

brap

★ **ANNUAL REPORT 2014/15** ★

**brap**  
making equality work for everyone

# ABOUT US

brap is transforming the way we think and do equality. brap offers tailored, progressive and common sense approaches to equality and human rights training, research and community engagement issues.

Our most recent strategic plan (2012-15) described us as an organisation in our teenage years:

*“We regard these as our teenage years – the time in which we recognise the world for what it could be, rather than what it is. A time to be unaccepting of the status quo, to champion new ideas, to rebel and make others rebellious”*

We also set out our overarching strategic aims for the period 2012-15, including:

- to lead the equality and human rights agenda locally, regionally and nationally with fresh new thinking, ideas and action
- to deliver equality training, support and development
- to respond to legislation and make effective use of legislation
- to support communities
- to focus on impact and outcomes

The following selection of some of our achievements from the last year aims to demonstrate the breadth of issues we have worked on with partner agencies and members of the public.

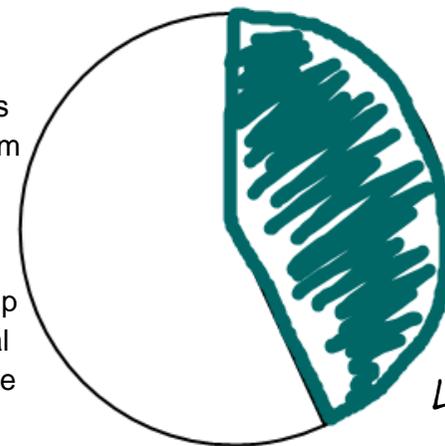
## TRAINING AND DEVELOPMENT



We have provided relevant, and engaging, programmes of learning throughout 2014-15 to 1079 people across the country. These have been drawn from a range of organisations in the public, private and voluntary sector. Our work is as diverse as we are - we work with acute hospitals, mental health trusts, children's centres, housing associations, local authorities and many more

### QUICK FACT:

We've run courses for 426 people from organisations based in London through NHS London Leadership Academy's Capital People programme



43%

of the training we ran this year

## 'FROM BENIGN NEGLECT TO CITIZEN KHAN' REPORT



There's been a lot of talk recently about how to create fairer, more equal societies. However, much of this discussion has ignored the reality of equality practice. This report tries to fill that gap by:

- exploring how one city (Birmingham) has approached equalities issues over the last 30 years
- trying to sketch the impact of these approaches
- suggesting how we can do things differently in the future

The report is definitely worth a read - you can find it at [www.brap.org.uk/publications/research](http://www.brap.org.uk/publications/research).

### QUICK FACT:

We found that whilst there has been progress in obtaining fairer outcomes in some areas of life, significant inequalities still persist. And even where inequalities have reduced, the rate of progress is not as fast as we would have hoped it would be. Yet, many of the tools and interventions the city has used over the last twenty to thirty years to address inequality have remained remarkably similar. Ideally, equality approaches would be dynamic - constantly evolving as we better understand what works. Unfortunately, this generally hasn't been the case. We discuss this in more detail in the report.

 #30Yearsof Equality

“required reading for anyone working in the field of equalities” BYSC

# MAKING THE CUT



We are trying to capture and understand the experiences of individuals working in the voluntary sector to get a better idea of the impact of the spending review on frontline services. Broadly speaking we're considering:

- the key equality challenges for public services in the context of the cuts
- the patterns of inequality that need to be addressed in the city
- the key challenges organisations are facing in supporting beneficiaries going forward.

We've got some fantastic local organisations involved, working on a variety of issues and with a range of people across the city. We've produced two results reports so far to feedback key issues and concerns to stakeholders and Birmingham City Council. The final report for the project will be produced in February 2016.

## QUICK FACT:

Last time we spoke to them (July 2015) the people on Making the Cut told us that they'd seen cuts to their funding (which led to them having to cut services) AND at the same time increases in demand for services.

77% have seen an increase in demand

44% offer fewer services



#BhamMakingtheCut

“Important research by @braphumanrights shows how the cost of public service cuts is being paid by the marginalised”

*Ioana Cerasella Chis*  
*@CerasellaChis*

## PLAN C

Plan C is a partnership of providers committed to giving young men at risk of criminality the best opportunities to divert away from crime.

Our approach to mentoring promotes access to education, training or employment, in order to achieve a reduction in offending/re-offending and disengagement from gangs and violent crime.

### FOR EXAMPLE:

To date we have worked with 40 young people. Here is what one young person said about the project:

*“Thank you for all the help you gave me taking me off the street, helping me out in court and staying away from bad company... Now when I become successful in life I can thank you for keeping me on the straight and narrow”*

For more, see the case study below.

### K's progress:

When he was first referred he had no job and no opportunities to develop job skills that would be useful in later life. But he really felt it was important to get an education.

A family member is involved in drug dealing, so K's mentor was concerned that while he was unemployed he might become involved too.



His mentor has worked with him and now...

- He's obtained a bus pass, and his school attendance has increased dramatically
- He's joined a running club, he received financial support from the project for running shoes and registration fees and hasn't missed a single session. He's built self-esteem and feels proud to be part of the club
- He is very aware of the consequences involved with drugs and does not like anything to do with them

## TROJAN HORSE



The Trojan Horse Affair has made us re-think what schools teach and their role in preparing young people to take their place in a modern diverse world. We produced a comprehensive briefing paper at the height of the affair, 'The Trojan Horse Reports: An Overview of Equality Issues', which was downloaded 1913 times - the most popular download on our website last year.

### QUICK FACT:

We ran a number of focus groups for head teachers, other professionals, and parents last year, to help us to devise better support and training for schools.



*"Thought-provoking take on Trojan Horse from brap"  
UK Education Matters  
@SchoolDuggery*

## LIFELINE



Lifeline is a Big Lottery funded project designed to train and support 16-25 year olds who want to set up their own online business.  
.....  
As well as attending business training, young people also receive the support of a mentor.....

### QUICK FACT:

By the end of the project in 2017, we're aiming to have trained 70 young people – **so far we've recruited 35**, so we're on our way! Here's what one young person said about the project:  
*"Wonderful programme, there should be far more people taking this opportunity, I completely recommend it"*

 #ProjectLifeline

 *"Honoured to be part of this project" Lifeline mentor*

# OUR ACCOUNTS <sup>£</sup>

**B:RAP LIMITED**  
(A company limited by guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES**  
(incorporating income and expenditure account)  
FOR THE YEAR ENDED 31 MARCH 2015

	Note	Restricted funds 2015 £	Unrestricted funds 2015 £	Total funds 2015 £	Total funds 2014 £
<b>Incoming resources</b>					
Incoming resources from generated funds:					
Investment income		-	396	396	315
Incoming resources from charitable activities	2	112,711	368,483	481,194	549,389
<b>Total incoming resources</b>		<b>112,711</b>	<b>368,879</b>	<b>481,590</b>	<b>549,704</b>
<b>Resources expended</b>					
Charitable activities	3,4	108,268	309,058	417,326	445,170
Governance costs	5	-	26,393	26,393	27,621
<b>Total resources expended</b>		<b>108,268</b>	<b>335,451</b>	<b>443,719</b>	<b>472,791</b>
<b>Movement in total funds for the year - Net income for the year</b>		<b>4,443</b>	<b>33,428</b>	<b>37,871</b>	<b>76,913</b>
<i>Total funds at 1 April 2014</i>		<i>38,381</i>	<i>239,745</i>	<i>278,126</i>	<i>201,213</i>
<b>Total funds at 31 March 2015</b>		<b>42,824</b>	<b>273,173</b>	<b>315,997</b>	<b>278,126</b>

# OUR BOARD <sup>♥</sup> (at March 2015)

- Anne Goldman
- David Cox
- Dega Rutherford
- Inderjit Dehal
- Jonathan Driffill
- Karen Kneller
- Kay Greenbank
- Melinda Connelly
- Nyla Naseer

Our chair

We can't change the world alone -  
to work with us or support us, get  
in touch using the details below...

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