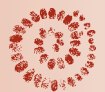


Activities REPORT 2003/4

RUNNYMEDE



The Runnymede Trust is an independent policy research organisation focusing on equality and justice through the promotion of a successful multi-ethnic society. Founded in 1968 as a Charitable Educational Trust, Runnymede has a long track record in policy research, working in close collaboration with eminent thinkers and policymakers in the public, private and voluntary sectors. We believe that the way ahead lies in building effective partnerships, and we are continually developing these with the voluntary sector; the government, local authorities and companies in the UK and Europe. We stimulate debate and suggest forward-looking strategies in areas of public policy such as education, the criminal justice system, employment and citizenship.

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Michelynn Lafleche	Director
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Runnymede Trustees

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Dr Richard Stone (Vice Chair)
Séamus Taylor
Pat Younge*

* Newly appointed to the board in 2004

** Newly appointed to the board in 2005

Retired from the Board: (2003) Maggie Lee; (2004) Lincoln Crawford, QC, Professor the Lord Parekh, FBA, Trevor Phillips, CBE.

Pranlal Sheth, at one time a Runnymede trustee, died on 30 June 2003. He had been a member of the Race Relations Board (1973–7) and Deputy Chair of the CRE (1977–80).



Chair's Report

Runnymede was founded 38 years ago to bring an objective voice to public debates on immigration and race equality. That objective voice was needed to counter propaganda and misinformation in the press and within government regarding the impact of Britain's changing diversity, and to push for legal remedies to combat racial discrimination.

Runnymede's founding Director, Dipak Nandy, recalled recently that the establishment of Runnymede was meant to be a short-term initiative – 5 years at most – an immediate solution to an immediate problem. But 38 years later, the work remains as necessary as ever.

In 2004 we took stock of the progress government has made in relation to achieving a more just and fair society, measured against the recommendations we made in our report on the future of multi-ethnic Britain (MEB) in 2000. On publishing our briefing paper *Realising the Vision* (2004), it was with some pleasure we were able to report that almost two-thirds of the MEB recommendations had been acted upon. Not always in the manner in which we would have hoped, but acted upon nonetheless, and with an overall improvement in the development and implementation of policy towards creating a more successful multi-ethnic Britain. However, several important challenges remain:

- The pressing need for a single equality act, especially in anticipation of a single equality body
- The persistence of wide gaps in achievement and disproportionate rates of school exclusions for different ethnic groups
- Difficulties for newly qualified teachers who find themselves ill-equipped to

handle race equality and diversity in the classroom

- Resistance by some public authorities to implementing the duty to promote race equality
- Limited action to counteract the discrimination and unequal outcomes suffered by Gypsy/Traveller communities
- And, despite much new policy and activity, the persistent and very serious levels of institutional and, indeed, individual racism that remain embedded within the Criminal Justice System, particularly in the police and other public services

Looking back at the original 1960/70s focus of our work – immigration – it is important to highlight what is causing great unease among all of us who are concerned about race equality. While the terrain in relation to migration policy has shifted considerably, most of our earlier recommendations in this area remain relevant today. Indeed, the increasingly restrictive measures being introduced by government present new and more difficult challenges to equality, fairness and justice for members of minority ethnic communities in particular, and for the creation of a society where all communities and citizens can contribute to their full potential.

The challenges are still significant. To meet them, Runnymede has maintained its focus

**Samir Shah,
Chair of the
Runnymede Trust**



on refining skills, experience and expertise levels across the full range of areas in which we are active. A newly structured team now enables us to work with a wider range of project partners and associates.

Among our Board of Trustees too there have been changes. Four Trustees have retired: Professor Bhikhu Parekh, Trevor Phillips, Maggie Lee and Lincoln Crawford. On behalf of the other Trustees and the Runnymede staff team, I would like to thank each one of them wholeheartedly for their contributions. We look forward to continuing to benefit from their support and engagement with Runnymede in new but no less important ways over the coming years.

Filling the gaps left by eminent Board members is never an easy task, but it is my pleasure to announce the appointment of four new Trustees. As with our retiring members, they represent areas of expertise which are particularly valuable to our organisation: Barbara Cohen and Shaheed Fatima (law), Pat Younge (media) and, most recently, Claire Alexander (academic research). The skills, experience and interests they bring to our Board help us in our ongoing organisational development and contribute to establishing new areas of work and competence. A warm welcome to each one of them. ■

Samir Shah

Chair of the Runnymede Trust

Hosted by the British Council at its Spring Gardens HQ on 15 October 2003, the first Jim Rose Lecture was delivered by Lord Lester of Herne Hill, who with Jim Rose co-founded the Runnymede Trust in 1968.

Lord Lester's address – 'Nailing the Lie and Promoting Equality' – spoke of the circumstances and principles that brought the Runnymede Trust into being in the late 1960s, and for which there is still a need today:

... to combat prejudice and bigotry and to seek ways, beyond political rhetoric, to translate the ideal of equal citizenship and the right to equality without discrimination into practical reality.

Jim Rose's widow Pam chaired a discussion where questions from the floor were



Eliot Joseph Benn (Jim) Rose, CBE (1909–1999),
photographed in 1963 by Jane Bown

The Jim Rose Lectures



Lord Lester speaking at the first Jim Rose Lecture, with a backdrop of the banner that publicises the Runnymede Archive Collection at Middlesex University

addressed to the platform speakers – Lord Lester, Professor Heidi Mirza of Middlesex University, Rod Pryde ADG of the British Council, and Runnymede's Michelynn Laflèche. The occasion also saw two launches – that of the Runnymede Collection Archive at Middlesex University and a British Council publication on the development of Citizenship Education and Human Rights Education in the UK.

The Runnymede Collection is housed on the Cat Hill campus of Middlesex University as part of a range of archived material that can be visited by appointment. It contains books, pamphlets, news sheets, publications and papers documenting anti-racist and anti-fascist

campaigns from the late 1960s to the present day. Sample pages can be found on the website [www.mdx.ac.uk/runnymede].

Jim Rose's lifelong public interests in freedom of speech and equality were expressed not only in print – famously in the pages of *Colour and Citizenship* almost 40 years ago – but through a lifetime of public service to race relations. Runnymede is honoured to be able to call people together in memory and celebration of his life and achievements.

The next Jim Rose lecture will be in the autumn of 2005. The text of Lord Lester's 2003 address can be read in full on our website [www.runnymedetrust.org]. ■

DIARY NOTES

April to June 2003

April Publication of Runnymede's Briefing Paper *Divided by the Same Language*, circulated with the March Bulletin.

May Launch of *Complementing Teachers* at the Institute of Education, London.

Announcement of what began as the Black History Month Directory project, compiling new resources for schools, and which was launched in 2004 as the Real Histories Directory.

June NASUWT pilots of professional development courses to support *Complementing Teachers* held at Birmingham HQ – primary and junior courses.

Images from the 'Cohesion, Diversity, Equality' Conference in January 2005. (L-R) Chris Elliott, Deidre Forbes, Yasmin Alibhai-Brown and Clive Jones were panel speakers in the Media Panel Debate; Michelynn Lafleche and Jeremy Vine were active in the 'Question Time' session; Trevor Phillips (lower LHS) responded to the opening address by Charles Clarke; Pat Younge (lower centre) introduced Paul Elliott (upper right) on the subject of racism in sport; Jean 'Binta' Breze's poetry performance bridged afternoon and evening sessions; and Charles Clarke, Home Secretary, in the conference's opening session, introduced the government's strategy document *Improving Opportunity, Strengthening Society*. (Photos by Benedict Hilliard)



Runnymede has maintained its focus on addressing the key themes that shape government thinking on race equality and community relations.

The report of the Commission on the Future of Multi-Ethnic Britain was revisited to examine how it had influenced government policy. In our 'Realising the Vision' briefing paper, we were able to announce that over two-thirds of the recommendations made in The Parekh Report were now being progressed by government. Given the report's difficult initial reception and the shifting sands of 'race' and community relations, this is an achievement of which those involved with the Commission can be duly proud.

The crucial ideas in the report were influential for Runnymede too. These have been developed further in our work on cohesion, in particular at a large conference 'Developing Community Cohesion', in mid-2003, which was timely in delivering early views in the potential benefits and pitfalls of the cohesion agenda. Also, the report's influence was felt in a project that considered the role of the auditor and inspector in promoting and assuring race equality, published as *Guardians of Race Equality*.

Having developed a range of work on community cohesion, which helped



Strategic Policy Research

Project Leader: Rob Berkeley

practitioners and policymakers relate the agenda more closely to race equality, we shifted our gaze to consider civil renewal and social capital. David Faulkner authored a Runnymede Perspectives paper to introduce this debate. He argued that the civil renewal agenda so favoured by the then Home Secretary could be fatally flawed if it did not sufficiently take into account the realities of living in a multi-ethnic society. Responses to the paper were gathered through an expert seminar, from which a further discussion paper was drafted – ‘Civil Renewal for All?’

Shared with interested delegates at both the Labour and Liberal Democrat conferences 2004, this paper was used to stimulate debate at a larger academic conference – ‘Social Capital, Civil Renewal and Ethnic Diversity’. This event featured challenging presentations from Professor Ben Fine, Trevor Phillips, Dan Corry, Avila Kilmurray and David Halpern. The published proceedings set out a challenge to those engaged in civil renewal to also engage with the issues of race equality. By focusing on this area Runnymede had already begun to open up debates about participation, engagement, citizenship and social capital to an audience of policy makers and practitioners working on issues of race equality – and to persuade those already grappling with practical applications of social capital theory to keep

race equality in the equation.

This work is ongoing, with commissioned research and wider Runnymede projects reflecting our concern that the way in which we envisage governance and citizenship needs to be fully responsive to the ethnic diversity of our society.

January 2005 also gave Runnymede an opportunity to return to its key role in engaging policymakers and practitioners with strategic policymaking on race and faith equality. The government launched its latest strategy on race equality, community cohesion and faith at our conference ‘Cohesion, Diversity, Equality’. This well-attended conference enabled delegates to immediately engage with the government’s plans, set further challenges, and establish wider networks to respond to the government’s proposals. A wide range of workshops and an innovative ‘Question Time’ panel, chaired by the BBC’s Jeremy Vine, ensured that many voices were heard and delegates left with a clear understanding of the key issues.

The next period, as we move through 2005/6, will include further work on civil renewal, together with a consideration of choice in public services, segregation and integration, and improved understanding of diversity within and between minority ethnic communities. ■



DIARY NOTES

July to September 2003

- July** First UKREN AGM held at the CRE, London.
- Aug** Publication of *Developing Community Cohesion: Understanding the Issues Delivering Solutions*, proceedings of the Runnymede Conference of November 2002 which had featured Sir Ian Blair, Beverly Hughes MP, Lord Parekh and Gary Younge of the *Guardian* newspaper.
- Sept** 'London 16-19', capturing a snapshot of teenage life in London today. Hosted by the Museum of London it showcased the work of 6 youth groups, 2 of which feature in Runnymede's 'This Is Where I Live' project.

Faces from UKREN events 2003 and 2004: at the Bradford meeting are (this page) Karima Zahi and Patrick Yu from NICE and (facing page) Anja Rudiger, now at the Refugee Council, in conversation with Maureen Grant of the Joseph Rowntree Charitable Trust; Claude Moraes, MEP, Mohammed Aziz of UKREN's Management Committee (chairing) and Jean-Yves Camus are panel speakers at the London meeting of February 2004 (column 2, facing page upper right); at the Glasgow meeting in 2003, Fariha Thomas of the AMINA-Muslim Women's Resource Centre, Fraser Campbell of SEMPER and Damir Duheric of the Scottish Refugee Council are the main panel speakers

The UK Race and Europe Network restructures itself

In January 2003, UKREN held its first Annual General Meeting in 2003, and elected a Management Committee – two significant steps in its commitment to reposition itself as an independent body. With 101 registered members, the Annual General Meeting took place on 15 July 2003 at the Commission for Racial Equality in London, at which a 4-person Executive Committee was elected:

Don Flynn (JCWI), Chair
 Karen Chouhan (1990 Trust), Vice-Chair & Secretary
 Arlington Trotman (CCRJ), Vice-Chair
 Michelynn Laflèche (Runnymede Trust), Treasurer

UKREN members were also intensively questioned to build up a better knowledge of what members could contribute and how UKREN could best support them in their work.

Meetings outside London

Management Committee meetings are regularly held outside London to raise local awareness of UKREN. These meetings usually feature a seminar with a local focus. During 2003/4 the locations



UKREN in and about Europe

Project Leader: Sarah Isal

chosen for those meetings were Bradford, Glasgow, Leicester and Belfast.

The Bradford meeting (September 2003) was supported by the Joseph Rowntree Charitable Trust in its hosting of a seminar on 'Bringing Europe to West Yorkshire', which included discussion around the Convention on the Future of Europe, religious discrimination and immigration and asylum.

BEMIS (Black and Ethnic Minority Infrastructure in Scotland) were the hosts in Glasgow (December 2003), where the seminar topics included refugees and asylum-seeking, religious discrimination, Gypsies and Travellers, and racism in the police force.

In Leicester the meeting (May 2004) at the National Youth Agency included a seminar on 'Young People and Europe', organised by Minorities of Europe. Most recently, a meeting in Belfast (February 2005) was hosted by the Equality Commission for Northern Ireland, who brought together speakers and participants to talk about racist violence and migration issues.

Meetings in London

London-based meetings have concentrated on executive commitments – the first and second AGMs (July 2003,

October 2004) – or events with invited speakers from mainland Europe.

Sometimes both functions have been combined. In February 2004 at the UK Office of the European Parliament, Claude Moraes MEP hosted a seminar on the rise of the extreme right. An electronic report of the proceedings was put up on the Runnymede website so that it could be disseminated widely ahead of the European elections on 10 June. In October 2004, following the AGM, UKREN organised a seminar on the impact of Europe on combating racism in the UK. Topics covered included migration, the extreme right and institutional racism.

Representation on other bodies

UKREN is always represented at ENAR (European Network Against Racism) events. At the conference on religious discrimination (Netherlands, October 2003) Sarah Isal and Michelynn Lafleche chaired a workshop and plenary session aimed specifically at informing ENAR's strategy on religious discrimination and the implementation of the European Employment Directive in all member states. The ENAR General Assembly (Lisbon March 2004) was attended by 10 members of UKREN.



UKREN publications

In summer 2004, with the help of UKREN Management Committee members, we put together an informative UKREN pamphlet *Overcoming racism: why a European perspective is crucial* alongside a new promotional leaflet 'UKREN: your link to Europe'. Funded by UNISON, CRE and BEMIS, launched at UKREN's 2nd AGM, and circulated to all UKREN members, these pamphlets have supported a significant and continuous increase in the membership of UKREN.

Responses to Consultations

NGO shadow report to CERD (2003)

UKREN was involved in the collaborative production of the NGO shadow report to the UN Committee on the Elimination of all Forms of Racial Discrimination (CERD). CERD examined the UK government's submission on 6 and 7 August 2003 and a coalition of NGOs attended the session to lobby CERD members on behalf of collective

concerns, which included asylum-seekers and their press coverage, inconsistencies of anti-discrimination legislation, the Human Rights Commission, and the plight of Gypsy and Traveller communities. The coalition continues its collective work by monitoring the implementation of CERD conclusions by the UK government until the next report due in 2005.

EC Consultations

UKREN endeavoured to support the plethora of responses from its members to the European Commission's Green Paper on the Future of Anti-discrimination in an Enlarged Europe (November 2004). Then, early in 2005, we prepared both UKREN and Runnymede's response to the European Commission's consultation on the establishment of a European Fundamental Rights Agency, due to extend the remit of the European Monitoring Centre on Racism and Xenophobia to cover all fundamental rights.



Don Flynn, Chair of UKREN in conversation with Sarah Isal, UKREN Coordinator



DIARY NOTES

October to December 2003

UKREN's response was disseminated to the membership, in order to encourage responses from the UK NGO sector:

Strength in Diversity

Responding to the UK Government's Strength in Diversity consultation UKREN focused primarily on the European perspective, and on how to combine Community priorities with those brought forward from the World Conference Against Racism, as incorporated and expressed within the National Action Plan Against Racism.

Forthcoming partnerships

UKREN has been invited to participate in a European project called SOLID (Strategies on Litigation Tackling Discrimination in EU Countries), a training programme aimed at effective transposition and implementation of the EU Race Equality and Framework Directives. This work will be developed in 2005. ■



Oct First Jim Rose Lecture, held at the British Council, with simultaneous launch of the Runnymede Collection Archive at Middlesex University and of *Guardians of Race Equality*, a collection of perspectives on regulation and inspection for race equality, published by Runnymede in support of the need to implement the RR(A)A 2000 legislation.

ENAR conference on 'Religious Discrimination in the EU', 24–25 October Amsterdam.

Nov Active participation by Runnymede's Director Michelynn Laflèche in 'A Sense of Place', a conference on the role of the arts and media in reshaping societies and identities in Europe, organised by the British Council and held in Cardiff, related to our 'This Is Where I Live' project for young people.

Dec Publication of *Civil Renewal, Diversity and Social Capital in a Multi-Ethnic Britain* by David Faulkner as Runnymede's first contribution to 2004's debate around Social Capital as a conceptual tool and as an active constituent of networked approaches to supporting equality, diversity and cohesion.

DIARY NOTES

January to March 2004

- Jan** Official launch of the Real Histories Directory website at the LMAL Cultural Diversity Network Event at City Hall, London on 28 January.
- Feb** UKREN seminar on the activities of the Extreme Right in European politics, with Claude Moraes and Jean-Yves Camus speaking – at the UK Office of the European Parliament.
- March** Publication of *Realising the Vision* – a Runnymede briefing paper revisiting the 2000 Report of the Commission on the Future of Multi-Ethnic Britain – circulated with the March issue of the *Runnymede Bulletin*.



We started up this Runnymede project in 2003 as the **Black History Month Directory** with the support of the Calouste Gulbenkian Fund and others. It was conceived as a web directory to serve as a reference point for teachers, parents and those interested in cultural diversity to locate information on resources within their area.

Unlocking the UK's diverse cultural heritage
From the outset we envisaged that its title would change, after launch, to the **Real Histories Directory**, and this was done in November 2003. The name change reflects our position that history teaching which includes the contribution of black and minority ethnic experiences to our collective British narrative should not be limited to one month per year.

Consultations in the pilot year persuaded us to narrow the focus to a school audience, and LWT gave us support for the development of a website for the pilot LEAs. By October 2004 we had reached every LEA in the country, and an events page had been designed and added to the main RHD site. This now holds information – on culturally diverse exhibitions, performance artists, dance classes, etc. – which will be of use to teachers, parents and young people, and which complements the main site by featuring the events of many of the resource providers included there.

Users can access information on culturally relevant organisations across the UK through searching by age (Key Stage), subject area, local education authority or resource. Users are also invited to submit resources that they feel may be of interest to others so that the directory will



The Real Histories Directory

Project Leader: Debbie Bernard

Project Initiator: Nicola Rollock

Interim Support: Anjali Wareham

continue to grow and be of direct benefit not only to teachers and pupils interested in diversity issues but also to the wider community.

Evaluation

Notably, the site was

reviewed by BECTA and gained the accreditation of the National Grid for Learning in August 2004.

A further site evaluation, in November 2004, involved on-line surveys with members of the RHD steering committee, interviews with resource providers featured on the website and action research with groups of teachers from primary and secondary schools. Conducted on our behalf by an external

evaluator; this exercise has confirmed the Directory's value to teachers and other education practitioners.

Recommendations from both evaluations are now being implemented and a drive for a refreshed look and expanded content in time for Black History Month October 2005 is under way.

'A Real Success Story'

The Real Histories Directory now provides a unique opportunity to encourage teaching and learning about diversity for all communities across the UK throughout the year. New site entries are edited and added weekly, and groups continue to submit information about their work to us at www.realhistories.org.uk. ■



The screenshot shows the website interface with the following elements:

- Header:** "The Real Histories Directory" with the logo.
- Navigation:** A sidebar with buttons for "Submitting an entry", "Find a Resource", "Discovery information", and "Contact us".
- Main Content:**
 - Tamasha Theatre Company:** A description stating they are a London-based theatre company committed to showcasing the untold stories of Asian and diasporic communities, creating new theatre works that are relevant and interesting, and facilitating cultural confidence and understanding within British schools and professional development initiatives for emerging theatre artists.
 - Location:** Southwark.
 - Available for age:** Secondary.
 - Copyright:** ©2004 Performance Trust and individual authors. Please see copyright notice and disclaimer for details and do not use for private purposes.
- Contacts:**
 - Name:** Tamasha Theatre Company
 - Address:** Unit 220, 36 Great Guildford Street, London, SE1 9HS
 - Tel:** 020 7631 2370
 - Website:** [Link]
- Right Sidebar:**
 - RUNNYMEDE:** Logo with a circular icon.
 - Runny Mede Multi-users:** A section with a small image and text: "Congratulations Teachers! A Practical Guide to Promoting Race Equality in Schools."

DIARY NOTES

April to June 2004

Apr At Leighton House, South Kensington, the launch of our briefing paper *Realising the Vision* in the presence of a gathering of Runnymede friends and supporters. Fiona Mactaggart, Parliamentary Under Secretary for Race Equality, Community Policy and Civil Renewal, spoke at the launch, which was also a celebration in support of Runnymede's work

May Commencement of Phase 2 of the 'This Is Where I Live' arts project, engaging young people in a countrywide debate about heritage, identity, nation and citizenship. Phase 1 had produced a range of responses to focus group interviews that had set the style and determined the participants for Phase 2, in which the young people's voices are amplified and they are encouraged to engage with their contemporaries in policymaking and debate

Jun Conference at Oxford House, Bethnal Green on the theme of 'Social Capital, Civil Renewal and Ethnic Diversity', the second Runnymede contribution of 2004 to a discussion on tackling the fundamental building blocks of social interaction in relation to the institutions of the state

Project groups being filmed in November 2004 for the 'This Is Where I Live' cd-rom.
(Photos by Benedict Hilliard)

'This Is Where I Live' (or TIWIL as we came to know it) is a project that involved a range of young people, through engagement with the arts, in a countrywide debate about heritage, identity, nation and citizenship.

From mid-2003 to 2004 Rob Berkeley and Rajiv Anand conducted focus group research across the UK with newly formed and existing youth organisations who were using the arts for working out ways of interacting socially with their peers. The groups were widely diverse, some organised around their ethnicity, others around location or interest. They included groups of young people with disabilities, lesbian and gay groups, Baha'i, Muslim, rural and urban groups. From the 27 participating groups, 14 took part in the focus group research. They formed the core around which the expression and recording, in a variety of formats, of their opinions about what it is to live in this country as a young person in the 21st century became concentrated.

In order to record and share the young people's ideas and activities with a wider audience, the project resolved itself around



'This Is Where I Live'

Project Leader: Rob Berkeley

Project Coordinator Phase I: Rajiv Anand

the development and production of a cd-rom for schools. Six of the TIWIL groups were chosen for filming and follow-up interviews:

- Fitzrovia Youth in Action (photography)
- Monkwearmouth School in Sunderland (video)
- Trash Fashion at Belfast Community Arts (fashion design)
- Merseyside Youth Association (poetry)
- Bristol Youth Music Action Zone (music and lyrics)
- Shahck-Out Too! At RJC Dance in Leeds (dance)

Working in partnership with Skillset's Carol Jacobs and Heart Vision's Shabazz L. Graham, 12 hours' worth of material was filmed in the final months of 2004.

Launched in January 2005 by two young contributors to the project at our 'Cohesion, Diversity, Equality' conference, the edited cd-rom (at 1 1/2 hours' length) also featured in the Youth Section of the ODPM's Sustainable Communities Summit in Manchester during the same month.

The views of the young people address

a wide range of current debates about the future of multi-ethnic Britain, and the cd-rom is a useful resource for other young people, policymakers and practitioners in understanding the importance of identity, heritage and belonging in contemporary Britain and Northern Ireland. The cd-rom is available free of charge to all secondary schools and community groups, and accompanying lesson plans for teachers can be found on our website at www.runnymede.trust.org.

Analysis of the young people's views, gathered in the focus groups and through their artistic efforts, underpins a policy publication. This too is available on the Runnymede website.

Among the key issues it addresses are:

- Devising activities to support the development of young people's identity
- The everyday impact of racism
- Young people's participation in decision-making and influence on policy
- The important role of youth work in challenging racism and developing a sense of belonging. ■



DIARY NOTES

July to September 2004

- Jul** Launch of our 'Preventing Racist Violence' Working Paper at the House of Lords, at a reception hosted by Baroness Whitaker
- Aug** Accreditation of our Real Histories Directory by the National Grid for Learning.
- Sep** 'Civil Renewal for All: Delivering civil renewal in a multi-ethnic Britain' – a Runnymede Working Paper published in web version only.
- Active involvement with the ENAR Conference and Workshops on Combating Racism and Xenophobia as a Crime.
- Runnymede is represented at the major party political national conferences.

In January 2003, work started on a new Runnymede initiative 'Preventing Racist Violence: Working with Potential Perpetrators'. Following on from our 2002 publication *Perpetrators of Racist Violence*, this programme set out to investigate existing local and community-based projects that use primary prevention as a means of reaching out to and changing the attitudes and behaviours of potential perpetrators of racist violence.

A scoping exercise, carried out with the help of two interns from the University of Westminster, initiated contacts with various organisations across London. An expert steering group was set up with youth workers, academics and anti-racist activists represented, and Dr Richard Stone as the lead Runnymede Trustee.

We proceeded to identify and consolidate contacts in 4 pilot London boroughs (Brent, Merton, Southwark and Tower Hamlets) through establishing Local Reference Groups in each borough. These also served as a cross-borough network of practitioners. The final months of 2003 were spent interviewing organisations and developing a broad range of contacts

Guests gathered at the Lord Chancellor's Apartments, House of Lords, for the Working Paper launch



Preventing Racist Violence

Project Leader: Sarah Isal

newly interested in the work of Runnymede.

In July 2004, to keep the information flowing, we drafted a working paper that signposted the interim findings of the work carried out in 2003/04. One key finding was that work with potential perpetrators of racist violence is de facto mainstreamed in a variety of sectors and policy frameworks, such as civil renewal, crime reduction or community cohesion. The paper spells out how this mainstreaming takes place and outlines our thoughts on ways to inform policy in this area.

The paper was launched on 5 July 2004 as a Working Paper at a well-attended reception in the River Room (the Lord Chancellor's Apartments) at the House of Lords. The reception, hosted by Janet Whitaker, not only provided an opportunity to present the findings but also brought together all the practitioners, key organisations and individuals contacted during phase 1. Positive feedback on the project and follow-up responses to the Working Paper came from a wide range of organisations including the Metropolitan Police, Southwark Mediation and London Probation.

The final report is being drafted in 2005, and will be launched in October

2005 as the focus for a major conference, with Home Office minister Paul Goggins giving the keynote address, and interactive workshop sessions to bring practitioner expertise into contact with policymakers. ■



Baroness Whitaker, a Runnymede Patron, launched the 'Preventing Racist Violence' Working Paper at the House of Lords in July 2004



DIARY NOTES

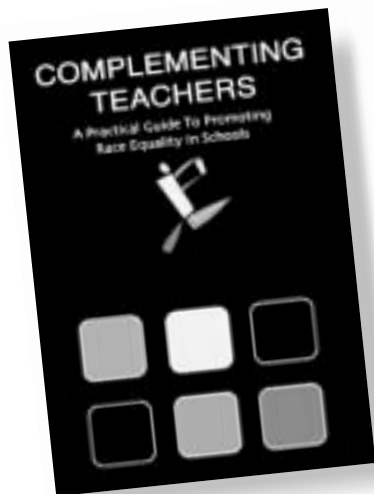
October to December 2004

- Oct** UKREN AGM – the second in London – is followed by another successful seminar; this time focusing on 'Europe: Its importance in the fight against racism'.
- Nov** Commencement of the INSET Professional Development Courses designed to support the use of *Complementing Teachers*.
Launch of *Muslims in the UK*, an OSI publication, at a jointly hosted event at Portcullis House, Westminster.
- Dec** Production of the 'This Is Where I Live' cd-rom goes into full swing, visiting 6 location/filming sites, editing the footage, then writing and filming the links.



Nicola Rollock, Michelynn Lafèche, Jagdish Gundara and Natalie Rollock at the launch of *Complementing Teachers*

Nicola Rollock, Sam Rock and Anya Makerova run a pilot training day with the new trainers' handbook



Developing a Classroom Resource

Project leader: Nicola Rollock
Interim Support: Anya Makerova

Published on 14 April 2003, *Complementing Teachers: A practical guide to promoting race equality in schools* was launched at the Institute of Education on 1 May. Activity since that date has focused on two distinct strands: promotion and dissemination of the publication, and devising and piloting the professional development courses which will use *Complementing Teachers* as their core material.

Using the Book

Created by a team of teachers, education specialists and race equality experts *Complementing Teachers* is a resource that can help all types of schools comply with the duty to promote race equality. It offers a range of information they can use to review their policies and practices in pursuit of ensuring a high-quality education for pupils of any ethnic identity, cultural tradition or community experience. It will support pupils in their development of personal and cultural identities and a sense of citizenship in today's culturally diverse societies, particularly those who come from less ethnically diverse and multi-ethnic schools.



Ongoing promotions of the book have taken place within specific LEAs with whom we established close working relationships, and since November 2004 there have been INSET days and training workshops at conferences. The next stage for us has been to put together a trainers' handbook for use with the Professional Development Courses we are trialling in 2005.

Professional Development Courses

Early versions of courses using *Complementing Teachers* were run with support from the NASUWT at their headquarters in Birmingham in 2003. These developmental sessions were aimed at primary and secondary school teachers and newly qualified teachers (NQTs).

Our new full-day course consists of a range of exercises that include planning lessons and full schemes of work using *Complementing Teachers*. Featuring our trainers' handbook, handouts, copies of the textbook and related cd-roms, it is being piloted in 2005. The training aims to provide a context for current debates on ethnicity and education. Teachers are encouraged to think about their own identity and experiences and how these might impact on classroom teaching and learning, and they are supported in finding creative ways to use the handbook. Contact us at Runnymede for more details.

New projects

We have also been developing new projects in education, and two significant proposals are in the pipeline for 2005 – one on School Choice and Ethnic Segregation, the other on Community Cohesion and Faith Schools. ■

DIARY NOTES

January to March 2005

- Jan** Runnymede's national conference on 'Cohesion, Diversity, Equality' is held at Congress House, with Home Secretary Charles Clarke as keynote speaker, and Fiona Mactaggart, Parliamentary Under Secretary for Race Equality, Community Policy and Civil Renewal, launching government's report on Improving Opportunity, Strengthening Society.
- Feb** The professional evaluation of our Real Histories Directory is completed, and plans are agreed for expanded content and a refreshed look in 2005.
- Mar** Dissemination of 'The Space Between' Briefing Report with the March issue of the Runnymede Bulletin completes this current cycle of work on the impact of language on Equal Ops in Employment.

Runnymede's Quarterly Bulletin

First published in 1969 as a monthly information sheet on race relations, the Bulletin has evolved through several redesigns that reflected changes of emphasis for the work of the Trust. A quarterly publication since 1999, the Bulletin now seeks to reflect the range of work its policy researchers engage with – through active collaboration with other NGOs and academic institutions here and across Europe, and with departments and agencies of government. In support of embedding anti-racist attitudes through advocacy, research and support for legislative change, we report on our own activities and those of our associates, and we publish related opinion pieces, research articles and reviews of current publications.

In 2003/4 we have been focusing on community cohesion, social capital, equalities and human rights, and preventing racist violence – all in support of active project and policy involvement by members of the Runnymede team. Also, in each quarterly issue, Omar Khan has published articles that put ethnicity at the forefront of subjects ranging from the day-to-day of politics – the

Census and elections – to equalities, discussed in such contexts as basic income, democracy and representation, diversity and shared values, group rights, human rights, justice and moral responsibility. ■



Diversity in the Workplace

Project Leader: Michelynn Lafèche

External Researcher: Sandra Sanglin-Grant

From 2000 to the present, Runnymede has been registering a persistent gap in perception between those making policy pronouncements on equality and diversity in the workplace and those receiving the messages as employees. This gap is the factor by which rhetoric from strategic policymakers fails to reflect or predict the experience of minority ethnic managers as they progress their careers within the management hierarchies of national businesses and organisations.

Our *Moving on Up?* report in 2000 had shown the disproportion between strength of minority ethnic intake and their numerical shortfall in terms of progress to management success among some FTSE-100 companies. Companies, however, were then and now talking up the strength of their equality and diversity practices, so why was and is the rhetoric so different from the experiences?

With *Widening the Talent Pool* in 2002 and *Divided by the Same Language* in 2003, we've kept examining the nature of this gap, to try and work out how it could be eradicated.

Recent back issues of the Bulletin in pdf form can be found on our website, and we can supply researchers with printed or photocopied Bulletins dating back to 1969 on request. The current calendar year is available by subscription to the paper version.

Runnymede's archival library is now held at the Centre for Racial Equality Studies at Middlesex University as the Runnymede Collection [www.mdx.ac.uk/www/runnymede-collection]. ■

In our latest report – *The Space Between: From Rhetoric to Reality in the Workplace* (published officially in April 2005) – we concentrated again on language. This time we were examining how the language of Human Resources was managing to give a false impression of success – to the HR personnel themselves in particular – while minority ethnic managers remain unengaged and unpromoted. What emerged from this report was a more purposeful modelling of HR language directed towards more truly inclusive outcomes. ■



Report and Accounts for the years 2003 and 2004

Fundraising and Support

Our work is supported primarily by four categories of funder: independent grant-making trusts; international organisations; corporate sponsors; and individual donors. A proportion of our annual income is recurrent, as a result of long-term individual and corporate pledges, but the majority is earned through targeted project fundraising. The remainder consists of revenues we receive from the events, the sale of project material, as well as from subscriptions to our regular publication the Bulletin.

As always, we owe a large part of our success to those socially minded individuals – the Trustees and the Friends of Runnymede – who have been demonstrating their commitment to cultural diversity and social justice by making regular donations to our work. As a team, we also wish to express our thanks to organisations and individuals who have endorsed our work by allowing us to make use of their time, their premises or their resources, or who supported us financially with project- or provision-based grants.

In 2005 and beyond we will continue to work in collaborative partnerships both new and established. The purpose of that work is to press for high-priority action towards the achievement of a more equal and multi-ethnic society through the strength of the findings and presentations of our key projects.

Runnymede's Activities Report for 2002/3 can be downloaded from our website [www.runnymedetrust.org]. Information about current and new projects can be found there, along with several volumes of back issues of our quarterly Bulletin in pdf form. ■

Supporters in 2003/4

Organisations

The Allen Foundation
Amberstone Trust
The Avenue Charitable Trust
AW/60
Bank of England
Barclays Bank
BEMIS
Bridge House Estates Trust Fund
The British Council
Churches Commission for Racial Justice
City Parochial Foundation
Comic Relief
Esmée Fairbairn Foundation
European Network Against Racism
The Garfield Weston Foundation
The Calouste-Gulbenkian Foundation
Joseph Rowntree Charitable Trust
Joseph Rowntree Foundation
KPMG
Lloyds TSB Foundation for England and Wales
LWT
Mars UK Limited
The Methodist Church
Paul Hamlyn Foundation
PH Holt Charitable Trust
Robert Gavron Charitable Trust
Unison
Wyseliot Charitable Trust

Government/Statutory Bodies

Active Citizenship Centre at the Home Office
Commission for Racial Equality
Community Cohesion Unit at the Home Office
Race Equality Unit at the Home Office

Individuals

Sir Adrian Cadbury
Lord and Lady Haskins
Klausner Estate (Legacy)
Pam Rose

Gifts in Kind

Ashurst Morris Crisp
The British Council
Commission for Racial Equality
Good Relations Communications
Granada Learning
Institute for Education
ISOBEL Communications
ITV News
RMP³ PR



**Statement of Financial Activities
for the Years Ended 31st December 2003 & 2004**

	Total Funds 2004 £	Total Funds 2003 £
INCOMING RESOURCES		
Donations and Grants	173,996	131,990
Publications and Subscriptions	13,776	10,699
Bank Interest Receivable	782	525
Fees: Lecturing and Consultancy	7,294	1,717
Education Programme	22,871	19,019
Employment Programme	5,000	18
European Programme	24,467	29,186
Future of Multi-Ethnic Britain Programme	-	24,923
Preventing Racist Violence Programme	6,757	59,042
Strategic Policy Research (formerly MEB)	32,449	-
This Is Where I Live Programme	17,000	20,000
TOTAL INCOMING RESOURCES	304,392	297,119
RESOURCES EXPENDED		
Costs of generating funds	27,466	18,986
Fund-raising and Publicity	27,466	18,986
NET INCOMING RESOURCES AVAILABLE FOR CHARITABLE APPLICATION	276,926	278,133
CHARITABLE EXPENDITURE		
Direct Charitable Expenditure	196,797	219,556
Management and Administration	80,973	76,833
TOTAL CHARITABLE EXPENDITURE	277,770	296,389
TOTAL RESOURCES EXPENDED	305,236	315,376
NET OUTGOING RESOURCES BEFORE TRANSFERS	(844)	(18,256)
Transfers Between Funds	-	-
NET MOVEMENT IN FUNDS	(844)	(18,256)
BALANCES BROUGHT FORWARD at 1st January 2004	11,318	29,574
BALANCES CARRIED FORWARD at 31st December 2004	£10,474	£11,318
CONTINUING AND DISCONTINUED OPERATIONS		
None of the company's activities were acquired or discontinued during the above two financial years.		
TOTAL RECOGNISED GAINS AND LOSSES		
There were no recognised gains or losses for the year.		

Balance Sheet as at 31st December 2003 & 2004

	2004		2003	
	£	£	£	£
FIXED ASSETS				
Tangible assets		10,971		13,298
CURRENT ASSETS				
Debtors	10,750		11,776	
Cash at Bank and in Hand	11,317		4,228	
	22,067		16,004	
CURRENT LIABILITIES				
Creditors: falling due within one year	22,564		17,984	
NET CURRENT (LIABILITIES)		(496)		(1,980)
NET ASSETS		£10,474		£11,318
CAPITAL AND RESERVES				
Unrestricted Funds		15,735		10,141
Restricted Funds		(5,261)		1,177
		£10,474		£11,318



At the Leighton House Reception in April 2004, Ashley Sweetland, Co-Chair of the UK Youth Parliament meets Rushanara Ali of the Young Foundation and Rob Berkeley of Runnymede

Director's Report

Runnymede has a tradition of mainly pursuing its own research and policy agenda, but during 2004, with some revisions to our organisational structure, we have been able to work with a wider range of associates on tendered or commissioned research. This policy will continue into 2005/6, and we are already involved in mapping exercises and in producing guidelines on BME issues in the areas of health, housing and social policy.

Trustees have supported these initiatives by approving the creation of the post of Deputy Director – in mid-2004 – and the establishment of a Patrons' Board alongside improved academic and regional networks. Partnerships with other organisations in our key project disciplines – education, employment/work, criminal justice, arts, media and culture, and health and social welfare – are already increasing our strength and depth in these programme areas.

Ultimately, it was the quality of our policy-orientated work that enabled us to secure the Home Secretary as the keynote speaker for our January 2005 Conference – 'Community Cohesion, Diversity and Equality: Civil Renewal in Multi-ethnic Britain'. The content of that conference has certainly solidified Runnymede's position as the leading non-governmental organisation focused on research and policy analysis in relation to race and equality, and we are continuing to pursue this line.

Programme area results (research findings, reports, guidance, policy responses, handbooks, etc.) are disseminated as publications (extensive or brief, printed and/or web-based), promoted through the Runnymede Quarterly Bulletin as our main vehicle, highlighted on our website to draw in new contacts, and circulated at our own and other events. During the timespan

covered by this report these have been many. Some are covered in the pages of this document, but the full list can be found on our website.

In addition to their own project work, Runnymede team members are engaged in projects led by other organisations, as well as sitting on the panels of numerous advisory bodies, responding to consultations, and taking active roles in over 200 national and international conferences of direct relevance to our work. We make an effort to ensure that our project and policy work takes us out of London on a regular basis. By doing this we can improve our awareness and knowledge of what matters to those participating in equalities debates in the devolved regions.

For me as Director some of these changes in 2004 freed up sufficient capacity for me to actively engage in time-intensive taskforce membership and policy responses. We have participated actively, and with a high profile, on the equalities consultations and reviews in particular, throughout 2004 and continuing into 2005. Other members of staff and Trustees have increased their public presence too by means of keynote addresses and participation in other organisations' events.

Although we are few in number our public presence is continually growing, our programme has been both important and influential, and will continue to be so. ■

Michelynn Lafèche

Director of the Runnymede Trust



Runnymede Staff

From early 2003 through to early 2005 our core staff were as follows:

Michelynn Laflèche	Director
Rob Berkeley	Deputy Director (Strategic Policy Research)
Sarah Isal	Senior Research & Policy Analyst (Europe; Racist Violence)
Debbie Bernard	Research Associate (Real Histories Directory)
Omar Khan	Research Associate
Ros Spry	Publications Editor
Filiz Caran	Projects Officer
Vastiana Belfon	<i>Projects Officer (maternity cover 2004/5)</i>
Harpreet Dhami	<i>Development Officer (to May 2005)</i>
Priyesh Shavdia	Accountant

From 2003 to mid-2004 Rajiv Anand was with us on a fixed-term contract as Youth and Arts Coordinator for Phase I of the 'This Is Where I Live' project.

Over the period April 2003 to March 2005, we engaged twelve research interns (minimum placements of 4 weeks) four of whom undertook longer-term placements (3–6 months). There were also two single-week job-shadowing placements, two 2-week year-10 work experience placements, and two volunteers helping with basic administration.

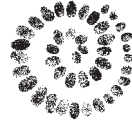
Our Interns were: Mohan Ambikaipaker, Natasha Conhye, Preyal Dalal, Amanda Gitten, Danni Joseph, Ravi Longia, Anya Makerova, Vinay Menon, Sara Mody, Oluwatoyin Opeloyeru, Robert Stein, Anjali Wareham (who also worked as a staff member on the Real Histories Directory).

Runnymede policy staff are or have been Members of the following Committees during this 2-year period:

Black Gay Men's Advisory Group	DCA Ministerial Forum on Human Rights
Churches Commission for Racial Justice (CCRJ) Church & Race Editorial Board	DfES Innovation Unit
Community Cohesion Unit Practitioner Groups for: Education, Employment, Policing	European Network Against Racism (ENAR) Board
Commission for Equality and Human Rights (CEHR) Taskforce	Equalities Coalition Advisory Group
Centre for Citizenship and Human Rights Education, Leeds University	Equality & Diversity Forum
Centre for Citizenship Studies in Education, Leicester University	Ethnicity Research Advisory Group, ESRC
Committee for the Elimination of Racial Discrimination (CERD) NGO Shadow Committee	Home Office Active Citizenship Centre
Children of New Arrivals to England	Joseph Rowntree Foundation Race and Ethnicity Advisers Panel
CRE Good Race Relations Steering Group	Naz Project Board
	Oxford Access Scheme Board
	Partnership Forum
	Race Advisory Group, QCA
	RAXEN Network Steering Committee
	World Conference Against Racism (WCAR) Steering Committee

Become a Friends Member

RUNNYMEDE



Support Runnymede's work by signing up to the Friends Scheme and help us to create a secure and sustainable financial base for our work. Revenue raised through the Friends Scheme will enable us to focus our energy on specific, timetabled projects from which we produce high-visibility reports with the aim of promoting a successful multi-ethnic Britain.

Friends of Runnymede can support our work at one of four levels. Please tick the appropriate box

- | | | | |
|---------|-----------------------------------|---|--------------------------|
| Level 1 | £30 per year*
(single payment) | Quarterly Bulletin & briefing papers | <input type="checkbox"/> |
| Level 2 | £60 per year
(£5 per month) | As per level 1, plus all other publications | <input type="checkbox"/> |
| Level 3 | £120 per year
(£10 per month) | As per level 2, plus 20% off all conferences | <input type="checkbox"/> |
| Level 4 | £300 per year
(£25 per month) | As per level 3, plus one guest pass to one fee-paying conference per year | <input type="checkbox"/> |

**This amount changes each calendar year in line with the annual subscription charge for the Runnymede Bulletin*

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The Runnymede Trust, Suite 106, The London Fruit & Wool Exchange, Brushfield Street, London E1 6EP.
Tel: 020 7377 9222; Fax: 020 7377 6622; Email: info@runnymedetrust.org; Url: www.runnymedetrust.org



The Runnymede Trust is an independent policy research organisation focusing on equality and justice through the promotion of a successful multi-ethnic society. Founded as a Charitable Educational Trust, Runnymede has a long track record in policy research, working in close collaboration with eminent thinkers and policymakers in the public, private and voluntary sectors. We believe that the way ahead lies in building effective partnerships, and we are continually developing these with the voluntary sector, the government, local authorities and companies in the UK and Europe. We stimulate debate and suggest forward-looking strategies in areas of public policy such as education, the criminal justice system, employment and citizenship.

Since 1968, the date of Runnymede's foundation, we have worked to establish and maintain a positive image of what it means to live affirmatively within a society that is both multi-ethnic and culturally diverse. Runnymede continues to speak with a thoughtful and independent public voice on these issues today.

The Runnymede Trust

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