

Stronger Communities

The Stronger Communities Team have delivered a variety of events and programmes designed to build resilience in local communities. These have included:

Hate Crime Upstanders programme

A lack of understanding in the Community and Voluntary sector on the impact of Hate Crime against people who share protected characteristics.

Most organisations understood their responsibilities under the Equality Act 2010, and all had statements, but there was a lack of understanding about the impact of Hate Crime, how to report it and how to support those who have been victimised by Hate Crime.

A trial 4-week training session was delivered in January 2021 for 12 Community and Voluntary Sector partners. This covered each of the areas of the protected characteristics under Hate Crime, also getting participants to look at Unconscious Bias.

Feedback on the programme was incredibly positive and as a result 4 more sessions have been delivered to date.

There are now over 100 Hate Crime Upstanders in the borough and demand for the training is often oversubscribed.

Feedback from the training showed that:

100% felt their understanding and knowledge of Hate Crime had improved

100% felt they were better able to report Hate Crime and support Victims

100% felt they had a better understanding of the different protected characteristics.

Case studies have also revealed that individuals have supported people to report Hate Crime because of the training. They have identified they would have missed the identification before the training.

International Women's Day - Understanding gender disparity and promoting values and contributions of women in society.

The continuing need to support Women in the Community to realise their goals, understand the Cultural / Religious and Institutional barriers they may face as well as managing intersectional barriers.

A series of events was set up working alongside Hillingdon Women in the Community Network and Hillingdon Women's Centre leading up to International Women's Day.

Monthly meetings were held for Women's Network to address gender-based issues and promote Gender Equality with our partners.

Women's groups were supported to access support & funding to run safe space educational and health workshops.

For the International Women's Day Event held at the Beck Theatre in Hayes, 156 people attended in person and 55 people attended virtually.

There was 100% positive feedback from the event with shared words of "Empowered, Strong, Independent and Equal" all being a common theme of how participants felt after the day.

Increased access to training / education and improved health reported.

LGBT Hate Crime Training

More information was identified as being needed in this area to support those working with the LGBT community.

Most participants felt they knew what LGBT Hate crime was but did not know how they could best support, report and identify when something is happening, particularly regarding Transgender people.

Virtual training was delivered to Community / Voluntary sector organisations, using historical video clips, open discussions, awareness of the impact of Section 28 and guest speakers with Q&A's.

100% of attendees reported they felt better able to understand the impact of Hate Crime on the LGBT+ community with 100% feeling that their understanding of Transgender people had increased significantly