



# Annual Report 2020/2021



*Promoting Equalities*

*Protecting Rights*

*Providing Justice*

*Preventing Discrimination*

KINGSTON  
MAYORS  
CHOSEN  
CHARITY  
2018/19





Clr Sushila Abraham Mayoral inauguration 2021



KREC Virtual AGM 2020

**KINGSTON RACE and EQUALITIES COUNCIL  
44<sup>th</sup> Anniversary**

**Annual Reports for FY 2020/2021  
presented at the  
Annual General Meeting on 9<sup>th</sup> December 2021  
Virtual Online.**

**Chaired** by the Mayor of Royal Borough of Kingston upon Thames  
**Councillor Sushila Abraham**

**Annual Report 2020 to 2021**

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Charity Registration Number: 1135522

## **KINGSTON RACE AND EQUALITIES COUNCIL**

### **Office Address:**

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55 Eden Street,  
Kingston upon Thames,  
Surrey KT1 1BW

**Tel:** 020 8547 2332

**Fax:** 020 8247 9515

### **Third Party Reporting line:**

020 8547 2332

### **Website:**

[www.kingstonrec.org](http://www.kingstonrec.org)

### **E-mail:**

[info@kingstonrec.org](mailto:info@kingstonrec.org)

**Facebook:** [Kingston.rec](https://www.facebook.com/Kingston.rec)

**Twitter:** [@KingstonREC](https://twitter.com/KingstonREC)

### **Office opening hours:**

Monday to Friday 9.30 a.m to 5.30 p.m

## **Historical Dates**

1976	Founded Kingston Group for Racial Understanding
1986	Renamed Kingston Group for Racial Understanding and Equality
1990	Became Kingston Racial Equality Council
1990	Registered as a Charity
1991	First grant from Royal Borough of Kingston
1992	First grant from Commission for Racial Equality
2006	Moved to central Kingston
2008	Obtained Limited Company status
2010	Old charity dissolved and new incorporated charity formed.

## **Our Mission**

KREC works in partnership with individuals and organisations for a fair and just society which values diversity and gives everyone an equal chance to work, learn and live, free from discrimination, prejudice and racism.

## **Our Aims and Activities**

The main aims are:

- To work towards the elimination of discrimination and associated inequalities.
- To promote equality of opportunity and good relations between persons of different racial and cultural groups.
- To address the human rights and needs of all communities.

KREC, as always, continues to achieve its aims in a variety of ways:

- *Hate Crime Casework* – ranging from advice, counselling, mediation and support for discrimination and harassment.
- *Policy Development* – in partnership with Black and Minority Ethnic (BME) Organisations, Employers, Local Authority, Health Authority and Hospital Trusts, Kingston University, Kingston College, Kingston Community and Adult Education, Metropolitan Police Authority and other Criminal Justice agencies.
- *Public Awareness* – making effective use of local and social media to raise awareness of racism, prejudice and inequalities, promoting and participating in sports events like the All Nations Football, promoting Public Education events like the Kingston Carnival, Bike Across Cultures.
- *Community development* – supporting ethnic minority organisations by providing them with information, advice and assistance as appropriate.
- *Consultancy* – infrastructure and organisational support and capacity building for developing voluntary, public and private sector.
- *Training* – on awareness raising, policy development and implementation.



Black History Month 2021 at RBK



RBK Black Lives Matter flag raising ceremony with Kingston Mayor Cllr Sushila Abraham, RBL Leader Cllr Caroline Kerr, RBK CEO Ian Thomas

## **KREC PORTFOLIO**

### **KREC Consultancy, Training and Conferences**

- Equality Act 2010
- Race Equality
- Equality Impact Assessments
- Diversity and management
- Community and Race Relations
- Investigations
- Project Development and Capacity Building
- Cultural Awareness
- Human Rights

### **Special Projects**

- Kingston Carnival
- Community Cohesion and
- Engagement
- Black History Month
- Bike Across Cultures
- Violence and Gangs

### **Community Involvement**

- Metropolitan Police Independent Advisory Group
- Kingston Police Independent Advisory Group
- Global Arts
- Kingston BAME&R Forum
- Kingston Carnival Committee
- Hate Crime Incident Drop-in service
- South London BME Partnership
- Race Equality Scorecard
- Knife and Violent Crime Prevention Group
- Hate Crime Independent Advisory Group

## **EXECUTIVE COMMITTEE – 2020 to 2021**

Javed Rafiq	<i>CHAIR</i>
John Farmer	<i>VICE CHAIR</i>
David Skelton	<i>TREASURER</i>
Fleur Standring	<i>MEMBERSHIP SECRETARY</i>
Prabha Shetty	Heather Buchanan
Robert Kim	Ben Rowe
Professor Evanthia Lyons	Ilinkovan
Macille To	Andrew Bessant
Victor Olisa	Lawrence Davies

### **CO-OPTED MEMBERS:**

None

## **STAFF MEMBERS**

John Azah	<i>CHIEF EXECUTIVE OFFICER</i>
Vacant	<i>EQUALITIES OFFICER - CASEWORK</i>

### **LEGAL ADVISER:**

John Hackett                      SOLICITOR, RUSSELL-COOKE LLP

### **INDEPENDENT EXAMINER:**

Nasir Mahmud



## **SUB-COMMITTEES**

### **FINANCE AND GENERAL PURPOSES**

Chair David Skelton  
John Farmer  
Javed Rafiq  
John Azah  
Andrew Bessant  
Prabha Shetty (Project board chair)

### **HR/PERSONNEL**

Chair Prabha Shetty  
John Farmer  
John Azah  
I Ilankovan

### **EDUCATION & YOUTH**

Chair Fleur Standring  
Heather Buchanan  
Ben Rowe  
Dr Radu Cinpoes  
Owen Rhead  
Amanda Taylor  
I Ilankovan  
Cedric Fromageot  
Macille To  
Tracy Newman

### **INFORMATION TECHNOLOGY**

Chair Javed Rafiq  
I Ilankovan  
Gordon Smith (co-opted)

### **PROJECT BOARD**

Chair Prabha Shetty  
Javed Rafiq  
John Azah  
David Skelton  
Andrew Bessant

### **RACE EQUALITIES**

Chair Andrew Bessant  
John Azah  
Javed Rafiq  
Victor Olisa  
David Skelton  
Prabha Shetty  
Lawrence Davies

### **MEMBERSHIP PANEL**

Victor Olisa  
Fleur Standring

## **Chair's Foreword**

I have great pleasure in presenting this Annual report for 2020/2021 to the Annual General Meeting on behalf of the Board. It aims to look back on the achievements of the year, finance and to review the progress of the organisation.

The past year on the Kingston Race and Equalities Council (KREC) Executive Committee has, once again, brought new challenges not experienced before with the onset of the Covid-19 pandemic. The Commissioning system from Kingston Council has been under review for more than a year now and we do not know what the future holds for it.

Once again, uncertainty with funding has not allowed us to pursue our long term plans. Even more frustrating has been the inability to focus on the medium term goals due to having limited resources to deliver the work required for the goals to be achieved. In spite of this uncertainty, we continue to work with other local, regional and national voluntary and statutory bodies. We continue to look at other funding opportunities in order to allow KREC to grow and offer a wider range of services and projects. Despite the financial difficulties, KREC continues to deliver a quality service to those in need.

In the last year, the Covid-19 pandemic has taken over all aspects of life and work with lockdowns restricting movements and physical contact with end users and stakeholders alike. Despite difficulties presented by non-contact and social distancing, KREC has continued to provide a much needed service. We have been campaigning to eradicate hate crime for a few years now and the rise in hate crime towards Eastern Asians due to covid-19 is a major concern. Organisations like ours need to help make sure that hate crime is tackled and to help victims of hate crime.

We delivered a series of events discussing race and other inequality issues affecting the Black Asian Minority Ethnic (BAME) communities under the Black Lives Matter campaign, in partnership with Kingston Council. Using online video tools has enabled us to reach a greater audience than would have been possible otherwise and organisations like ours have had to adapt to using new technology to reach wider audiences.

John Azah's and Prabha Shetty's dedication and commitment to the organisation continues to ensure stability and steadfastness in tackling discrimination and hate crime and promoting equality in Kingston upon Thames, the neighbouring areas and beyond. I would like to thank the board members and staff for their hard work, co-operation, support and dedication to ensure KREC's continuous development and survival. I would also like to thank RBK (Royal Borough of Kingston upon Thames) and all the individuals and organisations who continue to give KREC their support and assist in its work for the community.

**Javed Rafiq**  
**Chair**

## **FINANCE REPORT**

In this report I am pleased to report on another year that has seen an improvement in KREC's financial position. KREC benefited from a very generous donation from the owner of Natterjacks one of Kingston's independent clothing shops. Donations such as this make an enormous difference to small charities, and we are enormously grateful for this support. KREC was also awarded a grant of £13,776 by Mayor's Office for Policing and Crime (MOPAC) to deliver a violence reduction project, which was undertaken during this year. KREC also continued its delivery of work funded by the Ministry of Housing, Communities and Local Government which was started in the previous year. The Royal Borough of Kingston upon Thames continued to provide grant funding for the delivery of KREC's core services.

The outline results for the year are shown in the Statement of Financial Activities and Balance Sheet.

Overall KREC made a surplus from its unrestricted activities of £11,855 building on a surplus £14,236 in the previous year. As a result, KREC ended the year with unrestricted reserves of £50,382. KREC also holds a restricted reserve of £15,339, relating to unspent funding for specific projects.

The aim of the Directors is to ensure that KREC holds adequate reserves for working capital purposes and has sufficient funds should it be forced to create redundancies. Overall this is estimated to be the equivalent of some £30,000. As at 31 March 2021 unrestricted reserves are sufficient for these purposes and the Committee will make efforts to maintain them over the coming years.

Looking forward, KREC's financial objectives remain focused on increasing its income streams. The Directors are very concerned that in the current climate it continues to be a challenge to maintain long term financial stability. In the event that additional funding cannot be secured it is likely that services will have to be reduced.

We are grateful to our funders and supporters for their financial and other support during 2020/21 and look forward to continuing to work with both existing and new supporters in the coming years. I would like to thank the members of the Finance and General Purposes Committee for their support and confidence and Nasir Mahmud for acting as our Independent Examiner. A full set of accounts is available.

**David Skelton, Treasurer**

**Kingston Race and Equalities Council**  
**Company limited by guarantee**  
**Company number: 06560853**  
**Charity Registration Number: 1135522**

**Statement of financial activities for the year ended 31 March 2021**

	2020/21 Total £ Restricted	2020/21 Total £ Unrestricted	2020/21 Total £	2019/20 Total £
<b>Income from:</b>				
Donations	-	10,403	10,403	12,824
Charitable activities	13,776	39,000	59,776	63,125
Other activities	-	-	-	37,988
Bank interest receivable	-	92	92	139
<b>Total incoming resources</b>	<b>13,776</b>	<b>49,495</b>	<b>63,271</b>	<b>114,076</b>
<b>Expenditure on:</b>				
Charitable activities	10,674	41,980	53,583	53,583
Other Activities	-	(4,340)	(4,340)	34,020
<b>Total resources expended</b>	<b>10,674</b>	<b>37,640</b>	<b>48,314</b>	<b>87,603</b>
Gross incoming / (outgoing resources)	3,102	11,855	14,957	26,473
Total funds brought forward	12,236	35,527	50,763	24,291
Total funds carried forward	15,338	50,382	65,720	50,764

**Kingston Race and Equalities Council**  
**Company limited by guarantee**  
**Company number: 06560853**  
**Charity Registration Number: 1135522**

**Balance sheet as at 31 March 2021**

	£	2021 £	£	2020 £
<b>Current assets</b>				
Debtors	-		-	
Cash at bank and in hand	73,190		68,911	
	<u>73,190</u>		<u>68,911</u>	
<b>Creditors: amounts falling due within one year</b>				
	<u>7,470</u>		<u>18,147</u>	
<b>Net Current Assets</b>		<u>65,720</u>		<u>50,764</u>
<b>Net Assets</b>		<u>65,720</u>		<u>50,764</u>
<b>Funds</b>				
Unrestricted funds				
General Fund		43,908		27,024
Publication Fund		6,474		6,474
Restricted funds		<u>15,338</u>		<u>17,266</u>
		<u>65,720</u>		<u>50,764</u>
<b>Total funds</b>		<u>65,720</u>		<u>50,764</u>

For the year ended 31 March 2021 the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies. The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476 of the Companies Act 2006.

The trustees acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

## **EDUCATION AND YOUTH SUB-COMMITTEE REPORT**

As stated in the 2019/2020 report, the membership of the sub-committee had been extended by representation from two more schools, which have since been joined by Holy Cross School. John Azah is also in discussion with Tiffin Boys' School and Kingston Academy. In the light of continuing pressure and restraint resulting from the pandemic, we continue to be grateful to the teachers concerned for managing to carve out the time to attend meetings when they can. Their commitment and advice on what might make it practicable to run race hate awareness workshops and other events on school premises.

Consequently John was able, during National Hate Awareness Week, to run three workshops:

11th October 2021 at Southborough High School

12th October 2021 at Holy Cross School

14th October 2021 at Coombe Girls' School

John Azah was also able to organise a successful pilot schools conference on Equality Diversity and Inclusion on 22<sup>nd</sup> October 2021. This was originally to be hosted at Tolworth Girls' School (TGS), but when restrictions on visitors going into TGS were increased to 'amber', the venue was moved to Southborough High (SH). We are grateful to Niall Smith, Headteacher of SH for opening up his school at short notice. It is one more demonstration of the mutual relationships that John Azah has long worked to build with key people in the education system across RBK. The conference was dynamically led by Owen Rhead, Head of Sixth Form at TGS, with the participation of the Mayor of RBK, Cllr Sushila Abraham, Prabha Shetty and myself, and we look forward to repeating the event next year with more schools involved.

John Azah continues to pursue a more consistent relationship with all the secondary schools, in order for KREC to provide understanding and clarity on a variety of issues including racism, hate crime, discrimination and community engagement, either through sports or workshops. As part of this strategy, John is scheduled to meet with the Sixth Form at Richard Challoner School early in January 2022 to discuss the challenges of racism and hate crime.

**Fleur Standring**  
**Education and Youth Sub-Committee Chair**

**IT Sub-Committee Report**

The IT sub-committee met a number of times over the past year as and when required. Most of the discussions in the meetings were based on routine work. The web site updates are very slow and a KREC Trustee will be reviewing the content and updates. Email support, network and Internet access support was also provided to the KREC staff.

Normal system and computer maintenance was performed as and when required – including email maintenance, guidance on maintaining security on PC’s, setting up new computers and backup procedures. Ad-hoc training was also provided, as and when required.

KREC has continued to take advantage of Social Media in promoting the KREC events. The CEO has regularly tweeted about various topics throughout the year.

Ilnkovan has been a useful addition to the team providing support for Microsoft Cloud Products, including SharePoint server for a collaborative approach to document sharing. We are already making more use of these technologies.

**Javed Rafiq  
IT Sub-Committee Chair**



Annual cricket match between RBK and KREC

## **PROJECT BOARD REPORT**

Unlike previous years my opportunity as Chair of the Project Board to give our members/supporters some update about the projects we have undertaken during the year has shrunk. Without doubt, the miseries of Covid-19 have been the definitive factor for KREC not being able to organise the many events we used to do. We have continued to promote/organise the main projects as best we could under these very difficult circumstances.

### **Kingston Carnival**

With the stringent measures of Lockdown lifted and the need to boost people's energy level and for the community to have some fun we contemplated organising a small Carnival in the Town on the 5<sup>th</sup> of September. We planned to take the necessary steps to ensure we would follow the social distancing rules and keep the footfall to a bare minimum. However, the risk assessments and other documentation that was expected from us by our stakeholders (Council, Public Health, and the Emergency services) made it impossible for a small KREC team to fulfil all their bureaucratic requirements. We therefore had no choice but to cancel the event for another year. There were a lot of disappointed people who felt this would have given the community something to cheer up but the pressure we were under meant that we couldn't go ahead. We sincerely hope Carnival 2022 will go ahead and be better than ever before.

### **Bike Across Cultures**

Regrettably, this event also had the same fate and it left many of our regular attendees both from Kingston and Richmond, very disappointed. Although we had considered doing something to mark the two cancelled events via social media this was not realistically viable.

### **Black History Month**

As in previous years KREC supported this event in the borough to celebrate Kingston's diverse cultural heritage to mark Black History Month in October 2021. There were a couple of good speakers, and a fair number of staff members attended the event.

### **Annual Cricket Match**

This annual event, KREC vs RBK took place on the 31<sup>st</sup> of July at 1.00 p.m. in Victoria Park. The weather was not great, but it didn't deter the many cricket fans/players from coming and braving the rain and having a good time. Her worshipful the Mayor Councillor Sushila Abraham and her Consort Dr Matthew Abraham who played for separate teams took the first bat/ball. Despite best efforts from both teams, rain hindered play and it was declared a draw.

### **Hate Crime Awareness week**

During the Hate Crime Awareness week in October KREC led a very successful project with leads and young people from 5 schools and much appreciated support



from Madam Mayor who attended all the sessions. It included presentations and sessions with groups of young people from various secondary schools having discussions, initially amongst their own cohort and then with mixed groups from different schools where they openly and honestly discussed/debated the issues of Hate crime and its's effects/consequences not only on young people's lives but the whole community. This awareness raising program gave the young people new learning and much food for thought. The feedback from the young people was so positive that the schools have asked if we could make this an annual event with different cohorts of young people. Please see the CEO's report for further details.

**Drop a Knife, Save a Life Campaign**

Sadly, Sophie Kafeero who set up the Derick Mulondo Foundation with support from KREC passed away. It's unclear whether the organisation would continue to address the issues of knife crime as the trustees had been struggling to sustain the running of the organisation.

**The Mayors Charitable Fund**

It was a real honour for Milaap to be chosen as one of the current Mayors charities alongside Anstee Bridge. Both organisations have been supported by KREC and it's been a pleasure helping Madam Mayor, with all the fundraising events to raise as much as we can for the two charities that are doing sterling work in the community.

We as trustees will continue to support John with as much day to day help as we can being mindful of the fact that our resources don't allow us to have extra staffing in the office. Lack of funds haven't distracted us from our aims and objectives of making a positive difference to make Kingston a fairer and just place to live and work in.

**Prabha Shetty  
Chair, KREC Project Board**

Chinese celebrations with Kingston Mayor





Visit by Kingston Mayor Cllr Sushila Abraham to the new Milaap Centre



Equality, Diversity and Inclusion conference school participants with Mayor Cllr Sushila Abraham

## **CHIEF EXECUTIVE OFFICER'S REPORT**

I have worked here at KREC for a number of years. This year has been as challenging as last year with the COVID-19 pandemic continuing to cause misery and everything that we regarded as normal being turned upside down. KREC's office for most of the year remained closed to the public except in very rare cases. I continued to work from the office but had to restrict access due to the risk exposed by COVID-19.

As we lurched from lockdown to lockdown what became clear was the extent to which COVID-19 exposed the level of inequalities which existed across sections of health and economic life.

Thousands of people from Black Asian and Minority Ethnic communities died in tens of thousands and highlighted how fragile certain communities were in spite of Equality legislation promoted to protect us all. A disproportionate number of those who died during COVID-19 continue to be from Black Asian and Minority Ethnic (BAME) communities. Some tangible explanation has been as to why these large numbers came from BAME communities. And they show that most were frontline workers who were exposed to the disease when very little was known about it at the start of the pandemic.

The past year saw Race Equality come to the fore. George Floyd, Black Lives Matter demonstrations and campaigns and organisations wanting to openly discuss Race Equality and Racism. Has anything tangible and strategic which will last happened? Not visibly, so far. But I am hopeful that we will have lasting change, soon.

## **ADMINISTRATION AND STAFFING**

The disruption caused by COVID-19 meant that KREC initially had to close its office until August 2021 and has had to depend on Volunteers from the Executive Committee and working remotely through virtual platforms such as MS Teams and Zoom to carry on administration functions and running of the organisation and the office. Chair of KREC Javed Rafiq, the Chair of the KREC Project Board Prabha Shetty, Treasurer of KREC David Skelton and I Ilanvovan have supported the office on a regular basis to keep the organisation running. Support has also been provided by Fleur Standing and Heather Buchannan all Executive Committee members of KREC. Continuing uncertainty and ongoing financial constraints has meant that I have had to deal with most cases of Hate crime with lots of input from Prabha Shetty. The non-existence of a Caseworker is a huge challenge particularly at a time when Hate crime is on the increase. A multiplicity of reasons continue to be given for the increases in Hate Crimes.

KREC was able to continue the work on Violence Prevention Project (VPP) due to a generous donation from one of Kingston's Charitable Trusts but the impact of COVID-19 meant that we had to depend on Volunteers rather than Consultant Mentors to work with young people and distract them from violence and the use of knives.

For the second year running KREC did not print the Festival of the Faiths Calendar due to low orders the previous year, the disruptions caused by COVID-19 and an inability to promote and publicise the Calendar. An electronic copy continues to be made available on the KREC website. There needs to be more work done to market and publicise the Calendar.

As a result of decisions made by Citizens Advice Kingston as they reorganised the delivery of their services due to COVID-19 KREC had to move its office from the third floor of Neville House to the ground floor. This added to our own disruption from COVID-19. We had to install a new broadband and a new telephone system. Time will tell how these new systems fit in with our revised services.

## **POLICY**

KREC's Executive Committee, its Volunteers and the staff team continue to work hard to meet the responsibilities of our aims and objectives:

- **to work towards the elimination of racial discrimination and associated inequalities;**
- **to promote equality of opportunity, and good relations, between persons of different racial groups**
- **to address the human rights and needs of all communities**
- **to carry out these objects in Kingston and the surrounding area herein after known as the Council's "area of benefit".**

KREC has continued to collaborate with the Royal Borough of Kingston (RBK). We again came together in stating that Racism and discrimination was unacceptable anywhere in the world and will not be tolerated in Kingston.

KREC continued to take responsibility of the Black Livers Matter initiatives "Let's Talk About Race (Equality)" events bringing together expert Panellists to speak on a number of varied topics. These events have been Co-Chaired by KREC and RBK. The "Let's Talk About Race" Panel events dealt with different areas but especially areas which were parts of the Protected Characteristics of the Equality Act 2010. Our most recent event was around the take up of vaccination within Black African and Black Caribbean communities. We plan to organise future events.

RBK has completed the review of its Equalities and Inclusion Strategy. Whilst this a great development the current Equality Officer has left RBK due to ill-health and we are uncertain what is going to happen. Schools through Achieving for Children developed and organised a Racial Justice course with KREC input and this will be delivered throughout the coming year to schools in Kingston and Richmond who have registered to undergo the course. KREC delivered the first course.

## **COVID-19**

KREC has continued its work on COVID-19 due to disproportionate impact it has had on Black Asian and Minority Ethnic communities. We look to understand how COVID-19 has shone a light on inequalities in health and wealth thereby causing an uncomfortably high number of people to be affected by COVID-19 in the BAME communities. We are equally challenged by the level of vaccine hesitancy within BAME communities compared to the majority population and we are working with Partners to help educate and explain the need for vaccinations to protect and save lives.

As a result we organised our most recent COVID-19 events on "Black African and Caribbean residents in Kingston - Building Vaccine Confidence with African and Caribbean Communities" on 28th October 2021" as a direct response to Vaccine Hesitancy in the community and to encourage BAME communities to take up

vaccination. We felt it was important to ensure that BAME communities were given every opportunity to ask questions about the vaccines and to make sure that we did not leave communities vulnerable to catching COVID-19 by not getting the appropriate information.

COVID-19 affected our Communities Engagement projects and how we work with wider communities. Regardless of that a number of workshops and activities including an Equality Diversity and Inclusion conference took place during National Hate Crime Awareness Week (NHCAW) 2021. We held workshops in schools raising awareness and distributing information.

## **CASEWORK**

As we move to open up our service to welcome people back to do face to face sessions to unpredictable nature of COVID-19 means that most people are unsure if they want to take up our face to face Hate Crimes services. Most victims seem to want an online and telephone service. My fear is this would negatively affect victims of Hate Crimes who lacked confidence but needed our services. I feel we are not able to provide the tailored one-to-one empathetic service that our clients were used to because of the fluctuating and uncertain nature of COVID-19 at present. The only reassurance so far is that most victims have come to accept that we can provide a near-similar service on the telephone and most victims continue to seek support and advice from us. I need to emphasise that we are working hard towards a face to face service if COVID-19 allows it to happen.

At the start of COVID-19 Hate Crime numbers went up dangerously. I should not have been surprised that the racist haters did not go away because of the disruption caused by COVID-19. They either moved online because they had to stay at home or found new victims. The Chinese and South Asian communities were worried and surprised by the Hate and attention they received. We have worked with organisations such as the Kingston Chinese Association to raise awareness on Hate Crimes and support victims especially those experiencing Hate for the first time in their lives. We work with the Kingston Chinese Association to provide them with support, advice and counselling and to encourage them to report incidents to the Police.

## **FUNDING AND FUNDRAISING**

There was a lot of uncertainty at the start of the financial year with KREC and other Voluntary and Community Sector (VCS) organisations not sure about what was happening on funding. The RBK comprehensive Commissioning review was interrupted by COVID-19. RBK took note of concerns expressed by the VCS and KREC's funding as well as most VCS organisations was renewed with a stand-still fund of £39,000 and extended to March 2023. The funding review of the VCS funding is now projected to be completed in October 2022 and for a funding/Commissioning framework to be put in place for the 2023/2024 financial year. We have continued to work to an annual agreed set of outcomes and we continue to refine these to fit in with the reduced funding and this changed way of working.

KREC and RBK continue to maintain a close working relationship and RBK continues to support KREC's aims and objectives. We have worked successfully on a number of strategic projects, activities and partnerships this year.

KREC has continued working with the Home Office and the Ministry of Housing Communities and Local Government to develop a National Race Equality Alliance project to tackle Race Hate which is the largest percentage of Hate Crimes reported to Police. We continue to work hard to bring in funding from all sources.

My sincere thanks to our RBK Commissioners Francis Arokiasamy who has had to retire this year due to ill-health and Kate Leyland who replaced him and has continued to monitor and review the work of KREC through the RBK Commissioning process.

## **CONSULTANCY/ TRAINING/ CONFERENCES**

### **Kingston Hate Crime Action Group**

KREC has used the Hate Crime Action Group to try to energise organisations who take reports of Hate Crime but are reluctant to refer the victims to KREC. The Hate Crime Action Group has met a very limited number of times virtually due to restrictions of COVID-19 to continue to monitor work done with victims of Hate Crime. There is a long way to go to sort out systems of referrals of victims from all agencies to KREC. We continue to work with Police who receive a majority of the reports from victims but no progress has so far been made to start referring cases to us.

KREC collaborated with Multicultural Richmond (formerly EMAG) to hold a Virtual Hate Crime conference within the Met Police SW BCU Area of Kingston, Richmond, Wandsworth and Merton on 28<sup>th</sup> April 2021 to raise awareness and to encourage reporting. Feedback was very positive with requests to have more Hate Crime awareness raising events within these boroughs.

## **PARTNERSHIPS**

KREC maintained work with Multicultural Richmond on various projects. This year's Bike Across Cultures organised between KREC and Multicultural Richmond had to be cancelled due to COVID-19. Multicultural Richmond Director Ravi Arora, Chair Allen Warren, Prabha Shetty and Javed Rafiq from KREC and other Volunteers however worked hard to support a Hate Crime conference within the Met Police SW BCU Area on 28<sup>th</sup> April 2021. We have agreed to continue future collaboration on projects.

The positive work with Kingston University has grown and I have maintained relationships on various fronts within the University. I contributed to the annual session of working with Dr Peter Garside and giving a presentation to students on the Urban Design course and attending their virtual projects awards ceremony. I continue to work closely with Prof Sylvie Collins-Mayo Head of Criminology and Prof Raju Cinpoes, Head of Politics to promote joint projects with the University. Prof Evanthia Lyons Head of the School of Law, Social and Behavioural Sciences and her colleague Dr Hannah Miller have left the University through re-organisation. They are crucial contacts whose departure will be a loss to KREC.

I have continued as a Governor with South Thames College Group/Kingston College. The Chair of Kingston College Governors Rob Foulston, Principal/CEO Peter Mayhew-Smith and his colleagues Deputy Principal Mike Tweedale, and Julia Murphy, Staff Governor have supported KREC in a number of ways and have positively supported Hate Crime and Race Equality work. I continue to contribute to the College's Race Equality Forum, Safeguarding Policy and sit on its Health and Safety and



Covid-19 Building Vaccine Confidence event for African and Caribbean Communities



Drop a Knife Save a Life mural unveiling event

Safeguarding Committee. I am also now the link Governor on Race Equality at South Thames College Group/Kingston College.

## **COMMUNITY DEVELOPMENT/ COMMUNITY INVOLVEMENT**

Kingston Carnival 2021 had to be cancelled again due to COVID-19. KREC had hoped to organise a small Carnival to inform Kingston's communities that we were still here but the demands for paperwork became too much to handle. We are hoping to come back bigger and stronger in 2022. Kingston Carnival continues to be the biggest and best celebratory festival in this region.

I worked with local communities attending mainly virtual meetings, giving talks to organisations such as the Rotary Clubs in Kingston and New Malden and schools seeking to work on Race Equalities and Human Rights, Engagement and Cohesion, Faith and Religious belief issues and Black Asian and Ethnic Minority and Refugee participation.

I have maintained working with a number of organisations in Kingston and the surrounding areas. These include Milaap Multicultural Centre who have had to adapt their services drastically because their centre closed due to COVID-19 and they had to run a food delivery service from the kitchen of KingsGate Church every Monday to help their members cope through the lockdown. Milaap Centre has this year got a new venue at Kings Oak Centre, New Malden and have settled in quickly sharing the premises with the Korean Elders Group. Kingston Chinese Association (KCA) have continued to work with KREC to deal with the increased Hate Crime attacks and abuse directed at the community due to COVID-19. Natural Health Awareness Association (NHAA), Citizens Advice Kingston, Global Arts Kingston (GAK), Muslim Association, Institute of Tamil Culture, Refugee Action Kingston and many more have continued to work virtually. The Chair of GAK, Mike Thakar, KCA Chair Clinton Choi have made it possible for me to be involved. The Chair of Milaap Prabha Shetty has been very helpful and always very supportive and spent lots of volunteer hours supporting KREC and me.

## **LIAISON WITH OTHER GROUPS**

COVID-19 has highlighted the crucial role played by the Voluntary and Community Sector (VCS). I have played an active role in advocating on behalf of the Kingston VCS. I am a member of the Voluntary Sector Forum and the Chief Officers Network and I actively participate in virtual meetings and help to sustain the important role played by Voluntary organisations in Kingston.

I have worked with other voluntary organisations to promote best practice and develop meaningful networks which help support our clients. These included Kingston Voluntary Action through Jill Darling and Sanja Kane, Pippa Mackie Chief Executive of Citizens Advice Kingston and her colleagues and Jason Lamont from Kingston Centre for Independent Living.

Work on education has been dealt with through South Thames College Group/Kingston College, Kingston University, Tolworth Girls School, Southborough High School, Coombe Girls and Coombe Boys, Richard Challoner School, Holy Cross School, Chessington School, Kingston Academy and other secondary and primary schools in the borough. My special thanks to Siobhan Lowe, Headteacher and Owen Rhead, Head of Sixth Form at Tolworth Girls, Niall Smith Headteacher and Amanda Taylor Equalities Lead at Southborough High, Cedric Fromageot at Richard Challoner



School and Sophie Cavanagh at the Kingston Academy School for their unwavering support for KREC's work and me.

## **SPECIAL PROJECTS AND EVENTS**

Without doubt one of the most impacted areas of our work due to COVID-19 is the special projects we organise and run. Kingston Carnival 2021 which enables KREC to work in Partnership and to collaborate with numerous organisations and communities inside and outside of Kingston were all frustrated this year. We had to cancel our signature event Kingston Carnival 2021 which would have celebrated its twenty first anniversary this year. Bike Across Cultures 2021 which we set up but now organise in Partnership with Multicultural Richmond in Richmond Park had to be cancelled too because we did not want to bring communities together and make them vulnerable. Violence Prevention/Knife and Violent Crime: KREC funding from the Violence Reduction Unit (VRU) from the Mayor of London's Office to run a Violence Prevention Project (VPP) was suspended due to COVID-19 and funding running out. KREC however had some generous donations from charitable funders in Kingston so we will continue to develop relationships with the young people we recruited into the project and school students. The VPP Sub Committee was chaired by Heather Buchannan and again the project was constrained by COVID-19 restrictions.

## **ACKNOWLEDGEMENTS**

The Chair of KREC Javed Rafiq has maintained his passion about KREC's work and his dedication and support for all KREC's projects and me. His hard work, enthusiasm and commitment has been very generous and we have spent a lot of time together on virtual platforms making sure KREC delivers its aims and objectives. Dr John Farmer (Vice Chair), David Skelton (Treasurer), Andrew Bessant and Prabha Shetty have worked very hard with the Chair and as the KREC Finance and General Purposes Committee to keep financial and management control on funds and allowed me to extend deadlines for submitting any paperwork. They in turn helped keep KREC financially and corporately viable. Their scrutiny, attention to detail and unquestionable skills have ensured that KREC continued to make the right choices as a strategic organisation in Kingston, regionally, nationally and internationally.

A very special thanks to Prabha Shetty, David Skelton, Javed Rafiq and Fleur Standring, Heather Buchannan, Ilancovan and Andrew Bessant, who have tirelessly and selflessly helped in the KREC office to ensure the work has continued. KREC and I want to thank them sincerely for all they have done for the organisation despite the COVID-19 restrictions.

All my work throughout the year with this raging coronavirus pandemic would not have been possible but for those who helped me to manage, retain my sanity and sense of humour and deliver the programme. There are just too many to mention. But a few deserve a mention. The Mayor Cllr Sushila Abraham attended a number of face to face as well as virtual events at which I was also present. Due to COVID-19 the monthly Citizenship ceremonies have not taken place. Ian Thomas CBE the CEO of RBK, Chief Superintendent Lis Chappel and South Thames College Group CEO/Principal Peter Mayhew-Smith have made some difficult circumstances manageable.

My very sincere and special thanks to Javed Rafiq, Prabha Shetty, David Skelton, Ilancovan and Fleur Standring who have without a doubt ensured that I always had

the bigger picture in sight and planned for the future. Their contribution throughout the very difficult and unpredictable year as in past years has been enormous especially at times when financial and staffing challenges have been overwhelming. Without them I would not have managed to get through the numerous virtual meetings, difficulties of not being techy savvy and a desperately challenging but rewarding year.

This year we made inroads into more schools – Tolworth Girls School working very closely with the Headteacher Siobhan Lowe and Head of Sixth Form Owen Rhead who hosted all KREC’s virtual Education and Youth Sub-Committee meetings, Southborough High School working with Niall Smith, Headteacher and Amanda Taylor, Lead Practitioner in Science, Technology, Engineering and Mathematics (STEM), Cedric Fromageot at Richard Challoner, Deputy Headteacher at Holy Cross School Tracy Newman and Sophie Cavanagh, Headteacher at The Kingston Academy. All Teachers and their Head teachers Siobhan Lowe and Niall Smith have shown that it is possible to have a positive working relationship with schools and I am trying to grow this area of our work once COVID-19 is over.

A very special thank you to Dr Kathryn Kashyap Head of School Improvement Adviser (Diverse Ethnic Achievement and PPG) at Achieving for Children (AfC) and her colleagues Dr Elise Kitson and Dr Jennie Sines Educational Psychologist at AfC who have continued to Champion Racial Justice in Kingston for schools.

I have continued to work with RBK Leader Cllr Caroline Kerr who has shown her strong commitment to fighting Racism with the Black Lives Matter by ensuring the BLM Flag was flown over the Guildhall again this year. We are also working with the Deputy Leader Cllr Tim Cobbett who has chaired the Kingston Community Task Force. We applaud their commitment to KREC.

My passion, enthusiasm and love for Kingston has continued despite COVID-19 and I am keen to return to the situation where our clients come back to our office, hold and cuddle our loved ones, feel safe in the company of others and feel comfortable in a crowd. The people who really care about the Royal Borough have helped me to survive COVID-19. I am proud of the work we do in Kingston. The people who help make this borough the best place to live and work outnumber those who make it difficult. It continues to remain a privilege to be given the chance, opportunity and the support of people who have such strong commitment, passion and dedication to Equality and Human Rights. It continues to be an honour to serve and work at KREC and to continue to help make this world a better place for all despite the disruptions of COVID-19.

**Dr John Azah OBE**  
**CEO**



Korean Fair participants



Walk in Richmond Park in aid of Kingston Mayor Charitable Fund

## **EQUALITIES OFFICER'S REPORT**

This is another year when the Annual General Meeting Race and Equalities Casework report is really difficult to write because COVID-19 interfered with the way victims are treated and this has distorted the way data and cases are normally recorded and monitored. Hate Crimes have increased throughout the COVID-19 period and this has caused a lot of pain and stress in all communities but especially in Black Asian and Minority Ethnic communities. It was more challenging to see Hate Crimes directed at the communities who did not directly suffer abuse in the past. KREC has no funded Caseworker to take on the increased work. We however have continued to prioritise victims suffering Hate Crimes and Incidents. This work should be funded with a full time Officer. We continue to campaign for Race Equality and Race Hate Crime to be considered a priority to attract funding for this area. Despite these funding difficulties KREC has continued to provide support for all cases who come through to KREC or are signposted to us for help.

We have continued to deal with an increasing set of complex cases. We ensure that no one is ever turned away. Work with other advice giving agencies such as Citizens Advice Kingston (CAK) have continued and we have an information sharing arrangement through the Kingston Information and Advice Alliance (KIAA). We have seen huge changes in the number of people who have self-referred themselves due to COVID-19 and the increase in Race Hate crime nationally is due mostly to COVID-19. KREC's Hate Crime Action Group work has been disrupted by COVID-19 but we continue to campaign to get referrals from Kingston Police and other Statutory agencies such as the Local Authority, Housing Associations and Voluntary Sector organisations in Kingston. Progress has been maintained with Kingston College, Kingston University, Tolworth Girls School, Southborough High Schools, Richard Challoner, Coombe Girls and Boys Schools and Holy Cross School. Casework will continue to be an important part of KREC's work and the lack of appropriate resourcing highlights our challenges and accentuates the total dissatisfaction victims have with responses and services from some Statutory and Voluntary Sector organisations and Housing Associations.

### **Casework**

There were a total of 303 recorded cases by KREC throughout last year. Some of these developed into cases in addition to those cases that were reported at the last AGM. The ethnic and gender breakdown of our casework clients is as follows:

#### **Other Monitoring Information**

Disability	21
Female	108
Male	96
Families	33
Not indicated	45

<b>Asian</b>		<b>Mixed</b>	
Indian	30	White and Caribbean	6
Pakistani	19	White and African	3
Bangladeshi	12	White and Asian	3
Asian - other (Sri Lankan)	20		
Asian - other (Mauritian)	4	<b>White</b>	
Asian - other	23	English	15
		Welsh	2
<b>Black</b>		Irish	9
Black Caribbean	31	Scottish	2
Black African	22		
Black Other	21	<b>Any other Background</b>	
		German	1
<b>Chinese</b>		Polish	8
Chinese	15	Greek	2
		Portuguese	2
<b>Not Stated</b>	18	Ukraine	2
		Iranian	3
<b>Korean</b>	16	Turkish/Syrian	7
		Iraqi	4
		Kurdish	1
		Bulgaria	2

### Areas of Casework

The work covered as Casework provides support to all clients who made contact to use KREC's services. We listen, advise, advocate, counsel, mediate and offer support, on Hate Crime and Hate Incidents, discrimination of all forms, harassment, victimisation, bullying etc. We help write complaint and appeal letters, taking statements, facilitating and mediating between different parties who disagree on issues and working with partner and other agencies to bring about solutions. KREC helps raise awareness on all the above and other issues. We come across a large number of people with different Protected Characteristics who do not realise they can exercise their rights in these circumstances. Others are not aware they can use our services or worse still of KREC's existence. Most of our casework was done on the telephone or virtually this year. This has frustrated a lot of victims who feel they are being denied justice and are losing out to the Racists.

### Employment

KREC has continued to deal with a small number of cases of employment discrimination since the changes in Equality legislation but the lack of staff capacity means we have only dealt with a very limited number of Employment Tribunal cases. Most people refer themselves directly to KREC and others from agencies both Statutory and Voluntary Sector. KREC provides advice advocacy and support services to these clients. We write letters to their employers, write grievance letters or responds to disciplinary complaints, etc. KREC has also developed a good working relationship with Citizens Advice Kingston and other referral agencies such as South

London Law Centres and works to refer clients between agencies or sign posts them to others around the region. Our Employment Tribunal cases are at a disadvantage because we are having to represent client against Respondents who have very qualified and experienced lawyers and puts our clients and us at a disadvantage. COVID-19 means that cases are heard through virtual platforms.

**Education**

KREC has worked with a number of Secondary schools, pupils and parents. We are slowly developing relationships with a number of schools where pupils have been harassed and bullied by other pupils. Some schools have referred pupils and others have approached KREC themselves or their parent contacted us. There is usually a difficulty satisfying parents and harassed pupils where the perpetrators appear not to have been given the appropriate sanctions and that the school seemed not to have supported the victim adequately. Since the recent AfC Racial Justice conference a number of schools have asked for support from KREC.

Casework has sometimes helped KREC to work on projects such as the VPP project with schools with some of the victims playing key roles in educating the perpetrators or their peers.

**Hate Crimes**

Casework continues to be a key strategic part of our work. KREC has worked on many Hate crime cases throughout the years. A majority continue to be Race Hate crime. KREC also continues to work hard to increase the awareness of clients with other Hate Crime Protected Characteristics and provide support for these groups or individuals. Cases involve social housing tenants, owner-occupiers, leaseholders, rented housing etc. Social housing tenants tend to be the majority and we manage these by working with the Local Authority or Housing Association.

We have dealt with a lot of cases which authorities feel are “minor” incidents but are regarded as persistent harassment between private owner-occupiers. These cases are complex and difficult to address, as there is usually no hard evidence such as witnesses, forensic evidence or CCTV footage to use to support complainants and tackle or prosecute perpetrators.

Milaap Centre meals on wheels distribution of food to members during covid-19 lockdown





John Azah with Stormzy to seek his support for Drop a Knife Save a Life campaign

## Hate Crime Action Group

Victim Advice, Support, Advocacy, Counselling, Mediation Services

### HATE CRIME SERVICES

Kingston Race and Equalities Council (KREC) works to provide free help, assistance, advice, support, advocacy, counselling and mediation service to victims of Hate Crimes or Hate Incidents in Kingston and its surrounding areas.

A Hate Crime is a criminal offence that is motivated by prejudice. It is an act of hostility against someone because of their personal characteristics such as Race, Age, Gender identification, Disability, Religion or Belief, Sex, Sexual Orientation.

### HATE INCIDENT SERVICES

A Hate Incident is an act of hostility towards someone based on their personal characteristics which does not constitute an offence but nevertheless the victim or witness perceives it to be hate motivated.

Hate Crimes and Hate Incidents should be reported to the Police.

A victim or a witness to a Hate Crime or a Hate Incident who perceives it to be taking place can positively take action to stop it by reporting it or helping the victim.

If you have been a victim or witnessed a Hate Crime  
Phone for free help on 020 8547 2332 or Drop-in from 10.00am to 5.00pm



Where to find us:  
Meville House  
3rd Floor, 55 Eden Street  
Kingston, KT1 1BW

@krec2016 @kingstonREC  
T: 020 8547 2332  
E: info@kingstonrec.org  
W: www.kingstonrec.org



**Stop HATE CRIME! Why Me?**

Physical Assault  
Discrimination  
Verbal Abuse  
Threats  
Harassment

If you have been a victim or witnessed a Hate Crime  
Phone for free help on 020 8547 2332  
or  
Drop-in from 10.00am to 5.00pm



Kingston Mayor at the Korean Fair



Drop a Knife Save a Life mural unveiling event



Onam festival celebrations supported by KREC and Kingston Mayor



Opening of Stephen Lawrence suite at Hendon Training College with Dr Neville Lawrence, Asst. Commissioner Helen Ball and Clive Driscoll



## **EQUALITY MONITORING FORM**

### **EMPLOYMENT**

KREC's Equal Opportunities Policy requires a report on the implementation of this policy within the employment, service delivery and management of the organisation.

### **SERVICE DELIVERY**

The way we deliver our services and who accesses these services are monitored to ensure that we are reaching communities and that the team delivering these services reflect the community we serve.

The KREC Consultancy Training and Conferences worked with Advisors from other agencies and continued to temporarily employ two Consultants: White British women. They were assessed by members of the Human Resources/Personnel Sub-Committee before recruitment.

### **EXECUTIVE COMMITTEE**

#### **Gender**

**Male: 9      Female: 5**

#### **ETHNIC ORIGIN**

Asian	3
Black African	1
Black Caribbean:	0
Chinese	1
White	8
Irish	0
Mixed Race	0
Korean	1
Other	0
<b>TOTAL</b>	<b>14</b>

## **Partnerships and Networking**

Multicultural Richmond: Executive Committee Member

South Thames College Group/Kingston College: Governor

Kingston Safer Neighbourhood Board

Kingston Chief Officers Network

Kingston Interfaith Forum: Member

Kingston Police: Chair Independent Advisory Group

Kingston Hate Crime Action Group

Kingston Hospital Equality, Diversity and Inclusion Committee

Metropolitan Police: Vice Chair Independent Advisory Group

Metropolitan Police: Knife and Violent Crime Prevention Group

Metropolitan Police: STRIDE/External Advisory board

Ministry of Housing, Local Government and Communities: Hate Crime  
Independent Advisory Group

Home Office

National Police Chiefs Council: Race, Religion and Belief Strategy Group

RBK Kingston Strategic Partnership

RBK: Safer Kingston Partnership Forum

RBK: Equalities Forum

Richmond Hate Crime Forum

Kingston BAME&R Forum

Runnymede Trust Race Equality Scorecard Network

Voluntary and Community Sector Forum

Kingston Information and Advice Alliance

Advisers Working Together Board: Trustee

Achieving for Children Racial Justice working party

**KINGSTON CARNIVAL 2013**  
WITH SPECIAL GUESTS: MAYOR OF KINGSTON & NOW COMMISSIONER OF JAMAICA

**Sunday 1 September**  
 FROM 12 NOON TO 7PM

**DIFFERENT COMMUNITIES. MANY CULTURES. ONE KINGSTON!**  
 High St., Market Place, Memorial Gardens & Rose Theatre  
 Procession starts at Guildhall @ 12 noon

... HEADLINING ... **DAVID 'RAM JAM' RODIGAN** ...  
 LEGEND OF THE UK REGGAE SCENE! MAIN STAGE, MARKETPLACE

VISIT [KINGSTONREC.ORG](http://KINGSTONREC.ORG) OR CALL 020 8547 2332

**KINGSTON CARNIVAL 2015**

**Sunday 6 September**  
 FROM 12 NOON TO 7PM

**COMMUNITIES TOGETHER ... CELEBRATING CULTURES**  
 High St., Market Place, Memorial Gardens, All Saints Church & Rose Theatre  
 Procession starts at Guildhall @ 12 noon

... FEATURING ... **MUSIC FROM ACROSS THE WORLD** ...  
 REGGAE, SOCA, BHANGRA, JAZZ, FUNK IN THE MARKET PLACE

VISIT [KINGSTONREC.ORG](http://KINGSTONREC.ORG) OR CALL 020 8547 2332

**KINGSTON CARNIVAL 2016**

**Sunday 4 September**  
 FROM 12 NOON TO 7PM

**ENABLING COMMUNITIES ... CELEBRATING DIVERSITY**  
 High St., Market Place, Memorial Gardens, All Saints Church & Rose Theatre  
 Procession starts at Guildhall @ 12 noon

... FEATURING ... **MUSIC FROM ACROSS THE WORLD** ...  
 REGGAE, SOCA, BHANGRA, JAZZ, FUNK IN THE MARKET PLACE

VISIT [KINGSTONREC.ORG](http://KINGSTONREC.ORG) OR CALL 020 8547 2332

**KINGSTON CARNIVAL 2017**

**Sunday 3 September**  
 FROM 12 NOON TO 7PM

**UNITING COMMUNITIES. MAKING FRIENDS. HAVING FUN.**  
 High St., Market Place, Memorial Gardens, Eden Sq., All Saints Church & Rose Theatre  
 Procession starts at Guildhall @ 12 noon

... FEATURING ... **MUSIC FROM ACROSS THE WORLD** ...  
 REGGAE, SOCA, BHANGRA, JAZZ, FUNK IN THE MARKET PLACE

VISIT [KINGSTONREC.ORG](http://KINGSTONREC.ORG) OR CALL 020 8547 2332

**KINGSTON CARNIVAL 2018**

**Sunday 2 September**  
 FROM 12 NOON TO 7PM

**CELEBRATING ARTS/CULTURE WITH ALL COMMUNITIES**  
 High St., Market Place, Memorial Gardens, Eden Sq., All Saints Church & Rose Theatre  
 Procession starts at Guildhall @ 12 noon

... FEATURING ... **MUSIC FROM ACROSS THE WORLD** ...  
 REGGAE, SOCA, BHANGRA, JAZZ, FUNK IN THE MARKET PLACE

VISIT [KINGSTONREC.ORG](http://KINGSTONREC.ORG) OR CALL 020 8547 2332

**KINGSTON CARNIVAL 2019**

**Sunday 1 September**  
 FROM 12 NOON TO 7PM

**COMMUNITIES TOGETHER PROMOTING UNITY CELEBRATING CULTURES**  
 High St., Market Place, Memorial Gardens, Eden Sq., All Saints Church & Rose Theatre  
 Procession starts at Guildhall @ 12 noon

... FEATURING ... **MUSIC FROM ACROSS THE WORLD** ...  
 REGGAE, SOCA, BHANGRA, JAZZ, FUNK IN THE MARKET PLACE

VISIT [KINGSTONREC.ORG](http://KINGSTONREC.ORG) OR CALL 020 8547 2332



**KINGSTON CARNIVAL**

Kingston  
 Carnival

# KREEC



Kingston Race and  
Equalities Council