Ethnicity Monitoring: Involvement
Guidance for Partnerships on Monitoring Involvement
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Executive Summary

While working on the Neighbourhood Renewal Unit’s Race Equality Strategy, it became apparent that practitioners are often in need of support to help them carry out effective monitoring of the involvement of Black and minority ethnic communities in neighbourhood renewal and the benefits those communities receive from renewal activity.

This guide aims to explore a range of monitoring strategies, from the relatively straightforward monitoring of the local population through to more complex issues of mapping the involvement of diverse communities in improving services.

This guidance will:
- Help partnerships measure involvement of Black and minority ethnic communities in neighbourhood renewal activity
- Provide advice on how to get started with regard to ethnicity monitoring.
- Show partnerships how to collect and analyse data
- Direct partnerships to existing sources of information
- Present case studies detailing the work of neighbourhood renewal partnerships and other organisations that have undertaken ethnic monitoring.

It should be stressed that this guide is intended to supplement other guidance and toolkits issued to support neighbourhood renewal partnerships. In particular, it should be read in conjunction with the sister document to this guidance that covers monitoring benefit\(^1\). Partnerships may also wish to consult guidance issued by the Commission for Racial Equality on public authorities and ethnic monitoring\(^2\) as well as guidance on how the duty to promote race equality applies to the work of partnerships\(^3\).

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\(^1\) Office of the Deputy Prime Minister (2004): Ethnicity Monitoring: Guidance for Partnerships on Monitoring Benefit


\(^3\) Commission for Racial Equality (2004): Public Authorities and Partnerships: A guide to the duty to promote race equality
Introduction
Neighbourhood Renewal and Race Equality

Everyone should have an opportunity to participate in, and benefit from, the National Strategy for Neighbourhood Renewal. It is important to ensure that there are opportunities for all: men and women, children and young people, older people, people from different faith communities, and people with disabilities to get involved and see real benefits from neighbourhood renewal activity.

Black and minority ethnic communities are disproportionately represented in deprived areas. Over two thirds of England’s Black and minority ethnic population live in the 88 most deprived local authority districts compared to 40 per cent of the general population, and the problems that afflict these areas often hit hardest upon these communities. For example, around a third of all children in Britain are living in poverty - where family income is less than 60 per cent of the national average - but 74 per cent of our resident Bangladeshi and Pakistani population live in poverty as do 63 per cent of Black African children. Therefore it is critical that better outcomes are achieved for Black and minority ethnic communities in order for neighbourhood renewal strategies to be viewed as a success.

Neighbourhood renewal provides a platform for building strong and cohesive communities in which everyone, regardless of race, faith or ethnicity, has a real stake and where services are tailored to meet local needs. But it is recognised that past regeneration initiatives have failed to fully engage or benefit Black and minority ethnic voluntary and community sectors, and issues that are important to Black and minority ethnic communities have often been afforded low priority.

Ethnicity Monitoring

The National Strategy for Neighbourhood Renewal made a commitment that Black and minority ethnic groups would be involved in the neighbourhood renewal process and would benefit from its delivery.

Incorporating ethnicity into monitoring is an essential tool in achieving racial equality. Without this, it would be difficult to establish the nature or extent of involvement, the areas where action is most needed, and whether measures aimed at reducing inequality are succeeding. Ethnicity monitoring can help identify inequalities for all ethnic groups whether it be low educational attainment for White British boys in certain areas or poor levels of health for Black Caribbean women in others. Ethnicity monitoring has wider benefits too. In employment, it can detect barriers that are preventing an organisation from making use of available talent. And it can also help improve an organisation’s reputation as a good and fair provider of goods or services, and as a good employer.

There is of course no homogenous ‘ethnic minority’ and neighbourhood renewal partnerships will need to identify the differing needs of the men, women and children who make up Black and minority ethnic communities. Where gaps are identified, the partnership can review its own formal structures and develop more effective forms of engagement and consultation. It can also consider the need to undertake outreach work, especially in districts where the Black and minority ethnic population is relatively small and dispersed. Such populations are arguably at more risk of being socially excluded.

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3 Child Poverty Action Group (2002): Parallel lives? Poverty among ethnic minority groups in Britain
4 For example see M. Beazley & P. Loftman (2001): Race and regeneration: Black and minority ethnic experience of the Single Regeneration Budget. London Borough of Camden/ Local Government Information Unit
The Race Relations Amendment Act
Ethnicity monitoring is linked to the legal obligations under the Race Relations Amendment Act (2000). This Act places a statutory general duty on public authorities (listed in Schedule 1a of the Act)\(^5\) to promote race equality. All neighbourhood renewal partnerships will include some public bodies as members/partners. These public authorities are expected to ‘have due regard to the need’ to:

- Eliminate unlawful racial discrimination
- Promote equal opportunities; and
- Promote good relations between people from different racial groups

More advice for public authorities as to how the duty to promote race equality applies to them as members of partnerships, and how it is likely to affect the work of partnerships, is available in Commission for Racial Equality guidance. The guide\(^6\) will also be useful for others who are involved in, or work with, partnerships.

Almost everything a partnership does may be relevant to the three broad goals of the duty to promote race equality. Adopting effective ethnicity monitoring will aid partnerships in meeting these goals and will help both them and their individual members to:

- Contribute to a culture of tolerance, based on respect for people
- Prevent racism and discrimination both in the way the partnership works and in the outcomes it is working towards
- Improve confidence; and
- Avoid what could result in costly complaints of racial discrimination by making sure that any potential problems are identified and tackled at an early stage

Who is this Ethnicity Monitoring Guidance for?
This Guidance may be helpful to all those working to deliver neighbourhood renewal, but is aimed in particular at:

- Government Offices
- Local Strategic Partnerships, especially those in receipt of the Neighbourhood Renewal Fund (NRF)
- Community Empowerment Networks (CENs)
- New Deal for Communities Partnerships
- Neighbourhood Management Pathfinders
- Neighbourhood Wardens schemes

The partnerships outlined above\(^7\) vary widely but the broad principles underpinning ethnicity monitoring set out in the guidance will be of relevance to all and can be adapted to suit a diverse range of formal structures, roles, geographical coverage and circumstances.

What is the Guidance for?
It is important to recognise that partnerships are at different starting points. While there is widespread recognition of the need to develop a clear vision of race equality and deliver evidence based interventions to tackle inequalities, many practitioners face significant challenges and require support.

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\(^5\) The main public authorities bound by the Duty are: central government departments; local authorities; health trusts and boards; police forces; grant-maintained schools; and institutions of further and higher education.


\(^7\) Details of all these partnerships are available on the NRU’s website: www.neighbourhood.gov.uk
This guide aims to provide advice on how to get ethnicity monitoring started and where to find further sources of advice and support. The guide also contains a number of case studies detailing the work of neighbourhood renewal partnerships and other organisations that have undertaken ethnicity monitoring. While the focus is on ethnicity, many of the principles outlined also apply to other diversity themes such as gender, disability, age, faith, and sexual orientation. It is recognised that monitoring will be easier for some areas more than others. It is, for instance, difficult to monitor sexuality issues within communities as people often do not wish to provide such personal information. Indeed they may be surprised to be asked for it. But this does not mean that sexuality issues are always invisible.

The monitoring of involvement by Black and minority ethnic communities is not a one-off exercise. It is something that all partnerships need to continue to develop. Approaches are evolving as practitioners’ awareness and range of experience grows. This guidance acknowledges these factors and does not claim to offer ‘all the answers’; rather it aims to support partnerships in developing their own flexible approaches to delivery.

How the Guidance Aids Partnership Working
Performance Management Frameworks for Local Strategic Partnerships, Community Empowerment Networks and neighbourhood renewal programmes include a focus on inclusivity and diversity. This should enable partnerships to monitor their success in engaging Black and minority ethnic communities and in delivering services that meet their needs. Performance management should also aid improvement planning, which is relevant to both improving delivery and to how a partnership functions with regard to race equality and other diversity issues.

This guidance can be used to support the performance management process by helping partnerships gather evidence in their self-assessments and assisting Government Offices in their review of those assessments. It can also be used as a resource to support partnerships’ action and improvement planning. Indeed, it is important to stress that ethnicity monitoring is not an additional bureaucratic/administrative burden. Information should already be being gathered by partnerships, and data on ethnicity simply needs to be mainstreamed where this is not already the case.

This guide is also intended to supplement other guidance and toolkits issued to support neighbourhood renewal partnerships. For example, the New Deal for Communities Race Equality Guidance and the forthcoming Community Development Toolkit for Neighbourhood Renewal. Partnerships may also wish to consult guidance issued by the Commission for Racial Equality on public authorities and ethnic monitoring as well as guidance on how the duty to promote race equality applies to the work of partnerships. The bibliography at Annex I provides details of these and other resources.

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b This is designed to be used online and will be incorporated onto renewal.net by October 2004
Monitoring Involvement

Why monitor involvement of Black and minority ethnic communities?

Black and minority ethnic communities are over-represented on almost all measures of deprivation and social exclusion. In response to this, many Black and minority ethnic communities have seen a huge investment of regeneration funds into their areas over recent years. Yet the scale of disadvantage experienced by these communities appears to have changed little. Failure to involve Black and minority ethnic communities in the process and delivery of regeneration, and to remove barriers to their engagement, is recognised as a key contributor to the cycle of deprivation and social exclusion which exists\(^\text{11}\).

Effective participation depends on ensuring that the diverse needs of communities are fully represented. A long-term aim of public services should be to ensure the active involvement of the whole community, including Black and minority ethnic groups in the shaping of services.

Box 1.1: Involvement in neighbourhood renewal can occur in the following ways:

- As representatives on partnership boards/decision making structures
- As consultees on proposals/strategies/plans
- As delivery agents (for example, voluntary groups as project delivery organisations)
- As employees of regeneration initiatives

Partnerships should undertake ethnicity monitoring at all these levels.

Of course not everyone wishes to become involved and it is important to recognise this. In addition, residents from Black and minority ethnic communities may face particular obstacles to involvement, including racial discrimination and language barriers. But it is important that individuals and groups are aware of the options open to them and know how to get involved should they choose to do so - regardless of ethnicity, gender or any other factors.

The three main steps involved in monitoring involvement are:

**STEP 1:** Setting Baselines and Collecting Information

**STEP 2:** Is the partnership inclusive?  
(Do all groups in the community have the opportunity to become involved in the partnership and local decision making?)

**STEP 3:** Working towards inclusive and effective involvement

Each of these will now be discussed in detail.

\(^{11}\text{Centre for Local Economic Strategies (2004): Getting Engaged Project Evaluation}\)
Establishing who is involved in the partnership
The first step a partnership should consider is to develop a clearer picture of the individuals and organisations that are directly involved in its activities. This should cover all aspects of engagement, including:

Direct membership of the Board
The first stage should involve identifying who sits on the Board of the partnership. This can be done through a simple head count of members that monitors self-classified ethnicity. Standard 2001 Census categories\(^1\) should be used when obtaining this data, though there may be a need to separately identify both ethnic groups that are not among these categories\(^2\) and faith groups. The purpose of carrying out this simple monitoring is to gauge the extent to which Black and minority ethnic communities or their representatives are present on the Board. Partnerships should also record the communities of interest that members are nominated to represent (for example, the Black and minority ethnic led voluntary and community sector or a particular faith community).

Membership of networks contributing to the board
The partnership may also find it useful to understand more about the range of individuals and organisations that feed into the Board. For Local Strategic Partnerships with a Community Empowerment Network, the Network will be expected to hold information of this kind. Other partnerships may need to ‘map’ their community (see next page). For example, where a Board includes a representative whose remit is to represent the interests of ethnic minorities, it may wish to record the nature and extent of this representation.

While the ethnicity of members is an important issue, a survey of this kind cannot tell us all we need to know about partnerships’ efforts to ensure they are inclusive. It should also be emphasised that the numbers of Black and minority ethnic people present on a Board does not necessarily equate with the quality of involvement.

Examples of some checklist questions that partnerships should ask in order to establish the current situation and be able to ‘baseline’ include:

- What is the extent of Black and minority ethnic involvement in the partnerships’ Board and other decision-making processes?
- To what extent is Black and minority ethnic involvement reflective of the make up of the local population?
- To what extent are representatives (both Black and minority ethnic and generic) of local communities accountable to their respective communities?

In the Census, Black and minority ethnic communities included the following categories of ethnicity: White British, White Irish, White Other (including white asylum seekers and refugees), Mixed (White and Black Caribbean, White and Black African, White and Asian, Any other mixed background), Asian or Asian British (Indian, Pakistani, Bangladeshi, Any other Asian background), Black or Black British (Caribbean, African or Any other Black background), Chinese, and any other ethnic group.

\(^1\)Office for National Statistics (2003): Ethnic Group Statistics. A guide for the collection and classification of ethnicity data includes an extensive list of ethnic groups with suggested local refinements.

Case Study: Involvement of local communities

A Local Strategic Partnership undertook an equality audit of both the membership of its Board, and the local community and voluntary groups it works with. The audit confirmed that people from Black and minority ethnic groups were both under-represented on the Board, and amongst the local groups it works with.

The partnership (which is itself made up of several partnerships) asked the Community Empowerment Network to help it find representatives from local community and voluntary organisations for its members and its Board. The Network co-ordinated consultation exercises, worked with neighbouring councils to develop good practice, and organised a series of capacity building events to widen participation. The Network then made nominations, and suggested that the executive Board choose representatives for the Board from the following five constituencies:

- The local community and voluntary sector
- The race equality partnership
- Black and minority ethnic groups
- Faith communities; and
- Community groups

The Community Empowerment Network planned its work to coincide with the next planning phase of the Local Strategic Partnership. This enabled the partnership to appoint representatives at the start of the new planning phase. New representatives were given a clear message that they would have a meaningful part in setting the partnerships’ priorities, and allocating funding and resources to its activities.

Mapping Communities

The mapping process is primarily about identifying which Black and minority ethnic communities and community and voluntary sector groups are present in a ‘neighbourhood renewal’ area. It will provide a means of identifying which groups in the community SHOULD be involved in partnership decision-making and neighbourhood renewal generally, and more importantly which groups are potentially being missed out or excluded. The mapping process should provide a benchmark to assess the extent to which community representation on partnership Boards and sub-structures reflects the make-up of the local community generally. If it is apparent that some Black and minority ethnic communities are not involved directly or indirectly, then the partnership ought to examine why this is the case and take action where necessary.

To ‘map’ effectively, the partnership needs to have an understanding of local diversity, by developing a ‘profile’ of the community. The scale of this profile will of course depend on the role of the partnership and area it covers. For example, a Local Strategic Partnership will need to hold an accurate profile at local authority district level, as well as a ‘breakdown’ by neighbourhood (ward level etc). A New Deal for Communities partnership or Neighbourhood Management Pathfinder, meanwhile, will only be concerned with building a profile at neighbourhood level.

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14 Taken from Commission for Racial Equality (2004): ibid
Mapping the local population
There are a number of resources available to help map the local population. It is relatively easy to ‘map’ from data available on the Neighbourhood Statistics website. A toolkit on how to use Neighbourhood Statistics as well as details of other resources can be found at Annex II. Neighbourhood Statistics provides a wide range of population data (including ethnicity) at national, regional, local authority and ward level. Data is also available at ‘super output area’ level (around 150 households); this will be helpful for partnerships whose coverage does not follow standard electoral boundaries. A fictional example at ward level can be seen at Table 1.1 (this is based on an actual ward).

<table>
<thead>
<tr>
<th>Table 1.1: Table to Show the Resident Population of the Fictional Ward of Fenwood (total population: 17,746)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ward of Fenwood</td>
</tr>
<tr>
<td>White</td>
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<td>• of which White Irish</td>
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<tr>
<td>Mixed</td>
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<td>Asian or Asian British</td>
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<tr>
<td>• Indian</td>
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<tr>
<td>• Pakistani</td>
</tr>
<tr>
<td>• Bangladeshi</td>
</tr>
<tr>
<td>• Other Asian</td>
</tr>
<tr>
<td>Black or Black British</td>
</tr>
<tr>
<td>• Caribbean</td>
</tr>
<tr>
<td>• African</td>
</tr>
<tr>
<td>• Other Black</td>
</tr>
<tr>
<td>Chinese or Other Ethnic Group</td>
</tr>
</tbody>
</table>

Source: Neighbourhood Statistics

More detailed information is also accessible. The 2001 Census can be used to obtain very detailed figures at a ward level using the Standard Area Statistics. These will show, for instance, how many people of Chinese origin in a ward are suffering from a long-term limiting illness, or how many Indian people, resident in a specific ward, are employed in a particular industry.

Mapping the Voluntary and Community (VCS) sector
Partnerships should also consider the benefits of developing an understanding of those individuals, groups, organisations and networks, which together constitute the voluntary and community sector in their areas. Community Empowerment Networks are expected to undertake this mapping as a fundamental part of their role in ensuring the network reflects the diversity of the local community and voluntary sector at local authority district level.

Collating currently available information
Where this work is not already being carried out, partnerships can access existing databases of community and voluntary organisations. Many partners (for example local authorities, health authorities, and regional development agencies) may already hold this information and, as service providers, may even have their own theme or area based fora involving community groups.

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15 See the Neighbourhood statistics website: www.statistics.gov.uk/neighbourhood
16 See the National Statistics website for details: www.ons.gov.uk. Standard Area Statistics CD Roms or DVDs that show ethnicity statistics at ward level on, for example: sex, age, country of birth, household composition, general health, economic activity, occupation, number of cars/vans owned, highest level of qualification, and dwelling conditions can be requested.
Other organisations may be able and willing to provide useful sources of information and advice, such as umbrella organisations covering both the community and voluntary sector in general (for example, the Council for Voluntary Services) and theme and area based groups. Organisations representing the interests of Black and minority ethnic communities, Race Equality Councils, Black and minority ethnic umbrella groups (for example Black Training and Enterprise Group (BTEG), and Council of Ethnic Minority Voluntary Organisations (CEMVO)) and groups representing the interests of asylum seekers and refugee groups should also be able to provide information and advice about organisations in a local area. (See Annex III for contact details). Furthermore, information regarding local organisations can sometimes be obtained from UK based High Commissions and Embassies.

Developing a clearer picture - filling the gaps

Once partnerships have gathered all the available information, they may wish to consider carrying out a survey of organisations to make certain that the information is up to date and provides as comprehensive as possible a picture of the community and voluntary sector.

In developing a survey, careful consideration should be given to finding the most suitable options for collecting information. ‘Face to face’ contact is generally viewed as more appropriate than cold calling but telephone calls and/or postal questionnaires can be used as a means of accessing a diverse range of organisations. Many smaller Black and minority ethnic led organisations, particularly those representing newly arrived communities, may require tailored approaches, such as the translation of materials or the use of interpreters. Documents should also, as a matter of course, be written in plain English so that where translated versions are not available, community members can translate for each other. This may raise capacity building issues within a local community as access to properly translated materials can be limited. In addition, in certain cultures we cannot underestimate the importance of information reaching both sexes.

A survey of this kind provides a valuable opportunity to obtain up to date information. It also provides an opportunity to involve local people in producing the information. Surveys should also request details of whether the group is Black and minority ethnic led and/or whether its role is aimed at Black and minority ethnic communities.

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17 A hands-on guide to questionnaire research on health matters has been provided by P. Boynton, G. Wood & T. Greenhalgh (2004): Reaching beyond the white middle classes, BMJ Volume 328.

18 A survey might also include a request for the following: key contact; an organisation’s focus of interest and whether it caters for the whole community or specific sectors of it (e.g. men, women, children and young people); the size of the organisation; its legal status (statutory organisation, independent local community group etc.); the geographical area it covers; sources of funding; any publications it produces and who they are circulated to; details of any regular meetings or events and whether the organisation would welcome any involvement of the partnership in these; and relationships with umbrella groups.
Efforts should be made to ensure that the ethnicity data collected by local agencies are standardised as far as possible. Generally, it is most sensible to follow the 2001 Census\(^\text{19}\). But monitoring ethnicity should also be both sensitive and complete (see box below). Adjustments of monitoring categories will become increasingly important because of changing migration patterns. Partnerships may need to develop specific categories to monitor local communities of need.

In the 2001 census, the category ‘White Other’ was used to cover a wide range of ethnic groups. In some cases, it may not be satisfactory. It does not, for instance, distinguish between people of Turkish or Cypriot origin. In some circumstances therefore it may be necessary to undertake further data gathering where sizeable ‘White Other’ populations are concerned. In communities where high Cypriot populations have been detected, it might even be sensible to monitor for any differences in health status or service use between people of Greek Cypriot and Turkish Cypriot origin\(^\text{20}\).

For areas with small Black and minority ethnic populations, it would perhaps be more appropriate to use the Census categories (for example: White Other, Black Caribbean, Chinese). It must also be mentioned that the Traveller community is not listed as a separate ethnic group within the 2001 Census. Should an organisation wish to monitor the involvement of the Traveller community, they can of course be included in locally refined data gathering.

Development of a database of Black and minority ethnic organisations may seem a time-consuming exercise, involving a wide range of people. This may be especially true in rural areas\(^\text{21}\). But once established it should prove an extremely useful resource, both for partnership working and for individual service providers where their own work is concerned. There may be opportunities for partnerships to share databases with other organisations working in this area. It is also vitally important to take issues of confidentiality and data protection into account\(^\text{22}\).

In terms of updating the information, the Local Strategic Partnership should commit towards sustaining a database as it will be invaluable for all public sector providers. The Home Office ‘Infrastructure Strategy’ is also undertaking mapping of the Black and minority ethnic community and voluntary sector within all regions\(^\text{23}\). In addition, if problems with inclusivity emerge in the ‘Reviewing Partnership Working’ section of the Local Strategic Partnership’s Performance Management Framework, it would then be necessary to re-conduct mapping of the local population and community and voluntary sector.

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\(^{19}\) See earlier footnote on 2001 Census groups

\(^{20}\) See Office for National Statistics (2003): \textit{ibid} for suggested local refinements

\(^{21}\) Through its specialist unit DIALOG (Diversity in Action in Local Government), the Employers’ Organisation for Local Government provides information, advice and practical guidance on diversity issues in employment and service delivery. This includes ‘Race is Relevant’ - the first in a series of products designed to help rural/semi-rural district authorities with equalities work. See: \url{www.lg-employers.gov.uk/diversity/race/rich.html}

\(^{22}\) See the Department for Constitutional Affairs website: \url{www.dca.gov.uk} for more information. The Neighbourhood Statistics website will also be shortly publishing guidance on Data Access and Confidentiality, setting out responsibilities under the Data Protection Act.

\(^{23}\) See \url{www.homeoffice.gov.uk/docs2/earlyspend_exempdevfunds.html} for details of regional contacts
<table>
<thead>
<tr>
<th>Mapping the Black and minority ethnic Voluntary and Community Sector in the East Midlands</th>
<th>Mapping the Black and minority ethnic Voluntary and Community Sector in Greater Manchester</th>
</tr>
</thead>
<tbody>
<tr>
<td>In recognition of the lack of available up-to-date information on Black and minority ethnic voluntary and community sector in the East Midlands, VOICE East Midlands decided to carry out a mapping exercise of the sector. One of the key objectives of VOICE is to involve the Black and minority ethnic voluntary and community sector organisations in decisions that affect their development and growth so that they can benefit from regional activities.</td>
<td>The Community Foundation in Greater Manchester commissioned consultants to carry out mapping of the Black and minority ethnic voluntary and community sector in the area. The aim was to develop a comprehensive database of organisations, which could be used by the Community Foundation to guide their work in providing grants to the sector. A 6-stage methodology was adopted:</td>
</tr>
<tr>
<td>The objective of the study was to help inform the growing number of Black and minority ethnic voluntary and community sector organisations about the range of funding streams and opportunities for participation available to them.</td>
<td>1. Defining the scope of coverage (for example, what constitutes Black and minority ethnic led)   2. Background and comparative research   3. Collation of existing databases and directories   4. Interviews with umbrella organisations   5. Issuing Questionnaires   6. Database construction</td>
</tr>
<tr>
<td>1,600 wide ranging Black and minority ethnic organisations were surveyed as part of the mapping exercise. The study found that approximately 75 percent of them had not been approached by regional bodies and partnerships and were therefore unaware of Local Strategic Partnerships and Black and minority ethnic Compact Development. Overall, the study found that there has been a serious lack of engagement with the Black and minority ethnic sector from major regional bodies and they have therefore been largely excluded from regional planning, policy and development initiatives by default.</td>
<td>The Community Foundation for Greater Manchester already had an extensive database of community and voluntary groups across sub-region, so it was important to build upon this and ensure compatibility between resources. Carrying out this project highlighted a number of key issues, including the need for bilingual researchers to carry out telephone questionnaires and follow-up conversations; the need to maintain high levels of confidentiality, data protection and co-operation, dealing with boundary issues in identifying user groups, and categorising data.</td>
</tr>
<tr>
<td>As it currently stands, the database, which contains 700 organisations, provides a valuable resource for the Community Foundation for Greater Manchester as well as for other users.</td>
<td>As it currently stands, the database, which contains 700 organisations, provides a valuable resource for the Community Foundation for Greater Manchester as well as for other users.</td>
</tr>
</tbody>
</table>
Step 2: Is the Partnership Inclusive?

In other words, do all groups in the community have the opportunity to become involved in the partnership and in decision making?

Examples of some checklist questions that partnerships should ask to establish whether the partnership is inclusive include:

- Do all communities feel that they are valued as equal partners? (using interviews/focus groups)
- Do all communities feel that they have influence over what happens? (using interviews/focus groups)
- Do all communities understand the partnership’s decision-making process? (using interviews/focus groups)
- Do all communities have an equal opportunity to participate in decision-making? (using head counts of people involved in consultation exercises/interviews/focus groups)

Analysis of the findings from ethnicity monitoring

Once the partnership has established a clear picture of its membership and the communities it serves, the two can then be compared to establish whether or not there is a broad match.

A partnership may, for instance, find that the vast majority of its Board members are drawn from one particular ethnic group - a situation that does not reflect the diversity of the area. In this instance, steps need to be taken to make sure that the Board is more representative. It will also be important to monitor retention issues with regard to the Board’s membership. This may detect inconsistencies in terms of the length of time individuals from different ethnic groups are involved.

We also know from case study evidence that neighbourhood renewal programmes often overlook Black and minority ethnic populations where they are small and ‘hard to reach’. For example, in one area, whilst the prominent Pakistani community felt relatively well catered for, several Black residents (by far the minority group) admitted they did not attend residents groups’ meetings because they did not feel their needs were being heard or addressed24.

Membership of networks can also be compared with population data as it may well be the case that not all ethnic groups (or particular interests within them) have yet formed organisations capable of engaging with the partnership. This may be particularly pertinent in rural areas or other areas with relatively small and dispersed Black and minority ethnic populations. It could also reflect the absence of, or an underdeveloped, community and voluntary sector infrastructure to engage with at a local level. Both of these situations indicate that the partnership should identify and address the specific capacity building and support needs of some Black and minority ethnic communities.

While it is important to compare membership of Boards with community ‘profiles’ it is also important to note that there are no hard and fast rules about how many people from Black and minority ethnic communities (or any other communities) should be involved in partnership structures. Though steps ought to be taken to move to a more representative Board, partnerships must be wary of applying precise ‘proportionality,’ for example ring-fencing 20 per cent of places on the Board to reflect a local Black and minority ethnic population of 20 per cent. It does not necessarily lead to a more successful partnership and the difficulties it can raise are obvious.

Monitoring the ‘promotion’ of the partnership
Having examined involvement in formal structures the partnership should also consider carrying out an assessment of other ways in which people can feed their views into the work of the partnership and how well this is working. In particular, the partnership needs to gauge the opinions of the Black and minority ethnic communities through consultation. It is also imperative that once consultation is taking place, feedback is offered and gathered. Consultation without feedback risks losing the goodwill of those in the community that gave their time.

The Audit Commission report that within partnerships, “staff need the right skills and knowledge to make race equality a reality”. All their study sites used in compiling *The Journey to Race Equality* identified cultural awareness as an important knowledge gap, and were organising training programmes accordingly. The Commission found that many staff were unclear about the aim of the training and how it related to the specifics of their particular job. Training was valued when it equipped people with the customer-focused skills and confidence to ask Black and minority ethnic service users about their specific needs and requirements.

The Commission suggest that key breakthroughs for increasing capacity are:

- linking investment in race equality to achieving existing organisational objectives, allocating internal funds and making use of existing capacity;
- identifying and allocating the resources needed to deliver priorities; and
- identifying the skills, knowledge and competence needed by members, non-executive directors and staff at all levels, taking action to fill any gaps.

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Advertisements and Leafleting
The partnership should determine, through monitoring and consultation, whether the ‘promotional’ material it produces, such as adverts and leaflets, is accessible to all communities. Where responses are invited, any returns supplied by residents should ideally also be analysed by self-classified ethnicity, age and gender, though of course asking respondents to declare this may not always be appropriate. Indeed, there is also the risk that seeking certain information can intimidate people and result in disengagement. Partnerships might consider, in conjunction with Black and minority ethnic communities, creating and resourcing ‘focus groups’ to establish how and where people would like to receive such material.

The same approach should also be followed in looking at the accessibility of posters and display material. Partnerships may want to consider where this material is placed and whether it is likely to reach all communities. For example, posters may be placed in a community centre which serves as a meeting place for a number of Black and minority ethnic communities but other newly arrived groups may congregate around other locations, for example a particular cafe.

Using the media / developing a communications strategy
Where a partnership makes use, or is considering making use, of local media (newspapers, radio etc.) it should carefully consider whether this is likely to reach all target audiences. For example, where the partnership may wish to consider placing material in Black and minority ethnic publications, this might include newspaper or community and faith based publications. New technologies can also be used to support the engagement processes with stakeholders. The partnership may wish to draw upon resources as well as local knowledge when developing its communications strategy.

Public meetings
The success of meetings in attracting a diverse range of residents will in part be dependent on the effectiveness of the approaches to ‘promotion’ outlined above. Ideally, attendance at meetings should be monitored by ethnicity, age and gender, and always on the basis of self-classification by attendees. There may of course be some resistance to registering ethnicity upon attending a meeting. It is therefore important that the partnership communicates the reasons why this information is required and the ends for which it will be used. Where ethnicity and other diversity data is available it might prove possible to map this against the local population to see how representative participants are.

[For example: NRU’s Communications Toolkit see: www.neighbourhood.gov.uk/formatteddoc.asp?id=574]
In planning public meetings and events, the partnership should consult with representatives from Black and minority ethnic communities (as well as more widely) in order to make certain that as much as possible is done to facilitate attendance. Often these measures are fairly straightforward, for example the selection of an appropriate venue that is easily accessible and does not require unaffordable public transport costs, and holding the meeting at an appropriate time that does not, for instance, clash with a religious festival. They can also be less obvious. Employees from certain Black and minority ethnic groups in some neighbourhoods may be concentrated in particular industries that have irregular work hours. This should be borne in mind when arranging the timing of a meeting. Efforts must also be made to minimise the alienation some attendees may feel.

Partnerships can also explore opportunities to hold more focused meetings in order to respond to any particular cultural barriers that may have been identified. Holding women-only meetings, for instance, might encourage the participation of women from some communities who might otherwise not feel comfortable in coming forward and sharing their views and experiences.

Partnerships such as New Deal for Communities that appoint community representatives via community elections should carry out ethnicity monitoring of the whole process - from candidate nomination through to the election results. Partnerships can consider undertaking small surveys of the local participation in the community election process in order to determine whether all sections of the local community have equally taken part in neighbourhood democracy.

### Examples of some checklist questions that partnerships ask themselves when looking at working towards inclusive and effective involvement include:

- How are Black and minority ethnic groups involved in decision-making (using head counts of people involved in consultation exercises/mapping of accountability/ interviews/focus groups)?
- Are any particular groups or communities missing out on funding? To what extent do Black and minority ethnic communities and voluntary and community sector organisations benefit from neighbourhood renewal funding?
- To what extent are Black and minority ethnic communities and voluntary and community sector organisations involved in the delivery of services and projects supported through neighbourhood renewal?
- To what extent are the staff employed as a result of neighbourhood renewal programmes (both core teams and projects) reflective of the diversity of the locality?
Identifying and overcoming barriers
If evidence from monitoring has shown that particular Black and minority ethnic groups are not sufficiently involved in neighbourhood renewal, partnerships will need to develop outreach, engagement and involvement policies. Community Empowerment Networks in fact have a responsibility to develop an action plan to encourage wide-ranging involvement that reflects the diversity of the voluntary and community sector in their area. The potential temptation to halt such activity once a targeted number of representatives have been appointed must also be avoided.

A number of approaches to outreach, such as tailored focus groups and dedicated community workers building up relationships, have proved successful in encouraging greater participation in a range of partnership contexts. These and further approaches, together with examples of best practice, will be available in the Community Development Toolkit for Neighbourhood Renewal\(^27\). Partners can also work together to improve the effectiveness of relationships, and this has positive impacts for, amongst other things, community cohesion.

**Case Study: Needs Assessment Research Programme**

The Black and Minority Ethnic Drug Misuse Needs Assessment Project\(^28\) is a Department of Health funded initiative in which 47 Black and minority ethnic community groups undertook needs assessments on drugs and related issues within their particular communities. The projects reported a number of findings such as there are very low levels of awareness and knowledge about drugs across all the communities, particularly across generations. They also made a series of recommendations such as mainstream services needing to take responsibility for service provision to Black and minority ethnic communities. Many of the 47 groups who were trained in Needs Assessment and Substance Misuse Information have since become involved in influencing policy locally and occasionally in delivering services.

It is likely that a number of communities who reside in the area served by the partnership will not be formally represented. Naturally, the scale and nature of involvement is likely, in part, to be dictated by the size and capacity of a particular community but partnerships should not assume that a representative of one particular community reflects the needs of others. It is therefore vital that partnerships monitor the accountability of all community representatives on partnerships, and attempt to fill gaps. This is also true where other diversity issues are concerned such as gender, people with disabilities, age, faith, and sexual orientation. Partnerships need to be aware of the diverse nature of communities and be proactive in their attempts to gain true representation. It would perhaps be advisable to develop a competency framework to ensure that members of partnerships can demonstrate that they represent the interests of all local communities.

Getting involved can be time-consuming though, bringing with it a number of commitments, including attending meetings, reading and preparation, and time for dissemination. These demands may place considerable strain upon community representatives working on a voluntary basis and upon smaller Black and minority ethnic organisations, who often have less capacity to absorb the costs involved, redistribute workloads or bring in staff cover.

\(^27\)This is designed to be used online and will be incorporated onto renewal.net by October 2004.

\(^28\)Centre for Ethnicity and Health (2003): The Department of Health’s Black and Minority Ethnic Drug Misuse Needs Assessment Project
The partnership should seek to do all it can to minimise these pressures. Some simple steps might prove effective, for example providing executive summaries of lengthy papers, but this does raise the question of resourcing. One solution may be to establish a budget for such work and this may need to take into account further issues such as relaying contents of papers verbally for people with dyslexia. ‘Infrastructure’ organisations are also provided with core funding to provide direct support to Black and minority ethnic groups.

The involvement of one section of the community may also be minimal because of perceived or real hostility towards them. In certain areas, the Gypsy/Traveller community will rarely become involved for this reason, and particularly sensitive outreach work may be required. Those who are totally disengaged from community activity need to be persuaded of the benefits of becoming actively involved.

Measuring the value and quality of involvement

While it is important to establish the number of people and organisations involved in the partnership, it is also important to consider the quality of that involvement and the impact it is having. There will be many different perspectives on these issues, both among and between the partnership and the communities it serves.

If the monitoring process is to be meaningful, it is vital that neighbourhood renewal partnerships gather information on the quality of Black and minority ethnic involvement as perceived by the partnership and by Black and minority ethnic groups. This provides a crucial tool for:

- Assessing the quality of engagement
- Identifying problems/barriers; and
- Diagnosing actions to improve partnership working and structures at any particular point in time (i.e. a ‘snapshot’).

It also provides vital baseline information that can be used to measure improvements in involvement over time. Furthermore, it can be used to assess the quality of Black and minority ethnic involvement in partnership consultation processes as well as partnership working.

It must be reiterated that most partnerships will have undertaken similar information gathering as part of their Performance Management Framework, under the headings of ‘Robustness of Partnership’ and ‘Working with communities to address diversity, race equality and fair access’. The key point is that they should be using ethnicity monitoring to gauge whether there are major differences in perceptions in the quality of involvement between different Black and minority ethnic groups.

In terms of determining the quality of the involvement, the approach could be based on either qualitative (focus groups, interviews etc) or quantitative (surveys) methods, or both. The approach would also allow comparisons to be made on the basis of language, gender, disability etc.

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29See www.homeoffice.gov.uk/docs2/earlyspend_exempdevfunds.html for details of regional contacts
Partnerships should put in place regular mechanisms for gauging the perceptions of those engaged in their work. For example, regular focus group meetings or questionnaires with community representatives could identify disparities in the opinions of different communities, which could then form the basis for introducing new approaches. Establishing and nurturing relationships with communities takes time, and partnerships should be aware that goodwill and commitment can soon turn to disillusionment if people do not feel their contributions are being listened to or are helping to influence decision-making.

Monitoring may also detect local perceptions that representation reflects vested interests rather than the true views of the community. This might arise where members are seen to represent one particular group or where cultural practices are seen to preclude inclusivity (for example, attitudes to age or gender). These issues must be handled with sensitivity, working through the issues with communities rather than imposing solutions. If necessary, independent facilitators such as neighbourhood renewal advisors or conflict resolution experts should be involved. In addition, while community leaders play an extremely important role, there may be instances where they are regarded as ‘gatekeepers’ who prevent others from becoming involved.

In some areas it has been reported that because a Local Strategic Partnership has representatives from a Black and minority ethnic community, in practice this means that statutory agencies do not give race issues a high enough priority. In essence, the partnership considered this representation as an end in itself.

If the monitoring shows there are problems with the quality of involvement, partners can work together to improve the effectiveness of relationships, by reducing barriers in communication and understanding, and building on successes. For example, Protocols, which are being introduced between Community Empowerment Networks and their broader Local Strategic Partnerships are intended to describe respective roles and responsibilities and clarify joint working arrangements. They provide a good indicator of how a Local Strategic Partnership is engaging communities in its decision-making, and how the Community Empowerment Network is developing its capacity to influence neighbourhood renewal planning and delivery. It must be reiterated, though, that whilst it is essential that Black and minority ethnic community members represent the concerns of residents, the task of considering and meeting their needs should not be left solely to those members. It is a duty of statutory partners.
Applications and decisions on funding
Partnerships responsible for administering funding and grants should ensure that they monitor both applications and awards by ethnicity and other diversity issues. This is crucial as funding issues are often the source of conflict and discontent, and can lead to poor race relations and discrimination.

The process of awarding contracts needs to be open and transparent, in which everyone has a fair chance of winning the contract. Where evidence indicates that bids submitted by Black and minority ethnic led organisations (or bids for funding to support projects that will primarily benefit Black and minority ethnic communities) have resulted in a higher rejection rate than those for other communities, the partnership ought to explore the causes behind this. It should be ensured that Black and minority ethnic community representatives are closely involved in this process and that they form part of awards panels.

Case study
The Black Development Agency (BDA) expressed concerns with the distribution of the Community Chest to Black and minority ethnic organisations in Bristol. Of 14 recognisable Black and minority ethnic ‘Community of interest’ organisations applying to the Community Chest, 57 per cent were rejected compared to 13 per cent of mainstream organisations.

The BDA was of the opinion that unnecessary barriers were being created for Black and minority ethnic groups and were concerned that applications were not being scrutinised in an equitable manner.

An independent audit of the application and decision making process was undertaken by a Neighbourhood Renewal Advisor. The report suggested that decision-making processes were not in themselves discriminatory but there were other factors that helped explain why Black and minority ethnic groups were experiencing lower success rates.

The report set out several recommendations including the need for more detailed baseline information on Black and minority ethnic communities and the community and voluntary sector in the area. The development of a strategy for funding Black and minority ethnic organisations was also recommended.

It is likely that inequalities in the distribution of funding will in part be due to broader factors than those of decision making mechanisms. For example, there may be lower levels of awareness among some communities (and particular communities of interest within them) about the nature and purpose of funding streams. There may also be issues surrounding capacity, with some smaller Black and minority ethnic led organisations, particularly those serving newly arrived communities, not being as experienced as others in terms of communicating a robust business case. Indeed, through analysis of applications and decisions on funding, gaps in capacity building and support for Black and minority ethnic communities may be identified. Addressing these issues should form part of the partnership’s broader strategy on outreach and capacity building.
Funding issues can also undermine community cohesion, as was discussed in recent Area Based Initiatives (ABIs) guidance. Given the civil disturbances in some Northern towns in 2001, and the misperceptions on all sides with regard to communities being favoured where resource allocation was concerned, partnerships should aim to be transparent and communicate their decisions and supporting reasons as widely as possible. Providing feedback and support to unsuccessful bids is essential in order to make sure that applicants are not deterred from the process in future.

**Case Study**

In Stoke-on-Trent, Community Cohesion has been established as a key priority for the area and a cross agency group has been created to lead on a cohesion strategy on behalf of the Local Strategic Partnership. Members of the group include the elected mayor, the local police chief, council directors of regeneration and education and various local community group representatives with the Director of Race Equality at the Council as chair. The integration of the Local Strategic Partnership and community cohesion agendas, and subsequent representation from these different groups, has made sure that issues are addressed seamlessly across key service areas.

**Involvement in delivering services**

The ‘Monitoring Benefit’ guidance highlights the importance of ensuring that services are delivered fairly and without discrimination. An important aspect of this is the involvement of people from a diverse range of backgrounds in the delivery of those services.

**Case Study: Anti-Racism Task Force, Plymouth**

The Anti-Racism Task Force (ARTF) partnership was originally set up in 2000 as Plymouth’s response to the Stephen Lawrence inquiry to ensure equality of opportunity and make a clear statement that racism was unacceptable and would not be tolerated. The Task Force is a partnership recognised by both statutory and voluntary/community organisations and as such is able to use its strategic position and local knowledge to effectively manage the Neighbourhood Renewal Unit’s Community Facilitation programmes in the city. These have been highly successful in building links with young people in a range of innovative programmes and activities.

One of the unique functions of the partnership is to ensure that all statutory members have a current Race Equality Scheme and are making progress. Each member has to present their Scheme to the other partners, and any areas where they are having difficulties are identified. The Task Force manager then provides direct practical advice and support to address the problem. This is functioning well and allows statutory agencies to discuss progress concerning specific issues in a wide partnership. It also gives the community a direct insight into exactly what actions are being taken with regard to race equality.

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30 Office of the Deputy Prime Minister (2003): Guidance for the design and co-ordination of area based initiatives and local partnership based programmes
31 The Monitoring Benefit guidance is a sister document to this Monitoring Involvement guidance.
It is recommended that partnerships (where they have employed staff) should also carry out ethnicity monitoring of their workforce and recruitment process, and seek to ensure that their workforces are representative and diverse. It is also suggested that people employed through projects funded by neighbourhood renewal are subject to similar monitoring. And recruitment monitoring needs to go further than simply examining whether there is a proportionate workforce. Despite the Neighbourhood Wardens Scheme having produced a guide to recruitment with the assistance of the Commission for Racial Equality\(^{32}\), in the recent Neighbourhood Wardens Scheme evaluation, it was found that 49 per cent of scheme managers experience a poor response to recruitment opportunities from ethnic minorities\(^{33}\). Plans to improve this situation can therefore be prioritised.

Partnerships who are directly responsible for procurement of services should also aim to ensure that contractors are, with respect to ethnic diversity, representative of the local population, or the area from which the businesses are drawn. It is important that steps are taken to make certain there is a level playing field for all potential contractors, regardless of size or ethnicity of ownership. And the partnership’s policy on race equality needs to be communicated clearly to all interested firms. Diversity and race equality should form an important consideration throughout all stages of project appraisal, including monitoring of outcomes\(^{34}\). For further information, partnerships can consult the Commission for Race Equality’s guidance on Procurement and Race Equality\(^{35}\).


In Summary
The long-term aim of public services has to be to ensure the active involvement of the whole community, including Black and minority ethnic people in the shaping of services. This guidance has attempted to illustrate what a partnership can gain through monitoring the involvement of Black and minority ethnic communities in working towards tackling race inequalities.

This guidance is not, however, generic race equality guidance. It does not propose to provide detailed advice on how partnerships should act on the information they gather from monitoring. Examples of specialist advice can though be found in the publications listed in Annex I.

But it is essential that partnerships do take action. Local circumstances require local initiatives and it is through monitoring that it can be determined whether they are successful or not.

Partnerships need to put in place monitoring and local evaluation systems that capture issues such as ethnicity of employees, and the racial composition of Boards and sub-committees. In turn, Boards need rapidly to respond to findings emerging from these systems whether these invoke changing Human Resources policies, revamping of Boards, or crucially, tailoring work to meet the potentially contrasting needs of different communities in the neighbourhood.

By acting on the monitoring of the involvement of local Black and minority ethnic communities in neighbourhood renewal, partnerships can expect to achieve real improvements over time. These include:

- Improved service provision reflecting diverse needs
- Better access to services and more accessible services
- Improved levels of satisfaction across all areas

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Annex I: Bibliography

A bibliography to show a selection of reports, guidance and toolkits that may be useful to local agencies with regard to ethnicity monitoring and the promotion of race equality.

K. Ambrose (2003):  
*Equality & Diversity: Proposed indicators for inclusion in the Library of Local Pls*  
(See IDeA website: www.idea.gov.uk)

The Audit Commission (2002):  
*Directions in Diversity*

The Audit Commission (2002):  
*Equality and Diversity - Learning from Audit Inspection and Research*

The Audit Commission (2002):  
*Quality of Life: Using quality of life indicators*

The Audit Commission (2004):  
*The Journey to Race Equality: Delivering improved services to local communities*

M. Beazley & P. Loftman (2001):  
*Race and regeneration: Black and minority ethnic experience of the Single Regeneration Budget. London Borough of Camden/Local Government Information Unit*

Centre for Ethnicity and Health (2003):  
*The Department of Health’s Black and Minority Ethnic Drug Misuse Needs Assessment Project*

*Ethnic Monitoring: A guide for Public Authorities*

*Race equality and public procurement: a guide for authorities and contractors*

*Race equality and procurement in local government: a guide for authorities and contractors*

*Public Authorities and Partnerships: A guide to the duty to promote race equality*

Department of the Environment, Transport and the Regions (2000):  
*New Deal for Communities Race Equality Guidance*

The Department of Health and the Neighbourhood Renewal Unit (2002):  
*Health and Neighbourhood Renewal: Guidance from the Department of Health and the Neighbourhood Renewal Unit*


Home Office (2002): Race Equality in Public Services


Home Office and Department of Education and Employment (2000): Consultations with BME Voluntary Organisations about the New Connexions Service

Merton Borough Council (2000): Response to the MacPherson Report: The Past We Inherit The Future We Build.
(See IDeA’s website: www.idea.gov.uk)


Office of the Deputy Prime Minister (2003): Guidance for the design and co-ordination of area based initiatives and local partnership based programmes

Office of the Deputy Prime Minister (2003): Media and PR Toolkit. How to create effective, engaging communications


Yorkshire Forward (2000): Active Partners: Benchmarking Community Participation in Regeneration
Annex II: Neighbourhood Statistics – a brief guide

If you want ethnic statistics for your local area, there are a number of options on Neighbourhood Statistics:

- Choose ‘Find summary statistics’ if you want to produce a report which covers a range of topics for your area including ethnic group. If you enter a ward name or postcode, this report will allow you to compare the results for your ward, with your local authority and England/Wales as a whole.

- If you want statistics for areas smaller than a ward, you need to choose data that goes down to output area level.

Building a picture of your area using Output Area level data

- To see how output areas relate to your area, click on the Interactive Map - the fourth option on the www.statistics.gov.uk/neighbourhood homepage.

- Click on the Change button on the right of the screen. Now select ‘2003 Administrative Area - National to output area level’ for the region you require and click on Apply. A map for the selected region will appear. To find your area, you can either enter a postcode into the search box above the map and click on Find, or zoom in directly to your area by clicking on Zoom In (above the map) and repeatedly clicking on the map until you can view the area you want. To magnify the map quickly, click on Zoom In and click and drag over the area you want to zoom into. The smaller the area selected, the further you will zoom.

- When the map has been sufficiently magnified, output area boundaries and codes will appear. To select output areas, you need to click the radio button next to output areas and then click on Select (above the map) and click on the area you want on the map. The area will now appear under Your Selections on the right hand side.

- You can also highlight output areas as you select them by clicking on Map Options and Key and selecting Area Selection Options. Click on Select with Highlight and click on Apply.

- Now click on Choose dataset.

- Click on People & Society and then Population & Migration. The two datasets that you may want to look at are ‘Ethnic Group’ (number or percentages) or ‘Multiple Ethnic Group’.

- Click on View to see the dataset. You can now download this into Microsoft Excel by clicking on Download at the top of the screen.

There are many other datasets available on the website that could help you. To see what is available go into www.statistics.gov.uk/neighbourhood and click on the second option on screen Find detailed statistics by subject. This will bring up a list of all the data held online.
Annex III: Voluntary and Community Sector Organisations

Black and Minority Ethnic Neighbourhood Renewal and Regeneration Network (BNRRN)
BNRRN is a project of the Council of Ethnic Minority Voluntary Sector Organisations (CEMVO). BNRRN’s mission is to become the “Centre of Excellence for neighbourhood renewal and regeneration for BME communities”.

Black and Minority Ethnic Neighbourhood Renewal and Regeneration Network
c/o CEMVO
Boardman House
64 Broadway
Stratford
London E15 1NG
Tel: 020 8432 0311
Email: bnrrn@emf-cemvo.co.uk
Web site: www.emf-cemvo.co.uk/bnrrn

Black Health Agency
The Black Health Agency provides a range of health-related services, projects and initiatives for the diverse Black communities locally, regionally and nationally.

Zion Centre Community Resource
339 Stretford Road
Hulme
Manchester
M15 4ZY
Tel: 0161 226 5412
Web site: www.zioncentre.org.uk/bha.html

Black Training and Enterprise Group (BTEG)
BTEG is a national agency contributing to the economic regeneration of Black communities in England. It has grassroots support and maintains a constant dialogue with the Black voluntary sector, Government agencies, local authorities, TECs, the Commission for Racial Equality and the Employment Service.

Black Training and Enterprise Group
Regents Wharf
8 All Saints Street
London N1 9RL
Tel: 020 7713 6161
Email: bteg@btinternet.com
Web site: www.ncvo-vol.org.uk/bteg.html

Council of Ethnic Minority Voluntary Organisations (CEMVO)
CEMVO aims to tackle the problems and obstacles affecting Black and minority ethnic communities in the UK by securing financial and technical support from Black and minority ethnic professionals.

Council of Ethnic Minority Voluntary Organisations
Boardman House
64 Broadway
Stratford
London E15 1NG
Tel: 020 8432 0307
Email: enquiries@emf-cemvo.co.uk
Web site: www.emf-cemvo.co.uk
Federation of Black Housing Organisations (FBHO)
FBHO is a membership body working with Black and minority ethnic housing associations, individuals and key partners to promote and work for a diverse, innovative and dynamic social housing sector.

Federation of Black Housing Organisations
2nd Floor
1 King Edwards Road
London E9 7SF
Tel: 020 8533 7053
Email: fbno@teleregion.co.uk

National Black Police Association (NBPA)
The National Black Police Association is a body representing the 36 Black Police Associations in the UK. It seeks to improve the working environment of Black staff by protecting the rights of those employed within the Police Service. The NBPA seeks to enhance racial harmony and the quality of service to the Black community of the United Kingdom, thereby assisting the Police Service in delivering a fair and equitable service to all sections of the community.

National Black Police Association
Room 234-235
Clive House
Petty France
London SW1H 9HD
Tel: 020 7273 3249
Fax: 020 7273 4555
Email: npba@nationalpba.com
Web site: www.nationalpba.com

Positive Action Training Highway (PATH UK)
Path UK is a Skills Development Agency working with employers in England and Wales to address the under-representation of Black and minority ethnic people in middle and senior management level occupations.

Whittington House
764-768 Holloway Road
London N19 3SG
Tel: 020 7281 8001
Web site: www.pathuk.co.uk

Asylum Seekers and Refugees
Refugee Council
The Refugee Council is the largest organisation in the UK working with asylum seekers and refugees and has a regional network. It gives practical help and support to asylum seekers and refugees and also campaigns to ensure their needs and concerns are addressed.
http://www.refugeecouncil.org.uk

National Asylum Support Service (NASS)
The Home Office’s NASS is responsible for accommodating and supporting asylum seekers while their claims are being processed. Their website includes information about asylum seekers and NASS’ wider role.
http://www.ind.homeoffice.gov.uk
Refugee Action
Refugee Action is a national charity that aims to build new lives in the UK and provide practical advice and support to asylum seekers and refugees. http://www.refugee-action.org.uk

Princes Trust
The Princes Trust is a UK charity that helps young people overcome barriers and get their lives working, through practical support including training, mentoring and financial assistance. http://www.princes-trust.org.uk

Commission for Race Equality and Race Equality Councils
Commission for Racial Equality (CRE)
The Commission for Racial Equality is a publicly funded, non-governmental body which was set up under the Race Relations Act 1976 to tackle racial discrimination and promote racial equality in both the public and private sector.

Head Office
St Dunstan’s House
201-211 Borough High Street
London SE1 1GZ
Tel: 020 7939 0000
Email: info@cre.gov.uk
Web site: www.cre.gov.uk

Regional Offices
Birmingham
3rd floor, Lancaster House
67 Newhall Street
Birmingham B3 1NA
Tel: 0121 710 3000
Fax: 0121 710 3001

Leeds
1st floor, Yorkshire Bank Chambers
Infirmary Street
Leeds LS1 2JP
Tel: 0113 389 3600
Fax: 0113 389 3601

Manchester
5th floor, Maybrook House
40 Blackfriars Street
Manchester M3 2EG
Tel: 0161 835 5500
Fax: 0161 835 5501

Race Equality Councils (RECs)
Race Equality Councils are organisations that work in local areas, among local communities to promote racial equality and tackle racial discrimination. To find an REC by region, visit: http://www.cre.gov.uk/about/recs.html