

A decorative graphic consisting of several parallel, wavy lines in the colors of a rainbow (red, orange, yellow, green, blue, purple) that sweep across the page from left to right, passing behind the main text.

# **'inspirational'**

EACH Annual Report 2008

## ■ What is EACH?

EACH - Educational Action Challenging Homophobia is the award-winning charity for young people and adults affected by homophobia. It is also a not-for-profit training agency for employers and organisations committed to realising an equal and safe working environment for all regardless of age, sex, ability, ethnicity, faith, transgender identity or sexuality.

EACH delivers consultancy and training for the Department for Children, Schools and Families, the Qualifications and Curriculum Authority, Children and Young People's Services, Local Education Authorities, the Criminal Justice System, local government, Health, Libraries, Youth, Housing and Social Services, registrars, the trade unions and the third sector.

EACH's national, freephone Actionline: **0808 1000 143** for young people affected by homophobic bullying is available 10am to 4pm weekdays. It gives callers the opportunity to receive confidential help and support.

EACH's freephone number and website provide a confidential homophobic incident reporting service for everyone who lives, works or travels across the West of England.

EACH offers a casework service currently covering Bristol and South Gloucestershire, providing one-to-one support to individuals who have been, or continue to be, the target of homophobic incidents or crime.

EACH is a company limited by guarantee and a registered charity governed by its memorandum and articles of association.

For further information visit [www.eachaction.org.uk](http://www.eachaction.org.uk)

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### **inspirational**

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**An aspect of service delivery cited as inspirational is the training and support offered to statutory and VCS organisations, stemming from national guidance and evidence.**

ERS Research and Consultancy  
Evaluation of EACH's Neighbourhood Renewal Projects  
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## ■ Chair's Report

During the past twelve months EACH has yet again achieved commendable results through delivery of our support and training services.

The Department for Children, Schools and Families' official double launch in London and Leeds of its web-based guidance, "Safe to Learn: Homophobic Bullying", written by EACH and Stonewall, coupled with EACH's ever-growing reputation for delivery of professional, practical and award-winning strategies to challenge homophobic bullying has inspired several local authorities to approach our Executive Director, Jonathan Charlesworth, with invitations to present headline addresses at seminars and to lead training days for teachers and complementary professionals.

EACH's one-day seminars aimed at local government or education professionals have been commissioned eagerly by colleagues across the West and nationwide. "Homophobic Bullying: Zero Tolerance", commissioned by the Anti-Bullying Alliance and hosted by Bath and North East Somerset Council, attracted over fifty delegates comprising PSHE, Assistant, Deputy and Headteachers plus those with decision-making responsibilities for behaviour and attendance from schools and colleges across the South West.

**We were delighted to be invited to deliver a keynote address at the Qualifications and Curriculum Authority's national anti-bullying seminar and the headline speech at the National Union of Teachers' LGBT national conference.**

Work develops in Greater London. I very much enjoyed delivering training for borough councils in Bexley and Bromley. Both councils had organised these events on a multi-agency basis which is hugely helpful for sharing perspectives with all those in a locality involved in dealing with the problems young people experience.

I have represented EACH at 'umbrella' fora like Education For All and the Anti-Bullying Alliance. It is pleasing that our work and input is highly valued by both. Again, learning of other initiatives and sharing good practice can only benefit everyone.

The number of organisations and agencies commissioning our training expands with councils, museums, primary care trusts, housing and fire services requesting series of training on a variety of legislative issues connected to sexuality and homophobia. We were particularly pleased to be asked by Avon Fire and Rescue to work with firefighters whom it was recognised would benefit from awareness-raising input concerning homophobic harassment.

EACH has maintained and built upon our highly regarded Homophobic Incident Reporting Service

with the welcome addition to the team of Gemma Lindsey, our Caseworker, who, funded by the Safer Bristol Partnership and South Gloucestershire Police, works across Bristol and South Gloucestershire, supporting targets of homophobic harassment. Since joining EACH, Gemma has established procedures which provide clients with enhanced support, giving them the opportunity to talk through their concerns in a one-to-one setting.

**Every case is unique to the individual and so a personalised support plan is developed in order to assess what support is required; this may be housing, security or emotional needs.**

We are delighted to be working in partnership with North Somerset Council to create a staff support group for its lesbian, gay, bisexual and transgender employees. Meanwhile the Council has commissioned Jonathan to deliver a series of training sessions for its managers and HR staff.

EACH has become an essential resource for colleagues who want to challenge homophobic bullying and crime. South Gloucestershire Children and Young People's Service asked EACH's Helpline Officer, Sukhjinder Sandhu, to deliver a series of training sessions to raise awareness of the service we provide and the impact homophobia has on our Helpline callers. Additionally, reporting centres training with WECIL (West of England Centre for Inclusive Living) and SARI (Support Against Racist Incidents) continues to offer participants a safe place to dispel myths and raise awareness of different issues affecting disabled, BME and LGB people.

**EACH's freephone Helpline has handled calls concerning young people across the UK who are affected by homophobic bullying or adults who have been the target of homophobic crime or harassment.**

Partnership working and attending network meetings has been vital to raise the profile of the Helpline work that has been delivered. Attending Case Review and Partnership Against Hate Crime meetings has enabled EACH to raise issues that affect our callers and provide joined up work with other services.

Neighbourhood Renewal has been a core funder of EACH since 2004 and although this regeneration funding has now come to an end we are one of the very few organisations to have been awarded Transitional Funding for the next two years to allow as smooth as possible a transition into a future source of funding.

We had a positive uptake of our services from both residents and workers in Neighbourhood Renewal

areas following dedicated work in this area, including dissemination of our resources, providing outreach work and attending various meetings and events.

Recently Avon and Somerset's Crown Prosecution Service has established a Hate Crime Scrutiny Panel which our Executive Director attends regularly. The purpose of this panel is to provide the CPS with professional feedback on the outcome of hate crime trials.

Our Administration Officer has swiftly seen promotion into the role of Office Manager and as we welcome our new Development Worker and move into larger premises to accommodate our growth in personnel, the trustees have every confidence that our work will be developed in ways which will make the delivery of all our services ever more effective.

There can be no doubt that, under the excellent leadership of our Executive Director, the team at EACH is making a strong impact nationally and regionally in fulfilling our original objective of challenging homophobia through educational action ~ in its widest sense.



DENYS ROBINSON  
Chair of Trustees

## Postscript

EACH's enhanced website with its newly incorporated online reporting facility adds to the existing telephone reporting service, recently relaunched as our Actionline.



**All police forces are acutely aware that many more incidents of homophobia take place than are reported. With 68% of people nationally failing to report such incidents to anyone, and only 23% reporting to the police, initiatives like EACH's online and freephone telephone reporting services complement the work of the police most effectively.**

JOHN LONG Assistant Chief Constable  
Avon and Somerset Constabulary



**After the police, a target of homophobia is more likely to report an incident to EACH than an officer in somewhere like a housing association or a council's social or caseworker. It is no coincidence that our organisation's presence in the West of England adds to people's sense of safety compared with other parts of Britain. We want to build on that confidence by encouraging gay and heterosexual people to adopt a zero tolerance of homophobic incidents by reporting them whenever they're witnessed.**

JONATHAN CHARLESWORTH  
Executive Director, EACH

## ■ Developing the work of EACH...

Looking forward to joining the team at EACH, my key priorities will be to assess the organisation's objectives and commitments and use my skills to further enhance its current service delivery.

I'm keen to maintain and improve our coverage area's awareness of our work: including employers, schools, councils and other agencies. I shall make personal visits to a variety of organisations delivering publicity and resources on a regular basis.

An experienced youth worker, I'm eager to develop partnerships with Children and Young People's Services, and the Youth Service, using my qualifications and knowledge to concentrate some of my time working specifically with young people.

I'm committed to working with both teachers and young people in schools, making them aware of the damaging effects upon everyone of homophobic bullying. Dedicated INSET and assemblies are just two of the strategies I will employ.

I'm enthusiastic to assist EACH develop "surgeries" or drop-ins like the one it successfully operates in Weston super Mare, in association with North Somerset Police, so that other districts within the Avon and Somerset area have a similar provision for people to report homophobic crime.

Technologies such as the internet and the media are the perfect means to raise EACH's profile so that as many people as possible can benefit from our charity's support and training opportunities.

I am delighted to have been appointed to the post of Development Worker and very ready to put my ideas into practice.

JENNY DREW  
Development Worker

## ■ Helpline Officer's Report

The past twelve months have seen EACH responding to Helpline calls right across our coverage area and beyond. Requests for our resources are continuous from health centres, libraries, citizen's advice bureaux, police stations, schools and a host of voluntary sector organisations.

I'm delighted to have helped EACH become the vital resource that it is both locally and nationally for colleagues, parents and young people determined to challenge homophobic crime and bullying.

**Locally, our dedicated Helpline has handled seventy seven clients' calls in Bristol, thirty in South Gloucestershire, fifteen in Bath and North East Somerset, twelve in Somerset and nine in North Somerset.**

Aside from the hundreds of telephone calls we receive annually by or about young people experiencing homophobic bullying, in the period between March 2007 to April 2008, for example, seventy three reports of homophobic bullying and fifty nine of homophobic crime or harassment were received by email ~ a means of reporting which to date we have not promoted. It is a natural progression for EACH therefore to incorporate online reporting, giving targets of homophobic crime, harassment or bullying the opportunity to report in a relevant, contemporary way.

**The outreach work established this year in North Somerset, through the establishment of a dedicated "drop in", has proved enormously effective and is explained in greater depth in the report on our partnership work with the Criminal Justice System.**

Other outreach undertaken this year also saw an increase across the Neighbourhood Renewal areas, enabling EACH to maximise its exposure across several social and occupational platforms. Uptake of our services was utilised by both residents and workers. I'd like to thank those Neighbourhood Renewal managers who adopted a particularly proactive stance in helping EACH promote our Homophobic Incident Reporting Service in their areas.

EACH responded to Helpline callers' requests for a support worker. This is something we strove to secure through new funding and Gemma, as our dedicated Caseworker since January, has already enhanced our service provision to targets of homophobia and transphobia.

Strategic Partnership Against Hate Crime, Hate Crime Project and Case Review meetings have all been opportunities for EACH to share our successes, work through the challenges and encourage joined up working with complementary support agencies.

My attendance at multi-agency events involving statutory and voluntary sector agencies, some of which were Neighbourhood Renewal organised, as well as events like the Lesbian and Gay Film Festival held in Bristol's "Watershed", enabled wider public awareness of access to EACH's graphic and human resources.

Delivering reporting centres training with SARI offered me an insight into the concerns participants hold when dealing with sensitive subjects like race and sexuality.

I was asked by South Gloucestershire's Children and Young People's services to raise awareness of the support services we provide and the impact prejudice based or hate crime has on our helpline callers. This was yet another opportunity for people to be better informed of the wider issues that gay people face when they become a target of homophobia and why it's important to report incidents.

**I'd like to thank the volunteers who have given of their time so generously this year. With its office expansion, EACH can look forward to extending the team so if you are interested in volunteering for EACH ~ please get in touch.**

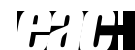
I have enjoyed my time with EACH and will miss the dedicated team since after three years my contract came to an end in June. For me this has been another opportunity to learn new skills and develop them. I'm grateful to the clients and service users who have responded so positively to the interventions I've actioned on their behalf. As EACH's Helpline service evolves fittingly into an Actionline, incorporating online reporting, I wish the charity continued success in all its future developments.

SUKHJINDER SANDHU  
Helpline Officer

**COMIC  
RELIEF**



report it  
receive help  
click or call in confidence  
[www.eachaction.org.uk](http://www.eachaction.org.uk)  
actionline: 0808 1000 143  
freephone Monday-Friday 10:00-16:00



Educational Action Challenging Homophobia  
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For details of EACH's service promotion resources visit our website or call:  
0117 946 7607

## ■ Training and Partnership

We are proud to report that year on year the level of interest in our training increases. Fire & Rescue and Housing Services along with PCTs and museums are the latest agencies either to commission or recommission our training expertise.

The City of Bristol Museum was eager to receive awareness-raising on employment law and how to challenge homophobic harassment whilst Arcadia Housing requested “Hate Crime” (prejudice based incident) training for its housing officers and complementary staff.

Our much-praised Reporting Centres Training has been delivered to a whole spectrum of service providers across the West of England whilst we're delighted to have our Equalities training recommissioned by Bath and North East Somerset and Bristol City Councils. North Somerset Council meanwhile has newly commissioned equalities training and asked EACH to establish a lesbian, gay, bisexual and transgender Staff Support Group: a groundbreaking initiative for the Authority and one which we are delighted to co-launch.



**Thank you for a really good session. I was concerned about attending because I am a Christian and discussion about these matters often turns into whole-group church bashing. At church I may shortly be mentoring a young man who may be gay. I feel you have helped to know where to start on this.**

TRAINING ATTENDEE  
“Creating a Safer and Equal Workplace”

**Jon, it was good to meet you today and thank you for the work you put into the preparation for our Equalities Training. I am pleased to say that we would like to offer you the opportunity to run the programmes.**

CLAIRE JACKSON  
Senior Human Resources Consultant - Strategy (E&OD), Bath & North East Somerset Council

**Bath & North East Somerset Council**



## ■ Support to Schools and Colleges

Secondary and Primary staff from schools around England, Wales, Scotland and Northern Ireland have requested our help and resources over the last twelve months whilst the Department for Children, Schools and Families' launch of “Safe to Learn: Homophobic Bullying” has complemented EACH's dedicated work both in Bristol's schools, as part of its Neighbourhood Renewal programme, and our training to schools and colleges nationwide.

Aside from those who have attended seminars specifically on homophobic bullying or of which homophobic bullying was an integral part, several individual schools have sought setting-specific training including the Isles of Scilly's Five Islands School, City of Bristol College, the City Academy, Easton Primary, Elmlea Infants, Ashley Down Junior and Gay Elms Primary schools in Bristol. In North Somerset, Yeo Moor Junior School's Headteacher Roland Lovatt requested assistance to challenge homophobic name-calling and to see these outcomes for his school:

- We as a staff are clear about what constitutes homophobic abuse.
- We share a strong resolve to challenge this type of abuse.
- We are clear about the correct procedures for reporting it.

- We have an insight into our duty of care with regards to this issue.
- We are confident in talking to children about these issues in an age appropriate way.
- We are well placed to promote respect and reflect diversity.

These are the values we strive to instil in all the schools and colleges within which we work.



**EACH's session on homophobic bullying made me so much more aware of a different type of bullying and how to be proactive in dealing with it if I needed to. Jonathan was a very passionate speaker who related well, as a teacher, to his audience. I would like him to be able to do a follow up session when we need to write a policy so that he could guide us through the stages.**

DEPUTY HEADTEACHER  
Isles of Scilly's “Five Islands School”



department for  
**children, schools and families**

The City Academy  
**BRISTOL**

**bristol**  
neighbourhood renewal

**CITY OF BRISTOL**  
COUNCIL

## EACH casework

After leaving Portsmouth University, having studied Criminology and Criminal Justice Studies (which included the subjects of Hate Crime and Homophobia), I was fortunate to find a post which gave me the opportunity to build further on my knowledge.

Since joining EACH as a caseworker I have established procedures through which new clients can receive better support, by being given the opportunity to talk through their concerns. Every case is unique to the individual and so a personalised support plan is carried out in order to assess what support is required. This may be housing, security or emotional needs.

Examples of the cases that I have worked on include "Donna". She had been an ongoing victim of homophobia from youths in her local area which left her depressed and unable to cope with life. After turning to drink as an escape she also played loud music. This led to her being evicted from her home and she was subsequently made homeless. I worked with "Donna" in conjunction with other agencies, to assist her in regaining a stable home.

"Gary and Steve" faced constant abuse from their neighbours and wanted to move. After reporting the incident to the police and housing services

they requested a relocation which was granted. Over this period "Gary and Steve" received support from EACH, as having to leave their home, friends and family in order to feel safer was difficult for them to accept, with the perpetrators still at large.

I have worked alongside established groups in order to develop a better experience for lesbian, gay and bisexual individuals in the city of Bristol. This has included being a part of Hate Crime Project team meetings. These aim to raise the awareness and reporting of Hate Crime which is key to establishing better services for victims.

Attendance of regular SceneWATCH meetings is also crucial: giving venue owners the opportunity to bring any issues of disorder and homophobia to the knowledge of myself and the Police.

The underreporting of homophobic incidents is still a massive task to partake in but through working together with all agencies and organisations we can collectively solve this issue by breaking down barriers and prejudice.

GEMMA LINDSEY  
Caseworker



## The View of a Trustee

During my five years as a trustee of EACH, I have witnessed many achievements of which I have been proud. This year has been particularly memorable for me in my role as teacher and teacher trainer. November 2007 saw the launch of the 'Safe to Learn: Homophobic Bullying' Guidance which EACH, in conjunction with Stonewall, had been commissioned to write by the Department for Children, Schools and Families.

This excellent web-based resource, accessible by all, now offers comprehensive advice on homophobic bullying in schools and how to tackle it. This is a far cry from the dark days of Section 28 which overshadowed my teacher training and first years in the profession. In my role as a teacher trainer I have focused this year on the Government's 'Every Child Matters' programme and have been struck by how closely the aims of this framework reflect the aims of EACH.

Our vision is that through education and a zero tolerance approach to homophobia in schools, all pupils feel safe, are healthy, enjoy their schooling and achieve their academic potential. Yet extensive research shows that homophobic

bullying is widespread in our schools; it affects the mental and physical well-being of children, and causes pupils who are subjected to it to underachieve academically.

It is now time, in my opinion, that homophobic bullying becomes a formal part of the teacher training programme and that all trainee teachers are educated about this form of bullying: so often neglected but too often so damaging.

I believe that this Guidance coupled with the expertise we offer provides the perfect springboard to a wider discussion of this vitally important issue. Action now could protect the welfare of future generations of children and ensure that all are able to fulfil their true potential.

ANGHARAD HOLLOWAY  
Trustee

## ■ Conferences and Seminars

The Department for Children, Schools and Families' official double launch in London and Leeds of its web-based guidance, "Safe to Learn: Homophobic Bullying", written by EACH and Stonewall, coupled with EACH's ever-growing reputation for delivery of professional, practical and award-winning strategies to challenge homophobic bullying has inspired several local authorities to approach our Executive Director, Jonathan Charlesworth with invitations to present headline addresses at seminars or to lead training days for teachers and complementary professionals. EACH's Chair, Denys Robinson delivered a headline address at the London launch of "Safe to Learn: Homophobic Bullying" and our Executive Director, Jonathan Charlesworth similarly in Leeds.

In a letter to Jonathan, the Rt Hon Ed Balls MP, Secretary of State for Education wrote:

**The conference was a great success, I'm pleased it went so well and heartened our guidance on homophobic bullying has been so well received. As you know, this Government is committed to tackling all forms of bullying in our schools and our "Safe to Learn" suite of materials, including of course, the homophobic bullying guidance, is a clear example of how we are putting this into practice.**

We were also delighted to be invited to deliver a keynote address at the Qualifications and Curriculum Authority's national anti-bullying seminar in London and the headline speech at the National Union of Teachers' LGBT national conference in Birmingham.

EACH's one-day seminars aimed at local government or education professionals have been commissioned eagerly by colleagues across the West and nationwide. "Homophobic Bullying: Zero Tolerance", commissioned by the Anti-Bullying Alliance and hosted by Bath and North East Somerset Council was hugely successful with headline addresses from the Department for Children, Schools and Families' Robert Beattie and Stephen Williams MP. Over fifty professionals participated including Assistant, Deputy and Head Teachers; Personal, Social & Health Education and Sex and Relationship Advisers; those with decision-making responsibilities for behaviour and attendance; Equalities and Anti-Bullying leads from statutory and third sector agencies from across the South West. Additionally, we were delighted to be joined by education professionals from Berkshire, Oxfordshire and Herefordshire.

The seminar was commissioned because the Anti-Bullying Alliance recognises that homophobic bullying is a major issue for many young people, their families and friends. Its aim was to raise awareness of homophobic bullying and of

"Safe to Learn: Homophobic Bullying": presenting this invaluable new guidance to colleagues who work directly with young people. The seminar reflected one of the overriding messages from last year's Anti-Bullying Week: that it is everybody's responsibility to challenge all forms of bullying.

Extremely well-received training was also delivered at Sandwell's Anti-Bullying Conference, a Safeguarding Children Board conference in Chorley, Lancashire and at the "Next Steps" Conference in Worcestershire.

Two days in Liverpool in February with PSHE Adviser for Plymouth, Jono Madeley and three days in Sandwell in April, with freelance consultant and trainer Katherine Cowan, saw hundreds of education professionals benefiting from training based on "Safe to Learn: Homophobic Bullying".



**This was a most informative session making colleagues think about whole school approaches and not just individual responses. Your input was very positive and the conference was a huge success.**

ELAINE HENRY-THOMPSON  
Sandwell Anti-Bullying Team

**Very valuable – ensuring Healthy Schools encourages all schools to include homophobic bullying in their policies... Interesting and knowledgeable speakers. I really found both tutorials exceptionally useful.**

JUDY ALLIES  
Healthy Schools Co-ordinator

**I've gained the knowledge that when tackling these issues there is a legal backing and a commitment from our local authority.**

IAN CRANI  
Headteacher

**The speakers were excellent and put the issues plainly in context for us – making everything relevant.**

EILEEN PRYOR  
SENCO - Liverpool

**I've gained the ability to see clearly the issue of homophobic bullying and deal with it as we would deal with a racist issue.**

ANNE ELFORD  
Headteacher



Bath & North East  
Somerset Council



department for  
children, schools and families



The City of Liverpool

## ■ In Partnership with the Criminal Justice System

In the three and a half years since EACH first established its Homophobic Incident Reporting Service across the Avon and Somerset area, hundreds of callers have capitalised upon our support and professional assistance.

In addition, colleagues in statutory and voluntary sector agencies, parents and young people have all engaged with the UK wide help and signposting we provide. Now we are delighted to announce the provision of online reporting within our newly refurbished website.

Targets of homophobic or transphobic crimes or harassment have made use of our dedicated Helpline Officer and latterly, for Bristol and South Gloucestershire, our Caseworker who is able to plan a bespoke programme of support for targets of crime.

The outreach work established this year in North Somerset has proved enormously effective. The regular drop-in session at a gay bar in Weston super Mare demonstrates best practice working between the police and EACH: inspiring targets of homophobic incidents to report either to the police, EACH or both agencies. Awareness of our drop-in's existence has been far-reaching. We are eager to roll out this aspect of our support service to other districts across the Avon and Somerset area and are in negotiations to effect this.

Our partnership with other UK forces flourishes, with EACH's Executive Director, Jonathan Charlesworth regularly delivering training on sexuality issues such as Male Rape and Sexual Assault, lesbian and gay officer recruitment and retention, homophobic crime, and workforce monitoring by sexual orientation, to a variety of courses including ICIDP (CID), IMSC (Sergeants), SOLOS / SOTOS / SAITS (Sexual Offences Trained Officers), Family Liaison and Hate Crime Officers.

This year Jonathan has been newly commissioned by the City of London Police to deliver his frequently requested training on Male Rape and Sexual Assault. Wiltshire Police's training input has expanded: both its ICIDP and SOLOs courses now regularly receive training, whilst Avon and Somerset Constabulary has built up its portfolio of training, recently engaging Jonathan to deliver awareness-raising sessions concerning sexual orientation issues and homophobic crime as part of its Student Officer Programme.

A recent development with regards to partnership working with the Criminal Justice System is the invitation by Avon and Somerset's Crown Prosecution Service to join its newly devised Hate Crime Scrutiny Panel. This exists to provide the Crown Prosecution Service locally and nationally with professional feedback on the outcomes of prejudice-based or Hate Crime trials.



**The partnership work of the Police and EACH at the Alexandra bar in Weston super Mare has provided us with the perfect setting to promote proactively the assistance that is available from both organisations to the gay community within North Somerset. This platform has enabled us to provide much needed reassurance that 'something can and will be done' and explain the importance of making contact should an individual experience a prejudice based incident.**

**Furthermore, we have gained the trust of the community as representatives of both organisations. Through the surveys we have conducted at the public house about Hate Crime we have found trust to be the vital ingredient needed for the services we have to offer to be considered in the first instance. Pierre, the landlord at the Alexandra, has been consistently and fully supportive of our work, endorsing this joint venture from its inception.**

**Through our regular visits and commitment to getting to know the community through our work at the Alexandra, we have successfully encouraged people to seek assistance both from the Police and EACH which is a testament in itself. This tried and tested method of working together, not only at the Alexandra Bar, but within the North Somerset Hate Crime Case Review Meetings and RHINS only enhances the working partnership of EACH and the Police for the benefit of the whole community.**

PC AMANDA FROST  
North Somerset Police



## ■ ERS Evaluation of EACH's Neighbourhood Renewal Projects

In March 2008, ERS was commissioned by EACH to undertake an external evaluation of our Neighbourhood Renewal work. Part of this process was to improve our effectiveness, advise and offer guidance on future procedures, practices, organisational changes and help inform decisions about service delivery.

**Given that they have only been in operation for six years, EACH has developed a strong reputation enhanced by highly regarded working with strategic partners.**

We are proud to report ERS considers that:

**EACH's Project has performed well, over-achieving against most of its targets. The charity has maintained a consistent approach to delivery and has frequently met and surpassed a number of milestones and outputs. They have actively promoted their work to agencies, Bristol schools and other venues across Bristol, thus raising awareness of the provision available. In terms of the impact on beneficiaries, feedback has been positive. As residents in Neighbourhood Renewal areas are arguably the least confident about disclosing or reporting a homophobic incident to the Police, this service is clearly acting as an important bridge to accessing effective redress.**

**The major strength of the Project is that the EACH approach works. This is being recognised increasingly and particularly in schools. The impact is far reaching since as a result of working with a large number of Bristol schools, there has been an increase in engagement in neighbouring authority schools including North Somerset, South Gloucestershire, Bath and North East Somerset.**

EACH's Homophobic Incident Reporting Service receives particular praise:

**Homophobic crime still suffers from a lack of profile nationally when compared to race and it may be that the number of reported incidents merely reflects levels of awareness rather than the number of actual incidents. Partnership working with the Police has been very important and there are now links with specific Hate Crime officers, making it easier for hate crime to be understood in a broader sense.**

ERS's recommendations include:

**Funding for EACH's support services should be based on the understanding that EACH's role is about providing people with a qualitative service and to many more an 'insurance policy' in case of need, rather than purely on the numbers of people engaged. If members of the public are aware that key statutory**

**partners are funding the service it also indicates that they are taking the issue seriously. Longer term three or five year funding based on either Service Level Agreements (SLAs) or commissioning would also enable a more strategic approach to be taken, with less time spent negotiating short-term funding contracts.**

**Furthermore, with funding streams from the Police to all hate crime agencies being cut, future funding may prove a challenge. It is recommended that further funding is sought from Avon and Somerset Constabulary and Bristol City Council, based on the model of funding received from the other three Unitary Authorities in the West of England, namely both the Community Safety Partnership and the Corporate Equalities budget. In this respect a robust scoping study to identify the extent of need in the Sub-Region would help generate robust evidence to inform funding bids.**

Conclusion:

**Notwithstanding its funding challenges, EACH possesses a large number of strengths. One of these is the dynamism of the Board of Trustees and another the national profile, confidence and professionalism of the Executive Director, enhanced by his background as a respected teacher and trainer. An aspect of service delivery cited as inspirational is the training and support offered to statutory and VCS organisations, stemming from national guidance and evidence. This provides EACH with a wide scope and real synergy. The reactive service complements this more proactive work most effectively.**

### Feedback from respondents:

**Education around and awareness of homophobia is crucial. I would not know where else to access this support if EACH were unavailable.**

**We were able to access support and training when we needed it.**

 **bristol**  
neighbourhood renewal

  
**ERS**  
Research and Consultancy

## ■ Statement of Financial Activities and the Treasurer's Report

(including Income and Expenditure Account) for the period ended 31<sup>st</sup> March 2008

	Unrestricted Funds	Restricted Funds	Total Funds 2008	Total Funds 2007
	£	£	£	£
<b>Incoming Resources</b>				
Grant Funding	26,862	89,025	115,887	90,990
Donations	1,509	10,000	11,509	200
Training Sessions	5,384	8,712	14,096	29,983
Bank Interest	4,185	-	4,185	2,605
<b>Total Incoming Resources</b>	<b>37,940</b>	<b>107,737</b>	<b>145,677</b>	<b>123,778</b>
<b>Resources Expended</b>				
Salary and commissions	9,881	66,188	76,069	77,042
Conference, training fees	-	8,318	8,318	6,728
Telephone Helpline costs	-	4,134	4,134	6,656
Office and admin costs	4,830	22,027	26,857	19,374
Depreciation	1,066	159	1,225	989
<b>Total Resources Expended</b>	<b>15,777</b>	<b>100,826</b>	<b>116,603</b>	<b>110,789</b>
Net income / outgoing resources before transfers	22,163	6,911	29,074	12,989
Gross transfers between funds	(12,184)	12,184	-	-
<b>Net movement in the funds for the year</b>	<b>9,979</b>	<b>19,095</b>	<b>29,074</b>	<b>12,989</b>
Total funds brought forward	88,578	-	88,578	75,589
<b>Total funds carried forward</b>	<b>98,557</b>	<b>19,095</b>	<b>117,652</b>	<b>88,578</b>

The charity has no recognised gains or losses other than the results for the year as set out above. All of the activities of the charity are classed as continuing.

## ■ Treasurer's Report

The financial year 2007/08 has been another relatively stable year due to the continuation of our four main strands of core funding - Comic Relief, Neighbourhood Renewal, Avon and Somerset Police, our neighbouring local councils and their Community Safety enterprises.

Overall income has increased 17.7% from £123,778 to £145,677, whilst expenditure has increased 5% from £110,789 to £116,630 mainly due to staffing costs. The increase in income however should be seen in the context of restricted funds received in this reporting year against expenditure in the next financial year.

As reported last year, income from some of the strands of core funding is due to diminish. I am pleased to report however that additional funding this year has come from Lloyds TSB. Comic Relief funding will cease in 2009: this may lead to revisions in the provision of our Actionline Service, subject to successful funding applications.

Neighbourhood Renewal funding ceased as of March 2008 and we are grateful for transitional funding arrangements and to Safer Bristol Partnership for their contribution to our Homophobic Incident Reporting Service, in conjunction with its neighbouring local councils.

Income generated from the provision of training, seminars and other activities has continued to build a reserve of unrestricted funds to provide some stability against the fluctuation of income from core funding sources. However, the Trustees acknowledge that a robust funding strategy for the next financial year is absolutely key if we are to maintain the range of services we currently provide.



NIGEL COOKE  
Treasurer

## ■ Charity Balance as at 31 March 2008

	£	2008 £	£	2007 £
<b>Fixed Assets</b>				
Tangible Fixed Assets		4,901		3,955
<b>Current Assets</b>				
Debtors	7,398		26,850	
Cash at Bank and in hand	108,082		83,101	
		<u>115,480</u>		<u>109,951</u>
<b>Creditors</b>				
Amounts falling due within one year		<u>2,729</u>		<u>25,328</u>
<b>Net Current Assets</b>		<u>112,751</u>		<u>84,623</u>
<b>Total Assets less Current Liabilities</b>		<u><b>117,652</b></u>		<u><b>88,578</b></u>
<b>Net Assets and General Funds</b>				
Unrestricted		98,557		88,578
Restricted		19,095		-
		<u><b>117,652</b></u>		<u><b>88,578</b></u>

For the year ended 31 March 2008 the charitable company was entitled to exemption under Section 249a (1) of the Companies Act 1985.

No members have required the company to obtain an audit of its financial statements for the year in question in accordance with Section 249b(2).

The Trustees acknowledge their responsibility for:

1. Ensuring the company keeps accounting records which comply with Section 221; and

2. Preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of its financial year, and of its surplus or deficit for the financial year in accordance with Section 226, and which otherwise comply with the requirements of the Companies Act relating to financial statements, so far as applicable to the company.

These financial statements have been prepared in accordance with the special provisions for small companies under Part VII of the Companies Act 1985 and with the Financial Reporting Standard for Smaller Entities (effective January 2005).

### Statement of the Board of Trustees

The Statement of Financial Activities is a summary of information extracted from the annual accounts. For further information the full accounts and the annual report of the Board of Trustees should be consulted. Copies of these can be obtained from the principal address. The annual accounts were approved by the Board of Trustees on 15 September 2008 and have been filed with the Registrar of Companies.



RICHARD BUDD  
Secretary

## ■ Charity Details

### Organisation

EACH is a charitable company limited by guarantee and was established on 16 May 2002. It is governed by a memorandum and articles of association that were last amended on 13 December 2002.

A Board of Trustees of up to twelve members, who meet quarterly, administers the charity.

There is a sub-committee that covers project development and finance.

### Constitution

EACH is a company limited by guarantee and a registered charity governed by its memorandum and articles of association.

### Investment powers

Under the memorandum and articles of association, the charity has the power to make any investments which the Trustees see fit.

Charity number: 1095665

Company number: 4440134

### Directors and Trustees

The Directors of the charitable company ("the charity") are its trustees for the purpose of charity law and throughout this report are collectively referred to as the trustees. As set out in the Articles of Association the Chair of the trustees is nominated by the trustees. One third of the trustees must retire at each AGM.

<b>Chair</b>	D. Robinson
<b>Secretary</b>	R. Budd
<b>Treasurer</b>	N. Cooke

### Registered Office

4 Parkside, Vanbrugh Fields  
London SE3 7QQ

### Reporting Accountants

Bishop Fleming, Chartered Accountants  
16 Queen Square  
Bristol BS1 4NT

### Bankers

Unity Trust Bank  
Nine Brindleyplace  
4 Oozells Square  
Birmingham B1 2HB

### Contact details:

EACH - Educational Action Challenging Homophobia  
Office 27, 42 Triangle West, Clifton  
Bristol BS8 1ES

Administration: 0117 946 7607

Actionline: 0808 1000 143

E-mail: [info@eachaction.org.uk](mailto:info@eachaction.org.uk)

[www.eachaction.org.uk](http://www.eachaction.org.uk)

## ■ Ten Things Organisations Can Do To Challenge Homophobia

1. Do not assume heterosexuality in general discussions about people. Be inclusive in the language that you use, thereby avoiding marginalising lesbian, gay or bisexual young people and adults.
2. Make sure that homophobic bullying is identified in your organisation's bullying policy. All equal opportunities policies should include a positive statement about sexuality, as they would about race, belief, disability, gender etc.
3. Create a safe environment. Use posters of Helpline numbers covering a range of issues to indicate that there is help available should people need it. Have nominated staff to whom young people and adults can turn included in this publicity.
4. Provide information. Ensure appropriate books and information can be found in resources banks. Remove offensive books and materials.
5. Provide appropriate health information. People identifying as gay or lesbian or unsure of their sexuality have an equal right to appropriate sexual health education as part of an organisation's Duty of Care.
6. Be a role model. Actions speak louder than words. By adopting a consistently respectful behaviour to others' difference, ourselves, we can foster this in others.
7. Be supportive. If someone chooses you to discuss any issues about their sexuality it's because they respect you. Respect them for doing so and don't automatically refer them onto someone else.
8. Use your organisation's 'curriculum'. Programmes of learning or education provide myriad opportunities to open up sensible, appropriate discussion around sexuality – take advantage of such "teachable moments". Don't regard issues of sexuality as the preserve of 'private life'.
9. Invite outside speakers to talk about difference, respect, understanding, prejudice, stereotypes and discrimination. Invite the local council's equality unit to assist by explaining how they address equality issues generally.
10. Request staff training as a matter of course. Staff cannot be expected to understand how damaging homophobia is within their organisation's culture, and how important it is to support those affected by it, without professional guidance.

[www.eachaction.org.uk](http://www.eachaction.org.uk)