



JUST *Lincolnshire*

Lincolnshire's Equality & Human Rights Council

2010 / 2011 ANNUAL REPORT

Established with a grant from the Equality & Human Rights Commission

"Where, after all, do universal human rights begin? In small places, close to home - so close and so small that they cannot be seen on any maps of the world. Yet they are the world of the individual person; the neighborhood he lives in; the school or college he attends; the factory, farm, or office where he works. Such are the places where every man, woman, and child seeks equal justice, equal opportunity, equal dignity without discrimination.

Unless these rights have meaning there, they have little meaning anywhere. Without concerted citizen action to uphold them close to home, we shall look in vain for progress in the larger world."

Eleanor Roosevelt

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Introduction by the Chair

I am pleased to introduce the Annual Report of JUST Lincolnshire, which is the only equality and human rights organisation based and operating within the county – indeed one of very few in the UK.

Our short history spans the most dramatic economic downturn for over thirty years and the first Coalition Government in over sixty years. Yet we have established a proud track record of working with groups and people to improve standards of service. We not only serve the community, but are also part of that community. Who would have thought last year that there would be an Immigration Removal Centre in the County, that an openly Gay Conservative MP would be elected in Grantham & Stamford – or that refugees and asylum seekers from Libya and other Arabic nations might be seeking refuge here.

Despite the impact of BIG Society changes, the last twelve months have seen a significant strengthening of the equality and human rights agenda in Lincolnshire. Just Lincolnshire has established its position as an organisation that fights for the rights of individuals against all forms of discrimination. I am particularly proud of our growing influence across the county and beyond - and the work the organisation is doing with other partners. I have represented the organisation at major Policy Conferences in London on the effects of financial regulation, also Crime & Justice reform. In April I met HM Government's advisor on the Big Society, Lord Wei of Shoreditch, and also attended the UN end to Racial Discrimination Day. Other work has included working on the Crown Prosecution Service's East Midlands Hate Crime Scrutiny and Community Involvement Panels, in company with other representatives from Lincolnshire

The office has been very busy doing the work to establish structures and governance forming a firm foundation for what will be a very challenging future. Much work in various fields including development of a countywide recording and reporting strategy for hate crimes and incidents in all local authorities and other institutions has been a big achievement. We are breaking new ground, with national recognition.

Similarly, other significant work during the year has included work with anti bullying in schools, the Keep Safe scheme for people with learning disabilities, work developing City of Sanctuary and needs of migrant communities from Eastern Europe, LGB&T surveying , Hate Crime and other Diversity Forum meetings. Also consultation exercises on local issues in the county, mapping BME communities and work with our public sector partners.

None of our work this year would have been possible without the support of our main funders and enablers: The Equality & Human Rights Commission, Mouchel and Lincolnshire County Council

We are grateful for their commitment to Equality and Human Rights. I would like to express, on behalf of JUST Lincolnshire, my sincere thanks to them.

We have an exciting new business plan for the next three years which will take equality in the county to a new level. This will include work with asylum seekers, refugees and migrants, people with learning disabilities, older BME people, faith groups (and those of no faith) and the LGB&T community. There will also be opportunities to assess carers' needs and the impact of the economic downturn – indeed, the very future of Human Rights legislation.

On a personal note, it is right for me to acknowledge the tremendous work being carried out by the small but dedicated team of staff. I would like to take this opportunity to thank our Chief Executive and the Outreach Officer for the commitment and dedication they have shown in taking JUST Lincolnshire forward.

May I conclude by thanking the Trustee Board for their continued support. I look forward to JUST Lincolnshire building on this progress and making a significant contribution to the life of people in every background wherever they live in our county.

David Millar
Chair JUST Lincolnshire,
Folkingham, May 2011

“Lincolnshire faces many issues of cohesion which are exacerbated by rural isolation and by the current economic climate. Just Lincolnshire offers a critical ability to provide support and hope to those who suffer or are at risk of suffering from these problems”

Tony McCardle – Chief Executive, Lincolnshire County Council

Chief Executive Officer's Report

I am delighted to present my Annual Report as Chief Executive Officer of JUST Lincolnshire – the Equality and Human Rights Council of Lincolnshire.

In my report I would like to outline the vision and objectives of JUST Lincolnshire and highlight our key areas of achievement. But from the outset I would like to acknowledge the support of the many individuals and partner organisations who have contributed greatly to our establishment, growing success and continuing development.

JUST Lincolnshire was established following an extensive consultation period with local community representatives, and voluntary/public sector which strongly supported the formation of a single equality organisation which is now 'JUST Lincolnshire'.

Significant effort went into the drafting of a successful funding bid for £222,534 from the Equality & Human Rights Commission (EHRC). Thanks are due to Malcolm Barham and the admin staff at Lincolnshire YMCA, who have acted as accountable body for the grant.

Having secured the necessary start up funding the founding members of JUST Lincolnshire formed a shadow board of directors in April 2010, who will necessarily stand down at today's AGM to enable a new committee of directors to be elected to govern and oversee the organisation into its next phase of development.

It is right that I take this opportunity to publicly acknowledge and thank all founding members and the board for their vision and support, and for their investment in time and resources, which has resulted in JUST Lincolnshire moving from a being a concept to a reality.

Having been formally established as a viable organisation, I would also like to thank our Outreach Worker Wesley Shelbourne, who has helped me significantly to make JUST Lincolnshire the success evidenced by this report. I am grateful to him for his hard work, absolute commitment and dedication to achieving a just and fair society for everyone.

It is also right that I acknowledge the support, engagement, involvement and willingness of many individuals from within the voluntary sector and public sector organisations who have worked alongside and with JUST Lincolnshire to deliver real benefits to service users. With their involvement we have a positive relationship with our statutory partners based on respect and trust and we have good relationships with our local communities and service users.

Since its establishment feedback from organisations and individuals throughout the county has stressed JUST Lincolnshire's important role and its uniqueness as the only single equality and Human Rights organisation in the county.

I am confident that with the support of our partners in the police, local authorities, and voluntary, community, faith and equality sectors we can rise to the challenge and defeat the evils of discrimination and prejudice and promote fairness and respect throughout our county.

The work that we have done during the last year has demonstrated that there is a real need for a local single equality body like JUST Lincolnshire. This review outlines achievements in these areas in some detail. I hope you take the time to read this important review of the last year.



Paul Elliott

“The establishment of a single equality organisation in Lincolnshire has been an important development for the county. It has brought together a large number of smaller equality focused organisations to work collaboratively together under a single visible brand to tackle discrimination in the county. For smaller groups within the county and for individuals from minority communities, the continued support of Just Lincolnshire as a champion for equality has been very welcome”

Sophie Dickinson – Lincolnshire County Council Programme Lead, Excellent Ageing.

Vision and Values

JUST Lincolnshire's vision is:

'To ensure that Lincolnshire is a county built on fairness and respect, where people are able to pursue their preferred lifestyle, proud and confident in all aspects of their diversity.'

JUST Lincolnshire's charitable objects are:

The elimination of discrimination on the grounds of race, age, gender, disability, sexual orientation or religion.

JUST Lincolnshire is delivering this through its Hate Crime Forum and by developing a network of 3rd party hate crime reporting centres. JUST Lincolnshire has an increasing portfolio of casework with individuals across the county dealing with issues of race, sexuality, disability and age.

Advancing education and raising awareness in equality and human rights.

Between April 2010 - March 2011, the 2 staff members of JUST Lincolnshire have made 64 presentations to a total of 2650 people, ranging from anti-bullying workshops in schools, voluntary sector organisations and members of District Councils. JUST Lincolnshire has become the 'first port of call' for local press and TV for comments and features regarding equality and human rights issues in the county. It provides a valuable signposting role to individuals and organisations through its popular website, (+47,000 visits since July 2010)

“Many, many thanks for your excellent talk today. I'm meeting students and they are all telling me how useful and interesting they found it”

Professor Richard Keeble – University of Lincoln

Promoting activities to foster understanding between people from diverse backgrounds.

JUST Lincolnshire has arranged events to bring together people from diverse backgrounds, and has instigated specific forums, such as its Hate Crime forum and a newly formed 'Alternative' forum for the Lesbian, Gay and Transgender (LGB&T) community. JUST Lincolnshire led the high profile Lincolnshire Hate Crime strategy launch at the University of Lincoln. It has co-hosted events dealing with Islamophobia and honour based violence and forced marriage, and arranged a business event looking at ethics, equality and values in the workplace.

Conducting or commissioning research on equality and diversity issues and publishing results to the public.

JUST Lincolnshire has developed a consultation data base of 600 local voluntary/community groups and in partnership with the Lincolnshire Research Observatory is seeking to map 'gaps' within the county in terms of equality and human rights. It has conducted a county wide survey amongst the LGB&T community to ascertain their needs.

Cultivating a sentiment in favour of equality and diversity.

JUST Lincolnshire will encourage an acceptance that equality and human rights are not just an 'add on' but should be embedded at the core of society. JUST Lincolnshire acts as an independent 'critical friend' for public authorities in the county monitoring compliance with their equality duties, encourages the private sector to place equality and human rights at the core of their business model, and promoting awareness amongst community and voluntary organisations to ensure that equality is paramount in front line delivery to hard to reach communities throughout the county.

“The concept of JUST Lincolnshire was to develop a holistic approach to promoting and embedding equality and diversity across Lincolnshire and in particular ensure all of our communities in Lincolnshire recognise prejudice and are empowered to tackle discrimination. The work you have achieved so far fully justifies this approach”

Frank Hanson - Equality & Diversity Manager Boston College

EHRC Prescribed Outcomes

JUST Lincolnshire is unique in that it is the sole body in Lincolnshire providing services across all equality strands and protected characteristics of diversity.

Our work has involved tackling issues of discrimination and hate crime, educating, training, influencing strategy and decision making, signposting services and support for victims, dealing with casework and supporting victims, promoting activities to foster understanding between people from diverse backgrounds to cultivate a sentiment in favour of equality and diversity.

JUST Lincolnshire has worked in partnership with the community, public, private and voluntary sectors in support of minority groups and marginalised communities, giving them a stronger voice, aiding them in their needs and aspirations, campaigning together and developing strategies to influence public opinion, legislation, practices and procedures in favour of equality.

“The South Lincolnshire Community & Voluntary Services has worked alongside JUST Lincolnshire within consortium work “Involving Lincs” and on specific projects such as Boston Showcase and with SLCVS Migrant Workers Network. In each case JUST Lincolnshire have given expertise and professional input from their specialised knowledge of equality and human rights”

Ladey Adey - Chief Executive, South Lincolnshire Community & Voluntary Services.

We strive to improve the quality of life for all communities in Lincolnshire by building stronger, safer and sustainable communities in a respectful and just society where diversity is valued, to eliminate discrimination on the grounds of race, age, gender, disability, sexual orientation or religion.

The work of JUST Lincolnshire is given legislative impetus by the Equality Act 2010, and fits in with the County Sustainable Community Strategy to ensure; vibrant communities where people enjoy life, people get on well and respect each other, people influence, contribute and take part in their communities and people have choices about their lives and are treated with dignity.

“I think Just Lincolnshire is starting to make its presence felt: I hear of this and that from various quarters”

Bridget Starling – Director of Charities and Community Organisations - Wright Vigar Chartered Accountants.

2010/2011 Equality & Human Rights Commission Prescribed Outcomes.

Our activity has necessarily very much been influenced and directed by the specific terms and prescribed outcomes imposed by our funders – the Equality & Human Rights Commission (EHRC).

The EHRC provided a two year funding grant for JUST Lincolnshire which commenced in January 2010. The funding was granted in two Phases. The Prescribed Outcomes for Phase 1 which encompass the period 1st January 2010 until 31st March 2011 are detailed below.

Details of the Prescribed Phase 2 outcomes for the period 1st April 2011 until 31st January 2012 can be found in the 2011/12 Business Plan.

EHRC Prescribed Outcome 1:

To increase opportunities for communities to set up organisations that represent and respond to their interests and needs where none currently exist; and for existing organisations and services to expand and develop their expertise and services.

<p>Objective 1.1: Legally establish Lincolnshire EHRC, (JUST Lincolnshire), including recruitment of staff, registration of company/charity, development of full operational governance structures and three year detailed delivery plan and sustainable funding strategy.</p>	<p>Just Lincolnshire was legally constituted as a Limited Company in April 2010 and was registered as a charity in September 2010. A board of Governors was appointed in April 2010 to provide governance in accordance with the constitution</p> <p>The CEO was appointed in April 2010 and Outreach Worker appointed in July 2010.</p> <p>All necessary operational governance policies and procedures have been established and a sustainable funding strategy has been developed.</p>
<p>Objective 1.2: Increase membership throughout the voluntary, public and private sector and map gaps in public and VCS service provision by equality mandate group; and develop structured support packages in partnership with member/partner agencies to start addressing key gaps in equality and human rights service provision in year one</p>	<p>Membership has been increased to the levels required by EHRC and a database of over 600 Voluntary Sector organisation contacts in the county has been created (this will need revision due to dramatic changes in VCS infrastructure resulting from recent and ongoing cutbacks).</p> <p>Structured support packages provided through promotion of 'Really Useful Stuff' handbook and signposting to specialist support.</p>

<p>Objective 1.3: Map current equality, diversity and human rights sector training needs and develop and deliver key training for VCS partner and member organisations on a range of key areas; funding, equality mandate areas, human rights, effective governance, and other user/needs led subjects (informed through JUST Lincolnshire policy forums)</p>	<p>Worked with CG Partnerships to carry out Organisational Needs Assessments for VCS organisations across Lincolnshire.</p> <p>35 organisations have completed development plans, with 5 of them specifically requesting E&D training across their organisations, (equalling around 70 people in total to cover).</p> <p>Several organisations have said that they have covered the regulatory requirements and “done well” but they may appreciate some assistance in how to translate this into day to day activity and also to confirm that they have done everything that they are able. The main concern was that no-one was sure exactly what they needed to do to discharge their equality responsibilities, i.e. was what they had done enough?</p>
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“As a faith based organisation we see and appreciate the significant value of Just Lincolnshire with its wider remit across the county of Lincolnshire and across the various people groupings that county now contains. In the various activities with which we are involved we frequently see people who for whatever reason feel marginalised and unwelcome by the rest of the local community of which they may desperately want to be a part. We also recognise that there may be others who have little such ambition but stand in the way of others who do.

The advice and support available from Just Lincolnshire is invaluable in this regard and extremely important for us and the communities we serve”

Keith D Maltby - Executive Pastor and Secretary to the Church Council, Sleaford New Life Church Ministries

EHRC Prescribed Outcome 2:

Individuals, particularly those that suffer inequality and disadvantage, have greater choice, control and empowerment over their own lives in relation to social care, health, housing, education, employment and business advice.

<p>Objective 2.1: JUST Lincolnshire develops service MOUs with key partner and member organisations and establishes a referral and information sharing protocol regarding service users and organisations to provide a seamless service to all people seeking help on equality, diversity and human rights related information, services and support.</p> <p>Website and information line established addressing the key requirements identified by members/partners. Systems established to ensure helpline is linked to all relevant agencies including EHRC helpline</p>	<p>JUST Lincolnshire has registered with Information Commissioners Office and has committed to data sharing requirements of other organisations. Info sharing agreement MOU in place for formal contact with organisations without existing formal data sharing arrangements.</p> <p>JUST Lincolnshire website provides relevant local, regional and national information- www.justlincolnshire.org.uk Launched in July 2010, with + 47,000 website hits recorded since going live.</p> <p>Link to EHRC helpline established on JUST Lincolnshire website. (however EHRC have now ceased this service). JUST Lincolnshire maintain 24 hour service through out of hours diversion to mobile and answer phone.</p>
<p>Objective 2.2: Mapping and research undertaken regarding inequality and discrimination within Lincolnshire and published, work programmes to address findings created with 10 member organisations in the VCS and public sector representing all equality mandates and their communities created and built into sub-regional and local LAA/LSP processes.</p>	<p>JUST Lincolnshire is now a partner organisation with the Lincolnshire Research Observatory who provide a sophisticated equality mapping service countywide incorporating some data provided by Just Lincs. http://www.research-lincs.org.uk/</p> <p>LAA / LSP processes now becoming redundant following change of Government.</p>
<p>Objective 2.3: Policy forums set up from sub-groups of members. Established and recognised as the sub-regional authoritative policy forums by all partner agencies. Four strategic, policy interventions facilitated by LEHRC and adopted by public sector partners. Additional briefings papers for the private, public and voluntary sector on best practice in equality and diversity produced throughout the year.</p>	<p>Hate Crime Forum – produced County Hate Crime Strategy and rolling out third party reporting training.</p> <p>Excellent Ageing forum – produced material for interim report.</p> <p>LGB&T Forum – (Lincoln Alternative) helped to establish ‘virtual network’ of LGB&T community.</p> <p>Learning Disability Impairment Partnership – worked to set up Lincolnshire Keep Safe Group.</p>

	<p>Strategic interventions with all 7 x District Councils and the County Council regarding impact of spending cuts on service users (and other service providers). Also signposted to EHRC guidance.</p> <p>SKDC, ELDC, WLDC& Boston Borough Councils engaged in planning process and consultation.</p> <p>LGB&T Survey hosted and results published on behalf of all district & county councils and police to assist in assessing extent of discrimination against LGB&T community.</p>
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“Just a quick note to say Thanks for today’s meeting, I came away feeling there is real structure in place now for Lincolnshire to make a difference to those Victims of hate crime, and meet the needs previously un-met, Looking forward to the next installment.....”

Debbie Wheeler - Team Manager, Lincolnshire Victim Support

EHRC Prescribed Outcome 3:

Victims of all forms of hate crime receive the support they need and have the confidence to continue their everyday lives.

<p>Objective 3.1: To design, establish and coordinate partnership activities to improve the reporting and recording of hate crime / hate incidents by all organisations in the county and to support partners in delivering streamlined services to victims of hate crimes/incidents, to include all equality mandate areas.</p>	<p>Through its hate crime forum, JUST Lincolnshire has coordinated formulation and published countywide Hate Crime Strategy which defines clear, single pathway for reporting / recording. Using Stop Hate format - www.stophateuk.org</p> <p>Strategy adopted by all local authorities, Police, Voluntary sector and being rolled out further to other public / private sector partners countywide.</p>
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<p>Objective 3.2: To design and deliver a targeted publicity and marketing campaign to raise awareness of hate incidents/crimes and the available support for victims of hate crime through a variety of media and communication channels</p>	<p>Hate Crime Communications strategy in place.</p> <p>High profile Hate Crime launch involving media releases in local newspapers, BBC Radio Lincs, Lincs FM, Siren FM and BBC Look North TV.</p> <p>Comment re assorted hate related issues including LGB&T and response to reaction to migrant issues made to local papers.</p> <p>Web site update regularly with local and national hate crime stories.</p> <p>Hate Crime forum presentations at RAZ AGM, Mental Health LIT, Louth Trinity Migrant Worker group, Lincolnshire LINK, LCDP, Physical & Sensory Impairment Board and Age UK.</p>
<p>Objective 3.3: To deliver specific, direct support to victims of hate crimes and incidents through the provision of outreach information, advice and guidance work delivered with partner agencies from the VCS in their premises including community workshops, one to one IAG support and appropriate referrals and support to partner agencies and caseworkers in those agencies.</p>	<p>Hate Crime Strategy includes signposting and referrals for victims which is provided locally by especially trained staff from Victim Support Lincolnshire.</p> <p>Community workshops arranged with Muslim community at Arabic Academy; Ladies Fellowship (Boston); ACIS Housing (WLDC); School Anti Bullying officer (County wide); Learning Disability Partnership and Keep Safe Lincolnshire.</p>

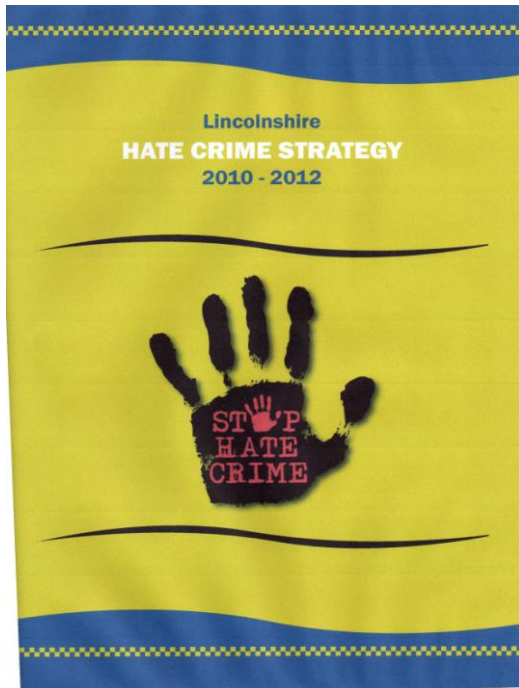
“In the short time JUST Lincolnshire has been around in my opinion it has delivered all it’s set objectives, and with regard to Hate Crime has had a number of key successes which have not only raised overall public awareness of the subject, but has also now become a lifeline not only for victims but also front line agencies and third sector groups working within the field”

Peter Hunn -Principal Community Safety Officer, Boston Borough Council

Significant Activities and Achievements:

HATE CRIME

The singular most important of JUST Lincolnshire in its first year of operation has been its pivotal role in drawing together representatives from diverse communities and partner agencies to establish the 'Hate Crime Forum' to develop the Lincolnshire Hate Crime Strategy.



Want to stop hate crime?

Start here.

For anonymous independent support, we're here:



On the phone:

0800 138 1625



With text relay for deaf or hearing impaired:

18001 0800 138 1625



In a text:

07717 989 025



In an email:

talk@stophateuk.org



Chat on the web:

www.stophateuk.org/talk



With a form:

www.stophateuk.org/tell



In the post:

Stop Hate UK, PO Box 484, Leeds LS7 9BZ



Disability Gender Identity Race Religion Sexual Orientation

The Hate Crime forum comprises individuals drawn from marginalised communities and includes membership from organisations including the Red Cross, the Monitoring Group, Lincolnshire Association of People with Disabilities, Victim Support, Lincolnshire Police, Boston Community Safety Partnership, Ethnic Minority Achievement Service, South Kesteven District Council, South Holland District Council, United Lincolnshire Hospitals NHS Trust, Lincolnshire Fire & Rescue, Lincolnshire Keep Safe, Lincolnshire County Council Adult Services, Pink Lincs, North Kesteven District Council Community Safety Partnership, Unison, Lincolnshire Probation Trust, Lincolnshire Community Diversity Partnership, Lincolnshire Gypsy Liaison Group, Bishop Grosseteste University College Lincoln, Keyring, Lincoln City Council, Catch 22, HMP Morton Hall, Environment Agency, University of Lincoln, Mencap, Lincolnshire Youth Offending Service, Boston Belles, Lincs City Football Club Schools & Education Team, Lincoln University Students Union and LGB&T Society.

“You should be justly satisfied with what you have achieved so far and I trust you will be in a position to develop the Hate Crime Strategy 2010-2012 which is now in place”

John Summers Catch22 Service Coordinator.

The Hate Crime strategy was drawn up, consulted upon, revised, published and launched in a period of 3 months. Its high profile launch was at the University of Lincolnshire on 1st October 2010, to coincide with the enactment of the Equality Act 2010. The key note speaker was Sylvia Lancaster, whose daughter Sophie was murdered in a hate related attack because of being a member of a 'Goth' sub culture. Sylvia's powerful presentation greatly moved all present and brought a new awareness that hate crime is not restricted to race, religion or sexuality, but can be motivated by hatred of any particular group. Since Sylvia Lancaster's presentation she has been invited back to Lincolnshire to take part in various hate crime related events including the Boston Hate Crime Showcase in January 2011.



Sylvia Lancaster 2nd from left pictured with Peter Hunn, (a member of the JUST Lincolnshire Hate Crime Forum), and colleagues at the Boston Hate Crime Showcase.

“It was a pleasure to meet you on Friday and congratulations on such a successful event. We met so many people who want to know more about the Foundation and several have asked us to their events, wanting Sylvia to speak. Good luck with the strategy, the people there seemed determined to make it work”

Sophie Lancaster Foundation

The Hate Crime Strategy launch event was launched by Dr Frances Mannsaker, Deputy Vice Chancellor of the University of Lincoln and featured presentations from Rose Simkins CEO of 'STOP Hate UK' and Debbie Wheeler from Lincolnshire Victim Support.

Melanie Cowell the Lincolnshire Police Diversity Manager introduced the new hate crime strategy which was most appropriate as she had invested many hours pulling together the draft consultation feedback to produce the final edition of the Hate Crime Strategy and its accompanying Communication Strategy and Manual of Guidance for third party reporting.

The logo features the words 'STOP HATE CRIME' in a red, distressed, stencil-like font. The letter 'O' in 'STOP' is replaced by a red handprint. Below this, the phone number '0800 138 1625' is written in a large, bold, black sans-serif font. At the bottom, the words '24 HOUR HELP LINE' are written in the same red, distressed font as the top line.

STOP HATE CRIME
0800 138 1625
24 HOUR HELP LINE

The Lincolnshire Hate Crime Strategy now provides a clear reporting pathway for victims of hate crime through 'Stop Hate UK' and is the first such county wide inter-agency strategy to tackle this discriminatory offence.

“Thanks again for a fantastic job last Friday [Hate Crime Launch] - really compelling stuff - I was proud to be a part of Just Lincolnshire, (sitting in the audience) - great first project!

Marcus Coleman – Director of Customer Strategies, Lincolnshire County Council

Case Work

During the year, we have provided advice and support for nine people who have been discriminated against and/or harassed. Although we are not lawyers the intervention of JUST Lincolnshire has resulted in a number of successful outcomes.

We have also worked closely with other organisation to provide a united voice in cases of discrimination to render mutual support to a number of individual cases and thereby achieve a positive result.

“I’m just writing to let you know that we have won the case for Mrs X on Friday! SHDC will support her to find accommodation which will be perfectly suitable to her mother’s needs. They even officially apologised to Mrs X for all the inconvenience... Thank you very much for your help“

Patryk Kosmala – Advocate, Total Voice Lincolnshire, VoiceAbility

The letter below from a Polish national living in Lincoln provides evidence of successful casework JUST Lincolnshire has completed:

“I am writing to you in relation with Just Lincolnshire Equality and Human Rights Council to describe and share my experience with the service.

I was stuck in the situation which appeared without any chances of success. For over a year I was trying to get a registration as a physiotherapist with a professional body called Health Professions Council (HPC). It seems the main obstacle preventing from registering me was the fact that I gained my education in Poland. This was not put forward as plainly by HPC, they required me to produce huge amount of evidence to prove my education is enough to profess in England and as they wrote: “It is unclear if the applicant's knowledge, understanding and skills cover the key concepts of physiotherapy and these can be translated into action”. This was offending to me as a person and as a professional. I complained about this as well as the manner I had been treated. Once more I was disregarded.

Around that time I contacted Mr. Wesley Shelbourne from Just Lincolnshire who was happy to help me with this issue.

After just one letter from Just Lincolnshire HPC changed their approach to me and my application. Suddenly my education was fine and all I needed to do was an adaptation period of which they had failed to inform me at the beginning.

From the start of the application till the moment of Mr. Shelbourne's intervention HPC had wasted a year of my personal and professional life.

We live in very complex society which consists of individuals of different characters, beliefs, problems, aspirations and motivations. This kind of society is bound to have problems and that is why citizens desperately need help from organisations like Just Lincolnshire!

Thanks to Mr. Shelbourne and Just Lincolnshire I managed to deal with emotional issues caused by HPC's being disrespectful and unfair.

I believe Just Lincolnshire is as important as NHS. While NHS cures diseases of our bodies Just Lincolnshire cures diseases of our society."

“In our experience, there is a high demand for Just Lincolnshire across the West of Lincolnshire and the County as a whole”

Helen Kearsley-Cree - Chief Executive Urban Challenge Ltd

Lincolnshire Pride

JUST Lincolnshire were pleased to have a pitch at the Lincolnshire Pride LGB&T celebration event held on the campus of University of Lincoln in August 2010. In addition to promoting the services provided by JUST Lincolnshire we were able to promote the LGB&T survey carried out between and December.



CEO Paul Elliott at Lincolnshire Pride's JUST Lincolnshire display.

The web based LGB&T survey hosted by JUST Lincolnshire, ran for four months between August and December 2010. The survey attracted 123 responses from individuals spread throughout the county.

Only 14% of the respondents stated they felt a strong or very strong sense of belonging in the Lincolnshire LGB&T community and 28% belonged to a local LGB&T group.

25% of the LGB&T respondents had experienced hate crime, and of this number 75% had reported the matter to the Police.

Of the respondents who stated they had a faith, 41% had difficulty in practicing their religion due to attitudes about LGB&T.

4% of respondents exclusively socialised with other LGB&T friends, whilst 28% socialised with only straight friends and 66% socialised with a mixture of straight and LGB&T friends.

Findings from the survey have been shared with partner agencies and with the Lincolnshire research Observatory.

Lincoln City of Sanctuary – A Place of Welcome



JUST Lincolnshire has been at the fore of an initiative to introduce the 'City of Sanctuary' (COS) movement to Lincoln to address the issues of sanctuary and welcome raised by those who migrate to Lincoln, both on a voluntary and involuntary basis. Other cities in the East Midlands and surrounding counties such as Nottingham, Hull, Leicester and Norwich have either established or are in the process of initiating COS schemes. As of January 2011 the JUST Lincolnshire COS working group have identified 4 broad groups of people who come to Lincoln:

- Traditional Asylum Seekers/Refugees
- Migrant Workers
- International Students
- Those whose professional development is advanced by working in Lincoln, e.g. health professionals, senior engineers etc.

This is not meant to be exclusive, as no one can predict human, social or natural events that create the need for migration. Indeed at the time of initiating the City of Sanctuary Working Group it was not known that there would be an asylum removal centre in the county, nor had the conflicts in the Middle East been anticipated.

“The main success for me is that Equality has been made a natural part of a number of conversations and that Just Lincolnshire has become an integral partner to all sorts of groups from all sectors in delivering on social cohesion in our diverse county. I would point to the Hate Crime initiative and to our own City of Sanctuary work as strong examples of that excellent engagement you have delivered on as a team”

Cannon Andrew Vaughan – Lincolnshire Chaplaincy Services

In its work the JUST Lincolnshire COS steering group seek to ensure that Lincoln can be described as a community where all feel valued and can participate fully, in the following areas:- Welcome; Respect and Tolerance; Safety; Celebration.

Lincoln COS seek to act as a clearing house to support already existing events, to ensure that wider participation/support is gathered; promote events that address gaps in provision, such as additional material/resources for education, e.g. story telling of people’s experiences of migration; promote a major cultural event on an annual basis; and be the focus in the development of an International Centre for the City.

“As a small service at risk of further reductions, supporting a large county, we depend on organisations such as Just Lincolnshire to develop better strategies for our families that allow them to feel safe, settled and valued wherever they are living in the county. Evidence has shown that where our newly arrived and existing ethnic minority communities have a sense of belonging, they are willing, able and confident to contribute to the community cohesion agenda. A sense of belonging comes when communities feel supported, respected and empowered and our county needs the power of Just Lincolnshire to ensure organisations embed this in their delivery and communities know where to go for help if they do not”

Jill Chandar-Nair - Children’s Service’s Team Manager: Inclusion and Attendance, Lincolnshire County Council Ethnic Minority Achievement Service and Traveller Education Service.

Muslim and Asian Community Engagement - Forced Marriage and Honour Based Violence Events.

JUST Lincolnshire worked in partnership with Lincolnshire Police and Crimestoppers to arrange two events to engage with the Muslim and Asian communities of Lincolnshire. Both events took part on Saturdays in March at Lincoln Christ's Hospital School.



Outreach Worker Wesley Shelbourne at the JUST Lincolnshire Display at the Family Event

The first event was family orientated and attended by over 200 people of a number of nationalities. The day featured traditional dancing; henna face painting, authentic food and family based cultural activities, whilst also providing an opportunity to educate attendees about the work of JUST Lincolnshire, Hate Crime and Islamaphobia.

The second event was for women only as it touched upon sensitive issues surrounding domestic violence and forced marriages which would have been culturally difficult to discuss in male presence. This event was attended by over 60 ladies and was considered to be very worthwhile by all who attended.

Informative presentations were made by expert speakers on sensitive issues including forced marriage and honour based domestic violence, domestic abuse, hate crime, sexual assault referral centre, midwifery & health services, internet safety and Local Safeguarding Children's Board. On lighter note Lincoln YMCA's ladies only gym and exercise nights were also promoted.



JUST Lincolnshire's objectives for the event were to raise awareness amongst ladies in the BAME community about how to report Hate Crime through Stop Hate UK and how they could access support in the case of domestic abuse, or direct others from their community to access such advice.

Bringing Meaning to the Workplace Seminar.

JUST Lincolnshire worked in partnership with Lincolnshire Chaplaincy Services and Wright Vigar to arrange a seminar for leaders and senior managers from organisations in Lincolnshire to come together to explore new ways of thriving in these new times.

Every great organisation, be it large or small, has at its heart more than simply economic survival. It seeks to be of worth and to make a difference to people's lives. Increased uncertainty, greater global competition, and speed of change are all placing unprecedented stress and pressures on business.

The seminar examined how some businesses have thrived on change, explored stories of success, shared challenges, explored practical tools and strategies to inspire a sense of meaning and turn negatives into positives, generate innovation and sustain energy.



Georgeanne Lamont addressing delegates at the Business Engagement seminar

The seminar was held at Bishop King House and was attended by 55 prominent Lincolnshire businessmen and women. The seminar was facilitated by renowned business consultant Georgeanne Lamont, author of 'Values and Visions' and 'The Spirited Business' (Hodder and Stoughton). Georgeanne has pioneered values-based leadership work since the late eighties. Her work focuses on the company ethos and on enabling organisations to thrive on change by using some very practical tools and principles. She has worked with companies such as GlaxoSmithKline, Microsoft, Xerox, BP, and QinetiQ APM Group as well as a diverse range of small and medium businesses to ensure high engagement at times of relocation, merger, reorganisation, and stress.

“The role of JUST Lincolnshire is vital in helping organisations in the county, and the people of Lincolnshire to develop the ‘Localism’ and ‘Big Society’ agendas, ensuring that rights and needs of people are taken into account, and that they are able to access relevant support and information to lead to more cohesive communities”

Rachel North, Director of Strategy and Regeneration, West Lindsey District Council.

Using a unique framework she offered a clear path to achieve growth and innovation at a time of change. Her experience is that when we work with inner transformation, whether with individuals, teams or the whole organisation, something remarkable happens – people achieve unprecedented positive results both in business terms and human terms even in adverse circumstances.

Keep Safe in Lincolnshire

JUST Lincolnshire has worked with partners in the Lincolnshire Learning Disability Partnership Board, including Total Voice Lincolnshire and Lincolnshire Police to set up a new user led organisation called Keep Safe in Lincolnshire.

The Keep Safe scheme offers practical help to people with learning disabilities in the event they need to make a telephone call in an emergency to police or to get help and support from carers when out and about.

Shops and Businesses belonging to the scheme display a Keep Safe sign in their windows to show they are willing to help if needed. People with learning disabilities carry a Keep Safe card or keyring or they will have a small sticker with the Keep Safe sticker on their mobile phone to show they are a member of Keep Safe. They may also carry a card like the one below.

Keep Safe
My name is:
.....

If you are not sure what the person who is asking you for help is saying please show them these pictures to help them to talk to you.



Can you please call a number from my Keep Safe Card please.



Can you call the Police please.



I am lost



I have been made fun of.



I have been called names or sworn at.



I have been threatened.



I have been hit.



A Man



A Woman



A Group of Youth

You can use the pictures below to help find out who is involved

If you are calling the Police to report something it can help the police to act quickly if they know who is involved as soon as possible.

Please ask the person to tell you who is involved if they can and to describe what they look like. Try to make a note of what is said.



Men and Women

Example of a 'Keep Safe' card carried by people with Learning Difficulties.

Keep Safe in Lincolnshire has now been launched in Grantham, Stamford, Bourne and Sleaford. It is to be extended throughout the whole county during the coming year.

“The Keep Safe scheme is a community response to hate crime. The fact that locally owned businesses want to be part of this scheme shows that our community cares. The stickers on the windows are very reassuring for people with learning disabilities and their families to see”

Melanie Cowell - Diversity Manager, Lincolnshire Police



JUST Lincolnshire - Membership

JUST Lincolnshire currently has 44 members. There are two categories of membership of JUST Lincolnshire – Organisational and Individual.

Organisational Membership carries voting rights and is open to all public, private, faith, voluntary and community sector organisations with a legitimate interest in diversity, equality and human rights matters pertinent to the county of Lincolnshire.

Individual Membership of JUST Lincolnshire shall carry voting rights and will be open to individuals with a legitimate interest in diversity, equality and human rights matters pertinent to the county of Lincolnshire.

Membership of JUST Lincolnshire offers the opportunity to be part of an overarching partnership organisation operating across all characteristics of diversity which seeks to bring about fairness and respect for marginalised groups, speaking clearly with one united voice and assured legitimacy on diversity, equality and human rights issues within the county and at regional level, so as to target discrimination, break down community barriers and encourage best practice.

JUST Lincolnshire aims to serve organisations, groups and individuals living or working in Lincolnshire, to bring about a real difference to the whole community by championing equality, tackling discrimination, encouraging good relations, promoting fairness and respect and celebrating the richly diverse make up of the communities which form our county identity.

By accepting membership of JUST Lincolnshire members are expressing their support of JUST Lincolnshire's vision which is; 'to ensure that Lincolnshire is a county built on fairness and respect, where people are able to pursue their preferred lifestyle, proud and confident in all aspects of their diversity.'

Membership shall be valid for a period of up to 1 year dependent upon payment of an annual membership fee valid for a each year until a date 21 days immediately following the AGM. Non payment of membership fee will result in lapse of membership and loss of voting rights and associated member privileges. (The AGM will take place each May)

Organisational Membership	£15
Individual Membership	£10 (£5 if retired or unemployed)

All applications for membership are subject to the approval of the Board who shall have an absolute discretion as to the acceptance of any organisation as a member without giving any reason therefore. Membership fees will be returned in the case of rejected applications.

Organisational Members of JUST Lincolnshire will by resolution of their own council or governing body authorise a person, such as their Chief Officer, to act as its representative at any meeting, having first declared its representations in writing to JUST Lincolnshire. In addition each member organisation shall appoint a deputy to attend in the place of their nominated representative as from time to time required.

“As an individual member of Lincolnshire Disabled & Asian Community, having worked with the organisation both in a personal and professional capacity, I have very much appreciated the organisations efforts in supporting myself individually and various organisations I have worked with in achieving its equality aims and endeavours”

Mohammed Patel

JUST Lincolnshire Members List 2010 / 2011

Organisation (Green shading indicates member of Board)

Representative

Pink Lincs (LGB&T network)	David Scott Millar (Chair)
Lincs Association of People with Disabilities	Barry Fippard
Age UK	James Earnshaw
Independent member (Mouchel)	Marcus Coleman
East Lindsey District Council (representing all District Councils)	Nigel Howels
Lincolnshire Police – Assistant Chief Constable	Keith Smy
Lincolnshire Association of Elderly Forums	David Roberts
Independent member (SKDC Equality & Diversity Officer)	Elaine Claridge
The Monitoring Group	Jagdish Patel
Learning Disability Partnership & Keep Safe Lincolnshire	Emma Krasinska
Independent member	Chris Burke
Grantham Disability Forum	Donald Atkinson
Acis Group	Jill Bullock
Age UK Lindsey	Philippa Haresign
Boston Citizens Advice Bureau	Maggie Peberdy
Boston College	Frank Hanson
Bishop Grosseteste University College	Joy Clews
Catch 22	Liz Holdich
Children's Links	Thomasin Nicholds
Churches Together in Grantham & District	Vera Quick
East Lindsey Citizens Advice Bureau	Peter Golob
EMAS Service & TES Service	Jill Chandar-Nair
G.F.S Platform	Lynne Wyles
Grantham & District Mencap Ltd	Judith Ann Burnett
LCDP	Jeanne Bain
LEAP LTD	Val Moore
Lincoln International Womens Friendship Group	Lily Amery
Lincoln Probation Trust	Graham Nicholls
New Life Church Ministries	Keith Maltby
Positive Health (Lincolnshire)	Caroline Wilkinson
South Holland Citizens Advice Bureau	Diane Clay
South Lincolnshire Blind Society	Malcolm Swinburn
Lincoln College	Gordon Gillespie
University of Lincoln	Claire Bell
Lincolnshire YMCA	Malcolm Barham
Lincoln Pelican Trust Limited	Stacey Gillott
Lincolnshire Chaplaincy service	Cannon Andrew Vaughan
Independent member	Debra O'Neill
Independent member	Graham Hillier
Independent member	Paul Elliott
Long Sutton Market House Trust	Jeanne Sibley
CG Partnerships (Training Projects) Ltd	Josie Pederson
Arabic School for All	Inam Ibrahim
Independent member	Nikki Hall

JUST Lincolnshire – FINANCIAL REPORT

JUST Lincolnshire was set up by a consortium of partners from the public and voluntary sectors on 1st January 2010 with the assistance of a two year funding grant from the Equality & Human Rights Commission (EHRC). This funding stream will expire on 31st January 2012.

In order to draw down the grant from the EHRC, it was necessary for one of the founding partners which was already a registered charity (Lincoln YMCA), to agree to act as the 'accountable body' for financial governance until such time as JUST Lincolnshire had been formally registered as a charity in its own right.

Although charitable status was achieved by JUST Lincolnshire in September 2010, Lincoln YMCA currently remain as the accountable body for the EHRC grant until such time as the novation process currently under way has been completed, which will transfer full financial accountability to the board of JUST Lincolnshire; (anticipated to be June /July 2011).

For this reason all of JUST Lincolnshire's financial transactions involving the EHRC grant have been administered by the YMCA and therefore appear within the YMCA annual accounts.

This report coincides with the end of financial year for Lincoln YMCA whose annual 2010/11 audit process is currently ongoing so that audited accounts for the last financial year are not yet available, but can be provided on request when complete.

JUST Lincolnshire does have its own 'stand alone' bank account with National Westminster Bank to cater for receipt of 'non EHRC' grant money such as membership fees, donations and any other earned income. Expenditure from the National Westminster account has been limited to transactions over the phone using debit card and some incidental expenses.

This is JUST Lincolnshire's first year of operation, so that it does not have any previous accounts. As the total income passing through the JUST Lincolnshire account in the previous year falls below the threshold set, we are not required to have our accounts audited.

Tables are provided as follows:

Table A – JUST Lincolnshire National Westminster Bank Profit and Loss spreadsheet 1st – April 2010 to 31st March 2011.

Table B – EHRC Phase 1 Grant Actual Quarterly Spend 1st January 2010 to 31st March 2011.

Table C – EHRC Phase 1 Grant Annual Spend 1st January 2010 to 31st March 2011 (with reason for variance).

Table A - JUST Lincolnshire National Westminster Bank Profit and Loss spreadsheet 1st April 2010 to 31st March 2011

JUST Lincolnshire year end 31st March 2011
National Westminster Current Account

Profit and Loss

Income	£
Opening Deposit	6,255.00
Membership	380.00
Other Income	385.61
YMCA Debtors	<u>664.75</u>
Total	£7,020.61
Expenditure	£
Bank Charges	88.72
Name Badges	10.57
Stationery	51.50
Hospitality / Refreshments	60.78
Travel	170.90
Overnight Accommodation	161.00
Legal Fees	50.00
Conference fee	160.00
Other Expenditure	<u>385.61</u>
Total	£1,139.08
Income	7,020.61
Expenditure	<u>1,139.08</u>
Cash in hand as at 31.3.2011	£5,881.53

Table B - EHRC Phase 1 Grant Actual Quarterly Spend 1st January 2010 to 31st March 2011

	Jan – Mar 2010	April - Jun 2010	July - Sept 2010	Oct - Dec 2010	Jan – Mar 2011	TOTALS
Expenditure Item	£	£	£	£	£	£
Post 1 CEO	4,261.85	11,552.55	11,552.55	11,552.58	11,552.58	50,472.11
Post 2 Outreach Worker	-	-	5,552.91	6,292.05	6,292.05	18,137.01
Post 3 Freelance worker	3,189.73	-	-	-	-	3,189.73
Travel and subsistence	361.55	487.66	632.73	1,060.45	1,594.05	4,136.44
Recruitment	3,871.70	1,122.20	-	-	-	4,993.90
Office Costs (stationery, postage)	121.00	-	110.47	821.72	149.06	1,202.25
Training Costs	-	136.00	-	1,288.65	560.00	1,984.65
Venue costs	-	-	257.25	115.63	212.00	584.88
Catering costs	-	34.00	-	382.64	3,590.78	4,007.42
Marketing costs	-	-	-	-	2,000.00	2,000.00
Project Materials Costs	5,593.35	1,309.19	1,886.07	1,868.77	618.02	11,275.40
Project website maintenance	3,000.00	-	-	300.00	700.00	4,000.00
Legal & Professional Fees	2,102.13	-	-	-	50.00	2,152.13
Other Costs	1,350.00	-	-	-	-	1,350.00
Overheads	-	301.47	-	-	-	301.47
Accessibility Costs	-	-	-	-	-	-
Capital Costs	-	-	-	-	-	-
Total	23,851.31	14,943.07	19,991.98	23,682.49	27,318.54	109,787.39

Table C – EHRC Phase 1 Grant Annual Spend 1st January 2010 to 31st March 2011 (with reason for variance)

Expenditure Item	Projected Spend (£) ¹	Actual Spend (£)	Reason for Variance
Post 1 (Chief Executive Officer)	£57,552.67	£50,472.11	(-£7,080.56) under spend due to 5% employer pension contribution not paid to CEO and not recruited immediately.
Post 2 (Outreach Officer)	£27,109.62	£18,137.01	(-£8,972.61) under spend due to not recruiting OO until 3 months later than expected and 5% employer pension contribution not paid to OO.
Post 3 (Temporary Freelance staff)	£5,200.00	£3,189.73	(-£2,919.27) under spend due to freelance staff not employed for expected hours.
Staff travel, overnight accommodation and subsistence	£5,237.50	£4,136.44	(-£1,101.06) under spend due to CEO/OO not appointed immediately
Recruitment	£4,000.00	£4,993.90	(+£993.90) Overspend due to higher recruitment / advertising fees for CEO post.
Office costs (stationery, postage etc)	£3,780.00	£1,202.25	(-£2,577.75) under spend due to office / stationery costs being met by match funding in kind from Mouchel Ltd.
Training Costs	£2,907.50	£1,984.65	(-£922.85) under spend due to less training undertaken than expected.
Venue costs	inc in project materials	inc in project materials	See below
Catering Costs	inc in project materials	inc in project materials	See below
Marketing Costs	inc in project materials	inc in project materials	See below
Project material costs	£18,093.50	£17,867.70	(-£225.80) under spend due to less project expenditure required than anticipated.
Project website maintenance costs (if not part of your main website)	£4,000.00	£4,000.00	On target
Legal and professional fees	£1,000.00	£2,152.13	(+£1,152.31) overspend due to higher solicitors fees for setting up registered

			charity / limited company than anticipated in Phase 1A
Other Costs (specify items and breakdown costs)	£0.00	£1,350.00	(+£1,350.00) overspend comprises £1,350 YMCA admin / HR costs in Phase 1A.
Overheads (attributable to the project)*	£9,110.00	£301.47	(-£8,808.53) under spend due to office accommodation provided rent free by Mouchel Ltd. and YMCA providing payroll function free of charge.
Accessibility Costs	inc in project materials	inc in project materials	See above
Capital Costs	£0.00	£0.00	On target
Totals	£137,990.79	£109,787.39	- £28,203.40

This Annual Report is also available in Easy Read version and in pdf format.

JUST Lincolnshire

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Outreach worker Wesley Shelbourne – 07767 005172 (mobile)

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