



Leicester Leads The Way

Based in Leicester for the past 20 years, Diversity Hub have been promoting diversity, equality, and working to build community cohesion with a reputation for delivering cutting-edge effective training and development programmes.

Keen to look at existing good practice, the Commission for Integration and Cohesion asked to visit us to find out more about our approach. Following a presentation, Commission Chair, Darra Singh, and fellow Commissioners experienced a mini-workshop delivered by young people. They were impressed with our approach, using anti-bullying work as the vehicle for empowering young people to be pro-active in building community cohesion.

A Charities Aid Foundation business consultant helped us establish a new focus and direction for the future. Following a health-check, Roger Cowdrey found our services to be of '...a very high standard... and are clearly market leaders in their field and exceptionally highly

rated by clients and participants'. He couldn't understand why, with the exception of our local anti-bullying work, such a valuable resource is so under-utilised within Leicester and so well used elsewhere. We will build on what we are already doing and open up new markets where diversity and community cohesion have yet to feature.

Our Annual Celebration re-launched us as a new organisation with a new name and new programmes. The sheer exuberance of the young people who came up to the stage to be presented with certificates of achievement was infectious for everyone and left us all 'filled with hope for our city and the future'.



The Commissioners visit

Young Volunteers Win Award

Friends Against Bullying volunteers Blaire Smith and Mikey Cartwright empowered and supported hundreds of other young people since they became involved 2 years ago. Now they have won the Under 18's Regional Nationwide Awards for Voluntary Endeavour for making a difference in their schools and communities - see P2 for details of their work. On receiving the award Blaire said: 'Being an anti-bullying leader has given me confidence, and to know how to deal with things better, instead of shouting or hitting people. Being a volunteer means everyone get something out of it, not just me - and it's fun!'



Mikey & Blaire Collect Nationwide Award

Issues for Business

The Commission for Equality and Human Rights brings together the former Commission for Racial Equality, the Equal Opportunities Commission, and the Disability Rights Commission. It also has responsibility for bringing together legislation on discrimination relating to sexuality, age, faith and human rights. But what does this mean for our business? See page 6 to find out.

Issues for Education

Bullying continues to be at the top of our agenda. The Children's Commissioner reported that the issue every child has been affected by is bullying. We also know that bullied children will often truant. The Department for Children, Schools and Families issued new guidance and duties for schools on bullying and community cohesion. See page 7 for more.

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Anti Bullying Teams...

The **Friends Against Bullying (FAB) Playground Mentoring** scheme grew from a pilot into a full programme with launches in several schools.

Trained to tackle bullying in their playground, **Parks Primary** school launched their FAB team to a packed assembly and were cheered and welcomed by everyone in their school! New FAB Mentor, John, said 'I will now try to help rather than go against the bully.'

After the second year of FAB mentoring at **Braunstone Frith** school one young Mentor said: 'I know I have made a difference - people are not being bullied so much.'

Beginning a third year in **Overdale Primary**, Jackie James, said: 'Every year new things are coming into place, and moving on for the better. The children's confidence has grown as they saw what the Mentors did last year, the responsibility they now have, and because they feel valued.'

Herrick Primary had 12 eager young people who couldn't wait to start! A teacher commented: 'The young people are so excited about being a FAB Mentor - they feel like they can really start to make a difference in the school.'

A highlight at **Shaftesbury Primary** was a girl who, through her tears, told the group about the problems she was having at home and that is why she sometimes bullies others. She apologised to the group, and her behaviour has since improved. Staff noticed that pupils are now confident in talking about bullying. With a common language, and understanding that it is okay to be different, they are also now more likely to intervene when they see bullying.

With interest in FAB growing, and new schools about to launch, the programme is going from strength to strength!

Two secondary schools joined the **FAB 3-day Leaders Training**.

Sir Jonathan North Girls have had a thriving student-led FAB team and web-site for several years, and continue to provide a support service to their peers by running a lunchtime club, assemblies, and welcome sessions for Year 7 pupils. It was **Lancaster Boys** first year of FAB. Apprehension was expressed about whether their students would take to the programme because the young men would need to be good listeners, able to express themselves emotionally and support others. It soon became apparent their concerns were unfounded. To the surprise of several adults, they ran a session on homophobia, creating enough safety for one young man to 'come out' as gay - no small thing in a boys school, and testament to the skills of the young leaders and the workshop model.

Leicester Against Bullying (LAB) is for young people who aren't in full-time or mainstream education, employment or training. There were a lot of people getting bullied, at **Mikey Cartwright's** school, including himself, and he went straight back and set up a lunchtime anti-bullying drop-in centre. **Blaire Smith** led on workshops and a 3-day young leaders training, prior to coaching and mentoring young people on Creative Partnerships.

Commissioned by the Community Safety Partnership we designed and delivered a **Champions Against Violence** programme on domestic and sexual violence, bullying and anger management. Working with the Domestic Violence Integrated Response Project, we brought together the specialisms of both organisations to provide a holistic programme. Young people and staff got a lot out of it. A young woman said: 'It made me realise how many times it happens, and it's really shocking. If someone experiencing domestic violence needed me to help out, I would definitely do what I could.' Many of the young people were keen to put their new skills into action, and one said: 'Like, when someone says someone's



Playground Mentors

...Build Community Cohesion

being bullied, usually I think, I don't mind, it's just someone being bullied. Whereas now I'll be, like, 'Where?' – and I'll go and tell them to stop it.'

Creative Partnerships Leicester prioritise young peoples participation and community cohesion. They chose Diversity Hub as Participation Partner to help extend their commitment to involving children and young people in decision making. Young Consultants work with school staff and creative practitioners to find new ways of teaching and making changes to the learning environment. Examples include a maths game show and an inflatable classroom. The Diversity Hub team provided training and coaching for the Young Consultants compering at two major events, and helping large numbers of young people develop their leadership skills to run dissemination workshops for their peers and adults. Adults were also gently coached to, quite literally, shut up and step back so young people could lead their own show. Creative Director, Richard Clarke said: "As a team of adults and young people, Diversity Hub bring authenticity to many aspects of our complex programme. Above all, they helped us focus on peeling back the barriers that prevent children and young people from being given the space to lead and make decisions."

Leicester Prevention Project, **A Message**, called us in to work with young people who present as vulnerable or are at risk of getting into trouble. Being able to discuss issues that were important to them – not being taken seriously by adults, bullying, drugs and racism – had them fully engaged. They get bullied 'when you are slower to learn than other people... when you are black... when you are small... when you don't have friends'. One young man said: 'It feels good, we don't usually get welcomed for who we are!'

Heritage Lottery funded project, **Young Roots**, enabled young

people to find out about their heritage, develop skills and build confidence. Using Records Office resources they focussed on family and oral history. Questioning parents and other family members highlighted the unique story of each young person's family - diversity in its broadest sense. See the Young Roots website (www.youngroots.org.uk).

The **Healthy Schools** coordinator commissioned a FAB playground mentoring workshop for schools. Participants welcomed the time and space to think about initiatives they already have in place, and experiencing activities from the Mentoring Scheme provided ideas and new skills. They found the experience of Jackie James, the lead on Overdale school FAB, invaluable. Inspired, one participant said: 'I now feel ready to return and improve our playground'.

An NRF-funded **summer school** for students from Sir Jonathan North helped raise academic achievements, through participaton in creative activities designed to be fun and linked to the parts of the curriculum participants were struggling with. Students' built confidence and self-esteem as they spoke in front of a group, listened well to each other, and tried experiences that were new to them. 'I was proud of taking part in everything, even when it was difficult and I didn't wanna do it' said one participant.

A **summer residential** gave young people an opportunity to focus on bullying and their family history. For some it had been a struggle to agree to leave behind the distractions of everyday life, but were pleased they managed it. One talked about his new experience: 'I'm proud I didn't get my computer out. I've learnt you can have fun without video games.' Sharing about themselves and their lives, one young man told people about homophobic bullying he had experienced.

"The drop-in centre provides a safe space to get their feelings out. I help them calm down so that they won't go and hit someone or get themselves into trouble. I am good at giving advice because I have been bullied and know what it feels like. I have become confident and have really calmed down since I got involved – I used to get into trouble in school. I feel really proud of myself and the work I have been doing. They all get bullied and then bully others. They deserve another chance to do right in their life."

Mikey Cartwright

Team Members Utilise Their Skills...

Undoing the Damage

My Dad came to this country in the late 60's as part of the cleansing of Indians from Uganda. It was a very hard time for him and he was often met with racist abuse or treatment, and this has left a profound effect on his use of language. Dad and Mum use the term 'coloured people' as a way of describing Black or Asian people. This makes me angry and I would often shout 'You can't say that' or 'Its not coloured - its Black!'. After years of these outbursts, and needless to say, little change in language, I tried a different approach. Now I wait for the conversation to finish, then ask questions, like: 'How did it feel being called coloured, Dad?', 'What was it like for you back then?', and 'Mum, did people treat you badly because you are a white woman with my Dad?' There are still times when, because of his internalised racism, Dad will use the word 'coloured', but this is ever decreasing and I believe he now understands why it isn't a positive or very accurate way to describe him and his people.

Julie Sharma

All Our Children Are Special

A visiting relative was talking to my mum about how his daughter is a 'high achiever' whereas his son is 'just average.' I wanted to intervene but couldn't think of what to say at that moment. My mum said: 'Doesn't the fact that he's your son make him special? Some people are academically inclined, but that doesn't make them better or more special. He may have other qualities.' To which he answered: 'Yes, he enjoys sport and is good at that.' We had a good conversation about how siblings get compared and the labels that parents or other relatives put on them can stay with them for a long time. I felt so proud of my mum and it really showed that even though she hasn't been to Diversity Hub training recently, the skills she developed enable her to continue making a difference and changing people's lives.

Milli Bhojani

Being An Ally to All Young People

Our free newspaper carried the headlines: "Within just two days of the end of the school year vandalism has increased." CCTV photos depicted young people, and were accompanied by text which said that these 'yobs' were responsible for vandalism to the bowls club. I was incensed this reporting accused young people of criminal acts without any evidence, and made a judgement on all young people. The report seemed to be supported by the Parish Council, who are responsible for the CCTV cameras. I wrote expressing my concern about vandalism, and made the point that in our society people are deemed to be innocent until proven guilty and that such proof is a matter for the courts. Their hostile response reminded me that rate-payers of this village had had enough! What to do? The Data Protection Act seemed to support my view that the publication had overstepped the mark so I sent details to the Clerk for his consideration. But the Data Protection Office thought the Parish Council were in order to use the footage. I felt rebuffed and thought it was the end of the story... Or was it? There have been several editions since and reports of vandalism have not been accompanied with photos of young people or accusations. So perhaps minds have changed even if hearts haven't. That could take longer, but I'm in for the long haul.

Paritosh Shapland

"When I started working with Diversity Hub I just used to see people or crowds. Now, I see a whole range of people: men and women, a disabled young person, an Asian girl or a mixed heritage family. My view of the world became completely changed and enriched"

Roger Cowdrey

... To Make a Difference

Who Is In Charge?

When I am out with a young man I befriend, I often have to make gentle interventions with people who say things like: 'Does he want any sauce', or 'Does he walk?' To which I reply that they should ask him direct. On the train, a chap just picked him up and swung him from the train down into his chair, even though he was managing this himself, albeit slowly. Of course the man would not have just grabbed anyone else and although we both thanked him for his help, we also told him that it would be good to check in future if the person needed any assistance.

Jacquie Thornber

Getting Underneath Homophobia

I enjoy the time I spend with a group of working class men after circuit training each week. I can't tell you how many times they talk about how they feel about gay men! I do everything I can to remember my intervention skills training and to not respond to the comment, but concentrate on the person and what might be fuelling their comments. I've noticed that they feel safe talking with me about their fears, and in doing this they've started to think about what they are saying - and then correcting themselves. At one time I would have got annoyed and reacted angrily about what they had said, and I may have decided not to socialise with them. Not anymore! I realise that by staying in with them I can make a real difference in challenging homophobia.

Margaret Brough

Navigating Different Needs

A friend of mine told me her partner had been 'head hunted' and that he was going on an overseas trip to explore what the potential job would involve. She recounted her concerns and commented: "I don't know why he wants to be running all over the world at his age anyway!" I raised an eyebrow, put a twinkle in my eye and said she was absolutely right, given he was in his early 50's, he should probably just lay down and die! She laughed at the recognition of what she had just said. I asked if she had any worries about the trip. She said she was apprehensive as she didn't want to live abroad and was concerned that in his excitement he might agree to take the job without discussing it with her. We had a really interesting conversation about how hard it can be sometimes in a relationship to navigate how to get things right for both people.

Liz Henze

Empowering Young People

While at school people used to ask what I wanted to be when I was older. Like most 12 and 13 year olds I had no idea! At a Diversity Hub workshop in Year 9 I was really taken by the ethos and principles being promoted. I went to the next training and since then I've worked with old and young, black and white, the able and disabled. Diversity work has helped me to see that some people have more challenges in accessing things that everyone should have the right to. Working for equality is now something I do everyday of my life and a substantial proportion of it is in supporting and speaking out for young people, empowering them to use their voices and to realise the ability they have been told they don't have. Thanks to my experience with Diversity Hub I now know exactly what to achieve and do in life. Next year I will be completing my teacher training and I am going to use sport as a vehicle and tool to teach young people about equality and making things in life accessible to all - beginning with sport.

Ashleigh Sherriff

A young Muslim woman struggled with her English as she was giving feedback to the group on what she didn't want people to say about her as a Muslim. Another young person, who did not identify as Muslim, came and stood next to her as support and was really encouraging. He showed us all what being an ally and good friend is about.

Team Members Utilise Their Skills...

Two-Way Learning

After a working life in educational psychology I retired and now do voluntary work with Diversity Hub, conducting interviews as part of evaluation processes. The training is having evident effects on thinking, even for the few people who appear to be negative at the time they take part. In general the effects are overwhelmingly positive, with signs of lasting effects which are influencing people's lives and the way they try to influence others. During a course on violence with a rather a difficult group, I was the only one to choose the 'atheist' group. Four of the boys who had chosen the large 'male' group clearly felt sorry for me and invited me to join them. When I pointed out that I didn't have the right gender they chose to join me in the atheist group instead, and we went on to have some thoughtful and useful discussion about morals and ethics. A lovely example of 14 year olds engaging in inter-generational work and support, with me, a woman in her 70's! There was a real investment pay-off. I saw boys developing thoughts of their own and was very impressed.

Bessie Hayes

Boys Do Cry!

My Dad and I clash when my niece falls and screams the place down. His response is 'Get up, there's nothing wrong with you', and mine is 'Let her cry, its good for her', which my Dad reacts to a bit harshly. It took a few times for this to happen for me to wonder what's going on for Dad. So I asked him how it was for him growing up. He told me that he had a really strict upbringing and that emotion was not done for boys.

Margaret Brough

It Doesn't Take Much To Be Welcoming

Lots of Eastern European migrant workers now live in Leicester. Reports state that they do not feel hostility from us, but neither do they feel welcomed. So when stopped in the street by a young couple from Lithuania asking for directions, I happily chatted and walked with them to their destination. I hope this went some way to promoting a welcoming face.

Jacquie Thornber

Issues in Education

Homophobia is finally getting the recognition it needs in the classroom and playground. The NAS/UWT trade union held a national conference to launch their **Tackling Prejudice-Related Bullying** campaign. Val Carpenter was a keynote speaker at this as well as the Leicester conference **Stand Up For Us - Challenging Homophobia**, where participants were thirsting for strategies to helpfully tackle the issue so that young people are not further exposed to bullying, regardless of their sexuality. Nation-wide, concern about the growth of homophobic bullying is reflected in the Department for Schools, Communities and Families new guidelines for primary schools to tackle it. In national **Anti-Bullying Week** Diversity Hub is responding with a **Homophobic Bullying Workshop** for people who want to ensure their school implements the guidelines. See Page 8 for more information.

According to a Beatbullying survey, 170,000 pupils are **absent** from school every day because they are being bullied. Of these, 20,000 young people **truant** every day because of bullying. Given that most bullying is hidden from adults, how do we recognise the signs of it? To answer this and other questions, we are running a **Workshop for Learning Mentors** and others working on bullying issues in their school during Anti-Bullying Week. See P8, or our website, for more information.

“My brother-in-law has 2 children. He is also a big football fan and often talks about football. On many occasions he says that when his boy is old enough he will take him to see West Ham play, to which I reply: 'And his sister too!' Lets hope that by making this intervention when the big day comes he remembers that football is not just a boys sport.”

Margaret Brough

Workshops and Conferences

An International Women's Day **Empowering Women** workshop encouraged participants to think big. One woman told us she had made big changes in her life as a result of getting the chance to re-evaluate life choices.

Val Carpenter delivered a plenary workshop at the **CAFCASS** annual diversity conference.

Speaking from the heart in a keynote speech at the conference **Transforming Behaviour in and Around Schools**, Val Carpenter shared painful failures alongside uplifting examples of what works. Moved and inspired, Clifton Muir said: "Admitting making a mistake and wishing she'd done it differently was the most real I've heard a White person be about the challenges of working on racism. Her passion was more powerful than any bullet point. It made me look at my own practice."

At **Engaging Young People in Positive Activities to Promote Community Cohesion**, another national conference, our approaches to ensuring young people are at the heart of working to build community cohesion were warmly welcomed.

British Red Cross ensure diversity is considered at every level of the organisation through their Diversity Project. Val Carpenter is on the Advisory Group and we delivered training to volunteers and staff.

Issues in Business

If young people stay away from school when being bullied, it's no different for adults, who often 'throw a sickie' when being bullied. Just as with young people, the issue is largely hidden - which means it can't be dealt with. If schools staff are unaware of most bullying going on - so are directors and managers in the workplace. **Bullying in the Workplace** is a huge issue. Ever present, and mostly hidden, the cost to business of 1 in 6 being bullied in the workplace is phenomenal at £30k per annum on the salaries bill per bullied employee. To get your costs down contact us to book a training workshop.

Bringing the Strands Together is a workshop to help business look at implications of the new CEHR on their business and service delivery.

We proudly announce the launch of the first Diversity Business Challenge. See P8 for details of the **Leicester Business Challenge**.

When asked to deliver a pilot project across Leicester at short notice, **Endeavour Training** sub-contracted the delivery of Anger Management training to us.

Following training for youth workers in the statutory sector, **Devon Youth Association** wanted youth workers in the voluntary sector to be trained on diversity issues. Both services now deliver this work to young people so they can set up peer-led diversity projects.

Witness Cocoon called us in to deliver a 3-day Welcoming Diversity train the trainer because they wanted to ensure diversity is at the forefront of their service delivery.

Keen to diminish the kind of isolation and alienation that can lead to extremism and terrorism, **Leeds Civic Pioneers** are building a community leadership team. Diversity Hub trained 2 groups in community leadership skills.

Val Carpenter joined the **Institute for Community Cohesion** in a 2-day residential for people working on the ground to share their practice, insights and learning about what works and what doesn't.

Save the Children wanted to be able to be more positive about diversity and to be able to deal with conflict more effectively, so they called us in to give skill training to workers and managers.



Young Roots achievers

Every group counts • Ending racism, homophobia and all other prejudice and discrimination • Building community cohesion • Reaching across difference • Tackling tough issues • Conflict resolution • Violence prevention • Nipping hate crime in the bud • Tackling tough community issues • Reaching across difference • Principled leadership • Self esteem and confidence • Taking pride

Leicester Business Challenge

One of the targets for our work is business. To highlight this area we have devised **Leicester Business Challenge**. Highlighting the need for addressing diversity in the workplace, it will raise the profile of Diversity Hub within the business community and raise funds for the charity whilst having fun!

We are recruiting 25 participants and will give each of them £100 of our funds. Each participant will attempt to increase that money by as much as possible within a three month period. There will be two winners: the person or team that returns the £100 with the biggest additional amount, and the person or team that comes up with the most creative project that builds on diversity issues whilst raising money.

Go to our website to learn about how this exciting initiative is progressing: www.diversityhub.org.uk

How To Get Involved

People want to join us in working for a more just society. You can get involved by leading workshops – we train you first! You may want to be involved in evaluation, maintain our small garden, keep our building freshly decorated, raise funds, work on administration or accounts, organise events, or to help produce DH News. Whatever your interests, let us know - we'll be delighted to welcome you to our team of volunteers. Alternatively, bring us into your workplace, place of worship or other community or social organisation! Contact us to find out more.

Diversity Hub Mission Statement

Every human being has an inherent desire to ensure everyone is treated well and has a good life

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Workshops and Training

Homophobic Bullying - What to Do About It? A practical workshop for people who want to ensure their school meets the DCSF guidelines on tackling homophobic bullying **19th November 2007**

Bringing the Strands Together A practical workshop for anyone who wants to ensure their organisation is working effectively across the different equality and diversity strands **23rd January 2008**

Putting Community Cohesion at the Heart of Your School A practical workshop for anyone who wants to ensure their school is meeting the new DCSF duty to promote community cohesion **20th February 2008**

Other workshops include:

Anti-Bullying leadership training for young people

Healing the Racism that Divides Us for anyone who wants to end racism

Pride Not Prejudice for everyone who wants to end homophobia

Empowering Women for women taking leadership in their organisation, place of worship or community

Claiming Pride what it is to be English or British, and why its important to take pride

Dual Heritage for anyone of Dual Heritage or Mixed Race, and their allies

Conflict Resolution the underlying issues in conflict and the skills to tackle it

Men's Workshop the issues facing men particularly in their role as fathers

Families workshop skills for whole families and individuals tackling tough issues

Leadership Training - skills to build community cohesion

Violence Prevention and Anger Management for everyone in schools and communities

Developing Self Esteem moving past negative self-thoughts, taking pride and achieving goals

Community Building developing courage and leadership skills to build community cohesion

Preventing Extremism and mainstreaming moderation

Welcoming & Managing Diversity how it impacts on organisations and our lives

BOOKING FORM

Please book me a place on/send me information on the _____ workshop

Name _____

Address _____

_____ Postcode _____

Phone _____

Email _____