Ruth on 01702 333351.

**Publish your events
on MENTER's website**

**E-mail your events to
office@menter.org.uk and
we will publish them on
the events pages of our
website (time and staffing
permitting)**

Free Local Compact Events at NCVO near King's Cross

These events all start with lunch at 1pm and end at 3.30 and have a theme of quality implementation. They will bring together people involved in Local Compact development in the public and voluntary sectors and provide good networking opportunities. The events will include short presentations of practical experience around the country but each will include a strong inter-active element enabling participants to explore key issues and share ideas. The workshops are on the following dates

- 25th May, Building your Local Compact for all Partners
- 27th July, How to use your Local Compact
- 21st September, Making your Local Compact Work and Deliver

Bookings: carole.osbourne@ncvo-vol.org.uk - include your full contact details and any special needs.

30th June 2005, Great Northern Hotel, Peterborough

Working with Refugee Communities

The East of England Consortium for Asylum and Refugee Integration (EERA-CARI), and our Regional Partners are pleased to invite you to this key regional conference.

CONFERENCE AIM

To promote the benefits of community development within the refugee Sector

CONFERENCE OBJECTIVES

- Greater understanding of contributions that Refugee Community Organisations make
- Promote the benefits to all sectors
- Recognise the needs of Refugee Community Organisations
- Raise awareness of the support needs of Refugee Community Organisations

WHO SHOULD ATTEND?

Refugee Community, Organisations, Community & Voluntary Sector Organisations, Community Development Officers, Community Police Officers, Regeneration Officers, Social Inclusion Officers, Community Cohesion, Tenants Associations, Employers, Local Strategic Partnerships, Refugees & Asylum Seekers who are thinking about setting, up their own organisations, Community Housing Officers, Local Authorities, Multi-agency groups and Community Strategy groups.

FEE:

£85 plus VAT for Statutory Organisations; £50 for Voluntary and Community Groups. There are limited free places for unfunded Voluntary and Community groups

HOW DO I RESERVE A PLACE?

Please complete and return the attached nomination form to Sue Houlder, Conference Organiser, East of England Regional Assembly, Flempton House, Flempton, Bury St Edmunds, Suffolk. Telephone: 01284 810074, Fax: 01284 729429, email: sue.houlder@eera.gov.uk