

Mapping of Minority Ethnic Voluntary Sector Organisations in Worcestershire

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A Project Commissioned by

**Worcestershire Partnership Board
and
Worcestershire County Council**

August 2005

Executive Summary

An active involvement and participation in community activities promotes community cohesion and development, and the minority ethnic voluntary organisations are important agents in this regard. The main objectives of this study are to review the background and explore the service delivery system of minority ethnic voluntary organisations in Worcestershire. This report is based on a comprehensive survey conducted in the county in which a large number of representatives of voluntary organisations and individual volunteers were interviewed.

The report is divided into four chapters. The first chapter provides a general and historical background of minority communities in Worcestershire. Chapter Two highlights the main services offered by voluntary organisations to their respective communities and various segments of the population. Chapter Three provides statistical information while the final chapter is a directory of voluntary organisations.

The outcome of the analysis reflects the fact that the spectrum of services offered by voluntary organisations in Worcestershire is quite broad and they attempt to address nearly all major areas of daily life, e.g., overall welfare of the communities, religion and culture, women's issues, art and recreation, housing and social wellbeing and racial equality. A vast majority of these organisations face serious problems of a lack of availability of financial and human resources. There is also a lack of networking and coordination between statutory and voluntary sector organisations. There is a need to improve the present situation of skill development and capacity building to achieve the objective of the enhancement of the effectiveness of the voluntary sector in Worcestershire. It was also realised during this research that there is a need to develop a database on the activities and financial situation of voluntary organisations in the County. The Corporate Diversity Manager, Worcestershire County Council, played an important role in this regard.

Minority ethnic voluntary organisations are an asset to multicultural Britain and the same is also true in Worcestershire. In the modern history of this country, the large scale influx of immigrants started in the 1950s and the 1960s. The arrival of these immigrants constituted a considerable cultural shock for them. The language, socio-cultural norms, traditions, and living conditions – everything was new for them. Many new immigrants were not able to communicate with the local population because of the language barrier. The vast majority of immigrants were from economically disadvantaged backgrounds. On most occasions, they were illiterate and only able to take up manual work. However, in spite of these constraints, due to their hard work, these people significantly contributed to the socio-economic development of the country.

Although demographically, the proportion of minority ethnic communities in Worcestershire is not very high when compared to neighbouring counties, they are still an important segment of the population of this County. Minority voluntary organisations and individual volunteers have played their role in the promotion of multiculturalism and economic uplift of the County. The present study concludes that their activities need to be strengthened, coordinated and expanded further to involve them in the decision making process. This process will not only

be helpful in improving the quality of life of minority ethnic communities, but will also promote community cohesion, coexistence and sense of belonging to the County.

Contents

<i>Section</i>	<i>Title</i>	<i>Page No.</i>
..	Acknowledgement	..
Chapter One: The Study		1
1.1.	General Background	1
1.2.	The Study; Objectives, Methodology and Structure	1
1.3.	Travelling through the Past and Making Historical Connections	2
1.4.	Religion and Culture	6
1.5.	Review and Reflection	8
Chapter Two: Voluntary Organisations		12
2.1.	Pakistani Organisations	12
2.1.1.	Pakistan Welfare Society	12
2.1.2.	Redditch Pakistan Community Forum	12
2.2.	Bangladeshi Organisations	13
2.2.1.	Bangladesh Community Forum	13
2.2.2.	Jalalabad Association	13
2.2.3.	Bengali Group	13
2.3.	African Caribbean Organisations	14
2.3.1.	The Redditch Black History Society	14
2.3.2.	Descendents of Windrush	14
2.3.4.	The Redditch Caribbean Youth and Drama Club	14
2.4.	Polish Organisations	14
2.4.1.	The Polish Roman Catholic Community	14
2.4.2.	Polish Ex-Combatant Association	15
2.5.	Greek Organisations	15
2.5.1.	Worcester Anglo-Hellenic Club	15
2.5.2.	St. John Chrysostom, Greek Orthodox School	16
2.6.	Chinese Associations	16
2.6.1.	Worcestershire Chinese Association	16
2.6.2.	The Redditch Chinese Association	16
2.7.	Indian, Filipino, and Irish Associations	16
2.7.1.	The Redditch Indian Association	16
2.7.2.	Mabuhay Anglo-Filipino Group	17
2.7.3.	The Redditch Irish Society	17
2.8.	Mosques and Churches	17
2.8.1.	Kidderminster Madani Mosque Committee	17
2.8.2.	Muslim Welfare Association Worcester	17
2.8.3.	Al-Madina Islamic Centre	18
2.8.4.	The Central Mosque and Community Centre (Redditch)	18
2.8.5.	The Redditch Mosque Trust	18
2.8.6.	Our Lady of Ostra Brama Polish Church RC	19
2.8.7.	St. John Chrysostom, Greek Orthodox Church	19

2.9. Religious Educational Institutions	19
2.9.1. Madinatul Uloom Al-Islamiya (Kidderminster)	19
2.9.2. Council of British Pakistanis, Worcester	20
2.10. Religious Ceremonies and Programmes	20
2.10.1. Mata ka Jaagran Programme	20
2.10.2. The Redditch Muslim Burial Committee	20
2.11. Women’s Organisations	21
2.11.1. Asha Women’s Centre	21
2.11.2. The All Women’s House	21
2.11.3. YWCA - Young Women’s Project	21
2.11.4. All Pakistan Women’s Association (APWA)	22
2.12. Art and Recreation	22
2.12.1. Redditch Local Arts Forum	22
2.12.2. After Schools Art Activities	22
2.12.3. The Rawal Volleyball Club	23
2.13. Organisations for People with Disabilities	23
2.13.1. Barnardo’s Worcestershire Short Breaks Project	23
2.13.2. Asian Disability Group	24
2.14. Taxi Drivers Associations	24
2.14.1. Taxi Drivers Association – Worcester	24
2.14.2. Redditch Taxi Drivers Association	24
2.15. Age Concern	25
2.15.1. Age Concern, Worcester: Ethnic Minority Elder Project	25
2.15.2. Age Concern Redditch	25
2.16. Global Citizenship	25
2.16.1. Malvern Development Education Centre	25
2.16.2. Rainbow One World Group	26
2.17. Housing and Social Wellbeing	26
2.17.1. Worcester Housing and Benefit Advice Centre	26
2.17.2. Multi Agency Resource Centre	26
2.17.3. Community First	27
2.18. Minority Languages and Racial Equality	27
2.18.1. Ethnic Access Link	27
2.18.2. Worcestershire Racial Equality Council (WREC)	28
2.19. Support for Volunteers and Organisations	28
2.19.1. Worcester Volunteer Centre	28
2.19.2. Wyre Forest Volunteer Bureau	29
2.19.3. Pershore Volunteer Centre	29
2.19.4. Smallwood Residents Association	29
2.19.5. Minority Ethnic Redditch Group (MERG)	29
2.19.6. The Redditch Community Commonwealth	30
2.19.7. Citizens Advice Bureaus	30
2.19.8. RESPECT	31
2.19.9. Minority Ethnic Resources Group of West Mercia Constabulary	31
2.20. Statutory Organisations	31
2.20.1. Equality Group for Race and Religion (Worcestershire County Council)	31
2.20.2. Social Inclusion Office (Redditch Borough Council)	32

1.20.3.	Gypsy Liaison Office (Worcestershire County Council)	32
2.20.4.	Ethnic Minority Project: Job Centre Plus	32
2.20.5.	English Additional Language (EAL): Ethnic Minority Access Project	33
2.20.6.	Ethnic Business Start-up Service	34
2.20.7.	Sure Start (Redditch)	34
2.20.8.	Hereford and Worcester Fire and Rescue Service (Community Development)	35
2.20.9.	Worcestershire Youth Service	35
Chapter Three: Facts and Figures		37
3.1	The Year of Establishment and Constitutional Status of Voluntary Sector Organisations in Redditch	37
3.2	Languages used by Various Voluntary Sector Organisation	41
3.3	Number of Employees and Volunteers Working for each Organisation	45
3.4	Year-wise Total Estimated Number of Beneficiaries	49
3.5	Description of Client Groups for the Voluntary Sector Organisation	53
3.6	Description of Specialised Services offered by the Voluntary Sector Organisations	57
3.7	The Delivery of Services by the Voluntary Sector Organisations	61
3.8	Experience of Inter-Organisational Partnership	66
3.9	Financial Status of Voluntary Sector Organisations and their Funding Agencies	70
3.10	Constraints and Future Needs	75
Chapter Four: The Directory		79
4.1.	Pakistani Organisations	79
4.1.1.	Pakistan Welfare Society	79
4.1.2.	The Redditch Pakistan Community Forum	79
4.2.	Bangladeshi Organisations	79
4.2.1.	Bangladesh Community Forum	79
4.2.2.	Jalalabad Association	79
4.2.3.	Bengali Group	80
4.3.	African Caribbean Organisations	80
4.3.1.	Redditch Black History Society	80
4.3.2.	Descendents of Windrush	80
4.3.4.	The Redditch Caribbean Youth and Drama Club	80
4.4.	Polish Organisations	80
4.4.1.	The Polish Roman Catholic Community	80

4.4.2. Polish Ex-Combatant Association	81
4.5. Greek Organisations	81
4.5.1. Worcester Anglo-Hellenic Club	81
4.5.2. St. John Chrysostom, Greek Orthodox School	81
4.6. Chinese Associations	81
4.6.1. Worcestershire Chinese Association	81
4.6.2. The Redditch Chinese Association	81
4.7. Indian, Filipino, and Irish Associations	82
4.7.1. The Redditch Indian Association	82
4.7.2. Mabuhay Anglo-Filipino Group	82
4.7.3. The Redditch Irish Society	82
4.8. Mosques and Churches	82
4.8.1. Kidderminster Madani Mosque Committee	82
4.8.2. Muslim Welfare Association, Worcester	82
4.8.3. Al-Madina Islamic Centre	83
4.8.4. The Central Mosque and Community Centre (Redditch)	83
4.8.5. The Redditch Mosque Trust	83
4.8.6. Our Lady of Ostra Brama Polish Church RC	83
4.8.7. St. John Chrysostom, Greek Orthodox Church	83
4.9. Religious Educational Institutions	84
4.9.1. Madinatul Uloom Al-Islamiya (Kidderminster)	84
4.9.2. Council of British Pakistanis, Worcester	84
4.10. Religious Ceremonies and Programmes	84
4.10.1. Mata ka Jaagran Programme	84
4.10.2. The Redditch Muslim Burial Committee	84
4.11. Women's Organisations	84
4.11.1. Asha Women's Centre	84
4.11.2. The All Women's House	85
4.11.3. YWCA - Young Women's Project	85
4.11.4. All Pakistan Women's Association (APWA)	85
4.12. Art and Recreation	85
4.12.1. Redditch Local Arts Forum	85
4.12.2. After Schools Art Activities	85
4.12.3. The Rawal Volleyball Club	86
4.13. Organisations for People with Disabilities	86
4.13.1. Barnardo's Worcestershire Short Breaks Project	86
4.13.2. Asian Disability Group	86
4.14. Taxi Drivers Associations	86
4.14.1. Taxi Drivers Association – Worcester	86
4.14.2. Redditch Taxi Drivers Association	86
4.15. Age Concern	87
4.15.1. Age Concern, Worcester: Ethnic Minority Elder Project	87
4.15.2. Age Concern Redditch	87
4.16. Global Citizenship	87
4.16.1. Malvern Development Education Centre	87
4.16.2. Rainbow One World Group	87
4.17. Housing and Social Wellbeing	88
4.17.1. Worcester Housing and Benefit Advice Centre	88
4.17.2. Multi Agency Resource Centre	88
4.17.3. Community First	88

4.18. Minority Languages and Racial Equality	88
4.18.1. Ethnic Access Link	88
4.18.2. Worcestershire Racial Equality Council (WREC)	89
4.19. Support for Volunteers and Organisations	89
4.19.1. Worcester Volunteer Centre	89
4.19.2. Wyre Forest Volunteer Bureau	89
4.19.3. Pershore Volunteer Centre	89
4.19.4. Smallwood Residents Association	90
4.19.5. Minority Ethnic Redditch Group (MERG)	90
4.19.6. Redditch Community Relations Council	90
4.19.7. The Redditch Community Commonwealth	90
4.19.8. Citizens Advice Bureaus	90
4.19.9. RESPECT	91
4.19.10. Minority Ethnic Resources Group of West Mercia Constabulary	91
4.20. Statutory Organisations	91
4.20.1. Equality Group for Race and Religion (Worcestershire County Council)	91
4.20.2. Social Inclusion Office (Redditch Borough Council)	91
4.20.3. Gypsy Liaison Office (Worcestershire County Council)	92
4.20.4. Ethnic Minority Project: Job Centre Plus	92
4.20.5. English Additional Language (EAL): EMA Project	92
4.20.6. Ethnic Business Start-up Service	92
4.20.7. Sure Start (Redditch)	93
4.20.8. Hereford and Worcester Fire and Rescue Service (Community Development)	93
4.20.9. Worcestershire Youth Service	93
.. Selected Reading	94
.. Appendix	99

A c k n o w l e d g e m e n t

Britain is a multicultural society; however, our knowledge about ‘other cultures’ and community organisations is quite limited. As mentioned elsewhere, the present study attempts to explore the activities of various minority voluntary organisations in Worcestershire. The information presented in this report is based on the experiences of a large number of voluntary organisations and individual volunteers who were consulted during this project. The completion of this report would have not been possible without continued help and encouragement from Rukhsana Koser (Corporate Diversity Manager, Worcestershire County Council), Dr Mohammed P Aslam (former Chief Executive, WREC), Dan Wicksteed (Chair, WREC) and scores of people in and outside of Worcestershire. Many of them gave me hours of their valuable time in support of this project. My thanks go to Worcestershire Partnership Board and Worcestershire County Council with regard to providing funding for this project. I would also like to mention here that qualitatively and quantitatively, it was impossible to prepare this report in the present form without the cooperation received from Worcestershire Racial Equality Council. The Worcestershire Racial Equality Council did not only allow me to use its office facilities but also granted me permission to use the information of earlier reports which I conducted for it in the recent past.

I would like to emphasise that this study follows the substantial organisational and personal thoughts of several people about the need for community cohesion and development in the contemporary troubled world. I pray to God for peace and security in Britain as well as in the rest of the world so that the dream of human development may be materialised through the process of the promotion of human values. May humankind be able to see a world different from the present one; free from human-deprivation, human-insecurity, illiteracy, injustice, hunger, aggression, wars and violence. And may diversity, culture and religion be used to promote unity, peace, prosperity and pluralism rather than intolerance and violence.

Muhammad Ahsan

Presently an independent research consultant, Muhammad Ahsan has twenty years experience of research and teaching in various capacities. His research is mainly focused on issues related to community of under-development at local, national and international levels. His major publications include four books, fifteen research papers and several research reports. In addition, he has presented a large number of papers at national and international conferences. Dr Ahsan has an MA (International Relations), MSc Honours (Cooperation and Credit) and PhD (International Relations) degrees, and a Diploma (Human Resources Development and Planning) from Japan, Pakistan, Britain and Holland, respectively.

Chapter One

The Study

1.1. General Background

Racial and cultural harmony are key factors in the promotion of a just society and human development in any community. This is particularly important in a multicultural and diverse society where different minority ethnic communities¹ live together and share resources. The same is also true for Worcestershire which is home for a large number of families from minority ethnic backgrounds. According to the population census of 2001, around 4.5 per cent of the population come from categories other than 'white-British'. Out of this total, 0.53 per cent are ethnically Pakistani, 0.30 per cent Indians, 0.21 per cent Caribbean, and 0.20 per cent Chinese. The proportion of minority ethnic population in Redditch is 5.16 per cent which is the highest of all the Worcestershire boroughs. Again, with the percentage figure of 1.93, Pakistanis are the largest minority ethnic community in this town (see appendix). Multi-cultural communities are also multi-faith and Worcestershire County is no exception. The Population Census of 2001 revealed that there are six major religions practised by various communities in Worcestershire. According to the Census figures, Christianity is the major religion, having 426,467 people claiming to follow it in the County, followed by Islam (Muslim members: 4,751), Buddhism (764), Hinduism (736), Sikhism (732) and Judaism (405). The present study indicates that in addition to English there were at least 40 other known languages spoken across the County including Punjabi, Urdu, Bengali, Gujarati, Arabic, Hindi, Tamil, Marathi, Tagalog, Patwah, Polish and Chinese, which are the major minority ethnic languages in Worcestershire.

The minority ethnic communities in Worcestershire have established several voluntary organisations which serve their members. Unfortunately, there is a very real lack of research with regard to the activities of the voluntary sector in the county. It was found during this study that no one has captured and analysed the knowledge of capabilities, skills, development aspirations and problems of the minority ethnic voluntary sector organisations in Worcestershire. Furthermore, the working relationship between Worcestershire County Council, other local authorities and minority ethnic voluntary sector organisations needs to be developed. This was realised from the fact that no one in local government or in the voluntary sector has an up-to-date list of voluntary organisations working in this county. The present list of these organisations was prepared by this researcher from various sources. We would appreciate readers of this report contacting us if any groups or organisations have not been included.

1.2. The Study: Objectives, Methodology and Structure

As the title indicates, the main focus of this study is the mapping of minority ethnic voluntary sector organisations in Worcestershire. It can be argued that in the social sciences there is no specific mathematical or econometric model for research. Rather it depends upon epistemological and anthropological discourses of specific issues related to the requirements of the research. At the time of the initiation of this project, the first task was to prepare a list of addresses and contact numbers for various organisations. This quickly showed that neither

the local authorities nor the voluntary organisations had any clear idea of how to improve the service delivery system, both qualitatively and quantitatively. This led to the launch of the present study with the specific aim being to map the minority ethnic voluntary sector's expertise and activities. This then led to the exploration of the various dimensions of this sector such as details of each voluntary organisation and how they can better work with the local authorities.

The present study is conducted by this researcher on behalf of Worcestershire Partnership Board and Worcestershire County Council, who financed this project. A structured questionnaire was used to pilot the work of various voluntary organisations. During this research process, over 60 interviews with the representatives of ethnic voluntary organisations and 50 groups and individual meeting with relevant people were conducted. Thus, this report represents reflections and experiences of a large number of people from different walks of life. It is hoped, therefore, that this report will be used as a primary source of information and a reference document for discussions and in decision making.²

This report is divided into four chapters. The first chapter presents an overview and general background of the study while Chapter Two highlights the expertise and activities of various minority voluntary sector organisations in Worcestershire. Chapter Three consists of statistical tables providing information in the form of facts and figures based on the survey of these organisations. Finally, Chapter Four is a directory of these organisations.³

1.3. Travelling Through the Past and Making Historical Connections

Before exploring various historical dimensions of minority communities in Worcestershire, it is important to quote Herman Ouseley, the former Chairman of the Commission for Racial Equality. He argues: 'To be British is to be part of a global network that encapsulates and transcends a variety of traditions and cultures. Yet most of us know very little about each other or how people from such varied backgrounds have contributed, and are still contributing, to Britain's cultural, social and economic well-being. A better understanding of the people of Britain will help us to appreciate and value the historic and contemporary contributions of all our citizens and residents, and recognise that they are an integral and invaluable part of the British nation.'⁴ In fact the phenomenon of new arrivals, whether in the form of invaders or immigrants, is not something new to British soil. This land is familiar with it since prehistoric times. Rozina Visram, a renowned academic and historian on South Asians' migration to England argues that: 'Indian links with Europe go back 10,000 years.'⁵ Kusoom Vadgama reveals that: 'A purely private venture of three ships sailed from Britain in 1591 and established the first trading contact with India.'⁶

Within the minority ethnic population of Worcestershire, the Asian community is the largest segment, comprising of Pakistanis, Indians and Bangladeshis. The large-scale migration from the South Asian sub-continent to Britain as well as Worcestershire began in the 1960s. Most of these immigrants came from specific areas, e.g., northern Punjab and Mirpur (Azad Kashmir) in the case of Pakistan, Sylhet in case of Bangladesh (then East Pakistan) and, Gujarat, Punjab, and the central and southern regions of India. The Pakistani community in Redditch can also be presented as an example in this case, where most of the families can trace their roots to villages around Gujarkhan town (northern Punjab). Like immigrants from other parts of the world, these new arrivals came over into what was, for them, a totally new ethnic and religio-cultural environment, and despite feeling a lot of alienation and isolation,

they worked hard in the county to establish themselves. At the same time, they became the backbone of the manufacturing industry. Now, not only has this employment pattern changed, but the grandchildren of these early immigrants, because they were born and brought up here, have been able to choose their career and work in many areas of mainstream society and in doing so, have encouraged diversity and cultural awareness.

Like the South Asians, the large scale migration of members of other communities, such as the Chinese and African-Caribbean, also started in the 1950s and 1960s. The website of Worcestershire County Council reveals that: ‘The Chinese mainly came from farming areas with little or no education and, like other immigrants, went into unskilled work. The men came first to find work and families followed later. Many worked in the restaurant and retail industry. Those coming from the urban areas were more westernised and were usually professionals, e.g., doctors and accountants. Nearly 80 percent of the Chinese came from Hong Kong, with smaller numbers from Malaysia and Singapore. There are over a dozen Chinese languages. The spoken language of the Chinese people in Britain reflects the area of China that they have originated from. Chinese philosophy and way of life is based on three main schools of thought – Confucianism, Buddhism and Taoism. For most Chinese people, their value systems and ways of life has been influenced by all three philosophies, although they may not recognise themselves as having “a religion” in the way Westerners do.’⁷

There are a large number of African-Caribbeans living in Worcestershire. ‘The term African-Caribbean refers to people from the West Indies (Jamaica, Barbados, Guyana, Trinidad and Tobago) who have originated from Africa. The majority came from rural communities and some from urban areas. Many were specifically recruited for London Transport and the National Health Service. In common with most immigrant groups, many took up jobs that the indigenous community avoided, and planned to stay only long enough to improve their conditions back home. However, this soon became unrealistic and difficult, especially when it also began to involve their children’s lives. (Most of the African-Caribbean are Christians, especially, the older people. Many are members of black-led Pentecostal churches. Faith may be very important to some, especially the older people, as it is a source of strength in times of difficulty.’⁸

The above discussion reflects the origin and historical links of minority communities with their countries of origin. With reference to the context, it would be appropriate to present a brief chronology of some of the important events related to the history of various minority communities and voluntary organisations in Worcestershire.

Pre-1970s Period

- 1599: The East India Company was established in London. The following year in December, its charter was approved, which strengthened its base to further promote its activities in India. In 1757, due to its increased influence and military power, it captured Bengal.
- 1698: ‘John Langley, a Neger of Jamaica – 30 Year old was baptized at Norton and Lenchwicks.’⁹
- 1830: The local government’s records show the ‘entries in Berrow’s Worcester Journal for 4 and 11 November 1830 details the actions of Anti-Slavery Society to gain emancipation of Slaves.’¹⁰
- 1840: ‘A black child found in a package of sugar.’¹¹
- 1854: A poster was displayed regarding a lecture on ‘The Horrors of Slavery’ in Stourbridge.’¹²

- 1857: There was a widespread uprising against the rule of the East India Company in India. Resultantly, on 1st September 1858, the company's rule came to an end and India came under the direct administrative control of the British government. On the 1st of November of the same year, Queen Victoria adopted the title of *Kaisar-i-Hind* (Empress of India). In 1888, Abdul Karim was appointed as a *Munshi* and clerk to Queen Victoria. He was the first Indian elevated to this position in the chamber. Due to his personal qualities and position in the royal chamber, he gained the confidence of the Queen and worked as her private secretary on all Indian affairs of the state. He was also the Queen's teacher of Indian languages and cultures.
- 1891: 'The 1891 Census from Lower Milton includes entries for the servants of travelling showmen who came from Africa and India.'¹³
- 1940: Black troops queued for food in St. Helen's church, YMCA canteen.¹⁴
- 1947: (1) Polish Ex-Combatant Association was established in Kidderminster. (2) In the same year in August, Pakistan and India became independent countries.
- 1948 and 1950: Redditch had long been famous for its needle industry. Before, World War II, this town was producing nearly one quarter of the world's needles. In 1948, the Needle Industries Group Ltd decided to establish a needle factory in Ketti, a hill station in Southern India. The newly established Needle Industries India (Pvt.) Ltd (Ketti), started its production in 1950.¹⁵
- 1953: Polish Roman Catholic Community organisation was established in Redditch.
- 1965: (1) The first cricket match between England and Pakistan was played at the New Road cricket ground in Worcester. Under the captainship of Mohammad Haneef, Pakistan won this match. (2) Our Lady of Ostra Brama – Polish Church was established in Kidderminster.

1970s and 1980s

- 1970: The Bhalla family started a Hindu religious programme called Mata ka Jaagan. It is a regular worship activity carried out every year in summer.
- 1971: (1) Pakistan's future cricketer-turned-politician, Imran Khan joined the Royal Grammar School in Worcester. (2) in December, Bangladesh became an independent country.
- 1972: Idi Amin of Uganda expelled all people of South Asian origin. Some of these immigrants settled in Worcestershire and other parts of Britain.
- 1973: Redditch Mosque Trust was established.
- 1975: The Madani Mosque Committee in Kidderminster, and the Taxi Drivers Association and Muslim Welfare Association, both in Worcester, were established.
- 1980: Smallwood Residents Association came into existence.
- 1981: Indian Association in Redditch, Development Education Centre in Malvern and the Al-Madina Islamic Centre in Worcester, were established during this year.
- 1983: A community worker, Kishwar Ahmad, established the All Pakistan Women's Association in Redditch. The association provided educational and other services to Pakistani women. Later most of these activities were taken over by the All Women's House in Redditch.
- 1984: The Central Mosque and Community Centre was established in Redditch.
- 1985: Worcester Community Relations Council came into existence. Apart from general members and a social advisor, the council also had a representative from the local church as well as from the ethnic minority communities.
- 1987: St John Chrysostom Greek Orthodox Church and St John Chrysostom Greek Orthodox Schools were established.

- 1988: Asian Disability Group came into existence in Worcester.
- 1989: Ethnic Access Link in Worcester and the Bengali Group, Redditch, were established.

1980s and 1990s

- 1990: The Redditch Chinese Association and Redditch Muslim Burial Committee were established.
- 1992: The Madinatul Uloom Al-Islamiya (Kidderminster), the Jalalabad Association (Worcester), the branch of Council of British Pakistanis (Worcester) and the All Women's House (Redditch) were established.
- 1993: Mabuhay Anglo-Filipino Group in Redditch and YWCA - Young Women's Project in Worcester started their activities.
- 1994: Nurul Haq became a city councillor. He was the first councillor from the minority ethnic community in Worcester.
- 1995: Pakistan Welfare Society in Worcester and Barnardo's Worcestershire Short Breaks Project in Droitwich came into existence.
- 1996: Worcester Community Relations Council was reorganised in the form of Worcester Racial Equality Council.
- 1997: Redditch Irish Society and Worcester Anglo-Hellenic Club were established.
- 1998: Descendants of Windrush group started its activities.
- 1999: (1) Worcester Racial Equality Council was restructured as the Worcestershire Racial Equality Council. Due to the establishment of the council, a network of systematised and coordinated activities for the promotion of racial harmony and community cohesion was expanded at county level. (2) Worcestershire Chinese Association and the Asha Women's Centre, both in Worcester were established.
- 2000: (1) Ethnic Minority Elders Project (Age Concern Worcester) was started. (2) In September, for its outstanding quality of Indian food and service, the Akash Tandoori Restaurant (Redditch) won a prestigious national award from the Good Curry Guide. It was the ninth time the restaurant had won such a prize.¹⁶ (3) In December, a 68 year old charity worker, Trid Sarkar died in Worcester. Originally from India, Trid Sarkar was the first magistrate of the county from the minority ethnic community. He was also the first person in Worcester to organise English language classes for South Asian people.¹⁷

The 21st Century

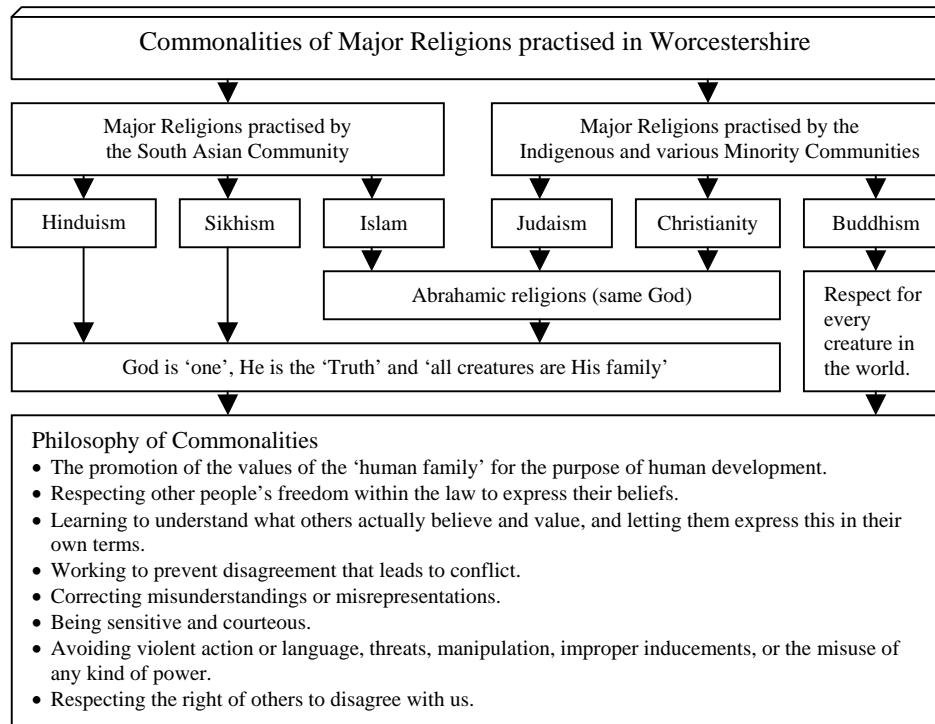
- 2001: (1) Redditch Taxi Drivers Association, The Rawal Volleyball Club and Pakistan Community Forum, all in Redditch came into existence.
- 2002: (1) A 32 year old of Pakistani origin, Muhammad Nasir, was elected as the first South Asian councillor in the Lodge Park ward, Redditch. He was the youngest member of the council.¹⁸ (2) For his outstanding work in the field of racial equality, Waqar Azmi, the first Chief Executive of Worcestershire Racial Equality Council, was awarded the OBE. (3) Minority Ethnic Redditch Group, Rainbow One World Group (Worcester), Bangladesh Community Forum (Kidderminster) and Redditch Local Art Forum were established.
- 2003: (1) A newly-arrived batch of nurses from India was given a welcome lunch by their colleagues. The menu consisted of spicy Indian foods to make them feel at home.¹⁹ (2) West Mercia Police launched a recruitment drive to attract more people from minority ethnic communities.²⁰ (3) Redditch Caribbean Youth and Drama Club was established. (4) Pakistan's leading textile manufacturers visited a compressed air

manufacturing plant (CompAir) in Redditch. The visit was aimed at building a positive working relationship between the company's UK operations and Pakistan's textile industry.²¹

- 2004: (1) Minority Ethnic Resource Group of West Mercia Constabulary was established. (2) Allah Dita, a councillor of Pakistani origin, became mayor of Worcester. He was the first mayor ever elected from the Asian community in Worcestershire. (3) After school art activities started at the St. Georges C.E. First School in Redditch.

1.4. Religions and Culture²²

Community cohesion is an essential element in the promotion of human development in a multi-faith and a multi-cultural society. The current global religio-cultural and socio-political environment illustrates how fragile this relationship is and how easily religion can be an exacerbating factor in a fragmenting society. Religion itself is a powerful force, and for many, a motivating factor in their personal existence, and one which acts as a guide for community cohesion. Thus, in this context, the diversity of a society cannot be fully described if faith is omitted from the picture. The programme for the promotion of community cohesion would remain ineffective if we failed to recognise that multi-cultural communities are also multi-faith. As mentioned earlier, there are six major religions practiced across Worcestershire and Christianity has the highest number of followers. Islam is the second largest religion in the County, followed by Buddhism, Hinduism, Sikhism and Judaism, respectively. Christianity is practiced by both, the indigenous population and by the African-Caribbean communities. Islam is mainly followed by the Pakistani and Bangladeshi communities. Hinduism and Sikhism are mainly practiced by those of Indian or East African origin. It may be mentioned here that the basic philosophy of every religion is based on physical and spiritual peace, coexistence and tolerance, and in Worcestershire today, people of different faiths live side-by-side. There is thus an opportunity for them to work together to build a society rooted in shared moral values. However, this society can only be built on a sound foundation if there is mutual respect, openness and trust. It is therefore important that communities practising different religions cooperate with each other on common issues, without compromising the purity and integrity of their own traditions. Some of the commonalities of major faiths practised in Worcestershire are shown in the following diagram.



Reflections on Minority Communities Religio-cultural Situation in Worcestershire

Main Points	Pakistanis	Bangladeshis	Indians		Chinese	African-Caribbean
			Hindus	Sikh		
Main origin	Pakistani Punjab and Azad Kashmir	Sylhet	Central and Southern India	Indian Punjab	China and South East Asia	West Indies
Faith	Islam		Hinduism	Sikhism	Confucianism, Taoism and Buddhism	Christianity
Belief on God	God is one		God is one		Vary	God is one
Religiously prohibited foods	Pork and non-Halal meat		Meat	Halal meat	Non-vegetarian diet (in general)	Unspecified
	Alcohol and smoking					
Holiday	Friday		Saturday (or Tuesday)	Unspecified		Sunday
Main festivals	Eid-ul-Adha and Eid-ul-Fitr		Diwali and Holi	Vaisakhi and Guru Nanak's Birthday	Chinese New Year, Dragon Boat festival	Christmas, Easter and Ash Wednesday
Holy book	Quran		Gita	Granth Sahib	Unspecified	Bible
Calendar	Lunar		Soli-lunar		Chinese Lunar	Solar
Main Languages	Punjabi and Urdu	Bengali (Sylheti)	Punjabi, Hindi and Gujarati		Chinese (various dialects)	Patwa (various dialects)

Source: This table is based mainly on Worcestershire Social Services Directorate, *Understanding Ethnic Communities*, Worcester: Worcestershire Social Services Directorate, April 2002, p. 8.

It should be mentioned here, that in the minority communities' culture, the structure of people's names does not always follow the same pattern as that used in case of the indigenous community in Britain. Therefore, it is not necessarily the case that the first name, given at

birth, is the one generally used or that the second name is necessarily the family name. In the case of the Chinese community, the family name comes first followed by the given name. Moreover, there are a large number of people from the minority communities whose names are associated with religion rather than ancestors. Thus, it is not necessarily the case that someone will be called by his or her first name, or that the second name is always used as family name, or vice versa. To illustrate this point, we can take the name Abd-Ullah which is commonly given to men in the Muslim World. It is a combination of two Arabic words: *Abd* which means servant and *Ullah* which means Allah's and this translates as servant of God. Strictly speaking, in such a case, the second name cannot be used as the family name. Further, Muhammad is a very common given name to Muslim men as an honorary religious name, along with a second one and it is this second one that he is known by. Singh is used as a surname for most Sikh men whilst Kaur is adopted by the women. Another point is that some members of the Muslim community are given a title by which they are referred to. For example, a person who has performed the *Haj* (pilgrimage to Mecca) will be known as Haji so and so. Similarly, the titles, *Sufi*, *Hafiz* and *Mufti* are also use to identify men with knowledge of Islam and an Islamic background. In some cases, the cast or tribe name is also used.

1.5. Review and Reflections

Worcestershire is a multi-cultural and multi-faith society where diverse people speaking at least forty known languages live side by side. They play an important role in the socio-cultural and economic development of the county. The contributions of ethnic voluntary sector organisations have long been recognised as a valuable and vital part of community development and social cohesion. A large number of voluntary organisations and groups which perform various specialised functions for the welfare of respective communities have been established in the County. The primary focus of this study was to map the minority ethnic voluntary sector organisations in Worcestershire. Needless to say that the local government policy towards this sector is important as it can impact on the overall development of the voluntary sector. In general, the role of the local authorities in Worcestershire has been encouraging in the strengthening of the voluntary sector. The analytical review of the report shows that there is the need to further improve the current status of the minority voluntary sector in the County. The study has also shown a lack of knowledge of the voluntary sector by failure to publicise services which demonstrates a slow take up of voluntary services by the local public authorities. The following are a few points learnt from this study:

- The ethnic minority voluntary organisations have played a major role in the promotion of socio-cultural values and recreational activities. Their activities have made a significant difference to the lives of the people in the community and have played an important role in improving the lives of a large number of families. Unfortunately, due to the limited scope of this study, it has been impossible to quantify the outcome of their services.
- Some organisations have ambitious future plans but are in desperate need of human and financial capital. The majority of these organisations face financial constraints and some of these organisations are struggling to exist. Funding agencies need to recognise the value of the sustainability of this sector and their impact on the community. However in contrast to the above point, there are some organisations which have

rarely sought any independent financial help and all expenditures are met by their members.

- There is room for improvement on networking and coordination between statutory and voluntary sector organisations. By taking a lead, the public authorities can help to ensure human and financial resources are utilised more efficiently. Access to these groups can be increased by maintaining a database of the ethnic voluntary sector organisations, e.g., in a well-developed website or a website linked to, for example the County Council and the Worcestershire Racial Equality Council.
- The impact of the work of the voluntary sector can be increased by enhancing their skills and capacity. The local authority can play a part in this area by offering training to volunteers, for example, fundraising and governance. A series of local seminars and workshops would be helpful in this regard or through voluntary sector infrastructure organisations such as Community First.
- Individual volunteers play a crucial role in community development. A need was identified to conduct a comprehensive study to explore various dimensions of their activities. These people are an asset for the county and they are institutions in their own right.
- Marketing and the advertisement of the services offered by minority voluntary organisations is also the need of the day. This exercise would be more effective if it was done in various languages spoken by minority communities in Worcestershire. The establishment of a minority community radio station would be a cost effective approach in this regard. Worcestershire County Council, Worcestershire Racial Equality Council and other agencies may consider extending their help and cooperation to the people who are willing to accept this challenge.
- Children are the future of any nation and therefore, their education and development must be considered a top priority. English Additional Language (EMA Project) is an important programme, offering an invaluable service to ethnic minority children. There is an urgent need to extend the circle of the activities of this project from Key Stage I to Key Stages 2, 3 and 4. It is even more important in context that the progress made during Key Stage I, needs to be maintained and further developed in EAL pupils at Key Stages 2, 3 and 4, to ensure that they achieve national SATS, GCSE and 'A' Level results.
- It was also realised during the course of this research that there was a high workload and wide demand for services offered by the Corporate Diversity Manager, Worcestershire County Council. These services are extremely popular and are widely appreciated across the County.
- After joining the European Union, in Worcestershire, there has been a large-scale influx of workers from East European countries. Similarly, very recently a large number of nurses from India and the Philippines have also joined hospitals across the County. This has occurred to fill the short-fall in qualified nurses within the NHS. A recent inflow of Indian computer experts in Worcestershire is also a common observation. Unlike their predecessors, this new batch of professional immigrants enjoy job security and good education, health and housing prospects. As a result of

these significant advantages, many of these new arrivals have arranged for their immediate families, and in some cases, other family dependants to join them here. If the present rate of inflow of newcomers continues, it can be expected that the current demographic balance will change in the near future. The new immigrants appear to be professional and progressive thinkers, with ambitions to further develop their careers and adopt Britain as their home.

- In spite of the fact that various attempts have been made by the local authorities and they have been helpful in improving the quality of life of minority communities in the county, there is a lack of research culture in Worcestershire. There is potential for more funds to be allocated to explore various dimensions and problems of minority communities living in this county. Such research projects would enhance cross-cultural understanding and promote community cohesion. They would also highlight specific areas which need immediate attention for improvement.

This project attempted to explore the activities of minority ethnic voluntary sector organisations in Worcestershire from when the early immigrants first came over and settled here, to the present day when their children and grandchildren have established themselves. The main focus of this research was to enhance our understanding of the voluntary organisations of minority ethnic communities and how they have come to play a role in shaping the cultural heritage of Worcestershire. It is hoped that the outcome of this exercise will contribute to our learning and knowledge-base, and assist community centres, public authorities and educational institutions, to enhance their knowledge and learning for their client groups. In being able to do this, it is also hoped that it will add quality to the cultural identity of multi-cultural Worcestershire.

Notes:

¹ An ethnic community is one whose members share distinct common characteristics, e.g., common geographic origin, cultural identity, language, religion and/or shared history etc.

² The researcher is grateful to all organisations and individuals who extended their time and cooperation in this study. Special thanks go to Rukhsana Kosar (Corporate Diversity Manager, Worcestershire County Council) Dr M P Aslam (Chief Executive, Worcestershire Racial Equality Council) and Dan Wicksteed (Chairman, Worcestershire Racial Equality Council) for their continued help and technical advice.

³ With regard to social research, it may be mentioned here that no report can claim to be 'perfect' and the same is also true for the study in-hand. During the present project, every effort was made to contact representatives from all minority communities in Worcestershire. However, in spite of repeated attempts, there are still a few minority communities, e.g., Kurds, Bosnians, Italians, Turkish and Iraqis etc. which could not be incorporated in this report. The reason for that was that either they had not established community organisations, or their representatives were not willing/available for interview.

⁴ Herman Ouseley, 'Foreword', in Commission for Racial Equality, *Roots of the Future: Ethnic Diversity in the Making of Britain*, London: Commission for Racial Equality, 1996, p. vii.

⁵ Rosina Visram, *Ayahs, Lascars and Princes: The Story of Indians in Britain 1700-1947*, London: Pluto Press, 1986, p. 1.

⁶ Kusoom Vadgama, *India in Britain*, London: Robert Royce Ltd., 1984, p. i.

⁷ Worcestershire County Council [[http://www.worcestershire.gov.uk/...](http://www.worcestershire.gov.uk/)], 28 April, 2005.

⁸ *Ibid.*

⁹ Source: Worcestershire Record Office, Worcester.

¹⁰ Worcestershire County Council, 'Early History of Minority Ethnic People in Worcestershire', *Worcestershire County Council's Draft Race Equality Scheme for Consultation* (n.d.), p. 6.

¹¹ *Ibid.*

¹² *Ibid.*

¹³ Worcestershire County Council, 'Early History of Minority Ethnic People in Worcestershire', *Worcestershire County Council's Draft Race Equality Scheme for Consultation* (n.d.), p. 6.

¹⁴ *Ibid.*

¹⁵ Lee, B.T., *The Personal Reminiscences of a Needle-maker*, Devon: Maslands Ltd., 1986, pp. 93-97.

¹⁶ Source: [<http://www.thisisworcestershire.co.uk>] 13 December 2000.

¹⁷ *Ibid.*

¹⁸ *Ibid.*, 08 May 2002.

¹⁹ *Ibid.*, 15 September 2003.

²⁰ *Ibid.*

²¹ *The Standard*, Friday, 5 December 2003.

²² This discussion is based mainly on a paper (entitled: Community Cohesion in Multi-faith Worcestershire), jointly written by Muhammad Ahsan and Rosemin Najmudin, The paper was presented in *Conference on Community Cohesion and the Public Duty* (15th June, 2004, Worcester), organised by the Worcestershire Racial Equality Council.

Chapter Two

Voluntary Organisations

There are a large number of voluntary organisations in Worcestershire. This chapter focuses mainly on highlighting the salient features of several voluntary organisations across the County. However, because of the overlapping and broad spectrum of activities of many of these organisations, the categorisation of these organisations into groups and sub-groups is a complicated task. For the purpose of comprehension, in the following pages, the division of these organisations is based primarily on their predominant functions rather than their specific or broader network of service delivery systems.¹ Further to say that according to the Population Census, 2001, Pakistanis are the largest minority group in Worcestershire while Bangladeshis are a predominant minority community in Kidderminster. Therefore, these communities are placed first in this categorisation.

2.1. Pakistani Organisations

2.1.1. Pakistan Welfare Society

The Pakistani community in Worcester is the largest minority ethnic community in the city. As the name indicates, with its main objective being to provide help to the Pakistani community in Worcester, the society was established in 1995. Malik Mohammad Fayaz is one of its founding members and the present secretary. With nearly 1,000 members, the society is a constituted organisation. Its main areas of focus are the promotion of support for children and families, the homeless, elderly and the disabled, mentoring, women issues, young people, immigration help, support for voluntary sector, Urdu translation and interpretation, organisational development, drop in advice and guidance, community development, and funeral and burial arrangements. Malik Fayaz says: 'Pakistan Welfare Society is one of many voluntary organisations in Worcester which are playing a pivotal role in community development in the city. Due to the growing demand for our services, we wish to be able to offer full time help to the community. However, due to limited resources, the entire work of our society is being run from home at the moment. Although, we offer several services to our community, all this is done purely on a voluntary basis. We actively seek cooperation with other statutory and voluntary organisations to promote the spectrum of our activities.'

2.1.2. Redditch Pakistan Community Forum

The Pakistani community is the largest ethnic minority in the town, and the Redditch Pakistan Community Forum is the biggest voluntary ethnic organisation serving this community. Most of the first-generation Pakistani immigrants came to Redditch around forty years ago. The majority came from remote villages around Gujarkhan (about 30 miles from Islamabad, the capital of Pakistan). Nearly all the Pakistanis in Redditch are Muslims and have very close community ties. In December 2001, community representatives established the Redditch Pakistan Community Forum. It is a constituted and fast growing body which enjoys charitable status. According to the Forum's own estimates, at present there are over 2500 Pakistanis

living in Redditch. The Forum provides a multidimensional service to the Pakistani community and is particularly active in the areas of ‘drop-in advice and guidance’, advocacy and representation, culture, education and training, and volunteering and support for volunteers. The Forum has ambitious plans for the future, which include the construction of a multi-cultural community centre. Furthermore, it is due to the efforts of the Forum that Gujarkhan and Redditch have been declared ‘twin towns’. The objective of this twinning is to help under-privileged people of Gujarkhan to help themselves, by setting up small projects which could be replicated by them, and also by training the trainers. The Forum is also conducting considerable community development work in Gujarkhan.

2.2. Bangladeshi Organisations

2.2.1. Bangladesh Community Forum

The Bangladesh Community Forum (Kidderminster) is one of the youngest organisations discussed in this report. It was established in April 2002 and Moshahid Hussain Fajakkir is its secretary and one of its founding members. Similar to the Redditch Pakistan Community Forum and Pakistan Welfare Society (Worcester), the main objective of Bangladesh Community Forum is to serve the Bangladeshi community in Kidderminster. The Forum is a constituted organisation but not yet registered with the Charities Commission. There are around 500 people who benefit from the Forum. Moshahid is an active young man and in addition to helping his community in a range of activities, he particularly intends to improve the situation of education for Bangladeshi children in Kidderminster. While highlighting the under-performance of Bangladeshi children in education, he reveals: ‘During my early years, I missed the opportunity to attain an education at a reasonable level, and now I am determined to make sure that none of the Bangladeshi children in this town are deprived of education. In addition to education, we have also other plans in mind to improve the quality of life of our community.’

2.2.2. Jalalabad Association

As is mentioned elsewhere in this report the vast majority of Bangladeshis in Britain as well as in Worcestershire originate from the district of Sylhet in Bangladesh. Shah Jalal is the most famous Saint of this district and came here around six centuries ago to preach Islam. Jalalabad is the other name for Sylhet. The name of the Jalalabad Association is based on this holy man. The association was established in 1992 and provides a large number of services to the Bangladeshi community in Worcester, e.g., teaching of the Quran and Bangla language, promotion of Bangla culture and providing help to individual members. The Association is a constituted organisation and enjoys charitable status.

2.2.3. Bengali Group

The Bengali Group was formed in 1989 and is headed by Akil Ahmed Choudhury who is the founder and president of this organisation. The main objective of this group is to promote Bangladeshi culture, values and language. It deals with issues relating to children and families, young people, and the elderly. It helps its members through advocacy and representation, community and social enterprise, volunteering and support for volunteers, and mentoring. There are some dedicated members in the Group who donate money and time to serve their community. Akil has offered his business premises for community work.

2.3. African Caribbean Organisations

2.3.1. The Redditch Black History Society

Founded in June 1994, the main focus of the Redditch Black History Society is to create and promote cultural awareness. It provides education and training with regard to the history and culture of the African Caribbean community in Redditch. Their literature states that their main functions are to: i). be the steering force for the cultural and community centre, ii). encourage black individuals into becoming councillors, MPs and magistrates, and to gain employment in key government organisations, iii) participate and encourage involvement in Redditch Borough Council's strategic planning, iv) offer training and personal development of members in management issues, and, v) promote confidence building, self esteem, and cultural awareness to enable people to reach their full potential through empowerment and education. The society particularly wishes to expand its activities in the areas of work with the elderly and in cultural awareness.

2.3.2. Descendents of Windrush

Descendents of Windrush are a group of people, predominantly of Caribbean origin living in Redditch. The main aim of the formation of this group is to seek self-empowerment and to develop themselves in the form of a prosperous and dignified community. This organisation was established in 1998 and it has an interesting history. The group has various programmes, e.g., a play scheme and Saturday workshops for children, multicultural workshops, surgery facilities and social functions. The group is active in community service and holds meetings regularly. Veronica Allen, the chairperson of the organisation argues: 'DOW [Descendents of Windrush] would like to establish an African Caribbean Community Centre which would benefit the community as a whole and meet our goals.'

2.3.4. The Redditch Caribbean Youth and Drama Club

The Redditch Caribbean Youth and Drama Club is one of the youngest voluntary organisations in Redditch. The Club was established in March 2003 by Che Manogue. As the name indicates, the major objectives of this club are to promote Caribbean art, culture, music and drama. The Club is quite confident, determined and positive about its future. There are around 10 volunteers who work nearly 80 hours per week in total to promote its objectives. The main focus and areas of activities of the Club are leisure, recreation and play, culture and values, children and families, young people, education and training, and social enterprise. In addition to various other activities, the Club runs a homework programme every Wednesday evening. The members of the Club do not believe in the necessity of outside funding and help, and feel that they can make a difference by their own commitment and hard work. Therefore, all activities are financed by the members of the group.

2.4. Polish Organisations

2.4.1. The Polish Roman Catholic Community

Established in 1953, the Polish Roman Catholic Community (PRCC) is the oldest ethnic voluntary organisation in Redditch. The PRCC is engaged in the provision of multi-

dimensional services to its members. They have a well-established centre in Oakley Road that runs a small shop selling Polish food. The Polish community has strong religious roots and national values, and in almost every field of life, PRCC tries to promote this. They have also started Polish language classes with sessions being held every Saturday morning for children and young people. Another major area of activity for the PRCC is to provide every sort of help to the elderly who migrated to Redditch after World War II. Recently, when Poland joined the EU, the PRCC members celebrated this day by collecting money for charity. George Zdanko, the chairperson of PRCC, is a devoted and committed community worker. He led the fund raising programme and money was sent to underprivileged and disabled children in the town of Krzyzanowice in Poland.

2.4.2. Polish Ex-Combatant Association

Established in 1947, the Polish Ex-Combatant Association is, possibly, the oldest minority voluntary organisation in Worcestershire. After the recent joining of the EU by Poland, a large number of young Poles have come to Britain for a better future. Resultantly, the members of this community are on a sharp increase. The Association is a well established organisation and provides help to its members in all major spheres of life. It also maintains a website which provides useful information particularly to young Poles. Although, no recent statistics are available of the numbers in the Polish community or immigrants who have arrived recently, Mike Oborski (Polish councillor in Kidderminster) estimates that the actual figure of new arrivals could be between 700 to 800. Councillor Oborski says: ‘We are amazed at the number of young Polish people who are coming to this country, particularly after Poland joined the EU. With the rise of their number, the circle of our activities is also increasing proportionately. The association works in partnership with the Our Lady Ostra Brama Polish Church and the Consulate of the Republic of Poland, both based in Kidderminster.’

2.5. Greek Organisations

2.5.1. Worcester Anglo-Hellenic Club

In 1997, the Greek community in Worcester established the Anglo-Hellenic Club. It is a constituted organisation but does not have charitable status nor does it intend to be a charity. The club’s main purpose is to promote Greek values and culture, and for this purpose, it organises various activities for its members, e.g., trips, quiz programmes, religio-cultural events, teaching of Greek language, annual garden parties, film and audio-visual programmes as well as annual Christmas dinners. It may be mentioned here that the club presents a good example of self-help and self-sufficiency. In spite of the fact that the club does not have proper office space or an external source of funding, the members are happy in their own organisation. They neither seek outside help to finance their activities nor do they demand a space to establish their office, rather they act upon the religious concept of contentment. The Club works in collaboration with St John Chrysostom Greek Orthodox School and St John Chrysostom Greek Orthodox Church. David Leggott, the chairman of the club is generous with his time and a hospitable person and believes in multiculturalism. He is pleased to welcome any guest to introduce the activities of the club.

2.5.2. St. John Chrysostom, Greek Orthodox School

St. John Chrysostom, Greek Orthodox School (Worcester) is associated with St. John Chrysostom, Greek Orthodox Church. The school runs a half-day session each Saturday where arrangements are made to teach the Greek language and culture. Presently, 26 children and eight adults attend the school. In addition to teaching, the school also provides services in the areas of art and recreations, support for children and families, mentoring and promotion of Greek values. The school plays an important role in Greek community development, cultural awareness, drop in advice and guidance, education and training, religious education, various games and plays, poetry and quiz. It was learnt during this survey that the school needs more funds for the provision of books and educational material. The Greek community wish to establish a community centre within which facilities may be provided for the school and other activities for people from various age groups and interests.

2.6. Chinese Associations

2.6.1. Worcestershire Chinese Association

There are quite a number of families of Chinese origin in Worcestershire. The Worcestershire Chinese Association is based in Worcester and covers the counties of Worcestershire and Herefordshire. Frankie Tsang is an active chairman of the Association and keen to promote its objectives. The Association organises various social activities for the community which include dragon boat racing, barbecue evenings, luncheon clubs and events to help celebrate the Chinese New Year. There are also annual day trips at regular intervals and Christmas parties organised particularly for the younger members of the Chinese community. Aside from social activities, the Association initiates food hygiene courses, Mandarin language classes and other educational and learning based activities.

2.6.2. The Redditch Chinese Association

The Chinese community in Redditch is small, very close-knit, self-contained and content in their own circle. There are only about 10 to 12 families of Chinese origin living in Redditch, and according to Boon Yeng, the representative of the Redditch Chinese Association: 'The Chinese are shy people and thus they are happy within their own circle.' Although the association manages to organise some cultural events, due to scarce human resources and financial constraints, the spectrum of activities is limited.

2.7. Indian, Filipino, and Irish Associations

2.7.1. The Redditch Indian Association

This Association was formed in 1984 and headed by Dr Ananthram who is actively involved in various community activities. The main areas of interest of the Association are: cultural awareness, recreation and play, children and families, the elderly, mentoring, advocacy and representation, and community development. They also organise events and food programmes for the Indian community in Redditch. Ananthram reveals that the Association is facing financial problems in carrying out its activities.

2.7.2. Mabuhay Anglo-Filipino Group

There is a very small Filipino community in Redditch which consists of around eight families. This is a close-knit and self-contained community, and content within its own circle. The Group was first established in 1993 and then reformed in 2003. There are around 45 people in Redditch who can trace their roots to the Philippines, however, this figure has grown by the new arrival of nurses from that country. The nurses work in local hospitals and play a vital part in the development of our health system. The members of Mabuhay Anglo-Filipino Group are hospitable and the group organises cultural events and food festivals.

2.7.3. The Redditch Irish Society

The Redditch Irish Society is a constituted group founded by Liam Kirwan and was formed in 1997. The Society runs St. Benedicts Social Club at Batchley, which can accommodate up to 250 people at a time. Despite having no paid staff, the Society is actively engaged in serving Irish community by promoting Irish culture and values. There are around 15 volunteers who offer their services as and when required. In addition to conducting various programmes of dance and music events, major activities include: Irish art, work with children, families, the elderly and people with disabilities. On average, around 600 people receive support from the services provided by the Society. Liam is generous with his time and is keen to help anyone who approaches him even during unsociable hours.

2.8. Mosques and Churches

2.8.1. Kidderminster Madani Mosque Committee

In Kidderminster, there is quite a sizeable Bangladeshi community and nearly all its members follow the Islamic faith. In 1975, they established a mosque in this town. Although, the Mosque Committee is a constituted organisation, it does not enjoy charitable status. The mosque provides facilities prayer, five times per day, and teaching the Quran to children. Friday is the holy day for Muslims and on this day, around 270 men come for *Salat ul Juma*. It is quite crowded on Fridays and worshippers face the problem of a lack of space. Community representatives wish to highlight this problem and stress that assistance is required from the local authority.

2.8.2. Muslim Welfare Association Worcester

The Muslim Welfare Association Worcester was established in 1975. Ali Asghar, Haji Noor Ahmad and some other members of the Muslim community worked hard to establish this association particularly for the provision of a place for worship. At present around 600 people can pray in the Ghousia Mosque at Tallow Hill. The Association have also established a library within the premises of the mosque. The mosque, which is mainly a religio-community centre for Pakistani origin families, provides facilities for teaching the Quran and Islamic Studies to a large number of children. The mosque faces the problem of scarcity of space and particularly at the time of Friday prayer, it is quite crowded. It was observed, during this survey, that the present location of St Paul's Hostel which is adjacent to the mosque, does not seem compatible with the prayer activities conducted in the mosque. It is also important in

the context that the Muslim community in Worcester needs space to establish facilities for coffins and funeral ceremonies.

2.8.3. Al-Madina Islamic Centre

Al-Madina Islamic Centre is a mosque as well as a community centre and was established by Bangladeshi families in Worcester. With the continued efforts of various members of the community, the Centre was established in 1981. The present premises can accommodate nearly 250 worshipers at a time. However, this place is still not big enough to cope with the rising number of visitors who come here to perform their religious obligations, learning the Quran and other religious activities. Apart from worship, the Centre provides services in the areas of mentoring, support for children and families and the elderly and disabled, the teaching of Arabic and Bangla languages, and funeral and burial ceremonies. According to Nazrul Haque, who is the general secretary of the Management Committee of the Centre: 'We need a bigger space to cope with the fast growing demand for community development activities.'

2.8.4. The Central Mosque and Community Centre (Redditch)

The Mosque was originally started in a small premises in 1984. In 1999, it moved to the present building in Smallwood Street, Redditch. Sufi Abdul Wahid and Haji Taj Mohammad played a leading role to provide this facility in order to fulfil the spiritual needs of Muslims in this town. It is due to the devotion and dedication of the members of the Management Committee that the present premises is not only a place of worship, but also provides facilities for in-door games and accommodation for guests. The Mosque enjoys a good working relationship with statutory and voluntary organisations. The present building can accommodate over 400 people (including women) for prayer. There are more than 70 children learning to read the Quran and receiving lessons in Islamic studies. In addition to one full-time Imam, there are five part-time teachers (including three women) who teach the children on a daily basis. Even though they have no permanent or regular independent source of income, funds have been raised to establish a youth centre to provide facilities for Islamic, general and physical education and training.

2.8.5. The Redditch Mosque Trust

The Redditch Mosque Trust runs the Noor Mosque at Easemore Road in the town. This is the main mosque and was the first mosque in Redditch to provide facilities for daily prayers and teaching the Quran and Arabic to children. In addition to one full-time and one part-time Imam, there are eight volunteers who manage the affairs of the mosque. Noor Mosque is spacious as compared to other mosques in Worcestershire. However, due to the fast growing Muslim population in Redditch, it is still insufficient to fulfil the requirements of the community. The trust is working on a project to construct a new mosque in Redditch. This is a £1.5 million project in which a mosque will be constructed over a two acre piece of land. It was learned during this study that £600,000 had been collected so far and efforts were continued to acquire further funds to accomplish this prestigious project within due time. It is envisaged that at a later date the Mosque Trust will build a suitable Muslim Community Centre on the same piece of land.

2.8.6. Our Lady of Ostra Brama Polish Church RC

Our Lady of Ostra Brama Polish Church RC was established in 1965 and serves Kidderminster town, Wyre Forest and the surrounding areas. The church is a constituted institution and enjoys charitable status. Father Edward Stachurski is a full time priest in the church and carries out marriage and funeral ceremonies. In addition, there are over 20 volunteers who help to provide necessary facilities and provide a suitable environment for worshippers. There are around 1,000 worshippers who are affiliated with the church. A large number of elderly visit the church on a regular basis. Adequate facilities are needed to help provide for the elderly who constitute a major segment of worshippers. It may be mentioned here that any place of worship is generally considered a source of spiritual satisfaction. The same is also true for this church where in addition to the elderly, a significant number of young and new immigrants also visit and practice their religion.

2.8.7. St. John Chrysostom, Greek Orthodox Church

The Greek Orthodox community in Cheltenham started Church Service at St. Luke's Church, St. Luke's Road, Cheltenham, in 1986. The present Church of St. John Chrysostom was established in 1987 and later in 1999, Father Anthimos Papandreou was appointed as priest-in-charge. Since then, he has devoted all his energies to the service of his community. The church committee is a constituted organisation and enjoys charitable status. The present church can accommodate nearly 200 worshippers. However, due to growing numbers of immigrants from Romania, Russia, Serbia and other regions of Eastern Europe, it now faces a spatial problem. Father Papandreou argues: 'We need a bigger place and also wish to establish a community centre where we could provide further facilities to our youth, elderly, and mother and toddlers groups.'

2.9. Religious Educational Institutions

2.9.1. Madinatul Uloom Al-Islamiya (Kidderminster)

Madinatul Uloom Al-Islamiya is an independent college for Islamic and secular education for boys. This prestigious institution is situated near Kidderminster and stretches over 22 acres of land. The boarding college, where over 200 students, most of whom are from the UK mainland, acquire education in the fields of *Tajweed* (art of reciting the Holy Quran in accordance with the established rules of pronunciation and intonation), *Hifz* (memorisation of the complete Holy Quran), Islamic Theology and the Arabic language. The Islamic Theology and Arabic language course takes six years to complete and applicants under the age of sixteen are also required to study GCSE subjects. In the area of secular education, the college offers the following: Key Stage 3 Level English, Mathematics, Science, History, Geography, Citizenship, Religious Education, Information and Communication Technology, Urdu and Physical Education, GCSE Level English, Mathematics, Science, History, Religious Education, Information and Communication Technology, Urdu and Arabic, and A Level Mathematics. It also plans to introduce new A Levels in English, Arabic and Urdu. Madinatul Uloom Al-Islamiya has a science laboratory, an ICT laboratory and a well established library. It enjoys a good working relationship with various local and national institutions and, every year, organises an international youth conference.

2.9.2. Council of British Pakistanis, Worcester

The Council of British Pakistanis in Worcester is part of a national voluntary organisation (Council of British Pakistanis). The Worcester branch was established in 1992. Although, the Council's main objective is to provide a range of services for the Pakistani community in Worcester, due to a lack of financial and human resources, it can only promote the Islamic religion and culture. Thus in that context, like mosques and churches, the Council is purely a religious organisation. It offers services in the fields of Arabic and Quranic teaching and Islamic history and culture. In addition, on a limited scale it also offers a course in Urdu language teaching and manages a play group during school holidays. There are nearly 60 children benefiting from the activities of the council. However, these children face a problem of the lack of space.

2.10. Religious Ceremonies and Programmes

2.10.1. Mata ka Jaagran Programme

In the Hindu religio-linguistic context, *Mata* literally, means 'goddess', *ka* means 'for' and *Jaagran* is 'stay awake'. Mata ka Jaagran is a special prayer in which several worshippers gather at one place and pray through the whole night. According to Hinduism, it is an activity of 'good against evil.' The worshipers light *Joties* (candles) in which *Ghee* (purified butter) is used. From 7:00pm to 10:00pm, food is served to worshippers and after that, actual prayers start which continue until 5:00am, although a short break is taken during mid-night. Religio-cultural music is at the heart of this prayer. At the end of the event, worshippers ask the goddess for virtue, peace, prosperity and happiness. This special activity is called Arti of Durga Mata. At the end, *Parshad* (blessed sweets and dry fruit) is served among the participants and they take it back to their homes. Since 1970, Mr and Mrs Bhalla have run this event at their home in Redditch once a year during the summer. Both, husband and wife are hospitable and dedicated, and are proud to offer their home for this service. They say: 'We conduct this programme purely on religious grounds and have never sought financial or other assistance.'

2.10.2. The Redditch Muslim Burial Committee

Established around 15 years ago, the Redditch Muslim Burial Committee is a specialised voluntary organisation providing services to the Pakistani community with regard to funeral and burial arrangements. It also helps the grieving families to manage visitors and guests at the time of the funeral. A unique and specialised function of this Committee is to arrange transportation of the deceased to Pakistan if the family wish to bury the deceased there. All expenditures of the committee are met by the contributions of its members as there is no independent source of funding. The dedication, devotion and commitment of the volunteers in Redditch are exemplary. Since its inception Haji Ali Mohammad, an elderly gentleman has been incharge of this Committee. Without any formal education, being unable to read and write, he has managed the affairs of the Committee admirably.

2.11. Women's Organisations

2.11.1. Asha Women's Centre

The Asha Women's Centre is a registered charity and provides services to disadvantaged women particularly to link them with resources which enable them to achieve their full potential. It provides information, advice and opportunities to strengthen their socio-economic proficiency which helps them to reduce the risk of offending and exclusion. The Centre provides a safe, friendly and women-only environment. The centre is proud of its services based on a range of expertise of its qualified and experienced staff. In collaboration with the Asha Women's Centre, Worcester College of Technology and the Workers Educational Association run various English language and other courses. Through its mentors, the Centre also supports women individually in their personal and professional development. Geographically, it is located in an area where there is a large concentration of the minority ethnic population in Worcester. This is one of the main reasons why most minority ethnic users refer themselves to the Centre for English language courses. It enjoys a good working relationship with various other voluntary and statutory organisations and has established reciprocal referral arrangements.

2.11.2. The All Women's House

The All Women's House is a well-established and efficient voluntary organisation in Redditch. It is a unique institution in the County having diverse and specialised activities for women. Founded in 1992, this institution is the product of several hardworking women in Redditch who struggled for years to reach the present stage of development. Among its founding members are Betty Passingham, Madge Tillsley, Kishwar Ahmad, Tanveer Dean, Erica Davis, June Sutherland, Colette Chillmaid, Esther McKenzie and Brenda Whitehorn. Their contribution will be remembered for years to come. This institution provides help to women, particularly those from minority ethnic backgrounds and mothers with young children. It deals with issues such as health, religion, culture and education related to children and families, homelessness, people with disabilities, and the elderly. The organisation also runs various language courses and pre-employment training for women as well as helping women fight racial and gender discrimination.

2.11.3. YWCA - Young Women's Project

YWCA is a national charity and runs a large number of projects and programmes from its branches in the country. The Worcester office which is called 'Apna Ghar' (an Urdu term which means 'our home') is a part of its national network. According to the YWCA's website: 'We respond to local needs and give young women aged 11-30 support, information and the opportunity to learn. We support young women to challenge violence or abuse, learn new skills, finish their education and improve their health and self-esteem' (see: <http://www.ywca.org.uk>...). Pat Agar, the project manager at YWCA Worcester argues: 'We believe in self-advocacy and we encourage that.' She further says: 'We would like the continuity of support and cooperation which we receive from the County Council as it is helpful in promoting partnership and community development.' The YWCA's Worcester office provides various services to young women in the areas related to art and recreation, homelessness, mentoring, women's issues, children and families, pre-employment training, information and technology, support for volunteers and fitness activities.

2.11.4. All Pakistan Women's Association (APWA)

APWA is a national voluntary organisation in Pakistan. In 1983, Kishwar Ahmad established a branch of APWA in Redditch mainly for the welfare of Pakistani women who came over to join their husbands who had migrated earlier to Britain. Since its inception, APWA has provided almost the same services as the All Women's House. However, with the passage of time and after the establishment of the All Women's House, most of the activities of APWA have been incorporated into the All Women's House. Kishwar Ahmad is happy with this situation as she herself played a significant role in the establishment and strengthening of the All Women's House. In recent years, APWA has been successful in securing some funding to run Urdu and cultural awareness classes for children.

2.12. Art and Recreation

2.12.1. Redditch Local Arts Forum

This comprehensive Redditch-based local art forum was started in 2002. The forum is a composition of various local organisations, e.g., Redditch Borough Council, Worcestershire County Council, Worcestershire Racial Equality Council, Kingsley College, and Redditch and Bromsgrove Primary Care Trust. The main focus of the Forum is to: 'i) develop opportunities for those people in Redditch who have had little or no access to creative activities in the past, ii) support activities where local people attempt to explore and enjoy their creativity and enhance their quality of life by working with professional artists, iii) create opportunities for developing the creative skills of local people, and, iv) reflect and celebrate the diversity of Redditch Borough Council through the promotion of arts.'² According to one Forum newsletter: 'The Forum is responsible for steering the town towards a future where Art is first on everyone's agenda. This way we ensure that the power it holds to change people's lives beyond recognition is valued. ... We want to know about every single art-based opportunity available to people in Redditch.'³ The Forum provides an excellent base for children to develop their creativeness and skills. Presently, out of total, around 30 per cent of children come from minority ethnic communities and benefit from the Forum's services.

2.12.2. After Schools Art Activities

In a multi-cultural Worcestershire, the promotion of art is an important element for the promotion of community cohesion and community development. Among all the organisations surveyed during this research project, the After School Art Activities is the most recent programme started in 2004 in the St Georges C.E. First School in Redditch which has a significant proportion of ethnic minority children. The programme is financed by the National Children's Fund and offers a variety of 'after school art activities' to children from a wide range of communities. Funds are acquired to promote visual art, music, drama and theatre for children from minority ethnic communities. Each Tuesday, between 3:00pm and 4:15pm, the programme is run once a week on school premises. With the permission of their parents, children's participation is voluntary. Mumtaz Shah who has extensive experience of youth work, says that the project is going well and there has been an encouraging response from the community.

2.12.3. The Rawal Volleyball Club

Volleyball is a traditional Pakistani game. As the name indicates, the main objective of this club is to promote the game of volleyball in Redditch. This club was established in 2001 by a few Pakistani youths in the town and at present there are around 20 members who have formed two teams. The members play volleyball every Sunday in winter in the Sports Hall on Ipsley Street, whilst in the summer they play every Thursday and Sunday, depending on the weather, outside the Abbey Stadium. The club is very active in the promotion of this game throughout Britain. It has a close working relationship with various other volleyball teams in the country and they are now looking for international contacts. Each year, the Club organises regional and national level tournaments of volleyball. These tournaments are major events as around 25 teams participate in these programmes. The club has been successful in securing some grants for its activities and they are now keen to find major national or international donors.

2.13. Organisations for People with Disabilities

2.13.1. Barnardo's Worcestershire Short Breaks Project

Barnardo's is a well known, established children's charity with branches nationwide. Its Worcestershire branch is based in Droitwich. Barnardo's Worcestershire Short Breaks Project works to support disabled children (aged 0-18 years) and their families. Its main aim is to broaden the disabled child's social horizons by offering additional opportunities to enable them to get out and about. Its secondary, but equally important aim, is to support parents by giving them regular breaks from the pressures of caring for a disabled child. In collaboration with Worcestershire County Council, this project was initiated almost a decade ago and has been successful in its take up and profile amongst local families with a disabled child. However, the low take up of service from local Asian families in Worcestershire is of concern to Barnardo's. Jacque Bazley and Nina Ali at the project reveal that according to their estimates, there could be approximately 40 disabled children of South Asian background, in the County, and Barnardo's would like to support those children who have substantial and permanent disabilities. Nina, who is the Asian Development Worker, says: 'We provide a range of services which we call short breaks. They can be a lifeline to families. They enable parents to enjoy a break from caring for their disabled child. It also gives an opportunity for the children to make new friends and to widen their experience by spending time away from their carers or parents. My role is to promote the project and encourage Asian families with disabled children to access our services and benefit from what we can offer. I am also here to encourage interested members of the Asian community to come forward as short break carers.' Barnardo's rely mainly on Social Services for referrals of children and, therefore, it argues that there should be a commitment on the part of the statutory bodies such as the Health Trust and Education Authority to promote the concept of short breaks, and to enable access to assessment and other statutory provisions for these families and their children. Barnardo's believes that it can benefit from a more active drive on the part of the local authority to join in the addressing of unmet needs in the South Asian communities for those families who have a disabled child.

2.13.2. Asian Disability Group

The Asian community is the largest minority community in Worcestershire. In the same context, it is widely considered that the number of Asian disabled people is also the highest as compared to any other minority community in the County. Within the Asian community, apart from a few exceptions, nearly all Pakistani and Bangladeshi families follow the Islamic faith and have their specific culture, based mainly on their religion. Their languages and norms are also different as compared to other minority communities. Although there are some local institutions which provide help to the disabled, unfortunately, they are of little use to Asian families, mainly because of their specific religio-cultural background. In 1988, the Asian Disability Group was formed in Worcester with its aim to provide facilities to the disabled members of the Asian community. Being the founder members of this group, the commitment and dedication of Mohammed Hussain Lala and Ali Asghar is widely appreciated in the community. The group provides facilities to disabled people of Asian origin in the areas of advice and guidance, transportation to hospitals and surgeries, language and translation, and day trips. While highlighting the situation of the Group, Lala (Chairman) reveals: ‘Our most important requirement is to establish respite care. Asian people with disabilities have their own specific needs and problems, thus we need to establish this centre particularly for those leaving school with disabilities.’

2.14. Taxi Drivers Associations

2.14.1. Taxi Drivers Association - Worcester

The majority of taxi drivers in Worcestershire come from the Asian community and are of Pakistani origin, particularly those who are based in Worcester and Redditch. The Taxi Drivers Association in Worcester was established in 1975 and is one of the oldest associations in the County. The membership of this Association is quite diversified as it consists of members who can trace their roots to Pakistan, Bangladesh, Turkey and Morocco. Presently, there are around 200 members. Interestingly, in spite of the fact that a vast majority of taxi drivers belong to minority communities in Worcester (particularly from Pakistan), they chose Lesley Jane Borthwick, an English women, as their chairperson. Lesley is very committed and devoted to the betterment of her organisation and the welfare of her members. She says: ‘We provide a range of services to our members related to our profession. ... Due to the government’s de-regulation policy, our members face several problems. One of the biggest problems for us in Worcester city is that there are only 27 parking spaces for 200 taxis. ... Furthermore, the rising trend of racism and violence is also a major threat to the personal safety and security of our members.’

2.14.2. Redditch Taxi Drivers Association

As compared to the Taxi Drivers Association of Worcester, the Redditch Taxi Drivers Association is a young organisation. Established in 2001, at present its membership is around 170 strong. It is not a constituted organisation and does not intend to become so in the near future. Since its inception, Muhammad Arif has been its chairman. He reveals that around 95 per cent of taxi drivers in Redditch are of Pakistani origin. Muhammad and some of his colleagues are dedicated volunteers who go out of their way to help resolve issues for their members. The Association is facing problems of lack of availability of financial and human

resources. Muhammad argues that taxi drivers are the backbone of Redditch town and help with the running of daily life.

2.15. Age Concern

2.15.1. Age Concern, Herefordshire & Worcestershire, Ethnic Minority Elders Project (EMEP)

Ethnic Minority Elder Project was started in the year 2000 and is an important component of the office of Age Concern in Worcester. The project is the composition of various activities, e.g., Saathi Lunch Club in Worcester, Saathi Lunch Club in Redditch, Exercise Classes, Redditch Drop in Surgery, Kidderminster Drop-in Surgery, Cultural Awareness Training Programme and Well Check Clients. The activities of the lunch clubs began in early 2004 and is quite popular among elderly local residents as it provides a good opportunity to get together and meet various officials from concerned agencies. These clubs play an important role in bridging the gap between service providers and minority clients. Exercise classes were initiated to promote healthy living and the well-being of male and females. Unfortunately due to some constraints, male class has been discontinued temporarily. The drop-in surgeries programme is another initiative of Age Concern taken for the welfare of elderly people. It has been a successful programme and is appreciated by the community. The quality of the service delivery system of Age Concern can be judged from the fact that there is a steady increase in male and female clients who visit the office and seek help on a range of issues. Provides information and advice on a number of projects. More projects will be developed as contact with communities increases.

2.15.2. Age Concern Redditch

Age Concern Redditch is a branch of the national network, and although it is not wholly a minority ethnic organisation; its help to the minority ethnic elderly people cannot be underestimated. In Redditch it is providing considerable help to a large number of elderly from the minority ethnic population by providing luncheon clubs, organising trips as well as specialist assistance such as translation with social services. There is a large demand for its services, and Age Concern Redditch seeks more resources to meet the demand.

2.16. Global Citizenship

2.16.1. Malvern Development Education Centre

Malvern Development Education Centre is an educational charity and part of a national network which has around 50 centres across the country. The Centre's main concern is to promote awareness among the people of Herefordshire and Worcestershire about their religious-cultural and social diversity as well as ways of life in the developing countries of the world. Its current concerns are very largely with 'overseas', global citizenship, international development, especially seeking best ways of helping people in poorer countries and communities to help to promote their own development. However, its more traditional work in schools, as a Development Education Centre, focuses on raising awareness of the richness of cultural diversity. Currently, it works mainly in rural schools rather than in the urban areas

of Worcestershire. The Centre is keen to expand its spectrum of activities into areas where there is a higher proportion of minority ethnic communities. It has a well established library containing around 5000 items and its professionals run a variety of workshops and school sessions where it promotes global citizenship.

2.16.2. Rainbow One World Group

Established in 2002, the Rainbow One World Group (Worcester) is a unique organisation in the sense that its main objective is to get together for the promotion of mutual cultural understanding and community cohesion. Irrespective of age, race, religion or professional background, its membership is open to every citizen. All its members are considered to be volunteers and they contribute to the promotion of the objectives of the group. The group organises social clubs, fun days, singing programmes, mother and toddlers clubs, day trips, computer classes, English language sessions, cultural dance and ethnic food shows. Among the major actors behind these activities is Nazrul Haque, who is the acting coordinator of the group. Nazrul is an active volunteer and for the past decade has been working to promote community cohesion across Worcestershire. He argues that we need to live like a 'human family' rather than a 'fragmented community'.

2.17. Housing and Social Wellbeing

2.17.1. Worcester Housing and Benefit Advice Centre

Worcester Housing and Benefits Advice Centre is well established and one of the largest voluntary organisations in the city. It enjoys a good working relationship with other statutory and voluntary organisations. During an interview for this study, Martyn Saunders (Centre Manager) revealed that in the year 2004-05, almost 5,000 people benefited from the services provided by the Centre. Out of this total, the proportion of clients from the minority communities was around four per cent. As the name indicates, the Centre is a specialised institution and provides housing support and benefit advice services. Its benefit advice includes: checks on entitlement to welfare benefits, help with claiming them, help with completing forms, help with resolving any problems with claims, help to challenge decisions and representation for appeals at tribunals. Similarly, the Centre's comprehensive housing advice service focuses on: help with securing housing for homeless people, help to identify alternative housing options, help with applications to housing providers, help keep homes as well as to improve their condition, provision of assistance with Housing Benefits claims and advice on tenancy rights. The housing support services of the Centre offer vulnerable people the opportunity to improve their quality of life by providing an appropriate environment to maintain independent life. The Centre also runs another important programme called SmartMove Deposit Guarantee Scheme for the single homeless or vulnerably housed people. The scheme helps these people to: i) provide appropriate accommodation, ii) help to arrange viewing and negotiating with private landlords, iii) help with a guarantee of a deposit, iv) help with rent in advance, v) information on rights and responsibilities as a tenant, vi) help to set up home, and, vii) resettlement and ongoing support.⁴

2.17.2. Multi Agency Resource Centre

The Multi-Agency Resource Centre was established in 1998 and its main objective is to help people in need, on low income or benefit, young or old. It provides information and advice to

individuals as well as voluntary and statutory sector organisations, e.g., the Police, Youth Services, Age Concern, Health and Social Services. The Centre is a well established organisation and provides a range of services related to art and recreation, drug abuse prevention, homelessness, mentoring, women's issues, support for the voluntary sector, teaching and learning, children and families, pre-employment training, the elderly and the disabled, cultural awareness and young people, advocacy and representation, community development, information technology, drop-in advice and guidance, organisational development and, education and training. There are around 300 individuals and organisations which benefit from the services offered by the Centre. Worcestershire County Council, the Lottery Fund, the Community Safety Partnership and Bromsgrove District Council are the major funding agencies for the Multi-Agency Resource Centre.

2.17.3. Community First

According to a community research report: 'The social economy is defined as consisting of organisations which are neither privately nor publicly owned and whose activities have a meaningful economic impact.'⁵ Community First is an independent infrastructure agency which is actively engaged in lifting up the local social economy through supporting and building the capacity of voluntary organisations. It provides information and support to local voluntary organisations in Herefordshire and Worcestershire. It offers helps to local community projects, training for staff, volunteers and trustees, community resource centres, local regeneration programmes and rural housing and transport schemes. Richard Quallington, the chief Executive of Community First says: 'One of the major standards of our work at Community First is to support local community life across the two counties and to encourage people to get involved. We are currently re-shaping our organisation, aiming to deliver a more cohesive and effective service – one that will benefit local communities for years to come.'⁶ Community First is keen to work in partnership with others to provide support to minority ethnic voluntary organisations wherever possible.

2.18. Minority Languages and Racial Equality

2.18.1. Ethnic Access Link

Ethnic Access Link (Worcester) was established in 1989 and is a specialised as well as the largest institution which provides free services to individuals and other organisations in the field of minority languages. It employs a large number of interpreters in around 30 languages⁷ which provide language links for the NHS, Social Services, the Police, courts, employment issues, housing issues, various form filling, welfare benefits, the naturalisation process, and passport and travel documents. According to Monica Izmajlowicz (Manager): 'We believe no one should be deprived of access to any service simply because of the language barrier. We provide interpreters that suit the needs of clients. We also recruit, train, and support Home Tutors for teaching English to people in their homes. We need more resources, particularly volunteers to expand our services to various communities.' During the year 2003-04, out of the total clients' appointments, 931 were for help in Punjabi and Urdu, 516 for Bengali, 508 for Portuguese and 180 for other languages.⁸

2.18.2. Worcestershire Racial Equality Council (WREC)

In Worcestershire as a whole, the proportion of the minority ethnic community is not high and there has been a systematic denial of services because of the difference of race, colour, culture and religion. Some community representatives such as Philip Hytch, Dan Wicksteed, Aslam Qureshi, Ali Asghar and Nurul Haq realised the resonance of the issue and took the initiative to bring about change in the community. In the mid-1980s, after the efforts of various people, Worcester Community Relations Council was established. The establishment of this organisation, was in fact a difficult task as there was an extreme shortage of financial resources and lack of institutional cooperation. In 1996, to promote racial equality and help victims of racial harassment, Worcester Community Relations Council was restructured and renamed Worcester Racial Equality Council. The year 1999 saw further development in this direction when the activities of the Worcester Racial Equality Council were expanded at county level and thus it was reorganised as Worcestershire Racial Equality Council. Presently, 'the WREC is a leading strategic body working with the Commission for Racial Equality in partnership with the local authorities and other statutory, voluntary and private sectors in Worcestershire, for a just society which gives everyone an equal chance to learn, work and live free from discrimination and prejudice, and from the fear of racial harassment and violence. The Council has built an outstanding track record at national, regional and local levels of racial equality work and in making a difference.'⁹ With its main office in Worcester and the north Worcestershire branch in Redditch, WREC is a specialised institution which enjoys charitable status. Its membership consists of individuals and representatives of organisations, who have a genuine interest in racial equality and who wish to make a contribution towards the betterment of relations between people of different backgrounds. It offers free confidential advice and support in various areas, e.g., racial discrimination in employment, with the police, housing and social services. WREC assists people who believe they have been discriminated against, or who experience difficulty in using mainstream services because of language and cultural difference.

2.19. Support for Volunteers and Organisations

2.19.1. Worcester Volunteer Centre

Established in 1989, the main aim of Worcester Volunteer Centre is to promote the voluntary and community sector. It provides a variety of services to individuals and organisations and recruits and supports individuals willing to undertake voluntary work. It also provides information and advice on areas related to volunteering and the voluntary sector. According to Sally Ellison, the manager of the centre, there are nearly 3000 beneficiaries of the centre out of which around ten per cent are from minority ethnic communities. There are around 150 volunteers associated with the centre and they do almost 1000 voluntary hours per week in total. The spectrum of the activities of the Centre is quite wide and it deals with individuals and organisations which provide services in the areas of art and recreations, mentoring, support for the voluntary sector, teaching, children and families, elderly and the disabled and young people. The Centre is specialised in support for volunteers, community development, education and training, drop in and advice, organisational development, help with funding and social enterprise. The central government's Department for Education and Skills, Worcestershire County Council, Worcester City Council, South Worcestershire Primary Care Trust and the Lottery Fund, are major sources of financing for the Worcester Volunteer Centre.

2.19.2. Wyre Forest Volunteer Bureau

Established in 1985, Wyre Forest Volunteer Bureau provides a range of services to its clients. The Bureau is run by local groups to support, promote and develop voluntary action. Its major functions are: i) to provide services and support for local voluntary and community organisations, ii) the promotion of strategic partnerships, liaison, representation and development work, and, iii) matching volunteers with relevant organisations. It offers information, advice and support to other groups and voluntary organisations in settings up their institutional base, registering as a charity, acquisition of funding, skills development, disability issues, recruitment of staff and financial proceedings. Gail Howden, Coordinator – Volunteering Project reveals that: ‘Individuals come to us for advice and guidance and we refer them to the relevant organisations. At the moment, nearly 80 such organisations are registered with us. ... Generally speaking, out of our total number of clients, about five per cent come from minority communities’.

2.19.3. Pershore Volunteer Centre

Pershore is a small town of Worcestershire and here the population of the minority ethnic community is less than one per cent. According to Kate Walton, the Centre’s representative: ‘It is not a matter of numbers rather services should be provided to every citizen whether he or she belongs to the indigenous community or to a minority community.’ The Centre provides a base for all persons who wish to provide their services voluntarily and at the same time it also helps people or at least directs them to the appropriate agency. The Centre has started various programmes to help people in the region which includes: the social car scheme, minibus service, Centre club, befriending/home visiting, bereavement support group and single parent group. The social car scheme is one of the most important programmes of the Centre. It provides transport to residents who have no access to other means of transport. Last year it completed 4093 passenger journeys.¹⁰

2.19.4. Smallwood Residents Association

Established in 1980, the Smallwood Residents Association is actively engaged in the provision of services to the community in the fields of housing, leisure and recreation, the elderly, advocacy and representation, and, cultural awareness. The Association has also been involved in running English language classes for people from minority ethnic backgrounds. There are around 10 volunteers promoting the objectives of this association. The Association has no funding source and all expenses are met by the volunteers. Madge Tillsley (OBE), the former Mayor of Redditch, is the chairperson of this Association. She is a pioneer in the field of voluntary services in Redditch and she is very positive about the future.

2.19.5. Minority Ethnic Redditch Group (MERG)

MERG is an umbrella organisation of various minority ethnic associations and groups in Redditch. It was established in 2002 and its committee comprises of the chairperson of each minority ethnic community group in the town. Dr Ananthram is the chairperson of MERG. The main focus of MERG is to: i) work together for the greater good of the community, ii) work as a group to facilitate communicating with one voice on the diverse needs of the minority ethnic sector, iii) enable the needs of minority ethnic communities to be fed into the

strategic decision making process, iv) work with the statutory sector to implement a compact agreement in line with the code of practice issued by government, v) develop joint funding bids aimed at bringing greater funding and capacity building in the minority community sector in Redditch, vi) work with the health sector to address the health inequalities of the minority community in Redditch and improve the health of these communities, and, vii) work together to make the long standing vision for a multicultural community venue in Redditch a reality (source: MERG's literature). Although MERG is a young organisation, it has provided a platform to raise the voice for the common cause of minority ethnic communities in the town.

2.19.6. The Redditch Community Commonwealth

Redditch Community Commonwealth (RCC) was established on 1st January 2004. The major objective of this organisation is to provide support for the voluntary sector in Redditch. RCC also helps other voluntary organisations with funding, governance and organisational support. Although it is a very new organisation, because of its commitment and dedication, RCC has been quite successful in securing financial resources for various projects. This success is due mainly to the hard work of the executives of RCC and Simon Marshall (former project manager) who is responsible for the running of the day-to-day business of this organisation. Presently, due to its fast growing spectrum of activities, RCC needs more human and financial resources. It seeks to: i) work jointly with the statutory sector, ii) be effective in engagement with the minority ethnic voluntary sector organisations, and iii) work with small and large groups from varying backgrounds.

2.19.7. Citizens Advice Bureaus

Citizens Advice Bureaus provide free, confidential and impartial advice, and help people from all walks of life to enable them to manage their problems as effectively as possible. The bureaus provide guidance, support, and information and help people to use their own skills and abilities. Fortunately, people from the ethnic minority communities actively use bureaus' service. The bureaus at Redditch and Worcester have the capability to provide services in various minority languages and outreach venues. Financed by the Lottery Fund, the Citizens Advice Bureau at Redditch has initiated a programme, called Minority Ethnic Community Involvement Project. People from minority communities use the bureaus' services for seeking advice on a number of issues. Immigration and nationality queries are generally the highest among the Redditch based Pakistani community. In high minority population concentration areas, e.g., Redditch and Worcester, the bureaus recruit people from minority communities and train them to become advisors and caseworkers. Such training enables them to provide minority communities with specialised services which are culturally and linguistically compatible with their circumstances. Shahjahan Hussain, who is the advisor at Redditch Bureau reveals: 'People of South Asian background still need more awareness about the access and use of available services. ... We have established a new IT Case Management System and soon we will be able to develop a database on minority ethnic clients.' Ruth Davies, the Manager of the Wychavon Citizen's Advice Bureau (Evesham) argues: 'It is a great challenge to work at the bureau and provide every possible advice to your client. The people from minority communities particularly face the problems of insecurity and unemployment which lead them frequently to be 'in' and 'out' of the 'benefit system'. It is a big task to help such people.'

2.19.8. RESPECT

RESPECT in Redditch is part of a national network which was established in January 2001. The primary objective of RESPECT is to eliminate racism and discrimination in the Prison Service. It seeks to improve the working environment and career progression for minority ethnic personnel within the Prison Service. It provides a support network for members and works closely with other networks and associations. Being a voice for minority ethnic staff, it helps to eliminate racial harassment and discrimination (see: *The Constitution of RESPECT – Minority Ethnic Staff Support Network*, London: RESPECT, 25th September 2002, pp. 7-8). The Redditch branch of RESPECT is associated with HM Prison, Blakenhurst.

2.19.9. Minority Ethnic Resources Group of West Mercia Constabulary

The Minority Ethnic Resource Group of West Mercia Constabulary is an internal resource group within the police force. The Group was established in 2004 with its main objective being to deliver general duties under the Race Relations Amendment Act 2000. According to its 'Draft Terms of Reference', it acts as a: i) networking group for members of staff, ii) support group on a one-to-one and group work basis for members of staff who suffer from actual and racial discrimination, and, iii) representative group on matters of concern to the black and minority ethnic staff within the police force. The Group advise the police force on the adequacy and effectiveness of the service delivery plan on race and diversity. In addition, it also seeks advice, support and guidance from the Commission for Racial Equality, the Equal Opportunities Commission, the Disability Rights Commission or any other relevant bodies as and when required. It assists in policy and strategy formulation by providing consultancy service to West Mercia Constabulary. The constabulary has over 4,000 members of staff out of which around 70 come from minority ethnic communities. The group has 16 regular members who attend monthly meetings or work within various sub-groups throughout the West Mercia Constabulary.

2.20. Statutory Organisations

Although the actual focus of this study is to review the situation of minority communities' voluntary organisations, it is important to briefly discuss some of the statutory organisations which provide valuable services to these communities. Therefore, with reference to the context, a snapshot of a few statutory bodies is given in the following pages.

2.20.1. Equality Group for Race and Religion¹¹ (Worcestershire County Council)

The Equality and Diversity Policy is one of the most important policies of Worcestershire County Council. This policy explains the Council's vision and commitment to equality of opportunity and respect for diversity in its role as a provider of quality services to the people who live, work and visit Worcestershire. The main aim of this policy is to: i) eliminate unlawful discrimination, ii) promote equality of opportunity, iii) promote equality of access, and, iv) promote good relations between diverse communities. Reuben Bergman, Chair of the Group says: 'It's both a challenge and a privilege to be the chair of the Race and Religion Sub-Group. I am determined that, as a group we carry on raising awareness about racial

equality and continue to build equality considerations into our employment and service planning process.’ Fortunately, the work on improving racial equality in the County is making good progress and various ‘directorates action plans’ are in operation in this regards. Rukhsana Koser, Corporate Diversity Manager reveals: ‘The work on action plans has reinforced the Council’s commitment to equality and diversity. Across all directorates of the County Council, there is a passion to ensure that appropriate and relevant services are provided to reflect the diversity of the communities and individuals served by the Council.’ She further explains: ‘Getting across to the Council, whether as a user or an employee is a right, not a privilege, and as we are in the position of providing that service, it is our responsibility to ensure that we all work to combat discrimination.’

2.20.2. Social Inclusion Office (Redditch Borough Council)

The Social Inclusion Office is a funding agency of the Redditch Borough Council which provides financial assistance to a large number of voluntary organisations. There are several minority voluntary organisations in the borough which are receiving benefit from the activities of this office, e.g., The Bengali Group, Rawal Volleyball Club, Polish Roman Catholic Community, Redditch Black History Group, The Minority Ethnic Group, Redditch Pakistan Community Forum, and Redditch Caribbean Youth & Drama Club. At present, there are around 40 organisations in the borough which are benefiting from this office. Bev Houghton who is the Social Inclusion Officer says that: ‘We provide funding to a number of voluntary organisations which are engaged in the community development process and deal with art and recreation, homelessness, women’s issues, support for the voluntary sector, children and families, the elderly and the disabled, religion and culture, young people, advocacy and representation and social enterprise. My personal experience is that more support is needed for voluntary organisations to access the sources of funding. These organisations also need assistance in form filling and bid writing.’

2.20.3. Gypsy Liaison Office (Worcestershire County Council)

The gypsy community in Britain has its own specific lifestyle, tradition, cultural and family values. Although English is the main language, Romany and Cant are also spoken by the community. According to Pat Weale, who is the Gypsy Liaison Officer at Worcestershire County Council: ‘There are around 1,100 gypsies in the County. At present, five full-time and one part-time official is employed by the County Council to help resolve issues regarding the community. These officials manage and provide assistance in the community’s movement, liaise with other statutory bodies particularly with the Planning, Economy and Performance Directorate regarding the allocation of sites for the community. In general, the council owns the site and gypsies pay rent for its use. With available financial and human resources, the Gypsy Liaison Office deals with issues related to families and children, education and training, young people, women’s issues, elderly and the disabled, mentoring, religion and culture, advocacy and representation, drop-in advice and guidance, and help with funding.’

2.20.4. Ethnic Minority Project: Job Centre Plus

The Ethnic Minority Project is a good example of the partnership of Worcestershire Racial Equality Council, Job Centre Plus and TNG Mentoring. Based at Worcester and Redditch Job

Centres, there are two employment and training advisors who provide facilities in the areas of: i) education, training and employment for young people (age: 18-26) to enable them to compete for jobs, ii) information on job vacancies through IT and Internet access points at job centres, iii) programme for employment preparation, such as CV writing, confidence building and interview skills, and, iv) information for further education, training and employment. The project also explores ways of: i) working in partnership with the local industry and encouraging minority ethnic youths to visit various industrial establishments to broaden their knowledge about the job market, and, ii) elimination of discrimination in recruitment decisions against people from minority communities. The project covers, Worcester city, Kidderminster, Redditch and Bromsgrove towns and its employment and training advisors meet people in the community who may not have direct access to their services. They keep close contacts with local employers and institutions of further education. The project has also organised some courses which are quite popular amongst the minority ethnic communities, e.g., the European Computer Driving Licence and Learning English as a Second Language.

2.20.5. English Additional Language (EAL): EMA Project¹²

The Ethnic Minority Achievement (EMA) Project is financed through Standards Funds by Worcestershire County Council and the Department for Education and Skills (DFES). Tasnim Khawaja is the EAL Support and Development Officer. Having an in-depth understanding of the minority cultures and the problems faced by children from these families, Tasnim is a committed educationist and trainer in the county. She reveals the following salient points with regard to Foundation and Key Stage - 1 EAL pupils:

- The programme funds EMA teachers and teaching assistants to support EAL pupils through appropriate teaching strategies and resources for this purpose.
- *Training for Teaching Assistants*: This is an eight-week twilight course (4.00-6.00 pm) accredited by University College Worcester. The course is designed and planned by the EMA Team to support teaching assistants working with EAL pupils.
- *Training for EMA Staff*: This is a one-day and two twilight session programme for teachers and teaching assistants. The programme focuses on current thinking and information from the DFES and Worcestershire County Council.
- The provision of advice and support to EMA schools and other mainstream schools across the Key Stages.
- The EAL Development Officer networks and attends conferences and meetings to collect current information and thereby helps to ensure that EAL pupils' needs are included.
- The provision of advisory support to schools with 'Isolated Learners' at nursery, reception and Key Stage 1.
- Support is also given to schools through representation at management meetings, advisory support and sitting on interview panels for appointments of EAL staff.
- The EAL Development Officer and her team produce appropriate written documentation to support colleagues at county and school level, e.g., 'Cultural Diversity Pack', 'Guidelines to Traveller Pupils' and 'Supporting Isolated Pupils'.
- EAL programme is effective if it is embedded in positive networks and partnerships between schools, communities and agencies.

It appears that the support given to EAL pupils by EMA teachers and teaching assistants has contributed significantly to their attainment levels and confidence building. Some schools are

showing good results which can be judged from the fact that EAL pupils have now achieved SAT results at par with the indigenous pupils. The credit for this achievement goes to the professionalism, dedication and commitment of the EMA team. It may be mentioned here that EMA support is given only to the younger Key Stages, because early intervention is thought to be more beneficial. However, despite progress in the earlier stage, there is still a need to catch up, maintain and extend the progress of EAL pupils at Key Stages 2, 3 and 4, to ensure that they achieve national SATS, GCSE and 'A' Level results. At present, EMA funding does not extend to these Key Stages.

2.20.6. Ethnic Business Start-up Service

The Ethnic Business Start-up Service is a unique programme for minority communities across Worcestershire. The project was originally aimed at providing business advice to owner managers from the ethnic minority communities. It soon became apparent that a broader range of support was needed. Therefore, in partnership with other organisations, such as Connexions, Worcestershire Racial Equality Council, Chamber of Commerce and Business Link Herefordshire and Worcestershire, a more comprehensive service has been developed. The programme offers business advice and by working closely with The Princes Trust, it helps young people (under 30) to access grants and loans. In partnership with the Chamber of Commerce, it is also engaged in making services of the Chamber more accessible to minority communities. Paul Lyseight (Ethnic Minority's Business Advisor) is a hardworking and energetic person. In his opinion: 'We recognise the importance of the contribution that all our young people make to the future of the county. We bring young people to County Hall for work experience. Due to the success of this programme, it is now being extended to the Police Force and Fire Brigade. This programme provides an opportunity to young people to engage in a new working partnership.' Fortunately, Paul has wide experience in this field and he also works as mentor for Connexions where he provides assistance to young men who are at risk of becoming disaffected. He is also involved in another project Visible Women, an initiative led by Worcestershire Racial Equality Council. Paul reveals: 'By expanding the work experience initiatives and enabling rural shopkeepers to engage with business support, our future plans include working with those ethnic minority groups and individuals which are new to the County. This is an exciting, significant and evolving area of work. This scheme would contribute to the development of individuals as well as the inclusion of a vibrant and talented sector of Worcestershire society. Such partnership is vital to our future economic and social prosperity.'

2.20.7. Sure Start (Redditch)

Sure Start Redditch is a government funded project, working together with parents, carers and local organisations in the town. With regard to its services, this organisation: i) provides care for women and families during pregnancy and the early period after the baby is born, ii) provide an outreach service giving information to parents and carers, iii) provide training for parents and carers, iv) advise carers who have concerns about their child's speech and language development, v) provides stay and play groups, and activities like 'young mums-to-be group', and, vi) work with other voluntary and statutory organisations to promote services for families. Yasmin Reaz who is the Multicultural Coordinator, says that in addition to this, Sure Start is actively engaged in making life better for children, parents and communities by bringing them together, focusing on early education and childcare, health and family support.

In Redditch, Sure Start particularly focuses on minority communities in disadvantaged areas and provides help to parents to access childcare. Yasmin is a committed community worker and believes that with regard to improving the service delivery system, we need to particularly focus on the promotion of awareness across the communities. It is especially true in multicultural Worcestershire where a large number of people from minority communities play a role in the development of this County. There is a need to promote cross-cultural harmony and community cohesion. In her view, the establishment of a community radio station would be an important step to achieving this objective. She is working on this idea and is determined to accept this challenge.

2.20.8. Hereford and Worcester Fire and Rescue Service (Community Development)

Community Development is an important area of concentration for Hereford and Worcester Fire Brigade. Through its community safety programmes, the Fire Service enjoys a good working partnership with several statutory and voluntary organisations including minority community organisations. Yasmin Reaz of SureStart strongly believes that the establishment of a community radio station in Worcestershire would be a vital source to promote and strengthen activities related to the development of minority communities in the County. They argue that the establishment of such station is a cost-effective method and can be financially self-sufficient by attracting advertisements from various businesses in the County. They seek assistance from local authorities in this regard.

2.20.9. Worcestershire Youth Service

Worcestershire Youth Service offers broad and innovative programmes to young people and they (youth people) are also involved in planning and consultation process. The Service helps young people in their transition from childhood to responsible adulthood by supporting them personally and socially. The Service works with young people in partnership with various other organisations to deal with the problems of inequality, disadvantage and social inclusion. According to Worcestershire County Council's website: 'The range and scope of youth service delivery includes: open access youth centres, outreach youth workers, Duke of Edinburgh Award Scheme, Youth Achievement Award, a range of opportunities to be actively involved in decision making and democracy, forum work, advice, information and support work, targeted project work, mobile youth work, youth work in schools, international visits and residential experiences.'¹³ Therefore in this context, the main focus of the Service is:

- 'The provision of relevant, welcoming and accessible places for young people.
- To meet the provision of quality, information and support to young people which is readily accessible and available through a variety of media and cover.
- To provide a platform for young people, which enables their voice to be heard and which helps them to influence and become actively involved in decision making both locally and in wider contexts.
- The provision of a rich diversity of personal and social development opportunities and choices to young people that are responsive to their needs, promote their social inclusion and enhance their personal and social development.
- Provision of places and relationships, within which young people can have fun, build confidence, feel secure and valued, and learn to take greater control of their lives.'¹⁴

Saad Bhatti, Senior Youth Worker at Redditch Youth House says: ‘The requirements and attitude of young people is changing which makes youth work a challenging job. In this changing climate, more resources and energy is required to cope with the challenges.’

Notes:

¹ As per agreement between Worcestershire County Council and the Research Consultant, the information on the Redditch based organisations in this report is mainly drawn from: Ahsan, M., *Mapping of Minority Ethnic Voluntary Sector Organisations in Redditch*, Worcester: Worcestershire Racial Equality Council, May 2004. The Research Consultant is particularly grateful to Worcestershire Racial Equality Council for kindly allowing the use of that information in the present study.

² Redditch Borough Council, *Preparing Redditch for the Arts*, Redditch: Redditch Borough Council, (n.d.), p. 6.

³ Redditch Local Arts Forum, *Articulate – News Letter*, Redditch: Redditch Local Art Forum, Spring 2004.

⁴ See: Worcester Housing and Benefit Advice Centre, *Annual Report 2003-2004*, Worcester: Worcester Housing and Benefits Advice Centre, 2004.

⁵ Chris Wardle and Associates, *Valuing the Voluntary Sector – A Research Report on the Social Economy in Herefordshire and Worcestershire (Executive Summary)*, Malvern: Community Council in Herefordshire and Worcestershire, November 2000, p. 2.

⁶ Community First, *Newsline – Issue 57*, Malvern: Community First, April 2005, p. 12.

⁷ For instance: Albanian, Arabic, Bengali/Sylheti, Cantonese, French, Greek, Gujarati, Hindi, Italian, Japanese, Kashmiri/Mirpuri, Kurdish, Malay, Mandarin/Shanghainese, Persian, Polish, Portuguese, Punjabi/Indian Punjabi, Pushto, Romanian, Russian, Serbo-Croatian, Spanish, Tamil, Turkish, Ukrainian and Urdu.

⁸ Ethnic Access Link, 15th Annual Report -2003-2004, Worcester: Ethnic Access Link, 2004, p. 28.

⁹ Worcestershire Racial Equality Council, *Annual Report 1999-2000: Making a Difference*, Worcester: Worcestershire Racial Equality Council, September 2000.

¹⁰ Pershore and District Voluntary Help Centre, *Twentieth Annual Report 2003/2004*, Pershore: Pershore and District Voluntary Help Centre, 2004, p. 2.

¹¹ This section is based on Worcestershire County Council’s website. See: [[http:// www. worcestershire. gov.uk...](http://www.worcestershire.gov.uk...)]

¹² This section is based on a personal interview with Tasnim Khawaja, EAL Development Officer.

¹³ See: Worcestershire County Council [[http://www. worcestershire. gov.uk ...](http://www.worcestershire.gov.uk...)], 19 April, 2004.

¹⁴ *Ibid.*

Chapter Three

Facts and Figures

Table: 3.1. The Year of Establishment and Constitutional Status of Voluntary Sector Organisations in Worcestershire

Organisations	Year of establishment	Constitutional status								
		Constituted organisation		Charitable status		Not a charity but like to be a charity?		Need support to acquire a charitable status		
		Yes	No	Yes	No	Yes	No	Yes	No	
1. Pakistani Organisations										
1	Pakistan Welfare Society	1995	*			*	*		*	
2	Redditch Pakistan Community Forum	2001	*		*					
2. Bangladeshi Organisations										
1	Bangladesh Community Forum	2002	*			*	*		*	
2	Jalalabad Association	1992	*		*					
3	The Bengali Group	1989	*			*	*		*	
3. African-Caribbean Organisations										
1	Redditch Black History Society	1991	*		*					
2	Descendants of Windrush	1998	*			*	*		*	
3	Redditch Caribbean Youth and Drama Club	2003	*			*	*		*	
4. Polish Organisations										
1	Polish Roman Catholic Community	1953	*		*					
2	Polish Ex-Combatant Association	1947	*			*		*		
5. Greek Organisations										
1	Worcester Anglo-Hellenic Club	1997	*			*		*		
2	St. John Chrysostom, Greek Orthodox School	1987	*		*					
6. Chinese Associations										
1	Worcestershire Chinese Association	1999	*			*	*		*	
2	The Redditch Chinese Association	1990		*		*	*		*	

Organisations		Year of establishment	Constitutional status							
			Constituted organisation		Charitable status		Not a charity but like to be a charity?		Need support to acquire a charitable status	
			Yes	No	Yes	No	Yes	No	Yes	No
7. Indian, Filipino and Irish Association										
1	Redditch Indian Association	1981	*			*		*		*
2	Mabuhay Anglo-Filipino Group	1993	*			*	*		*	
3	Redditch Irish Society	1997	*			*		*		
8. Mosques and Churches										
1	Kidderminster Madani Mosque Committee	1975		*		*	*		*	
2	Muslim Welfare Association, Worcester	1975	*		*					
3	Al-Madina Islamic Centre	1981	*		*					
4	Central Mosque and Community Centre	1984	*		*					
5	The Redditch Mosque Trust	1973	*		*					
6	Our Lady of Ostra Brama - Polish Church RC	1965	*		*					
7	St. John Chrysostom, Greek Orthodox Church	1987	*		*					
9. Religious Educational Institutions										
1	Madinatul Uloom Al-Islamiya	1992	*		*					
2	Council of British Pakistanis, Worcester	1992	*		*					
10. Religious Ceremonies and Programmes										
1	Mata ka Jaagran Programme	1970		*		*		*		
2	Redditch Muslim Burial Committee	1990	*			*		*		
11. Women's Organisations										
1	Asha Women's Centre	1999	*		*					
2	The All Women's House	1992	*		*					
3	YWCA – Young Women's Project	1993	*		*					
4	All Pakistan Women's Association	1983		*		*		*		

Table: 3.1 (continued)		Year of establishment	Constitutional status							
Organisations			Constituted organisation		Charitable status		Not a charity but like to be a charity?		Need support to acquire a charitable status	
			Yes	No	Yes	No	Yes	No	Yes	No
12. Art and Recreation										
1	Redditch Local Arts Forum	2002	*			*		*		*
2	After School Art Activities	2004		*		*		*		*
3	Rawal Volleyball Club	2001		*		*	*		*	
13. Organisations for People with Disabilities										
1	Barnardo's Worcestershire Short Breaks Project	1995	*		*					
2	Asian Disability Group	1988	*			*	*		*	
14. Taxi Drivers Associations										
1	Taxi Drivers Association - Worcester	1975	*			*		*		*
2	Redditch Taxi Drivers Association	2001		*		*		*		*
15. Age Concern										
1	Age Concern, Worcester: Ethnic Minority Elder Project	2000	*		*					
2	Age Concern, Redditch	n/a	*		*					
16. Global Citizenship										
1	Malvern Development Education Centre	1981	*		*					
2	Rainbow One World Group	2002	*			*	*		*	
17. Housing and Social Wellbeing										
1	Worcester Housing and Benefit Advice Centre	1981	*		*					
2	Multi-Agency Resource Centre	1998	*		*					
3	Community First	1978	*		*					
18. Minority Languages and Racial Equality										
1	Ethnic Access Link	1989	*		*					
2	Worcestershire Racial Equality Council	1999	*		*					

Table: 3.1 (continued)		Year of establishment	Constitutional status							
Organisations			Constituted organisation		Charitable status		Not a charity but like to be a charity?		Need support to acquire a charitable status	
			Yes	No	Yes	No	Yes	No	Yes	No
19. Support for Volunteers and Organisations										
1.	Worcester Volunteer Centre	1989	*		*					
2	Wyre Forest Volunteer Bureau	1985	*		*					
3	Pershore Volunteer Centre	1984	*		*					
4	Smallwood Residents Association	1980	*			*	*		*	
5	Minority Ethnic Redditch Group (MERG)	2002	*			*	*		*	
6	Redditch Community Commonwealth	2004	*			*	*		*	
7	RESPECT	2001	*			*		*		*
20. Citizens Advice Bureaus										
1	Citizens Advice Bureau, Worcester	1975	*		*					
2	Citizens Advice Bureau, Redditch	1968	*		*					
3	Citizens Advice Bureau, Evesham	1982	*		*					

Table: 3.2 (continued) Organisations		Languages										
		English	Punjabi	Urdu	Bengali	Gujarati	Hindi	Arabic	Greek	Polish	Chinese	Others
13. Organisations for People with Disabilities												
1	Barnardo's Worcestershire Short Breaks Project	*	*	*	*	*		*	*		*	
2	Asian Disability Group	*	*	*				*				
14. Taxi Drivers Associations												
1	Taxi Drivers Association - Worcester	*	*	*	*							(6) (7) (8)
2	Redditch Taxi Drivers Association	*	*	*	*							
15. Age Concern												
1	Age Concern, Worcester: Ethnic Minority Elder Project	*	*	*	*							
2	Age Concern, Redditch	*	*	*								
16. Global Citizenship												
1	Malvern Development Education Centre	*										
2	Rainbow One World Group	*	*	*	*						*	(9) (10)
17. Housing and Social Wellbeing												
1	Worcester Housing and Benefit Advice Centre	*	*		*							(10)
2	Multi-Agency Resource Centre	*										
3	Community First	*										
18. Minority Languages and Racial Equality												
1	Ethnic Access Link	*	*	*	*	*	*	*	*	*	*	All others*
2	Worcestershire Racial Equality Council	*	*	*	*							others
19. Support for Volunteers and Organisations												
1	Worcester Volunteer Centre	*										
2	Wyre Forest Volunteer Bureau	*										
3	Pershore Volunteer Centre	*										
4	Smallwood Residents Association	*	*	*	*	*						
5	Minority Ethnic Redditch Group (MERG)	*	*	*			*					(1)

Table: 3.2 (continued)		Languages										
		English	Punjabi	Urdu	Bengali	Gujarati	Hindi	Arabic	Greek	Polish	Chinese	Others
6	Redditch Community Commonwealth	*										
7	RESPECT	*										
20. Citizens Advice Bureaus												
1	Citizens Advice Bureau, Worcester	*	*					*				(10) (28)
2	Citizens Advice Bureau, Redditch	*	*	*	*	*	*					
3	Citizens Advice Bureau, Evesham	*										

***Others:** (1) Tamil, (2) Marathi, (3) Tagalog, (4) Creolised English and Patwah, (5) Persian (6) Moroccan, (7) Turkish, (8) Pushto (9) Japanese (10) Portuguese (11) Sylheti, (12) Albanian, (13) Cantonese, (14) French, (15) Ukrainian, (16) Italian, (17) Kashmiri/Mirpuri, (18) Kurdish, (19) Malay, (20) Shanghainese/Mandarin, (21) Romanian, (22) Russian, (23) Serbo-Croatian, (24) Spanish, (25) Romany, (26) Cant (27) Swahili (28) Welsh (29) Hakka (30) Vietnamese (31) Sindhi.

Table: 3.3. Number of Employees and Volunteers Working for each Organisation

Organisations		Employees (Total number)		Volunteers	
		Full-time	Part-time	Total number	Total hours / week (average)
1. Pakistani Organisations					
1	Pakistan Welfare Society	-	-	5	n/a
2	Redditch Pakistan Community Forum	-	2	3	72
2. Bangladeshi Organisations					
1	Bangladesh Community Forum	-	-	4	n/a
2	Jalalabad Association	-	1	6	n/a
3	The Bengali Group	-	-	2	4
3. African-Caribbean Organisations					
1	Redditch Black History Society	-	-	6	15
2	Descendants of Windrush	-	-	12	20
3	Redditch Caribbean Youth and Drama Club	-	-	10	80
4. Polish Organisations					
1	Polish Roman Catholic Community	-	-	5	45
2	Polish Ex-Combatant Association	-	4	20	n/a
5. Greek Organisations					
1	Worcester Anglo- Hellenic Club	-	-	4	n/a
2	St. John Chrysostom, Greek Orthodox School	-	1	2	n/a
6. Chinese Associations					
1	Worcestershire Chinese Association	-	-	5	15
2	The Redditch Chinese Association	-	-	2	2
7. Indian, Filipino and Irish Associations					
1	Redditch Indian Association	-	-	5	30
2	Mabuhay Anglo-Filipino Group	-	-	8	4
3	Redditch Irish Society	-	-	15	15

Table: 3.3 (continued) Organisations		Employees (Total number)		Volunteers	
		Full-time	Part-time	Total number	Total hours / week (average)
8. Mosques and Churches					
1	Kidderminster Madani Mosque Committee	1	-	4	n/a
2	Muslim Welfare Association, Worcester	2	1	17	n/a
3	Al-Madina Islamic Centre	1	1	3	n/a
4	Central Mosque and Community Centre	1	5	10	40
5	The Redditch Mosque Trust	1	1	8	n/a
6	Our Lady of Ostra Brama -Polish Church	1	-	22	n/a
7	St. John Chrysostom, Greek Orthodox Church	-	-	17	n/a
9. Religious Educational Institutions					
1	Madinatul Uloom Al-Islamiya	31	14	Staff also do additional voluntary hours as and when required	
2	Council of British Pakistanis, Worcester	-	2	7	25
10. Religious Ceremonies and Programmes					
1	Mata ka Jaagran Programme	-	-	2	n/a
2	Redditch Muslim Burial Committee	-	-	5	20
11. Women's Organisations					
1	Asha Women's Centre	2	11	12	n/a
2	The All Women's House	1	15	3	15
3	YWCA – Young Women's Project	1	6	-	4
4	All Pakistan Women's Association	-	-	1	6
12. Art and Recreation					
1	Redditch Local Arts Forum	3	-	-	-
2	After School Art Activities	-	-	5	n/a
3	Rawal Volleyball Club	-	-	4	4
13. Organisations for People with Disabilities					
36	Barnardo's Worcestershire Short Breaks Project	4	21	52	n/a
37	Asian Disability Group	-	-	5	10

Table: 3.3 (continued) Organisations		Employees (Total number)		Volunteers	
		Full-time	Part-time	Total number	Total hours / week (average)
14. Taxi Drivers Association					
38	Taxi Drivers Association - Worcester	-	-	As and when required	
39	Redditch Taxi Drivers Association	-	-	2	12
15. Age Concern					
40	Age Concern, Worcester: Ethnic Minority Elder Project	1	-	2	n/a
41	Age Concern, Redditch	n/a	n/a	n/a	n/a
16. Global Citizenship					
1	Malvern Development Education Centre	-	2	12	40
2	Rainbow One World Group	-	-	150	(Freelance volunteers)
17. Housing and Social Wellbeing					
1	Worcester Housing and Benefit Advice Centre	10	10	12	80
2	Multi-Agency Resource Centre	13	15	5	30
46	Community First	21	21	1	n/a
18. Minority Languages and Racial Equality					
1	Ethnic Access Link	2	7 (+35 freelance)	12 - P/T Volunteers (for teaching English to adult women, mainly)	
2	Worcestershire Racial Equality Council	8	3	18 - EC members (as and when required)	
19. Support for Volunteers and Organisations					
1	Worcester Volunteer Centre	2	8	150	1,000
2	Wyre Forest Volunteer Bureau	-	4	4	16
3	Pershore Volunteer Centre	-	6	160	n/a
4	Smallwood Residents Association	-	-	10	15
5	Minority Ethnic Redditch Group (MERG)	-	-	15	50
6	Redditch Community Commonwealth	1	-	5	5

Table: 3.3 (continued) Organisations		Employees (Total number)		Volunteers	
		Full-time	Part-time	Total number	Total hours / week (average)
7	RESPECT	-	-	1	8
20. Citizens Advice Bureaus					
1	Citizens Advice Bureau, Worcester	15	9	54	n/a
2	Citizens Advice Bureau, Redditch	5	3	40	n/a
3	Citizens Advice Bureau, Evesham	2	3	38	n/a

Note: i) n/a: Figures not available

ii) - Nil

Table: 3.4. Yearly Total Estimated Number of Beneficiaries

Organisations		Year				
		2004-05	2003-04	2002-03	2001-02	2000-01
1. Pakistani Organisations						
1	Pakistan Welfare Society	1,000	1,000	1,000	1,000	1,000
2	Redditch Pakistan Community Forum	2500	1600	1200	700	600
2. Bangladeshi Organisations						
1	Bangladesh Community Forum	500	500	500	500	-
2	Jalalabad Association	150	140	120	110	100
3	The Bengali Group	20	20	20	18	15
3. African-Caribbean Organisations						
1	Redditch Black History Society	400	400	400	400	400
2	Descendants of Windrush	300	300	300	300	200
3	Redditch Caribbean Youth and Drama Club	n/a	55	-	-	-
4. Polish Organisations						
1	Polish Roman Catholic Community	n/a	45	45	45	45
2	Polish Ex-Combatant Association	320	280	270	260	250
5. Greek Organisations						
1	Worcester Anglo-Hellenic Club	25	25	25	25	25
2	St. John Chrysostom, Greek Orthodox School	34	27	25	26	28
6. Chinese Associations						
1	Worcestershire Chinese Association	1200	1100	1000	900	800
2	The Redditch Chinese Association	20	20	20	10	12
7. Indian, Filipino and Irish Associations						
1	Redditch Indian Association	110	110	110	100	100
2	Mabuhay Anglo-Filipino Group	80	80	80	80	80
3	Redditch Irish Society	600	600	600	600	600

Table: 3.4 (continued) Organisations		Year				
		2004-05	2003-04	2002-03	2001-02	2000-01
8. Mosques and Churches						
1	Kidderminster Madani Mosque Committee	270	260	250	250	240
2	Muslim Welfare Association, Worcester	600	570	540	520	500
3	Al-Madina Islamic Centre	250	210	160	140	120
4	Central Mosque and Community Centre	500	500	500	500	500
5	The Redditch Mosque Trust	800	800	800	800	800
6	Our Lady of Ostra Brama - Polish Church RC	1,000	1,200	900	900	900
7	St. John Chrysostom, Greek Orthodox Church	200	200	200	200	200
9. Religious Educational Institutions						
1	Madinatul Uloom Al-Islamiya	216	200	200	200	200
2	Council of British Pakistanis, Worcester	60	60	60	60	60
10. Religious Ceremonies and Programmes						
1	Mata ka Jaagran Programme	250	250	250	250	250
2	Redditch Muslim Burial Committee	500	500	500	500	500
11. Women's Organisations						
1	Asha Women's Centre	290	290	290	290	290
2	The All Women's House	n/a	500	300	200	200
3	YWCA – Young Women's Project	210	250	250	250	250
4	All Pakistan Women's Association	n/a	70	90	100	120
12. Art and Recreation						
1	Redditch Local Arts Forum	5,000	5,000	4,000	-	-
2	After School Art Activities	40	40	-	-	-
3	Rawal Volleyball Club	20	20	20	20	20

Organisations		Year				
		2004-05	2003-04	2002-03	2001-02	2000-01
13. Organisations for People with Disabilities						
1	Barnardo's Worcestershire Short Breaks Project	110	105	94	96	120
2	Asian Disability Group	40	40	40	40	40
14. Taxi Drivers Associations						
1	Taxi Drivers Association - Worcester	200	200	180	160	140
2	Redditch Taxi Drivers Association	170	160	130	95	-
15. Age Concern						
1	Age Concern, Worcester: Ethnic Minority Elder Project	2,000	1,500	1,200	800	300
2	Age Concern, Redditch	n/a	300	n/a	n/a	n/a
16. Global Citizenship						
1	Malvern Development Education Centre	200	200	200	200	200
2	Rainbow One World Group	150	150	150	-	-
17. Housing and Social Wellbeing						
1	Worcester Housing and Benefit Advice Centre	5,000	4,500	4,000	3,000	3,000
2	Multi-Agency Resource Centre	300	300	250	250	250
3	Community First	n/a	n/a	n/a	n/a	n/a
18. Minority Languages and Racial Equality						
1	Ethnic Access Link	n/a	821	700	n/a	n/a
2	Worcestershire Racial Equality Council	n/a	550	300	275	n/a
19. Support for Volunteers and organisations						
1	Worcester Volunteer Centre	3000	2600	2200	2000	2000
2	Wyre Forest Volunteer Bureau	80	80	80	80	80
3	Pershore Volunteer Centre	2,000	1,850	1,750	1,600	1,500

Table: 3.4 (continued) Organisations		Year				
		2004-05	2003-04	2002-03	2001-02	2000-01
4	Smallwood Residents Association	n/a	200	200	200	150
5	Minority Ethnic Redditch Group (MERG)	n/a	150	120	-	-
6	Redditch Community Commonwealth	n/a	45	-	-	-
7	RESPECT	n/a	n/a	n/a	n/a	n/a
20. Citizens Advice Bureaus						
1	Citizens Advice Bureau, Worcester	17,900	17,800	17,030	16,950	16,670
2	Citizens Advice Bureau, Redditch	24,650	26,198	25,828	37,144	26,984
3	Citizens Advice Bureau, Evesham	n/a	7,500	7,500	7,500	7,500

Note: i) n/a: Figures not available
 ii) - Not applicable

Table: 3.5. Description of Clients Groups for the Voluntary Sector Organisations

Organisations		Art and recreation	Children and/or families	Substance misuse	Pre-employment training	Homelessness	Elderly and disables	Mentoring	Religion and/or culture	Women issues	Young people	Prison service/help	Immigration help	Support for voluntary sector	Ethnic values	Language/school teaching	Funeral/burial arrangement
1. Pakistani Organisations																	
1	Pakistan Welfare Society	*	*			*	*	*	*	*	*		*	*	*	*	*
2	Redditch Pakistan Community Forum	*			*		*	*	*	*					*		
2. Bangladeshi Organisations																	
1	Bangladesh Community Forum	*	*	*		*	*	*	*	*	*		*	*	*		
2	Jalalabad Association	*	*				*	*	*	*	*			*	*	*	*
3	The Bengali Group	*	*	*			*	*	*						*		
3. African-Caribbean Organisations																	
1	Redditch Black History Society	*					*	*	*	*					*		
2	Descendants of Windrush		*					*			*				*		
3	R. C. Youth & Drama Club	*	*					*	*		*				*		
4. Polish Organisations																	
1	Polish Roman Catholic Community	*	*				*	*	*	*	*				*		
2	Polish Ex-Combatant Association	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
5. Greek Organisations																	
1	Worcester Anglo-Hellenic Club	*	*						*		*		*	*	*	*	
2	St. John Chrysostom, Greek Orthodox School	*	*				*	*	*		*			*	*	*	
6. Chinese Associations																	
1	Worcestershire Chinese Association	*	*	*	*	*	*	*	*	*	*		*	*	*	*	*
2	The Redditch Chinese Association	*	*	*			*	*	*				*		*		

Table: 3.5 (continued)		Art and recreation	Children and/or families	Substance misuse	Pre-employment training	Homelessness	Elderly and disabled	Mentoring	Religion and/or culture	Women issues	Young people	Prison service/help	Immigration help	Support for voluntary sector	Ethnic values	Language/school teaching	Funeral/burial arrangement
7. Indian, Filipino and Irish Associations																	
1	Redditch Indian Association	*	*				*	*	*						*		
2	Mabuhay Anglo-Filipino Group	*	*					*							*		
3	Redditch Irish Society	*	*				*		*						*		
8. Mosques and Churches																	
1	K'minster Madani Mosque Committee								*						*	*	*
2	Muslim Welfare Association, Worc.		*				*	*	*	*	*			*	*	*	*
3	Al-Madina Islamic Centre	*	*				*	*	*		*					*	*
4	Central Mosque and Community Centre	*	*	*		*	*	*	*	*	*				*		
5	The Redditch Mosque Trust		*				*		*	*	*			*	*	*	*
6	Our Lady of Ostra Brama -Polish Church RC		*				*		*		*				*		*
7	St. John Chrysostom, Greek Orthodox Church		*				*	*	*		*			*	*	*	*
9. Religious Educational Institutions																	
1	Madinatul Uloom Al-Islamiya	*							*							*	
2	Council of British Pakistanis, Worcester								*						*	*	
10. Religious Ceremonies and Programmes																	
1	Mata ka Jaagran Programme								*						*		
2	Redditch Muslim Burial Committee		*						*								*
11. Women's Organisation																	
1	Asha Women's Centre	*	*	*	*	*		*		*	*	*		*	*		
2	The All Women's House	*	*		*	*	*	*	*	*	*						
3	YWCA – Young Women's Project	*	*		*	*	*	*		*	*		*	*	*	*	
4	All Pak. Women's Association	*	*				*	*	*	*					*	*	

Table: 3.5 (continued)		Art and recreation	Children and/or families	Substance misuse	Pre-employment training	Homelessness	Elderly and disables	Mentoring	Religion and/or culture	Women issues	Young people	Prison service/help	Immigration help	Support for voluntary sector	Ethnic values	Language/school teaching	Funeral/burial arrangement
12. Art and Receptions																	
1	Redditch Local Arts Forum	*															
2	After School Art Activities	*						*									
3	Rawal Volleyball Club	*									*						
13. Organisations for People with Disabilities																	
1	Barnardo's Worcs. S. Breaks Project	*	*								*						
2	Asian Disability Group	*					*		*					*	*		
14. Taxi Drivers Associations																	
1	Taxi Drivers Assoc. - Worcester							*						*			
2	Redditch Taxi Drivers Association							*						*			
15. Age Concern																	
1	Age Concern, Worc.: Ethnic Min. Elder Project	*				*	*	*		*			*	*	*		
2	Age Concern, Redditch						*										
16. Global Citizenship																	
1	Malvern Dev. Education Centre		*						*		*				*	*	
2	Rainbow One World Group	*	*			*	*	*	*	*	*			*	*	*	
17. Housing and Social Wellbeing																	
1	Worcester Housing and Benefit Advice Centre		*			*	*				*						
2	Multi-Agency Resource Centre	*	*	*	*	*	*	*		*	*	*		*	*	*	
3	Community First	*	*	*	*	*	*	*	*	*	*		*	*	*	*	
18. Minority Languages and Racial Equality																	
1	Ethnic Access Link		*			*	*			*		*	*	*		*	
2	Worc. Racial Equality Council	← Race relations →															

Table: 3.5 (continued)		Art and recreation	Children and/or families	Substance misuse	Pre-employment training	Homelessness	Elderly and disabled	Mentoring	Religion and/or culture	Women issues	Young people	Prison service/help	Immigration help	Support for voluntary sector	Ethnic values	Language/school teaching	Funeral/burial arrangement
19. Support for Volunteers and Organisations																	
1	Worcester Volunteer Centre	*	*		*		*	*			*			*		*	
2	Wyre Forest Volunteer Bureau	*	*	*	*	*	*	*			*	*		*			
3	Pershore Volunteer Centre		*				*							*			
4	Smallwood Resd. Association	*	*				*				*						
5	MERG						*	*	*						*		
6	Redditch Community Commonwealth													*			
7	RESPECT	*	*									*					
20. Citizens Advice Bureaus																	
1	Citizens Advice Bureau, Worcester					*	*	*		*	*		*				
2	Citizens Advice Bureau, Redditch		*		*	*	*			*	*	*	*	*			*
3	Citizens Advice Bureau, Evesham		*	*			*			*	*		*				

Table: 3.6. Description of Specialised Services Offered by the Voluntary Sector Organisations

Organisations		Advocacy and representation	Social enterprise	Community development	Education and training	Information and technology	Support for volunteers	Cultural awareness	Religious education	Drop in advice & guidance	Help with funding	Organisational development	Spots activities	Funeral and Burial
1. Pakistani Organisations														
1	Pakistan Welfare Society	*	*	*	*		*	*	*	*		*		*
2	Redditch Pakistan Community Forum	*	*	*	*		*	*	*	*				
2. Bangladeshi Organisations														
1	Bangladesh Community Forum	*	*	*			*	*				*	*	
2	Jalalabad Association	*	*	*	*		*	*	*	*		*	*	*
3	The Bengali Group	*	*				*	*						
3. African-Caribbean Organisations														
1	Redditch Black History Society	*	*	*	*	*	*	*						
2	Descendants of Windrush		*	*	*		*							
3	Redditch Caribbean Youth & Drama Club	*	*	*	*		*	*	*					
4. Polish Organisations														
1	Polish Roman Catholic Community	*	*	*	*		*	*	*					
2	Polish Ex-Combatant Association	*	*	*	*	*	*	*	*	*	*	*	*	*
5. Greek Organisations														
1	Worcester Anglo-Hellenic Club	*	*	*	*		*	*	*	*		*		
2	St. John Chrysostom, Greek Orthodox School			*	*		*	*	*	*		*	*	
6. Chinese Associations														
1	Worcestershire Chinese Association	*	*	*	*	*	*	*		*		*	*	*
2	The Redditch Chinese Association	*	*	*				*						

Table: 3.6 (continued)		Advocacy and representation	Social enterprise	Community development	Education and training	Information and technology	Support for volunteers	Cultural awareness	Religious education	Drop in advice & guidance	Help with funding	Organisational development	Spots activities	Funeral and Burial
7. Indian, Filipino and Irish Associations														
1	Redditch Indian Association	*		*				*						
2	Mabuhay Anglo-Filipino Group			*				*						
3	Redditch Irish Society		*	*			*	*	*					
8. Mosques and Churches														
1	Kidderminster Madani Mosque Committee							*	*					*
2	Muslim Welfare Association, Worcester		*	*	*		*	*	*	*				*
3	Al-Madina Islamic Centre			*	*			*	*					*
4	Central Mosque and Community Centre	*	*	*	*	*	*	*	*	*		*		
5	The Redditch Mosque Trust	*		*	*		*	*	*	*				*
6	Our Lady of Ostra Brama -Polish Church RC								*					*
7	St. John Chrysostom, Greek Orthodox Church			*	*		*	*	*	*				*
9. Religious Educational Institutions														
1	Madinatul Uloom Al-Islamiya				*			*	*					
2	Council of British Pakistanis, Worcester							*	*					
10. Religious Ceremonies and Programmes														
1	Mata ka Jaagran Programme								*					
2	Redditch Muslim Burial Committee	*	*				*		*					*
11. Women's Organisations														
1	Asha Women's Centre			*	*	*	*			*	*	*		
2	The All Women's House		*	*	*	*	*	*	*	*				
3	YWCA – Young Women's Project	*	*	*	*	*	*	*		*	*	*	*	

Table: 3.6. (continued)		Advocacy and representation	Social enterprise	Community development	Education and training	Information and technology	Support for volunteers	Cultural awareness	Religious education	Drop in advice & guidance	Help with funding	Organisational development	Spots activities	Funeral and Burial
Organisations														
4	All Pakistan Women's Association	*	*	*	*		*	*	*					
12. Art and Recreations														
1	Redditch Local Arts Forum	*		*	*		*	*		*	*	*		
2	After School Art Activities							*						
3	Rawal Volleyball Club												*	
13. Organisations for People with Disabilities														
1	Barnardo's Worcs. Short Breaks Project						*							
2	Asian Disability Group	*						*	*				*	
14. Taxi Drivers Associations														
1	Taxi Drivers Assoc. - Worcester	*		*										
2	Redditch Taxi Drivers Association	*		*				*						
15. Age Concern														
1	Age Concern, Worc.: Ethnic Minority Elder Project	*		*	*	*	*	*		*				
2	Age Concern, Redditch		*				*							
16. Global Citizenship														
1	Malvern Dev. Education Centre	*		*	*			*						
2	Rainbow One World Group	*	*	*	*	*	*	*				*	*	
17. Housing and Social Wellbeing														
1	Worcester Housing and Benefit Advice Centre	*								*				
2	Multi-Agency Resource Centre	*	*	*	*	*	*	*		*	*	*	*	
3	Community First	*	*	*	*	*	*			*	*	*		

Table: 3.6 (continued)		Advocacy and representation	Social enterprise	Community development	Education and training	Information and technology	Support for volunteers	Cultural awareness	Religious education	Drop in advice & guidance	Help with funding	Organisational development	Spots activities	Funeral and Burial
Organisations														
18. Minority Languages and Racial Equality														
1	Ethnic Access Link			*	*		*	*		*				
2	Worcs. Racial Equality Council	← Race relations →												
19. Support for Volunteers														
1	Worcester Volunteer Centre	*	*	*	*	*	*	*		*	*	*	*	
2	Wyre Forest Volunteer Bureau	*	*	*	*	*	*			*	*	*		
3	Pershore Volunteer Centre			*			*				*			
4	Smallwood Residents Association	*	*					*						
5	Minority Ethnic Redditch Group (MERG)	*	*	*				*	*					
6	Redditch Community Commonwealth										*	*		
7	RESPECT			*	*			*						
20. Citizens Advice Bureaus														
1	Citizens Advice Bureau, Worcester	*					*			*				
2	Citizens Advice Bureau, Redditch	*			*		*	*		*				*
3	Citizens Advice Bureau, Evesham	*					*			*				

Table: 3.7. The Delivery of Services by the Voluntary Sector Organisations

Organisations		(1) Clients visit the office and/or (2) Communicate by telephone	Volunteers / staff visit clients / families	Others
1. Pakistani Organisations				
1	Pakistan Welfare Society	*	*	<ul style="list-style-type: none"> • Hold meetings in private venues • Visit client organisations as and when required. • Volunteers visit various institutions to help resolve clients' problems.
2	Redditch Pakistan Community Forum	*	*	<ul style="list-style-type: none"> • Run awareness workshops at various venues
2. Bangladeshi Organisations				
1	Bangladesh Community Forum	*	*	<ul style="list-style-type: none"> • Visit client organisations as and when required. • Hire local hall for parties and other programmes.
2	Jalalabad Association	*	*	<ul style="list-style-type: none"> • Volunteers visit various organisations to help resolve problems. • Hold meetings in Town Hall.
3	The Bengali Group	..	*	<ul style="list-style-type: none"> • Clients visit Akash Tandoori, Unicorn Hill.
3. African-Caribbean Organisations				
1	Redditch Black History Society	*	*	..
2	Descendants of Windrush	*	*	..
3	Redditch Caribbean Youth and Drama Club	..	..	<ul style="list-style-type: none"> • Meetings held in support centre (New College / Kingsley College)
4. Polish Organisations				
1	Polish Roman Catholic Community	*	*	..
2	Polish Ex-Combatant Association	*	*	<ul style="list-style-type: none"> • Volunteers visit various institutions to help resolve clients' problems. • Hold meetings in Town Hall. • Hire local halls for parties and events. • Run awareness workshops.
5. Greek Organisations				
1	Worcester Anglo-Hellenic Club	*	*	<ul style="list-style-type: none"> • Volunteers visit various institutions to help resolve clients' problems. • Hire local hall for parties and events.
2	St. John Chrysostom, Greek Orthodox School	*	*	<ul style="list-style-type: none"> • Saturday School. • Organise various programmes in the school premises.

Table: 3.7 (continued)		(1) Clients visit the office and/or (2) Communicate by telephone	Volunteers / staff visit clients / families	Others
Organisations				
6. Chinese Associations				
1	Worcestershire Chinese Association	*	*	<ul style="list-style-type: none"> • Hold meetings, parties and events in Town Hall and community centres. • Visit various organisations as and when required. • Run various courses and programmes at various venues.
2	The Redditch Chinese Association	..	*	<ul style="list-style-type: none"> • communicate by telephone
7. Indian, Filipino and Irish Associations				
1	Redditch Indian Association	..	*	..
2	Mabuhay Anglo-Filipino Group	..	..	<ul style="list-style-type: none"> • Hire local hall for parties and events
3	Redditch Irish Society	..	..	<ul style="list-style-type: none"> • Members visit St. Benedicts Social Club, Rowan Road, Batchley.
8. Mosques and Churches				
1	Kidderminster Madani Mosque Committee	Mosque: A place for worship		
2	Muslim Welfare Association, Worcester	*	*	<ul style="list-style-type: none"> • Volunteers visit various institutions. • Visit other organisations as and when required.
3	Al-Madina Islamic Centre	*	*	<ul style="list-style-type: none"> • Visit other organisations as and when required.
4	Central Mosque and Community Centre	*	*	<ul style="list-style-type: none"> • Volunteers visit various institutions to help resolve problems the clients
5	The Redditch Mosque Trust	*	*	<ul style="list-style-type: none"> • Worshippers visit mosque. • Volunteers visit families. • Hold meetings and religious programmes in the mosque.
6	Our Lady of Ostra Brama -Polish Church RC	*	*	<ul style="list-style-type: none"> • Worshippers visit the church for prayers.
7	St. John Chrysostom, Greek Orthodox Church	*	*	<ul style="list-style-type: none"> • Volunteers visit various institutions to help resolve clients' problems. • Provide marriage and baptising services in the Church.
9. Religious Educational Institutions				
1	Madinatul Uloom Al-Islamiya	Boarding School		
2	Council of British Pakistanis, Worcester	*	..	<ul style="list-style-type: none"> • Children come to the centre.
10. Religious Ceremonies and Programmes				
1	Mata ka Jaagan Programme	*	..	<ul style="list-style-type: none"> • Worshippers visit Bhalla family house.
2	Redditch Muslim Burial Committee	..	*	<ul style="list-style-type: none"> • Volunteers visit hospitals and institutions to arrange funeral/burial

Table: 3.7 (continued)				
Organisations	(1) Clients visit the office and/or (2) Communicate by telephone	Volunteers / staff visit clients / families	Others	
11. Women's Organisations				
1	Asha Women's Centre	*	*	<ul style="list-style-type: none"> • Volunteers visit various institutions to help resolve problems. • Hold meetings in Town Hall • Run awareness workshops and seminars. • Organise women's and children's trips.
2	The All Women's House	*	*	..
3	YWCA – Young Women's Project	*	*	<ul style="list-style-type: none"> • Hire local hall for parties and events. • Volunteers visit various institutions. • Run awareness workshops and seminars.
4	All Pakistan Women's Association	*	*	<ul style="list-style-type: none"> • Visit various offices to help resolve clients problems
12. Art and Receptions				
1	Redditch Local Arts Forum	*	*	<ul style="list-style-type: none"> • Hold meetings in Town Hall and Palace Theatre. • Visit client organisations as and when required. • Run awareness workshops at various venues.
2	After School Art Activities	..	..	<ul style="list-style-type: none"> • Volunteers visit school.
3	Rawal Volleyball Club	..	..	<ul style="list-style-type: none"> • Winter: Book sports hall (Ipsley Street) • Summer: Play outside (Abbey Stadium)
13. Organisations for People with Disabilities				
1	Barnardo's Worcs. Short Breaks Project	*	*	<ul style="list-style-type: none"> • Volunteers visit schools. • Hire local hall for parties and events. • Visit client organisations as and when necessary. • Families referred by Social Services. • Provide support in a variety of ways.
2	Asian Disability Group	*	*	<ul style="list-style-type: none"> • Volunteers visit various institutions to help resolve clients' problems.
14. Taxi Drivers Associations				
1	Taxi Drivers Assoc. - Worcester	*	..	<ul style="list-style-type: none"> • Hire local hall for parties and events. • Visit police station as when required.
2	Redditch Taxi Drivers Association	*	*	<ul style="list-style-type: none"> • Volunteers visit various institutions to help resolve clients' problems. • Hold meetings in town hall.
15. Age Concern				
1	Age Concern, Worcester: Ethnic Minority Elder Project	*	*	<ul style="list-style-type: none"> • Volunteers visit various institutions to help resolve clients' problems. • Hold meetings in Town Hall. • Hire local halls for parties and events. • Run awareness workshops. • Conduct 'drop-in surgeries.'
2	Age Concern, Redditch	*	*	..

Table: 3.7 (continued)		(1) Clients visit the office and/or (2) Communicate by telephone	Volunteers / staff visit clients / families	Others
Organisations				
16. Global Citizenship				
1	Malvern Development Education Centre	*	*	<ul style="list-style-type: none"> • Volunteers visit various schools. • Hire local halls for events.
2	Rainbow One World Group	*	*	<ul style="list-style-type: none"> • Hire local hall for parties. • Hold programmes in sports centres • Run awareness workshop at various venues.
17. Housing and Social Wellbeing				
1	Worcester Housing and Benefit Advice Centre	*	*	<ul style="list-style-type: none"> • Volunteers and staff visit various organisations to help resolve clients' problems.
2	Multi-Agency Resource Centre	*	*	<ul style="list-style-type: none"> • Staff/volunteers visit various institutions to help resolve clients' problems. • Hold meetings in Town Hall. • Hire local halls for events and programmes. • Run awareness workshops and seminars at various venues.
3	Community First	*	*	<ul style="list-style-type: none"> • Staff/volunteers visit various institutions to help resolve clients' problems. • Hire local halls for events. • Run awareness workshops and seminars.
18. Minority Languages and Racial Equality				
1	Ethnic Access Link	*	*	<ul style="list-style-type: none"> • Volunteers visit various institutions to help resolve clients' problems. • Hire local halls for events. • Run awareness workshops in schools.
2	Worcestershire Racial Equality Council	*	*	<ul style="list-style-type: none"> • Staff/volunteers visit various institutions to help resolve clients' problems. • Hold meetings in Town Hall. • Hire local hall for events. • Run awareness workshops and seminars.
19. Support for Volunteers and Organisations				
1	Worcester Volunteer Centre	*	*	<ul style="list-style-type: none"> • Volunteers visit various institutions to help resolve clients' problems. • Hire local halls for events and programmes. • Hold meetings in Town Hall. • Run awareness workshops and seminars at various venues.
2	Wyre Forest Volunteer Bureau	*	*	<ul style="list-style-type: none"> • Volunteers visit various organisations to help resolve clients' problems. • Run awareness workshops and programmes at various venues.
3	Pershore Volunteer Centre	*	*	<ul style="list-style-type: none"> • Volunteers visit various institutions to help resolve clients' problems. • Hold meetings in Town Hall. • Hire local halls for parties and events. • Run awareness workshops.

Table: 3.7 (continued)		(1) Clients visit the office and/or (2) Communicate by telephone	Volunteers / staff visit clients / families	Others
Organisations				
4	Smallwood Residents Association	*	*	..
5	Minority Ethnic Redditch Group (MERG)	..	*	<ul style="list-style-type: none"> • Hold meetings in Town Hall
6	Redditch Community Commonwealth	*	..	<ul style="list-style-type: none"> • Visit client organisations as necessary
7	RESPECT	..	..	<ul style="list-style-type: none"> • Prison visits • Seminars and conferences
20. Citizens Advice Bureaus				
1	Citizens Advice Bureau, Worcester	*	*	<ul style="list-style-type: none"> • Run awareness workshops and seminars at various venues
2	Citizens Advice Bureau, Redditch	*	*	<ul style="list-style-type: none"> • Volunteers visit various institutions to help resolve clients' problems. • Hire local halls for events. • Run awareness workshop at various venues.
3	Citizens Advice Bureau, Evesham	*	*	<ul style="list-style-type: none"> • Volunteers visit various institutions to help resolve clients' problems. • Hire local halls for events. • Run awareness workshop at various venues.

Table: 3.8. Experiences of Inter-Organisational Partnership

Organisations		Statutory sector organisations				Voluntary sector organisations			
		We do not work with statutory organisations	We deliver services in partnership and it works well	We deliver services in partnership but it is a hard work	We deliver services in partnership but it is more trouble than it's worth	We do not work with other voluntary organisations	We deliver services in partnership and it works well	We deliver services in partnership but it is a hard work	We deliver services in partnership but it is more trouble than it's worth
1. Pakistani Organisations									
1	Pakistan Welfare Society		*				*		
2	Redditch Pakistan Community Forum		*				*		
2. Bangladeshi Organisations									
1	Bangladesh Community Forum		*				*		
2	Jalalabad Association			*		*			
3	The Bengali Group	*				*			
3. African-Caribbean Organisations									
1	Redditch Black History Society			*				*	
2	Descendants of Windrush	*				*			
3	Redditch Caribbean Youth and Drama Club		*			*			
4. Polish Organisations									
1	Polish Roman Catholic Community		*				*		
2	Polish Ex-Combatant Association		*				*		
5. Greek Organisations									
1	Worcester Anglo-Hellenic Club	*					*		
2	St. John Chrysostom, Greek Orthodox School		*				*		
6. Chinese Associations									
1	Worcestershire Chinese Association			*				*	
2	The Redditch Chinese Association	*				*			
7. Indian, Filipino and Irish Associations									
1	Redditch Indian Association				*				*

Table: 3.8 (continued)		Statutory sector organisations				Voluntary sector organisations			
		Organisations	We do not work with statutory organisations	We deliver services in partnership and it works well	We deliver services in partnership but it is a hard work	We deliver services in partnership but it is more trouble than it's worth	We do not work with other voluntary organisations	We deliver services in partnership and it works well	We deliver services in partnership but it is a hard work	We deliver services in partnership but it is more trouble than it's worth
2	Mabuhay Anglo-Filipino Group	*				*			
3	Redditch Irish Society			*			*		
8. Mosques and Churches									
1	Kidderminster Madani Mosque Committee	*				*			
2	Muslim Welfare Association, Worcester		*				*		
3	Al-Madina Islamic Centre	*						*	
4	Central Mosque and Community Centre		*				*		
5	The Redditch Mosque Trust		*				*		
6	Our Lady of Ostra Brama -Polish Church RC	*					*		
7	St. John Chrysostom, Greek Orthodox Church		*				*		
9. Religious Educational Institutions									
1	Madinatul Uloom Al-Islamiya		*				*		
2	Council of British Pakistanis, Worcester			*				*	
10. Religious Ceremonies and Programmes									
1	Mata ka Jaagan Programme	*				*			
2	Redditch Muslim Burial Committee			*			*		
11. Women's Organisations									
1	Asha Women's Centre		*				*		
2	The All Women's House		*				*		
3	YWCA – Young Women's Project		*				*		
4	All Pakistan Women's Association	*				*			
12. Art and Recreation									
1	Redditch Local Arts Forum		*				*		

Table: 3.8 (continued) Organisations		Statutory sector organisations				Voluntary sector organisations			
		We do not work with statutory organisations	We deliver services in partnership and it works well	We deliver services in partnership but it is a hard work	We deliver services in partnership but it is more trouble than it's worth	We do not work with other voluntary organisations	We deliver services in partnership and it works well	We deliver services in partnership but it is a hard work	We deliver services in partnership but it is more trouble than it's worth
2	After School Art Activities		*			*			
3	Rawal Volleyball Club	*				*			
13. Organisations for People with Disabilities									
1	Barnardo's Worcs. Short Breaks Project		*			*			
2	Asian Disability Group			*		*			
14. Taxi Drivers Associations									
1	Taxi Drivers Assoc. - Worcester			*			*		
2	Redditch Taxi Drivers Association			*		*			
15. Age Concern									
1	Age Concern, Worcester: Ethnic Minority Elder Project		*			*			
2	Age Concern, Redditch		*			*			
16. Global Citizenship									
1	Malvern Development Education Centre		*			*			
2	Rainbow One World Group			*			*		
17. Housing and Social Wellbeing									
1	Worcester Housing and Benefit Advice Centre		*			*			
2	Multi-Agency Resource Centre		*			*			
3	Community First		*			*			
18. Minority Languages and Racial Equality									
1	Ethnic Access Link		*			*			
2	Worcestershire Racial Equality Council		*			*			
19. Support for Volunteers and Organisations									
1	Worcester Volunteer Centre			*		*			
2	Wyre Forest Volunteer Bureau		*			*			

Table: 3.8 (continued) Organisations		Statutory sector organisations				Voluntary sector organisations			
		We do not work with statutory organisations	We deliver services in partnership and it works well	We deliver services in partnership but it is a hard work	We deliver services in partnership but it is more trouble than it's worth	We do not work with other voluntary organisations	We deliver services in partnership and it works well	We deliver services in partnership but it is a hard work	We deliver services in partnership but it is more trouble than it's worth
3	Pershore Volunteer Centre		*				*		
4	Smallwood Residents Association		*				*		
5	Minority Ethnic Redditch Group (MERG)			*				*	
6	Redditch Community Commonwealth			*			*		
7	RESPECT			*		*			
20. Citizens Advice Bureaus									
1	Citizens Advice Bureau, Worcester		*				*		
2	Citizens Advice Bureau, Redditch			*				*	
3	Citizens Advice Bureau, Evesham		*				*		

Table: 3.9. Financial Status of Voluntary Sector Organisations and their Funding Agencies

Organisations		Annual budget (£) (estimated)				Major funding agencies
		2004/ 2005	2003/ 2004	2002/ 2003	2001/ 2002	
1. Pakistani Organisations						
1	Pakistan Welfare Society	250	250	250	250	• Voluntary contributions by members.
2	Redditch Pakistan Community Forum	20,000	25,000	20,000	14,000	• Worcestershire County Council • Redditch Borough Council • Lloyds TSB Foundation • Community First
2. Bangladeshi Organisations						
1	Bangladesh Community Forum	300	300	300	300	• Voluntary contributions by members.
2	Jalalabad Association	6,000	25,000■	800	600	• Members' contribution. ■ Major contributions in 2003-04 for buying office premises.
3	The Bengali Group	n/a	400	300	n/a	• Members' contribution
3. African-Caribbean Organisations						
1	Redditch Black History Society	n/a	5,000	6,000	6,000	• Award for Own • Community Safety fund • Redditch Borough Council • Community Works • Members' contribution
2	Descendants of Windrush	n/a	10,000	n/a	7,000	• Awards for All • Redditch Borough Council
3	Redditch Caribbean Youth and Drama Club	n/a	n/a	n/a	n/a	• Members' contribution as and when required.
4. Polish Organisations						
1	Polish Roman Catholic Community	20,000	20,000	20,000	20,000	• Members' contribution • Community Relations Council • Redditch Borough Council
2	Polish Ex-Combatant Association	n/a	n/a	n/a	n/a	• Internally funded (confidential).
5. Greek Organisations						
1	Worcester Anglo-Hellenic Club	300	300	300	300	• Members' contribution only.
2	St. John Chrysostom, Greek Orthodox School	1,500	1,500	1,500	1,500	• Community contribution. • Greek Embassy • Cyprus Embassy
6. Chinese Associations						
1	Worcestershire Chinese Association	13,000	13,000	13,000	13,000	• Membership fee and voluntary contribution by the community. • No outside help.
2	The Redditch Chinese Association	n/a	200	200	200	• Community Relations Council • Members' contribution

Table: 3.9 (continued) Organisations		Annual budget (£) (estimated)				Major funding agencies
		2004/ 2005	2003/ 2004	2002/ 2003	2001/ 2002	
7. Indian, Filipino and Irish Associations						
1	Redditch Indian Association	n/a	n/a	1,000	n/a	<ul style="list-style-type: none"> • Community Relations Council • Members' contribution
2	Mabuhay Anglo-Filipino Group	n/a	100	100	100	<ul style="list-style-type: none"> • Members contribution (cash & kind) for parties
3	Redditch Irish Society	n/a	1,000	1,000	1,000	<ul style="list-style-type: none"> • Grants for All • Community Relations Council
8. Mosques and Churches						
1	Kidderminster Madani Mosque Committee	2200	2000	2000	2000	<ul style="list-style-type: none"> • Members/community contribution
2	Muslim Welfare Association, Worcester	50,000	35,000	30,000	25,000	<ul style="list-style-type: none"> • Members' annual fee. • Voluntary donations.
3	Al-Madina Islamic Centre	4,000	3,000	3,000	2,500	<ul style="list-style-type: none"> • Members' annual fee. • Donations.
4	Central Mosque and Community Centre	n/a	6,000	6,000	6,000	<ul style="list-style-type: none"> • Members' contribution
5	The Redditch Mosque Trust	6,000	6,000	6,000	6,000	<ul style="list-style-type: none"> • Members regular contributions • Donations
6	Our Lady of Ostra Brama -Polish Church RC	n/a	n/a	n/a	n/a	<ul style="list-style-type: none"> • Internally funded (confidential).
7	St. John Chrysostom, Greek Orthodox Church	70,000■	70,000■	45,000	2,500	<ul style="list-style-type: none"> • Community collection. ■ Spent on renovation, mainly.
9. Religious Educational Institutions						
1	Madinatul Uloom Al-Islamiya	n/a	n/a	339,989	379,485	<ul style="list-style-type: none"> • Student fees (£1600/student/year) • Donations (a minor source)
2	Council of British Pakistanis, Worcester	7,000	7,000	7,000	7,000	<ul style="list-style-type: none"> • Voluntary contributions by the community. • Tuition fee from the children.
10. Religious Ceremonies and Programmes						
1	Mata ka Jaagran Programme	1,000	1,000	1,000	1,000	<ul style="list-style-type: none"> • Bhalla family, only.
2	Redditch Muslim Burial Committee	4,000	4,000	4,000	4,000	<ul style="list-style-type: none"> • Members' contribution
11. Women's Organisations						
1	Asha Women's Centre	200,000	175,000	175,000	175,000	<ul style="list-style-type: none"> • Government Office, West Midlands • West Mercia Probation Area • European Social Fund • Children in Need
2	The All Women's House	n/a	78,000	122,036	n/a	<ul style="list-style-type: none"> • Learning Initiatives • Redditch Borough Council

Table: 3.9 (continued) Organisations		Annual budget (£) (estimated)				Major funding agencies
		2004/ 2005	2003/ 2004	2002/ 2003	2001/ 2002	
3	YWCA – Young Women’s Project	150,000	172,000	170,000	160,000	<ul style="list-style-type: none"> • Co-financing: European Social Fund for Informal Learning. • Community Fund. • Worcestershire County Council. • Family Support Grant.
4	All Pakistan Women’s Association	n/a	3,000	3,000	3,000	<ul style="list-style-type: none"> • Redditch Borough Council
12. Art and Recreation						
1	Redditch Local Arts Forum	9,200	9,200	-	-	<ul style="list-style-type: none"> • Redditch Borough Council. • Worcestershire County Council. • Art Council, England.
2	After School Art Activities	n/a	n/a	-	-	<ul style="list-style-type: none"> • National Children Fund.
3	Rawal Volleyball Club	n/a	5,400	5,400	5,400	<ul style="list-style-type: none"> • Members’ contribution • Sports for All • Redditch Borough Council
13. Organisations for People with Disabilities						
1	Barnardo’s Worces. Short Breaks Project	500,000	465,000	435,000	n/a	<ul style="list-style-type: none"> • Wores. County Council • Barnardo’s • Children’s Fund
2	Asian Disability Group	Nil				<ul style="list-style-type: none"> • None
14. Taxi Drivers Associations						
1	Taxi Drivers Assoc. - Worcester	2000	2000	1800	1600	<ul style="list-style-type: none"> • Members’ contribution.
2	Redditch Taxi Drivers Association	Nil				<ul style="list-style-type: none"> • None
15. Age Concern						
1	Age Concern, Worcester: Ethnic Minority Elder Project	64,000	50,300	52,700	51,500	<ul style="list-style-type: none"> • Community Fund • Social Services • Department of Health • Worcester City Council
2	Age Concern, Redditch	n/a	7,500	n/a	n/a	<ul style="list-style-type: none"> • Redditch Borough Council
16. Global Citizenship						
1	Malvern Development Education Centre	15,000	16,000	16,000	n/a	<ul style="list-style-type: none"> • Oxfam • Christian Aid • DfID • National Lottery
2	Rainbow One World Group	Nil	200	Nil	-	<ul style="list-style-type: none"> • The group is facing serious financial problems.
17. Housing and Social Wellbeing						
1	Worcester Housing and Benefit Advice Centre	400,000	330,000	200,000	200,000	<ul style="list-style-type: none"> • County Council • Crises • Office of the Deputy Prime Minister • Legal Services Commission

Table: 3.9 (continued) Organisations		Annual budget (£) (estimated)				Major funding agencies
		2004/ 2005	2003/ 2004	2002/ 2003	2001/ 2002	
2	Multi-Agency Resource Centre	250,000	250,000	250,000	250,000	<ul style="list-style-type: none"> • Lottery Fund • County Council • Community Safety Partnership • Bromsgrove District Council
3	Community First	1.6 m	1.9 m	2.0 m	1.8 m	<ul style="list-style-type: none"> • Worcestershire County Council • Herefordshire County Council • Countryside Agency • Learning and Skills Council • Jobcentre Plus
18. minority Languages and Racial Equality						
1	Ethnic Access Link	n/a	120,360	87,104	63,678	<ul style="list-style-type: none"> • Primary Care Trust. • Worcestershire County Council. • Social Services. • Worcestershire Consolidated Municipal Charities.
2	Worcestershire Racial Equality Council	n/a	144,400	178,000	97,300	<ul style="list-style-type: none"> • Commission for Racial Equality • West Mercia Police Authority • West Mercia Probation Service • Worcestershire County Council • Learning and Skill Council
19. Support for Volunteers and Organisations						
1	Worcester Volunteer Centre	350,000	302,000	290,000	230,000	<ul style="list-style-type: none"> • Department for Education and Skills • Worcestershire County Council • Worcester City Council • Primary Care Trust • Lottery Funding
2	Wyre Forest Volunteer Bureau	n/a	n/a	n/a	n/a	<ul style="list-style-type: none"> • County Council (Social Services) • Lottery Fund
3	Pershore Volunteer Centre	85,000	46,000	58,000	52,000	<ul style="list-style-type: none"> • Worcestershire County Council. • Wychavon District Council.
4	Smallwood Residents Association	n/a	n/a	n/a	n/a	<ul style="list-style-type: none"> • Volunteers' contribution as and when required • Redditch Borough Council's help for elderly
5	MERG	5,000			-	<ul style="list-style-type: none"> • Volunteers' contribution
6	Redditch Community Commonwealth	n/a	95,000	-	-	<ul style="list-style-type: none"> • Redditch Borough Council • ACU Grant • Other sources
7	RESPECT	n/a	n/a	n/a	n/a	<ul style="list-style-type: none"> • HM Prison Service
20. Citizens Advice Bureaus						
1	Citizens Advice Bureau, Worcester	392,858	310,930	1184,872	174,273	<ul style="list-style-type: none"> • Legal Services Commission • Indep. Complaint Adv. Service • Worcester Municipal Charities • New Opportunities Lottery Fund • Worcester Social Services

Table: 3.9 (continued) Organisations		Annual budget (£) (estimated)				Major funding agencies
		2004/ 2005	2003/ 2004	2002/ 2003	2001/ 2002	
2	Citizens Advice Bureau, Redditch	182,538	227,270	212,664	223,647	<ul style="list-style-type: none"> • Redditch Borough Council • Worcestershire County Council • Lottery Fund • Legal Services Commission
3	Citizens Advice Bureau, Evesham	101,000	97,000	95,000	94,000	<ul style="list-style-type: none"> • Wychavon District Council. • County Council

Table: 3.10. Constraints and Future Needs

Organisations		Need more financial resources	Need more human resources (volunteers and paid staff)	Development / strengthening of voluntary and statutory sectors' network	Provision of training for staff / volunteers	Marketing and advising
1. Pakistani Organisations						
1	Pakistan Welfare Society	*	*	*	*	
2	Redditch Pakistan Community Forum	*	*		*	*
2. Bangladeshi Organisations						
1	Bangladesh Community Forum	*	*	*	*	*
2	Jalalabad Association	*	*	*	*	*
3	The Bengali Group	*	*		*	*
3. African-Caribbean Organisations						
1	Redditch Black History Society	*	*	*	*	*
2	Descendants of Windrush	*	*	*	*	*
3	Redditch Caribbean Youth and Drama Club	*	*	*	*	*
4. Polish Organisations						
1	Polish Roman Catholic Community	*	*	*	*	*
2	Polish Ex-Combatant Association	*				
5. Greek Organisations						
1	Worcester Anglo-Hellenic Club			*		
2	St. John Chrysostom, Greek Orthodox School	*	*	*	*	
6. Chinese Associations						
1	Worcestershire Chinese Association	*	*	*	*	*
2	The Redditch Chinese Association	*	*	*	*	*
7. Indian, Filipino and Irish Associations						
1	Redditch Indian Association	*	*	*	*	*
2	Mabuhay Anglo-Filipino Group	*				*

Table: 3.10 (continued)						
Organisations		Need more financial resources	Need more human resources (volunteers and paid staff)	Development / strengthening of voluntary and statutory sectors' network	Provision of training for staff / volunteers	Marketing and advising
3	Redditch Irish Society	*	*		*	
8. Mosques and Churches						
1	Kidderminster Madani Mosque Committee	*				
2	Muslim Welfare Association, Worcester	*		*		
3	Al-Madina Islamic Centre	*	*	*	*	
4	Central Mosque and Community Centre	*	*	*	*	*
5	The Redditch Mosque Trust	*	*	*	*	
6	Our Lady of Ostra Brama -Polish Church RC	*		*		
7	St. John Chrysostom, Greek Orthodox Church	*	*	*	*	*
9. Religious Educational Institutions						
1	Madinatul Uloom Al-Islamiya	*	*	*	*	
2	Council of British Pakistanis, Worcester	*	*	*	*	*
10. Religious Ceremonies and Programmes						
1	Mata ka Jaagran Programme			*		
2	Redditch Muslim Burial Committee		*	*		
11. Women's Organisations						
1	Asha Women's Centre	*		*	*	*
2	The All Women's House	*	*	*	*	*
3	YWCA – Young Women's Project	*	*	*	*	
4	All Pakistan Women's Association	*	*	*	*	*
12. Art and Recreation						
1	Redditch Local Arts Forum		*	*		
2	After School Art Activities		*	*	*	*
3	Rawal Volleyball Club	*				*

Table: 3.10 (continued)						
Organisations		Need more financial resources	Need more human resources (volunteers and paid staff)	Development / strengthening of voluntary and statutory sectors' network	Provision of training for staff / volunteers	Marketing and advising
13. Organisations for People with Disabilities						
1	Barnardo's Worcestershire Short Breaks Project	*	*	*	*	
2	Asian Disability Group	*	*	*	*	*
14. Taxi Drivers Associations						
1	Taxi Drivers Association - Worcester	*	*	*	*	*
2	Redditch Taxi Drivers Association	*	*	*	*	*
15. Age Concern						
1	Age Concern, Worcester: Ethnic Minority Elder Project		*	*		
2	Age Concern, Redditch		*		*	
16. Global Citizenship						
1	Malvern Development Education Centre	*	*	*	*	*
2	Rainbow One World Group	*	*	*	*	*
17. Housing and Social Wellbeing						
1	Worcester Housing and Benefit Advice Centre	*	*	*	*	
2	Multi-Agency Resource Centre	*	*	*	*	*
3	Community First	*		*	*	*
18. Minority Languages and Racial Equality						
1	Ethnic Access Link	*	*	*	*	*
2	Worcestershire Racial Equality Council	*	*	*	*	*
19. Support for Volunteers and Organisations						
1	Worcester Volunteer Centre	*	*	*	*	*
2	Wyre Forest Volunteer Bureau	*	*	*	*	*
3	Pershore Volunteer Centre	*	*	*	*	*
4	Smallwood Residents Association	*				

Table: 3.10 (continued)						
Organisations		Need more financial resources	Need more human resources (volunteers and paid staff)	Development / strengthening of voluntary and statutory sectors' network	Provision of training for staff / volunteers	Marketing and advising
5	Minority Ethnic Redditch Group (MERG)	*	*	*	*	*
6	Redditch Community Commonwealth	*	*	*	*	*
7	RESPECT	*	*	*		*
20. Citizens Advice Bureaus						
1	Citizens Advice Bureau, Worcester	*	*	*	*	*
2	Citizens Advice Bureau, Redditch	*	*	*	*	*
3	Citizens Advice Bureau, Evesham	*	*	*	*	*

Chapter Four

The Directory

4.1. Pakistani Organisations

4.1.1. Pakistan Welfare Society

Address: 80 Bromwich Road, St John's, Worcester, WR2 4AW

Tel: (m) 07877 716 078

e-mail: mfayaz@tiscali.co.uk

Geographical Coverage: Worcester

Contact Person: Malik Mohammad Fayaz (Secretary)

Languages: English, Urdu and Punjabi

4.1.2. Redditch Pakistan Community Forum

Address: 103 Easmore Road, Redditch, B98 8EY

Tel. and Fax: 01527-60781

Geographical Coverage: Redditch

Contact Persons: Perwaiz Khawaja (Community Forum Advisor)

Basharat Iqbal (Chairman)

Languages: Urdu and Punjabi

4.2. Bangladeshi Organisations

4.2.1. Bangladesh Community Forum

Address: c/o Café Masala, 45 Mill Street, Kidderminster, DY11 6XB

Tel: 01562-744600

Geographical Coverage: Kidderminster

Contact Person: Moshahid Husain Fajakkir (Secretary)

Languages: English and Bengali

4.2.2. Jalalabad Association

Address: Unit 7, 33 Spring Trading Estate, Vincent Road, Worcester, WR5 1BW

Geographical Coverage: Worcester

Contact Person: Muhidur Rahman

Languages: English and Bengali

4.2.3. The Bengali Group

Address: 33 Unicorn Hill, Redditch, B97 5QR

Tel: 01527-63815

Geographical Coverage: Redditch

Contact Person: Akil Ahmed Choudhury (President)

Language: English and Bengali

4.3. African-Caribbean Organisations

4.3.1. The Redditch Black History Society

Address: Unit 5A, Millsborough House, Ipsley Street, Redditch, B98 7AL

Tel: 01527-585605

Geographical Coverage: Redditch

Contact Person: June Sutherland (Chairperson)

Languages: English and Patwa

4.3.2. The Descendants of Windrush

Address: Park House, 150, Evesham Street, Redditch, B97 4HP

Tel: 01527-60423

Geographical Coverage: Redditch

Contact Person: Veronica Allen (Chairperson)

Languages: English and Patwa

4.3.3. The Redditch Caribbean Youth and Drama Club

Address: 18 Hillside, Southcrest, Redditch, B98 7DT

Geographical Coverage: Redditch

Contact Person: Che Manogue (Group Coordinator)

Languages: Creolised English and Patwah

4.4. Polish Organisations

4.4.1. The Polish Roman Catholic Community

Address: 118 Oakley Road, Southcrest, Redditch B97 4EJ

Tel: 01527-62778

Geographical Coverage: Redditch

Contact Person: George Zdanko (Chairman)

Language: English and Polish

4.4.2. Polish Ex-Combatant Association

Address: Alpine House, 29A, St Georges Terrace, Kidderminster

Tel: 01562-740048

e-mail: offcom@liberalteam.zzn.com

Website: www.kidpol.motime.com

Geographical Coverage: Kidderminster and Wyre Forest

Contact Person: Maria Lee

Languages: English and Polish

4.5. Greek Organisations

4.5.1. Worcester Anglo-Hellenic Club

Address: c/o 2 Sabrina Terrace, Worcester, WR1 3JD

Tel: 01905-21886 **Fax:** 01905-726059

Website: www.wahc.org.uk

Geographical Coverage: Worcester

Contact Person: David Leggott (Chairman)

Languages: English and Greek

4.5.2. St. John Chrysostom, Greek Orthodox School

Address: 1 Cheltenham Road, Broadway, Worcester, WR12 7BX

Tel: 01452-864957

Geographical Coverage: Worcestershire and surrounding counties

Contact Person: Father Anthimos Papantreou

Languages: English, Greek, Russian, Albanian and Romanian

4.6. Chinese Associations

4.6.1. Worcestershire Chinese Association

Address: 61 Lowesmoor, Worcester, WR1 2RS

Tel: 01905-27026 **Fax:** 01905-25067

Geographical Coverage: Worcestershire and Herefordshire

Contact Person: Frankie Tsang (Chairman)

Languages: English and Chinese

4.6.2. The Redditch Chinese Association

Address: c/o Redditch Town Hall, Alcester Street, Redditch, B98 8AH

Geographical Coverage: Redditch

Contact Person: Boon Yeng (Representative)

Language: English and Chinese

4.7. Indian, Filipino and Irish Associations

4.7.1. The Redditch Indian Association

Address: c/o Woodrow Medical Centre, Woodrow, Redditch, B98 7RY

Tel: 08444 773 035 **Fax:** 01527-501787

Geographical Coverage: Redditch

Contact Person: Dr S Ananthram (President)

Languages: English, Hindi, Punjabi, Tamil and Marathi

4.7.2. The Mabuhay Anglo-Filipino Group

No up to date information held

4.7.3. The Redditch Irish Society

Address: Room 4.4, Redditch Town Hall, Alcester Street, Redditch, B98 8AH

Tel: 01527-534171

e-mail: liam.kirwan@redditchbc.gov.uk

Geographical Coverage: Redditch

Contact Person: Liam Kirwan (Founder)

Language: English

4.8. Mosques and Churches

4.8.1. Kidderminster Madani Mosque Committee

Address: 2 Radford Avenue, Kidderminster, DY10 2ES

Tel: 01562-822613

Geographical Coverage: Kidderminster

Contact Person: Saeed Waheed ud Din (Chairman)

Languages: English and Bengali

4.8.2. Muslim Welfare Association, Worcester

Address: Jamia Masjid Ghousia, Tallow Hill, Worcester, WR5 1JT

Tel: 01905-617704

Geographical Coverage: Worcester

Contact Person: Malik Mohammad Fayaz (President) (m) :0781 2844 910

Languages: English, Urdu and Punjabi

4.8.3. Al-Madina Islamic Centre

Address: 20 Middle Street, Worcester, WR1 1NL

Tel: 01905-29532

Geographical Coverage: Worcester

Contact Person: Mohammed Nazrul Haque (General Secretary)

Languages: English, Bengali, Urdu and Arabic

4.8.4. The Central Mosque and Community Centre

Address: 1 Smallwood Street, Smallwood, Redditch, B98 7BA

Tel: 01527-584410

Geographical Coverage: Redditch

Contact Persons: Sufi Abdul Wahid (General Secretary)

Maulana Mohammad Makeen (Imam)

Languages: Urdu, Punjabi, Bengali, Gujarati and Arabic

4.8.5. The Redditch Mosque Trust

Address: Redditch Mosque, Easemore Road, Redditch, B98 8AH

Tel: 01527-63834

Geographical Coverage: Redditch

Contact Persons: Jamshed Akhtar and Mohammed Yunis

Languages: English, Urdu, Punjabi and Arabic

4.8.6. Our Lady of Ostra Brama - Polish Church RC

Address: 50 Pitt Street, Kidderminster

Tel: 01562-745914

Geographical Coverage: Kidderminster and surrounding areas

Contact Person: Father Edward Stachurski

Languages: English and Polish

4.8.7. St. John Chrysostom, Greek Orthodox Church

Address: 1 Cheltenham Road, Broadway, Worcester, WR12 7BX

Tel: 01452-864957

Geographical Coverage: Worcestershire and surrounding counties

Contact Person: Father Anthimos Papantreou

Languages: English, Greek, Russian, Albanian and Romanian

4.9. Religious Educational Institutions

4.9.1. Madinatul Uloom Al-Islamiya (Kidderminster)

Address: Butts Lane, Summerfield, Kidderminster, DY10 4BH

Tel: 01562-66894 **Fax:** 01562-862334

Geographical Coverage: International

Contact Person: Ahmed Hans (Head Teacher)

Languages: English, Urdu, Punjabi, Bengali, Gujarati and Arabic

4.9.2. Council of British Pakistanis, Worcester

Address: Fort Royal Education Centre, Fort Royal Hill, Wylds Lane, Worcester.

Geographical Coverage: Worcester

Contact Person: Maulana Mohammad Ahmed (Chairman)

Languages: English, Urdu and Punjabi

4.10. Religious Ceremonies and Programmes

4.10.1. Mata ka Jaagran Programme

Address: c/o Sandycroft, West Avenue, Smallwood, Redditch, B98 7DH

Tel: 01527-595135 **Fax:** 01527-592190

e-mail: info@allwomenshouse.co.uk

Geographical Coverage: West Midlands and London

Contact Person:

Languages: English, Punjabi, Hindi and Urdu.

4.10.2. The Redditch Muslim Burial Committee

Address: c/o Redditch Mosque, Easemore Road, Redditch, B98 8AH

Tel: 01527-63834

Geographical: Coverage: Redditch

Contact Person: Haji Ali Muhammad (Chairman)

Languages: Urdu and Punjabi

4.11. Women's Organisations

4.11.1. Asha Women's Centre

Address: 26 London Road, Worcester, WR5 2DL

Tel: 01905-767552 **Fax:** 01905-769463

e-mail: ashaproject@btconnect.com

Geographical Coverage: Worcestershire

Contact Person: Linda Grosvenor (Administrator)

Language: English

4.11.2. The All Women's House

Address: Sandycroft, West Avenue, Smallwood, Redditch, B98 7DH

Tel: 01527-595135 **Fax:** 01527-592190

e-mail: e-mail: info@allwomenshouse.co.uk

Geographical Coverage: Redditch

Contact Persons: Esther McKenzie (Project Manager)

Tanveer Dean (Outreach and Development Worker)

Languages: English, Urdu, Punjabi, Hindi and Bengali

4.11.3. YWCA – Young Women’s Project

Address: Apna Ghar, Ashdown House, 18 Sansome Walk, Worcester, WR1 1LN

Tel. and Fax: 01905-729155

e-mail: pat.agar@ywca.org.uk

Website: <http://www.ywca.org.uk>

Geographical Coverage: Worcester City

Contact Person: Pat Agar (Project Manager)

Languages: English, Urdu, Punjabi, Bengali, Gujarati, Chinese and Persian

4.11.4. All Pakistan Women Association (APWA)

Address: c/o Sandycroft, West Avenue, Smallwood, Redditch, B98 7DH

Tel: 01527-595135 **Fax:** 01527-592190

Geographical Coverage: Redditch

Contact Persons:

Languages: English, Urdu and Punjabi

4.12. Art and Receptions

4.12.1. Redditch Local Arts Forum

Address: Palace Theatre, Alcester Street, Redditch, B98 8AE

Tel: 01527- 63051 **Fax:** 01527-60243

e-mail: jonathan@cochrane redditchbc.gov.uk

Website: www.artsinredditch.com

Geographical Coverage: Redditch Borough Council

Contact Person: Jonathan Cochrane (Manager)

Language: English

4.12.2. After School Art Activities

Address: c/o WREC, 6 Mount Pleasant, Redditch, B97 4 JB

Tel: 01527-582970

Geographical Coverage: St Georges C.E. Firt School, Redditch.

Contact Person: Mumtaz Shah

Languages: English, Urdu and Punjabi

4.12.3. Rawal Volleyball Club

Address: c/o Mumtaz Shah, 6 Mount Pleasant, Redditch, B97 4JB

Geographical Coverage: Redditch

Contact Person: Mohammed Haseeb (Organiser)

Languages: English, Urdu and Punjabi

4.13. Organisations for People with Disabilities

4.13.1. Barnardo's Worcestershire Short Breaks Project

Address: Prestige House Wassage Way, Hampton Lovett, Droitwich, WR9 0LX

Tel: 01905-778275 **Fax:** 01905-778218

e-mail: worcestershire.shortbreaks@barnardos.org.uk

Website: www.barnardos.org.uk

Geographical Coverage: Worcestershire

Contact Person: Jacqui Bazley (Service Manager); Nina Ali (Asian Development Worker)

Languages: English, Urdu, Punjabi, Bengali and Gujarati

4.13.2. Asian Disability Group

Address: c/o 39 Rainbow Hill, Worcester, WR3 8NF

Geographical Coverage: Worcester and surrounding

Contact Person: Mohammed Hussain Lala (Chairman)

Languages: English, Urdu, Punjabi and Bengali

4.14. Taxi Drivers Associations

4.14.1. Taxi Drivers Association – Worcester

Address: 1 Midlands Yard, Midlands Road, Worcester

Tel: 01905-767400 **Fax:** 01905-23767

Geographical Coverage: Worcester

Contact Person: Lesley Jane Borthwick

Languages: English, Urdu, Punjabi, Bengali, Arabic/Moroccan, Turkish and Pushto

4.14.2. Redditch Taxi Drivers Association

Address: c/o Redditch Town Hall, Alcester Street, Redditch, B98 8AH

Tel: (m) 0798 007 8560

Geographical Coverage: Redditch Borough

Contact Person: Muhammad Arif

Languages: English, Urdu, Punjabi and Bengali.

4.15. Age Concern

4.15.1. Age Concern, Herefordshire & Worcestershire: Ethnic Minority Elder Project (EMEP)

Address: 6 Sansome Street, Worcester, WR1 1UH
Tel: 01905-726652 **Fax:** 01905-610620
e-mail: ageconcern@achw.org.uk
Website: www.achw.org.uk
Geographical Coverage: Herefordshire and Worcestershire
Contact Person: Sergio Gonzalez, Development Officer
Languages: English, Urdu, Punjabi and Bengali
 Interpreters can be found for most languages

4.15.2. Age Concern Redditch

Address: 103, Easmore Road, Redditch, B98 8EY
Tel: 01527-584653
Geographical Coverage: Redditch
Contact Person: Pat Hill (Chief Officer)
Language: English

4.16. Global Citizenship

4.16.1. Malvern Development Education Centre

Address: 22 Church Street, Malvern, WR14 2AY
Tel: 01684-576737
e-mail: coordinator@mdec.org.uk
website: www.mdec.org.uk
Geographical Coverage: Herefordshire and Worcestershire
Contact Person: Rebecca Newman (Coordinator)
Language: English

4.16.2. Rainbow One World Group

Address: c/o WREC, Queen Elizabeth House, The Trinity, Worcester, WR1 2PW
Tel: 01905-29283 **Fax:** 01905-29317
Geographical Coverage: Worcester
Contact Person: Nazrul Haque (Acting Coordinator)
Languages: English and others

4.17. Housing and Social Wellbeing

4.17.1. Worcester Housing and Benefit Advice Centre

Address: Angel Centre, Angel Place, Worcester, WR1 3QN
Tel: 01905-612774; 613755; 20055 **Fax:** 01905-721899
e-mail: enquiries@whabac.org.uk
Geographical Coverage: Worcester
Contact Person: Martyn Saunders (Centre Manager)
Languages: English and others

4.17.2. Multi-Agency Resource Centre

Address: 21 Humphrey Avenue, Charford , Bromsgrove, B60 3JB
Tel: 01527-874880 **Fax:** 01527-837879
e-mail: michael_carn@multi-agency.co.uk
Geographical Coverage: Bromsgrove and District
Contact Person: Michael Carn (Assistant Project Manager)
Language: English

4.17.3. Community First

Address: 141 Church Street, Malvern, WR14 2AN
Tel: 01684-573334 **Fax:** 01684-573367
e-mail: info@communityhw.org.uk
Website: www.communityhw.org.uk
Geographical Coverage: Herefordshire and Worcestershire
Contact Person: Elspeth Rolls
Language: English (others as and when required)

4.18. Minority Languages and Racial Equality

4.18.1. Ethnic Access Link

Address: 2 Inglethorpe Court, The Hopmarket Yard, Worcester, WR1 1DG
Tel: 01905-25121 **Fax:** 01905-29818
e-mail: admin@eal-worcester.demon.co.uk
Geographical Coverage: Worcestershire
Contact Person: Monica Izmajłowicz (Manager)
Languages: English and several minority languages

4.18.2. Worcestershire Racial Equality Council (WREC)

Worcester Office: Queen Elizabeth House, The Trinity, Worcester, WR1 2PW

Tel: 01905-29283 **Fax:** 01905-29317

e-mail: office@worcestershirerec.co.uk

Contact Person: Shafiya Hussain (Senior Admn. Officer)

Redditch Office: 6 Mount Pleasant, Redditch, B97 4JB

Tel: 01527-582970 **Fax:** 01527-66730

e-mail: redditch@worcestershirerec.co.uk

Contact Person: Allison Golding (Administrative Officer)

Languages: English and others

4.19. Support for Volunteers and Organisations

4.19.1. Worcester Volunteer Centre

Address: 33 The Tything, Worcester, WR1 1JL

Tel: 01905-24741 **Fax:** 01905-723688

e-mail: sally.wcvb@btconnect.com

Geographical Coverage: Worcester City

Contact Person: Sally Ellison (Manager)

Languages: English

4.19.2. Wyre Forest Volunteer Bureau

Address: Burgage Lodge, 184 Franche Road, Kidderminster, DY11 5AD

Tel: 01562-862757 **Fax:** 01562-67008

e-mail: cawf_special@onetel.com

Geographical Coverage: Kidderminster and Wyre Forest

Contact Person: Linda Averill (Volunteer Coordinator)

Language: English

4.19.3. Pershore Volunteer Centre

Address: 16 Priest Lane, Pershore, WR10 1EB

Tel: 01386-556080, 554299 **Fax:** 01386-561107

e-mail: admin@pershorevolunteers.org

Geographical Coverage: Pershore and District

Contact Person: Kate Walton

Language: English

4.19.4. Smallwood Residence Association

Address: 3 Mount Street, Smallwood, Redditch, B98 7DH

Tel: 01527-61820

Geographical Coverage: Smallwood, Redditch

Contact Person: Madge Tillsley, OBE (Chairperson)

Language: English

4.19.5. The Minority Ethnic Redditch Group (MERG)

Address: c/o Woodrow Medical Centre, Woodrow, Redditch, B98 7RY

Tel: 01527-526824 **Fax:** 01527-501787

Geographical Coverage: Redditch

Contact Person: Dr. S. Ananthram (Chairperson)

Language: English, Urdu, Punjabi, Hindi, Tamil, Marathi, Bengali and Gujarati

4.19.6. Redditch Community Relations Council

Address: All Women's House, Sandycroft, West Avenue, Redditch, B98 7DH

Tel: 01527-595135 **Fax:** 01527-592190

Geographical Coverage: Redditch

Contact Persons: Madge Tillsley (Chairperson), Betty Passingham (Secretary)

Language: English

4.19.7. Redditch Community Commonwealth

Address: Park House, 150 Evesham Street, Redditch, B97 4HP

Tel: 01527-592940

Geographical Coverage: Redditch

Contact Person: Simon Marshall

Language: English

4.19.8. Citizens Advice Bureaus

Worcester: Hop Market, The Foregate, Worcester, WR1 1DL

Tel: 01905-661371 Fax: 01905-23354

Redditch: Central Chambers, 20 Unicorn Hill, Redditch, B97 4QU

Tel: 01527 - 67687, 66664

Bromsgrove: 47-49 Worcester Road, Bromsgrove, B61 7DN

Tel: 01527-831480 (Charford Advice Centre, Tel: 01527-874880)

Kidderminster: CAB House, 21-23 New Road, Kidderminster, DY10 1AF

Tel: 01562-823953

Malvern Hills: The Grange, Grange Road, Malvern, WR14 3HA

Tel: 01684-563611 Fax: 01684-567146

Evesham: 116 High Street, Evesham, WR11 4EJ

Tel: 01386-443737 Fax: 01386-44428

4.19.9. RESPECT (HM Prison Services)

Address: HMP Blakenhurst, Hewell Lane, Redditch, B96 6QS

Tel: 01527-400500

Geographical Coverage: Worcestershire

Contact Person: Brian Bent (Senior Officer)

Language: English

4.19.10. Minority Ethnic Resources Group of West Mercia Constabulary

Address: Police Headquarters, Hindlip Hall, PO Box 55, Worcester, WR3 8SP

Tel: 01905-332878 **Fax:** 01905-332879

e-mail: maxine.coley@westmercia.pnn.police.uk

andrew.smith@westmercia.pnn.police.uk

Geographical Coverage: Worcestershire, Herefordshire and Shropshire

Contact Persons: Maxine Coley and Andrew Smith

Language: English

4.20. Statutory Organisations

4.20.1. Equality Group for Race and Religion

Address: Adult & Community Services, **Worcestershire County Council**, P.O. Box 372,
Spetchley Road, Worcester, WR5 2NP.

Tel: 01905-766403 **Fax:** 01905-766930 **Minicom:** 01905-766399

e-mail: equality@worcestershire.gov.uk

Website: www.worcestershire.gov.uk

Geographical Coverage: Worcestershire

Contact Person:

4.20.2. Social Inclusion Office

Address: Town Hall, Alcester Street, Redditch, B98 8AH

Tel: 01527-64252 **Fax:** 01527-65216

e-mail: bev.houghton@redditchbc.gov.uk

Geographical Coverage: Redditch Borough Council

Contact Person: Bev Houghton (Social Inclusion Officer)

4.20.3. Gypsy Liaison Office

Address: County Hall, Spetchley Road, Worcester, WR5 2NP

Tel: 01905-766721 **Fax:** 01905-766484

e-mail: pweale@worcestershire.gov.uk

Website: www.worcestershire.gov.uk/countryside

Geographical Coverage: Worcestershire

Contact Person: Pat Weale (Gypsy Liaison Officer)

Languages: English, Romany and Cant

4.20.4. Ethnic Minority Project: Job Centre Plus (Worcester)

Worcester Office: Sansome Street, Worcester, WR1 1UZ

Tel: 01905-684619

Geographical Coverage: Worcester and Kidderminster

Contact Person: Ethnic Minority's Coordinator

Redditch Office: Thread Needle House, Alcester Street, Redditch, B98 8AP

Tel: 0777 923 9056 **Fax:** 01527-483940

e-mail: nadeem.mohammed@tng.com

Website: www.tng.uk.com

Geographical Coverage: Redditch and Bromsgrove

Contact Person: Nadeem Mohammed (Ethnic Minority's Outreach Worker)

4.20.5. English Additional Language (EAL): EMA Project

Address: Finstall Centre, Stoke Road, Aston Fields, Bromsgrove, B60 3EN

Tel: 01427-570566 **Fax:** 01527-570563

Geographical Coverage: Worcestershire

Contact Person: Tasnim Khawaja (EAL Support and Development Officer)

Language: English

4.20.6. Ethnic Business Start-up Service

Address: Economic Development and Regeneration, P.O. Box 373, County Hall,
Spetchley Road, Worcester, WR5 2XG

Tel: 01905-766892 **Fax:** 01905-766899

e-mail: plyseight@worcestershire.gov.uk

Geographical Coverage: Worcestershire

Contact Person: Paul Lyseight (Ethnic Minority's Business Advisor)

Language: English

4.20.7. Sure Start (Redditch)

Address: Town Hall, Alcester Street, Redditch, B98 8AH

Tel: 01527-534150 **Fax:** 01527-65216

e-mail: yasmin.reaz@redditchbc.gov.uk

Geographical Coverage: Redditch

Contact Person: Yasmin Reaz (Multi-cultural Coordinator)

Languages: English, Urdu, Punjabi, Bengali, Gujarati, Hindi, Arabic and Polish

4.20.8. Hereford and Worcester Fire and Rescue Service

Address: Amphlett Court, Windsor Street, Bromsgrove, B60 2BN

Tel: 01527-576633 **Fax:** 01527-57910

Geographical Coverage: Herefordshire and Worcestershire

Contact Person: Community Development Officer

Languages: English, Punjabi and Hindi

4.20.9. Worcestershire Youth Service - Youth Centres

Worcester: Worcester City Youth House, Spring Gardens, Worcester, WR1 2AE
Tel: 01905-23030 Fax: 01905-26328

Redditch: Ipsley Street, Redditch, B98 7AR
Tel: 01527-595036, 63821 Fax: 01527-595036

Bromsgrove: Ryland Centre, New Road, Bromsgrove, B60 2JS
Tel: 01527-875207

Kidderminster: Bromsgrove Street, Kidderminster, DY10 1PF
Tel: 01562-752711 Fax: 01562-829136

Malvern Hills: Albert Road North, Malvern, WR14 2TL
Tel: 01684-575363 Fax: 01684-575034

Evesham: 24 High Street, Evesham, WR11 4HJ
Tel: 01386-443143

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Appendix

Minority Ethnic Population in Worcestershire – Population Census 2001

<i>Ethnic Groups</i>	Worcs.	B'grove	Malvern Hills	Redditch	Worcester	Wychavon	Wyre Forest
All	542,107	87,837	72,172	78,807	93,353	112,957	96,981
White: British	517,747	84,103	69,763	73,079	87,952	109,408	93,442
White: Irish	4,163	886	414	873	696	660	634
White: Others	6,869	956	963	789	1,482	1,552	1,127
Mixed: White & Black Caribbean	1,704	296	79	614	246	210	259
Mixed: White & Black African	221	49	20	38	45	36	33
Mixed: White & Asian	1,099	183	147	201	218	182	168
Mixed: Other Mixed	771	157	104	148	137	116	109
Asian or Asian British: Indian	1,640	496	101	339	293	178	233
Asian or Asian British: Pakistani	2,917	79	21	1,523	1,203	40	51
Asian or Asian British: B'deshi	970	10	5	149	281	72	453
Asian: Other Asian	455	68	45	114	106	52	70
Black British: Caribbean	1,153	221	29	542	160	116	85
Black British: African	332	51	61	62	68	44	46
Black British: Other	153	25	13	64	31	8	12
Chinese: Other Chinese	1,106	162	271	160	244	138	131
Other Ethnic Group	807	95	136	112	191	145	128

‘The publication of “Mapping of Minority Ethnic Voluntary Sector in Worcestershire is a significant contribution to this previously unexplored history of Worcestershire.

The record of growth of our different communities and the development of the minority ethnic voluntary organisations is both informative and interesting.

The “Philosophy of Commonalities” between various religious faiths in Worcestershire emphasises similarities whilst respecting differences is now, more than ever, an important focus for us all.’

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