

# Equality: North East Lincolnshire

Working together to break down barriers and celebrate the diversity of our great people

Issue 1 – September, 2011

Snippet of Bangladesh – find out more on p3&4 what Oasis Immingham have been up to!



## “Equality & Diversity”... what’s that then?

“Equality” aims to ensure no-one receives negative treatment because of their needs, the way they look, what they do or where they come from.

“Diversity” basically means “difference”. We are all unique and different in some way so diversity is about us all!”



Welcome to the first edition of the Equality North East Lincs newsletter!

Our area has a great many things to offer but we firmly believe that our most valuable asset is our people.

Due to barriers that can exist in society, treating everyone the same does not always result in equality. We have to consider and celebrate the rich diversity that exists among us.

By working together we can break down barriers and ensure the diversity of our communities is seen as a positive thing. Wouldn't it be boring if we were all the same?

We are delighted with the material that has already come through, so keep them coming for the November issue!

Also in this issue:

- Grimsby Pride 2011 preview... don't miss it!
- Communities Together cultural extravaganza
- Where to learn Japanese... with Fumiko!
- Migrant community health needs
- Success rates of BME pupils
- Accessing quality E&D support services locally
- Black History Month... do you know when it is?
- Anti-bullying week 2011... will you be ready?
- Hate crime... what it is and how to report
- Interfaith Forum dialogue dates



Theory 59 will play Pride 2011 (p2)

Hi Everyone!

My name is Alex and I am the newsletter editor.



I have been working on equality and diversity for 5 years and I passionately believe that diversity is a great thing. Everyone should have an equal chance to achieve their goals and dreams.

Born and bred in Grimsby, I now work with people and businesses across the country to drive equality and celebrate diversity.

This newsletter is all about North East Lincs. For it to continue and be a success we need your stories and input. So please forward the newsletter far and wide!

Thank you to everyone that contributed to this issue and thanks to you for reading!

Alex

# Black history month

**Black History Month** has been celebrated across the UK every October for over 30 years.

It is a time when we highlight and celebrate the achievements of the Black community and uncover hidden history about our communities.

The aims of the celebration are to promote knowledge of Black history and experience, distribute information on positive Black contributions to British society and heighten the confidence and awareness of Black people in their cultural heritage.

People from NE Lincs have been celebrating diverse cultures for the last few years. Local charity Communities Together have promoted international markets and cultural shows in both Grimsby and Cleethorpes, which have attracted large audiences.

Please let us know how you celebrated Black History Month and we will include it in our next edition which will be out in November. Photographs would be very welcome!

More info on Black History Month can be found at [www.black-history-month.co.uk](http://www.black-history-month.co.uk).



*Article by:*  
**Jayne Bacon,**  
*Pinnacle*  
*Associate*

## Grimsby Pride, 10<sup>th</sup> September!

The committee are once again presenting the Pride fun day that will take place at Meridian Park, Cleethorpes 11.00am – 7.00pm.



Simply Pink is playing at Pride 2011

The aim of the event is to raise awareness and social integration of the LGBT (lesbian, gay, bisexual and transgender) and other strands of the diverse communities within the North East Lincolnshire area.

Last years event was hugely successful with almost 3500 people attending throughout the day. They enjoyed a fantastic array of headline acts, local performers and a wealth of information, health awareness and retail stalls.

We will be introducing our head line act Kevin Cruise, Britain's Got Talent finalist - as well as top tribute acts such as Bears Aloud, Erased, Haus of Gaga, Simply Pink and Kylie Monique. To top it off we have amazing solo artist Jamie McKnight, and popular local indie rock bands Theory 59 and Union. The theatrical talent of the Grimsby Operatic Society will also be present.

Scott Wilson's fitness Zumba dance class is sure to get the crowd moving too! We have so many acts this year we've had to add a new display arena so visitors can see the action from all sides!

Once again there will be a funfair, face painting and a large variety of retail, information and health awareness stalls. There will be a large undercover bar area and a new addition for 2011 will be a large undercover food court, offering a selection of freshly cooked hot food.



With such a packed line up it is necessary for us to ask for a small admission charge. But where else can you get all that's on offer for only £3 with under 12's going free (when accompanied by an adult)?

Visit [www.grimsbypride.co.uk](http://www.grimsbypride.co.uk) for further information.

The NE Lincs LGBT Forum was created three years ago to drive sexual orientation and gender identity equality in our communities.

Email: [lgbtnelincs@gmail.com](mailto:lgbtnelincs@gmail.com)

Web: [www.lgbt-nelincs.org.uk](http://www.lgbt-nelincs.org.uk)



## Equality Act 2010 (Specific Duties) Regulations 2011

Do you work within or for the public sector? If so, how familiar are you with the regulations?

They will promote performance of the equality duty by requiring public authorities to publish:

- equality objectives, at least every four years
- information to demonstrate their compliance with the equality duty, at least annually



The publication of this information will ensure public authorities are transparent about their performance on equality.

Public authorities will have flexibility in deciding what information to publish, and will be held to account by the people they serve.

### Dates for the public sector:

**Public authorities will be required to publish relevant information demonstrating their compliance by 31<sup>st</sup> January 2012, and their first equality objectives by 6<sup>th</sup> April 2012 (different dates for schools).**

More guidance can be found at:

[homeoffice.gov.uk/equalities](http://homeoffice.gov.uk/equalities)

[www.equalityhumanrights.com](http://www.equalityhumanrights.com)



*Thomas Horton (red T-shirt, right), a student at Oasis Immingham, has an enlightening visit*

### A Snippet of Bangladesh – by Thomas Horton

Oasis is a Christian charity that works throughout the world providing education, healthcare, housing, youth work and much more. As a sixth form student at the Oasis Academy Immingham, I was able to visit our primary global partner; Oasis Bangladesh.

Oasis works in one of the capital's slums, and has set up a project called the Duaripara Project. This fantastic project works with vulnerable young girls that are at risk of exploitation. To Oasis students in the UK, the project is well known and admired so we were very excited to be able to visit the girls. This is partly due to the tenacity of the staff and students and their determination to make the project succeed despite many difficulties.

As we stood outside the centre, it seemed everything but legendary. A dreary staircase led us to the second floor and what we saw now symbolises the project for us. In the centre of a grey wall and entrance was a large, colourful rainbow made with the hand prints of every student.

This was the project's second centre; the first was bull-dozed by the government in 2008 with only 24 hours notice. It was less than perfect but the girls were happy and grateful to be there and had made it their own.

As we walked into each classroom (no bigger than most bedrooms) every student stood up and welcomed us in English before asking us how we were. Over the next few days the girls repeated this every single time we walked into a room. Maybe we shouldn't have been charmed by this, but such respect and good manners seem to be a rarity.

*Continued on p4...*

## Fancy learning Japanese?

Hi Everyone,

I am Fumiko Czarnecki. I am Japanese and am currently teaching Japanese. I have lived in Grimsby for five years and have teaching experience at local schools.



*Fumiko does Origami at the International Market 2011*

I have wanted to teach my language and culture for a long time as I believe learning a new language and culture helps cultivate a broad mind. It also develops our understanding of the world and enriches our lives.

I am teaching Japanese to local students every Friday 3pm to 5pm at Grimsby Library. This is a most fascinating opportunity to learn a new culture and language. Recognise any of these things..?

## Manga, Suzuki, Sushi, Kimono, Karaoke, Origami

I believe many Japanese words are already universal. You can obtain some knowledge of Japanese as well as have fun! Please contact me for information on rates.

I look forward to seeing you soon.



**Every Friday Afternoon**

**3pm to 5pm**

September 2<sup>nd</sup>, 9<sup>th</sup>, 23<sup>rd</sup>, 30<sup>th</sup> (4 sessions only)

October 7<sup>th</sup>, 14<sup>th</sup>, 21<sup>st</sup>, 28<sup>th</sup> (Same as September)

November 4<sup>th</sup>, 11<sup>th</sup>, 18<sup>th</sup>, 25<sup>th</sup> (Same as September)

**At Grimsby Central Library**

*Japanese Teacher*

*Fumiko Czarnecki*

*fumikoczarnecki@yahoo.co.uk*

*Continued from p3...*

Whilst at the centre, we helped the girls with their English and in return we were taught some Bengali.

*“Shouldn’t we be wondering why we are not smiling all the time?”*

We taught the girls some rhymes and songs and in return they taught us some dances. While there was no doubt over who the better dancers were, we could not help but wonder how the girls managed to smile every moment of their day despite such difficult home lives. But then we wondered, aren’t we asking the wrong question? Shouldn’t we be wondering why we are not smiling all the time?

We will be showing photos and videos and speaking more about the Duaripara Project and the work of Oasis in Bangladesh at our ‘Taste of Bangladesh’ event on Wednesday 7<sup>th</sup> September at the Oasis Academy Immingham (7pm to 9pm).

The event is free and anyone is welcome to attend although we do require people to book in advance.

Please email

[thomas.horton@oasisimmingham.org](mailto:thomas.horton@oasisimmingham.org)

or call 07810 467116.

## Will you be ready for Anti-bullying Week 2011?

This will be held from 14th - 18th November. With the slogan ‘**Stop and think – words can hurt**’, this year’s campaign is focused on tackling verbal bullying.

Young people at the Anti-Bullying Alliance Youth Summit 2010 raised concerns about the negative use of language in schools and the wider community – expressions like “you’re so gay” and words like “slag”. They saw this as a key indicator of bullying or a hostile environment. Let us know how you marked Anti-bullying Week 2011! Further info can be found at [www.antibullyingweek.co.uk](http://www.antibullyingweek.co.uk).





# Pinnacle Power!

Training, events and much, much more...

This newsletter is brought to you by Pinnacle Training Solutions Ltd. We are an innovative new business in North East Lincolnshire and the people that run it are passionate about embedding equality and driving diversity!

Pinnacle like to do things a little differently. That's why we put this newsletter together voluntarily and ensure it is free for everyone that reads it. However, to allow us to maximise impact we are seeking sponsorship.

For very little outlay your business will benefit from:

- A half-page advert and your logo on every page showing your support
- All sections of the community will see you value diversity in NE Lincs
- Increased awareness and interest in your business from communities that might not be familiar with what you do

## So, what else do we do?

- Deliver face-to-face equality training tailored to your organisation
- On-line learning tools making it easy to train and update the people around you – interactive, fun, low maintenance and on-line traceability
- Equality training resources that cover all key learning aspects and have exercises and case studies to reinforce learning
- Consultancy – whether you need an E&D policy review, help with an event or an equality health check, just ask Pinnacle

## Why choose us?

- The people you will be working with have a national reputation for their success in this field (we manage a national E&D network – education & training)
- We have been working with our communities for years, so we are well connected and know exactly what we are talking about!
- We can deliver training and support based on your requirements, or draw on one of our existing quality packages

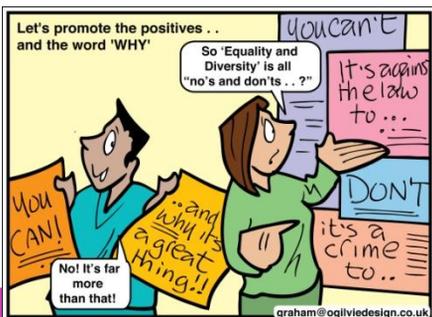
[equality@pinnacletrainingsolutions.co.uk](mailto:equality@pinnacletrainingsolutions.co.uk) or call on 01472 822510

Visit our web-site at [www.pinnacletrainingsolutions.co.uk](http://www.pinnacletrainingsolutions.co.uk) to find out more about our services, meet the team and see how we can support you



*We like to use a variety of learning styles to make it fun and interesting.*

*Fun illustrations (see left) are just one thing we do to engage people and achieve key learning outcomes.*



*Pinnacle have created on-line equality learning tools that are being used across the country*

## OK, so why is equality and diversity so important?

We believe everyone should be passionate about equality. Here's a few reasons why:

### ⇒ The "moral" case

This is the main reason. Striving for equality and celebrating diversity is quite simply the right thing to do.

### ⇒ The "business" case

Different people working together can be more creative because they bring different ideas and experiences to the table. When these are mixed together great things can happen!

### ⇒ A more diverse society

Our communities are made up of more different people than ever before. This makes where we live, learn and work a more interesting place to be. Wouldn't it be boring if we all held the same views, looked the same, listened to the same music and followed the same sports team?

### ⇒ Legal reasons

Laws have been introduced by the Government to prevent people being treated unfairly. It provides a system for dealing with things when they do go wrong.

The Equality Act was introduced recently in the UK.





**Article by:**  
**Stephen Mirfin**

**Hate Crime & Diverse  
Community Co-ordinator**

Humberside Police and the Safer and Stronger Communities Partnership are reaching out to victims of hate crime. Hate crime has been adopted by the Partnership as one of its four priorities for 2011/12.

Hate crime and incidents, which may or may not constitute a criminal offence, can be committed against a person or their property. They are motivated, or perceived to be motivated, by the offender's hatred of someone because of their:

- Race, colour, ethnic origin, nationality, or national origins
- Religion
- Gender identity
- Sexual orientation
- Age
- Disability



Humberside Police will not tolerate any form of hate crime, they are committed to ensuring the safety of all community members, regardless of their race, beliefs, immigration status, sexual orientation or belief.

**The reporting centres for hate crime include:**

- Civic Offices, Cleethorpes
- Foresight
- Municipal Offices, Grimsby
- Cleethorpes Library
- NELC - Customer Access Point Immingham
- Shoreline
- Victim Support
- Waltham Parish Council

Anyone can report a hate incident or crime, even if they are just an observer. No incident is too minor to report. No matter how insignificant the incident might seem, it may be the final piece of a jigsaw that is needed to enable an arrest and prosecution of an offender.

**Think about the people around you - those you care for, teach and support. Do they know what to do if they are subject to or witness a hate crime?**

**Let's tackle hate crime together!**

Hate crimes and incidents *can* include:

**Physical attacks** – such as physical assault, damage to property, offensive graffiti, neighbour disputes, and arson

**Threat of attack** – including offensive letters, abusive or obscene telephone calls, groups hanging around to intimidate, and unfounded malicious complaints

**Verbal abuse or insults** – offensive leaflets and posters, abusive gestures, dumping of rubbish outside homes or through letterboxes, and bullying at school or in the workplace.

**Report a hate incident or hate crime (anonymously if you wish) via:**

Emergency telephone – 999  
(if you, someone else, or property are in immediate danger)

Reporting line (24 hr) – 0300 123 4283  
Text message – 07772 867343

Email –  
[hatecrime@humberside.pnn.police.uk](mailto:hatecrime@humberside.pnn.police.uk)

Non-emergency tel – 0845 60 60 222

Non-serious crime notification online  
[www.humbersidepolice.co.uk](http://www.humbersidepolice.co.uk)

**Don't tolerate it... report it.**



*Stephen Mirfin speaks at a Pride event in 2010, picture courtesy of Ian Pickles*

## Cultural extravaganza!

The vibrant sights, sounds and tastes from around the world were all experienced in Grimsby when the North East Lincolnshire charity,

Communities Together, hosted an event at the Riverhead. The day was opened by the deputy-Mayor of East Lincolnshire on Saturday, August 13th.

Visitors to the market were able to peruse the colourful stalls, enjoy the varied entertainment and sample cuisine from a range of different cultures.

Communities Together promotes equality, multi-cultural awareness and understanding. They work with all sections of the community and arrange events that foster friendship in our area.

The next Communities Together market will be held in Cleethorpes Market Place on Sunday 18<sup>th</sup> September. This will be followed by the Christmas International Market on Friday 2<sup>nd</sup> and Saturday 3<sup>rd</sup> December (Freeman Street Market).

If you are interested in becoming a member of Communities Together please contact Joanne Spinks.

Telephone: 01472 325198 Email: [joanne.spinks@nelincs.gov.uk](mailto:joanne.spinks@nelincs.gov.uk)

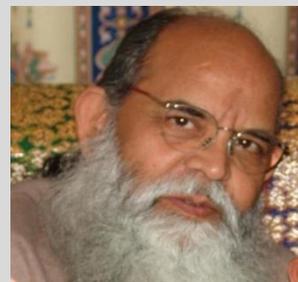


## Interfaith Forum – Dialogue Dates

The forum was formed to raise awareness throughout NE Lincs of the many faiths that exist within the borough.

Increased awareness will allow us to celebrate this diversity while strengthening links. This will demonstrate the place a multi-faith community has in an increasingly multi-cultural society, through the dissemination of information, events and education.

We work with educational partners to demonstrate the diversity of faiths, promoting knowledge and awareness among children and young people.



*The Swami talked to forum members about happiness in July*

Forthcoming interfaith dialogues:

Monday 22nd August

Wednesday 28th Sept

Thursday 27th Oct

Tuesday 22nd Nov

Tuesday 20th Dec

Thursday 26th Jan

Thursday 23rd Feb

Wednesday 28th March

Grimsby Town Hall, 6pm  
Refreshments

### Contact:

Marcus - Chair Interfaith Forum  
A Project of Communities Together

07852 861441 or 01472 593493

Email: [spiritofsoka@gmail.com](mailto:spiritofsoka@gmail.com)



*Members of the public enjoy the last Riverhead international market at in 2007.  
Photos from the 2011 event to follow shortly!*

We would encourage individuals, businesses and community groups to join Communities Together. For more than ten years members have been working hard to unite different sections of our population. Volunteers for the events are very, very welcome!

Dear Equality NE Lincs,

Meniscus Films have been organising film festivals for 10 years in Grimsby.

With the help of a grant from Screen Yorkshire and NE Lincs Council, we are having the first Asian film Festival in Grimsby (see right).

All films are with English subtitles and everyone is welcome. It is an opportunity to explore and understand different culture through the art of Cinema.

Please book your tickets with Himanshu Ghadiali on 01472 343474 or 07576930062, or email [himanshug1@hotmail.com](mailto:himanshug1@hotmail.com)

Himanshu.

### Success rates of pupils with a Black or Ethnic Minority (BME) Background

There were 88 pupils from BME backgrounds in Yr 6 in North East Lincolnshire schools in summer 2011, with 38 of those pupils recorded as having a first language other than English (EAL).

These small numbers mean that year-on-year comparison of achievement is difficult, but the performance of this group of pupils is generally in line with, or even slightly above, that of the North East Lincolnshire average.

It is pleasing to note that the proportion of BME pupils who achieved Level 4+ in English and Maths combined was 75% compared to the all NEL pupils' result of 71.5% against the national floor standard of 60%. For the smaller cohort of EAL pupils, the figure was 61%.

This suggests that BME pupils are well supported in our schools and that we need to continue to support those pupils that are new to English, especially those who arrive mid-phase and late in the Key Stage.

\*\*\*\*\*

Meniscus Community Film Society Presents  
**The 1st GRIMSBY ASIAN FILM FESTIVAL**  
**AFFG 平 2011**

SUBTITLED FILMS      ASIAN FOOD      REFRESHMENTS



03/09/11 MUGHAL-E-AZAM      10/09/11 CHALO DILLI      17/09/11 AMI AADU      24/09/11 LAGE RAHO MUNNABHAI

**September 3rd, 10th, 17th, 24th 2011**  
**The Skills Ctr. Freeman St. Market, Grimsby**

DOORS OPEN 7pm  
FILMS START 7:30pm

Supported by: 

Pre-Booked Tickets: Adults £4.00, Concessions £3.50. Please contact Himanshu Ghadiali: 01472 343474, himanshug1@hotmail.com (family and season tickets are available, price includes Asian finger food, tickets are available on the door for a 50p surcharge)

### North East Lincs Migrant Health Needs Assessment

The Care Trust Plus has initiated work on a migrant health needs assessment in order to better understand the health needs in the migrant community and gaps in health service provision for migrants.

If you are stakeholder for migrant health in NEL please complete our online stakeholder questionnaire at <https://www.surveymonkey.com/s/NELmigranthealth>.

If you are a migrant in NEL please complete our confidential online questionnaire at <https://www.surveymonkey.com/s/NELmigrant>.

If you have any other comments or thoughts about health care provision for migrants in NEL please get in touch:

Write to us at: Public Health (Migrant Health Needs Assessment), North East Lincolnshire CTP, Athena Building, 5 Saxon Court, Gilbey Road, Grimsby, DN31 2UJ.

Email: [NEL.CT-PublicHealth@nhs.net](mailto:NEL.CT-PublicHealth@nhs.net)

If you have any health concerns please contact:

Angela Faulding – Specialist Health Visitor      Mobile: 07789 504670

Email: [a.faulding@nhs.net](mailto:a.faulding@nhs.net)



### How to contact the newsletter team...

Web: [www.pinnacletrainingsolutions.co.uk](http://www.pinnacletrainingsolutions.co.uk)

Email: [equality@pinnacletrainingsolutions.co.uk](mailto:equality@pinnacletrainingsolutions.co.uk)

Tel: 01472 822510 or 07870 995589      Skype: [ask-pinnacle](https://www.skype.com/en/contacts/pinnacle)      8