



REPORT ON CHANGE UP

(Gaps & Needs)

**A Survey of Infrastructure Support Services for
Black & Minority Ethnic Groups
in Bradford & District**



Every now and then one sees an initiative which gives one a sensation of quiet confidence in that it will produce tangible benefits for the communities it is intended for.

The COEMO Change Up Report is one such Initiative I am pleased to see that COEMO has undertaken, as it had a precise brief, grass roots approach and methodology. I fervently believe that COEMO is best placed to lead on the recommendations made in this report.

These recommendations carry a lot of weight and I hope that statutory bodies, government institutions and other policy makers take these seriously as an urgent need of the BME Communities. This is particularly important when the local authority's Community Development Service is being closed down and there is a void in support services.

I would like to thank the Home Office's Active Community Unit for funding this important piece of work and all individuals and organisations who took part in this survey and attended the conference. Their contributions are appreciated and valued.

Imran Khan
Chairman
COEMO

Context

This survey was commissioned by the Consortia of Ethnic Minority Organisations as part of the Change Up programme to improve and develop the services of Infrastructure Support Organisations (ISO). Change Up is funded by the Home Office's Active Community Unit. The project description was "Identifying local BME voluntary & community sector support from Infrastructure Support Organisations (ISOs) and in particular identifying gaps in provision".

This work, follows on from the successful networking conference to launch the Change Up initiative at the University of Bradford in September, 2005 when 57 participants discussed possible strategies for building the capacity of BME VCS organisations to enable them to effectively engage with the statutory organisations and influence their policies and programmes. Also discussed at that event were gaps and needs, opportunities and the role of the BME Regional Forum. A report about of the conference was produced and disseminated.

At the present time, the Building Communities Partnership in Bradford District is also considering the priorities for Infrastructure Support Services and Community development from March 2007 from the local authority's Voluntary Sector budget, for which BCP has a commissioning responsibility. There are a number of key developments likely to have an influence on the new commissioning priorities which include the Local Area Agreement, the closure of the Community Development Service and the development of the district's ISO Group. This survey will be an important contribution to the considerations of future commissioning priorities.

Alan Anderton an independent consultant was commissioned to carry out this survey on behalf of COEMO.

This report will be formally launched by professor Chis Taylor, Vice Chancellor of the University of Bradford on the 3rd April 2006.

At the conference initial responses will be given by Judy Robinson, Director of Yorkshire and Humber Regional Forum and Cressida Woodall of the Government Office.

Mohammed Salam
Director

WHO ARE WE?

COEMO is an umbrella organisation and was formed in October 2000 by a number of community organisations from the black and ethnic minority voluntary sector who felt that a representative umbrella body was now crucial if the black and ethnic minority sector was to survive and develop in a climate, which required an increasing amount of collective collaboration.

WHAT DO WE DO?

- We raise the profile of BME organisations
- We provide Infrastructure support to BME organisations
- We organise networking & consultation events
- We undertake research activities within BME sector
- We act as an advocate for BME Voluntary sector and the wider community with local government, central government and other relevant institutions.
- We represent the ethnic minority voluntary sector on partnerships and decision-making bodies at local, regional and national level.

WHO DO WE REPRESENT?

We are currently representing views and aspirations of over 180 organisations involving the following communities:

- South Asian Communities
- African Communities
- Afro-Caribbean Communities
- Some East European communities

HOW DO WE OPERATE ?

The organisation has a constitution and is registered as a company limited by guarantee with a charitable status. The management of the organisation is based on membership who annually elects a management Board. Our services are open to all BME sector. We have an office and paid staff.

WHO CAN BECOME MEMBER?

Any BME voluntary and community sector organisations can become member of COEMO. Please ask for an application form.

In accordance with the briefing of COEMO, we adopted the following approach to conduct the survey.

Approach & Methodology

The approach was to develop two related questionnaires and use these as a basis for semi-structured interviews with both local BME groups and with Infrastructure organisations. The local groups questionnaire was designed to discover what services BME groups receive, what they lacked, and how they felt services from the ISOs could be improved. The ISO questionnaire was designed to find out what services were being offered to BME groups, what the take up was of these services, what gaps in provision were recognised and what developments could lead to improvements in infrastructure support.

The survey's aim was to involve between 15 & 20 local BME groups and include as wide a cross section of such groups as possible - such as ethnicity, gender, age and disability. Nineteen local groups took part - 15 agreed to be interviewed and 4 completed questionnaires. Two groups did not wish to take part in the survey, but gave no reasons for this. In addition, the authors have included some of the findings from the European Groups questionnaires that relate specifically to services from the voluntary and community sector. Eight European groups completed that survey. The questions and the list of these groups can also be found in the appendices.

All seventeen current members of Bradford & District Voluntary & Community ISO Group also took part in this survey, with 12 being interviewed and 5 completing questionnaires. There are various definitions of what an "ISO" is and there has been debate about what organisations should/could be members of the ISO group. Recently the ISO groups Terms Of Reference have been revised and includes this statement about membership:

"Membership - *Membership of the ISO Group is open to any community and voluntary infrastructure organisation working or operating in Bradford district whose principal purpose is to support other voluntary and community organisations and/or is committed to active involvement in strategic partnership working for the wider voluntary and community sector."*

Whilst this issue may be a contentious or difficult one for Infrastructure Organisations themselves, local groups are more concerned with who actually provides services for them and do not necessarily differentiate between infrastructure organisations, strategic partners or other groups and organisations or indeed individuals who can assist them to achieve their aims. In fact, respondents list a further 23 organisations that gave support including council departments, other public services, local networks and other local groups. 10 groups also sought help from local councillors and 8 also indicated they sought support from other members of their community.

This report examines the findings of the survey, identifies gaps in provision and makes a number of recommendations which will be further developed from the dissemination event on 3rd April 2006.

It is recognised by the authors that many of the findings contained in this report relate to the needs of all voluntary & community groups and are not specific to only BME groups. Where there are BME specific issues, these are highlighted.

Several other related surveys and initiatives have recently been completed or are being undertaken at this time which will serve to add depth to and expand on this one. These are

- a survey of generic voluntary & community infrastructure services by Bradford Resource Centre
- a new survey by DIVA of voluntary & community groups within the district, including what support groups need to thrive
- a survey of established central and eastern European Groups in the district to inform the development and action plans of the newly launched European Forum and
- a survey of the infrastructure support needs of Caribbean groups within the district.
- Regional Forum BME Infrastructure & Communications pilot project

Findings

Organisational Status

This question was raised with local groups in order to ascertain how groups are developing and what their specific support needs may be - for example 3 groups were social enterprises and another (The Peacemakers) was currently a company limited by guarantee but is developing a social enterprise arm. Most of the local groups had the dual status of being a charity and a company limited by guarantee.

In respect of the Infrastructure Support organisations, nearly all of them were similarly constituted. One organisation (ShIPLEY CVS) is an unincorporated association, and one is a partnership (CNet).

There has been much discussion about the development of social enterprises and the support needs of local groups in developing their business plans. New forms of organisation (Community Interest Companies) are also being promoted by the government. A number of seminars and events have been held in the District recently about this issue, organised by ISOs and other organisations such as Business Link. Changes in status may mean major upheavals for groups, and the need for further support. Several local BME groups indicated that they needed support and advice about how they should operate. Action for Business Limited (ABL) cited advice on organisational development and how groups should be run as a specific need of BME groups.

The questionnaire also asked about the role of the respondents within their organisations. Of the local groups respondents five were management committee members and fourteen were paid workers. There were a wide range of job titles - Chief Executive, Centre Manager, Development Worker, Secretary & Co-ordinator being some of them.

The respondents from the ISOs were overwhelmingly Chief Officers or Chief Executives. Only one respondent, from BRC, described his role as simply a worker. Others described their role as manager or co-ordinator.

The survey is therefore very much a view from the perspective of those in positions of the most responsibility for their organisations well being and sustainability.

Range of local groups

Of the local groups taking part in the survey, 12 mainly served South Asian communities and 5 served African or Caribbean communities, one (BAfR) supported refugees and asylum seekers and one served the Filipino communities. Additional information has also been used in this survey from Italian, Estonian, Ukrainian, Polish, Latvian and Serbian groups and associations.

It was felt to be more important by COEMO and the Advisory Group that the survey was conducted with as wide a variety of groups by type, activities and specialist services rather than geographic distribution, although this should also be a consideration. The authors were advised on the choice of groups by COEMO.

The main activities that groups offered were as follows

- Social and cultural activities 74% (this included luncheon clubs, youth activities, sports, arts, music, wedding facilities, and in one case -the Hindu Cultural Society - religious activities).
- Training & education - 68%
- Advice & guidance - 68% (15% specifically mentioned housing advice as a key activity, and the Bradford Bangladeshi Community Association specifically mentioned passport advice and sessions with the Bangladesh High Commissioner as one of its main provisions)
- Counselling - 26%
- Childcare - 21%

Two of the groups offered conference facilities as a key service (ABL and Grange Interlink), and ABL also provided business units. The Peacemakers are developing their catering arm, Africuisine as a social enterprise. Bradford Action for Refugees (BAfR) offer volunteering opportunities to refugees and asylum seekers. Two groups provided care for the elderly, whilst another two gave family support and specific support to women (in one case this was specific related to victims of domestic violence). Two groups specifically worked with people with disabilities. A number of the groups cited drop-ins as key activities. Other activities included a translation service, outreach work and access to IT facilities.

This range of services whilst impressive, is not comprehensive - in that not all services and activities are available to all communities. In many cases the activities that groups would like to be able to offer is very limited by funding and the short term nature of many projects. This has a major impact on the type of support that local groups are seeking from the ISOs and what services they believe the ISOs should be providing.

Geographical distribution

As mentioned above, not all areas of the district were covered in this survey. The geographical distribution of the groups were as follows :

- Manningham/Girlington 33.3%
- Keighley -18%
- BD3 - 18%
- BD5 - 15%
- BD7 - 7.5%
- BD1 - 3.7%
- BD13 - 3.7%

ISO services available to BME groups and services accessed.

There is an enormous range of services available to BME groups from the infrastructure organisations, many of which are available to all groups, although COEMO and ABCD offer services almost exclusively to BME organisations. ABCD specialise in support for African & Caribbean groups, but have also been supporting other BME groups from Eastern Europe. The description of what are services are offered by the ISOs to BME groups and the services accessed by BME groups are very closely matched. The five main areas of support accessed by local groups are:

- a) Funding & fundraising (63%)
- b) Advice & guidance (63%)
- c) Organisational support (58%)
- d) Payroll (58%)
- e) Training (58%)

The services most offered by ISOs are

- a) Organisational support (76%)
- b) Personnel/employment advice (47%)
- c) Funding & fundraising (47%)
- d) Training (47%)
- e) Access to equipment (41%)
- f) Advice & guidance (41%)

It is clear that payroll services are a vital service that many BME groups benefit from. Other services that are well used include access to IT (and to IT services), and financial and accounting services. Whilst many other services were available, groups were not fully aware of the full range of services available. This issue is more fully described below. See appendix 5 for a full list of services provided.

Frequency of the use of ISO services

This was quite difficult to analyse from the responses because some of the ISOs are locally based (such as Bingley Voluntary Action) or have very specialised services, such as the Equity Partnership which serves the lesbian, gay and bisexual community (it should be recognised that use of the services provided by the Equity Partnership may not necessarily be disclosed because of fears about confidentiality). In addition, there were no interviews conducted with local groups in Shipley, Ilkley or Bingley or with lesbian, gay or bisexual groups. However, the most frequent use of ISO services appear to be on an occasional basis, with the Community Payroll & Accounts service unsurprisingly being used on a monthly basis. Occasional here means less than monthly, but more than once per year. COEMO, CNet, Bradford CVS and the Charities Information Bureau were used on a monthly basis by between 26 and 38% of the groups. In the case of CNet and COEMO the most frequent use of their services related to attending meetings and events.

The majority of the Central & East European communities used the services of voluntary and community organisations infrequently. There were some particular comments about this. The Association of Ukrainians (Keighley Branch) said *"Our community has always been self sufficient, and until recently never asked for help in any way. However, due to depleting numbers of the community we are having to look into/at asking for assistance in various areas."*

Proportion of ISO work with BME groups

This varied considerably from almost 0% to 100%. Because of demography, Bingley has virtually no BME groups within its catchment area, whilst the District wide and BME Specific ISOs ABCD and COEMO work exclusively with BME groups. The proportion of work with BME groups for other ISOs also varied from one week to the next, or on whether staff members were engaged in specific projects, or particular activities. 17% of community representatives involved in CNet were from BME groups or organisations, on average between 30% & 40% of the groups supported by BRC are BME groups and 60% of the organisations assisted by ComB are BME groups. One point strongly worth noting is that of all volunteers working on projects supported by Volunteering Bradford, 65% are from BME communities, and that a high percentage of these BME volunteers also access the services provided by Volunteering Bradford.

Awareness of infrastructure organisations

In general, local BME groups knew of the existence of most of the infrastructure support organisations. Again, it was unremarkable that the organisation least well known to the groups was the Yorkshire Rural Communities Council, although 42% did know of it.

Despite some ISO services being locally based, 52% of the groups were aware of Ilkley CVS, Shipley CVS and Bingley CVS and over 84% were aware of Keighley Voluntary Services. Whilst only one group taking part in the survey indicated that it made use of the services of the Equity Partnership, 63% knew that it existed.

Apart from a small number of groups who failed to reply to the question, all other groups knew about Bradford CVS, CNet, Charities Information Bureau, Bradford Resource Centre and COEMO. 84% were also aware of WYCAS and the Community Payroll & Accounts Service.

This implies that many groups are receiving information about or coming into contact with the majority of ISO group members.

Awareness of services

Local groups have received information about the services that ISOs can provide through several equally effective methods. Meetings and events (including seminars, networking opportunities and partnership meetings) were on an equal footing with newsletters and leaflets - 73% of respondents cited these as sources of information. Referrals from others were another for 58%, as were personal recommendations. 53% indicated they received information via e-mails, whilst websites and telephone contact were yet another source for 36%. The local media, including radio and newspapers, were mentioned by just 21%, as was outreach work carried out by ISOs. One group specified the fact that an ISO being close by was a convenient source of information.

There was a reasonable awareness of the services by the Central & East European communities, though "it was impossible to be aware of and have a use for all services, but they are generally good".

Measures taken specifically by ISOs to offer services to BME groups have been varied. Outreach work was cited by 53% of ISO organisations as a way of informing local groups, whilst 47% sought the help of COEMO, ABCD and other specific BME organisations to identify and contact the groups. Having a website was thought useful for some ISOs, and one of the ISOs (Bradford Resource Centre) mentioned that some materials were translated into community languages in order to reach BME groups. Bradford CVS recently ran a very successful training session in French for African groups and is now considering repeating this. Only the Bradford Resource Centre mentioned that it is pro-active in seeking reasons why groups are not using their services.

BRC also ensures that BME activists are on their management committee and Keighley Voluntary Services also has two BME board members. A number of ISO organisations mentioned that they ran specific projects targeted at BME groups or participants. Bingley Voluntary Action felt that, at present, no specific measures were necessary as there were almost no BME groups in their catchment area, although they recognised that this was now beginning to change.

Whether the BME groups have a comprehensive or clear picture about the full range of services on offer is not clear, however. Thirty five services were described by ISOs yet only 16 services were listed as being accessed by the groups. It may be that some of the generic services such as "group development support" or "advice" includes many services offered under the same heading, or are seen by the groups as part & parcel of the service they receive. However, it is also likely that some services are not promoted well or described clearly enough to encourage more use and access by BME groups. This issue is expanded upon later, under the heading "Gaps & Improvements".

From the perspective of the ISO organisations themselves most of their services are available continually, although some provision such as training courses can only be provided as short programmes which may be run on an annual or twice yearly basis. Some services are also one off, short term projects. Only one ISO (BRC) referred to providing services in emergencies or "out of hours" by request and arrangement.

Identified needs

The groups identified a number of areas where they felt they needed more support or continuing support. Eighty four percent indicated they required support on funding and fundraising and in particular how to sustain their organisations. Related to this was the need expressed by over half the groups (57%) for more practical training such as direct help in completing funding applications. This was cited by the Millan Centre and several other groups as a way that ISOs should improve services. Several groups also expressed a need for training to be provided more locally and made more accessible. Just over half the groups participating in the survey (52%) identified policy development and organisational development as main areas where they required support and 36% felt they would benefit from an organisational "health check". Forty seven percent also needed advice and assistance with personnel and employment issues. Over one quarter of the respondents wanted help with campaigning and lobbying.

Other needs identified included outreach work and direct services in the community - "to make up for the loss of the(Council's) Community Development Service", as one group put it.

Only one group, Grange Interlink, felt that they were self sufficient enough to carry out all their activities without support from infrastructure services. This organisation is large enough to be an infrastructure organisation within its own neighbourhood, and does provide some infrastructure services to other groups in that area.

The overwhelming majority (68%) of local BME groups were satisfied with the services, 15% were very satisfied and 10% expressed dissatisfaction - due to their expectations about the level and duration of support not being met. All groups indicated that they would use the services again, and 95% would be happy to recommend the services of those ISOs they have used. The reasons for the recommendations varied from "*saves me doing it myself*" to "*because they are full of knowledge*". Grange Interlink felt that they had "*insufficient experience of the service to make any comments*" about recommending them to others.

The identification of gaps in the provision of services to local BME groups and how to address them is the central purpose of this report. The survey elicited responses to this by asking both local groups and ISOs the same three questions.

What specific services/support should ISOs provide to meet the needs of BME organisations?

The Table below indicates what services local BME groups feel should be provided specifically to meet their needs, and compares this to the services that ISOs believe should be made available. In many cases, this is an argument for more of the same services such as group development support, but there was much emphasis by local groups on longer term, regular and one-to-one support. This is illustrated by the practical nature of help sought on completing funding bids, for example. Advice on legal matters and procedures was raised as a specific need by both local groups, and was recognised as such by ISOs. Local groups also felt that services to BME communities should be made more culturally appropriate and should be sensitive to the specific needs of these communities.

A good proportion of both the BME groups and ISOs mentioned language support as an area of need. However, a number of organisations mentioned particular difficulties in this regard. Dave Rogers of Shipley VCS for example referred to a situation in the mid 1990s when a counselling service for Bosnian refugees employed a translator who could speak Serbo-Croat languages. However, the particular voice inflection of this person identified them as Serbian, and the counselling service could not operate. Attempts to translate information into other languages have also had problems. BRC employed software that could translate materials into Urdu, only to find that one particular commonly used Urdu letter would not transcribe correctly, and changed the meaning of the words. Good quality translation software is very expensive, and may only be of limited use. For the European groups there were issues arising language difficulties in general, and the lack of interpreting services especially - this was a particular difficulty for first generation immigrants and for the new arrivals. It was felt by these groups that the translation services that were offered were mainly for the South Asian Communities.

It is interesting to note that more opportunities for networking and for partnership work were welcomed by the local groups, yet not highlighted by ISOs.

What may also help to improve awareness of the services provided by ISOs is the forthcoming ISOs Directory, which will be made widely available, and the further development of the DIVA database.

Table 1

Service needed	Local Groups	ISOs
More funding & fundraising advice & support - including practical help	31.5%	37%
More support & training for accounts & financial issues	21%	12%
Advice on law & legal procedures	21%	31.5%
More networking & partnership opportunities & advice	21%	
More personal, one-to-one support	16%	
Longer term and more regular support	16%	6%
More organisational support & development and organisational good practice training.	10.5%	31.5%
Expert and specialist support	10.5%	23.5%
More culturally appropriate services designed around BME communities and sensitive to their specific needs	10.5%	16%
Language support, translation services	10.5%	10.5%
Highlighting the profiles and activities of BME groups to commissioners of services	10.5%	
More information on services, needs, developments, research & funding	10.5%	
Personnel & employment issues advice	10.5%	31.5%
More training	5%	6%
A federation of voluntary management committees and support for management committee members	5%	
Increase core services support to BME groups	5%	6%
Safe meeting space for BME lesbian, gay and bisexual groups	5%	
Business funding (social enterprise)	5%	
Local events	5%	
Themed BME areas of work		6%
Advocacy work		6%
Replacement of the CRE		6%
BME outreach groups		6%

How can ISOs improve their services for BME groups?

Table two also compares responses about what improvements are needed. It is clearly recognised by both sets of respondents that more workers "on the ground" in the localities are needed, and that increasing awareness of BME issues is necessary to make improvements. However, it was suggested that Bradford is probably more aware of these issues than most other areas in the UK.

Increasing the visibility of ISO organisations is, the authors feel, very much linked to the need for more outreach work, and is also tied up with a number of other issues mentioned in the table - taking positive action on local issues, helping to improve participation and learning about the specific needs of different communities in the areas they live. A number of local groups and ISOs mentioned the importance of understanding relationships between different BME communities. is available would be helpful to new arrivals."

Bangladeshi and other South Asian communities were cited as one example, and differences between the established and new Eastern European communities were another. The Italian association, A.C.L.I., in Keighley also felt information about training "should be available in more languages to help people with English as a second language" and "More community help on what is available would be helpful to new arrivals."

Local groups also felt that ISOs could do more to highlight the specific and differing needs of these communities and Bradford Alliance on Community Care (BACC) also pointed out that there was a need for diversity in the provision of services in order to cater for different communities.

There is also a warning implicit in the some response that compartmentalising services as BME specific services is not what the majority of ISOs are or should be about, but rather that services for BME groups are part of the overall and day to day provision.

It was felt strongly that the employment of more BME staff would help to provide better awareness of BME issues and cater for specific needs of BME groups.

Table 2

Improvement	Local Groups	ISOs
Outreach work	84%	53%
Increase awareness - understand relations between different communities - more dialogue and staff training	84%	59%
Increase visibility & profile	68%	59%
Employ more BME staff	63%	47%
Be more flexible	5%	6%
Be more friendly	5%	
Be more focussed	5%	
Provide more language support	5%	
Take positive action on local issues	5%	
Provide mentoring for community reps	5%	
Less duplication of services, update information on databases	5%	
Ensure funders understand specific needs		12%
Learn more about specific needs & expectations		6%
Don't compartmentalise services		6%
Consultation events		6%
Cohesion work		6%
More resources		6%

What further developments and improvements would you like to see in future in relation to services for BME groups ?

This question was put to both sets of respondents and working more closely together in partnerships and networks has the overwhelming support of both ISOs and local BME groups, which could be the opportunity to share knowledge, skills and experiences and for co-operation to take place at all of work within ISOs - from strategic to operational level. This would also be a way of improving services as suggested in the previous table - particularly in raising awareness, avoiding duplication of services, being more flexible in approach and raising the profile of the ISOs. Groups felt that the ISOs could co-ordinate networks and the development of the more effectively and it was also suggested that any new networks should be more focussed. ISOs felt that further networks should be properly resourced and that they should be linked more fully to existing generic organisations and networks.

There was a difference of opinion about whether more consortia were needed - most ISOs felt that the existing Consortia were sufficient and should be better supported. Several ISOs were quite strongly opposed to the setting up of further consortia. In contrast, a quarter of local BME groups felt that there was room for more consortia. West Bowling Community Training & Advice Centre stated that COEMO should have more decision making powers, develop and improve two way communication and be an advisory group for BME groups. The need for more outreach work is echoed in the table below in terms of taking services out to communities. Some ISOs felt that larger BME organisations should more actively engage with ISOs and with mainstream activities that were available already, and that dialogue between BME groups and ISOs should increase.

A number of local groups also felt that the ISOs were often too generalist and should develop excellence in specialist services (this would also serve to avoid duplication of provision).

Table 3

Further Developments	Local groups	ISOs
More partnership work between ISOs	79%	82%
More networks for self help & support	74%	42%
More Consortia of BME organisations	26%	16%
Take services into communities	10.5%	6%
Excel in own area of expertise - recognise differences & specialisms	10.5%	6%
Sharing skills, experience and knowledge at operational as well as strategic level		10.5%
Established providers of BME services firmly established and resourced		6%
Larger BME groups and organisations to engage more fully with mainstream and ISO services already provided		6%
More dialogue between local BME groups and ISOs		6%

Specific Resources

The majority of ISOs felt that more resources were required in order to further develop services to BME groups. The resources suggested were for outreach and development workers, language and literacy support, awareness training for staff, and the development of a coherent mechanism to "arrive at a single voice and accountable representation". A sizeable percentage (23.5%) however, felt that there were already sufficient resources but, in some cases, these needed to be allocated specifically to this work.

The recommendations of the survey can be found on the inside back cover of this report

Appendix 1

Local Groups and Infrastructure Organisations taking part in this survey

Local Groups (19)

Action for Business Limited
African Community Support Project
Asian Disability Awareness Action in Bradford
Asian Youth and Cultural Association
Bangladeshi Community Association Bradford
Bangladeshi Community Association Keighley
Bradford Action for Refugees
Bradnet
British Filipino Association
Federation of African & Caribbean Elderly
Full 360 Ltd
Frontline Initiative
Grange Interlink
Hindu Cultural Society
Millan Centre
Peacemakers
Roshni Ghar
West Bowling Community Training & Advice Centre
Womenzone

Infrastructure Organisations (17)

Action for Black Community Development
Bingley Voluntary Action
Bradford Alliance on Community Care (BACC)
Bradford CVS
Bradford Resource Centre & Community Statistics Project
Charities Information Bureau
CNet
ComB
Community Payroll and Accounts
Consortia of Ethnic Minority Organisations
Equity Partnership
Ilkley CVS
Keighley Voluntary Services
Keighley Volunteer Centre
Shiplay CVS
Volunteering Bradford
West Yorkshire Community Accounting Service

Appendix 2

Central and East European Groups taking part in the European Network survey
 Association of Ukrainians (Keighley Branch)
 Eesti Kodu - Estonian Club
 Polish Parish
 Latvian Welfare Fund
 Italian Association Of Keighley
 Serbian Orthodox Church Of Holy Trinity
 Christian Association of Italian Workers (A.C.L.I.) Keighley
 Christian association Of Italian Workers (A.C.L.I) Bradford

Appendix 3

Questions from the survey of European groups pertinent to this survey

	Yes	No	Sometimes
Support from the voluntary and community sector			
Voluntary and community sector organisations offer many services to support communities - help with finding funding, equal opportunities policies, help with constitutions, opportunities to network with other groups, printing and publicity, group development support etc.			
21a) Does your community use the services of voluntary and community organisations - such as Bradford CVS, Bradford Resource Centre, CNet & COEMO ?			
21b) Is this the case for:-			
i) First generation ?			
ii) Second & third generation ?			
iii) New arrivals ?			
22a) Is your community aware of the service that are available and the organisations that provide them ?			
22b) Is this the case for:-			
i) First generation ?			
ii) Second & third generation ?			
iii) New arrivals ?			
Further comments - support from the Voluntary and Community sector			

COEMO BOARD MEMBERS for 2005 / 2006

POSITION	NAME	NOMINATING ORGANISATION
Chair Person	Imran Khan	Grange Interlink Community Centre
Vice Chair	Ashok Kumar Nair	Hindu Cultural Society
Secretary	Yusuf Karolia	Bradford Muslim Welfare Society
Member	David Odunukwe	ABCD
Member	Gurdev S Dahele	Action for Business Ltd
Member	Balbir Singh	ADAAB
Member	Abdul Motin	Bangladeshi Community Association
Member	Rafique Butt	BPI Drama Group
Member	Jim Johnson	Bradford Action for Refugees
Member	Mohammed Abbas	Bradford Eid Committee
Member	Arshad Khan	Canterbury Family Services Centre
Member	Ishtiaq Ahmed	Council for Mosques
Member	Shafiq Ahmed	Horton Grange Regen Partnership
Member	Dr. Geetha	KalaSangam
Member	Mohd. Selim Khan	Khidmat Centre
Member	Nisar Raja	Pakistan Community Centre
Member	Herbert Wuver	Pan African Arts & Cultural Groups
Member	Balu Lad	Shree Prajapati Association
Member	Javed Khan	West Bowling Comm. Centre
Member	Jean Yousfi	Women Zone

Conference on launch of a report on BME support services

Monday 3rd April 2006

At the University of Bradford, Richmond Building (Main Building)

- 9.30** **Registration & Coffee:**
- 10.00** **Introductions:**
Mohammed Salam, Director - COEMO
- Welcome:**
Imran Khan, Chairperson - COEMO
- 10.15** **Launch of the report:**
Professor Chris Taylor, Vice Chancellor, University of Bradford
- 10. 25** **Findings of the report:**
Alan Anderton - Researcher
- 10.40** **Keynote Speakers - Initial Responses:**
Judy Robinson, Director Yorkshire & Humber Regional Forum
Cressida Woodall, Government Office
- 11.00** **Coffee:**
- 11.15** **Workshops: Next Steps**
Facilitator for workshop 1: Anthony Clipsom
Facilitator for workshop 2: Nadira Mirza
Facilitator for workshop 3: Charles Dacres
Facilitator for workshop 4: Selima Hafeeze
- 12.15** **Plenary Session: Workshop Feedback, Questions & Answers**
Panel Members
Mohammed Salam
Alan Anderton
Judy Robinson
Cressida Woodall
- 12.45** **Summing Up: Steve Skinner**, Director-Community Engagement
University of Bradford
- 1.00** **Lunch, Network & Depart**

We believe that the survey has highlighted several key areas that need to be considered if ISO services to BME groups are to be sustained and improved:-

- 1.** That the findings of this survey should be taken into account, along with those of the other surveys mentioned in the introduction, when future commissioning of VCS services are considered.
- 2.** More practical "hands on" support and workers "on the ground" should be provided to support local groups (one suggestion was that ISO workers should make regular, monthly visits to groups)
- 3.** That language services - translation of materials and interpreters should be improved and extended, and particularly include support for speakers of Eastern European languages.
- 4.** Other specialised services to support BME groups should be developed and adequately resourced
- 5.** That the collaboration and co-operation of ISOs and their workforce should also take place at operational as well as strategic level
- 6.** That VCS workforce development programmes should include awareness raising about BME needs and issues
- 7.** COEMO is best placed to champion these recommendations and should be further resourced to enable it to provide practical help to its members, both in its strategic and advocacy role and to provide capacity building to BME groups. At the very least COEMO should make further links with the emerging European networks, and target BME communities not yet amongst its membership.

In conclusion, we feel that the above recommendations would greatly enhance the capacity of BME groups to deliver frontline services, and enable them to play an even greater role in the development of the district

Alan Anderton & Surji Cair

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All other well wishers



For further Information and Support

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