



All Different All Equal

HUMAN RIGHTS & EQUALITIES CHARWOOD

WORKING TOWARDS ELIMINATING
DISCRIMINATION

CAMPAIGNING FOR EQUALITY OF
OPPORTUNITY

PROMOTING GOOD

Annual Report 2014/15



Registered Charity Number: 1088411
Company Number: 4198889

Contents page

Letter from the Mayor of Charnwood

Chair's Report	4
Challenge Week (fundraising)	5
Treasurer's Report	6
Marketing, Publicity & PR Committee	8

Advice work and Youth Training Courses

Advice work (voluntary basis)	9
Stepping into Work Project	10
Debt & Money Management work	10
Chances for All Project	11
Compass: Long Term Human Rights Education Training	15

Events

Public Lecture	19
Loughborough Mela	20

Board of Trustees

Board of Trustees & Committees	21
--------------------------------	----

Membership

List of Members 2014/2015	22
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Human Rights & Equalities Charnwood Annual Report Letter

The Mayoress and myself have been pleased to support the events organised by the Human Rights & Equalities Charnwood during the year.

It has come to our notice how busy you are throughout the Borough and may that continue. It has also been a pleasure to visit your permanent offices on Nottingham Road.

The work that you do is very necessary and appreciated.

Yours sincerely,

Cllr Paul Day
Mayor of Charnwood

Data protection

Your name and address may be stored electronically for the sole purpose of contacting you about Mayoral events. If you would prefer us not to retain Your contact details please tell us or tick the box and return this letter

Telephone: 01509 263151 Email: information@charnwood.gov.uk

Visit us at www.charnwood.gov.uk



INVESTOR IN PEOPLE

Chair's Report

It has been a challenging year and we are proud of all that we have achieved. We expect that next year we will continue to explore new ways of meeting the needs of our local communities and keeping ourselves afloat financially.

First the bad news: following the loss of our County Council funding, which paid for our advice work, we sadly had to make our four advice workers redundant. Varsha and Trevor, with help from volunteers, have to spend an unreasonable amount of time seeking sources of funding and writing applications.



Now the good news: we have been able mostly to meet the needs of our service users. This is because of the generosity of our former paid staff who provided voluntary hours; we are immensely grateful for their commitment and support. We also introduced a charging structure for immigration advice work and ask for a small donation for other advice work so as to help cover our costs.

Legal Aid cuts and local government limitations mean that our advice service is greatly needed. We often work with people who struggle to engage with official agencies and meet their requirements, because they lack confidence, language fluency or knowledge of the system. We report back to agencies how and why people struggle and encourage them to improve their service provision accordingly.

We are a strategic partner of Charnwood Borough Council (CBC) and work closely with them and with Loughborough Citizen's Advice Bureau and others in a consortium of local voluntary and community organisations. We have, for example, secured some short-term funding from CBC's Debt and Money Management grants to deliver a short project advising people particularly from BME background.

Our Chances for All project is in its third year and has gone from strength to strength. It is having a positive impact amongst the many South Asian women involved in Loughborough; they are benefitting from the opportunities offered by the project and are more knowledgeable and active in public spheres of life.

The CFA project has indicated a need for similar work with men so we applied to the Big Lottery Fund, Reaching Communities programme for a 5-year project. We were delighted to be successful at stage1 and have submitted our stage 2 application.

During the year we secured European Social Fund support for a six-month project, 'Stepping Forward into Work'. This was set up after our advice work showed that, due to a lack of IT, English language skills and confidence, many applicants struggled to comply with Job Centre Plus requirements to carry out job searches and apply for jobs. We provided basic ESOL and IT training with 14 learners, and eight found employment.

Our European work has continued successfully to deliver training events to young people from Loughborough and across Europe on equality issues (see separate conference reports). Thank you to Nadja for this exciting area of work.

Finally I want to say a big thank you to our paid staff, our volunteer staff, our Board members and everyone who has contributed to our endeavours during the year. You have all worked so hard, way beyond reasonable expectations, and we are indebted to you. Thank you.

Jill Vincent
Chair

Challenge Week

Because of our shrinking finances the trustees decided to make a concerted effort to raise funds during 2015/16. We kicked this off with a "Challenge Week" from 6th to the 14th June.

We organised several events during the week and are pleased to say we raised over £2k during the week. We would like to thank everyone who generously supported us and in particular to Trevor Shaw who did a 48 miles bike ride and raised over £900.

Trevor Shaw on
his bike
Well done for
completing your
48 miles.



Our Bollywood night was attended by 60 people from across all backgrounds, cultures, religions and ages at the Salvation Army Church & Community Centre.

We showed a Bollywood film "P.K". This was about a stranger's childlike curiosity and world-view, challenging people's long-held notions, making friends of some and foes of others. The film was followed by a short discussion. This was a free event but donations were gratefully accepted.

Our networking meal was a success and this raised £112 and we are very grateful to Cinnamon Restaurant for their generosity in hosting this meal.

Treasurer's Report

In her Chair's report, Jill Vincent, tells us how despite losing £50k county council funding we have been able to continue our wide variety of work.

Looking back at what I wrote here last year about HR&EC's thoughts about its future direction what strikes me (as Treasurer who deals with £p) that the key achievement of the year is not about money but people.



I wrote "we must meet the needs of the many people who look to us for help..... and ensure we keep contact with them". We still have a steady stream of clients coming into the office each day and thanks to Amina, Chayara and Kazi giving their voluntary time and a short debt and money management project funded by Charnwood Borough Council, we were able to keep this valuable service going.

Each year, Trustees have to assure our auditors that we are a financial going concern. I am pleased to say we were able to do this but, in my view, without our on-going delivery of casework we could not honestly say this.

Another non £p sign of our strength is despite our rule of trustees retiring on a revolving basis, we have been able to maintain a board with members who have the experience and skills to deal with the day-to-day things and move us forward.

Also, Trustees have been aware that the Human Rights Act/British Bill of Rights have been in the public eye. In a non-political way we have tried to remind ourselves how the H.R.A evolved and keep abreast of the way things might move forward.

Another "people" thing is we were a partner in producing the Town wide Disability Access guide and will be involved in its future updated issues.

Now turning back to £p, the fact that our heads are still very much above water shows itself in two recent successes:

We applied to one of our fairly long standing funders, The Henry Smith Charity for continued funding. We had to submit full details of our services and our somewhat precarious finances. We were delighted to hear that their trustees have awarded us £10k for 2015/16. Many thanks go to them.

Our ancient central heating system finally gave up the ghost over the winter and we applied to the Jean Cope Trust for a replacement boiler. We were successful and the boiler has been installed. Our thanks go to their trustees.

Overleaf you can see a before picture of the old boiler and one of the new one.



As well as these recent successes we are grateful that in the year ahead we still have valuable funding from the Lloyds Bank Foundation.

Finally, I would like to thank Alex and Martin from Marsh & Moss Ltd, our accountants and auditors, for their patience and professionalism and Varsha Parmar for her day to day running of the accounting system.

Trevor Shaw
Treasurer

Training

With the introduction of the Equality Act 2010 it is vital that organisations have an understanding and awareness of the needs of diverse communities.

Compliance with the Act will help ensure that you are treating your service users and staff with **respect** and **understanding** and that you plan your services accordingly. Services and employment policies are required to be **fair** and **equitable** and not unintentionally biased or give offence thereby helping to protect you from any legal challenges .

We can offer training on a range of equality topics tailored to your needs. Please tell us if you have any other specific training requirements.

Details can be found on our website, under the training section or call the office to discuss your needs.



Marketing Publicity & Public Relations Committee

On our Marketing, Publicity & PR committee there are 3 external members elected at the AGM and several members from the Board of Trustees. This last year the elected members at the AGM were Patricia Pinder, Tony Payne and Peter Lewis. Tony Payne and Jill Vincent, were the Trustees on this group. On behalf of HR&EC, I would like to express our thanks to them all for their support throughout the year.



This group is also responsible for the Membership of HR&EC and we are constantly looking at ways of broadening our membership, particularly in light of our widening remit on all the equalities. All applications for new members go to this group for recommendation to the Trustees. We also continue to work on PQASSO standards that are relevant to this group.

The group has been very active in identifying ways of raising awareness of issues of concern to the local communities and in line with our expanding remit to work on all equalities, bringing issues faced by particular groups to the attention of agencies, members and individuals.

In the last year we delivered a four-part youth training event funded by the by the British Council (Erasmus Plus). We are very proud of our track record and the benefits these events bring to the young people involved. We had our usual coffee morning in December which is always a great opportunity for our members to drop in for a coffee and a chance to meet others and the staff.

Our Annual Public Lecture held in June 2015, was held at Loughborough University by invitation of the Vice Chancellor, where the guest speaker, The Right Honourable Keith Vaz MP, gave a talk on *"Immigration crises and Human Rights"*.

We would like to thank the local press, particularly Loughborough Echo, for the regular coverage we receive on our work. We are always seeking to recruit new members and welcome applications for either individual members or organisations to affiliate.

We also have spaces for co-options to our Board of Trustees and several sub groups, so if anyone is interested in our work and wishes to get involved, please visit our website on www.hrec.org.uk or ring the office on (01509) 261651.

Peter Lewis CC
MP&PR
Company Secretary

Advice Work

Although we lost our county council funding at the end of March 2014, our ex-staff have kindly continued to provide some voluntary hours. From April 2014 to end of March 2015, they have seen with 1,200 clients on a voluntary basis.

We have introduced a charging structure for our immigration work and ask for donations for general advice work to cover our costs.

Nature of cases/queries	Total
Welfare Benefits	533
Housing and Accommodation	453
Immigration and Nationality	55
Training and Education Support	51
Employment,	50
Miscellaneous Support	193
Total Cases/Queries	1335



Our ex-caseworkers giving advice on a voluntary basis.



“Stepping Forward into Work”

From May 2014 to October 2014, we secured some short term funding from the Skills Funding Agency, through Enable.

We used this funding to provide 1-2-1 support for 14 people, on Job Seekers Allowance, who lacked confidence, language and IT skills by empowering them with the abilities that enabled them to progress and enhance their employability skills. It offered them support to progress to mainstream IT/ESOL classes and provided them with vital skills to improve their employment chances.

8 of the 14 learners got into employment and the rest built up confidence and IT/language skills which is bettering their employability chances. There is a need for more of this work to help vulnerable people.



Co-financed by

**Skills
Funding
Agency**

“Debt and Money Management”

During 2014-15, we delivered a short term project on debt and money management advice funded by Charnwood Borough Council.

Our target audience for this work was predominately people from BME backgrounds with debt issues. From December 2014 to March 2015 we gave advice and information on debt and money management to approximately 120 of these people, some with multiple issues.

We helped them to address immediate debt problems e.g. arrears with utilities, other bills, rent/mortgage/council tax arrears. We also helped them better manage their budgets by helping them prepare income expenditure budgets and seeing what their priorities were in terms of paying bills etc. We helped them access cheaper service providers such as energy and insurance. This involved teaching them how to go onto comparison sites and learn some computer/IT skills.

22 of the people attended a meeting we organised with Clockwise, our local credit union, where they were told about the services Clockwise can provide. This proved to be a fruitful meeting; none of them were previously aware of credit unions.

We worked with our Charnwood Connect partner, Charnwood Citizens Advice Bureau where specialist skill was required to address higher level debt. We are pleased to say we have secured another £6k from CBC to deliver more of this during 2015/16.

Chances for All Project

Background

The project is funded by the Big Lottery Fund and is a 5 year project which started in October 2012 and will end October 2017. It is aimed at women of South Asian background to empower them to lead more healthy, active lives and be more active in society by bettering their life opportunities, learning new skills, being more proactive in their children's education, being role models, taking part in cross cultural events.

This sprang from a pilot carried out in 2010 funded by the Lloyds Bank Foundation, we started to engage with South Asian background to see what their needs were in terms of helping them become more active in society, learn new skills etc. Following this pilot, we applied to the Big Lottery for this project to help address some of these issues.

The 4 aims for the project are:

- Improved attitude towards healthy living – keeping fit, healthy cooking, lifestyles, understanding health related issues e.g. mental health.
- Improved awareness of issues facing the women and how to address them (e.g. domestic violence, drugs, gambling, alcohol, health).
- Increased numbers actively undertaking community and society development role, for instance as governors, trustees
- Improved representation for the women and increased cultural integration locally, taking part in events during Inter Faith Week, International Women's Day, One World Week .

Successes of the project

Compared to when our project started in 2012, more women from South Asian background are engaging with local events, taking an interest in society, politics, their children's education, social events that promote cross cultural, intergenerational engagement, for example celebrating International Women's Day (attended by 90 women). This brought together women from a cross range of cultures, religions, ages to come together to celebrate International Women's Day, share food, dances and learn about other cultures.

Other events included a workshop on the importance of voting, elections (50 women attended 2 events). This helped raise awareness of politics, how to register, what party manifestos are and why it is important to vote.

In March 2015, we held an event and invited Clockwise, our local credit union to come and talk about their services. 22 women attended this and learnt about what credit unions can offer. Some were keen to find out more about the budget accounts, safer borrowing options. We will be continuing with these awareness raising events.

Another significant success is that the leisure centre was able to provide swimming session for the BME women with the pool area being enclosed for modesty reasons.

As the project developed, as well as attending events, some of the women began to help organise them. An example is for International Women's Day 2015, some of the women took charge of booking the venue, organising the catering, running a tea competition and promoting it. Another is they had the confidence to organise a trip to London, by booking the coach, planning the itinerary, collecting the fares and ensuring enough women attended to make the trip worthwhile.



Photos above and left - International Women's Day event held on 7th March at Shree Ram Krishna Centre with over 90 women attending.

In 2014/15, 50 more women are leading healthier lifestyles by taking up exercise, fitness classes, understanding about diets and how to cook healthier. In Year 3 they are working on sharing healthy recipes and ultimately will help produce a healthy cookbook. We have helped the women to successfully apply for a small grant from Leicestershire County Council to deliver this.

Right photo—local women working on the allotments growing vegetables.



During 2014/15, 20 more women are learning to use smart phones, computers, iPads, Internet to explore what services they needs, source cheaper utility providers for their homes, thus bettering their finances, using the Internet to raise their own awareness of issues that might be facing their children – extremism, safeguarding, grooming. Our staff help them understand some of these issues and teach them about social media, what to look out for and where necessary we work with experts to deliver specific topic related sessions. Working with women we have identified issues that maybe be affecting them and are working closely with agencies to deliver practical and supportive information.



Above photos Women learning to use ipads, smart phones.



Below and left photos Bollywood evening with film and interfaith discussion



Feedback from partner agencies and beneficiaries,

"Working with Chances for All has helped greatly in many different projects. Both Tahmena and Minara are great at promoting activities/sessions happening in the local community which allows more BME women to hear about the sessions and therefore attend the session. Working together allows sharing of different ideas and what has worked well in the past and what has not worked well, which is extremely helpful. Sharing workloads and working together on projects is also very beneficial. By both working to promote and deliver activities for the BME community, it gives them more opportunity to participate in activities, such as exercise and activities related to a healthy lifestyle".

Catherine Devonshire

Community Sport and Physical Activity Development Officer

Chances for all has helped with feeding back to us information on the women's cultural needs that have helped shape our current BME Swimming lessons and Zumba classes. Their support is extremely well valued and has been essential for the development of our BME offers to this target group over the past 12 months.

Thank you for all your support, we look forward to working with Chances for All on more activities in future".

Many thanks

Nathaniel Leney

Divisional Sports and Community Development Manager

I have been a part of a group of Bangladeshi women that have been meeting for years at the Bangladesh Social Association, usually to have a social get together. Since our group has been involved with the Chances For All project, we are doing more activities. We are involved in growing vegetables in allotment and sharing our skills and learning new ones. We are getting an opportunity to meet other people of different backgrounds. We have been involved in growing baskets for "Loughborough In Bloom" and are very proud of our achievements.

We have made friends with women from other cultures and come together to learn about politics, credit unions, safety in the home and other interesting and important subjects.

All this is helping us to develop new skills, making us feel more part of local society and we feel more confident to go to events and other things that happen in Loughborough. Recently we helped organise a trip to London (where some of us had never been) and saw the House of Parliament and other interesting places".

Anon

We would like to thank the Big Lottery Fund for giving us this grant to carry out this valuable work. We would also like to thank Chayara Chowdhury and Amina Wadud for their input in the project to cover maternity leave.

Minara Rahman & Tahmena Gul
Project officers.

Compass: Long term Human Rights Education training

Compass was a multi-level training course on Human Rights Education that we delivered between 01.07.2014 – 31.05.2015. The project idea was based on the previous experience of our organisation and European partner organisations in their work within the field of human rights education (HRE).

It brought together eight organisations from eight European countries and 44 professional youth workers and youth leaders (32 + 6 team on each mobility).

It included three stages of residential training held in Loughborough (October 2014, January and April 2015), as well as local activities developed by the participants of the project in their own communities (February-April 2015).

The objectives of the project were to:

- increase the competences of youth leaders, youth workers and educators in the field of active citizenship and Human Rights Education through non-formal learning
- train participants in using Council of Europe's Compass Manual for HRE
- mainstream HRE in youth work and developing future HRE-related projects in partner countries
- link European human rights issues with local campaigning on human rights
- increase the international dimension of youth work, notably with reference to human rights education
- assure a long term, sustainable increase in quality of partner organisations' work with human rights issues.

The project resulted in developing social and civic competences of 44 participating youth workers, as well as them using new skills and organising local activities in their communities, promoting human rights.

Therefore, the project has also resulted in increasing the quality of partner organisation's work in the field of Human Rights Education.



Some examples of sharing of the knowledge from this training in the local communities:

The Croatian group organised workshops on HRE and minority issues at the University of Rijeka.

The Finnish group organised workshops on anti-racism for young people from Turku, in co-operation with the Finnish Red Cross.

The Lithuanian group organised workshops on equality in employment for young entrepreneurs in Kaunas.

The Romanian group organised workshops on human rights issues at the University of Bucharest.

The Italian group held numerous local activities for young people and local residents of Fasano, Puglia.

The Polish group held workshops on children's rights at a primary school in Torun, Poland.

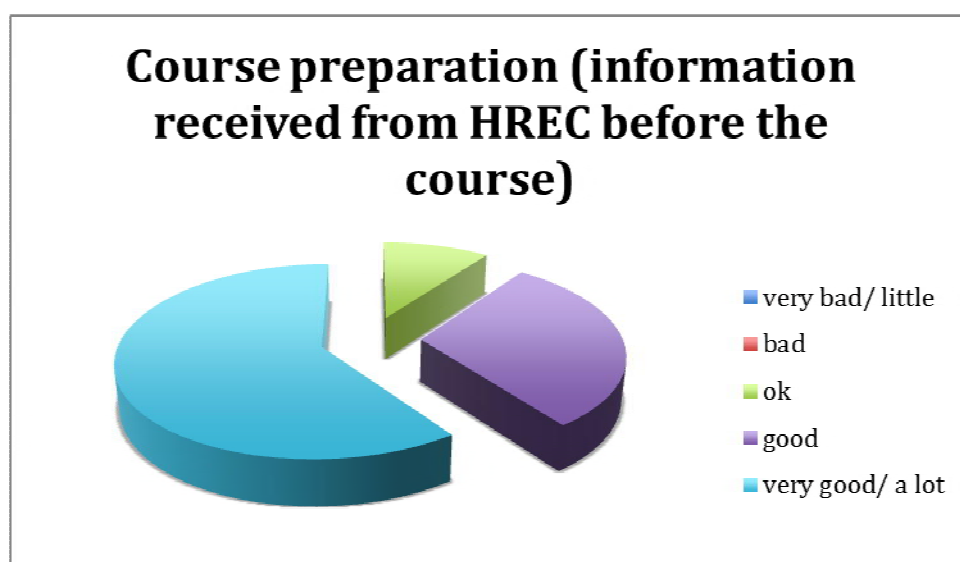
The UK group held workshops on children's rights at the Polish Saturday School in Peterborough and developed a training pack for delivery for local organisations by HR&EC.

The Greek group held workshops on social inclusion and Roma rights in a few educational establishments in Volos, Greece.

EVALUATION

The organizing and training team had feedback groups every day on each step of the training course to ensure that the training methods and pace is appropriate for the group.

In their final evaluation the participants commented on the overall organisation of the training programme as following:



How much did you learn about Compass HRE Programme?



Feedback from some of the participants:

- *Alex's food is so tasteful! I gained some kilograms and I don't like it.*
- *I really liked Power point presentations and the way everyone described their activities.*
- *We had an opportunity to share and learn, which presented us a great set of experiences.*
- *Great programme, well-thought schedules, good balance of activities.*
- *Trainers were good part of our group and I was learnt new methods they were using.*
- *Well done! This was the best organised training that I attended. Presentations were informative and I have learned from each of them a lot.*
- *It helped to understand how can we organize other activities.*
- *Sharing of experiences was the most important exercise.*
- *I learnt a lot: The non formal learning methods were totally new for me. I was so surprised in October 2014.*
- *I got inspired.*
- *Very much. We had an opportunity to share and learn, which presented us a great set of experiences.*
- *Liked the report of Greek team, as well the evaluation of each part and self reflection.*
- *From Finland loved the detailed agenda.*
- *Great use of Facebook group to keep us informed and updated. Thanks Nadja.*
- *Definitely well-prepared trainers, kept us informed and offered a lot of resources and materials. Useful information.*

ACHIEVEMENTS outside of the set goals:

1. A Finish participant said: October trip was my first abroad trip and now I am confident to travel more!
2. After a workshop at the Law school in Croatia delivered by the two of the participants the lecturer focused on the rights of minorities for two weeks as was appalled by the attitude and indifference of future lawyers towards people coming from minority groups. This is a perfect example of how non formal education can influence formal education.
3. Finish group after the first step of the project established and registered a new organisation in Finland and began to deliver the project on Human Rights as part of its main aim.



We would like to thank Erasmus Plus for the funding to enable this training to take place.

Nadja Rein
Training Co-ordinator.

Annual Public Lecture Rt Hon Keith Vaz MP Immigration crises and Human Rights”

This year’s annual Public Lecture was held on 11th June at the Clyde Williams Building, Loughborough University. The guest speaker was the Right Honourable Keith Vaz, MP, and the topic of the lecture was “Immigration crises and human rights”.

As per previous years, the University very kindly hosted the event, and the pre-lecture reception for invited guests. We would like to thank Loughborough University for their continuous support in making this an annual event.



Loughborough Council of Faiths (LCoF)

We continue to work very closely with the Loughborough Council of Faiths especially under our brief for working with religion and belief.

Loughborough Council of Faiths was formed in 1996 to create a forum in which different faith communities could meet and work in the interests of the whole community. The Council is not bound by one faith but within it people of different faiths seek high spiritual values together: peace, harmony and a spirit of unity are at the top of their agenda.

Loughborough Mela



Loughborough Mela has risen in prominence from a small event celebrating the town's cultural and ethnic diversity into a popular and important date in the calendar of the summer festival season. Taking place in Town Centre in the heart of the community of Loughborough, there is more to Loughborough Mela than just music- the event also features stalls, fairground rides, diverse range of food, children's activities and a diverse entertaining programme. The aim is to ensure that all visitors, young and old, will find something to entertain at this free event.

The Mela is a partnership event organised by Charnwood Borough Council, Human Rights & Equalities Charnwood, John Storer Charnwood, Charnwood Arts and local community groups and individuals. It is the perfect place to experience South Asian arts and culture in all its diverse and colourful forms, from spectacular Bollywood and Gidda dancing to storytelling, poetry and henna painting. The aim is to both celebrate the performers' national heritage as well as their more recent history as British citizens.

Melas originate from the Indian sub-continent (the word 'Mela' means 'to meet' in Sanskrit, the ancient Indian language), where they are traditionally a gathering of people celebrating their community, much like village fairs in Britain.

This year's Mela is on Sunday 16th August in Loughborough Town Centre, Market Square, from 12 noon to 5 pm.

For more information including holding stalls at the Mela please contact Leylah Bhamra via email: loughboroughmela@gmail.com or via mobile 07894880525.

Leylah Bhamra
Mela Co-ordinator

Loughborough Mela 2015
Sunday 16th August, 10am to 5pm
Market Place, Loughborough

Activities for kids Music, dance & food
Fun for everyone!

Many live acts including:
Zack Knight
DEA Dhol Drummers

For enquiries, please contact:
Leylah Bhamra,
Performance Co-ordinator
Tel: 01509 261651
Email: loughboroughmela@gmail.com

Charnwood Arts,
Stalls Co-ordinator
Tel: 01509 821035
Email: rebecca.abrahams@charnwoodarts.com

Board of Trustees

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Company secretary	Peter Lewis

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Steve Phipps	Nilesh Shukla	Tony Payne

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Abida Akram	Yasmin Ali
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Varsha Parmar	Executive Officer
Kazi Mashud	Advice Officer
Chayara Chowdhury	Advice Officer
Amina Wadud	Advice Officer
Minara Rahman	Chances for All Project Officer
Tahmena Gul	Chances for All Project Officer
Nadja Rein	Youth Project Co-ordinator

Membership 2014/2015

Hon President
The Mayor of Charnwood

Hon Vice President
Dr A Strachan

Hon Solicitor
Mr D Pagett-Wright (Moss Solicitors)

Hon Treasurer
Mr T Shaw

Individual Members

Y Ali	A Akram	A Bava	J Capleton	J R Catt	H Clegg
A Gimpel	A Gimpel	J Harrison	M Hopewell	R Jalota	J Miah
M Jenkinson	M Jones	P Joyce	R Kershaw	P Lewis	N Morgan
J O'Brien	B Newton	J Pacheco	S Phipps	P Pinder	M Shahid
T Shaw	N Shukla	V Silva	P Singh	S Velado	J Vincent
A Williams					

Organisations

All Saints with Holy Trinity	P Pinder	D Green
Ashmount School	D Deacon	D Thomas
Brahma Kumari	M Sisodia	N Steel
Bridge	P Snape	P Davey
Charnwood Arts	K Ryan	R Abrahams
Charnwood Borough Council	J Capleton	G Gay
	D Green	P Lewis
Geeta Bhawan	R Chhabra	
Gorse Covert Community Centre	V Watts	L Gilmore
John Storer Charnwood	S Leong	S Frost
L'boro Baptist Church	S Cramer	
L'boro Churches Partnership	D Beale	T Payne
L'boro Constituency Labour Party	M Draycott	J Vincent
L'boro Council of Faiths	N Steele	
L'boro United Reformed Church	D Beale	T Payne
L'boro University		
(Centre for Faith & Spirituality)	J Sutton	
Rawlins Community College	C Ore	H Fern
Rosebery St Peter's C C	D Bentley	L Shaw
Swaminarayan BAPS Sanstha	M Sutaria	A Mistry
Youth Shelter	M Mooney	

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We would like to thank all our funders for the generous grants that enable us to continue with our work

