

## **Appendix 7**

### **Bristol City Council Departmental Responses**

## **Departmental Response:**

### **Children and Young People's Services**

#### **Progress Update on 2007: the Year of Black Achievement**

##### **Activities and Achievements in CYPS**

CYPS secured £70k from Abolition 200 and Heritage Lottery Fund to work on a number of projects under the umbrella of **2007: The Year of Black Achievement**. The key areas focussed on were determined by consultation with young black people, who were clear that the areas they wanted to see the service focus on were; making the curriculum more relevant to them (rather than a focus on slavery they wanted to see more Black History, more training for teachers on race equality, and wanted to raise aspirations.)

So far during the year we have:

- Guidance for schools on how to approach Abolition 200 and to incorporate black history into the curriculum (see: <http://intranet.bristol-cyps.org.uk/services/pdf/eit-abolition200-guidance.pdf>)
- Launched an intervention strategy to raise the attainment of black and multiple heritage pupils at KS2 and KS4 in all schools, accompanied by two seminars to improve the confidence and skills of senior leaders
- Held two other conferences with nationally known speakers to help teachers to develop a more global and culturally sensitive curriculum
- Undertaken research into the over-representation of black children in exclusions and made recommendations to improve the situation to roll out next term
- Developed a Recruitment and Retention Strategy to increase the number of black teachers in Bristol: set up traineeships, information evenings, individual guidance, training course with UWE for supplementary school tutors etc.
- Increased the percentage of black governors from 69 to 138 in just over a year through positive action advertising, community meetings and other activities. A series of tailor-made training courses were run for the new governors.
- Worked with Bristol Black Archives Partnership Project on the development of a curriculum pack to be sent to all schools in January 2008 on the achievements of black Bristolians, including biographies of 20 key figures, lesson plans for KS 1, 2, and 3, and a DVD made by young people of interviews with some key figures.

- Developing a major production where black artists are working in 20 schools on the theme of Black Bristolians and will they will all produce creative pieces to put together an end of year celebration of their achievements at the City Academy on 8<sup>th</sup> December 2007.
- Produced a regular Abolition 200 and a Black History Month newsletter for schools with curriculum ideas, resources etc.
- Organised with Youth and Play Services, an Abolition 200 young people's conference with national speakers and relevant workshops, as well as an apology debate to be held at the Council House on 8<sup>th</sup> November 2007.
- Established a BME Attendance Ambassadors' project with community and faith leaders trained to champion attendance issues in their communities.
- Linked with UWE to establish "BME The Way Forward", which includes a BME mentoring programme for Year 6 pupils (EMHEAP) and a work shadowing programme for Year 10s in education and the media.
- Held a Supplementary Schools' Conference with motivational speakers for over 120 young people.
- Multiple heritage conference for parents/carers and young people which has led to the establishment of the a parents' support group who intend to develop training resources for schools.
- Junior Windsor Fellowship establish and first cohort of BME young people has attained excellent GCSE results

### **Lessons learned as a result**

- The year has highlighted a widespread lack of confidence, and the limited understanding of teachers in how to deal with issues of BME attainment and race equality, but the relentless focus on the data etc. has moved the issue up the agenda and many schools are now asking for staff and governor training.
- Many schools have identified the need to review their curriculum to make it more culturally relevant but are often unwilling to buy back the EMAS Service or other advice, as they tend to be using up their Ethnic Minority Achievement funding for work with newly arrived EAL pupils
- The year had a difficult start: in an attempt to be inclusive and work in partnership with the BME community, we found there were a wide range of views put forward about the year and how it should be conducted, and not all groups were willing to engage with the process.

It is also the case that a number of schools felt they were not confident enough to address the issues due to the differing views of their BME parents/carers.

- However the trend is moving upwards: in 2005 the results of BME groups at 5 A\* to C at GCSE went up 5.8% on 2004 results compared to 0.5% for non-BME pupils. In 2006 it improved by a further 4.2%, with a particularly pleasing increase for African Caribbean boys of 11.1%. Detailed BME results for 2007 are not yet available, however schools that have started to take targeted action (such as City Academy and Whitefield), are showing clear evidence that this new approach has impacted on attainment results this year.
- It is clear from the year that additional resources are required for this area of work to continue, particularly to ensure schools have adequate support from EMAS to raise attainment and enrich the curriculum, and for the initiatives within the Recruitment and Retention Strategy.

### **Plans for Service Improvements in future**

- This work is aiming to undo 40 years of under-achievement, and we are tackling complex issues that are national problems, and so all the initiatives will take some time to show impact.
- The Year of Black Achievement cannot be a one-off event: all of the above initiatives will need to continue in some way, or to be rolled out, and will be included in the next year's service planning. The message about the under-attainment of black pupils is now clearly on the agenda and is being "mainstreamed" through the school improvement strategies, rather than seen as a specialist issue, and actions are embedded in the Children and Young People's Plan.
- Specific plans include a further set of initiatives to attract black teachers and senior leaders to Bristol, an empowerment conference for black young people, work on the Black Pupils' Achievement Project in primary and secondary and the New Arrivals Excellence Programme, the refocusing of the EMAS team to target key areas, and further work on the intervention strategies.

## **Departmental Response:**

### **Adult Community Care**

#### **Older Peoples Quality of Life Strategy and Abolition 200.**

#### **Activities and Achievements in Adult Community Care this year.**

##### **Older Peoples Partnership Board**

The Older peoples partnership board commenced in May 2007 and comprises of 50% older people. BME communities including older people of African and African Caribbean heritage are represented on this board with 3 places reserved specifically for BME groups. Older People of African and African Caribbean heritage are also represented on the board through their involvement in the Bristol Older Peoples Forum and Carers roles.

The partnership board enables African and Afro Caribbean representatives to fully voice the needs of their elders to statutory agencies and voluntary and community sector organisations.

It is anticipated this group will be integral to the future development and improvement to services for older people across Bristol. As projects develop, more tangible evidence of improvement will be available, however this board has met only twice to date.

##### **Linkage**

As part of the older peoples strategy – the LinkAge concept is being developed in Bristol with 3 pilot ‘hubs’ to be developed in the city over the next 18 months.

As part of a European project – Isolation to Inclusion –there has been a focus on issues including those affecting older people in BME communities. Commitment has been made to ensure at least one Linkage pilot is based in a BME community, currently with a strong emphasis on the Afro Caribbean elders group, the Golden Agers who provide an example of good practice in the city.

Adult Community Care has been working with the Black Development Agency to write a proposal for funding from the Merchant Venturers to support a potential Linkage pilot as a legacy for older people. The meeting to discuss this will take place in October and hopefully provide a significant step forward for the provision of services for older African and African Caribbean communities, particularly in the inner city areas of Bristol.

### **Plans for service Improvements in the future:**

Both projects are currently in their early stages and no tangible improvements have yet come to fruition. However, a framework is now in place to ensure the sustainable provision of services for older people from African and African Caribbean heritage, as well as a voice in the direction and delivery of these services.

The approach to the Merchant Venturers and potential involvement of the Golden Agers in the Linkage Pilots presents hugely exciting steps forward for service improvements.

Both initiatives should contribute to a long-term strategy and more sustained improvements to services and provision for older African and African Caribbean elders in Bristol.

## **Departmental Response:**

### **Equalities and Community Cohesion Team**

#### **Abolition 200 – Actions/Achievements 2007**

1. The focus within Equalities has been on positive action to increase traineeships and the racial diversity of the workforce. 2 BME trainees were recruited for 2 year programmes in Traffic Management at the beginning of this year and a BME graduate management programme started with 2 graduates taking up post in September 2007. Both programmes were set up through CEED.
2. A mentoring programme for 13 BME employees ran from January to July this year with mentors being trained from within the council to support the development of BME staff.
3. A new Race Equality and Human Rights Service has been funded from 1 April 2007 to fill the gap left by BREC. The service is being delivered under the auspices of the BDA with the new service director due to take up post in October 2007.
4. A second open evening for BME graduates and students is scheduled for 27 November in order to publicise temporary and permanent job opportunities and work placements with the council. Last year's event was used to publicise the CEED graduate programme and also led to the application and employment of a Black African graduate in Property Services.
5. An Abolition 200 Legacy Project Manager was recruited in August 2007 focussing on education, employment and public life. A Black History Month event has been organised on 6 October with Black Archives Project and a Legacy debate is being organised for November. £100k bid for in the budget proposals for 2008/09.
6. The Race Equality Scheme has been revised in 2007 and the Community Cohesion Strategy redrafted (currently being consulted on – went to CMT 2/10/07).
7. Second councillor shadowing scheme concluded June 2007. The graduation was combined with OBV event in Bristol – Rev Jesse Jackson speaking. BCC now has 4 BME councillors.
8. 24 July 2007: CMT session re BME managers (under-representation) and community cohesion leading to £120k bid for budget to fund positive action, mainly in schools.
9. Working with UWE to place BME undergraduates in work placements with the council. 5 students have had placements to

date. Meeting with City of Bristol College to agree joint work on this too.

10. Headhunting of BME managers being piloted for Head of Strategic Housing post. London agency has been commissioned by Director of N&HS to deliver this.

## **Departmental Response:**

### **Neighbourhood and Housing Services - Strategic Services Abolition 200**

We have been active in the field of Race and Housing since the mid 1980s. Because of the framework in which Neighbourhood and Housing Services operates, work with particular ethnic groups without reference to wider BME issues is relatively rare.

Activities and achievements that specifically related to Black African and Black Caribbean groups:

- 300 accepted allocations to Black African and Black Caribbean applicants out of a total of 1943 allocations for year to 27<sup>th</sup> September 2007 (i.e. 15.4% of all allocations)
- Follow up work to the findings of the BME Housing Needs Study (2005-06) has lead to work with Malcolm X Elders Group (based in St. Pauls) and Golden Agers (Easton) to identify the housing needs of older people.
- Our DVD for Somali tenants is a widely used resource for a number of groups in the City.
- Promoting the Very Sheltered Housing Scheme at Lincoln Gardens to Black African Caribbean Older People

BME related activities and achievements that impact on Black African and Black Caribbean groups:

Key outcomes include –

- The establishment of a BME Tenants' Forum;
- The production of a BME tenant participation compact
- Improved BME tenant profiling data through the use of tenancy audits
- The promotion of Housing Associations to BME groups
- Work with United Housing Association and Aashyana Housing Association (BME led Housing Associations) to encourage BME residents to participate in Affordable Homes for Local People in Ashley, Easton and Lawrence Hill
- Continuing work by the Enabling team in partnership with United Housing and Aashyana Housing Association to provide 40 new build units per year

- Providing homelessness/housing training for BME groups working with young people
- Improved racial harassment reporting procedures and monitoring and working in partnership to deal with perpetrators and to help victims
- Commissioning with Wayahead Housing Association a BME Outreach worker to work with young people in danger of becoming homeless or involved in criminal activity.

Bristol Housing Race Equality Group Annual Meeting to be held at Rose Green Centre 27<sup>th</sup> November 2007.

### **Lessons Learnt**

N&HS are constantly improving service delivery by understanding the importance of

- Supporting a dedicated Race Equality Group to monitor improvements and develop new targets
- Working jointly with BME tenants to agree a tenant participation compact and forum
- Linking responsibility for targeted outcomes with named persons
- Naming senior managers as 'champions' for service delivery
- Continuously proactively working with local groups, housing associations to build and improve community cohesion particularly in areas such as Hillfields
- Maintaining a rolling plan of tenancy audits for Social Landlords to build knowledge of BME households

### **Plans for future service improvements**

Neighbourhood and Housing Services are mindful of the objectives set out in the Council's 'Statement of Commemoration' for Abolition 200, which states –

*“...the commemoration affords all of our community the opportunity to move forward in a spirit of racial reconciliation and social justice. Council therefore, commits itself to ensuring that the programme being developed in Bristol, as part of Abolition 200, will focus on measures designed to be sustainable, long term, measurable and concrete, leading to real improvements in Bristol.”*

The creation of the BME Housing Delivery Plan - Action Plan together with the creation of a BME Tenant Participation forum will help to improve the rate of service improvement.

Work has begun to –

- Provide a BME Equality Data Digest to provide new and refined data monitoring
- Undertake Equality Impact Assessments (EIAs) of all N&HS Landlord Services and Strategic Housing services to identify actions to improve services.
- Improve satisfaction levels amongst BCC BME tenants

## **Departmental Response: Culture and Leisure Services**

### **Introduction from Stephen Wray, Director of Culture and Leisure Services.**

The Paragraphs that follow describe the range of projects and programmes that the Culture and Leisure department has undertaken during the year of Abolition 200. Whilst the list of projects is impressive it is much more heartening for me to read the comments of my colleagues in the department who recognise that it is not sufficient to respond to the interests and demands of the city's black and minority ethnic communities with short term initiatives. The members of the BME community who have engaged with the City Council expect more of us.

We know that the City Council does not serve all of its residents well, that some find it difficult to access Council services that levels of intolerance or ignorance limit the opportunities for all to share in the benefits that Bristol has to offer. We also know that the city council does not adequately reflect the make-up of the citizen's it serves, which increases the suspicion amongst members of the BME community.

Abolition 200 has proved to be an important catalyst for change, as well as a fantastic and diverse programme of events and exhibitions, lectures and performances, commemorations and celebrations. The challenge is there for me, my colleagues in Culture and Leisure and for the rest of the Council to show that we can rise to the challenge to engage more directly with Bristol's BME communities to shape services for the future and for the better.

***“If we are at Zero, where do we go from here?”***

**David Lammy 2007**

## **Bristol's Museums Galleries and Archives**

Tim Corum

Deputy Head, Strategy and Development

### **What we have done this year**

BMGA has delivered a programme of events, exhibitions and activities around the theme of Abolition 200.

This programme has included

- New displays, at Georgian House we have created a new interpretative trail which describes the history of the house and owners from the perspective of the slave trade.
- Major exhibitions like African Footsteps, an exhibition which was curated by a group of young black people and explored the Bristol's history and the slave trade;
- International partnerships like bringing Romauld Hazoume's sculptural installation Bouche du Roi to Bristol;
- Collecting projects like the Bristol Black Archives project led by the Black community, which has developed new collections representing previously underrepresented communities in Bristol's archives;
- And support through the Renaissance project for a host of activities in smaller museums in the region.
- The programme has also supported the development of Breaking the Chains, an exhibition at BECM, which will eventually influence permanent displays in the Museum of Bristol.

As well as these individual projects we have worked on a number of legacy projects. The Museum of Bristol has developed a community team, which will develop links with BME communities and ensure their inclusion in the planning and content of Bristol's new museum. The Renaissance funded Creative Spaces project, which aims to involve communities in the redisplay of collections at CMAG has been enhanced by support from Abolition 200 to develop a programme of interventions and exhibitions by Black artists. This work will inform the development of a major new display space in 2008.

## **What have we learned?**

- Established new ways of working with communities. In particular we have developed a method and expertise in involving groups in the development of displays.
- We have also used the experience to inform the community team for the Museum of Bristol and our approach to community involvement across the service.
- Individual staffs have developed strong links with BME community groups and we have raised the profile of the service with the community and nationally with partners in the sector.
- We have also better understood the need to review our recruitment and selection processes and our volunteer programme so we offer more inclusive projects.
- The Renaissance funded programme is being evaluated separately but will be highlighting Abolition 200 work in museums across the sector and drawing some conclusions from the work.

## **What will we do in the future**

- We will further develop the legacy projects mentioned in section 1. These commitments cover service delivery, community engagement and workforce development.
- We are intending to stage an exhibition of Black Artists at CMAG in December and with the help of an advisory panel establish a programme of interventions in the galleries by black artists from Bristol through a process of open submissions.
- We will continue to involve members of the community in decision making about collecting - The Museum of Bristol team will develop content for the new museum by involving members of BME community – New developments in collecting popular culture, world culture and international contemporary art will be informed by the community.
- The museum will develop a more inclusive volunteer programme and review its recruitment practice.
- Through service review we will develop our capacity to work with communities.

## **Arts, Festivals and Events**

Debbie Thomas

Neighbourhood Arts Manager

### **What we have done this year**

We have contributed to a programme in response to Abolition that better reflects diversity than actually responding directly to the ending of slaving trade.

Initially all meetings were attended by the team, however events were not prioritised.

A large scale, free public realm project with a Black arts organisation and Bristol organisation was planned as the Arts & Events project for 2007, following on the success of the British Asian performance 'Bollywood Steps' in 2006 on College Green. However due to lack of commitment and a lack of funding the planning was left too late to complete the project (Mass Carib premiered in Greenwich & Docklands Festival).

We have been supporting independent organisation to promote their projects, put funding bids in etc.

The Service Plan has new indicators for the service to increase BME audiences to our events and programmes the baselines and benchmarks and how this data is to be collected has not been completed and there is no guidance corporately. In relation to legacy with regard to recruitment in our Service we have changed our Job Descriptions so that Equal Opportunities understanding is listed as essential criteria.

### **What have we learned?**

Hard to say from one perspective... That it is not effective and good enough to do piecemeal drop in the ocean work responding to Abolition issues it needs long term planning. That there was not room for programming that was provocative and meaningful due to the nature of the administration of money? That high quality, pro-active communication and decision making from the start is essential to such projects.

### **What we will do in the future**

We will continue to develop programmes and events that will platform under-represented work, work with communities to develop new audiences, work with ACESW, if artists propose projects that deal with Abolition we will support and still maintain our quality check criteria.

## **Youth and Play Services**

Les Compton

Deputy Head

### **What we have done this year**

The Adisa project was in partnership with 3 Bristol based youth groups and Bristol Museums Galleries and Archives services (see below) this was a popular and successful project that involved young – people of African and African Caribbean descent for them to engage with exploring and communicating the history and legacy of the transatlantic Slave Trade in Bristol and Ghana. The culmination of this being an exhibition at the Bristol Museum and Art Gallery (May 07) the exhibition was called “Bristol Faces Afrikan Footprints”

Black to the Future - After four months of intense youth work, workshops rehearsals, cultural visits and history lessons, 20 young people from across the city took part in a successful performance called “Black to the Future” (see below)

### **What have we learned?**

Youth and play have embraced Abolition 200 and have engaged more with the Cultural department as a result. They are aware of the great distances that the youth of today have had to travel to get to where they are now. Their approaches that were adopted for Abolition 200 have helped and they will continue to use the same approaches for future projects.

Abolition 200 has provided an important programme, that has highlighted some of the inadequacies in society in which we live, but it has also highlighted and put on the agenda, the projects that we should all be proud of i.e. the Adisa project. This year has helped important and valuable projects such as this to have better access into the mainstream and encouraged people to share their good practice

### **What we will do in the future**

An area for development will be to find a realistic way of reporting a greater level of racist incidents, by exploring alternative ways of reporting the incidents. As a consequence of this Youth and Play will be arranging to train all senior professionals again this year to record racist incidents.

## Bristol Adisa Project

The Adisa project is a partnership between 3 Bristol based youth groups and Bristol Museums Galleries and Archives Services.

The project involved young-people of Afrikan and Afrikan Caribbean descent, to engage them with exploring and communicating the history and legacy of the transatlantic slave trade in Bristol and Ghana. The culmination of this being an exhibition at the Bristol Museum and Art Gallery May 5th-June 17th 2007 the exhibition is called 'Bristol Faces, Afrikan Footprints'.

In February 2007 8 young-people flew from Gatwick Airport on what would be a life changing experience as they embarked on the journey taken by many enslaved people as they left the shores of Afrika transported to the Americas or to England never to return to their homeland again.

Our journey started in Accra where we were greeted by the Ex-aid youth group who would host us for the first 3 days of our trip, we went to Kumasi where we visited the Elmina Slave castle and then Cape Coast castle. These experiences were quite moving as the young-people actually went into the dungeons where the slaves were kept. From there we travelled north to Tamali which for many slaves was where there journey started, at the Slave market where the slaves were bought and sold, washed and 'prepared' for the journey south. The young-people also visited a shea butter project which produces the product to be sold through the Body Shop.

The young-people heard lectures about the impact of slavery on Ghanaian culture and history of Ghana.

Many of the young-people feel that their outlook on life and the communities in which they live have changed as a direct result of the experiences they had on this trip. They returned to Bristol in mid February having collected a range of artefacts to go towards their exhibition.



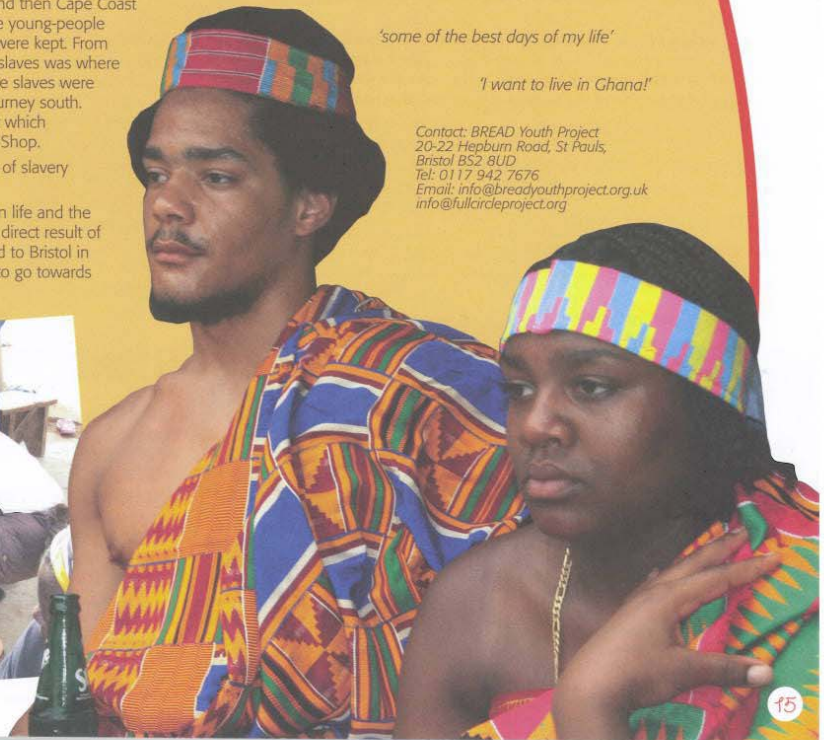
*'they have so little yet share what they have'*

*'it has changed me – how I look at my life and the decisions that I make which affect the rest of the world'*

*'some of the best days of my life'*

*'I want to live in Ghana!'*

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# Youth and Play Services

## Newsletter June 2007



### Black to the Future - "You Need to Look Back to Move Forward"



On Saturday 31st March 2007, following four months of intense youth work, workshops, rehearsals, cultural visits and history lessons, 20 young people from City Academy School, Filton College and Kuumba's dance groups took part in a performance called "Black to the Future". Over 150 people attended, many of whom were young people. Special thanks from Youth and Play Services go to Tina Bond, service manager leading on North Bristol, training & curriculum, accreditation, BME, asylum seekers and refugees, and to Winston

Dorsett, from the LGB team, for supporting us. This project was a follow on from the previous Afrikan Young People's Talent Show, a showcase event for Afrikan young people involving dance, hip hop, poetry, music and during the 2004 performance, it included an 'anti gun crime drama piece'.

Feedback from the young people made it clear that they wanted the next talent show to have more of a drama input and they came up with the name "Black to the Future" to underline the fact that black history is an important part of their future as young people.

Young people and staff agreed that this performance provided an opportunity for young people to showcase their work, without conforming to stereotypes of "black talent". The young people were keen to give out a positive message, relevant to their peers but acknowledging the history of their ancestors and its impact on them moving forward as black young people in Bristol today.

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### Bristol Children's Play Programme Big Lottery Update



Bristol has completed its £940,000 application to the Big Lottery. The three year bid to provide inclusive play, play ranges, natural play, children's participation and mobile play across the whole city was submitted on the 12<sup>th</sup> of March. The Big Lottery visited Bristol on the 30<sup>th</sup> March and commended the portfolio and strategy. Bristol is hoping for a successful approval in early June and the programme should then be up and running by September 2007.

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# Abolition 200

## Upcoming events

Abolition 200 is the name of Bristol's programme in 2007 to commemorate the bicentenary of the abolition of the slave trade in the British Empire. Abolition 200 is adopting the 2007 European Year of Equal Opportunities themes of Rights, Respect, Recognition and Representation with its core themes of Remembrance and Reconciliation. The programme aims to raise awareness of the history of slavery, recognise its resonance today and act as a catalyst for positive change for the future.

A number of events will take place during the year including large-scale cultural events, commemorative services, community and educational projects. Youth and Play Services is delivering a number of projects related to Abolition 200:

**Black to the Future** is a performing arts project that is being delivered with Black and Minority Ethnic (BME) young people. A core group of 10 young people have been doing research about 'black history' and participating in a series of drama workshops and creating this production. This work will culminate in a multi media performance at **City Academy on Saturday 31st March**

2007.

**Two Good Feet** is a photographic exhibition highlighting the lives of disabled children in Haiti by award winning Haitian-American artist, photo journalist, author and poet, **Marc-Yves Regis I**. It raises issues of self esteem, awareness, respect and equalities. It will begin touring youth and play districts from April 2007, including The Mill, Lawrence Weston and Hartcliffe and Withywood Youth Projects.

**Curriculum resources** in the form of posters for youth projects are being researched and produced. The aim is to give youth workers and young people accurate information about the enslavement of African people, what it means today and a timeline, including advice and support on using the resources. These will be launched at a **Practice Seminar on Tuesday 24th April 2007 1pm - 4pm**, including discussion and activity ideas.

Contact: Stuart Smith on 0117 377 3673.



## Adisa Project - Ghana 2007



As part of the Abolition 200 event, 10 young people from Easton and St Paul's went to Ghana in February 2007. The project is being funded by the Heritage Lottery Fund and Bristol City Council Museum and Library Service, with support from the Quartet Foundation.

The project enabled young people of African and African Caribbean descent to explore their heritage and identity, and learn new skills in:

- Photography
- Video-making and broadcasting
- Ethnographic research
- Curating an exhibition
- Ghanaian language and culture

- Confidence in communicating and working as a team

The young people also explored the history and contemporary legacy of Bristol's and Ghana's links with the transatlantic slave trade. A high profile exhibition will be put together by the young people about the project. This will be displayed at Bristol City Museum and Art Gallery in May 2007.

For updates check the website: [www.bristol.gov.uk/ccm/content/Leisure-Culture/Local-History-Heritage/abolition-200.en](http://www.bristol.gov.uk/ccm/content/Leisure-Culture/Local-History-Heritage/abolition-200.en)

Contact: Hew Punter-Prince on 0117 951 0188.

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**Black to the Future - "You need to look back to move forward"**

**Continued from page 1**

The weekly drama sessions quickly revealed that while young people were keen to share their history, they actually did not really know very much about black history and in particular black history in Bristol. Therefore, it was necessary to set up an additional session for the group to concentrate on aspects of black history, locally, nationally and internationally, which they then used to develop the script.

In addition to devising and performing a piece of drama, young people were given the opportunity to be involved in developing multimedia elements for the project, video, music, digital images etc and also be involved in producing publicity materials and developing a DVD in the future.

It is hoped that another performance of the piece will be possible in the near future, and hopefully a residential with a drama focus during the

summer holidays. Longer term plans include developing a peer education model using drama to explore the issues raised by the performance, development of an educational resource in the form of a DVD with training manual as well as continuing to meet as a group on a regular basis.

The young people are keen to develop the project and have identified that there are few alternatives for black theatre and drama that are accessible to them. However, all future planning is on hold until there is clarity around staffing and capacity for delivery, which should hopefully happen by end of July 2007.

Full evaluation will be in the project report to follow, after the summer holidays.

WELL DONE to all the performers, partner agencies and staff involved!  
A. Joseph  
BME Team (0117 37 73673)

**Colston Hall**  
Graeme Howell  
Director

**What we have done this year**

1. Black Heroes and the hall of Fame were well attended (800 in the main hall) with a majority BME crowd. The debate after the performance was also well attended (150) the conclusion to the event was that there was definite need for Black Heroes.
2. African Soul Rebels was also a very successful event for the third year running.
3. Black origins music – Beverly Knight, Lamar, Randy Crawford, and Wynton Marsalis with Lincoln jazz orchestra. The high light of the evening for Graeme, was when Wynton gave an on the spot trumpet lesson to an 8 year old member of the audience.
4. Black History Month will be presenting - Costa King Cotton Show, a local community production.
5. The Colston Hall have been instrumental in supporting local artist Graeme Mortimer Evelyn (an Abolition 200 funded artist) In planning and advising him through out the first stage of installing his site specific visual sculpture titled The two Coins. The Two Coins revolves around Edward Colston's bronze statue on the island site of Colston Avenue and is expected to be completed spring next year.

**What have we learned?**

Before Abolition 200, The Colston Hall was already programming in Black origin events and music successfully but through the process of Abolition 200 they have positively built upon this. There is no pretence that “they have all woken up to this issue this year” being realistic the issues are still there but Abolition has managed to highlight the good and the bad this year.

The Colston Hall is now much more positively recruiting from BME groups. They have the largest, to date, intake of into front of house team 15%. This is more successful than previous years. It is important for the general public to recognise familiar culture/faces when coming to the Hall.

The perception of the Hall is changing as they are now working closely with the equalities team and have a better understanding of how their team operates and what advice can be obtained.

There is a challenge around marketing and how to reach the BME population as the idea of BME community's geography has changed. The notion that BME groups tend to live in St Pauls Easton and Eastville is now in question

and the theory that if you put on great events but make sure it is marketed to a much wider remit, people of all cultures will come to them.

### **What we will do in the future**

The Hall has now drafted a new Diversity Development Strategy Plan, which will be submitted to the Arts Council of England.

To successfully work on the geography of BME groups will realistically take between 3-4 years in order for them to engage more with marginalised groups. This is all included in the Diversity Development Strategy Plan and if successful in its bid to the Arts Council will mean the Hall could then appoint a new programmer to help specifically with targeting such groups.

The new foyer will help to attract more cultural groups as the external layout will have a more Mediterranean feel i.e. café culture mixed and night time economy encouraging a more open and mixed vibe.

Abolition has some times been a difficult process the negative aspect being the issue around the name of the hall “Colston” and the small vocal group that are calling for Colston’s name to be taken of the hall. Graeme and his team have worked hard to encourage and debate this issue and more recently successfully encouraged a previous detractor to come to the hall.

The hall is actively trying to partner with BME groups and people such as AMANA (Somalian group) By being open and transparent helps to build on such partnerships.

Abolition was an opportunity for all groups/people from all races backgrounds and classes to be involved and to engage in as many as the events as they wanted. This was an opportunity for every one to make this a success.

## **Bristol Libraries**

Janet Bremner and Julie Bowie

Joint Heads of Service

### **What we have done this year and what we will do in the future**

- Looked closely at our stock holdings in all formats (books, CDs, DVDs etc) and continue to buy new and related material.
- Organised a programme in Black History Month of story times, talks, book displays, films, traveling exhibition and adult learning events.
- Gained Heritage Lottery Fund funding for the Bristol 1807 project, which runs from September 2007 to August 2008. This takes the year 1807 as the focus, using historical sources to capture a snapshot of Bristol. By showing what Bristol society was like in 1807, including our established BME communities, the project puts the slave trade and abolition into local historical context. It aims to encourage an inclusive view of history and to demonstrate the relevance to our community's sense of place and identity.

Elements of the Bristol 1807 project include:

- Creative practitioners working with Year 3 and 4 children and their families from Cabot and Hotwells primary schools to research lifestyle, customs and physical makeup of the city in 1807.
- Using the Catch Bus to transport schools to the Central Library to investigate the library archive. Schools Library Service will complement this by providing project boxes to local schools on Abolition 200 themes.
- Touring exhibition of key archives 'Treasure In Store' plus library experts visit citywide venues. Also five workshops delivered by Adult Learning on related topics.
- Comprehensive bibliography of library materials relating to the slave trade will be produced in print and online.

### **What have we learnt?**

It is important to think of sustainability and the legacy of this work. We have consulted and developed closer connections with partner organisations and groups such as the Museum, Record Office, and a range of community groups, such as Malcolm X Centre and Kuumba. Particularly in working on the bid, we have learnt the importance of seeing slavery and abolition in a broad context and hope to promote that knowledge and information in a positive way to a wider Bristol audience. We have also tried to involve all staff in the various projects so that everyone is aware and can understand the implications and importance of what we are trying to achieve.