

## **CC(3) VS52**

Dear Chris Reading

As a result of our awareness of the underrepresentation of ethnic communities in accessing funds available in the environment sector in Wales, we set up a pilot project, Fairshare, to address the issues. This project was initiated and run for 10 months in 2006/07 and funded by CCW.

The attached reports give a picture of the work and findings from that period. The project continues in the current year.

Ethnic community groups currently have no way of knowing what is available to them in the way of funding for environmental projects. It would be helpful to create a network of relevant organisations to send funding information to as a way of reaching them.

We would be pleased to speak to you about this at any time if you wish to contact us for further discussion.

Many thanks

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## **Black Environment Network: Fairshare Project Report**

### ***1. Concept of the project:***

The Fairshare project aims to support ethnic community organisations to obtain environmental funding.

#### **The roles of the funding advisors are:**

- To advise and help every organisation with an ethnic minority project in mind.
- Projects must be environmental.
- The advisor will signpost to other appropriate organisations if the project is not environmental.
- The advisor should establish an effective network to make sure that s/he has enough information to advise organisations of the current situation for funding in North Wales.
- The advisor should start with a database of funding available for environmental projects.
- The funding advisor will work in co-operation with the BEN development workers. S/he will not actively seek out groups.

#### **Definition of groups that can be supported:**

- All groups that have an ethnic minority and an environmental approach can be supported.
- The groups or organisations may not be ethnic minority in the first place, but should have a minority ethnic project in mind.
- Mainstream organisations can be supported as well as those from the volunteer/social enterprise sector.

#### **Definition of environmental:**

- Environmental projects are not necessary environmental protection projects.
- The remit of environmental support includes various aspects of life and living space and is subject to discussion and interpretation.
- The following are central aspects to the definition of environmental projects (although this list is not exhaustive)
  - understanding the environment
  - protecting the environment
  - embracing the environment
  - access to environmental space – inside and outside
  - access to core information

- housing
- communal living
- health and poverty
- communication

## **2. Overview**

### **2.1 North Wales 2006/2007**

#### **a) Current support for groups:**

- a) BEN: Business Planning, implementation and funding process.
- b) Polish Housing Society and Felin Uchaf, Pwllheli: Projects work in co-operation to implement environmental living space. Funding Application is in preparation and further outdoor expeditions are planned.
- c) Filipino Association: An environmental project, which is addressing the interactive and communication needs of an isolated ethnic population.
- d) NWREN: Co-operation of several BME organisations to implement an environmental project, which is addressing social inclusion issues and working towards a sustainable outcome. It is signalled that funding in the region of £10-15k is possible.

#### **b) Open Requests for support**

- a) WRASSG (Wrexham)
- b) WEA (North Wales)
- c) Chinese Women's Society (North Wales)
- d) Polish Club (Wrexham)

#### **c) The Skills Audit**

The Skills Audit administered with organisations by the North Wales Advisor proves that BME organisations of all kinds have additional problems in accessing funding. Looking at the Skills Audit, it is obvious that the need for support is not only for small or newly established organisations. Most of the BME organisations are not only lacking funds, but access to information – a common problem of BME groups. The funding support officer in North Wales was able to signpost other providers to increase the sustainability of the organisations.

The funding advisor is needed in particular in the following areas:

- a) Defining and implementing strategies, aims and objectives
- b) Promoting co-operation between organisations and/or authorities
- c) Sourcing funds

- d) Applying for funds

#### **d) Database**

The database is the first access point for organisations to implement environmental projects. However, there is an obvious need to use the database as a signposting medium as well as a training medium. The database needs to be maintained and updated on a regular basis. The Fairshare advisor and administrative support worker compiled a useful tool in which major funding can be searched.

#### **e) Networking**

Information networks need to be established as a two-way system. The findings show that access for funding is still exclusive, which is mainly due to a communication problem between the agencies. Funding organisations and BME organisations need to have a common access point to meet and implement inclusive projects. BEN's Fairshare project is this access point in North Wales.

## **2.2 Description of Projects: North Wales**

The project in North Wales suffered from a delay to start with project work. The first contacts with groups were made in the beginning of October. In total 5 groups were visited and assessed regarding the potential of their environmental projects. Unfortunately, the then Fairshare funding advisor had to leave for personal reasons. The current advisor started in the second week in January and after assessment of the situation did set up a priority list of work to be achieved. Three groups were marked priority for the first 3-4 months as their projects seemed to need urgent implementation. One new group was included, refugees/asylum seekers, to make sure that this ethnic minority group are receiving a priority support. The priority list was developed with the development officer and a strategy was drawn up, so that the work of the funding advisor and the development worker can complement each other. Some groups are getting services in addition to the Fairshare Advice through the BEN development advisor as requested. The advisor had to support most of the groups with additional referrals and signposting.

**a)** First priority was seen as setting up a Business Plan and Policy document for **BEN**. The organisation is at a step change in its development and is in need of core funding to run more effectively. The BP was finalised by the advisor, but will need some detailed information for amendment, which will be crucial and can only be provided in close co-operation with the management of BEN. Some policies need to be rewritten and an assessment needs to be implemented by the management.

This BP is requested from Impetus Trust in order to receive core funding. Contacts with the Impetus Trust clarified that the Business

Plan needs to have a three-year development plan and cash flow forecast (second stage) and a detailed SWOT and PEST.

**b)** According to the paperwork **Polish Housing Society** had an interesting and complex project proposal. The new advisor made contact and assessed the following. The PHS is a very well established IPS, in general a healthy sustainable medium sized social enterprise, but not acquainted with funding requirements. Previous funding applications failed because of lack of knowledge. No funding advisor is available. The project proposal is to design a 'Sensual Walled garden for enabled and less enabled residents of PHS'. The assessment of the situation showed that co-operation with another social enterprise would be of benefit for the set up of the project as well as for the funding application. **PHS** and **Menter Felin Uchaf** are now working together on this environmental living space project. The Fairshare advisor is preparing the funding application and is awaiting project costs before choosing the Funder. The project managers are from ethnic minority background.

**c)** The **Filipino Association** is a registered community group working only on a volunteer basis, without any staff, no development officer or funding advisor is available.

Communal activities within the Filipino culture as in many other cultures are involving food. It is also a common leisure activity among men to go sea fishing. Therefore the idea is to find one or two sponsored events, where the community can gather for fishing and food.

The activity of fishing also involves skill development, such as teamwork, personal development, health and safety and support for each other. Furthermore it was agreed that some environmental awareness training should be included. It is anticipated that if two events can be carried out with funding, that members of the community are being trained to get involved and train themselves.

The Environment Agency will fund the sea fishing event, co-ordination with the group needs to be done so that the association is getting funding for administration, and marketing and bus transport is requested.

**d)** **NWREN** is well established since 2000, with Limited Company and charity status. Several project workers are available.

Project description:

1. Organisation: NWREN will take the lead in the development of this project, but it is planned to work in partnership with several BME agencies:

BME agencies:

- Wrexham Refugee Council – client group consultation
- BEN as Fairshare Advisor and organiser of outdoor development training
- Scarman Trust - IT development training
- Wales Cooperative Centre – sustainable exit strategy

2. Project aims and objectives:

The project aims to develop a sustainable project, which empowers refugees to work together and develop an enterprise.

Objectives are:

- To increase self-esteem
- To develop team working skills
- To develop communication skills
- To develop presentation skills
- To have access to Snowdonia National Park
- To make use of leisure activities for skills development
- To increase IT communication skills
- To make use of multi media
- To develop a knowledge of North Wales through the media of outdoor activities and IT
- To develop entrepreneurial skills

Funding possibility of around £15k discussed with CAE. CAE will hold emergency meeting in June to pass project, as it will be not possible to have the funding in place before the deadline of 15<sup>th</sup> April.

**e) WRASSG** has been established for nearly 20 years, it is a registered charity, no funding or development staff available at the moment. The organisation is in a transition period, as they need a new development officer. The organisation is facing difficulties with providing support, regarding translation and accessibility to the client group, because of the lack of development workers. There is interest in organising outings for the client group into the countryside. Expeditions organised by BEN were remembered very positively, further expeditions to be welcomed. This needs to be discussed with the development officer, who may have already possibilities. Marjorie showed interest in the art workshops in Llangollen.

WRASSG identified a need for a women's health project. Support will be delivered as soon as the group are available to work again after April.

**f) The Polish Club** has existed for some years as a private members club and is run to support Polish migrant workers. It is also a place to meet and socialise. It has 1 employer, but no staff or background for funding or development work. The work is partly done volunteer and partly as business (beverages, food). Considerations about changing the status to charity are in process. Due to the experience with the Polish Migrant workers an environmental project will be discussed in April/May.

**g) The North Wales Chinese Women's Society** has existed informally for a period of time, but now has a constitution, no staff, and no development worker. They are dependent on formal advice and are interested to run a follow up session of their 'Health Information Day' event for men's health. Contact will be re-initiated in May/June.

**h) WEA** has the lowest priority on the list at the moment. The organisation has funding for support staff and development workers. They were interested to develop an environmental project, but ran out of funding. Contact will be initiated in June.

### 2.3 Overview South Wales 2006/2007

#### a. Support for groups:

- a) **Swansea Interfaith Forum** - Communities @1 funding stream sourced and project developed after request for assistance by the Forum to develop a Faith and the Environment Project.
- b) **Ethnic Youth support Team (EYST)**. Request for assistance in developing a funding bid for Outward Bound activities for youths.
- c) **Swansea Chinese Community Co-op** - Request for assistance in developing a funding bid for an environmental art project.
- d) **African Community Centre** – Request for assistance in developing a funding bid for an environmental art project.
- e) **Filipino Community** - request for assistance in obtaining funding to improve the capacity of the organisation
- f) **Black Association of Women Stepping Out (BAWSO)**- request for assistance in obtaining funding to develop a garden at one of their safe houses. Initial stage.

### 2.4 Description projects South Wales

#### a) Swansea Interfaith Forum

The Swansea Faiths Forum is made up of a diverse group of people that come from different faiths and also those from a non-faith background, who are committed to working together in Inter Faith work. It was set up in August 2005 and formally constituted as a voluntary organisation on 2 August 2006.

The Forum is not a religious organisation. It does not promote any particular religion or faith. The Forum has a Constitution and Code of Conduct for its Members that ensures adherence to this principle. The Main aims of the Forum are to promote understanding between different faiths in Swansea and to build bridges between people of all faiths and beliefs, and none (see Constitution for full aims).

In Swansea the majority of BME organisations are faith based and Swansea Faiths Forum is ideally placed to represent the broad cross section of faith communities impartially without showing favouritism to one faith over another (see Code of Conduct for full details).

The aims of the Forum are met by undertaking community and environmental projects and events that bring together people from the different faith groups. This is fostering tolerance, respect, friendship and peace at a time of great social tension locally, nationally and internationally.

Project Name: THE GREEN FAITHS MAP

**Project Aim:**

- The main aim of the Project is to bring together Swansea's BME Faith Communities on a socially inclusive project to produce a sustainable resource in the form of a community built and run internet-based map and guide using digital technology and engaging disadvantaged people from the voluntary sector

**BEN's role:**

BEN sourced and secured £90,000 from the Communities @1 funding stream and developed the project over a 5 month period after request for assistance by the Forum.

BEN will be working in partnership with the Faith Forum and Commission for Ethnic Minority Voluntary Organisations (CEMVO) to assist with the project.

**b) Ethnic Youth support Team (EYST).**

Youth led organisation set up to support approximately 200-300 ethnic minority young men. Constituted 2 years ago. Now an established organisation employing 4 workers, working with schools ,colleges to deliver health, education and community safety- based programmes.

**BEN's role:**

Request for assistance in developing a funding bid for Outward Bound activities for youths.

BEN has researched the following funding streams:  
Sports Council, Fouracre Trust and BBC Children in Need.

**c) Swansea Chinese Community Co-op -**

The Swansea Chinese Community Centre (SCCCC) has been established for a number of years and has become increasingly interested in environment related projects.

The Centre was set up on 1st December 1996 by a group of enthusiastic volunteers who have dedicated their time and money in Chinese community development work for many years and the Centre was subsequently registered as a charity. In December 1997, we applied for funding and were given a three year grant from the National Lottery Charities Board, for the purpose of employing a Centre Manager, paying for the rent and other running cost of the Centre.

**Aims:** To assist the Chinese people to obtain their entitled welfare and benefits; to provide leisure activities; to promote Chinese traditions and culture; to advocate social harmony and to advance peaceful and friendly relationship between Chinese and other ethnic groups and to organise educational and cultural events.

**Benefits:** Provision of translation; talks; seminars; home visit services and arranging an interpreter to attend medical appointments and financial, taxation or social welfare inquiries etc.



**Achievements:** Serving the Chinese Community - Since the establishment of the Centre, we have been unreservedly providing services to those Chinese people in need and the level of support received from both within and outside the community are encouraging. We have organised a number of seminars and talks on a variety of topics including Health; Skin care; Taxation; Parental care; Policing; Food and Hygiene, Basic Computing Skills etc. Chinese people have benefited from the information and knowledge obtained through attending these seminars and talks.

During the past few years, we have successfully assisted many Chinese families to obtain council accommodation and social benefits. We are also helping many local government departments to translate their literatures and documents and have also taken part in many activities organised by the local government.

**BEN's role:**

Request for assistance in developing a funding bid for an environmental art project – to fund a co-ordinator and pay for materials.

To date an agreement with Dylan Thomas Centre for an exhibition has been developed:

- Chinese community painting group to hold their exhibition of Chinese painting celebrating nature from Monday the 6<sup>th</sup> of August until the 26<sup>th</sup> August (3 weeks) at no charge
- 12 to 15 pictures could be hanged depending on size.
- Sat 18<sup>th</sup> August 2007: Workshop - 1 room 10 to 12 participants + 1 instructor
- They will like to make a themed reception with other tables showing other art objects such as kites, lanterns, crafts.

Funding stream examined are:

Arts Council for Wales and Heritage Lottery Fund

WCVA – small pot £1000 application developed for this project.

**d) African Community Centre**

The African Community Centre has been run by volunteers for approximately two years. They had their own Centre up until December 2006 and are now based at the CEMVO office where they rent 2 desk spaces. Two part time development workers have been employed since December 2006.

**BEN's role:**

Request for assistance in developing a funding bid for an environmental art project.

To date costings have been developed and possible funding sources reviewed.

Still in conversation with group.

**e) Filipino Community**

The group has 1 development worker based with AWEMA. However relies on volunteers.

**BEN's role:**

Request for assistance in obtaining funding to improve the capacity of the organisation.

### **3. Conclusions**

The Fairshare project proves that access to funding is still exclusive. The organisations supported and advised through the Fairshare projects are not only small or newly established projects, some of them have considerable resources, but are overstretched with the demands or the resources cannot be directed to funding development. The assessment also shows that there is a general lack of networking and communication to and from mainstream supporter and agencies to BME organisations. Organisations supported, are either organisations which were set up from BME's for BME or as support organisations for BME's.

Priorities requests for all groups are:

- Maintaining or establishing core funding
- Support and signposting to other areas
- Support with establishing criteria for environmental projects
- Support with guidelines for funding
- Support with funding applications
- Support with signposting for relevant funding
- Support with access to environmental information
- Support with access to organisational information

## **Skills and attitude Report - Fairshare Project BEN in relation to outputs**

### **3.5 and 3.6<sup>1</sup>**

#### ***1. Introduction***

The Fairshare project started in June 2006 with one Fairshare worker for South and North Wales. He left in October 2006 and was replaced by 2 new workers; one in North Wales in January 2007 and one in South Wales in February 2007.

The audit is therefore not continuously conducted, but is the result of assessments of the original groups by the new Fairshare workers and newly contacted organisations in 2007.

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<sup>1</sup> The report for both outputs is merged to one report as the outputs are connected and are based on the formal skills audit of the projects as well as informal assessment and review during the work with the organisations.

The Skills Audits were carried out from the current Fairshare advisors in North and South and are based on the experience and the cooperation with the groups and the results of the skills audit conducted as initial informal assessments with new groups. They are also based on long-term experience and networking research.

## ***2. Organisational backgrounds***

In total, work was done and is in progress with 15 groups. 53% of the organisations are ethnic minority groups aiming at specific ethnic minorities. 40% are organisations, who have an overall objective aiming at structural sub-groups of ethnic minorities (e.g. women, youth, refugees) of working towards aims to integrate and support ethnic minorities (e.g. race equality, environment, faith).

One organisation is a mainstream educational organisation, who is delivering also services for BME.

In summary it can be said that the range of organisations contacted and worked with is varied.

The issues dealt with remain nevertheless the same, as all organisations have problems to find enough time for fundraising next to the work connected with their organisations.<sup>2</sup>

### ***2.1 Definition of groups, which can be supported:***

- All groups can be supported, who have an ethnic minority and environmental approach.
- The groups or organisations may not be ethnic minority in the first place, but have a minority ethnic project in mind.
- The organisation may not come all from the volunteer/social enterprise sector, also mainstream can be supported.

## **3.<sup>3</sup> Report of the needs of disadvantaged groups in relation to the design and running of environmental funding schemes**

New projects and projects in progress were discussed by the current Fairshare advisors in a careful assessment and review situation. All groups addressed a lack of human resources to search for funding. Nearly all projects had not enough human resources and funding advisors are only available in two of the bigger organisations.

6 organisations were based in community first areas, 5 of them in South Wales, only one in the North<sup>4</sup>. Two organisations are in objective 2 areas, 4 in

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<sup>2</sup> See attached excel work sheet NGO background

<sup>3</sup> Output report 3.5

<sup>4</sup> See BEST report ethnic minorities in North Wales  
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objective 1 areas. Most of the groups were already well established and only 12 out of the 15 organisations are charity or have charity status (IPS) and/or Ltd.

The annual income of the organisations is in general low. This is reflected in the low number of staff they are able to employ; only two organisations have more than 20 staff. Both organisations are not specified volunteer organisations. Only two organisations have a fundraiser employed. Some of the organisations have already problems with the day-to day running of the organisations, which is often a resource problem, but in addition, with some organisations knowledge based issues.

### **3.1 Common Problems:**

#### **General:**

- Lack of HR
- Lack of skilled development workers
- Lack of constitutional knowledge
- Lack of time and knowledge about funding sources
- Lack of confidence
- Lack of Business and organisational skills
- Lack of administrative resources

#### **Environmental funding schemes**

As explained earlier the aims and objectives of the organisations and groups worked with are from various backgrounds. Most of them have only a vague idea, how environment can be incorporated into their schemes to support their client group. There is also a lack of access to information regarding this issue. The support specific to environmental funding is necessary in the following issues:

- Access to management skills
- Access to funding skills
- Access to mainstream information
- Access to key organisations for support
- Constitutional Skills building

The Fairshare advisors have been able to support several organisations on most of the issues during this period.

The result of the auditing process can be seen in attached excel documents. Several organisations did need support in management and administrative questions to empower them to carry out their environmental projects.

Main support issues for the groups is help with funding applications and fundraising. The designs of the projects are very often already mapped out and include specific activities and outcomes. The problem is mainly seen:

- Where to get funding
- Who is designing the project
- Who has the resources to carry out the project
- Whom can we access to implement the project
- Who is skilled enough to write the funding application

### 3.2 Project contents

The table below shows a small overview of the issues discussed in the projects. It does not give a whole picture, but is the essence of the description in the Skills audit. Some of the issues where support was requested could not be followed up, but the organisations were signposted to relevant organisations (e.g. training assessment)

Issues	No of organisations requesting support
Constitutional Issues	3
Health and wellbeing	9
Vocational	5
Self- Development	7
Funding applications	7
Cultural heritage	6
Outings	5

### ***4. Report on a range of beliefs and attitude towards environmental issues of hard to reach groups<sup>5</sup>***

Only one of the organisations has a designated environmental mission, all other organisations have no designated environmental objectives. Nevertheless all organisations address environmental issues. The discussion showed very often a restriction in their viewpoint of environmental as environmental protection. They very often felt in the beginning of the consultation process, that they could not really participate in environmental projects as they were not particularly environmental-orientated organisations. Other organisations saw the work restricted to outdoor expeditions and could not see the benefit of an integrative approach. After the initial introduction this attitude changed. On several occasions the fundraisers had to support the organisations to visualise and develop their project in an interactive and participative process.

The other problem for the organisations was that their day-to-day tasks were conducted with a minimum of resources and new innovative and ground breaking environmental projects were on the agenda, but could not be implemented. In addition the work within the Fairshare project highlighted that mainstream environmental organisations still have problems with inclusion of BME organisations. The Fairshare project helped to overcome this gap and enabled the networking for the groups.

#### **4.1 Definition of ‘environmental’ nurtured by the Fairshare Project:**

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<sup>5</sup> The skills audit was not laid out to measure believes and attitudes and the report on this issue is based on experience and mediating interviews, which were conducted in all initial contacts from the current advisors.

- Environmental projects are not necessarily environmental protection projects.
- The remit of environmental support, includes various aspects of life and living space and is subject to discussion and interpretation.

Fairshare promoted the fact that environmental projects have many key aspects including the following, but the list is not exhaustive

- understanding the environment
- protecting the environment
- embracing the environment
- access to environmental space – inside and outside
- access to core information
- housing
- communal living
- health and poverty
- communication

## **5. Summary and Recommendations**

The Fairshare project proves that access to funding is still exclusive. The organisations supported and advised through the Fairshare projects are not only small or newly established projects. Some of them have considerable resources, but are overstretched by demands or the resources cannot be directed to funding development. The core funding of the organisations and the possibility of considering environmental project funding are connected. The assessment also shows that there is a general lack of networking and communication to and from mainstream supporters and agencies to BME organisations.

Priority requests for all groups are:

- Maintaining or establishing core funding
- Support and signposting to other areas
- Support with establishing criteria for environmental projects
- Support with guidelines for funding

The project is necessary to maintain the established contacts and empower the organisations to develop and implement environmental projects.

At present the lack of communication between mainstream environmental and BME organisations is one of the problems for the BME organisations, as they do not have access to the information and services provided.

BME organisations would need to get the possibility to have continuous access for funding support. BME organisations need to be empowered to develop and design environmental projects by strengthening their organisational and management skills.

Mainstream organisations are at currently often at a loss to connect with BME organisations and are in need of networking possibilities and mediating. In some instances multicultural communication training would enable and empower the mainstream organisations to fulfil their obligations even better.

Appendix 1: Skills Audit North Wales

Appendix 2: Skills Audit South Wales

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## Appendix 3: Database