

# **ChangeUp**

## **Additional Support Programme**

### **Buckinghamshire**

**Based on research and consultation with Black Minority and Ethnic, Faith, Gypsy and Traveller and Asylum Seeker and Refugee Community Groups**

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On behalf of the  
ChangeUp Additional Support Programme Steering Group

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# 1. Introduction and Background

**1.0** The ChangeUp Additional Support Programme was developed to identify the infrastructure support needs of voluntary and community groups working with Black Minority and Ethnic (BME), Faith, Gypsy and Traveller and Asylum Seeker and Refugee Communities across Buckinghamshire, also to look at ways of resolving gaps in service provision for these communities and to consult with them to enable a plan for future delivery of infrastructure support to be developed.

**1.1** The ChangeUp Additional Support Programme began at the beginning of September 2005 when two Project Workers were established in post, for six months, one to cover Aylesbury Vale District and one to cover Chiltern, South Bucks and Wycombe Districts.

**1.2** A report of the Project Workers findings had to be ready for submission by the end of February 2006. As the Programme was for a relatively short period of time it was not possible to research and consult in depth across the county and therefore there are gaps in the findings.

**1.3** It is the aim of this Report to provide an outline picture of the diverse communities in Buckinghamshire, an outline of some of the voluntary and community groups across the county and an outline of their infrastructure support needs.

**1.4** It is intended that this Report should be an initial step towards assessing and meeting needs of voluntary and community groups working with BME communities, Faith Groups, Gypsies and travellers, Refugees and Asylum Seekers across Bucks. Ideas are given about some of the areas where more research and consultation are clearly needed.

**1.5** All individuals and groups that took part in the ChangeUp Additional Support Programme will receive a copy of this report and it is also available to view on Bucks Compact website. Contact information to facilitate networking for BME, Faith, Gypsy/Traveller and Asylum Seeker and Refugee community groups in Bucks is included in the Appendix.

**1.6** Many thanks to all the individuals and groups who took part in our meetings, focus groups and surveys and gave their time to discuss the issues which were raised through the ChangeUp Additional Support Programme.

## 2. Methodology

**2.0** The support service needs of voluntary and community groups working with BME communities, Faith Groups, Gypsies and travellers, Refugees and Asylum Seekers across Bucks have been looked at individually in each district. Research has focused on Aylesbury, Wycombe and Chesham due to the short timescale of the Additional Support Programme in Bucks.

**2.1** In order to obtain an accurate view of infrastructure support needs for ASP Communities, contact was made with individuals from and representatives of BME Communities, voluntary and community groups, representatives from Faith Groups, Gypsies and Travellers, people in contact with Refugee and Asylum Seekers and service providers.

**2.2** A series of themed drop-in focus group meetings was arranged to give everyone an opportunity to say how they would like their support service needs to be met in the future. These were also designed to provide networking and discussion opportunities for those who

dropped in. An article was placed in the BIG Times advertising the focus group meetings to over 2000 voluntary groups across Bucks, inviting people to attend and written invitations were sent.

**2.3** Discussion groups were also organised with community themes to enable people attending to network and share information.

**2.4** As only a limited number of people could attend the focus group meetings, a questionnaire was devised and sent to a cross section of 30 groups. It was also used as a reference to ensure that individuals and groups were asked consistent questions.

## 3. The Districts

**3.0** Buckinghamshire is split into four separate districts: Aylesbury, Chiltern, Wycombe and South Bucks. It has a population of around 479,000 people with approximately 8% from non-white ethnic groups. This is expected to increase to 9% over the next 10 years.

**3.1** In Bucks, 15% of the population, almost 70,000 is over 65. This is predicted to rise to 20% over the next decade and around 26% of the population is under 20 years old. 20% of the population is under 16. 35% of the population is over 50, and set to increase.

**3.2** 5.8% of the over 16 yrs population is from a non-White ethnic group, mainly centred in communities in Aylesbury, Chesham and High Wycombe. 16% of the school population are dual language.

**3.3** There are 8 official Bucks County Council run Travellers' sites within the County, including 2 transit sites.

**3.4** Bucks is projected to be in the UK's top four areas of growth up to 2010 and some areas, especially Aylesbury Vale can expect to undergo major changes as employment, social infrastructure and transport facilities expand to support the planned housing increases. It is important that the infrastructure support needs of BME voluntary and community groups are considered and ways to meet those needs are planned for.

### Aylesbury

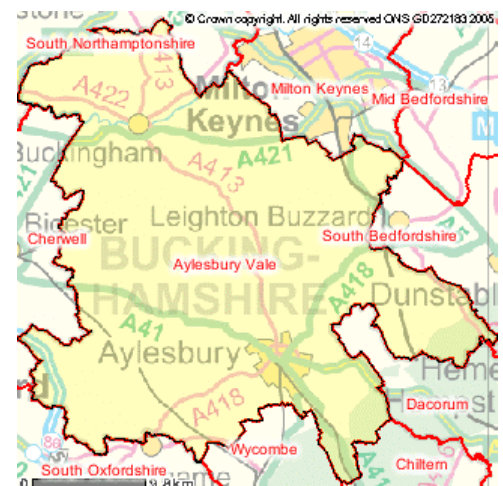
**3.A1** Aylesbury Vale District covers 350 square miles and has a population of around 166,000, an increase of some 18,500 since the census in 1991. About 6 to 7% of the Vale residents are from Minority Ethnic backgrounds, rising to 10% in Aylesbury, which has a population of 63,000.

**3.A2** There are 110 towns and parishes outside Aylesbury, which are home to approximately 92,500 people. In the north of the Vale the major town is Buckingham, with a population of approximately 10,500. The other main population centres are Wendover and Haddenham in the south and Winslow in the north.

**3.A3** The District has a younger age profile than the regional and national averages with 21% of the population under 16 years old, less than 13% over 65 and only 6% are over 75.

**3.A4** The most deprived areas in the Vale are situated in Aylesbury and score highly on the national indices of multiple deprivation 2004. The problems for these areas are compounded by the fact that they neighbour areas, which are amongst the least deprived nationally, and the contrast between deprivation and affluence is stark. 16% of the total district population live in most disadvantaged areas and 17% of children live in low-income families. (Source: DETR Indices of Deprivation 2000)

**3.A5** Proportionately, the District is one of the fastest growing areas in England and Wales with a 12.6% increase since 1991, well above the England and Wales average of 2.5%, and fourth largest percentage growth of the 67 authorities in the South East

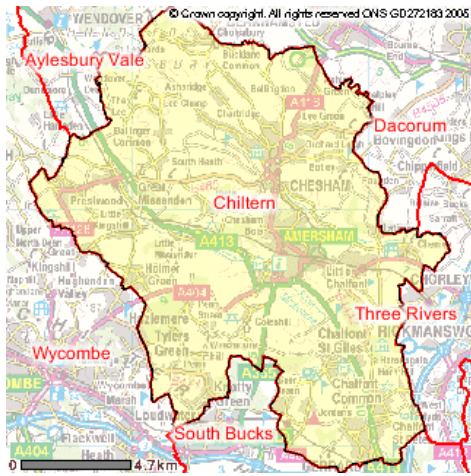


**3.A6** The Government has identified Aylesbury Vale as being within the Milton Keynes and South Midlands major growth area. As a result, the Vale will see significant levels of development in the period 2011 - 2031. Household growth for Aylesbury Vale District alone could be in the order of an additional 23,000 in the period from 2011 to 2031, a 32% increase in total households across the District. Besides the growth of Aylesbury Vale there will be significant challenges in planning for an enlarged Milton Keynes, which borders the District to the northeast.

(Source: Aylesbury District Council Housing Strategy)

## Chiltern

**3.C1** Chiltern covers 75 square miles and has a population of 89,228 with 4.55% from Ethnic Minority Communities, which increases to 11% in the main towns, Chesham and Amersham. Chiltern District is located about 25 miles North West of London and much of it is situated in the London greenbelt and the Chilterns Area of Outstanding Natural Beauty.



**3.C2** Around one third of the population live in the main towns of Chesham and Amersham, with the other main settlements being Chalfont St Peter, Chalfont St Giles and Little Chalfont, Prestwood, Great Missenden, Holmer Green and Seer Green.

**3.C3** Population projections show a probable decrease in the population of the Chiltern District of over 10,000 from 1996 to 2011. In particular, the 0-15 and 30-44 year age groups are expected to see the greatest decreases, with falls of 29% and 32% respectively.

**3.C4** By 2011, over half the population of Chiltern is expected to be aged 45 years or above and it is anticipated that the number of people aged over 65 will increase by more than 4,000 between 1996 and 2011.

**3.C5** Chesham has one of the most educationally deprived areas in Britain according to the DETR indices of multiple deprivation 2004.

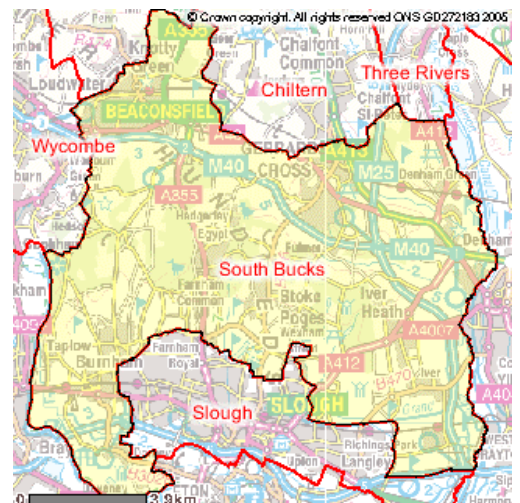
(Source: Chiltern District Council Housing strategy)

## South Bucks

**3.S1** South Bucks covers 55 square miles and has a population of around 63,000 with 6.6% from Ethnic Minority Communities.

**3.S2** It consists of a number of small towns and villages such as Beaconsfield, Gerrards Cross, Burnham and Iver and adjoins the built up areas of London, Slough, Windsor and Maidenhead. The Green Belt covers 87% of the District and there are large areas of attractive countryside.

**3.S3** The high cost of housing in South Bucks makes



the recruitment and retention of suitably skilled workers difficult. Only 9.1% of the District's population are in their twenties (compared with a figure for England and Wales of 12.6%). The proportion of 16-24 year olds in South Bucks fell by 30% between 1991 and 2001.

**3.S4** In spite of the fact that the District is generally very affluent, there are pockets of deprivation. Iver is in the top 40% of deprived wards nationally. It is also in the bottom 20% for the education, training and skills category and for housing.

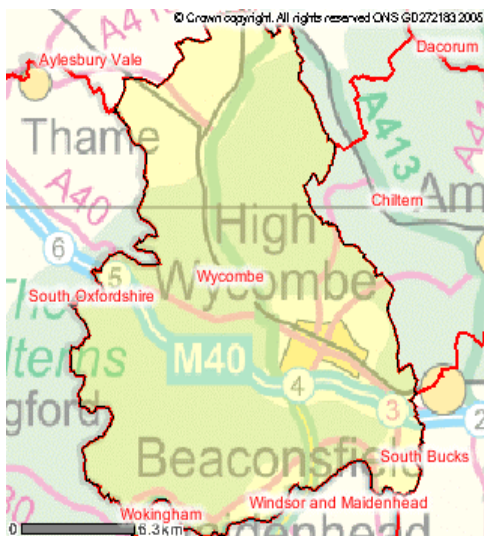
**3.S5** Denham North has the highest percentages in the District of: elderly people (37.4%); ill-health (9.1%) limiting long-term illness (20.5%); and households without a car (22.0% - double the district average).

**3.S6** Burnham Church and Lent Rise have the highest level of lone parents with dependent children (5.0%) and features in the bottom half of the national Child Poverty Index.

(Source: South Bucks District Council, Housing Strategy, 2004)

## Wycombe

**3.W1** Wycombe covers 125 square miles and has a population of 164,000 of which 80% live in the urban areas of High Wycombe, Marlow in the South and Princes Risborough in the North. 71 % of the district is in the Chiltern's Area of Outstanding Natural Beauty and 48 % is green belt.



**3.W2** Wycombe District is a patchwork of rural towns, villages and hamlets with the south of the district being more urban than the north. There are some notable rural settlements like Bourne End, Flackwell Heath, Stokenchurch and Lane End.

**3.W3** High Wycombe, the largest town, has a population of over 64,000 and a growing concentration of people from non-European backgrounds with 12.15 % from BME communities and a large religious mix of which 6.5 % are Muslims.

**3.W4** According to the 2001 census, 3 people in 10 are over 50 years old and that will rise to 4 in 10 by 2012. The percentage of the population over 60 is estimated to rise from just over 20% in 2002 to nearly 25% by 2011. The exception is the town of High Wycombe where the average age of the population is getting younger.

**3.W5** Although 16 wards are in the top 10% in England and Wales, there are some deprived areas mostly in the town of High Wycombe with poor environmental and social conditions that are in the bottom 26%. The majority of wards have some characteristics of affluence and some of deprivation.

(Wycombe District Council Housing Strategy)

## 4. Outline of Infrastructure Support Already in Place for BME Communities

### Bucks

**4.0** Concentrating on what infrastructure support is available for BME voluntary and community groups, a cross section of BME voluntary and community groups, service providers and voluntary support organisations in each district has been consulted where possible, to give an outline of BME communities and what is currently available.

**4.1** There are a wide range of community and voluntary groups throughout the county, which provide specific support and opportunities to meet and socialise for BME communities.

**4.2** The majority of established communities know what is needed and tend to respond to those needs, meeting them at grass roots level for the time needed. The work they do is not necessarily carried out in a formal manner and therefore often goes unrecognised. The majority of volunteers are also in full time employment

**4.3** Many established BME community and voluntary groups are affiliated with their local Racial Equality Council and/or work closely with their local District Council and use the services provided by the Voluntary support Organisation in their district. Emerging groups are not always aware of the support that is available which implies that there is a need for information.

**4.4** Mainstream voluntary and community infrastructure providers, such as Bucks Community Action and Community Matters Bucks aim to reach out to BME and other hard-to-reach communities as well as those associations pertaining and catering to them.

**4.5** There is a multi-agency countywide project called Needs Assessment which looks at issues surrounding drugs consumption within the BME communities, handled by groups like Addaction and the Drugs Action Team

**4.6** There is also the Connexions service for young people, which is multi-tiered and works with young people from all communities across the county, to provide a network of support.

**4.7** Bucks County Council Libraries and Heritage service shows good practice in service provision for hard-to-reach communities. For example they provide a mobile library service to the Gypsies and Travellers, a service to elderly members of the Asian community and the Indian Cultural Society. They also provide a wide selection of books in other languages in the libraries.

Ethnic origin of Buckinghamshire communities		
Ethnic Group	Number	%
All people	479026	100.00
British	419818	87.64
Irish	5796	1.21
Other White	15759	3.29
White + Black Caribbean	2395	0.50
White + Black Asian	479	0.10
White + Asian	1868	0.39
Other Mixed	1532	0.32
Indian	5077	1.06
Pakistani	15041	3.14
Bangladeshi	383	0.08
Other Asian	1580	0.33
Caribbean	4502	0.94
African	1149	0.24
Other Black	479	0.10
Chinese	1580	0.33
Other Ethnic Group	1532	0.32

2001 Census (Source: National Statistics Online)

## Aylesbury

**4.A1** The Pakistani community is the largest minority group in the area; almost half originate from the Mirpur region in Kashmir (the Kashmiris) and half from the Nowshera district (the Pashtuns).

**4.A2** There are large Afro-Caribbean and Italian populations, smaller populations of Indians, Moroccans, Africans, Mauritians and Chinese as well as a growing number of Polish and East European.

Ethnic origin of Aylesbury Vale District communities		
Ethnic Group	Number	%
All people	165748	100.00
<b>British</b>	<b>149985</b>	<b>90.49</b>
Irish	1873	1.13
Other White	4027	2.43
White + Black Caribbean	812	0.49
White + Black Asian	182	0.11
White + Asian	497	0.30
Other Mixed	513	0.31
Indian	994	0.60
Pakistani	3663	2.21
Bangladeshi	99	0.06
Other Asian	414	0.25
Caribbean	1160	0.70
African	431	0.26
Other Black	149	0.09
Chinese	514	0.31
Other Ethnic Group	480	0.29

2001 Census (Source: National Statistics Online)

**4.A3** Among the East European populations in the area, there are Migrant Workers ( eg. the Polish and Czech populations) and a few Muslim Refugees and Asylum Seekers (eg. the Kosovo Albanians). The growing Polish population adds to the Polish community that have settled in the Vale a couple of decades ago.

**4.A4** Gypsies and Travellers mainly occupy the rural areas of the Vale.

**4.A5** Aylesbury Vale Multicultural Centre supports minority communities, especially BME and Faith groups by acting as a venue for meetings, events and activities. It is widely used by groups such as: the AMAL group which is a social group gathering for young women of Pakistani origin and the Pashtun

Association who meet weekly at the venue to celebrate their culture with a concert of Pashtun music. The Asian elderly day care scheme and the Aylesbury United West Indian Association elderly day care scheme are held weekly at the centre. Currently the centre hosts an IT/music project organised by the Connexions Re-integration Department and Sound Studio, which is aimed at young people from BME and mainstream communities.

**4.A5** Another venue available for use by BME groups is Aylesbury High School and groups such as the Shakti Women's Group; a group of women of Indian origin who often use a classroom at the Aylesbury High School for activities. Gujarati is the main language of this community and is taught on such premises to the young Indians.

**4.A6** There are several groups, which meet and support members of their community such as the Italian Association Aylesbury United West Indian Association and the Ghanaian Association. These groups are also open to those outside their own communities.

**4.A7** Vale Volunteers is based in Aylesbury and support not for profit organisations, providing information and advice for the voluntary sector. Vale Volunteers aim to support hard-to-reach communities and are associated with groups such as Aylesbury United West Indian Association and the Milan Group, a group of women of predominantly Pakistani origin.

**4.A8** Aylesbury Development Education Centre (ADEC) is a not for profit organisation which promotes development education in schools, provides information about different cultures and are keen to network with minority communities. They are pro-active in networking with other organisations and voluntary groups. Both these voluntary groups are working with one another.

**4.A9** Most voluntary groups are trying to engage hard-to-reach communities such as Aylesbury Vale Advocates, the Sir Henry Floyd Grammar School of Performing Arts, Youth Focus and its affiliations.

**4.10** The Uptown Coffee Bar is a well-used drop in centre for young people from all minority groups. Cheap hot and cold drinks, places to sit and meet with friends in a safe environment and use of the Peoples Network computers are provided. Young people can obtain information, advice and support on many of the issues that face them from the team of Youth Workers, Connexions Worker and Counsellor. The Uptown Coffee Bar has links with many other organisations such as Aylesbury College and the Princes Trust.

**4.11** There are drugs services like Youth@ACT and more are looking to be set up to provide support for people with drug related issues.

**4.12** There are BME departments in most services; such as Aylesbury Vale Advocates and groups like Age Concern have links with BME associations for the elderly.

**4.13** Some voluntary organisations, such as the Dove Centre provide a referral-based service and work closely with other voluntary organisations and the statutory sector. There are also referral based statutory services.

**4.14** Bucks County Council Adult Physical and Sensory Disability Department operate a help line.

**4.15** The NHS Primary Care Trust is looking at issues like translation and interpretation services and meeting the cultural needs of Gypsies/Travellers and BME communities with a focus on the older people within these communities.

**4.16** There are many housing schemes and organisations within the Vale, eg. Stonham, Thame and District, Housing 21 – the latter specifically for older people over 60 and disabled people under 50 – and also a department within the AVDC.

**4.17** The Thames Valley Police and the Crown Prosecution Services – as well as the National Probation Services – are aiming to engage with hard-to-reach communities on relevant issues.

**4.18** Apart from schools, there are several learning institutions to cater to the post 16 age group, eg. Aylesbury College, the Aylesbury Training Group and Adult Learning.

**4.19** There are Citizens Advice Bureaux in both Aylesbury and Buckingham. The Bureaux – especially Aylesbury – are particularly working on translation and interpretation for some BME and Asylum Seekers/Refugees, but lack the funding to work on these properly.

**4.20** Some community departments of statutory organisations are keen to target these communities, again especially BME and Faith groups.

**4.18** The Aylesbury Community Mental Health Team – along with the advocates – is running a project called Umeed, which means “Hope” in Urdu and Hindi. It encourages the women and men of South Asian backgrounds who suffer from mental health problems like depression to talk about these issues and also instils confidence in them. There is a good possibility that a volunteer service for the women – to be run by those who have already attended the Umeed course – is to be set up. The women are more than happy to assist others to overcome such issues.

## Chiltern

**4.C1** Amersham is home to most of the Polish community in the Chiltern District and has very strong links with the local Polish community. Amersham officially twinned with the spa town of Krynica in Poland on April 14 2002. They retain Servicemen's Club in the town where regular events are held

**4.C2** Saint Joseph's Polish School has been located at the Amersham School site since November 2005 and provides teaching at all levels of Polish language for children from 4 to 18 years old. Polish history, geography, culture, traditions are also taught in a Polish environment.

**4.C3** There is an Irish community dispersed around the Chiltern District that has integrated into the mainstream community.

**4.C4** Chesham is home to a large Pakistani community who mainly come from Mirpir in Pakistan, the cities of Lahore, Islamabad, Gujarat, Jehlum and the villages of Azad in Kashmir. They have strong links with Pakistani communities from High Wycombe, Luton and Slough.

**4.C5** A Community Development Worker has been employed by Chiltern Racial Equality Council to work towards better integration within the communities in the Chiltern District and to raise awareness of the needs of the BME community, primarily the Pakistani community in Chesham. This will be through the organising and setting up of the community based and community led groups, which will be self-sustaining.

**4.C6** Whitehill Community centre in Chesham supports voluntary and community groups by providing a venue for activities and meetings.

**4.C7** Voluntary Action is based in Chesham and supports not for profit organisations by providing information and advice for the voluntary sector.

Ethnic origin of Chiltern District communities		
Ethnic Group	Number	%
All people	89228	100
British	80662	90.40
Irish	11242	1.26
Other White	3387	3.79
White + Black Caribbean	196	0.22
White + Black Asian	62	0.07
White + Asian	382	0.43
Other Mixed	292	0.33
Indian	597	0.67
Pakistani	1382	1.55
Bangladeshi	80	0.09
Other Asian	178	0.20
Caribbean	160	0.18
African	116	0.13
Other Black	18	0.02
Chinese	292	0.33
Other Ethnic Group	302	0.34

2001 Census (Source: National Statistics Online)

## South Bucks

**4.S1** Despite having a higher percentage of people from Black Minority and Ethnic communities than Aylesbury Vale and Chiltern Districts, South Bucks District has no Racial Equality Council.

**4.S2** Many services are shared with Chiltern district, which is not ideal as the two districts are very different.

**4.S3** South Bucks local Strategic Partnership is active in the District and South Bucks District Council have a comprehensive list of voluntary organisations on their website. Despite this there is no accessible network of voluntary and community groups from the BME communities. This has been confirmed by the difficulty in contacting BME groups in this area for the Additional Support Programme.

**4.S4** The South Bucks Youth Forum helps provide a network for all work with young people in the District, and involves statutory, community and voluntary and churches workers and volunteers.

**4.S5** Although the level of crime in South Bucks is lower than that in many other places, drug related crime, spilling over from Slough is a key issue in some areas of South Bucks. The Crime and Disorder Reduction Partnership has been implementing the Community Safety Strategy, which has provided a free drugs counselling service and looked into providing leisure activities for young people as a step towards reducing drug dependency. (Source: South Bucks District Council, Housing Strategy, 2004, page 18)

Ethnic origin of South Bucks District communities		
Ethnic Group	Number	%
All people	6194	100.00
British	5359	86.52
Irish	107	1.74
Other White	317	5.13
White + Black Caribbean	16	0.27
White + Black Asian	6	0.11
White + Asian	30	0.49
Other Mixed	22	0.36
Indian	182	2.94
Pakistani	30	0.50
Bangladeshi	5	0.09
Other Asian	29	0.48
Caribbean	14	0.24
African	9	0.15
Other Black	1	0.03
Chinese	29	0.48
Other Ethnic Group	29	0.47

2001 Census (Source: National Statistics Online)

**4.S6** In the rural areas of South Bucks there are a lack of facilities such as post offices, shops, a library or school, which tend to act as focal points for the communities. This is compounded by a decline in voluntary activity, which traditionally has helped to support local services and community activities.

**4.S7** Bucks Adult Learning has an outreach worker who aims to work with hard to reach groups including BME communities in South Bucks.

**4.S8** South Bucks is home to the majority of Gypsies and Travellers in Bucks.

**4.S9** It has not been possible to determine what the support service needs for BME communities in this district are and whether they are being met.

## Wycombe

Ethnic origin of Wycombe District communities		
Ethnic Group	Number	%
All people	162105	100.00
British	135552	83.62
Irish	1702	1.05
Other White	5171	3.19
White + Black Caribbean	1215	0.75
White + Black Asian	162	0.10
White + Asian	697	0.43
Other Mixed	518	0.32
Indian	1685	1.04
Pakistani	9710	5.99
Bangladeshi	162	0.10
Other Asian	680	0.42
Caribbean	3063	1.89
African	535	0.33
Other Black	291	0.18
Chinese	502	0.31
Other Ethnic Group	502	0.28

2001 Census (Source: National Statistics Online)

**4.W1** Wycombe has large Afro-Caribbean and Pakistani populations, smaller populations of Indians, Moroccans, Chinese, Polish, Italians and Africans.

**4.W2** One of the largest populations of St Vincentians in the world outside of St Vincent lives in High Wycombe. There are also other different communities within the Afro-Caribbean community as they come from different islands and different towns within those island each having their own culture.

**4.W3** There is an established Polish community that came to the area in the 1940s and 1950, also a younger Polish community who have arrived more recently. There is a Polish shop on Desborough Road and a Polish club in Micklefield.

**4.W4** There are growing Somali and Zimbabwean populations in High Wycombe and also people from Eastern Europe and Russia. Many come to the area as migrant workers.

**4.W5** WIMCO is a West Indian organisation, which manages the Hilltop Centre and provides support to Afro Caribbean community groups. Community groups, such as African Heartbeat who hold a weekly drumming workshop, use the centre as a venue. Karate and dance classes are held at the Hilltop Centre and a weekly Saturday Morning School to support and complement children's mainstream schoolwork.

**4.W6** The Round House is a youth facility run by Bucks County Council Youth and Community Team. Youth groups are regularly held there and the Afro Caribbean young people mainly use it.

**4.W7** Youth groups run by Bucks County Council are regularly held the Green Street centre and the Pakistani young people mainly use it. Adult Learning classes are also held there during the day and Pakistani ladies mainly attend these.

**4.W8** Wycombe has various social clubs for the elderly aimed specifically at BME communities; these include an Asian Ladies Day Centre and the Caribbean Elderly Hairoun Centre.

**4.W9** The Priory Centre supports not for profit organisations and provides information and advice, a resource library, Internet access and office facilities, help and advice with funding applications and business plans.

**4.W10** Volunteer Focus is the Wycombe District Volunteer Centre. They provide information and advice on all aspects of volunteering and match volunteers with vacancies. They have developed a scheme in the Wycombe area where employers allow employees time off to undertake voluntary work.

**4.W11** A Development Project Manager works from Volunteer Focus and manages a targeted volunteer recruitment Project, aimed at people from ethnic minority, unemployed and young socio-economically disadvantaged groups. The Big Lottery funds this work with BME and disadvantaged groups until the end of 2008.

## **5. Infrastructure Support Needs for BME Communities**

### **Bucks**

**5.0** Bucks is such a diverse county that it has not been possible within the short time frame of the ChangeUp research project to identify all the needs of all voluntary and community groups working with minority communities across Bucks.

**5.1** The majority of BME communities tend to meet many needs that arise in their communities themselves.

**5.2** Communities need to see action as a result of research and consultation. Many other needs assessment projects are being carried out countywide such as: issues surrounding drugs consumers within the BME communities, housing needs of Gypsies and Travellers and Older People Engagement.

**5.3** Most mainstream national and countywide voluntary organisations have the capacity to involve BME communities, but often lack the knowledge on how to overcome barriers and engage with them.

**5.4** Service providers such as Thames Valley Police, Crown Prosecution Services and the National Probation Service are actively seeking to engage with BME communities and work closely with other service providers.

**5.5** There is a lack of people from minority groups in middle and top management positions. Equal opportunities have meant that the majority of employers have a percentage of their workforce from minority backgrounds, but they tend to stay in low positions. Work needs to be done to promote the benefits to businesses and service providers of having a more diverse workforce in higher management positions.

**5.6** Community needs are constantly changing

**5.7** Some serious needs such as issues surrounding drug dependency and domestic violence can be difficult to identify in BME communities because of family pride and cultural taboos, which make it difficult for the people affected to seek help.

**5.8** Many small BME voluntary groups are disadvantaged as they lack funding; this is partly due to not knowing where to get the information that they need and partly because funding criteria does not fit the community's needs. Often funding is identified for specific ethnic minority needs and does not reach the people who need it.

### **Aylesbury**

**5.A1** It has been identified that some communities are still trying to identify their overall infrastructure needs. They also lack confidence in expressing themselves on such issues.

**5.A2** Young people and the issues they face are an overriding concern for many BME groups that have been consulted.

**5.A3** All the BME community groups wish to pass on something of their culture of origin to their next generation.

**5.A4** For the Pashtun community, instruments and general equipment are required for their musical activities at the Multi-cultural Centre; lack of continuous funding could pose a threat to such community cultural events.

**5.A5** The Indian Cultural Society, which is the umbrella organisation for the Shakti Women's Group and the Asian Elderly Association, has identified needs centred around young people, education about parenting skills, lack of facilities for the elderly, inadequate interpreting services, lack of health education. A youth group has been set up; there are not many workers and those that are around lack qualifications and know-how. The Asian Elderly Association's concerns are mainly centred on transportation and health.

**5.A6** Some BME representatives such as the Ghanaian Association feel that there are not enough facilities for their young people.

**5.A7** From informal encounters it appears that some members of both the Asian and Afro-Caribbean communities feel the educational needs of their young people are not being adequately met. Young people from both communities can feel that they are stereotyped and that mainstream society has low expectations of them, which can cause them to feel disillusioned. Many would concur that they lack visible serious role models.

**5.A8** There are groups such as the Milan Group and Shakti Women's Group which highlight and aim to support the specific gender needs of women, within the context of their culture.

**5.A9** The Multi-cultural Centre lacks funding to do more for the communities and also to provide a full-time youth worker.

**5.A10** Some organisations, including Aylesbury Vale Rape Crisis, would like to be able to provide translation and interpreting services, but do not have adequate funding. Aylesbury and Buckingham Citizens Advice Bureaux carry out some translation and interpreting services for BME communities and Refugees/Asylum Seekers, but again do not have adequate funding.

**5.A11** Bucks County Council Adult Physical and Sensory Disability Department operate a helpline and are concerned that they do not currently have any after services contact with the Asian community to monitor their delivery.

**5.A12** The West Indian Association as a whole feels that the needs of their community are overlooked and that the community itself is not consulted about this. Once again, the youth are an issue – not just in terms of education, but also because they are being distanced from the culture of their ancestors. The Association is looking to introduce the youth to art forms like West Indian poetry and also to hold youth clubs.

**5.A13** There is a feeling amongst the Asian community that community members with mental health issues do not receive the support and empathy that would assist them in coping with these issues.

**5.A14** The elderly within the BME strand share common issues such as transportation with older people as a whole. For the BME elderly – both the Asians and the West Indians – although the Multicultural Centre does provide a venue with facilities like television and kitchen, it is almost a difficulty getting to such venues.

## **Chiltern**

**5.C1** Different communities based on race or culture have different needs and also communities based around locality also have different needs. People from Amersham and Chesham tend to keep themselves separate from each other, which has had an impact on this project. There was no response to invitations to focus groups Chesham from groups from anyone in Amersham. This would be worth bearing in mind for future work in the Chiltern area.

**5.C2** Chiltern Racial Equality Council is in direct contact with the Pakistani Community and has covered a lot of ground. A chief officer and more project workers are needed, to enable them to work with Bangladeshi, Chinese and other minority communities. It is important that this work is able to continue long term and the expertise that they have in this area should be used as a model of good practice.

## **South Bucks**

**5.S1** Consultation needs to be carried out with the statutory service providers who work in the District, such as Chiltern and South Bucks Primary Care Trust, Bucks County Council and social services to determine the needs of BME Communities in this district.

**5.S2** South Bucks residents tend to go to support, faith and community groups in neighbouring districts so there is a need for these to be consulted in order to build up contacts.

**5.S3** Bearing in mind that community needs in South Bucks may be different to the needs in the other districts as the population is dispersed and there is a greater contrast between the affluent and the deprived than in the rest of the county.

**5.S4** An outreach worker is needed to carry out these consultations and make contact made with the BME communities as a first step in building a network.

## **Wycombe**

**5.W1** Some front line community workers feel they have a lack of support from their management. They gain an in depth knowledge of what is needed through their work and community contact they have and feel that this is not listened to or acted upon.

**5.W2** Desborough Road in High Wycombe has a transient student population and a Stonham housing project and the area has not benefited from urban development. It has developed a reputation for being an unsafe area in the evenings as drugs are openly traded along the road and out-reach workers have encountered some girls as young as 12 and 13 working there as prostitutes. There is a feeling of concern that the authorities are not interested and turn a blind eye to this situation because it is happening in a deprived area, near a predominantly Pakistani population and not affecting the mainstream population.

**5.W3** Addiction does not discriminate between races and culture; therefore this is an area that affects all communities. There are several agencies working to assist young people with drug related issues and there is a drop in clinic where people can pick up leaflets, but this is not enough. A centre is needed specifically for young people, similar to the Uptown Coffee Bar run by Youth Concern in Aylesbury, where they can go for confidential advice and support, and spend time relaxing and chatting in a friendly but safe environment.

**5.W4** Some members of Afro-Caribbean Communities feel there are not enough activities for young people to access and are concerned about drug related problems young people face.

**5.W5** There is a lack of transparency from authorities and statutory agencies about the money they have for minority communities and where it is spent. Such information is difficult to access.

**5.W6** There is concern about the future of provision and support for the Afro-Caribbean elderly, who have worked and paid taxes all their lives in the UK, and no access to figures to reassure the community that these needs will be met. There is also a feeling that the needs of the community are disregarded in favour of others.

**5.W7** WIMCO would like to be recognised as a voluntary infrastructure support organisation as other voluntary and community groups come under their umbrella. They feel it should be recognised that BME communities often would like to and are able to assess the needs of their own community would like to work in partnership with the local council and other service providers. They would like to have their own funding officer who will help with completing and submitting funding applications to enable them to effectively target needs in their community.

**5.W8** Afro-Caribbean Communities are more prone to certain diseases such as sickle cell and diabetes than other communities. These affect their quality of life and although some research has been carried out nationally on causes and preventative measures. This information needs to be related to the local Afro-Caribbean Communities.

**5.W9** Young Asian people who were consulted felt that on the whole their needs are met, but there are not enough activities available for them to take part in.

**5.W10** Women only swimming sessions are available at the local swimming pool, but the venue has a café, which overlooks the pool. Muslim women feel that this makes the sessions unsuitable for them to attend. There is a need to be sensitive to the cultural needs of communities.

## **6. Recommendations for Improving Infrastructure Support for BME Communities**

### **Bucks**

**6.1** A Community Development Worker should be put in place to work on behalf of the infrastructure support organisations to continue and build upon the ChangeUp research work, develop networks and identify the changing needs of the communities on a long term basis. This person will act as a point of contact, keeping ChangeUp focused where it should be on the voluntary, community and faith groups in Bucks by developing the relationships that have begun to develop with groups and communities during the research period. They will be able to network groups with the appropriate support they need and monitor the results to ensure good practice. A database of relevant information should be set up to ensure that information is easily accessible and up to date. The information gathered will be made available to the infrastructure support organisations to ensure that accessible information is available from voluntary infrastructure support centres about:

- What is needed in the community, so that groups don't need to start from scratch but can tailor their aims to support these needs.
- What is already in place for the community so groups can work together and maximise output.

**6.2** Racial Equality Councils in Bucks should take the lead in supporting BME voluntary and community groups

**6.3** Elderly people from BME communities should be consulted and involved in identifying needs and developing solutions. Forecasts show that there is an aging population and BME communities need reassurance their elderly are valued and their future needs are planned for and will be provided for by the local authorities in consultation with them.

**6.4** Young people from BME communities should be consulted and involved in identifying needs and developing solutions.

**6.5** More events, of all sizes, are needed to bring people together across the county and in the towns and villages to celebrate our differences in culture and enrich the community.

### **Aylesbury**

**6.A1** For the next 10 years of ChangeUp AVREC should continue to take an active role in research, consulting and networking with BME communities and their representative associations in the district. Perhaps more workers to work on each of the four main broad strands of the hard-to-reach communities are needed

**6.A2** The Buckinghamshire Infrastructure Group should continue to research, consult and network with BME Communities and their organisations to enable them to provide infrastructure support. For this, a certain investment is needed towards having research and development teams to specifically research on the cultures and needs of all the hard-to-reach communities and to develop strategies and policies in tackling the issues

**6.A3** Arts-based projects have been successful in reaching out to a broad range of communities. Examples include the IT-music sessions held at Aylesbury Vale Multi-Cultural Centre by SoundStudio and Connexions and the Rangoli Project at the Queens Park Arts Centre. Groups like Queens Park and the Sir Henry Floyd School of Performing Arts, in each

of their various arts remits, are keen to reach out to all communities. Hence, an investment is also needed in arts projects and organisations

**6.A4** Youth Focus and its affiliates need to research BME communities and develop closer networks with them. More investment should be on recruiting youth workers and volunteers as well as “scouting” for positive role models from the communities

**6.A5** Vale Volunteers should seek a deeper working relationship with Aylesbury Development Education Centre (ADEC) to get to research and raise awareness of all the hard-to-reach communities

**6.A6** Current translating and interpreting services seem to fall short of expectations so investment and time are needed to improve these.

**6.A7** B.I.G. should work closer with statutory agencies like Bucks County Council, Aylesbury Vale District Council, the NHS Primary Care Trust, Aylesbury College and Connexions as they are already in the forefront in terms of policies and strategies towards all communities. Funding is easier to obtain for partnership working.

**6.A8** Sub-groups within the broad strands need to be considered, for many cultures the needs of men and women are different

**6.A9** There are various BME community groups such as the Italian and Ghanaian Associations are open to and aim to work with all communities. These should be sought out to help in acting as bridges between all communities and the infrastructure providers

**6.A10** The NHS PCT holds a BME Community Health Forum, which also incorporates broader issues like housing, education. Such forums illustrate community needs and how to tackle them. AVREC already has its representation on it, and the Forum could have more representation from other B.I.G. members. B.I.G. can in its voluntary capacity help move such ventures forward.

**6.A11** Generally with minority ethnic communities, a sense of cultural identity is important. An investment is required towards cultural education that would educate/raise awareness of all cultures to all communities, including the culture group in focus

**6.A12** With sensitive/taboo issues such as drugs and drug abuse among BME populations, volunteers and youth workers as well as role models from those ethnic communities need to be sought and recruited, although not necessarily from the same areas. There are voluntary drugs bodies like Youth@ACT to also consult with.

**6.A13** As is seen with Umeed, more voluntary organisations and services from community groups themselves need to be encouraged to start up and.

## **Chiltern**

**6.C1** There is a need for more work on integrating communities in Chesham.

- This should be carried out with Chiltern Racial Equality Council, as they are already in direct contact with the Pakistani Community. The work they are currently doing needs supporting and extending.
- A chief officer and more project workers are needed at Chiltern Racial Equality Council to enable them to work with Bangladeshi, Chinese and other minority communities. It is

important that this work is able to continue long term and the expertise that they have in this area should be used as a model of good practice

It was not possible within the timeframe of this project to consult with groups in any other towns in Chiltern District:

## **South Bucks**

**6.S1** South Bucks does not have a focal point or main town and there is no network of BME voluntary and community Groups

- Voluntary Action Chiltern and South Bucks, Bucks Community Action, South Bucks District Council, Local Strategic Partnership to look into funding for an outreach worker to establish what the needs of the BME, Faith and Traveller communities are in this district.

This worker will:

- Act as a point of contact, keeping ChangeUp focused where it should be on the Voluntary, Community and Faith groups in South Bucks by building community trust and developing relationships with BME communities by consulting with them on a long-term basis.
- Link with South Bucks Youth Forum and develop the network that is there.
- Network groups with the appropriate support they need and monitor the results to ensure good practice.
- Make the information gathered available to the infrastructure support organisations and South Bucks District Council to ensure that future needs are met.
- Involve Faith Groups, as many individuals from BME communities will access Faith Groups that are relevant to them.

## **Wycombe**

**6.W1** A multi-agency approach is needed to support victims of the growing drug and prostitution networks in both High Wycombe and Aylesbury. This could be carried out in partnership with Faith Groups.

**6.W2** Opportunities should be made for BME young people to give their input into community issues by all Local Authorities, Service providers and Community Groups.

**6.W3** Look into possibilities of having a venue, similar to the Uptown Coffee Bar run by Youth Concern in Aylesbury, where they can go for confidential advice and support, and spend time relaxing and chatting in a friendly but safe environment.

## 7. Outline of Infrastructure Support Already in Place for Faith Groups

### Bucks

**7.0** Churches Together in Bucks provide a countywide network open to all churches that recognise the trinity. There are smaller Churches Together groups in each district and again in each town.

**7.1** Different Church denominations such as Church of England, Roman Catholics, Methodists, have their own infrastructure support networks.

**7.2** The mosque committees act as a voice for all the mosques in each district.

Faiths of Buckinghamshire communities		
Faith Group	Number	%
All people	479026	100.00
Christian	347724	72.59
Buddhist	1101	0.23
Hindu	2970	0.62
Jewish	1581	0.33
Muslim	17341	3.62
Sikh	1676	0.35
Other Religion	1245	0.26
No Religion	72428	15.12
Religion not stated	33005	6.89

2001 Census (Source: National Statistics Online)

**7.3** All the faith groups provide elements of infrastructure support to their communities, which may extend only to the people who attend that group, the community in the vicinity of where the group is based or by welcoming other communities to use their facilities.

**7.4** Many faith groups would like to be able to provide more support services to the community, but funding can be difficult to obtain for premises as it is not the policy of District Councils to provide funding for groups perceived as having a religious agenda.

### Aylesbury

Faiths of Aylesbury Vale communities		
Faith Group	Number	%
All people	165745	100.00
Christian	122287	73.78
Buddhist	331	0.20
Hindu	746	0.45
Jewish	331	0.20
Muslim	4425	2.67
Sikh	166	0.10
Other Religion	447	0.27
No Religion	26005	15.69
Religion not stated	11005	6.64

2001 Census (Source: National Statistics Online)

**7.A1** In the prison service, there are now chaplains of many faiths.

**7.A2** Many churches in Aylesbury provide premises for voluntary and community groups such as the Methodist Church on Buckingham Street, which acts as a venue for Youth@ACT, Cruse Bereavement, the Family Contact Centre and an Asian Women's support group. It is hoping to build another community centre to facilitate more community work, but lacks the necessary funding due to Aylesbury Vale District Council's policies towards allowing funding for groups perceived as having a religious agenda.

**7.A3** The Methodist Church and the Bahais are working on a Faith and Justice Project with ADEC to promote the role of faiths in solving the problems around the world to schools. The Church also works alongside other local church groups on various projects and is engaged in interfaith dialogue with the Mosque.

**7.A4** The Bahai community is looking to tackle issues like racism, youth and women in society.

**7.A5** The Mosque hold classes for young people attend after school to learn the Koran and more about Islam. The mosque is looking to work with and provide for the larger community and expresses a willingness to engage with other faith groups.

**7.A6** A Muslim Men’s Prayer Group, consisting mainly of Muslims of East European and African origin, some of whom have come here as migrant workers, meets at Aylesbury Vale Multicultural Centre as they cannot identify with the predominantly Pakistani Ghausia Mosque.

**Chiltern**

**7.C1** In Chesham there is a lack of integration between Muslim and Christian communities. Chiltern Racial Equality Council and Churches together for Chesham are proactive in working to remedy this. The newly built Chesham Mosque opened its doors to people of all faiths in August 2005 as part of an initiative designed to bring the town’s communities closer together. The open day attracted more than 1,700 people; visitors were given a guided tour seeing all aspects of the religious centre.

**7.C2** There are a number of groups running within the mosque, an Umma group for the Muslim women, children’s group which has faith activities and Arabic classes. There is also a Muslim girls group 11 to 17 years of age which has activities around health, education, career, sports, organising events and outings within Islamic Context.

Faiths of Chiltern communities		
Faith Group	Number	%
All people	89228	100.00
Christian	66671	74.72
Buddhist	205	0.23
Hindu	446	0.50
Jewish	482	0.54
Muslim	1677	1.88
Sikh	107	0.12
Other Religion	241	0.27
No Religion	13402	15.02
Religion not stated	5996	6.72
2001 Census (Source: National Statistics Online)		

**7.C3** The local schools have shown a great deal of interest in the Chesham mosque. A number of schools have already visited the mosque and many more schools are interested in visiting. There has been a positive response from the children who were very keen to learn and ask questions about the functions of the mosque and Islam. The Community Development Worker for Chiltern Racial Equality Council has been working in partnership with the Mosque Secretary to plan out school visits and has produced small booklets containing information about the Mosque and some colouring activities for the children to take away with them. With the help of Chiltern Racial Equality Council the mosque is seen to be engaging more with different faiths within the Chiltern Area.

**7.C4** The Race Equality Officer for Chiltern Racial Equality Council has also had requests from schools to do talks on Islam to enable students to have a better understanding of Islam.

**7.C5** Saint Joseph’s Polish School in Amersham has a Catholic, Christian ethos and provides children with the opportunity of preparatory lessons for their First Holy Communion.

**7.C6** A Christian inter church organization ‘Churches Together For Chesham’ covering 17 churches in the Town services for the Community including a major children’s event ‘Backpackers’ and also weekly events for the elderly and vulnerable citizens of all faiths. The organization is involved in interfaith dialogue and meetings with the Mosque and Rabbi.

**7.C7** Chiltern District has a Jewish Community who although have to travel out of the district to worship hold events in Chesham and have a comprehensive website to provide information for their community.

**7.C8** Several ‘youth workers’ are employed by the churches to work in schools and support underprivileged children at weekends. Many of the churches in Chesham provide mother and toddler groups, after school clubs, youth groups and coffee mornings.

**7.C9** Some churches wish to provide more services to the community, but are not sure what the communities need and do not want to duplicate what is already being done.

**7.C10** In the Newtown area a special churches taskforce meets every month to clean up graffiti and waste for the whole community.

**7.C11** Churches Together in Missenden co-operate to organize the largest youth event in the Community called 'Lighthouse' which is open to all children. They also organize weekly events and meals for the elderly. The church employs youth workers operating across the community.

**7.C12** The Churches Together in Amersham and Chesham Bois co-operate to offer facilities to the whole town, to people of any faith covering both the Old Town and the New Town. They are involved directly in Schools in the area.

**7.C13** The different Christian churches in the Chalfonts co-operate to offer support and facilities across the whole communities.

## South Bucks

Faiths of South Bucks communities		
Faith Group	Number	%
All people	61945	100.00
Christian	46818	75.58
Buddhist	204	0.33
Hindu	762	1.23
Jewish	322	0.52
Muslim	700	1.13
Sikh	979	1.58
Other Religion	161	0.26
No Religion	7718	12.46
Religion not stated	4280	6.91

2001 Census (Source: National Statistics Online)

**7.S1** There is one mosque, bordering South Bucks and Uxbridge, which serves the Uxbridge and London Muslim communities. There does not appear to be any community work carried out in the South Bucks District by this Mosque. Attempts at contact by the local authority and Local Strategic Partnership have not been successful. Muslims from the South Bucks District tend to travel to Chesham or High Wycombe to attend the Mosques there.

**7.S2** The Anoopam Mission Temple is situated in Denham. Practising the Swaminarayan branch of the Hindu faith they host a number of charitable activities in the fields of education, healthcare, social welfare and relief work such as

organising the distribution of clothes donated by corporate sponsors to the needy in India, mobilising support for child sponsorship and relief projects. An Anoopam Mission volunteer holds Gujarati classes on a weekly basis and youth camps are held in the summer to promote spiritual and cultural values amongst young people and families.

**7.S3** Many churches in this District independently carry out community work and are active in working with young people. The South Bucks Youth Forum helps provide a network for all work with young people in the District, and involves statutory, community and voluntary and churches workers and volunteers. A church in Iver employs a detached Youth Worker and church run drop-in centres operate in Burnham and Iver.

**7.S4** There are substantial numbers of Jewish, Sikhs and Buddhists in South Bucks. As there are no places of worship in the district it is thought that they travel to neighbouring Districts for their worship needs.

**7.S5** There are more people following the Sikh faith in South Bucks than there are in any of the other districts.

**7.S6** There is no interfaith work being carried out in South Bucks

## Wycombe

Faiths of Wycombe communities		
Faith Group	Number	%
All people	162105	100.00
Christian	111949	69.06
Buddhist	372	0.23
Hindu	1005	0.62
Jewish	437	0.27
Muslim	10520	6.49
Sikh	405	0.25
Other Religion	389	0.24
No Religion	25272	15.59
Religion not stated	11736	7.24
2001 Census (Source: National Statistics Online)		

**7.W1** Wycombe Sharing of Faiths is an interfaith group working to encourage dialogue between different faith groups.

**7.W2** Churches Together in Wycombe meet regularly through the year and different Christian churches in the town co-operate to offer support and facilities across the whole communities.

**7.W3** Many of the churches are actively working in the community that they are situated in. For example the Avenue Methodist Church is aiming to provide adult education classes and a drop in café facility to the predominantly Muslim community and the Castlefield estate it serves.

**7.W4** Churches such as The Union Baptist Church facilitate many services to the community by providing venues for other voluntary and community groups to use.

**7.W5** Many small churches do not have their own premises, so meet for worship in hired venues or in larger churches. Among these are six Black led Churches. There is also a Polish Lutheran Church, which meets at the Trinity United Reformed Church in High Wycombe.

**7.W6**. There is a Sikh Temple in High Wycombe, which serves a local community of around 50 people.

**7.W7** There is a large Muslim community in High Wycombe and four mosques active in the area; the largest of these is the Jubilee Road Mosque serving the Pakistani Muslim Community, two are situated on Rutland Avenue and one in Totteridge. The Mosque Committee coordinates the Muslim faith for all the mosques

**7.W8** There are 7 Black-led churches in Wycombe, only one of these, the 7<sup>th</sup> day Adventists, have their own Church building.

## **8. Infrastructure Support Needs for Faith Groups**

### **Bucks**

**8.0.** Information on a broad range of issues is a priority need for Faith groups such as information about activities at other Faith groups, what they can do in the community and access to training.

**8.1** Muslim Faith and Culture need to be understood by the mainstream community and vice-versa, more interfaith work and education is needed

### **Aylesbury**

**8.A1** The Aylesbury Ghausia Mosque aims to provide for all the Muslim community. The Mosque Committee would like to build a community centre by the mosque to benefit their community. Facilities are needed for the older Muslims and for the general rites of the faith they need their own place that does not have to be booked or hired. They would be open to this community centre being used by others.

**8.A2** Projects are needed to engage the Muslim young people to keep them out of trouble and perhaps more involved in faith, sports, games facilities, computer clubs and jobs provision for the older young people and generally support from one another.

**8.A3** The Muslim women are definitely a hard to reach group.

**8.A4** The Hindus of the area lack a recognised local priest and a temple for prayer.

### **Chiltern**

**8.C1** Chiltern Racial Equality Council and Churches Together in Chesham are proactive in initiating interfaith work between Muslim and Christians, but there is still a lack of integration between Muslim and Christian communities. A worker needs to be in post to be able to spend time initiating and carrying this work forward.

### **South Bucks**

**8.C2** Although it has not been possible within the short time frame of this project to consult with any faith groups in South Bucks, there is no interfaith work being carried out in South Bucks.

### **Wycombe**

**8.W1** To enable faith groups to use their full potential in supporting the needs of their community they need their own premises. There are six black led churches in High Wycombe and only one of these has their own building their own building.

**8.W2** Two black led churches that were consulted felt that they were isolated and wanted information about other church youth groups that their young people could attend, and were not aware of Churches Together in Wycombe. Information needs to be made more accessible to Faith groups

## **9. Recommendations for Improving Infrastructure Support for Faith Groups**

### **Bucks**

**9.1** By withdrawing or persuading children and young people to withdraw from everyday community activities, faith groups run the risk of alienating their communities from the mainstream. Without input from the rich diversity of culture and faiths in Bucks mainstream culture could become more threatening to these communities.

More ways in which faith groups can work collaboratively on community projects need to be explored. This would enable facilities and expertise to be shared to provide maximum benefit to the community.

**9.2** Faith Groups wishing to work with young people should have access to nationally recognised youth work training and qualifications. Information about available training needs to be made available to Faith Groups.

**9.3** All faith groups are involved in reaching out to their own communities or the general community. Mapping needs to be carried out across Bucks so that the Voluntary Infrastructure Organisations know who to contact and where the groups are.

**9.4** More ways in which faith groups can work together on community projects need to be explored, across the county and locally. This would enable facilities and expertise to be shared to provide maximum benefit to the community. Faith groups could lead the way in reducing racial tensions and prejudices, by promoting acceptance and understanding especially concerning the Travelling community, the majority of who adhere strongly to Christian belief.

### **Aylesbury**

**9.A1** The Methodist Church, Aylesbury Ghausia Mosque and the Aylesbury Bahai community are looking to serve broad communities, and relations between such groups need to be fostered. The infrastructure providers can link up with these groups individually to collectively work on reaching out to others as well as facilitate in the process of these groups building links with one another

**9.A2** The Methodist Church and the Bahais are already working on a Faith and Justice project with the help of ADEC. B.I.G. can get into this to reach out to all the communities

**9.A3** Vale Volunteers can pool its expertise in generally offering groups training opportunities

**9.A4** Research is needed on any fringe groups around the area, for example a Muslim women's group etc.

### **Chiltern**

**9.C1** A paid worker should be placed in Chesham specifically to initiate and organise interfaith dialogue and to set this up so that it becomes self-sustaining. This should then be used as a model of good practice to be carried out in other Buckinghamshire towns.

## **South Bucks**

**9.S1** Interfaith work needs to be initiated in South Bucks. More ways in which faith groups can work together on community projects need to be explored. This would enable facilities and expertise to be shared to provide maximum benefit to the community. Faith groups could lead the way in reducing racial tensions and prejudices, by promoting acceptance and understanding especially concerning the Travelling community, the majority of who adhere strongly to Christian belief.

Working with Faith groups in South Bucks could be a method of beginning to develop a network of BME groups.

## **Wycombe**

**9.W1** More community projects and events are needed to bring people together and encourage more engagement with different Faith Groups.

## **10. Outline of Infrastructure Support Already in Place for Gypsy and Traveller Communities**

**10.1** In 1994 the government withdrew the duty on local authorities to provide sites for gypsies (the non-ethnic definition) and recommended that Gypsies and Travellers should be able to purchase and develop their own land. Families that have opted to do this have frequently been met by opposition and denied planning permission even on unauthorised established sites that are viewed favourably by the local community.

**10.2** Bucks County Council provides 2 transient sites, one of which is closed and 6 static sites, one of which is considered too unstable to be occupied by other members of the Travelling community due to differences between several Traveller families.

**10.3** Gypsies and Travellers are victims of both institutionalised racial discrimination and racial discrimination and prejudice from some areas of the media and some members of the public. There is open discrimination from many insurance companies for individuals working with Travellers who may experience difficulty insuring their car; the reason given is that they will enter unauthorised sites.

**10.4** There is a history of lack of educational opportunity and access to medical support for the Travelling communities and this is sometimes still the case. Many adult Gypsies and Travellers experience low levels of literacy due to mobility, which impacts in their communities, as few adults feel empowered to represent the their communities.

**10.5** For a variety of complex reasons few Gypsies or Travellers take up roles in the political or service sectors which mean that Gypsies and Travellers have little say in local authority policy making and the needs of the Travelling communities have been overlooked.

**10.6** Many service providers aim to be all-inclusive, but are not always able to go out to the Travelling Communities to inform people of their services and are also not easily accessible to these communities. Gypsies and Travellers may therefore be excluded from many services available to the rest of the community.

**10.7** One difficulty that arises from having no address is that many people in the Travelling Communities may be excluded from healthcare services, although they do tend to receive visits from health visitors. Another is that many are also unable to participate in elections, as with no address they cannot be included on the electoral role.

**10.8** METAS work across the county to facilitate attendance of Gypsy and Traveller children at local schools. Many schools welcome children from the Travelling community, but some seem to be less welcoming than others because of irrational fears, settled parent's reaction, and worries about meeting the needs of the pupils or images portrayed by the media.

**10.9** Traditionally Circuses and Fairs have regularly visited towns in Buckinghamshire. Many circuses no longer have animals and rely on the many skills of their performers to entertain the mainstream community. Circuses provide an opportunity for contact with other cultures with the mainstream community.

**10.10** Aylesbury has a community of people who live on canal barges with moorings in Aylesbury Canal Basin. Many people travel the canal and stay in Aylesbury for a short time. The Canal Basin is earmarked for urban development, which may impact on their way of life.

**10.11** Many Travelling Communities are not identified in census figures. Only two Travelling communities are legally recognised in the United Kingdom and receive the full protection of the Race Relations Act 1976 (RRA 1976), these are Irish Travellers and Gypsy / Roma these are the eastern European Gypsies, when in fact there are Showmen (Fairground) Travellers, Circus Travellers, New Age Travellers, English, Welsh Scottish and Irish Gypsy Travellers and Bargees. Culture variations exist within these groups. These differences obviously need to be understood and respected and data held centrally on numbers.

**10.12** Gypsy and Traveller populations in the area are monitored by a count of caravans, families, adults and children – numbers therefore have a tendency to fluctuate.

**10.13** There are national support groups such as The Gypsy Council, The Gypsy & Traveller Law Reform Coalition who provide information about the laws affecting the Travelling Communities on their website, The Catholic Traveller Chaplaincy, Liberty and The Churches Commission for Racial Equality, but there is no local support network for the travelling communities.

**10.14** Many Gypsy and Traveller communities, especially circuses and fairs actively fundraise to support charities.

## **11. Infrastructure Support Needs for Gypsy and Traveller Communities**

**11.1** Accommodation is one of the main issues for Gypsies and Travellers. The other being prejudice. There is a shortage of sites for those who wish to settle and those who wish to keep travelling as part of their lives. These issues need to be resolved to enable the communities to have better access to support services.

**11.2** Planning permission refusal for those who have opted to buy their own land and develop it is very high, around 90%. The Travelling community needs planning permission to be more accessible and fair. This would enable the Travelling community to access support services and improve their access to healthcare and education in the future.

**11.3** Legal advice for Gypsies and Travellers in planning permission cases is very expensive as the cases can last for several years.

**11.4** Access to Early Years education may be difficult for Traveller children who are highly mobile. Parents are often unwilling to allow others to look after their children because of historic situations where families were split up and moved on. Primary education is well received but many children from the Travelling Community do not attend secondary school because parents are nervous of drugs/sex etc.

**11.5** Traveller children are regarded as adult at puberty and boys are expected to learn family trades while girls learn child rearing and home making. The secondary school syllabus is often not thought to be of use to children in this situation. Parents cling to the old ways and often do not understand the need for choices. Elective Home Education is used often as a tool for withdrawing from education and the law does not provide alternative provision or realistic standards for this type of education. Thus many children experience limited education.

**11.6** Traveller children tend to miss out on the extra support they are entitled to at school due to the assessment process taking too long or being started again from scratch when the child moves to a new area. Limited parental understanding of the education system sustains this problem. Another difficulty is the fact that when in schools, some children face prejudice which can be discouraging and places barriers in the way of engaging the communities in education processes.

**11.7** Most Local Authorities allow visiting Fairs and Circuses to use town sites when they are requested. A generic site would enable there to be an improvement in facilities, which would enable the shows to be enjoyed by more of the mainstream population.

**11.8** It is difficult for visiting travelling Communities staying in the county for a short time to access the information that they need.

**11.9** There is a growing population of older Gypsies and Travellers.

**11.10** No voluntary groups are working with Gypsies and Travellers in Bucks.

## **12. Recommendations for Improving Infrastructure Support for Gypsy and Traveller Communities**

**12.1** Adequate provision for Gypsies and Travellers needs to be made under Social Housing, for both those who want to settle down and those who want to continue travelling.

**12.2** Local planners should identify appropriate land for those who wish to develop their own sites in line with the government's 1994 recommendation.

**12.3** A Gypsy Traveller voice needs to be heard. Public Bodies must ensure the views of Gypsies and Travellers are taken into account when new policies are developed that may have an impact on their way of life. Gypsies and Travellers must be enabled to stand up and openly give their opinions.

Established Community Fora should actively seek Traveller participation, or designate someone to meet with Travellers and feedback their views to the Forum

**12.4** An outreach worker should be employed either from the Travelling Community or someone who is accepted by the Travelling Communities, to initiate engagement of the travelling communities in order to establish long-term representative groups. This person could also act as a contact between local authorities and other service providers.

**12.5** Gypsies and Travellers have been living in the UK and Europe for thousands of years and are therefore a rich part of our heritage. The Circus offers a good opportunity to experience different cultures and efforts should be made to facilitate the work they do. A possible suggestion would be to employ a PR Consultancy to look at ways in which Travelling Communities can be portrayed positively in the local media. Work needs to be done with media, Parish Councils and Churches to portray a positive view of Gypsies and Travellers.

**12.6** There are differences in culture within the variety of Travelling Communities and these differences need to be understood by mainstream community. Likewise the Travelling Communities need to understand mainstream communities. This can only happen if people are prepared to sit and talk with each other regularly and over a long-term period.

**12.7** Tolerance and understanding can be achieved by educating the overall community in Bucks to help overcome prejudices and discrimination and by facilitating education for the Travelling Community. A need for funding to be identified to provide these opportunities

**12.8** A centre providing information, support and advice for the Travelling Community in Bucks, needs to be established by partnership working with service providers and voluntary groups and with people from the Gypsy and Traveller Communities. This could also be used as a base or contact point for youth work, education and contact with the mainstream community, a good working example of this is Pavee Point in Ireland. A web site based centre would not be a good option, as many Travelling Communities do not have access to the Internet.

Involvement should be sought from The Catholic Traveller Chaplaincy, Liberty, The Churches Commission for Racial Equality and other national Gypsy and Traveller support organisations.

**12.9** Travellers need IT training on site.

## **13. Outline of Infrastructure Support Already in Place for Refugees and Asylum Seekers**

**13.1** In 2000, the National Asylum Support Service (NASS) was introduced as a Home Office Department, which deals with Asylum Seekers and Refugees. NASS ensures that Asylum Seekers and Refugees over 18 are dispersed across the country. They are given vouchers to buy food, £31 for those under 35 and £40 for those over 25. Rent is paid by NASS as long as the Asylum Seeker stays in the provided accommodation; if the Asylum Seeker wishes to stay with friends then rent is not paid. In the event of asylum not being granted but the Asylum Seeker being allowed to remain in the country then the NASS will no longer pay rent or provide food vouchers. As these people are not legally allowed to work and no support is provided, they often have to work illegally in order to support themselves.

**13.2** Social Services support families with children and also children who arrive here alone. Most services to asylum seekers and refugees are provided via referrals such as Bucks Social Services Leaving Care Division, who support young people.

**13.3** METAS support Asylum Seeker and Refugee children in schools across Bucks and currently have around 100 children on record. They also provide talks in schools, education packs and workshops enabling young people to understand the reasons for Human Migration and why people have to leave their countries and seek asylum in other countries.

**13.4** There are strict regulations about who can offer advice to Asylum Seekers and Refugees and about what level of advice they can give. Citizen's Advice Bureaux can give level 1 information and advice, which is very basic and involves referring the Asylum seeker elsewhere for more advice. Some Racial Equality Councils have government permission to provide level 2 advice such as advice about procedures and help with filling in forms. Legal advice can only be given by designated solicitors or law centres.

**13.5** This system is open to abuse with people having very limited avenues through which to claim asylum. A lot of money is involved with legal aid available to pay for legal costs and no safeguards appear to be in place to ensure that the solicitors are always working in the best interests of their clients.

**13.6** There appears to be denial or unawareness by the mainstream community in Buckinghamshire that there are Asylum Seekers and Refugees in the county.

**13.7** People working to support Asylum Seekers and Refugees do not appear to work together. As it was difficult to find out information about the Asylum process for this report, it must be difficult for an isolated individual to find the information that they need.

**13.8** There is no legal centre in Bucks.

**13.9** Some Churches and other Faith Groups support asylum seekers through the asylum process. There is no network to support them and there are no voluntary organisations in Bucks who specifically support asylum seekers and refugees in Bucks.

**13.10** Asylum Seekers and Refugees are often deeply traumatised and are extremely vulnerable. There are a substantial number of Refugees and Asylum Seekers in Bucks who are over 18 and therefore do not receive the support of Social Services, or METAS. There is no other provision for them.

**13.11** Asylum Seekers and Refugees over 18 are often left in a very isolated situation, partly due to language barriers. In order to speak to Asylum Seekers and Refugees for this project it was essential to arrange for an interpreter to be present.

**13.12** There is no support network for Asylum Seekers and Refugees in Bucks. The nearest support centres are Asylum Welcome in Oxford and Refugee Support in Slough.

**13.13** Mainly in the Wycombe and Aylesbury areas, there are migrant workers from Eastern Europe, who may face a similar lack of support to Asylum Seekers and Refugees.

**13.14** The Bucks County Council Physical and Sensory Department has particularly been dealing with this strand.

## **Aylesbury Vale**

**13.A1** Aylesbury Racial Equality Council is available to offer support and advice to Refugees and Asylum Seekers.

**13.A2** Aylesbury Vale Citizen's Advice Bureau is able to give general advice.

**13.A3** Pick Up and Jarvis Solicitors provide legal advice, Although the majority of their clients come from Slough and London, they deal with approximately 50 Asylum Seekers each year from Aylesbury Vale and the rest of Buckinghamshire.

**13.A4** When there was a government proposal to build an asylum detention centre near Bicester a couple of years ago; there was a lot of negative coverage in the local media. The mainstream community was against the centre as it was felt that crime would increase in the area.

**13.A5** Aylesbury Development Education Centre provide talks in schools, education packs and workshops enabling young people to understand the reasons for Human Migration and why people have to leave their countries and seek asylum in other countries.

## **Chiltern**

**13.C1** Chesham CAB is able to give general advice to Refugees and Asylum Seekers, who are referred to one of two specialist solicitors based in Wycombe and Aylesbury for help and advice with claims and appeals.

## **South Bucks**

**13.S1** According to South Bucks Housing Strategy there have not been any Refugees or Asylum Seekers housed by the South Bucks Council.

## **Wycombe**

**13.W1** Wycombe Racial Equality Council is available to offer support and advice to Refugees and Asylum Seekers. Wycombe CAB is able to give general advice.

**13.W2** Baria Hardcastle Woodhouse Smith Solicitors provide legal advice and assist with claims. Although the majority of their clients come from Slough and London, they deal with approximately 50 Asylum Seekers each year from Wycombe District and the rest of Buckinghamshire.

## **14. Infrastructure Support Needs for Refugees and Asylum Seekers**

**14.1** A support network of Faith groups and Community groups is needed across the county to ensure that Asylum Seekers and Refugees are contacted and offered support and receive the services they need.

**14.2** Media training is needed to enable voluntary and community groups to portray a positive image of Asylum Seekers and Refugees

**14.3** More public education is needed about the reasons for Human Migration and why people have to leave their countries and seek asylum in other countries, the benefits and enrichment Refugees and Asylum Seekers have and can bring to mainstream communities.

**14.4** A legal centre is needed in Buckinghamshire

**14.5** Refugee and Asylum Seekers have issues around trauma, health, housing, education, knowing their rights, translating and interpreting and there is no support network in place in Bucks to support Refugees, Asylum Seekers and Migrant Workers, who do not fall under the care of social services.

## **15. Recommendations for Improving Infrastructure Support for Refugees and Asylum Seekers**

**15.1** A support network of Faith groups and Community groups should be put in place across the county to ensure that Asylum Seekers and Refugees are contacted and offered support and receive the services they need.

a) Employ a part time worker to meet with Oxford Asylum Welcome, Oxford Development Education Centre and other Asylum support organisations in the South East to identify ways of initiating support for Asylum Seekers in Bucks.

b) To map where there are people giving support to Asylum Seekers and Refugees

c) Liaise with METAS, Citizens Advice Bureaux, Racial Equality Councils and Social Services to make contact with Asylum Seekers

d) Information about the support group could be made available to Asylum Seekers, Refugees and Migrant Workers in places such as the Solicitors offices, through Faith Groups and Social Services.

**15.2** When a support network has been set in place for Asylum seekers and Refugees then work with the media is needed to facilitate public education and ensure that the truth is known about Asylum seekers and Refugees.

**15.3** Possibly employ a PR Consultancy to look at ways in which Refugees and Asylum Seekers can be portrayed positively in the local media, or liaise with Oxford Asylum Welcome to identify training.

## 16. Principles

**16.1** Community groups need to be valued by service providers.

**16.2** Aims of research and projects need to be clear and the outcomes must be monitored to ensure services reach the people they are intended to.

**16.3** Actions should be community focused in preference to bureaucratic outcomes.

**16.4** Community engagement takes time to develop and building bridges between communities takes even longer. Projects developed to carry out this work need to be long-term, over 2 years preferably 5-10 to enable trust to be built.

A criticism of community work and projects is that they tend to run for short periods of time and when the community has begun to trust and open up to the work being done then it has gone and the community has been let down. This can lead to communities being wary and not engaging with new projects that are set up.

**16.5** Developing good communication and understanding how other cultures prefer to communicate is essential. Perhaps using other means of communication than writing a letter will help to ensure more positive outcomes.

**16.7** Respect and understanding of differences in the way things are done and differences in priorities are necessary to avoid conflict of interests.

**16.8** Training must be community based and focused on the communities it is for.

**16.9** Voluntary and Community Groups working with young people should have access to Youth Work training and recognised qualifications through Bucks County Council to facilitate Good Practice and enable them to provide stronger support to their communities.

**16.10** Projects need to be specifically focussed on the communities that they are working with, as the needs of each community are different.

**16.11** Action! A lot of research has been carried out in the past to satisfy some criteria and has not been carried out for genuine reasons from the BME communities' point of view, as there are no visible outcomes. Many people consulted during this project have questioned the need for more research unless the findings are going to be acted upon.

**16.12** A central storage point of previous research carried out in Bucks needs to be developed so it can form part of the consultation process. Previous research that has been carried out in Bucks must be taken into account and recommendations made in them should be actioned.

**16.13** More clarity and openness is needed regarding what funding is available from the public and private sector, where and why it is allocated and what outcomes have been achieved

**16.14.** Young people are the basis of the future of our society , so young people from BME communities should be consulted and involved in identifying need and developing solutions in line with the aims of Bucks Strategic Partnership on the Youth Strategy Priority Action Area 2 which are:

- To have a clear and co-ordinated strategy which develops, implements and monitors youth consultation
- To promote and encourage youth consultation participation and citizenship across all statutory and voluntary services
- Partnership co-ordination of youth consultation and participation opportunities
- Provide young people with feedback within set timescales
- To strengthen good practice and ensure Buckinghamshire is a leading county in children and young people's active involvement
- Meet local and national government standards (© Buckinghamshire Strategic Partnership, 2004)

**16.15** Voluntary Support Organisations should carry out work in partnership with Bucks Strategic Partnership and with Bucks County Council Youth and Community Team to enable the aims or the Youth Strategy to be achieved and to ensure that young people from BME groups are involved.

**16.16** Local Authorities, statutory agencies, other employers, Voluntary and Community Groups need to empower by encouraging progression opportunities to their workforce from BME communities. Many front line workers working in the community are from BME groups, but this is not reflected among decision makers, middle and top management which is predominantly white, middleclass and male.

**16.17** Constitutions should state that a percentage of committee members should be from BME groups and also young people to enable their views to be taken into account when decisions are being made which impact on their communities and their lives.

**16.18** Not for profit community groups and community forums should reflect the communities they represent.

**16.19** Management needs to be more transparent and accountable to the communities they serve.

**16.20** Frontline workers need to be listened to, as being in regular contact with the communities they work with they know what is needed.

**16.21** Where BME groups wish to take responsibility for their communities and have ownership of projects involving their communities this should be welcomed and encouraged

**16.22** BME Communities should always be consulted before something new is implemented they should also be involved from the outset.

**16.23** Arts organisations need to work on reaching out to all communities and should be supported.

**16.24** Translation and interpretation services need to be funded for voluntary organisations interested in working with all communities.

**16.25** The voluntary and community sector needs to consider that not all voluntary groups are mainstream and known and needs to seek these out. By the same token, all infrastructure groups should work /continue to work together more to reach out to all the communities.

## 17. Action Plan

<b>MAPPING</b>					
<b>Action</b>	<b>When</b>	<b>Lead agency</b>	<b>Cost</b>	<b>Links to local strategies</b>	<b>Related ChangeUp Priorities</b>
Identify key contacts and organisations within the different communities in Bucks (BME, Faith, Traveller, Asylum Seeker). Input information into the BIG Countywide database (see Recommendation 6.1 under BME Communities, 9.3 under Faith Groups, 12.6, 12.8 and 12.9 under Gypsy and Traveller Communities and 15.1 under Asylum Seekers and Refugees)	Year 1 to be completed by end September 2006	AVREC	£4,118 sourced through ChangeUp continuation funds	Community Plans, Community Cohesion, IDP	Performance Improvement and ICT
Active participation	Year 2	All BIG organisations			

<b>TRAINING</b>					
<b>Action</b>	<b>When</b>	<b>Lead agency</b>	<b>Cost</b>	<b>Links to local strategies</b>	<b>Related ChangeUp Priorities</b>
Assessing training needs and scouting potential volunteers (see Recommendation 15.3 under Refugees and Asylum Seekers)	Year 1	Training subgroup of BIG	The BIG subgroup to cost it		Workforce Development
Putting training in place (see Recommendation 2 under BME Communities and 4 under Faith Groups)	Year 2	Training subgroup of BIG	Same as Year 1		Volunteering and Workforce Development

<b>OUTREACH WORKER</b>					
<b>Action</b>	<b>When</b>	<b>Lead agency</b>	<b>Cost</b>	<b>Links to local strategies</b>	<b>Related ChangeUp Priorities</b>
Appointing outreach worker in place (and securing funding) for work in South Bucks and assessing the outcome of this (see Recommendation 6.2 under BME Communities, 9.1 under Faith Groups and 12.4 under Gypsy and Traveller Communities)	Year 1	BIG in collaboration with RECs	£27,619 (salary) and approx £10,000 (office, admin, travel, supervision etc.)		Workforce Development and Financing VCS Activity
Depending on outcome of Year 1	Year 2	Same as Year 1	Same as Year 1 + inflation		ICT

<b>COMMUNITY DEVELOPMENT</b>					
<b>Action</b>	<b>When</b>	<b>Lead agency</b>	<b>Cost</b>	<b>Links to local strategies</b>	<b>Related ChangeUp Priorities</b>
Putting Community Development Worker in place (see Recommendations 6.1 under BME Communities, 3 and 15.1 under Asylum Seekers and Refugees)	Year 1	All BIG members	Same as for Outreach Worker's costs, ie £37,619	Community Care documents	Workforce Development
Application based on first year developments	Year 2	Same as Year 1	Same as Yr 1 plus inflation		

<b>VOLUNTEERING</b>					
<b>Action</b>	<b>When</b>	<b>Lead agency</b>	<b>Cost</b>	<b>Links to local strategies</b>	<b>Related ChangeUp Priorities</b>
Assessment of voluntary needs and becoming proactive in volunteering and recruiting (see Recommendation 6.2 under BME Communities and 9.1 and 9.4 under Faith Groups) . Setting up of voluntary support systems (see above)	Years 1 and 2	Volunteer Focus/Vale Volunteers/ Priory Centre	The VCS to cost	Community Care documents	Volunteering

<b>WORKFORCE DEVELOPMENT</b>					
<b>Action</b>	<b>When</b>	<b>Lead agency</b>	<b>Cost</b>	<b>Links to local strategies</b>	<b>Related ChangeUp Priorities</b>
Encourage voluntary sector workers to engage in community development and capacity build hard-to-reach communities (see Recommendation 6.1 under BME Communities, 12.4 and 12.5 under Gypsy and Traveller Communities and 15.1 under Asylum Seekers and Refugees)	Years 1 and 2	All BIG members	£100,000 (?)	Community Cohesion	Workforce Development

<b>OLDER PEOPLES RECOMMENDATIONS</b>					
<b>Action</b>	<b>When</b>	<b>Lead Agency</b>	<b>Cost</b>	<b>Links to local strategies</b>	<b>Related ChangeUp Priorities</b>
Involving Age Concern linking with BIG(?)/Assessing needs of older people (see Recommendation 6.3 under BME Communities)	Year 1	All BIG Members/Age Concern(?)	About £2,000(?)	Adult Social Care Portfolio (National Service Framework	Volunteering
Some feasible projects	To follow		?	for Older People)	

<b>YOUTH STRATEGY</b>					
Action	When	Lead Agency	Cost	Links to local strategies	Related ChangeUp Priorities
Inclusion of all voluntary youth organisations into mainstream structure (see Recommendation 6.4 under BME Communities, 9.2 under Faith Groups and 12.8 under Gypsy and Traveller Communities)	Year 1	Youth Focus	Youth Focus to cost		Volunteering
Some feasible projects as a result of the outcome of Year 1	Year 2	Youth Focus and other BIG members	Same as Year 1	Countywide Youth Strategy 2004 to 7/Every Child Matters	

<b>NETWORKING AND PUBLICISING</b>					
Action	When	Lead Agency	Cost	Links to local strategies	Related ChangeUp Priorities
Networking and liaison between individual BIG members as well as between BIG and other communities and organisations (see Recommendation 6.1 under BME Communities, 9.1 and 9.4 under Faith Groups, 12.8 and 12.9 under Gypsy and Traveller Communities and 15.1 under Asylum Seekers and Refugees )	Year 1	All BIG members, particularly statutory organisations	£10,000(?)	Local People's Forum and Community Care documents	Performance Improvement, ICT and Governance
Publicising and contributing to various cultural projects/events (see Recommendation 6.5 under BME Communities, 9.1 and 9.4 under Faith Groups, 12.5 under Gypsy and Traveller Communities and 15.3 under Asylum Seekers and Refugees)	Year 2		Unlimited(?) depending upon the number of events and participants		Financing VCS activity

<b>GYPSES AND TRAVELLERS/ASYLUM SEEKERS AND REFUGEES</b>					
Action	When	Lead Agency	Cost	Links to local strategies	Related ChangeUp Priorities
Setting up a voluntary group to begin to engage and work with these communities to identify the barriers to inclusion in mainstream services and look for ways to overcome them (see Recommendation 12.2, 12.6 and 12.7 under Gypsy and Traveller Communities)	Year 1	All BIG members			Volunteering
As with the Showmen's Guild and Circus Parents – who already have a strong voice at government level and in					

<p>education – advocates for other strands of the Traveller groups need to be trained. These would comprise of local people, METAS and community group representatives like the Gypsy Council – liaising with the media to erase racist stereotyping and present a fairer portrait of these communities and hopefully change public opinion (see Recommendations 12.3 and 12.5 under Gypsies and Traveller Communities)</p>					
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## **18. Appendices**

### **A) Difficulties Encountered in the Gathering of Information of the Report**

- There was a large area and many communities to cover in too short a time.
- Many people wished to keep their identities private.
- People interested in starting up new community projects were unwilling to say much about their future plans, due to concern that people will take their ideas and apply for funding themselves.
- Cancellations of appointments
- Lack of up-to-date information on community groups
- Scepticism on the part of communities about projects
- Lack of grassroots infrastructure available for research purposes

## B) Groups and Individuals Consulted

<p><b>BME Groups</b></p> <p>Addaction Bucks  Age Concern Buckinghamshire  Asian Elderly Association  Assertive Outreach Team  Association of Ghanaians in Bucks  Aylesbury Citizens Advice Bureau  Aylesbury Community Mental Health Team  Aylesbury College  Aylesbury Development Education Centre (ADEC)  Aylesbury New Lodge  Aylesbury United West Indian Association  A.U.I.W.A elderly group  Aylesbury Vale District Council Environmental Health  Aylesbury Vale District Council Housing  Aylesbury Vale Multi-cultural Centre  Aylesbury Vale Rape Crisis  Aylesbury Jobcentre  Aylesbury Training Group  Aylesbury Vale Advocates  Aylesbury Youth Action  Buckingham Citizens Advice Bureau  Bucks Community Action  Bucks Library Service Community Development Team  Bucks Physical and Sensory Disability Team  Bucks Social Services Leaving Care Division  Carers Bucks Ethnic and Minorities Project  Community Drugs and Alcohol Team  Community Matters Bucks  Connexions Re-integration Department  Cruse Bereavement Care  Drugs Action Team  Every Child Matters  Housing 21  Indian Cultural Society  Italian Association  Milan Women's Group/Cultural Understanding  National Probation Service  NHS Vale of Aylesbury Primary Care Trust  Pashtun Association  Queens Park Arts Centre  Shakti Women's Group  Sir Henry Floyd School of Performing Arts  Sound Studio  Stonham Bucks Project  Thame and District Housing Association  Thames Valley Police Race and Community Relations  Thames Valley Crown Prosecution Services  Umeed group  Vale Volunteers  Women's Aid  Youth@ACT  Youth Focus  Youth Concern</p>	<p>Asian Club Society  Asian Youth Forum  Aylesbury College  Aylesbury Development Education Centre  Aylesbury Racial Equality Centre  British Red Cross Bucks  Bucks Adult Learning  Bucks Community Matters  Bucks Children's University  Bucks Library Service Community Development Team  Bucks Youth and Community Service  CARR-Gomm Society  Chiltern and South Bucks Race and Community Relations Police Officer  Chesham Citizens Advice Bureaux  Chiltern District Council  Chiltern Racial Equality Council  Connexions  Green Street Centre Manager  Independent Health and Social Care Consultant  Milan Women's Group  National Trust  Next Step  Priory Centre  Roundhouse Centre Manager  Sound Studio  South Bucks District Council  Thomas Hickman Library  Vale Volunteers  Various Asian women  Various Asian girls  Victim Support Oxfordshire &amp; Buckinghamshire  Volunteer Focus  Volunteer Focus Outreach Worker  WIMCO  Wycombe Racial Equality Council Outreach Worker  Wycombe Racial Equality Council Welfare Officer  Wycombe Citizens Advice Bureaux Asian Women's Project Worker  Wycombe DC Community Development Team Officer  Wycombe DC Outreach worker for Asian Community  Wycombe DC Outreach worker for Afro-Caribbean Community  Wycombe DC Drug Research Officer for Asian Community  Wycombe DC Drug Research Officer for Afro-Caribbean Community  Wycombe DC Regeneration Officer  Wycombe Police Constable  Youth Focus  Youth Concern</p>
<p><b>Faith Groups</b></p> <p>Aylesbury Ghausia Mosque  Hindu faith representative  The Methodist Church  Various groups at the Forum of Faiths</p>	<p>Anglican Area Dean in Wycombe  Avenue Methodist Church  Broadway Methodist Church Chesham  Bucks Churches Together Rep  Chiltern Racial Equality Council  Chesham Churches Together Rep  Sikh Faith Rep  Spiritual Baptist Church  St Mary and St George's Church, Castlefield and St James' Downley  Tabernacle of the Star Spiritual Baptist Church  The Holy Trinity  The Clerk Christian Science Church  Team Clerk + Community Missioner at All Saints Church in  High Wycombe Town Centre  Union Baptist Church  Wesley Methodist Church  Wycombe Sharing Of Faiths</p>

<p><b>Gypsies and Travellers</b></p> <p>Bucks County Council Gypsies/Travellers Service  Irish Traveller family at Weston Turville  Family at Wing  Member of the Gypsy Council  Minority Ethnic and Traveller Achievement Services</p>	<p>Big Kid Circus  Bucks County Council Gypsy Liaison Officer  Bucks Library Service Community Development Team  Fairground Family  Greenfields  Gypsy Family  Irish Traveller Family  Irish Traveller Youth Worker  METAS  Save the Children</p>
<p><b>Asylum Seekers and Refugees</b></p> <p>Minority Ethnic and Travellers Achievement Service</p>	<p>Aylesbury Racial Equality Council  Baria Hardcastle Woodhouse Smith Solicitors  Brazilian Asylum Seeker  METAS  Pickup and Jarvis  St Mary and St George's Church, Castlefield and St James' Downley  Wycombe Racial Equality Council</p>

## **C) Focus Groups and Meetings**

A series of ChangeUp drop in Focus Groups were held to give people involved in voluntary and community groups across the three districts and opportunity to discuss their views and enable their voice to be heard. These were advertised in the BEG Times which was sent out to over 2000 voluntary and community groups across Buckinghamshire and were as follows:

### Aylesbury Vale Multicultural Centre

30 November ..... 2.00 - 4.00 Focus on BME groups  
7 December ..... 2.00 - 4.00 Focus on Faith Groups  
14 December ..... 2.00 - 4.00 Focus on Traveller Groups  
21 December ..... 2.00 - 4.00 Focus on Asylum Seeker and Refugee Groups  
January ..... 2.00 - 4.00 Focus on ChangeUp

### Wycombe Racial Equality Council

24 November..... 2.00 - 4.00 Focus on BME groups  
8 December ..... 2.00 - 4.00 Focus on Traveller Groups  
15 December ..... 2.00 - 4.00 Focus on Asylum Seeker and Refugee Groups  
19 January ..... 2.00 - 4.00 Focus on BME groups  
26 January ..... 2.00 - 4.00 Focus on Faith Groups

### Whitehill Community Centre

29 November ..... 2.00 - 4.00 Focus on BME Groups  
7 December ..... 2.00 - 4.00 Focus on Faith Groups  
13 December ..... 2.00 - 4.00 Focus on Traveller Groups  
10 January ..... 2.00 - 4.00 Focus on Asylum Seekers and Refugee Groups  
17 January ..... 2.00 - 4.00 Focus on ChangeUp  
24 January ..... 2.00 - 4.00 Focus on ChangeUp

### Castlefield Methodist Church High Wycombe

11 January ..... 7.30 - 9.00 Focus on Churches in the Community

## **D) Key Meetings and Training Attended**

Bucks Community Forum  
Bucks Community Matters  
Bucks Forum of Faiths  
ChangeUp Consortium  
ChangeUp Network Meeting  
ChangeUp Reference Group  
ChangeUp Steering Group  
Diversity Network  
Needs Assessment Steering Group Meeting  
Racial Incident Response Group  
Save the Children Traveller Culture Awareness Training  
Thomas Hickman Community Library: What can I do with my spare time?  
Traveller Liaison Meeting  
Wycombe Racial Incident Group AGM

## **E) Terminology**

BME: Black Minority and Ethnic

- Buckinghamshire is home to a diverse range of ethnicities, cultures and communities. Even within the 'mainstream community' there is much ethnic heritage and diversity of culture and community. While investigating the shortfall in service provision to Black, Minority and Ethnic Communities for the Additional Support Programme it was noticed that many people consider themselves to belong to an ethnic background. For the purpose of the project, BME means anyone who is not white and of British heritage.
- It was pointed out at one of the Focus Group meetings that many people find the term ethnic offensive as it implies that some ethnic communities are in some way second class citizens and given as a reason why many people did not attend the meetings.

AVREC: Aylesbury Racial Equality Centre

DC: District Council

METAS: Minority, Ethnic and Traveller Achievement Service

WREC: Wycombe Racial Equality Council

## **F) Acknowledgements**

BME communities, Faith Groups, Travelling Communities and Asylum Seekers in Aylesbury Vale District were consulted by Faisal Mohuiddin at Aylesbury Vale Racial Equality Council. The articles about Aylesbury Vale District were contributed by Faisal Mohuiddin.

Consultation with BME communities, Faith groups, Travelling Communities and Asylum Seekers in Chiltern, South Bucks and Wycombe Districts and were carried out by Rebecca Vernon at Wycombe Racial Equality Council. The articles not about Aylesbury Vale were written by Rebecca Vernon with special thanks to:

Additional Support Programme Steering Group Members who gave their input into this report.

Bucks Adult Learning

Bucks County Council Libraries and Heritage

Bucks County Council Gypsy Liaison Officer

Chiltern Racial Equality Council for use of their work in the information about Chiltern District

Churches Together In Bucks

Churches Together in Chesham

METAS Outreach Worker for Gypsies and Travellers

The Avenue Methodist Church

Everyone who gave his or her time and input into this Report

## **G) Bibliography and Source Material**

Aylesbury Vale District Housing Strategy

Bucks County Council Cultural Strategy

Buckinghamshire Strategic Partnership,

[http://www.bucksonline.gov.uk/BSP/Community\\_Plan/Young\\_People/Young\\_People.htm](http://www.bucksonline.gov.uk/BSP/Community_Plan/Young_People/Young_People.htm) c/o

Tom Bowers, Partnership Team, Room 60, Old County Offices, Walton Street, Aylesbury, Bucks. HP20 1UA.

Chiltern District Council Housing Strategy

Community Cohesion for All Our Communities, Salva Malik, Chiltern Racial Equality Council, 2005

Integration Matters, Home Office

Promoting Prosperity Tackling Inequalities, Buckinghamshire Local Area Agreement

Race Equality Digest (RED 15) Race Equality West Midlands, 2005,

South Bucks District Housing Strategy

Traveller Times

Wycombe District Housing Strategy

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