

Equality and Fairness Grants 2016-17 Progress Reports



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Aim of the Grant Fund

All funded activities must meet the aim of the grant fund – to strengthen the voice and influence of under-represented communities in Sheffield by improving the effectiveness of the [Equality Hub Network](#).

Activities should promote and support the [Equality Hub Network](#) and be in line with its Terms of Reference. Activities could include:

- Supporting Equality Hub Network-wide events
- Supporting Equality Hub meetings and events, including Committee/Organising Group and working group meetings
- Supporting/developing Hub Members where appropriate in being Hub Representatives or other Committee/Organising Group Members
- Supporting community based workshops / events which feed into the work of the Equality Hub Network

By voice and influence we mean people having a say about the city-wide issues that affect them and influencing the decisions that are made in the city. By under-represented communities we mean people who share protected characteristics under the Equality Act 2010 and face additional barriers or multiple disadvantages which hinder participation. In Sheffield, these communities are:

- Young people (16 - 24 years old)
- Older people
- BME (Black and Minority Ethnic) people
- Carers¹
- Disabled people
- LGBT (Lesbian, Gay, Bisexual, Transgender)
- People with a religious belief or no belief
- Women

We will favour applications for activities that:

- Focus on the most disadvantaged within these communities and who are least represented in civic participation
- Work across these communities to address multiple layers of disadvantage and discrimination

The maximum amount we will fund per project is £15,000.

¹A carer is someone who 'spends a significant proportion of their life providing unpaid support to families or friends. This could be caring for a relative, partner or friend who is ill, frail, disabled or has a mental health or substance misuse problem.' (Department of Health, 2008).

Grants awarded

Age

Sheffield 50+

Amount of grant awarded: £15,000

Which community of identity was the target group? Older people

What specific activities/outputs were delivered with the funding?

Age Hub and Sheffield 50+ members' meetings. The Age Hub is a central part of the mission of Sheffield 50+. Our aim is for everyone, particularly those with 'missing voices', to be offered a route to express their opinions and to participate in society in which ever way they choose. We have held 12 meetings in total, of which 3 were joint events with young people.

Monthly meetings in the Town Hall

- EU in or out? panel discussion (May) with the joint chair of the national out campaign and the Yorkshire and Humber director of the in campaign (45 attendees)
- Alcohol use in the over 50s (June) delivered by the Drink Wise Age Well team (26 attendees)
- The role of the Police and Crime Commissioner (July) Sheffield 50+ AGM (80+ attendees)
- The Sheffield cohesion strategy (September) At this meeting the members agreed that we would draw up a cohesion action plan (36 attendees)
- Future of Sheffield 50+ workshop (November) – meeting to look at options for the future of Sheffield 50+ (28 attendees)
- Social Prescribing (December) – meeting looking at SCC policy and local delivery models (31 attendees)
- Age Better Innovation projects/Living Streets (January) – meeting looking at an innovative Age Better project (36 attendees)
- South Yorkshire and Bassetlaw Sustainability and Transformation Plan (February) (27 attendees)
- EGM regarding the merger with Age UK Sheffield (36 attendees)

Joint meetings with Sheffield Futures and the Youth Parliament (3)

- How to get people to notice your event or campaign (April) – a joint meeting with the young people from Sheffield Futures who delivered one of the sessions teaching us how to make sure our voice is heard (53 attendees)
- Devolution (October) – a joint meeting with the Youth Parliament.
- Life Skills(February) – joint meeting organised by young people/Sheffield Futures

To encourage attendance of those who are most disadvantaged and are least represented in civic participation we publicise the meetings as widely as possible through both Sheffield 50+ (members, area groups) and the Sheffield 50+ Network. We recognise that meetings are not

everyone's cup of tea so we use the information routes to our members, the Network members and the general public (via our website, Facebook page and other publicity including our weekly column in the Mercury Newspaper) to keep everyone informed and encourage involvement. Our mailings have included consultations from Healthwatch and the CCG cancer team.

We support individuals to represent Sheffield 50+ on official bodies, steering groups and so on. This includes: membership of the SYPTE Public Transport Users Group; Age Better in Sheffield Core Partnership; Equality Engagement Group Sheffield CCG; Thriving VCF Leadership Group; Healthwatch Sheffield; LGBT Sheffield; Health Champions; Neighbourhood Watch; various TARAs and South Yorkshire Police and Crime committee among many others.

We continue to provide arms-length support to a number of groups which are set up and run by our members. These include the Graves Park Forum and the Lower Wincobank TARA meetings. We also set up and support the 50+ Public Transport Group. We are supporting the Graves Park Forum to adopt a constitution and open a bank account. We organised and ran a day of meetings between our members and OfGen to inform policy on fuel supplies. We promoted the Women of Steel event to our members, some of whom are 'Women of Steel'.

Sheffield 50+ Network. We have continued to build the Network which is an affiliation of organisations and groups in Sheffield that involve older adults. It works for shared voice, shared information and to promote collaboration. This is an important part of our drive to enable those who are most disadvantaged or least represented. Through their services the Network member organisations are more likely to come into contact with these individuals so it provides a route for them to be informed, inspired and enabled to be more active in civic life. There are currently 29 Network member organisations.

50&Moor. This annual event ran for the second time on 29 September 2016. We drew together 24 organisations to take over The Moor for a day in a totally co-produced celebration of all that older adults are, do and contribute to our city. Every activity was devised and delivered by those over 50. Activities included dancing, singing, activities, antiques, information and more. We are hopeful that this will become an established annual event on the Moor celebrating the UN day for Older Persons.

Information. Our website was co-produced and co-designed by a representative group of our members and was launched in November 2015 providing a broad range of information that anyone aged over 50 in Sheffield might want to know. There is an events page where people can post their own event details, 'useful information' and news and blogs, all updated and posted by older people. One of our trustees has lead responsibility for its maintenance linking in with his role in developing our Facebook pages and our Twitter accounts. There is a strong focus on ways to have voice and influence as well as WHO active ageing through the NEF's Five Ways to Wellbeing.

Our 'The Voice' quarterly newsletter has a print run of 2600 of which 2000 go to our members, the remainder of our members receiving it by email, and the rest are distributed through the Network and other outlets, as a recruitment aid. It is well received and we often recruit new members through members sharing it with their friends. This year we have produced 4 editions:

- Summer 2016 – articles about South Yorkshire Community Foundation, Mindfulness, Sheffield 50+ EU referendum debate, Open Studios, Visiting a Sikh Temple and Women and pensions.
- Autumn 2016 – ‘Sheffield Where Next?’ Articles from Cllr. Julie Dore, Richard Wright, Dr Tim Moorhead and Debbie Mathews, representing local government, business, health and the VCS.
- Winter 2016 – ‘Defining society – Sheffield style’. Issue focused on cohesion with contributions from Mike Fitter, Alan Billings and others.
- Spring 2017 – ‘Time for Change’. Issue focused on the merger with Age UK Sheffield and future opportunities to get involved, volunteer and join a new advisory group.

The weekly Mercury 50+ page has been going for many years and is an excellent way to inform those who are not affiliated with 50+ in any other way.

Our fortnightly email bulletin, which goes to 600 people, is able to cover a wider range of topics and to go into more depth about issues and encourage active involvement in local issues.

Office base. We kept an office in the Circle up to the end of January and then moved offices to the Zest Centre as a result of lack of funding and to aid our future merger with Age UK Sheffield. The office is available for any of our members to use. There can be as many as 6 volunteers in the office at any one time doing a variety of tasks and we also offer our office computers for members to use to improve their digital skills. We hold 11 iPads bought through a Comic Relief Grant, which we have used to teach members digital skills.

What outcomes did you deliver with the funding?

It is very difficult to provide concrete ‘evidence’ of outcomes for voice and influence work. Below is a commentary on some key outcomes during 2016 17:

- Older people have received information about issues affecting their lives and have been made aware of ways in which they can get their voices and opinions heard. As shown in Question 4 we have provided information and opportunities to engage in two way dialogues with each other, policy makers and delivery organisations.
- More older adults who are most disadvantaged and not represented in the community have found out about the work of Sheffield 50+ and the Age Hub and have some of the barriers to getting involved reduced. We have removed some barriers to information and engagement through offering large print editions of the Voice; using disability friendly venues for meetings and events with access to good public transport links. Continuing to provide print newsletters which are delivered to people by our members has removed some of the barriers for older people created by digital exclusion. We work closely with and support the Big Lottery ‘Age Better in Sheffield’ investment into the city, (with three members on the Core Partnership). It builds on our Comic Relief Missing Voices work. helping to reduce social isolation and loneliness; increasing active engagement of older adults in their neighbourhood; encouraging and supporting the engagement of older adults in the design and delivery of services to reduce isolation and as a consequence making these better planned coordinated and delivered.
- Older adults have had multiple ways open to them to find out about active ageing and opportunities to become more involved in their communities. During the year we have held

meetings, events, website and social media, newsletters, newspaper articles and e-bulletins.

- Decision makers and those in authority have become more aware of the issues affecting older people. Sheffield 50+ has made its voice heard in the move towards creating an age friendly city. For example, Dr Tony Maltby worked with Prof. Alan Walker to produce a chapter in the 2017 State of Sheffield report on 'An ageing friendly City'. We continue to lobby SCC for full implementation and is currently working with Greg Fell and Sarah Burt (Sheffield CCG). Similarly this year's public health report also focuses on Sheffield as an ageing friendly city in which Alan Walker also had some input.
- We brought together 23 organisations to work to celebrate the lives of older people in Sheffield at 50&Moor.
- 31 volunteers have found increased confidence and a way to give back to their community through volunteering.

How did these activities strengthen the voice and influence of under-represented communities in Sheffield?

Older people have been informed about opportunities to make their views heard e.g. public consultations on local policy issues; they have been able to take part in debate and discussions about key local and national issues e.g. EU Leave/Remain vote.

How did these activities improve the effectiveness of Equality Hub Network and how did you ensure inclusivity and enable wide participation?

We have worked with other Hubs in an effort to allow cross fertilisation of ideas and develop policy actions as Age is a universal 'protected characteristic'. We have in particular worked with the Women's Hub, the LGBT Hub and the Disability Hub who are more policy focussed than the other Hubs. We have promoted the EHN through The Voice newsletter, although many of our members remain confused as to the purpose of the Age Hub, despite our attempts to educate. That stated, through our work in this area we have ensured that both older and younger Age Hub members' needs can be represented. However, with the limited resources available we have only been able to have a limited impact and welcome the opportunity for extended funding now available. Our central aim has been on sharing knowledge and 'voice'. We are hopeful that merging with Age UK Sheffield will allow older people's representation to become more impactful on local policy.

How have you participated in the wider Equality Hub Network?

Our Chair has been a member of the Equality Hub Network Board up until 28 February 2017 and our members have attended events planned by the EHN. A good example of this was the 50&Moor event mentioned above, which worked with the LGBT Hub and Disability Hub. This was widely reported in the local news media and brought issues relating to older people and the EHN to a wider audience. The other Hubs (viz. BAMER; Women; Carers; Religion or Belief) although invited did not become involved.

How many people did you engage directly in your activities? Of these, how many were from the target group?

138 individuals attended members meetings during the year, all from the target group.

How many people did you engage indirectly in your activities? Of these, how many were from the target group?

- 2,428 members received the Voice quarterly magazine. We also communicated in writing or by e mail with all 2,428 members about the merger with Age UK Sheffield. All are from the target group.
- 672 members received our bi-monthly e bulletins. All are from the target group.
- 23,000 copies of the Mercury are produced each week ensuring that our weekly articles reach that number of people. We do not know how many are from the target group but would expect this to reflect the demographics of the local area.

How many volunteers did you involve in your activities? Of these, how many were from the target group?

- We involved 41 volunteers in our work. Their roles included:
- Representation on boards, working groups and other bodies
- Website and social media updating
- Office admin and bookkeeping
- Events organisation
- Running local groups
- Delivery newsletters
- All except three were from the target group

What lessons have you learned?

- It has been difficult to attract additional resources to our work and a decision has been made to merge with Age UK Sheffield. This will take place on 1 April 2017. Lack of sufficient staff resource has impacted on our ability to extend our reach and impact; for example we have only had 1 part time member of staff since October and have had to freeze volunteer recruitment.
- Many older people do not want to engage through meetings and more formal mechanisms. However older people do want to be involved in community life; we receive queries from people looking for ways to be involved or from people recently retired looking for things to do and ways to meet other people. We need to think of more innovative ways of informing and engaging older people.
- Reducing budgets means that 'traditional' ways of communicating with our members are increasingly difficult to afford i.e. mailings and newsletters. Lower levels of IT literacy and access within this age group hamper effective use of cost effective digital solutions such as e mail and social media.
- The organisation and delivery of the Network has become far too centralised within Sheffield City Council with SCC Officers leading on most aspects of delivery of the EHN (e.g. Newsletter, website, meeting minute taking; meeting rooms organisation etc. etc.) There is a power imbalance between SCC officers and members and EHN members. A much higher use should be made of a co-production methodology with the aim of reducing this power differential; empowering the Hubs to make decisions and be supported in such decisions by SCC. Currently therefore, the EHN has particularly for older people, remained largely ineffective and largely tokenistic. There is also an urgent need for an external Chair of the EHN and its Board to galvanise actions, improve the Hubs' overall impact, together with helping to forge improved relationships between Hubs. Such an appointment was

going to be made but again delayed. Collective decision-making has been made difficult at Board level by the lack of understanding of representative democratic traditions among some members of the Equality Hub Network Board.

Sheffield Futures

Amount of grant awarded: £4,978.48

Which community of identity was the target group? Age – With a particular focus on young people aged 11-25

What specific activities/outputs were delivered with the funding?

Sheffield 50+ were lead organisation for the Age Hub, and we engaged in a supporting capacity to enable young people's engagement in the process.

Throughout last year, we supported young people to be involved in 2 Age Hub meetings, and arranged ourselves a third meeting. In April 2016, we supported 50+ with a campaigning workshop, where some young people designed and delivered a presentation on this agenda. The second in October 2016 was on the devolution agenda, what it meant for citizens of Sheffield and how they could influence moving forward, where young people were supported to attend. The third was in February 2017 and was around the area of life skills, which we organised and delivered.

Outside formal meetings of the Hub, we have also engaged in the Age Hub Committee to help with the planning and organising of the Age Hub.

As well as this, we have consulted young people through the Make Your Mark consultation around life skills and spoke to young people who attend the Age Hub about what they felt the future of the Hub should look like. After the February Hub meeting, where we discussed issues for future meetings, we have also supported the young people to create and distribute a survey around future priorities for the Hub.

One of the organisations who attended the All Age Hub was the Royal Voluntary Service and through making links at previous meetings, we worked with them in December to put on a social action project, where young people went into a local nursing home to help the residents decorate ready for Christmas.

From the beginning of this year, we have also been working with SYPTE to set up a Youth Transport User Group for young people, as this is one of the key issues they have raised.

What outcomes did you deliver with the funding?

The following outcomes were delivered with the funding (Please note, Sheffield 50+ were lead organisation on this and therefore will have more statistics):

- 4 young people were supported to develop a campaigning presentation for April 16 meeting, 1 young person and 1 staff member delivered the presentation
- 1 young person was supported to attend October Age Hub on devolution
- 36 young people consulted on future of Age Hub

- 1 Young person was supported to create and present around life skills at February meeting
- Approximately 14 attended All Age Hub Feb 17
- 5 young people helped develop Age Hub priority survey in partnership with Age UK
- 43 responses on Age Hub priority survey so far
- 18 people were involved in Beechy Knoll Social Action (4 of which were young people)
- Relevant consultations and information from Newsletters distributed on social media
- Relevant consultations and information from newsletters sent out directly to the 65 young people we have worked with directly this year
- 13,545 young people across Sheffield were consulted in the annual Make Your Mark consultation

How did these activities strengthen the voice and influence of under-represented communities in Sheffield?

- Through consulting with the young people on the future of the Age Hub, we were able to look at getting the structure right for as many people of all ages to engage as possible. Through being part of the Age Hub Committee, we were also able to work together with Sheffield 50+ to ensure that the topics that were brought to the agenda and the speakers arranged were relevant for people of all ages and enabled them to get involved.
- Through the young people presenting around campaign, they were able to provide the other members with key areas around campaigning and points to consider to help make their future campaigns as effective as possible. Thus equipping members with a wider knowledge of how to go about campaigning and top tips for making it a success.
- For the meeting around devolution, we worked with SCC in order to identify the relevant speakers and as a committee we decided the approach based on how communities could influence the agenda moving forward. It was clear from the meeting that the speaker took away with him lots of valuable points from members regarding their concerns and areas for consideration. We were also planning on doing a follow up on this, but due to the devolution deal being deferred for another year, we feel it is better to do it closer to the time.
- The meeting around life skills was jointly organised and run with young people, as they felt there was a lot they could learn from older generations around the life skills that they were taught at school and how they developed other skills over time, and one of the young people also presented around the agenda. Life skills, comes under the current national campaign for UK Youth Parliament, which is a Curriculum to Prepare us for life, therefore the views and opinions discussed at this meeting will be used to help further shape the Curriculum for Life campaign and the agenda will further be taken forward by the Youth Cabinet contributing towards their campaign over the coming year.
- The consultations we have run with young people have enabled more young people to get involved and have their say around the issues that matter to them. More recently, the consultation around Age Hub priorities we have launched enables people of all ages, who potentially are unable to attend meetings due to other commitments to get involved and have their say on issues that matter most to them.

How did these activities improve the effectiveness of Equality Hub Network and how did you ensure inclusivity and enable wide participation?

- The fact that we were able to engage in a supporting capacity to the main delivery partner Sheffield 50+, and support with some of the behind the scenes work through the Age Hub

Committee meant that we could help to ensure that the subjects and the processes were appropriate and relevant for people of all ages to engage.

- Having specific topics we feel has helped us to reach out to a wider audience as different issues are of relevance and interest to different people. The workshop on campaigning supported by the young people, meant that more members of the Age Hub were equipped with skills and knowledge for campaigning and therefore could use these to help them in future. Having the last Age Hub meeting on life skills meant that we could feed in the voices of the young people who had participated in the annual make your mark consultation and use all the information to help shape the campaign for the youth cabinet moving forward looking at generational learning of life skills and what might work.
- The range of consultation we have done have enabled us to reach a wider audience and collect the views of people who potentially can't/ won't attend formal meetings. This helps the Age Hub content be more representative of the wider population. The fact that young people have been involved in designing and creating some of the consultations has meant that they are more young people friendly and therefore they are able to engage with the process more.
- The social action project we have supported and through working with Sheffield 50+, this has further helped young people to develop more of an understanding with older people and has developed their ability to work with/ support older people.

How have you participated in the wider Equality Hub Network?

- We have contributed to the wider Equality Hub Network in a variety of ways. Firstly, we have been one of the Hub Board reps for the All Age Hub, attending and contributing to the wider Hub Board. As part of this, we also took part in the board away day, and more recently was involved in the chair recruitment through being part of the lunchtime event.
- This year, we were also part of the planning group for the Network employment event to help organise the event, and facilitated a table on the day. We have also attended other Hub events such as the human library event.
- The Equality Hub Network Newsletter has also been helpful to us, and we have circulated relevant information and consultations from the newsletters amongst the young people we have worked with, encouraging them to take part and have their say.

How many people did you engage directly in your activities? Of these, how many were from the target group?

We engaged the following directly in our activities:

- 4 young people were supported to develop a campaigning presentation for April 16 meeting, 1 young person and 1 staff member delivered the presentation
- 1 young person was supported to attend October Age Hub on devolution
- 36 young people consulted on future of age Hub
- 1 Young person was supported to create and present around life skills at February meeting
- Approximately 14 attended All Age Hub Feb 17
- 5 young people helped develop Age Hub priority survey in partnership with Age UK
- 43 responses on Age Hub priority survey so far. Of these, the majority were young people apart from 10 who attended the All Age Hub and some who may have responded to the priority survey. However, due to it being the All Age Hub, all would have been within the remit of the Hub.

How many people did you engage indirectly in your activities? Of these, how many were from the target group?

We engaged the following indirectly in our activities:

- Relevant consultations and information from Newsletters distributed on social media
- Relevant consultations and information from newsletters sent out directly to the 65 young people we have worked with directly this year
- 18 people engaged in Beechy Knoll Social Action
- 13,545 young people across Sheffield were consulted in the annual Make Your Mark consultation. Of these, the majority were young people apart from 14 who engaged in the social action and some who may have seen the information on our social media accounts. However, due to it being the All Age Hub, all would have been within the remit of the Hub.

How many volunteers did you involve in your activities? Of these, how many were from the target group?

We engaged the following volunteers in our activities:

- 4 young people were supported to develop a campaigning presentation for April 16 meeting, 1 young person and 1 staff member delivered the presentation
- 1 young person was supported to attend October Age Hub on devolution
- 36 young people consulted on future of Age Hub
- 1 Young person was supported to create and present around life skills at February meeting
- Approximately 14 attended All Age Hub Feb 17
- 5 young people helped develop Age Hub priority survey in partnership with Age UK
- 43 responses on Age Hub priority survey so far
- Of these, the majority were young people apart from 10 who attended the All Age Hub and some who may have responded to the priority survey. However, due to it being the All Age Hub, all would have been within the remit of the Hub.

What lessons have you learned?

One of the key challenges we have faced as the All Age Hub are challenges around partnership working, especially when partners don't necessarily agree on the best way forward for the Hub. This was resolved by us coming together to discuss the different options and then going back to our membership to gain their views and feeding this in to reach the best option for most.

Another key challenge we have faced are around dominant personalities and these potentially taking over with their personal views and agendas. This was a more difficult challenge to overcome, however looking at the membership and what they felt was important helped to get the balance. The structure we chose for the meetings, in that we would have 1 hour on a key issue, with presenters and then split into smaller groups also meant that the less confident ones in the room got a chance to contribute in the smaller group discussions and more people felt comfortable and able to contribute in this way. When the groups split into smaller group, we also made sure that we had someone to facilitate the group to help keep discussions focused and to scribe notes as well as ensure people who wanted to contribute got the opportunity.

Another key challenge we faced was ensuring that the timings of meetings were appropriate for as many people to attend as possible. The difficulty we have to balance was that young people are at school during the day, but older people are less likely to come out at night, particular during the dark night winter period. Therefore after trialling several different approaches, we agreed that the

school holidays during the day would probably be the best approach and that we could potentially have an evening meeting during summer when it is lighter for longer.

Another key lesson we have learnt is that the Hub needs to get better in capturing the work done outside of meetings which helps to contribute to the success of the Age Hub and feed this back to the wider Hub. We also need to implement a feedback loop so that we can give members appropriate feedback on how their contributions in meetings have helped to make a difference with the decision makers.

Black, Asian, Minority Ethnic, Refugee (BAMER)

FaithStar Foundation

Amount of grant awarded: £17,500

Which community of identity was the target group? BAMER: Black, Asian, Minority Ethnic and Refugees.

What specific activities/outputs were delivered with the funding?

Period to April to June FaithStar was not awarded the contract however through this period; FaithStar did put in a lot of outreach work in preparation of being awarded the contract come July 2016.

Introduction

This report covers the period of April 2016 to March 2017. FaithStar Foundation applied for an Equality and Fairness grant to support engagement with BAMER (Black, Asian, Minority Ethnic, Refugee) communities of Sheffield. The title of the BME Hub was changed in June 2016 using a co-production method at the request of members attending to be more inclusive and reflective of the citizens of Sheffield which is why it is now called BAMER Hub.

There has been lots of groundwork done in Sheffield by identifying all the BAMER organisations in Sheffield and introducing the BAMER Hub to them. As a result of this work, we have had many attendees to the first Hub June 2016 meeting, with their agreement to be on the BAMER Hub Working Groups as well as continued attendance at the Hub.

Outcomes that have been delivered:

- Working Groups for Hate Crime and Health
- Directly engaged with people – target output was 250 we achieved to date 794
- Strengthened community cohesion through engagement with BAMER communities who are now attending Hub meetings
- Organised Human Library event in collaboration with LGBT Hub and Religion/Belief Hub
- Collaboration with Black Lives Matter Peace Rally
- Collaboration with HOPE not hate
- Organised the Cross Hub Health Working Group and the joint Health event

We have worked with young people from the BAMER community and with the Black Lives Matter Peace Rally organisers. This group are young people aged 18-25 years. They have expressed interest with attending the Hub meetings, however, due to work commitments they are finding that difficult but they do want to do some collaborative work with the Hub in some capacity.

Purpose

The purpose of the project has been to provide a strategic platform for the development of local action, through the collaboration and networking of agencies supporting BAMER communities.

This has been done through the following ways:

- Hub meetings, networking, event, newsletter and supporting BAME marginalised communities have access to opportunity to have voice and influence across the Hubs.
- Focusing on key areas of concerns for BAME communities
- Ensuring that policy, strategies that could have an impact are widely consulted on; and BAME communities are enabled to impact on the decisions in relation to those.
- A key focus will be to ensure that cohesion, community, equality, area based, are discussed with BAME communities and are consulted on and appropriate feedback is given.
- In regards to supporting BAME communities impact on in addressing structural inequalities as well as finding positive solutions to overcoming them.

The BAMER Hub now has Working Groups to focus on key issues for the BAMER community.

These are:

- Health
- Education
- Hate Crime
- Cohesion

These Working Groups will focus on issues for the BAMER community whilst also working across the Equality Hub Network with other Hubs.

There are been cross collaboration with the LGBT Hub and Religion/Belief Hub for the Human Library event, with the Disability Hub for the Sep 2016 joint meeting on hate crime, and with all the Hubs on planning the Health Event with a view to specifically looking health inequalities for BAMER. Ongoing work has been to reduce these priorities down in the action plan to ensure that we are focused on key issues and to do these well.

Highlight of the work

The highlights of the last year:

- Awareness raising about the Hub has been increasing month on month. The project has directly engaged with 794 BAMER members of the community in Sheffield.
- Indirectly 3,600 members of the community including BAMER and wider. This has been through newsletters, social media, outreach work, attendance at a variety of community events. Partnership working and brining a variety of people to the Hub.
- Involved younger people more from BAMER communities and are hoping to link in with the universities and school to introduce the work of the BAMER Hub.
- Brought people to the Hub who would not normally have had any engagement with Council. For example we have enabled smaller groups across the city to be engaged who self-identify in different ways.
- Development of the only shared platform for diverse communities to come together on shared priorities.

Aspirations for 2017/2018

To continue to build upon the emerging partnerships through the Equality Hub Network and take forward the work in listening to and responding to the marginalised voice within communities

To enable a place BAME communities, to work together to respond to issues, concern and opportunities for celebration for all communities of Sheffield

To support the committee in capacity building and strengthening the work of the BAME Hub Committee in driving forward the work needed to meet priorities for work

Project outcomes

The outcomes for the grant are as follows:

- Marginalised voices within BAME communities will have space for voice and influence
- The development of collaborative and partnership working across BAME communities
- New BAME communities to Sheffield are able to be a part of the makeup and structure and have strategic voice within the BAME Hub
- Young people from a BAME background are heard
- To raise awareness of health inequalities within communities
- Empowering a BAME voice across strategic bodies across the Sheffield City region
- Effective and sound leadership representing BAME issues and concerns across the city in a collaborative and constructive relationship across all sectors
- BAME communities from within all Hubs are linked in with and supported to access all the Hubs in the Equality Hub Network

Achievements

- Establishment of a new committee on the BAME Hub and supported new.
- Engaged with more members of the communities from diverse backgrounds. Identified newer BAME groups
- Supported the identification of priorities that matter to Hub members

Lessons learned

- Capacity building – the need to support the committee to ensure all members are on the same page understand their role and responsibilities.
- That the working group continue to function and address the priorities they were setup for
- Value volunteer time as many of the members of the working groups and committee are giving much of their own time.
- Relationship building between different communities need to be stronger as there are still communities who feel excluded and need to know that the Hub is a safe space for them to come and bring issues.
- Better communication and planned working with Hub Committee members
- Better understanding of the strategies and policy that is emerging or coming through the councils and partners.

People

We have impacted on through networking, events, outreach and engagement, communications and face-to-face meetings with 794 directly and 3,600 indirectly and 49 volunteers since June 2016 to March 2017.

- 3,600 people impacted on through networking, partnership building, engagement or outreach work.
- 794 people directly engaged with face-to-face, meetings and partnership working.
- Supported engagement and influence on a number of strategies. Cohesion strategy for Sheffield, Sexual Entertainment Venues Licensing Policy.

Events

- People brought together for a variety of events led on or supported by the BAMER Hub
- The Human Library event, which enabled people to share the story of the lives, was done in collaboration with LGBT+ Hub and Belief and or Religion Hub.
- 4 Hub meetings held.
- The hate crime event which was done jointly with the Belief and or Religion Hub, Disability Hub and LGBT+ Hub.
- Workshops around key priorities. The Employment event which was organised by a cross Hub Working Group, the Human Library event Education and housing meetings.



Partnerships and relationships

Through the BAMER Hub we have developed strong link with a variety of different organisation and networks in support of the BAMER Hub.

Outreach and engagement

- We have ensured that we have reached out to as many as BAMER organisations as possible and diverse voices from with grassroots communities.
- A letter was sent out to many organisations inviting to send representation to the BAMER Hub. It was discovered that many organisations did not know of the existence of the Hub and or that they were allowed a voice there. A significant amount of trust has had to be build up again to re-engage community organisations and community members across the city. There is still a great deal amount of work to be done in this regard.
- The BAMER Hub is a shared space where conversation and understanding between BAMER communities can take place.

- We work with diverse communities across Sheffield to raise awareness of the EHN.

Next steps

- To ensure that we build on the work developed and focus on enhancing further voices and ensuring particularly marginalised voices are heard and responded to.
- Support the work of the EHN Board in responding to issues facing the communities of Sheffield in a co-produced and coordinated way
- Hold to account through the EHN those whose decisions affect the communities of Sheffield. Ensure that we define and support the priorities of the Hubs
- Capacity build and support the committee members

The future

- To focus on strengthening the work of the BAMER Hub and it works with the communities.
- To concentrate on the key outcomes
- Support the action plan annually and focus the work of the Hub as required by the members.

Creative Pathways

Amount of grant: £5,000

Which community of identity was the target group? BAMER communities

What specific activities/outputs were delivered with the funding?

Our planned project work commencing on 25 May to completion in October 2016. Subsequent information dissemination continued of the Newsletters from the BME Hub / Equality Hub Network to the membership of the Sheffield BME Network and the Creative Pathways Network continuing to April 2017. Detailed as follows:

- Project work planning meeting (25/05/2016): facilitation of the transition / transfer of undertakings of the current chair and facilitation of the BME Hub of the Equality Hub Network by the Sheffield BME Network, (SBN), managed by Creative Pathways. Meeting included planning of future strategic development / planning for the Sheffield BME Network.
- Feedback meeting from previous planning meeting and positioning agreement with the Sheffield BME Network (SBN), (27/05/16), on the two phased project work and agreement to complete and submit a grant application to complete the work.
- Facilitation by Creative Pathways of office space, meeting accommodation for subsequent meetings of the Sheffield BME Network committee, consultation meetings with membership representatives and deputy chair of the BME Hub. (Activities included workspace preparation, computers / broadband usage, stationery, storage space prior to relocation including facilitation of evening access for meetings).
- Meeting (13/06/16), with worker / manager of the SBN re collation of information on all past work undertaken and strategic representation, information / research, consultation information for the BME Hub as chair / deputy required for handover briefings in forthcoming transitional meeting of the BME Hub. Creative pathways provided information on strategic evaluation undertaken of the Equality Hub Network evaluation consultant's

outcomes / presentation, to be discussed at the meeting for future reference by the new facilitating organisation.

- Three meetings held with the SBN committee members during June 2016 on transitioning from BME Hub and future strategic direction and positioning of the organisation and sector membership. Information dissemination provided through the network information data based email facility for consultation purposes and as invitation to the membership to attend the next BME Hub meeting and for any people wishing to take opportunities to input or consider standing for election as part of the transition period
- Completion of application for funding of the project work by Creative Pathways and consultation with the SBN manager/ committee, provided approval and submitted to SCC (30/07/16);
- Two meetings held with SBN member community representatives as diverse organisations as consultation on future planning and transition from BME Hub facilitation, (05/07/16 and 15/07/16);
- SBN / temp Creative Pathways worker undertakes chairing role of BME Hub as elected member and tabled actions to prepare for the meeting by Faith Star and the City Council, circulation of previous notes of meetings, election procedures, strategies to contact existing members of working groups, previous notes of three meetings looked at to update the attendees, review of previous priorities and planning / agreement of terms of reference for new elections for leadership roles (27/07/16);
- Three working full day meetings with Manager SBN / worker on outcome of first BME Hub transitioning meeting business planning/ development strategies, (28/07/16, subsequent business planning meeting on 03/08/16, and 05/08/16;
- Four meetings away days held between the SBN and Manager / temp worker on organisation future strategies for development , business plan, fundraising income generation strategies, restructure, review of constitution, commenced 08/08/16 , completed 30/09/16.
- SBN / temp Creative Pathways worker undertakes chairing role of BME Hub as elected member and tabled actions to prepare for new elections and transition of facilitation to Faith Star. Concluded elections of new leadership representatives, completed information handover of previous work undertaken and disseminated information to SBN membership on opportunities to be involved in voice and influence within the Hub and Equality Hub Network, statistical information on local, national and anti-poverty.
- Attendance on behalf of Creative Pathways and SBN at the Sheffield City Council commissioned Employment and Skills Event, including information dissemination on the event as invitations to attend and contribute to the event. Information on the event sent out to the membership on future plans for employability strategies to address diversity within Sheffield's workforce and opportunities to be involved in the future strategic planning of the BME Hub / Equality Hub Network, (13/10/16).
- Dissemination of information and newsletters for the BME Hub to the committee and membership provided by the project during period and including April 2017, including the new initiative for workforce diversity website that includes Sheffield city Council, www.diversityjobs.co.uk.

What outcomes did you deliver with the funding?

- Intervention work to prepare for the smooth transition of facilitation and chairing role of the BME Hub / Equality Hub Network

- Provision of collation of all work completed by the SBN for handover to the new facilitating organisation on strategies, representative roles in strategic forums, evaluation feedback undertaken on the evaluation of the Equality Hub Network and the implications for future effective outcomes for race / diversity initiatives, equality
- Facilitation of new elections of leadership / representatives from the BME communities to the work of the Equality Hub Network
- Transitioning and future planning for the SBN following completion of contractual facilitation and involvement in the delivery of the work of the BME Hub
- Business planning and development planning of strategies, positioning of the SBN and its future as a network of community representatives engages in promoting equalities initiatives
- Development of business plan, restructure and relocation of the organisation
- Development and consultation with the membership of the SBN to ensure engagement and voice and influence opportunities for interested members in taking forward new strategic initiatives and information / awareness of the strategies of the city and national trends / initiatives, encouraging communities to be involved in the forward initiatives of the BME Hub
- Information dissemination on new initiatives including the new job search website and equalities / diversity initiatives and information from the BME Hub / Equality Hub Network newsletters
- SBN has repositioned itself, restructured has future planning and income generation strategies in place, has increased its membership and has relocated from the previous premises smoothly, has received storage facilities of information, documentation and equipment for future usage and is engaged in the dissemination of information on the work of the Equality Hub Network to the wider membership of the BME community groups and organisations, has undertaken contract work on equalities issues, ongoing consultation and inclusion in national initiatives to build the knowledge and strategic initiatives of the network.

How did these activities strengthen the voice and influence of under-represented communities in Sheffield?

The project work was directly involved with the Council through the direct transitioning and community involvement strategies within the process of transition of one community organisation to another in the role of facilitation. The strengthening of the voice and influence was achieved through the smooth transition that provided the membership organisation up to date information on the transition that was done to minimise opposition and perceived disenfranchisement of the SBN membership. The work re-positioned SBN and re-introduced the membership to the BME Hub / Equality Hub Network, its information newsletter and encouraged involvement and voice and influence opportunities for underrepresented communities, particularly diverse BME groups that were engaged by the joint work of the SBN and Creative Pathways voice and influence, infrastructure support services and health and wellbeing services interventions work.

Our involvement with the Council was through direct work with the Equality Hub Network and facilitated community involvement in the initiatives, use of the information of the newsletters that provide information and opportunities for involvement in equalities and diversity initiatives and use attendance of the employment and skills initiatives and new job search facilities. These activities have strengthened the opportunities for voice and influence by creating a wider readership and

potential membership in the cities new initiatives through the organisation's provision of complementary services that are not fractured and that reach the community groups.

How did these activities improve the effectiveness of Equality Hub Network and how did you ensure inclusivity and enable wide participation?

These activities improved the effectiveness through working successfully to preserve the existing structure and ensure its smooth transition period and re-election of new leadership roles without the impact of community politics and opposing organisation positions to facilitate the needs of community groups and membership to the work of the Equality Hub and to use the positive attributes and work accomplished by the outgoing facilitating organisation to the benefit of all. therefore inclusivity was enabled as all of the membership groups were provided the opportunity to be involved, be a part of the thinking on the strategic priorities that were complementary and avoided duplication of work, but the use of the communications systems of all organisations to include the membership and dissemination of information through the project initiatives to consult and inform the underrepresented and small community groups of the new initiatives and how to get involved.

How have you participated in the wider Equality Hub Network?

The outgoing chair of the organisation provided information briefings, consultation and information to the membership of the SBN of the work achieved to date, new initiatives and the information available through the Network Newsletter. Information was also disseminated to invite and encourage the membership and wider community networks of the benefits of attending the network publicised event on employment and skills and follow up information on the initiative of the diversity jobs website.

How many people did you engage directly in your activities? Of these, how many were from the target group?

All membership activities were from the target group due to the focus of the BME Hub and the original contracted brief of the Sheffield BME Network (SBN).

- The membership of the SBN and BME community representatives receive direct information, interactive consultation, awareness raising and voice and influence services to **51** organisations;
- Facilitation and transitional development services for the BME Hub engaged with **21** new people that attended the first meeting and subsequent meeting for handover and elections for the newly structured BME Hub and as potential representatives in the work of the Equality Hub Network. (of these participants some approx. 25% (6), were not from the target group but were representatives of organisations with an interest in the work of the Hub.
- 20 additional groups and organisations were informed of the initiatives through the network of Creative Pathways Capacity 2 Deliver programme;
- The Sheffield BME Network received direct support to plan succession activities and future development / business opportunities planning, the working group of the committee and community membership representatives was 6 people;
- Information and invitation to attend the BME Hub meetings was given out to direct beneficiaries of the Creative Pathways Health and Wellbeing programme from our
 - Healthy Ramadan group of (10 people).
 - Healthy open day event for women and children (18 adults)

- Fitness walking and healthy eating group (24 people)
- Project trainee and volunteers /Community Health Champions (4 people)
- CHOW Health Group (20 people)
- Total 71 organisations / groups and 97 people

How many people did you engage indirectly in your activities? Of these, how many were from the target group?

Indirectly each group and organisation are been estimated to engage with and provide services, activities, advice and information to a minimum of 20 community beneficiaries. These are from the target group.

How many volunteers did you involve in your activities? Of these, how many were from the target group?

The SBN committee had 6 representatives involved in the planning and information dissemination initiatives. Creative Pathways had 4 volunteers all volunteers were from the target group.

Darnall Community Development Centre

Amount of grant awarded: £1,000

Which community of identity was the target group? BAMER and young people
4 workshops/ focus groups

What outcomes did you deliver with the funding?

Outcomes of the delivered workshops include:

- Improved understanding of the perspectives of BAMER young people in the Darnall area, on issues around hate crime, integration and interactions with the police.
- Improved understanding of the way that Darnall Community Development Centre, and the Empire Boxing Gym, can continue to encourage integration between community members from different ethnic backgrounds.
- Improved awareness and understanding of the definition of hate crime, and possible options for reporting, amongst young people from BME communities in Darnall.

How did these activities strengthen the voice and influence of under-represented communities in Sheffield?

The workshops themselves provided a forum for the voice of young people, from a range of backgrounds including BAMER communities, to share their views openly in a safe environment. Early findings were fed back to the BAMER Hub at the last meeting, while a summary of the full report will be presented at the next BAMER Hub meeting, thus enabling the voices of those who took part to be heard by members of the council and other relevant local organisations. The provision a report detailing the views communicated has also been provided alongside this monitoring form, which should also strengthen the voice of participants given the opportunity it provides for their views to be heard by Sheffield City Council.

How did these activities improve the effectiveness of Equality Hub Network and how did you ensure inclusivity and enable wide participation?

Discussions are ongoing with representatives from the Equality Hub, and South Yorkshire Police, in relation to how we can utilise the information from these workshops to encourage integration, and reporting of hate incidents, amongst young people in the Darnall and Sheffield area.

In order to ensure inclusivity, and enable wide participation, a wide range of individuals from different communities in the area, were invited to take part in the workshops. Workshops were held outside of school time, and outside of the usual training slots that these individuals would be likely to attend at the community gym, to ensure as many willing participants would be able to attend as possible.

How have you participated in the wider Equality Hub Network?

2 management committee members attended the Equality Hub Network meetings and have created links with relevant people for information sharing.

How many people did you engage directly in your activities? Of these, how many were from the target group?

50 workshop participants. Of these, 43 were BME, and 43 were aged 16-30. The workshop used 5 different workshop facilitators. Of these, 2 were BME.

How many volunteers did you involve in your activities? Of these, how many were from the target group?

4 volunteers (3 BAMER) - workshop delivery support (e.g. translation, catering arrangements etc.)

What lessons have you learned?

Please provide any case studies, photos, feedback received from participants and other evidence of your activities.

Oromo Community Association of Sheffield

Amount of grant awarded: £500

Which community of identity was the target group? Sheffield Oromo community

What specific activities/outputs were delivered with the funding?

Awareness of BME Hub meeting, equality, employment and health issues

What outcomes did you deliver with the funding?

The community members understand about the BME Hubs and about equality.

How did these activities strengthen the voice and influence of under-represented communities in Sheffield?

By involving and participating in council and other organisations meeting to share experience and right information about BAMER Hub.

How did these activities improve the effectiveness of Equality Hub Network and how did you ensure inclusivity and enable wide participation?

Better understand of inclusion and community cohesion, better understand of equality and fairness.

How have you participated in the wider Equality Hub Network?

Our members were participating the Equality Hub Network meeting.

How many people did you engage directly in your activities? Of these, how many were from the target group?

45 adults and young people were taking part from the targeted group.

How many people did you engage indirectly in your activities? Of these, how many were from the target group?

30 adults and young people were engaged indirectly from targeted group.

How many volunteers did you involve in your activities? Of these, how many were from the target group?

5 volunteers were involved in the activities that was took place in two days.

What lessons have you learned?

People understand better equality and BME Hub in the city, people learn about inclusion and community cohesion.

Feedback

One of the participant said “this kind of workshop is so important and useful for us; this is because we have learnt what we didn’t know before”. Another participant said, “It is really good to have such workshop and right information especially about Equality Hub.”

Sheffield Chinese Community Centre

Amount of grant awarded: £2,000

Which community of identity was the target group? Chinese

What specific activities/outputs were delivered with the funding?

The Centre Manager represented the Chinese Community to attend the following meetings:

- Women’s Hub Meeting at Town Hall on 16 Nov. 2016
- Women’s Hub Meeting at Town Hall on 28 Feb. 2017
- Age Hub Meeting at Town Hall on 23 Feb. 2017
- The Equality Hub Network Event – Employment and Skills Event at Ponds Forge on 13 October 2016
- BAME Hub Meeting at Town Hall on 23 Nov. 2016
- BAME Hub Meeting at Town Hall on 7 March 2017
- Communities Portfolio budget challenge for 2017/18 at Town Hall on 17 January

- Space to Think – Commissioning the Third Sector in Sheffield with Cllr Jack Scott on 22 March

The Centre Manager has organised and held the following event for the Chinese Community

- Private Housing Standards Workshop – held at the Sheffield Chinese Community Centre on 30 November 2016
- Fire Safety at home and for business Workshop – held at the Sheffield Chinese Community Centre on 1 January 2017
- Meeting with the South Yorkshire Police – held at the Sheffield Chinese Community Centre on 15 February 2017
- Meeting with Cllr Nasima Akther – held at the Sheffield Chinese Community Centre on 21 March 2017

What outcomes did you deliver with the funding?

- Through participation the different Hub Meetings as stated above, the Centre Manager could able to collected information from different organisations and groups and helped to distribute the information to the Chinese community and therefore it not only helps the Chinese Community to learn more about the wider community services and event, but also help to promote the inclusion of the Chinese community to the wider community and to support other groups and organisations' services.
- Through events provided by the Chinese Community Centre, the Chinese members could directly communicate with representative from the Local authorities, such as officers from the South Yorkshire Fire and Rescue and South Yorkshire Police and this helps the Chinese members to improve their understanding of their services, increase their confidence to seek for their support when they need.
- As we have held the meeting with the Local Cllr. Nasima Akther with our members which helped to promote the council service and provided opportunities for the Chinese members to voice out their issues of concerns which affected their living.

How did these activities strengthen the voice and influence of under-represented communities in Sheffield?

- We have invited the Local Cllr. Nasima Akther to have the meeting with our members which helped to promote the council service and we could introduce our Centre's services to our local councillor which is significant to the Chinese community. Through the meeting with Cllr Akther, the Chinese members could have a direct channel to voice their concerns and issues to Cllr Akther, it strengthened the voice and influence of the Chinese community and the local government could also have a better link with the Chinese community. (Please find the photos for your reference.)
- We have invited the representatives from the Private Housing Standards from the Sheffield City Council to present their work to our members; this helped to promote and support the council service to the Chinese community and help to improve communication between the local Council and the Chinese community.
- We have also invited the representatives from the South Yorkshire Fire and Rescue to hold the workshop for Fire Safety at home and for business and Police officers for holding workshop about the Community safety, this workshops helped the Chinese members not only learn about the home and community safety but also improve their understanding of the Public services. (Please find the photos for your reference.)

How did these activities improve the effectiveness of Equality Hub Network and how did you ensure inclusivity and enable wide participation?

As we attended different Hub meetings in which we could publicize the events held by our organisations to other members of the Hub Meeting, therefore we helped to wider participation and we could support the activities/ events organised by other Hub members' organisations, therefore it improved the effectiveness of the Equality Hub Network.

How have you participated in the wider Equality Hub Network?

Yes, we have attended the Equality Hub Network – Employment and Skills Event and the individual Hub meetings and we gave our opinions towards the issues discussed at the meetings and shared information with other Hub members.

How many people did you engage directly in your activities? Of these, how many were from the target group?

We were able to engage 98 people in total in the activities / events stated above and they were all from the target group.

How many people did you engage indirectly in your activities? Of these, how many were from the target group?

We estimate we have engaged 100 people indirectly in our activities and they were from the target group.

How many volunteers did you involve in your activities? Of these, how many were from the target group?

We had involved four volunteers in total in all activities.

What lessons have you learned?

We enjoyed to work with Cllr Nasima Akther and the officers from the Private Housing Standard, as a result of the meeting with Cllr Akther on 21 March which was a huge successful event, we have set up the monthly surgery with Cllr Akther at our Centre from April 2017.

We received positive feedback from participants about the events we held for them.

Disability

Disability Sheffield Centre for Independent Living (1)

Amount of grant awarded: £15,000

Which community of identity was the target group? Disabled People

What specific activities/outputs were delivered with the funding?

- There are 379 individuals signed up to the distribution list, some of whom belong to 191 associated organisations. Organised 4 Disability Hub meetings (May, Sep, Nov Mar) providing administration and facilitation for and between the meetings including the recruitment of Chair and Vice Chair and 12 Sub Group volunteers who will be supported to

develop a forward plan with the organising group for meetings over the coming year, looking to explore other potential key themes identified by the Hub in addition to the current themes of: Independent advocacy, Transport, Employment and Sport & leisure.

- We have developed and provide support to the Disability Hub organising group, the Hub Chair and the Equality Board representatives including supporting representatives at 5 Board meetings. This will ensure that representation of disabled people engaged with their community of identity happens at Board level, the Chair and Vice Chair both have speech impairments but our support ensures their involvement and inclusion.
- We collated and published 12 monthly eNewsletters conveying messages, news, events and other features to an extensive emailing list of contacts to under-represented communities within Sheffield via the Equality Hub Network (EHN).
- We have hosted and organised three Disability events within the year. One has been focused on Advocacy, working with the user led organisation Free Voice, the other theme was Hate Crime which was determined by the Disability Hub and an opportunity to work in partnership with the Faith and Belief Hub. The Disability Hub were fully engaged in a further themed event on employment and supported 3 members to take a leading role in planning a wider EHN event on Employment held in October 2016.
- Building on Accessible Sheffield we held an event at the Showroom Cinema to celebrate day of disabled people on 3 December including displays and opportunities to encourage involvement during the week.
- Hosted a monthly blog on our website and have encouraged articles submitted by members of the Disability Hub on issues identified by the Hub. We have done this as a way of encouraging debate and discussion. Some of the articles have been on the following themes: Hate Crime, Health and Well Being, Transport, Disability Rights, Employment, Advocacy and Sport to name but a few.
- We have met or had correspondence with some 250 disabled people's orgs and other groups (ROFA, Sheffield Carers Centre, Sheffield Mencap, Free Voice, Leonard Cheshire, Sheffield Voices etc.) throughout the year to discuss matters and collect responses that are pertinent to disabled people's lives, including ensuring input into consultations which affect disabled people lives.
- We improve links with other voice and influence work in the City for example through a Disability Hub Vice chair's attendance at Transport 4 All and Access Liaison Group to increase the influence of disabled people in discussions which impact on their lives and a representative on the Housing Equalities Group. We also have representatives on the new BAMER run Hate Crime sub group.
- We have attended and supported community initiatives such as the PINKnic and Fifty+ Moor, Holocaust Memorial Day, Move More Celebration).
- We continue to increase the traffic to the Disability Sheffield website and social media channels looking to inform disabled people, encourage more disabled people to connect digitally with the disabled people's community and provide a variety of ways to engage. Reach and participation through fb and Twitter is improving.
- We aim to produce new resources of interest to disabled people such as videos and podcasts, as a way of increasing accessibility of information. We have compiled articles on Blue Badge Fraud Enforcement Scheme, Public consultation on private hire operator and private hire vehicle, Leisure/sport and Special Olympics and the House of Lord Select Committee Report on Equality Act and Disability.

What outcomes did you deliver with the funding?

- Increased number of disabled people feeding into discussions, disabled people beginning to find a variety of ways to have a voice, through meetings and other means such as social media. Disability Hub now beginning to establish itself as a group of disabled people that can meet to share issues, challenge and begin to look for solutions.
- Disabled people in Sheffield have a stronger voice through the range of ways in which their voice is heard and issues have been shared, discussed and have been an influence in decision making.
- Facilitation of the Disability Hub has been more fluid, less structured but more effective communication between meetings. At the same time we have allowed for member input and current direction is for a more informal tone and an easing of the themed meetings has seen an increase in attendance and enthusiastic involvement.
- By providing support to the Organising Group individuals will grow in confidence and skills, and feel more empowered to represent the Disability Hub enabling the Hub to influence the wider work of the Equality Network. That is why we are now encouraging individuals to attend other forums in relation to the issue they are involved with.
- Increased number of disabled people in Sheffield having a voice through developing ways people can engage and through developing links with other groups, networks including disabled people who identify with other communities of interest or who are particularly excluded from having their voice heard for example BSL users.
- By increasing connections with other communities of identity who have a shared interest in promoting equality this will lead to a greater number of people engaging in the work of the Disability Hub and Equality Hub in a variety of ways
- Through the work of the Disability and Equality Hub and connections to other initiatives in the City such as the Cohesion Strategy working group the profile of the disabled people's community within Sheffield will be increased leading to increased awareness of disabled people's civil and human rights and as a community feeling more empowered to develop actions to address the issues discussed.

How did these activities strengthen the voice and influence of under-represented communities in Sheffield?

- The Voice and Influence of under-represented disabled people has been strengthened through their involvement in meetings and contributions to work streams. We feel utilising the old maxim 'strength in numbers' has helped not only increase the number of disabled people airing the voices but also in working with other under-represented groups such as those from Black and minority ethnic communities, refugees and those under represented through religion or belief, has increased involvement and an interest from other communities who are not always included in specific issues.
- We are purposefully supporting individuals who are eager to be involved and finding platforms that best suit their interest and background and knowledge.
- We have provide a forum for disabled people to have direct communication with services on how their policies and procedures affect disabled people and an opportunity to influence policy decisions
- Because Disability Sheffield works across multiple impairment groups we are able to reach out to the whole of Sheffield. We are working with other partner organisations to augment our support of the Disability Hub and try to engage with localities experiencing particular issues.

How did these activities improve the effectiveness of Equality Hub Network and how did you ensure inclusivity and enable wide participation?

We have developed and provide support to the Disability Hub Organising Group, the Hub Chair and the Equality Board representatives including supporting representatives at 4 Board meetings. This ensures that representation of disabled people engaged with their community of identity happens at Board level, for example both the Chair and Vice Chair of the Disability Hub both have speech impairments but our support ensures their involvement and inclusion.

How have you participated in the wider Equality Hub Network?

- We have attended and supported to the Hub Chair and Vice Chair at 3 EHN Board meetings. We collated and published 12 monthly eNewsletters conveying messages, news, events and other features to an extensive emailing list of contacts to under-represented communities within Sheffield via the Equality Hub Network (EHN).
- We have hosted or co-hosted and organised three Disability events within the year. One has been focused on Advocacy, working with the user led organisation Free Voice, the other theme was Hate Crime determined by the Disability Hub and an opportunity to work in partnership with the Faith and Belief Hub. The Disability Hub were also fully engaged in a further themed event on employment and supported 4 members to take a leading role in planning a wider EHN event on Employment & Skills on 13 October 2016.
- We helped in drafting a Community Hate Crime bid for the Home Office through our involvement in the cross Hub working group on hate crime. We helped collate and submit feedback from disabled people and those with learning difficulties via the engagement on hate crime publicity material.
- We took part in the Sheffield Open Space and Outdoor Recreation Survey, the PTE-led pilot project to introduce audio-visual info on buses on the 120 bus route.
- We took part in the Human Library Event held on Tuesday 11 October 2016, at the Town Hall.

How many people did you engage directly in your activities? Of these, how many were from the target group?

- 379 people are on the Disability Hub Mailing list, some of whom belong to 191 associated organisations. 34 attended the May meeting with 7 apologies, 51 attended the September meeting with 5 apologies. 33 attended the November meeting with 9 apologies. 28 attended the March meeting with 9 apologies. Of these, approximately 55 were from the target group over all meetings.
- 80 people attended the ROFA conference and with 20 apologies. Approximately 70 were from the target group. 24 people attended the Free Voice Advocacy event. Approximately 16 were from the target with others drawn from representatives from Statutory and 3rd Sector Advocacy providers. 16 people responded to our survey on 'Halving the disability employment gap' in Sheffield - APPG DPULO Evidence.

How many people did you engage indirectly in your activities? Of these, how many were from the target group?

- Our weekly e-news and quarterly bulletin is sent to over 400 people, both individuals and organisations. The weekly e-news is a medium for not only providing information to people but to also encourage involvement in events and consultations.

- We regularly receive follow-up emails as individuals interact with the information they have been sent.
- Our twitter feed has been active with now over 3,206 followers with some 250 new followers and 600 tweets since Oct 2016. We have 629 followers of our fb page.
- Working through the joint Hub on Hate Crime the video on disability hate crime published on 2 March 2017 has received 2,093 views on You Tube (see item 13 Hate Crime below).

How many volunteers did you involve in your activities? Of these, how many were from the target group?

17 people have been involved in advancing worksteams/issues and all are from the target group. This includes 5 wheelchair users, 5 mobility impairment and 8 individuals with learning difficulties. They have been the regular contributors around the recurring themes of advocacy, transport and employment.

What lessons have you learned?

There has been a positive learning outcome in that working in partnership with others helps in delivering aims when tackled by other Hubs. We will take this learning experience forward where appropriate.

Please provide any case studies, photos, feedback received from participants and other evidence of your activities. Add any information you consider relevant.

Equality Hub Network

<http://www.disabilitysheffield.org.uk/voice-and-influence>

Disability Hub

- <http://www.disabilitysheffield.org.uk/blog/disability-Hub-meeting-wednesday-25-may-201605-23>
- <http://www.disabilitysheffield.org.uk/blog/sheffield-equality-Hub-network-june-newsletter-2016-06-23>

Employment

- <http://www.disabilitysheffield.org.uk/blog/appg-for-disability-inquiry-into-halving-the-disability-employment-gap-2016-06-10>
- <http://www.disabilitysheffield.org.uk/blog/government-years-behind-schedule-in-aim-to-halve-disability-employment-gap-2016-07-11>
- <http://www.disabilitysheffield.org.uk/blog/the-health-and-disability-employment-gap-2016-08-31>



Equality Hub Network Employment and Skills event Thursday 13 October 2016 10am to 1pm Venue TBC

The event aims to:

- Raise awareness of the different employment/skills/support schemes available in Sheffield
- Help break down barriers to employment for different communities
- Help change the culture and help employers recruit a more diverse workforce
- Identify what we want to change as a result and propose solutions
- Set up Joint Hub Task Group to work with employers and other organisations

The event is open to people from all sectors.

Booking is essential as space is limited.

To book a place or for more information, contact:
Sheffield City Council - Elections, Equalities and Involvement Team
equalitiesandinvolvement@sheffield.gov.uk
0114 27 35861



Bringing communities and decision makers together to work for positive change
www.sheffield.gov.uk/equalityhub
@EqualityHubNwk

Hate Crime

- <http://www.disabilitysheffield.org.uk/blog/lets-stop-disability-hate-crime-2016-09-05>
- <https://youtu.be/lu7Pm0ArX8A>



Advocacy

<http://www.disabilitysheffield.org.uk/blog/have-your-say-about-advocacy-services-in-sheffield-2016-06-08>

ROFA

- <http://www.disabilitysheffield.org.uk/blog/rofa-conference-2016-2016-06-09>
- <http://www.disabilitysheffield.org.uk/blog/uniting-our-voices-defending-our-rights-2016-07-21>
- <http://www.disabilitynewsservice.com/rofas-conference-hears-call-to-build-a-stronger-alliance/>

ROFA's conference hears call to build a stronger alliance

A campaigning alliance has called for disabled people and their organisations to join its fight to use the UN disability convention to defend attacks on their rights by the UK government.

LATEST STORIES

- APRIL 21, 2017 Government admits falling to reveal actions after benefit suicide scandal - Longtime survivors: The Biography of a Care Scandal
- APRIL 21, 2017 Government admits falling to reveal actions after benefit suicide scandal
- APRIL 21, 2017 Success as minister appoints Tory peer as equality watchdog's leading boss

Accessible Sheffield

<http://www.disabilitysheffield.org.uk/blog/new-sheffield-teaching-hospitals-access-guides-by-disabled-go-2016-07-08>

Feedback

We want our grant process to be as user friendly as possible and value your comments. Please tell us below what went well and what you think we can do to improve our grant process.

We include here some feedback submitted by those involved in the Disability Hub's activities:

- "Being Part of a community"
- "Good effort to create awareness among many participants"
- "More general disability awareness is needed in society, including police. How to be politically active and to get representation"
- "I think joint Hub events are a positive event"
- "Well organized event with good participation"
- "Very useful resources and fantastic discussion"
- "We needed tighter chairing (one person consistently doing it) also clearer about the tables and what happened to our 3 dots (either have a clear format or think about stricter timing a bit more"
- "Great involvement"
- "More copies of info for discussion on table - less banter and more concise. Clearer instructions and controlled feedback"
- "Valuable contacts have been made and I had a valuable discussion"
- "More time allocated for questions"

Disability Sheffield Centre for Independent Living (2)

Amount of grant awarded: £2,200

Which community of identity was the target group? Disabled people

What specific activities/outputs were delivered with the funding?

The funding is being used to support legacy work related to Special Olympics. This will include a photographic exhibition of Sheffield people being active which will be hung in Winter Gardens during the Special Olympics and then in The Circle Gallery for the duration of August.

Alongside this we are planning to provide free temporary access and carer cards to family and friends attending the Special Olympics.

We have also been involved in meetings with the Council and other Partners in identifying opportunities for ensuring that the Special Olympics leaves a legacy.

Promotion of involvement such as volunteering and increasing activity has taken place through the Disability Hub. Increasing opportunities for physical activity are key and this has been linked not only to the work around Special Olympic legacy but also work we are doing with Disability Rights UK as part of their Get Yourself Active Project.

What outcomes did you deliver with the funding?

We expect the outcomes to lead to disabled people engaging more in activity through the promoting the opportunities we are presented as a result of the Special Olympics. We see the

photographic exhibition as a celebration of disabled people in the City. We hope that the temporary access cards will show businesses how their customer base can increase if they make their shops and services more accessible to disabled people therefore increasing the accessibility of Sheffield for disabled people and providing a welcoming environment for carers.

How did these activities strengthen the voice and influence of under-represented communities in Sheffield?

The activities are strengthening the voice of disabled people through opportunities to be involved in legacy planning for the Special Olympics, increasing inclusion of disabled people and increase in access to activities. We have been working with the Council and other partners such as Burton Street in the Special Olympics Legacy group, the LD Partnership Board and the Disability Hub.

How did these activities improve the effectiveness of Equality Hub Network and how did you ensure inclusivity and enable wide participation?

Involving disabled people in celebrating the Special Olympics and in looking at legacy has improved the effectiveness of the Equality Hub Network through providing a common focus for people to come together on providing an opportunity for people to engage in a range of ways.

How have you participated in the wider Equality Hub Network?

As the organisation facilitating the Disability Hub and managing the Equality Hub newsletter we have ensure that the Special Olympics have been included in other activity. Information on the Special Olympics has been shared at Disability Hub meetings, through the Equality Hub newsletter. We have ensured that these discussions have been part of the main Hub

Sheffield Mencap and Gateway

Amount of grant awarded: £1,920

Which community of identity was the target group? People with a Learning Disability

What specific activities/outputs were delivered with the funding?

See separate report for full details – x3 in-depth consultation events, x4 attendance at Disability Hub meetings and reformatting of meeting minutes into ‘easy-read’ format and distributed to the wider carer / member network via Sheffield Mencap website and Carers Newsletter

What outcomes did you deliver with the funding?

- People with a learning disability are more involved in the decision-making process of the Disability Hub.
- People with a learning disability have contributed and commented on services and support systems within the city that affect them.
- People with a learning disability no have increased confidence to voice and influence change across the city and in the services they receive.
- Easy Read version of Disability Hub documents have been made available for people with a wide range of cognitive impairment i.e. brain injury, people with Dementia.
- Service providers now have a clear framework to further develop their inclusion of people with a learning disability into their decision making and governance systems

How did these activities strengthen the voice and influence of under-represented communities in Sheffield?

- See above re: involvement with the Disability Hub – people with a learning disability attending these events and contributing
- Dissemination of the minutes, after easy-read translation, to a wider carers / learning disability population with the city.
- Direct consultation events to explore extent of satisfaction with current services and transport services in the city (critical for people with a learning disability)

How did these activities improve the effectiveness of Equality Hub Network and how did you ensure inclusivity and enable wide participation?

- Direct involvement with the Disability Hub – people with a learning disability attending these events and contributing to outcomes
- Dissemination of the minutes, after easy-read translation, to a wider carers / learning disability population with the city to improve scrutiny, comment, and consultation.

How have you participated in the wider Equality Hub Network?

- See above re: involvement with the Disability Hub – people with a learning disability attending these events and contributing
- Dissemination of the minutes, after easy-read translation, to a wider carers / learning disability population with the city.

How many people did you engage directly in your activities? Of these, how many were from the target group?

Total number of people engaged in the work directly over the course of 16/17: Approx 70 adults with a Learning Disability

How many people did you engage indirectly in your activities? Of these, how many were from the target group?

Total number of people engaged in the work indirectly over the course of 16/17: Approx 1000 adults with a Learning Disability and their carers – via promotion within Mencap services and the Carers newsletter.

How many volunteers did you involve in your activities? Of these, how many were from the target group?

Approx. 12 volunteers supported delivery of the consultation events and attendance at the Disability Hub.

We do not count the involvement of people with a learning disability as ‘volunteering’, but we recognise that in many cases they have volunteered their time to engage with the disability Hub and consultation events.

What lessons have you learned?

See separate report (Conclusion p12) for full details

Lesbian, Gay, Bisexual, Trans +

LGBT Sheffield

Amount of grant awarded: £9,400

Which community of identity was the target group? Lesbian, Gay, Bisexual, Trans and those who identify with the LGBT+ community.

What specific activities/outputs were delivered with the funding?

- LGBT+ Committee x2
- LGBT+ Hub x2
- EHN Board Meetings x3
- Age Hub 6 Oct
- Employment Event 13 Oct
- EHN Away Day 14 Oct
- Human Library Event 17 Oct
- BAMER Hub 23 Oct/
- Belief and or Religion Hub 6 Dec/ 22 Feb
- Women's Hub 16 Nov/ 28 Feb
- Women's health planning 9 Nov
- LGBT History Month planning meeting 30 Nov
- World Aids Day Vigil Winter Garden 1 Dec
- Tackling Hate Crime Working Crime Jan
- Care Home Training LGBT awareness Jan/ 26 Jan
- Let's Talk 8 Feb
- Meeting regarding the election of a Hub Board Chair Feb
- Care home training LGBT awareness Feb
- Care home training LGBT Awareness Feb
- Care home training LGBT Awareness Mar
- Cross Hub Health Planning event 1 Mar
- Independent Advisory Group South Yorkshire Police 7 Mar
- Interview Panel for new chair of the board Mar

What outcomes did you deliver with the funding?

- Hate Crime: Providing feedback from the LGBT Hub and community to change the current hate crime literature
- Care Home: providing training to care homes staff in regards to LGBT residents that are in the care homes
- Let's Talk: a platform where LGBT Hub members and community members could talk about faith issues and LGBT issues.
- Human Library: a platform where a safe space was provided to break down barriers and provide discussions around diversity
- World Aids Day: providing a representation of LGBT Community to a significant matter within our communities.
- Employment Event: to raise awareness about employment in the LGBT community and prejudices in employment
- Hub Meetings: receiving and sharing information across the Hubs.

How did these activities strengthen the voice and influence of under-represented communities in Sheffield?

Hate Crime: LGBT Hub strengthened the voice and influence of its members by requesting feedback on the current literature and asked for their recommendations. This allowed LGBT members to raise key points about how hate crime affects them. A case of hate crime was presented at the LGBT Hub and at the tackling hate crime working group. A left wing religious

group were shouting out homophobic comments. This raised the profile of the need for us to work closely with police to raise awareness about hate crime and the reporting element.

The feedback provided on the hate crime literature shaped the way the Police produced the new literature. During a tackling hate crime working group, LGBT Hub looked at concepts and provided input on those. This strengthened the voice and influence on how hate crime affects LGBT communities.

Care Home Training: LGBT Sheffield was approached by care home manager at the council care homes, and this was to hold a workshop around LGBT awareness amongst staff. This then led to a training programme that the Hub took on board. The training programme has been a huge success, this has provided an opportunity to influence under represented LGBT residents and how their care is affected.

Let's Talk strengthened the voice and influence of LGBT community simply by allowing for a safe space and place to discuss issues around faith and LGBT. This allowed for myth busting and stereo-typing of religious people and LGBT people.

Human Library Event: This was a great event where the LGBT community was represented through our volunteer selection; transgender and gay. The volunteers (or books) provided a great input into how people react and shared their personal stories. This strengthened the voice of LGBT people as it allowed for us to share our personal stories with people who wouldn't normally talk to the LGBT community. It gave people the opportunity to ask questions in an environment that was safe but wouldn't have had the opportunity to do in normal circumstances.

World AIDS Day: LGBT+ Hub represented at the World AIDS Day vigil, this was to strengthen to voice and understanding of how aids affects the LGBT community and all the communities within Sheffield.

Hub Meetings: As a rep for the LGBT+ Hub, I feel that it is important that I attend all the other Hub meetings. This is to receive and share information and ensure that the voice of the LGBT+ Hub is heard and engages with the other Hubs.

How did these activities improve the effectiveness of Equality Hub Network and how did you ensure inclusivity and enable wide participation?

The effectiveness of the Equality Hub Network was improved through engagement with the other Hubs. This was done by attending other Hubs and being part of the cross Hub working groups whether that be hate crime, employment or the Human Library. To ensure inclusivity and enable wide participation, the LGBT+ Hub used emails and discussion to share information about what was happening around the Hubs.

How have you participated in the wider Equality Hub Network?

The LGBT+ Hub have used the newsletter to share information, attended Hubs to find out about what is happening in the other Hubs and if there were opportunities to link and work together. Common priorities to share across the Hub network was a key issue within the last 6 months, this can be seen through the Let's Talk event and the Human Library Event.

How many people did you engage directly in your activities? Of these, how many were from the target group?

- Hate Crime: 75 LGBT+ people through sharing of information and attendance at Hub meetings and the tackling hate crime working group
- Let's Talk: 15 people of those 7 were LGBT + people who attended the workshop
- Human Library Event: 25 people of those 10 were LGBT+
- Care home training: on average 40 members of staff were trained 12 of those were LGBT+.

How many people did you engage indirectly in your activities? Of these, how many were from the target group?

Indirectly across all the events and themes listed, LGBT+ Hub indirectly engaged with around 400 members. This includes LGBT+ members, non-LGBT+ and organisations that we have worked with.

How many volunteers did you involve in your activities? Of these, how many were from the target group?

- 3 LGBT+ for the Human Library Event
- 2 Volunteers for the care home training

What lessons have you learned?

- to promote more events
- to focus on more joint events
- to share information across all networks
- to raise awareness around LGBT issues
- Prompt LGBT+ members to take a lead on Hub themes
- Discussion can happen within safe spaces
- Relationship building with South Yorkshire Police needs to be reinforced

Please use this link to find the review of the Human Library Event

<http://www.faithstarlp.com/system/files/news-files/The%20Human%20Library%20Review.pdf>

Feedback

A need to provide guidelines and understanding of roles and guidance in how to meet outcomes and grant conditions.

Sheena Amos Youth Trust

Amount of grant awarded: £4,039

Which community of identity was the target group? LGBT

What specific activities/outputs were delivered with the funding?

We carried out a consultation with LGBT young people aged 16-25 from across Sheffield. The consultation itself was preceded by a scoping study, carried out at Sheffield Pride 2016. The Pride study allowed us to establish the key areas of concern and need of the LGBT youth community.

We used this information to then create the questions in the questionnaire. The questionnaire was distributed to a range of groups across the city; 66 people responded.

We are still in the process of writing up the report of the findings and we will present this at the LGBT Hub.

What outcomes did you deliver with the funding?

The consultation ensures that the LGBT youth voice in Sheffield is better heard and understood by one of the key mechanisms for change in the city.

How did these activities strengthen the voice and influence of under-represented communities in Sheffield?

The results of the consultation will allow the needs and interests of the LGBT youth community to be better understood by the LGBT Hub. The Hub will then be in a better position to respond to these needs.

How did these activities improve the effectiveness of Equality Hub Network and how did you ensure inclusivity and enable wide participation?

The consultation was set up in order to widen the reach of the Equality Hub Network. We are aware that there is not a strong youth voice on the LGBT Hub and that their interests are not well represented. We carried out the consultation in order to improve that. Our organisation, SAYIT, works with LGBT youth but we ensured that the young people we consulted with were all new young people that are not currently engaged in our work; their voices have not previously been heard at the LGBT Hub.

The results of the consultation indicate that we did not reach as wide a demographic as we would have hoped, particularly in terms of ethnicity. We intend to re-issue the consultation to ensure wider participation and will share this with the Equality Hub Network when it is complete.

How have you participated in the wider Equality Hub Network?

We have attended the LGBT Hub regularly and have occasionally attended some of the other Hub meetings such as the women's Hub and the BAMER Hub.

How many people did you engage directly in your activities? Of these, how many were from the target group?

We directly engaged 66 people and they were all from the target group.

How many people did you engage indirectly in your activities? Of these, how many were from the target group?

We also engaged 41 people in the Pride scoping survey that we carried out. All 41 were from the LGBT community.

How many volunteers did you involve in your activities? Of these, how many were from the target group?

We did not involve any volunteers.

What lessons have you learned?

We have learnt more about the barriers to engaging with more marginalised groups within the LGBT+ community and will be using this learning to engage more effectively in the future.

T-Boys

Amount of grant awarded: £750

Which community of identity was the target group? Trans

What specific activities/outputs were delivered with the funding?

Venue Hire

We used a large amount of the grant to pay for room hire in order to run our activities in a private space. These were mostly run over the winter months, as we took advantage of the summer weather to run outdoor activities.

- June – Sharrow Old Junior School – talk/discussion session about lower surgery (there were no non-committee attendees at this meeting as mentioned in our Progress Report, so we reorganised the session for later in the year)
- October – Theatre Deli – social meeting for trans people and their partners, family and friends
- October-March – The Art House – 5 weekday evening drop in sessions and 4 Saturday afternoon meetings (surgery discussion, festive social, zine workshop and AGM)

Events

We paid for stall hire and parade entry at Sheffield Pride. We also had stalls at Pinknic, SAYIT's trans youth conference and the LGBT History Month event at the Millennium Gallery – although we didn't have to pay for the stall hire at these events, some of the funding went towards promotional and educational materials for us to distribute on the stalls.

Promotions

We bought a selection of promotional materials (business cards, flyers and posters) to promote the group and our activities. The bulk of these were used at events where we ran stalls, but we also made them available at our regular meetings and shared some with other organisations such as the Sheffield Gender Clinic, SAYIT and LGBT Sheffield.

We also bought some refills for the badge maker we own in order to make/sell badges at Pinknic and Pride. This helped us to raise the funds to cover the second half of the grant, as well as increasing attendance and engagement at our stall.

We renewed our website hosting, which was free due to a new customer deal, but we had to pay a fee in order to keep the name and address associated with the domain private.

Resources

We didn't buy many printed resources as most of the best ones we found are available online for people to print themselves, or aren't available to buy in the smaller amounts that we wanted. We did buy copies of a booklet produced by Sexual Health Sheffield called "Living My Life" which gives an overview of a number of Trans topics and is a good all-round booklet to have. We had

copies at our various stalls and also provide them to new members at buddying sessions and our regular meetings.

We also bought two carving knives for us to use during bushcraft and wood-carving workshops, which we will continue to run in future. Outdoor activities are usually popular and are easy for us to run when we don't have funding as they don't incur venue hire costs.

What outcomes did you deliver with the funding?

By running stalls at various community events, we were able to promote our activities to a wide range of people, as well as contribute to the visibility of transgender people within the LGBT community and educate people outside of the trans community about the issues we face. We were also able to provide information through the resources we bought and through discussion of personal knowledge and experiences. By sharing information with other trans people we enable them to educate themselves about their options for transition and ways of accessing support, which empowers them to make choices about their own healthcare and wellbeing.

Participating in these events helped us to strengthen our links with other organisations in the community, e.g. LGBT Sheffield, SAYiT and The Rainbow Project, and make new contacts with organisations such as Sheffield Bisexual Group, Andro & Eve and Friends Of Edward Carpenter. We also now have a good relationship with The Art House, who we used as a venue for a number of our meetings, so they may continue to be an option for us in the future even when we have little or no funding.

Unusually, we found that our social events were more popular than the talks and workshops we organised – there is much more information and support available online now, but we've found that having a real life social space is very important as trans people are often socially isolated. We had a number of new people contact us over the course of the year, some of whom came along to our meetings and others who we just met for a coffee. Meeting with people in a social setting helps our members to make friends and share experiences with others who are going through the same thing. Being able to connect with others in their community, and access advice and support in the safe and confidential space that we provide, promotes wellbeing in those who attend our events and helps to increase confidence and self-esteem.

How did these activities strengthen the voice and influence of under-represented communities in Sheffield?

Our presence at Pinknic, Pride and LGBT History Month helped contribute to the visibility of the transgender community within Sheffield, and increased awareness in the public sphere promotes changing attitudes to trans people throughout the city. We were able to educate people outside of the trans community about the issues we face through our informative resources and interactive activities such as our Gender Map. Our presence also enabled us to make social links with members who hadn't attended our meetings for a while and connect with new people in the community. This helps to strengthen individual support networks and decrease social isolation.

The promotional materials we bought allowed us to promote our work in a variety of contexts – using funding for this is really useful as it helps us to cover a high up-front cost which we wouldn't otherwise be able to afford, but the resources last us for months at a time. Having these materials

enabled us to run stalls at other events than Pinknic and Pride, thereby educating people outside the LGBT community about trans issues and promoting our activities to a wider audience.

The links we have made with other organisations through the LGBT Hub and other community events ensure we are known to a range of people who can signpost their users to our services if needed. Transgender people are often under-represented in LGBT spaces and we have tried to be involved in as much as we can to ensure their needs are taken into account by organisations within the community and the city as a whole.

We capitalised on the networks we've developed when helping to organise consultations with local NHS services. Firstly we worked with Sheffield Gender Clinic to help run a workshop looking at ways to support people on their waiting list, which enabled the local transgender community to give feedback on how the clinic is run and influence how the service develops. We also worked with LGBT Sheffield to organise and promote a consultation with Sheffield CCG to review their Shared Care Protocol (advising GPs on how to prescribe hormone treatment). This event enabled trans people to share their experiences with representatives from the CCG and help to shape NHS policy for the region.

How did these activities improve the effectiveness of Equality Hub Network and how did you ensure inclusivity and enable wide participation?

The large community events such as Pinknic, Sheffield Pride and LGBT History Month were public events that were free and accessible and people of a diverse range of ages, sexualities and ethnic backgrounds visited our stalls. Attending the SAYiT conference enabled us to promote our work to people in the education and youth work sector, who may not have come across us or other LGBT organisations before. We also sat in on some talks and workshop sessions and took away some pointers on how to ensure that trans young people feel able to access our services.

We ran a survey to find out which activities would be most popular with our service users and to identify any barriers to attending our meetings. One potential issue was that the date and time of our meetings wasn't accessible for everyone, so we tried running meetings on weekday evenings as well as Saturday afternoons in order to enable more people to access our services. We will continue to act on the results of this survey for our future meetings and also use the new links we have made to promote our meetings across a wider network to reach a diverse audience.

The funding allowed us to secure a regular meeting place at The Art House for 6 months. This venue is centrally located and close to public transport, as well as being fully accessible to wheelchair users and people with physical disabilities. Being able to meet at the same place and time made our meetings more accessible as they were consistent every month, instead of moving around to different locations which may be hard to keep track of. Providing a private space for our meetings means that people who are nervous or who don't want to discuss trans issues in a public setting are able to access our services too.

How have you participated in the wider Equality Hub Network?

Representatives from our committee attended a number of LGBT Hub meetings across the course of the year. Through these meetings we made links with a number of organisations and individuals who we hadn't previously been involved with – e.g. we liaised with a student running a research project into trans people with autism, and took part in the planning meetings for LGBT History

Month. We also used the Equality Hub newsletter to publicise our events and those of other local trans organisations, such as Trans Active.

Attending the Hub allowed us to find out about other events we could get involved in, such as the SAYiT conference, LGBT History Month Live Late and the Holocaust Memorial Day vigil. A member of our committee also attended the “Let’s Talk” workshop run by the LGBT and Belief and/or Religion Hubs.

We helped to organise a Q&A session with Sheffield Gender Clinic in May and a consultation event about their waiting list in July, both of which were held at the LGBT Cafe. In October we worked with LGBT Sheffield to organise a consultation with Sheffield CCG about the Shared Care Protocol relating to hormone prescriptions for trans patients. These sessions were all funded by other organisations, but running them helped to strengthen our links with LGBT Sheffield. We had hoped to use the LGBT Café as a drop in venue, but were unable to after it moved to Theatre Deli and could only run until 4pm as we needed a space after office hours.

How many people did you engage directly in your activities? Of these, how many were from the target group?

We had 20 different people attending our monthly Saturday meetings or evening drop in sessions over the course of the year, 17 of whom were from the target group.

We estimate that we had around 30 people approached our stall at Pinknic and 40 at Pride and that around two thirds of these people were from the target group. We also ran stalls at SAYiT’s trans youth conference and the LGBT History Month event at the Millennium Gallery. While both these events were much smaller than Pinknic and Pride, we spoke and gave information to about 10 people at each event and the majority of these were not from the target group.

How many people did you engage indirectly in your activities? Of these, how many were from the target group?

Over the year we’ve had around 20 new people enquiring about our activities via email or Facebook, and we met about one third of them at a buddying session or one of our regular meetings. Three people were enquiring on behalf of a trans friend or relative and the remainder were from the target group.

We also had 11 responses to activity survey we ran over the summer, all of whom were from the target group.

How many volunteers did you involve in your activities? Of these, how many were from the target group?

Four committee members have been involved in running our meetings and activities over the year, all of whom are from the target group.

What lessons have you learned?

The biggest challenge we faced this year was low numbers of attendees. Our meetings have always been fairly small, but we had several meetings where nobody turned up except the committee members who were running the session.

In an effort to increase our attendance levels, we tried running meetings on a weekday evening once a month in addition to our Saturday afternoon meetings. In the results of our activity survey this time was quite popular, but only 2 out of the 6 evening meetings we ran had any attendees who weren't committee members. We found that it wasn't sustainable for us to run two meetings a month with our current committee consisting of 3 people, so we decide to go back to one meeting a month but alternate between Saturdays and weekdays as a compromise. This will hopefully still allow a wider range of people to attend our meetings.

Outdoor activities and socials were the most popular activities according to the survey we ran, and the attendance numbers of our events over the past year seem to reflect that. As we don't currently have any funding for the next year we intend to focus on these activities because we can run them without having to pay for venue hire.

We made a particular effort to try and recruit new committee members ahead of our AGM in March in order to get some new faces involved in the group and take advantage of their new ideas and any new contacts they might have. Unfortunately we were unsuccessful and the committee currently only consists of 3 people. Our focus for this coming year will be to network more with the local trans/LGBT community in order to promote our activities across a wider audience and increase the number of people who get involved with the group.

Please provide any case studies, photos, feedback received from participants and other evidence of your activities.

There were a couple of items we listed in our application which we didn't end up spending money on. Due to consistent low attendance and not knowing whether anyone would turn up at our meetings, we were hesitant to book talks from guest speakers in case nobody came to hear them speak. As a consequence, we didn't need to pay out any travel expenses for workshop facilitators.

We also didn't pay for any DBS checks due to our reduced number of committee members. Of the three people running the group, one had a DBS check already and another got one when starting a new job earlier in the year, so we would be better off spending the money elsewhere.

The results of our activity survey are available upon request. Photos from our various stalls and other activities available at this Dropbox link:

<https://www.dropbox.com/sh/k9m6b1u1skk336z/AABOs1PelwzZ6y0kRUu5NrFLa?dl=0>

Religion/Belief (including no religious belief)

Sheffield Faiths Together

Amount of grant awarded: £10,000

Which community of identity was the target group? Belief and or Religion – this includes people of faith or no faith/belief.

What specific activities/outputs were delivered with the funding?

- Religion and No Belief Hubs x3
- Religion and No Belief Committee x1
- LGBT Hub x1
- BME Hub x1
- Disability and Religion and No Belief Hub (event on Hate Crime)
- Prevent Working Group x1
- Darnell Carnival x1
- Human Library Event (17 October 2016)
- Prevent Working Group x4 (September 2016 – February 2017)
- Belief and or Religion Hub x3 (from October 2016 to March 2017)
- Belief and or Religion Hub Committee x3 (October 2016 to March 2017)
- Let's Talk event planning meeting (January 2017)
- Let's Talk Event (8 February 2017)
- Prevent additional meeting (March 2017)

What outcomes did you deliver with the funding?

- To forge link with disability groups through the hate crime event
- To strengthen community cohesion through engagement with BAMER by attending the Darnell Carnival and promoting the Religion and No Belief Hub and BAMER Hub
- To set up a working group that can work on Prevent as a key issue that impacts on the community of Sheffield
- Human Library Event: A safe space where discussion could happen with a different range of people in attendance. Allowed for questions and shared discussion to happen. The outcome of this is that a successful event happened that the community of Sheffield would like to replicate across Sheffield.
- Prevent working group: to plan and look how voice and influence of those interested or affected by prevent can be heard and taken to the home office. In the workshops, we have been currently looking at case studies and the impact of those and our understanding of Prevent. Training on Prevent called WRAP was also given to the members of the working group to help build understanding about Prevent and to promote a healthier understanding.
- to look how to build up and work with the Samaritans in reaching under represented communities such as BAMER and those of religion and or Belief.

How did these activities strengthen the voice and influence of under-represented communities in Sheffield?

- The Hate Crime Event gave the opportunity to strengthen the Disability and Religion and No Belief voices on Hate Crime and its impact on these protected characteristics. We invited the lead from the Police on Hate Crime, with the lead on Housing and Community safety as key guest speakers. We also invited the Hope Not Hate Campaign and Sheffield voices who shared a video on Disability hate crime. We set up mini workshops to explore what needs to be done to tackle hate crime in Sheffield.
- The voice and influence with the Prevent Working Group allows those within the community to share their thoughts in a safe space and discuss Prevent with key people within the Council and Police.
- Human Library Event provided a safe place for people to ask questions and voice their understandings of the different communities and diversity of Sheffield. It allowed for people to share their experiences and their own stories about their lives and the impact it has on Sheffield.

- Prevent: The working group has provided a platform and safe space for those interested in Prevent to discuss and learn and reinforce their understanding of Prevent. This has strengthened the voice and influence of those under represented about a subject matter that nationally is very prominent. It is important to note that the working group has also been able to provide a voice and influence in the Sheffield approach through our relationship building with the Prevent officers and Prevent lead.
- The Let's Talk event strengthened the voice and influence of the LGBT+ community and those from the Belief and or Religion Hub because it provided a space where people could voice their opinions, their understandings and provide a space to myth bust and stereotyping.
- Samaritans organisation attending a Belief and Or Religion Hub, this strengthened the voices of the Samaritans and how they want to promote the service to the different communities around Sheffield. It also influenced how the communities of the belief and or religion can get involved with a service like Samaritans.

How did these activities improve the effectiveness of Equality Hub Network and how did you ensure inclusivity and enable wide participation?

- The Prevent Working Group is a cross Hub group, this means that it cuts across all the Hubs and ensures that there is wider participation.
- The Human Library Event was a cross Hub event, ensuring we provided volunteers from all the Hubs and that the Hubs participation was there to encourage wider engagement.
- Let's Talk Event improved the Equality Hub Network with the two Hubs in particular LGBT+ and the Belief and Religion Hub, this provided an inclusive and diverse group people to come together.
- Using the Hub as a platform for the Samaritans, it enabled them to share and promote the service to the communities and also for people to get involved.

How have you participated in the wider Equality Hub Network?

- The events improved the effectiveness through wider engagement and promotion of the Equality Hub Network. We ensured inclusivity and enable wider participation by marketing events and meetings further afield using such tools as Eventbrite.
- The equality Hub Network newsletter is shared across the Hubs and is used to promote the events and share information concerning the Hubs and relevant events and information as well. The events have been cross Hub events, which have meant a closer working with the other Hubs. This networking and relationship building has been a great asset to promote better working relationships.
- The Hub meetings have been great way to engage with people to encourage discussion around issues within the community.

How many people did you engage directly in your activities? Of these, how many were from the target group?

Over the year directly we have impacted over 800 people

- | | |
|--|--|
| • Human Library Event: 25 | • Hub meetings x5 |
| • Prevent: 14 part of the working group | • Committee meetings x5 |
| • Let's Talk: 15 people 8 of those were people of belief and or religion Hub while 7 of those were LGBT+ | • Sheffield Faiths Together Meeting x5 |

How many people did you engage indirectly in your activities? Of these, how many were from the target group?

- 600 through social media, newsletters, events and conference
- Human Library Event: indirectly those who were aware of the event: shared across the networks.
- Prevent: indirectly all the Hubs and organisations that are aware of the working group
- Let's Talk: Indirectly members of the LGBT+ community as well as the differing communities of the faith and or no belief.

How many volunteers did you involve in your activities? Of these, how many were from the target group?

- The Human Library: 10 volunteers of those a good range of the target group: Bhai, Christianity, Islam, Judaism, and Humanist.
- Let's Talk 2 volunteers (facilitator/planner)

What lessons have you learned?

- To ensure that on any major event we respond to, we have considered and included voices from all faiths and no faith.
- Ensure that when building relationships, we seek out those small minority communities that can be overlooked.
- Ensure that the language we use is inclusive
- Ensure that we share knowledge to keep people up to date in the way faith communities have
- changed and re changing over the years.

Please use this link to find the review from the Human Library Event.

<http://www.faithstarllp.com/news/human-library-event>

Tiger Strut

Amount of grant awarded: £1,000

Which community of identity was the target group? Religion and/or No Belief, and LGBT+

What specific activities/outputs were delivered with the funding?

Let's Talk Workshop (an interactive facilitated discussion between Religion and/or No Belief Hub and LGBT+ Hub members to discuss aspects of personal identity including religion, belief, gender identity, sexuality and intersectional identities).

- Online consultation with leaders/ reps of each Hub (Haseena Siddique and Kath Housely) to identify the specific needs of each group).
- Meeting with Haseena Siddique to understand more about the Religion and/or No Belief Hub.
- Drafted a 'call out' communication for participants which was an agenda item/ tabled at each of the two Hub meetings in December in my absence (I was abroad).

- X2 Telephone meetings and one preparatory with Razia Aziz to plan the content and delivery of the workshop.
- Created website blog about the event.
- Promoted event through key contacts within the Hubs.
- Delivery of 3 hour workshop with 14 participating members of each of the two Hubs on Wed 8th February 2017.

No Template (a film event showing a breadth of shorts of BME LGBT+ identities and religious and/or specific cultural beliefs and practices).

- Had a meeting with Joan Parsons, Senior Programmer at Showroom Cinema who came on board as a partner.
- Researched appropriate film content, secured permissions/licences for films.
- Technical quality control: ensured the film exhibition formats were correct for cinema player; set and monitored audio output levels with cinema technician to ensure consistent quality.
- Drafted marketing copy and identified images for the Showroom Cinema website to help promote the event.
- Promoted the event on social media (Twitter and Facebook)
- No Template film programme & Q&A took place on Wed 15th February 2017 with an audience of 25.
- Identified and briefed a panel of appropriate speakers comprising:
- Dr Minna Shkul, Lecturer, Ancient and Contemporary Religion; Critical Study of Biblical Literature; and LGBT Studies. University of Sheffield.
- Shahida Siddique, Founding Partner and Director of Faithstar LLP, a specialist consultancy service for the faith sector.
- Dr Abhi Shetty, Consultant in Liaison Psychiatry and Gender Dysphoria.
- Chaired a successful 35 minute engaging post-screening discussion with above panellists and an audience of 23.

What outcomes did you deliver with the funding?

Let's Talk

- The beginning of a positive new dialogue between Religion and/or No Belief Hub Members and LGBT+ Members.
- Provided a safe, stimulating, informative event for people to discuss often difficult/taboo topics with others especially those considered different to them.
- Created value in the concept of a discussion between these two groups by showing it has further potential.

No Template

- Celebrated under-represented communities by showing a breadth of BME LGBT+ films/characters/stories set within religious or specific cultural settings which demonstrated the universality/commonality of struggle and survival. The film programme deconstructed cultural stereotypes by presenting diverse identities of people of colour in a range of scenarios.
- Provided a space for a rich discussion with three specialists from different sectors and the audience to help navigate the key themes.

- An effective formula: stimulating film programme followed by Q&A with distinct specialists from which all participants can gain something.

How did these activities strengthen the voice and influence of under-represented communities in Sheffield?

Let's Talk was initiated due to identified need from the Religion and/or No Belief Hub. I met with Adele Robinson and Bashir Khan who spoke about an identified need and desire from the Religion and/or No Belief Hub members wanting to discuss sexuality but cautious of getting it wrong.

I met with Faithstar LLP to learn more about their work and their role/representation in the Religion and/or No Belief Hub.

I consulted with both Hubs through their lead reps so that the content would meet the needs and expectations of the Hub members.

Let's Talk provided a safe space managed by Razia Aziz and I for under-represented communities to discuss topics frankly and sensitively in order to have dialogue and to demystify the distinctions each Hubs' members embody.

No Template articulated positive including sometimes challenging lives of LGBT+ people of colour in religious or specific cultural/traditional contexts providing a rich palette for discussion. A key aspect in all the films was showing resilience and survival even in the face of adversity. The post-screening panel discussion was lively and interactive and continued for a healthy 35 minutes. The Showroom Cinema stated that often the audience can be reticent, so this was positive to hear too. There were two people in the audience who had attended the workshop the week before.

How did these activities improve the effectiveness of Equality Hub Network and how did you ensure inclusivity and enable wide participation?

- Both events were held in wheelchair accessible spaces.
- Both events took place during LGBT History Month when there is more awareness in the city amongst the broader community of LGBT issues.
- For Let's Talk participants were specifically drawn from the Hubs as it was designed for them.

How have you participated in the wider Equality Hub Network?

- Over the course of the period I've had some contact with Council staff: Adele Robinson, Bashir Khan and Rachel Sanchez.
- Prepared information sheets at December 2016 meeting
- Attendance at the LGBT+ Hub meetings has been challenging and somewhat frustrating due to my frequent/regular work commitments in other cities. I sent apologies where possible. On one occasion I was on holiday. I'd like to find ways to engage more even if I can't physically attend many meetings.

How many people did you engage directly in your activities? Of these, how many were from the target group?

- Let's Talk – 16 registered to attend. 14 attended. (6 Religion and/or No Belief Hub members; 8 LGBT+ members; 3-4 members identified with both Hubs)

- No Template – total 25

How many people did you engage indirectly in your activities? Of these, how many were from the target group?

I engaged with approximately 2,000 people online in the promotion of No Template. Roughly speaking, of these 50% were concerned with LGBT+ issues; and 10% with Religious and/or Belief matters.

What lessons have you learned?

I think Let's Talk allowed me to challenge my personal preconceptions of actively religious people. As a gay man, based on my experience, religious organisations or people have faith have not always appeared the most welcoming or understanding. And over time on some level, perhaps subconsciously, I'd have expected those with faith to potentially judge me or even be hostile. Let's Talk demonstrated that if we can find ways to communicate sensitively yet frankly without passing judgement on people different to ourselves we can have very fruitful dialogue.

I was disappointed with an audience of 25 for No Template. I believe this was due to the detail of the programme being published late, due to the programming being finalised late – which was due to my capacity. There was general information about the event for some time describing the overall subject matter and terrain on the Showroom Cinema's website. The detail of films and brief synopsis on each was published later. However the audience that did attend did seem to get a lot from the experience and appeared to be thoroughly engaged as you will see from their feedback. But in order to maximise the opportunity I'd have to start programming earlier.

Please provide any case studies, photos, feedback received from participants and other evidence of your activities. Add any information you consider relevant.

Participant feedback from both events available upon request.

Let's Talk Workshop Listing <https://yoursafar.wordpress.com/2017/01/19/lets-talk-workshop/>

No Template Webpage <http://www.showroomworkstation.org.uk/no-template>

Women

Key Changes – Unlocking Women's Potential

Amount of grant awarded: £750

Which community of identity was the target group? Women who have experienced the criminal justice system.

What specific activities/outputs were delivered with the funding?

3 focus groups have been delivered so far. The focus group dates were carried out on the 28/07/2016, 20/10/2016 and the 23/01/2017. Staff also attended the women's equality Hub at Sheffield City Council. The aim of all our focus groups was to capture information on equality and discrimination within the Criminal Justice System. The focus groups included a group discussion.

Questionnaires were handed out to those who attended. Questions were asked about how the women were treated throughout their conviction and also about any experiences and discrimination they felt that they may have encountered post-conviction. Our aim was to give women an opportunity to discuss their individual experiences and have their voice heard. We specifically researched key areas including accommodation, employment & training, financial needs family & relationships and mental health.

What outcomes did you deliver with the funding?

We gave women who have experienced the criminal justice system an opportunity to express their views and have their voices heard. All the research captured in the focus groups and questionnaires were also used to compile three reports which have been shared with the Women's Equality Hub and the Council.

Discussions not only centred on their past experiences but captured their views and wishes for changes in services within the criminal justice system. The most discussed aspect of the first focus group was employment and training opportunities as the majority of the women reported a lack of confidence and self-esteem when applying for jobs. The group outlined that the main barriers to employment concerned mental health issues, a lack of work experience and limited availability for childcare rather than having a Criminal Record. Therefore it is apparent that employment services and employers need to be more sensitive and accommodating to the barriers women face.

In the second focus groups there was a consensus that they felt that they felt like they are made an example of and they are treated too harshly as first time offenders.

In our final focus group women stated that they felt powerless as a victim; while 67% had experienced domestic violence they all agreed that they had not been taken seriously by the authorities. Another recurring theme in the discussion was the barriers that single mothers face when trying to gain employment, due to a lack of affordable childcare and unhelpful job centres women feel they are at an unfair disadvantage.

We have attended the Women's Equality Hub with representatives from Key changes. This has allowed us to share our findings with various different local charities who work with women. We hope this will lead to further cooperation with organisations in the community, with the aim of reaching more women to support and empower them.

How did these activities strengthen the voice and influence of under-represented communities in Sheffield?

Women were given the platform and non-judgemental environment to discuss their views about their experience of being in the criminal justice system. At all three focus groups women commented on how the discussion ensured empowerment; they were glad to talk amongst other women who were going through similar problems. Many of the women who attended the focus groups stated that they felt that they experienced multiple forms of discrimination based on their gender, age, race and social class. Therefore, we have facilitated a forum for marginalised women who may feel silenced in wider society because of various social stigmas attached to their identity.

In addition to our last focus group we invited two researchers from the 'Poverty Project'. After the discussion women were invited to take part in a research project which aims to capture information women in poverty in the local area. Many of the single mothers in the group were enthusiastic

about taking part as they wanted to discuss the barriers they face to employment and the lack of support in the community.

How did these activities improve the effectiveness of Equality Hub Network and how did you ensure inclusivity and enable wide participation?

Our focus groups and subsequent reports have been disseminated to the Equality Hub Network to ensure this information is shared to the wider Hub. Our discussions have uncovered information on discrimination and equality for women. We invited all organisations from the equality Hub network to ensure inclusivity of their beneficiaries.

We also invited all of our service users. Some women who didn't want to attend due to issues of lacking in confidence for example were provided with questionnaires to ensure they could still have a voice. To enable wide participation we promoted our focus group at the Women's Equality Hub meeting and in our last group we invited researchers from the councils 'Poverty Project'. We also used twitter and social media to promote our group.

How have you participated in the wider Equality Hub Network?

Our staff attended the Women's Equality Hub, BME, Disability and LGBT Equality Hubs.

How many people did you engage directly in your activities? Of these, how many were from the target group?

We engaged with 27 individuals: 13 in our first focus group, 8 in the second and 6 in our last discussion. All of these women were from the target group (CJS). The demographics of the women were also varied as women of different ages, ethnicities and sexual orientation attended.

How many people did you engage indirectly in your activities? Of these, how many were from the target group?

17 women engaged indirectly, all of which were from the target group.

How many volunteers did you involve in your activities? Of these, how many were from the target group?

We involved 2 volunteers in our activities in total.

- In the first focus group, two volunteers took part in supporting and organising the activities. They supported also in compiling the questionnaires to ensure the right questions were asked. Both of these volunteers were from the target group.
- One volunteer was involved in the second focus group. They assisted the chair and took notes during the discussion.

What lessons have you learned?

We have gained knowledge and understanding on women's experiences within the criminal justice system and also the different forms of discriminations they may encounter in the community as a whole. The research we have conducted shows that women encounter many barriers to employments which may contribute to reoffending in the future. Without effective career support and affordable childcare in the community women will struggle to break through these barriers and progress. There is also a lack of support for women as victims of domestic violence which has led to a lack of trust for the criminal justice system.

We have learnt that we needed to improve our impact on social media and now share and tweet several times a day. We are reviewing our marketing strategy.

We also felt that facilitating these focus groups we can offer women a forum to express their opinions, an opportunity which many women have not been given before.

Feedback

We really enjoyed delivering these focus groups and felt that it was an invaluable vehicle for us to collate women's views on the criminal justice system. Equality is at the heart of everything we do and we would like to thank Sheffield City Council for investing in Key Changes to deliver this contract.