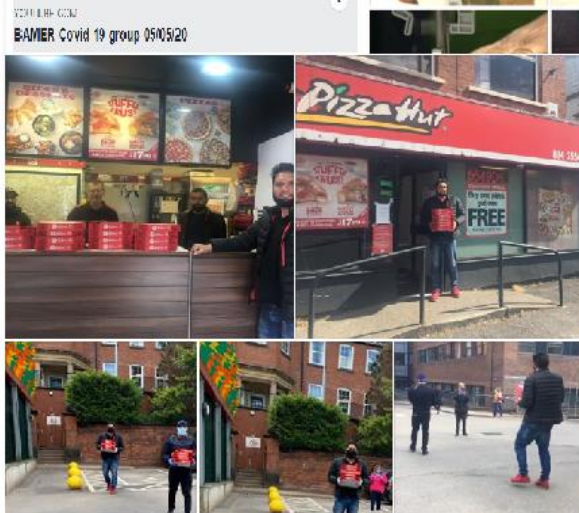


Rebuilding social, economic, and cultural life in the City of Sheffield after COVID-19:

A contribution from the BAMER COVID-19 Action Group



Ethnic minority organisations in Sheffield teaming up to deliver food parcels to those in need & aiming make 10,000 face masks & shields for carers during #coronavirus pandemic. @mumsunitedshf @BBCLookNorth



Our Sheffield BAMER COVID 19 group appreciates all the thank you messages that residents have given us for our efforts. It has really boosted our confidence and significantly increased our activity delivering food parcels and providing advice and counselling to those who require it. We just wanted to say, that this work would not have been possible without the support of

FROM ALL TO ALL
Better Working together



Contents

Extensive Summary	3
Introduction	4
Food Parcels and Food Banks	7
Business Development and Business Innovation	7
Integration, Social Inclusion, and Cultural needs.....	10
Education, Professional Training, and Development	11
Health and Social Care Services	13
Reference	15
Appendices	17
Appendix (1) Agency for Culture and Change Management (ACCM)	18
Appendix (2) Alliance Housing Support (AHS) Ltd	19
Appendix (3) Aspiring Communities Together (ACT)	20
Appendix (4) Reach UP Youth	21
Appendix (5) Hallam Homecare Services (HHS)	22
Appendix (6) ISRAAC Somali Community Association	23
Appendix (7) Inspector of Education, Languages, Training and Consultation (IELTC)	24
Appendix (8) Sadacca Limited.....	25
Appendix (9) MUM's United.....	26
Appendix (10) Yorkshire Tuition Centre	27
Appendix (11): Hadfield Institute	28





Extensive Summary

The COVID-19 virus has infected the city of Sheffield more than most. It has compromised our health and devastated our local economy. After all the damage done, big challenges lie ahead. Our priority is rebuilding the economic, social, and cultural life of our city. And to deliver this we need a strategy and action plan.

This report is our first contribution to such a strategy. It is the collective voice of Black, Asian, Minority Ethnic and Refugee (BAMER) communities in Sheffield. Government statistics reveal we have suffered disproportionately from the virus, both in our local communities and by service on the front-line in care homes, the NHS and transportation. Yet crises are not always negative. They open our eyes and ears to new possibilities. Our eleven organisations came together to form a COVID-19 Action Group to provide vital support to BAMER families. And now we are determined to move beyond this initial phase and contribute to a dynamic vision and strategy for the City’s reconstruction.

So .what is our vision? Certainly not the austerity, widening inequalities and retreat from solidarity which has characterised the last 10 years. Ours is a vision of real integration, social inclusion and dynamism, born out of on - the - ground experience. We recommend innovative pathways for a ‘new normal’ in which the talents and assets of BAMER communities - human physical, cultural and financial - are deployed more efficiently and humanely to rebuild the economic and social life of the city.

To our City’s ‘movers and shakers,’ to our City Council and the Mayor of the City Region, to business organisations, schools, universities, hospitals and General Practitioners: **listen to us.** We have much to offer.



Introduction

The COVID 19 crisis has hit every aspect of people’s lives, locally and globally. Schools, universities, charities, social and cultural structures, businesses, big and small, families and health and welfare are all impacted. However, not everyone equally as the vulnerable and disadvantaged communities have been affected, and the BAMER community most of all.

Statistical data from Intensive Care National Audit and Research Centre (2020), demonstrates that a third of COVID-19 patients admitted to critical care units are from BAMER groups. Indeed, death rate is the highest among other groups (see table below)

Table 1 NHS England Death (2020) among BAMER

	Population	Population (%)	Observed Deaths	Observed Deaths (%)	Expected deaths if distributed by age structure of population	Excess Deaths = Observed Deaths - Expected Deaths	Excess Deaths (% of expected deaths)
White							
British	40,072,756	79.7%	13,960	78.1%	16,351	-2,391	-15%
Irish	507,284	1.0%	180	1.0%	289	-109	-38%
Any other White background	2,443,913	4.9%	641	3.6%	366	275	75%
Total White	43,023,953	85.6%	14,781	83%	17,006	-2,225	-13%
Asian							
Indian	1,338,395	2.7%	560	3.1%	228	332	146%
Pakistani	1,020,967	2.0%	381	2.1%	100	281	281%
Bangladeshi	392,762	0.8%	120	0.7%	30	90	300%
Chinese	370,642	0.7%	66	0.4%	44	22	50%
Any other Asian background	775,336	1.5%	300	1.7%	87	213	245%
Total Asian	3,898,102	7.8%	1,427	8.0%	489	938	192%
Black							
African	914,359	1.8%	331	1.9%	62	269	434%
Caribbean	554,424	1.1%	525	2.9%	150	375	250%
Any other Black background	253,635	0.5%	166	0.9%	20	146	730%
Total Black	1,722,418	3.4%	1,022	5.7%	232	790	341%
Mixed							
White and Asian	312,874	0.6%	23	0.1%	22	1	5%
White and Black African	155,898	0.3%	13	0.1%	8	5	63%
White and Black Caribbean	372,676	0.7%	39	0.2%	29	10	34%
Any other Mixed background	269,465	0.5%	55	0.3%	21	34	162%
Total Mixed	1,110,913	2.2%	130	0.7%	80	50	63%
Other							
Any other ethnic group	521,958	1.0%	506	2.8%	59	447	758%
Total Other	521,958	1.0%	506	2.8%	59	447	758%
Total	50,277,344	100%	17,866	100%	17,867		

From table (1), 801 deaths in the Black ethnic group are recorded in April 17, accounting for 5.8% of COVID-19 deaths. Given the fact that BAMER communities is only 3.5% of the



total population in England, the share of deaths in Black individuals is 66% higher than other groups proportion of the total population. In addition, according to the same source, data on frontline workers' death demonstrate disproportionately high deaths among BAMER populations, with the greatest number occurring in medical staff – especially doctors and consultants - when compared to other staff categories. Furthermore, in Sheffield COVID 19 has high death rate which BAMER areas such as Firvale, Firth Park, Burngreave, Broomhall, and Darnal,

Yet, the response from these communities to the crisis has been remarkable. Even while key workers and professionals lose their lives fighting on the frontline, in care work and in the NHS, the BBC reports Sheffield's ethnic minorities teaming up to help to deliver food parcels, masks, face shields and support to disabled, elderly and frontline key workers.

These 10 organisations and groups (see appendices) have shown a remarkable sense of community spirit, providing leadership in their own areas and beyond, to serve the needs of Sheffield. Despite limited resources, the COVID-19 pandemic has shown how our communities can pull together in the spirit of cooperation and mutual respect and assistance. This unity of purpose is a strength that needs to be harnessed and directed to help address the very many symptoms of inequality, hardened by a decade of austerity, most visible in its impact on the BAMER communities of Sheffield.

Sheffield BAMER COVID 19 Action Group was rapidly formed by the coming together of several organisations and groups. Each group has brought expertise and knowledge including organisational, technical and communication skills. It prides itself in its professionalism. Very importantly the group has now been able to open doors and reach out to the whole of Sheffield.

Whilst delivery of services and support started in geographical areas where there is a noticeable presence of BAMER communities, it was inevitable, due to the nature of the crisis, our assistance was needed more widely, covering all areas of Sheffield.





This reach will help bring down perceived barriers and bring about a more cohesive, stronger Sheffield.

The COVID-19 group’s weeks-long intensive work in support of Sheffield communities, has drawn out a variety of themes which if addressed appropriately will improve development of Sheffield in general and BAMER communities. Whilst the themes outlined in this document could not cover all issues the group identified, this strategy paper is built on the best knowledge and experiences shared by the groups, organisations, and members of the COVID 19 group (see attached groups’ profiles).

This strategy is the outcomes of many meetings and discussions conducted by BAMER COVID 19 group. We focused particularly on the impact of COVID-19 on the BAMER organisations who deliver services to the BAMER communities and covered: awareness and concerns arising out of the COVID-19 crisis; impact on the individual: initial and subsequent impact as the crisis worsened; financial impact on organisations and impact on service delivery and organisational preparedness, support and development needs.

The group confirmed some areas of general concerns within the charity, community and voluntary sector in general, but also flagged up some areas of concern that seem to be particular to BAMER organisations.

The document addresses and suggests pathways to overcome struggles communities have been experiencing for many years, directly and indirectly linked to austerity. It being most starkly observed by BAMER organisations who found themselves having to deliver vital services during the Coronavirus lockdown.

It is structured on themes; each theme represents a sector or an area of concern.

The background and the needs of each group and organisation making up the Sheffield BAMER COVID-19 Action Group can be found in the appendix.





Food Parcels and Food Banks

The lockdown left many vulnerable families and members in the BAMER and wider Sheffield communities in serious need of food and household essentials. Since 23d of March, the group has been able to deliver 500 parcels to families across the City, purely through donations and good-will of BAMER communities. Indeed, the consequences of Covid-19 on the economy and business in the long-term suggest that food parcels and food banks will be needed even more. We suggest supporting local people of Sheffield through utilising the kitchens and facilities available in community centres and local charity organisations to satisfy future demand. Nevertheless, we advise organisations or groups interested in delivering such services to provide a clear sustainable action plan. In addition, we believe that organisations and groups willing to be involved should be able to use their volunteers as agents to improve community awareness. These organisations will need to be coordinated to adequately and efficiently respond and deal with food deliveries to BAMER communities. Community kitchens would be a reliable way of sustaining all our diverse communities. The COVID 19 group established an operational hubs of food delivery in IELTC centre in 29A Wicker and SADACCA 48 Wicker

Business Development and Business Innovation

Businesses from our communities tend not to seek support from mainstream providers. Traditionally they have tended to “go it alone” and rely on hard work and their expertise whilst seeking help and assistance form family or friends. These businesses tend to be predominately in the retail, catering, hackney carriage, or professional sector where initially they provided a service or products for their own communities and have now started reaching out to wider communities. These family businesses have been successful; however, they have relied on hard work and in some cases could work “smarter” by seeking support from the mainstream providers.

According to our current research and knowledge of BAMER business ventures, it is important to address the following.

- A- Most of the businesses are either family -based business or micro to medium size businesses.



- B- Most of the business management were not able to effectively manage the risk due to lacking risk management skills and strategies
- C- The traditional leadership and management can be an obstacle that prevent business from adopting or responding to change.
- D- The Millennials and young people born in the 90's are bucking this trend, they have started to seek advice and support from mainstream providers and engaged with business support organisations to seek additional support and their customers tend to be a mixture of individuals from the BAMER communities and the wider area. Whilst they still focus on retail, professional, catering, they have also expanded into the other sectors that include marketing, construction, transportation, training, etc.
- E- Whilst these young people have the energy and knowledge, they may lack the experience of running a business and this is where they need the support of mentors and an understanding of support that is available locally, regionally, and nationally.
- F- An additional factor is “Social Enterprises”, the BAMER communities in the City are in the region of 17% of the total population, research indicates that the number of social enterprises that includes charities are in the region of 40%. Whilst, it can be said that there is a need, the BAMERR communities need to work “smarter” and collaborate through a “hub and spoke” model as opposed to working in isolation and ending up with little or no funds that could mean that they have to close.

For that, we suggest:

- ✓ In partnership with the Local Authority, BAMER organisations require an innovative strategy to allow them to not only receive services but provide product and services, contributing to the economy & development of Sheffield
- ✓ Support BAMER innovation with a programme of job creation tapping into skills and talent presently unexplored
- ✓ Compile BAMER business directory in Sheffield of retailers, wholesaler's, restaurants, property landlords to show the BAMER business input in Sheffield economy development which is overlooked and not on the radar.



- ✓ In a post-Brexit setting, United Kingdom will need to seek new cultural and economic relationships, Sheffield's multilingual workforce will confer a substantial advantage to our region, making a direct economic contribution
- ✓ We are looking to assess their management and leadership style to support them in restructuring for business advantage. The aim is to place the relevant infrastructure to deliver contracts and services efficiently as well as to help organisations perform for the future
- ✓ Regarding the financial sector, family businesses in the community still function in a traditional way. We believe that the future has a great opportunity for local and family businesses supported by local business banks with the remit to help create jobs for financial professionals within the BAMER community, serving community purposes
- ✓ Responding to UK Stewardship Code 2020, creating different initiatives in the city to support BAMER business to comply to the code through the practices and learning. The Covid 19 Action group embraces the 2020 Stewardship Code as it has a strong focus on establishing clear benchmark for stewardship as the responsible allocation, management and oversight of capital to create long-term value for clients and beneficiaries leading to sustainable benefits for the economy, the environment and society. In embracing this code, this group will put into practice basic underlying best practice principles that include good governance, accountability, transparency, probity and focussing on the sustainable success of a community over a longer term. However, the group will ensure that the code is seen to be enduring, but it can be changed to meet the needs of the key stakeholders that includes funders, staff and our beneficiaries as appropriate.
- ✓ There is a need to consider the development and refurbishment of community organisations so they can play their part economically and socially.
- ✓ We are aiming to increase the awareness of local businesses, charity organisations and community centres to the need of using virtual communication channels to involve more community members in their activities. The lockdown has demonstrated social media and virtual channels have been great help in advancing communications. Further investments and support will bring more benefits to communities especially those who suffer from social isolation.





- ✓ Recycling is one of the future business elements that whole of Sheffield can benefit from. Opening cloth and furniture banks to recycle the communities will help vulnerable people and help protect the environment, reducing waste as well as creating job opportunities.
- ✓ One of the major challenges leading to high rates of death is overcrowded houses. Responding to that, we believe that local construction business, local recycling business local voluntary sector can work cooperatively to turn disused or underused buildings for social housing.
- ✓ Creating opportunity for employment especially for the unskilled and those with skills or qualifications who are marginalised by employment market trends.

Integration, Social Inclusion, and Cultural needs

It has always been the concern of local charity and BAMER communities' organisations that social isolation and identity can play a part in mental well-being. This can be exhibited in a few ways. Indeed, social disengagement can be due to a lack of communication.

However, BAMER communities are rich in diversity of languages and cultures that could also be a great economic asset. This recognition will go a long way to ending cultural isolation.

We propose to engage fully as follows:

- ✓ Establish BAMER Association of languages and cultures under one umbrella. The association will be the professional body to provide professional advises in terms of co-ordination & working with external bodies efficiently.
- ✓ Reaching the hardest to reach in community e.g. migrant individuals
- ✓ Support groups and organisations that work on raising awareness and creating activities to open new channels for cultural engagement
- ✓ Create a specific event organiser BAMER charity to encourage the cultural sharing and social inclusion
- ✓ Significantly increase the representation of currently under-represented groups at all levels across the local authority





- ✓ We are committed to going beyond statutory requirements; our focus on diversity and inclusion will not be limited to protected characteristics. For example, we want to be mindful of social inclusion issues. We will start capturing the socio-economic background of our hard to reach communities such as the newly arrived and newly settled such as Eritreans, Syrians, Libyan's Ethiopian's, East African communities so that we can take steps to ensure it is representative of the diverse sector.
- ✓ Focus on inclusion to attract, develop, retain, and fully engage all the diverse BAMER organisations across Sheffield to ensure full participation in the life of the City so they have adequate resources and support to effectively deliver for their communities.
- ✓ Supporting groups and charities that work on tackling knife crime and drug problems.
- ✓ Ensure early intervention to prevent children and young people from being misled into criminal behaviour: Creating capacity so that Children grow in an environment of community safety, general welfare, enjoyment, play and fun. Whilst young people are helped to access information to go through adolescent life and become active citizens with social responsibility
- ✓ We believe that public libraries in Sheffield have played an important role in serving wider communities. However, regarding the matters of social inclusion and integration we believe that further work should be done with the BAMER community. We see public libraries as a useful partner for working with the community to support cultural, engagement and social inclusion needs
- ✓ We will be open and transparent in both areas we do well in and where we want to improve. We will ensure the results are discussed at BAMER Consortium levels, as well as with our respective organisations that we represent, including through our Diversity and Inclusion Forum. We will report our progress publicly on an annual basis. We will take action to address any areas in need of improvement.
- ✓ Creating local communities' platforms to provide safe space to motivate people express their concerns about the impacts of socio-political practices and issues on their ability to integrate.

Education, Professional Training, and Development



The power of education and professional training cannot be denied in reducing poverty and increasing opportunities for further development of our communities. Yet, Covid 19 crisis, however, introduced new challenges to families and organisations, for that

- ✓ We believe that Covid 19 crisis had opened the doors for home-schooling. Many challenges have arisen because of families and schools not being prepared for such a shift. We believe that schools and BAMER families will need a bridge to link together to support education as well as the emotional needs of the community.
- ✓ There is a serious need to engage and work collaboratively with both Sheffield universities and provide work experience to students doing master's and PhD. Equally to engage those students to support local organisational capacity in terms of research and other relevant areas.
- ✓ We are looking for establishing a local research centre to tackle local communities' issues and challenges and contribute to the government's interests in preparing the citizens for a knowledge-based economy
- ✓ We request local BAMER communities' bodies involved in education and professional training to come together to identify the needs for training and development. Then develop the required training packages and strategies to achieve the long-term development.
- ✓ Learning English language is a great priority in the community. Therefore, developing formal and informal training to provide to the communities the required language skills for life and employment
- ✓ Working closely with job centres and professional employment agencies to address the needs of BAMER workers
- ✓ Educate the communities about the socio-economic and political changes using different media channels and working collectively to establish local newspapers and media channels to inform the communities' people about the local life in Sheffield and the wider UK context.
- ✓ Working closely with the local authorities to voice the political opinions of the wider Sheffield communities in the political performance of the government.
- ✓ Encouraging young people in the communities to get involved in Art, cultural, music and drama, film making in support of the government mission for change and social



inclusion. In addition, to open doors for the young people for new business opportunities.

- ✓ Enhancing the involvement of women and young people through educational -form and informal -programmes with paying more attention to groups who did not further their compulsory education

Health and Social Care Services

This section includes comprehensive vision in regards health, social care, disabilities, mental health, and youth services. The tradition of the many BAMER communities encourage family members from different generations to live together. This in turn is a cause of health and mental challenges to elderly people. In addition, disabled people in BAMER communities have been victims of neglect for long time.

For that:

- ✓ Agencies and home-care services for elderly people will be required considering the individual's cultural, faith, language, and dietary needs
- ✓ Working closely with individuals, communities, and organisations to achieve a more collaborative and personalised approach to ensure that the individual's quality of life is enhanced having utilised their service
- ✓ Working with the communities to seek support workers who can help people with physical and/or learning disabilities, mental health issues, challenging behaviour, sensory impairments, terminally ill people
- ✓ Mental health challenges are an overly critical matter especially for young people. It raises concerns about young people who may have suicidal thoughts. We aim to work closely with our local and wider organisations and groups to offer awareness and counselling services
- ✓ People from all age groups with disabilities have been disadvantaged and neglected in the BAMER communities for decades. We call for a collective strategy to tackle these groups' needs. We are concerned, however, that due to the long-term neglect research is needed to understand the spectrum of the challenges before us.
- ✓ The current Covid 19 crisis suggests that health professionals from BAMER communities are at high risk of infection. For that, we aim to help through our local



groups to work closely with the government to supply frontline workers and volunteers with PPE.

- ✓ Providing a local network group that encourages and enables members of the BAMER families and community to participate more effectively with the wider community by promoting sports, recreational and health awareness.
- ✓ Increasing, or coordinating, opportunities for members of the BAMER youth girls/boys and community to engage with service providers, to enable those providers to adapt services to better meet the needs of that community.
- ✓ Exposing them to the possibilities of sport activities and health knowledge they might be limited due to culture.
- ✓ Promote YOUTH MENTAL HEALTH awareness by training, events
- ✓ Social development and networking with education institution, police, community leaders and job clubs
- ✓ Empowerment for BAMER girls who suffer body image issues.
- ✓ Accessibility and links with different organisations and agencies.
- ✓ Giving the fact that COVID 19 is a real health threats and due to lacking information about the future of the lockdown, we suggest establishing local information bank for BAMER communities to educate people about prevention and control of the pandemic. The COVID 19 group has started already setting 24 hours helpline and distributing Multilanguage leaflets (see appendix)

Reference

Benham, A (2015). Food Waste – Are the food retailers acting responsibly? [Online].

Available at : https://www.lgim.com/files/_document-library/knowledge/thought-leadership-content/esg-spotlight/esg-spotlight-food-wastejan-15.pdf . Last accessed 05/05/2020

Bradley, H (2019) The Stewardship Code 2020: Is This an Opportunity for Listed Companies to Increase Meaningful Stakeholder Engagement? [Online]. Available at :

<https://www.bakermckenzie.com/en/insight/publications/2019/11/stewardship-code-2020>.

Last accessed 05/05/2020.

Financial Reporting Council (2010) The UK Stewardship Code.

<https://www.frc.org.uk/getattachment/e223e152-5515-4cdc-a951-da33e093eb28/UK-Stewardship-Code-July-2010.pdf>. Last accessed 05/05/2020

Royal London Asset Management (2019) Stewardship and responsible investment Activity report 2019. [Online]. Available at :

<https://www.rlam.co.uk/Documents-RLAM/Responsible%20Investing/52712%20Stewardship%20Activity%20Report%202019.pdf>. Last accessed 05/05/2020

Gausden , G (2020) What next for house prices ? homes boomed in the middle of the last decade -but questions hand over future gains . Available at

<https://www.thisismoney.co.uk/money/mortgageshome/article-7801417/What-property-prices-Britain-2020-onwards.html> Last accessed 04/05/2020.

Orthodoxou, C (2019) Changes to the FRC's UK Stewardship Code. [Online]. Available at :

<https://www.kingsleynapley.co.uk/insights/blogs/regulatory-blog/changes-to-the-frcs-uk-stewardship-code> . Last accessed 05/05/2020.

Nusseibeh, S (2019) Stewardship must force companies to be on the ‘side of angels’:

[Online]. Available at: <https://www.ft.com/content/abb48ccb-baa6-4ac5-9523-a875dab059ff>



Quilter investors (2019) Quilter investors UK Stewardship Code. [Online]. Available at: <https://www.quilterinvestors.com/siteassets/documents/policies/18376-qi-uk-stewardship-code.pdf> Last accessed 04/05/2020.

European commission (2016) Future Brief: environmental impact investment. [Online]. Available at :

https://ec.europa.eu/environment/integration/research/newsalert/pdf/environmental_impact_investment_FB16_en.pdf. Last accessed 04/05/2020.

Knight and Frank (2019) . Residential investment report 2019 [Online]. Available at :

https://content.knightfrank.com/resources/knightfrank.co.uk/residential_finalweb.pdf.

Last accessed 04/05/2020.





Appendixes



Appendix (1) Agency for Culture and Change Management (ACCM)



An overview

(ACCM) was established in July 1998 working with Lord Blunkett then Home Secretary. The task was to work for BAME and engage government on Cultural and change issues including dealing health and wellbeing of BAME on such matters as Female Genital Mutilation (FGM) which were prevalent in many migrant societies, Child-protection, Domestic violence against women and overall development issues. ACCM was one of the lead organisations lobbying for the House of Lords to pass legislation against FGM in UK. ACCM pools together various communities and individuals multi-culturally. ACCM continues to work for the promotion of good culture and advocating for change to ensure human rights.



Appendix (2) Alliance Housing Support (AHS) Ltd

“Alliance Housing Support” (AHS) was established to bridge a gap, where BAMER individuals; youth, homeless, elderly and families were continually getting a raw deal in the housing sector: AHS is working true to its name by developing and upholding allies from the private and statutory sector of housing providers. AHS was started with the task to work for BAMER and engage government on Housing, homelessness, domestic violence, and rough sleepers’ issues: These included dealing in the provision of adequate homes for large BAMER families, poor and run-down areas in which majority of BAMER are housed in ghetto like conditions affecting the health and wellbeing of BAMER. AHS is strategically responding to COVID 19 putting into place links and provision so that those in need e.g. of isolating for reasons of domestic violence, self-isolation from a large family due to symptoms of Corona-virus; can be accommodated urgently and supported with various elements of survival.





Appendix (3) Aspiring Communities Together (ACT)

ACT is one of the strongest BME voluntary sector organisations in Sheffield, delivering high quality services in an open and transparent way. ACT has also influenced the delivery of a range of services by working in partnership with mainstream providers and voluntary and community sector organisations to deliver services for the benefit of members of the Yemeni community and other disadvantaged groups such as refugees and asylum seekers.



Appendix (4) Reach UP Youth



A community organisation established in Burngreave area 2013. Building bridges between community, residents, youth and services.

The Aim of the Organisation shall be to provide at its premises or project a programme of social educational and recreational activities within a safe and secure environment.

Being excluded from society, or part of society, as a result of being a member of a socially and economically deprived community, and assist them to integrate into society

The project is set up to have a colour coordinate t-shirt system. Each t-shirt carries responsibility.

Blue- secondary school boys from 11-16yrs

Red- college young men from 16-20yrs

Grey- champions from both groups above. They are the youths that promote, use their own initiative, have great behaviour and wiling to learn.

Black- the LEADERS. Had safeguarding training, first Aid, youth mental health training. Can be a FAIR leader, show great communication, put in a lot of volunteers ours. Connect with the community in a positive way also spread awareness with the youth people with reduce knife crime and ASB



Appendix (5) Hallam Homecare Services (HHS)



Introduction

Hallam Homecare Services' objectives, from the outset, is to deliver kind, compassionate and effective care, to people in hard to reach areas within the BAMER community. It is tailored to individuals needs considering their culture, faith and language barriers.

Hallam Homecare Services are renowned for the provision of optimum standards of professional services in the health care industry. They pride themselves in providing personalised, effective, kind and compassionate care, leading from the core of our organisations purpose-working with people, communities, and multi-organisations to achieve a collaborative approach in order to make lives liveable.

This is reflected both in the level of care they deliver in the community as well as their day care centre and respite provisions. They ensure all staff are recruited to the strictest of measures, with full enhanced DBS's, references and further competency checks. They also ensure all staff are fully trained in all compulsory courses before meeting service users and have a choice in career development.

As a founder member of the BAMER Covid 19 Action Group. Hallam Homecare Services is a key partner as they believe homecare is not just about help and support at home, it is also about promoting independence, enabling individuals to maintain good physical and mental health, wellbeing and the fulfilling lifestyles they choose. This is why they work closely alongside service users, caregivers and families to provide a flexible service that meets the needs of each one of their customers whilst addressing the sensitivity issues of culture and faith.





Appendix (6) ISRAAC Somali Community Association



- Our Charity. ISRAAC occupies the Grade II listed Vestry Hall on Cemetery Road adjacent to Waitrose, and the vibrant and diverse commercial offer of London Road, Sheffield. Since 1987 our charity has provided community services, principally to Sheffield’s Somali community and also to diverse groups within the Broomhall/Sharrow district of Sheffield. ISRAAC is a cultural association at the heart of the local Somali community with a mission to contribute to the wider social, cultural and economic life of Sheffield. Though we are proud of our Muslim heritage, we are not a religious organisation. Around 60 local families contributed to the purchase of the freehold of the Vestry Hall complex of buildings by ISRAAC Charitable Incorporated Organisation in the Summer of 2017.



Appendix (7) Inspector of Education, Languages, Training and Consultation (IELTC)

29 A Wicker – Sheffield – S3 8HS www.ieltc.co.uk/ Email : drsalha@ieltc.co.uk



An Overview

The Inspector of Education, Languages, Training and Consultation (IELTC) centre is a unique, professional centre located in the heart of one of the most disadvantaged areas in Sheffield. It aims to bring more professionalism to businesses, BAME community groups, Islamic centres and individuals, through training, languages and consultation, to improve their practices and quality of life through learning. Although the centre only established in 2017, many community-based projects have delivered self-funding method.

The business created a cultural hub called Al-Rabita cultural cafeteria (see image below) to encourage all community members, especially women, to integrate through art, cultural activities, conversation clubs, and social engagement.

During the last couple of years, the centre management struggled with community challenges, and built the business model on the principle of the 25% to 75% framework. Hence, whatever profit the business is making will be fed back into the business to create community-based self-funded innovative projects to support different groups of the community from different backgrounds, including Arab, Ethiopian, Kurdish, and Polish. As over 12 projects were delivered to children, women, and wider community members

Dr Shahd Salha

10-05-2020





Appendix (8) Sadacca Limited



48 Wicker, Sheffield, S3 8JB

Telephone: (0114) 275 3479

E-Mail Address: admin@sadacca.co.uk

SADACCA, or the Sheffield And District African Caribbean Community Association, has been in operation for over 30 years, supporting the community and providing a range of activities for local people. Prior to 1986, it operated as the West Indian Association, an organisation originally formed in 1955 by a small number of dedicated Caribbean people who had come to the UK determined to improve their standard of living. This dedicated group approached Sheffield City Council and were able to secure a site for a youth club. This is where our journey began.

As the community mobilized through self-help, the organisation gradually grew and soon identified a larger site , where the community came together to participate in cultural and educational and care activities.

From our humble beginnings, we have grown to offer a wide range of activities and services including an education programme and a variety of measures designed to tackle deficiencies in mainstream services to the cultural and social need of the community. We now provide Day care facilities including a domiciliary care and lunch club for the elderly, a Saturday school and an advice service designed to cater for the needs of the African and Caribbean community. This involves a great deal of effort with a very minimum and inadequate financial resource base.



Appendix (9) MUM's United



Mission statement-

Empowering mothers, tackling youth violence and providing effective support by building resilience.

LEARN- **L**isten, **E**ngage, **A**cceptance, **R**aise Awareness, **N**ever give up hope

Aims

- Raise awareness and empower mothers to tackle the rise of youth violence
- Develop the youths understanding about the impact of youth violence and the consequences of engaging in this behaviour.
- Build resilience and empower the youth through personal self defence
- Use group work and have individual one to one to develop the youths resilience
- Use sport as a diversionary tactic to address the rise of youth violence by making it accessible to youth in the community.
- Build cohesion, confidence and nurture individual goals
- Promote a sense of belonging through an inclusive community
- Support positive changes to the mental health of young people and adults who are at risk.

Mums United have promoted community cohesion by holding a number of community events, we have tackled social isolation by reaching out to mothers where english isnt their first language.



Appendix (10) Yorkshire Tuition Centre

Yorkshire Tuition Centre (YTC) is under the umbrella body of Yorkshire Muslim Academy (YMA), that has been established since 2008. YMA incorporates Masjid Umar, Islamic Madrassa, Bright Stars Nursery and Yorkshire Tuition Centre.

During Covid 19, all the activities have been restricted. Therefore, to address the restriction of activities YTC in collaboration with YMA have been proactive to support the most vulnerable in our communities as follows:

Masjid Umar

Daily transmissions are aired after each prayer connecting with the households through Zoom and MixIr.

Bright Stars Nursery

Regular contact with their beneficiaries through Zoom and supporting parents how to support the young children

Madrassa

Over 500 children attend the YMA madrassa and in order to continue with their studies, every weekday evening between 5pm and 7pm the teachers at the Madrassa communicate through Zoom.

Yorkshire Tuition Centre

YTC have trained the teachers to utilise Zoom and the a timetable has been developed to support children with home schooling.

The benefits of the above activities enable the community to stay in contact and the children to stay safe and continue with their education both spiritually and academically





Appendix 11: Hadfield Institute



Hadfield Institute a registered Charity and limited by Guarantee, our focus of work is to offer response services to communities residing in the most deprived areas of Sheffield. Our vision and values are clear:

- To develop a charitable trading model that can create change tackling poverty & social exclusion
- Using technology which has changed the business world and capitalising on a digital platform founded in a physical presence in the community it serves
- Offering responsive services tackling unemployment, mental health, Care in the community, loneliness and isolation
- Offering responsive services that break barriers to unemployment, skilling and offering a steppingstone platform to educations and employment progression routes
- Supporting groups such as Women Colab to maintain a Family Support network offering advice and support to parent’s with Vulnerable and disabled children.

