



The Tutu Foundation (UK)

Newsletter Winter/Spring 2012



Working with Britain's 'unheard': the Tutu Foundation's response to the 'riots' of 2011.

Explanations for the so-called 'riots' in the UK in the summer of 2011 have been varied. Some – particularly the formal institutions of law and order, much of the right wing press and political comment – simply dismiss them as the acts of wantonly criminal youth, intent on looting and destruction. Some say they were the work of criminal gangs. Others prefer to point to the social and economic exclusion of many of those involved, arguing that this was a form of spontaneous retaliation for the policies of governments which have consistently allowed the rich to exploit and law and become richer whilst the poor get poorer; many of those who arrived 'late to the party' may well have been driven opportunistically to become involved after others had done the initial damage.

Yet others suggest that the riots had a racialised origin, pointing to attacks by minorities on white properties or vice versa. What is clear at a distance is that there is no single explanation and that these varying suggestions may indeed all be true in some part, at different times and for different groups. No less a person than Martin Luther King suggested many years ago that 'riots are the language of the unheard' – and if there is any one thing linking the vast majority of those involved (many of whom had no previous criminal record) it is that they might regard themselves as 'unheard': i.e. that they had no formal political means for expressing their views. Their experience has been that formal political parties take no account of them, a view which becomes reflected in the steadily declining figures for voter turnout at both local and national levels, especially amongst the young. In this sense, the failure of successive governments seriously to respond to the needs of young people is aptly captured by WBYeats:

**Things fall apart, the centre cannot hold
Mere anarchy is loosed upon the world**

One million young people (more than 20% of all young people) under the age of 25 are now unemployed, faced with a future of alienation, poverty and conflict, often racialised in its form. What can be done to halt this situation, to help young people from differing ethnic backgrounds work together and with adults from their communities to achieve a voice and use it to demand fair treatment from the political and economic system? This is where the Tutu Foundation UK comes in with its programmes of community work with disaffected young people, based on the concept of ubuntu, a recognition of our common humanity and interdependence.

At the Tutu Foundation UK, we work in areas which are most likely to be those where young people have already faced a life characterised by poor housing, high unemployment levels, poor health, low educational attainment, and poverty. We don't expect to turn things around overnight but we do want to give these young people some sense of hope, a recognition that they are not largely responsible for the difficulties they face, and some ability to voice their own concerns and anger in a constructive way to those in power so that their lives can begin to change for the better.

Professor Gary Craig

Tutu Foundation UK
October 2011

Professor Gary Craig, B.Sc., Dip. Ed., Dip C.W., PhD, AcSS, FRSA is an active Trustee of the Tutu Foundation UK; he is also Professor Emeritus of Social Justice at the University of Hull, Joint Head of the Centre for Social Inclusion and Social Justice and Associate Fellow, Wilberforce Institute for Slavery and Emancipation, where he has led the team working on issues of modern slavery. He is also Visiting Professor at the University of Durham and Associate Fellow at the Third Sector Research Centre, University of Birmingham.

Working to Tackle Health Inequalities, through an Ubuntu Driven Approach

The Tutu Foundation UK, was proud to launch a new programme of personal and community development work (14 December 2011), in the health sector. The launch of this work coincided with the anniversary of the birth of the martyr Steve Biko, who was a former medical student who campaigned for fairness and justice for all in South Africa during the Apartheid years.

This new work, which will help tackle health inequalities and promote conflict prevention techniques to improve

patient experience and care, will be delivered with a range of partners including: the Institute of Training and Occupational Learning (ITOL), Just Resources and Regents College, the leaders in the field of training in transformative mediation. This work has been made possible with the vision and support of the NHS Institute Breaking Through Programme, which is led by Yvonne Coghill, OBE. Yvonne shares an overview of BT with us below:

Bethel Bongo Tutu Foundation UK



Leadership for Equality Collaboration

The Objective of the leadership for Equality work stream of the new NHS Leadership Academy is “to develop NHS leadership which is inclusive, reflective of the communities we serve and the workforce we lead and which systematically removes barriers to participation in leadership for talented people from all backgrounds, ensuring everyone counts”

The purpose of the L4E strategy is to secure leadership for the NHS which will; command more confidence and commitment from the general public and staff; be more sensitive and in tune with the needs of local populations and better able to address health inequalities and deliver services appropriately tailored to need; ensure the NHS is the employer of choice for the populations we serve, attracting and retaining the most talented staff and engaging a wider range of perspectives, voices, knowledge and

expertise; act as a driver for innovation, releasing untapped talent for quality, improvement and productivity.

The strategy recognised that: -

- Addressing leadership inclusion is part of a much wider challenge about inclusivity and diversity within the NHS, in employment and service provision, and part of the broader challenge of creating a society in the UK which treats people fairly, affords everyone equal opportunity, and values everyone's unique talents.
- Attempts to make change are littered with previous initiatives designed to improve representation at senior levels of underrepresented groups. The majority of these have been focused on developing the skills and capabilities of those from underrepresented groups in an attempt to support them to break through the glass or brick ceiling.
- Few initiatives have realistically attempted to address the systemic underpinning assumptions of those in positions of authority which continue to set the tests which encourage those from different backgrounds to opt out or to be debarred from senior position.
- Experience, research and evidence confirms that delivering inclusive leadership is complex, and requires a more systemic and strategic approach to inclusion which changes, mindsets, culture and behaviour as well as processes and policies, particularly governance and accountability.
- Sustainable action is needed which engages all the NHS rather than focusing just on underrepresented groups, and which seeks to integrate inclusion principles into all leadership and leadership development.
- Only taking action at national level which is appropriate such as signalling what is important, setting the tone, modelling the way, enabling action at local level,

Working to Tackle Health Inequalities, through an Ubuntu Driven Approach (continued)

With this in mind work has taken place on two fronts, (1) shifting the thinking of existing senior leaders so that they actively create the climate where different leaders can come through and flourish and generate a demand for difference.(2) continuing to stimulate the talent pipeline through investment in action such as coaching, mentoring, networks, bursaries etc to encourage and develop different leaders This has included working with Boards and

whole organisations, helping to define what inclusive leadership looks like and drawing together resources about what works for use by others.

The exciting project we are about to embark on in partnership with the Tutu Foundation meets both the above priorities, In working closely with an organisation like the Tutu Foundation we will be attempting to shift the thinking and mindset of senior leaders about the importance of the work of

BME staff in the NHS and community based organisations like the Tutu Foundation. It also works by continuing to support the development of talented BME staff, enabling them to give a high quality service to patients inside the NHS and to the communities from which some of them come.

Yvonne Coghill OBE RGN RMN

National Lead

Breaking Through

Reel to Real – our pilot work in Newham and Westminster

Reel to Real was developed by the Tutu Foundation UK as a pilot project, to help us model new ways of taking Conversations for Change – further into local communities. For some time the Tutu Foundation UK team had been wanting to develop a C4C approach that not only provided a means of including young people, but also helped provided another vehicle for improving the speaking and listening skills of the young people we work with.

The perfect opportunity to take forward a pilot came in July 2011, when Wilton Pictures brought a group of young people from Soweto to display their photographs at the Oxo Gallery. The Sowetans had been trained in photography skills in South

Africa and we could see direct correlations between the experiences of young people from Soweto and the groups we work with in the UK. The groups shared a lack of economic opportunities, stereotyping by older community members and similar transformations in their communities caused by the football World Cup (South Africa 2010) and the Olympic Games (Newham 2012).

The programme ran successfully in July 2011 in Newham with young people from Soweto, Newham and Southwark. It ran again in Westminster in October 2011, again in response to particular circumstances, but in partnership with: three local High Schools, Youth Services, Diocesan Youth Team, local community groups.

Tutu Foundation received funding to deliver Conversations for Change in Westminster from Westminster Abbey and the Paul Hamlyn Foundation.

In Newham the age range was 16-21, in Westminster 15-18 (School years 11-13). We are also very grateful for the support given to us by Reverend Jane Hedges Canon of Westminster, who not only made time to meet our C4C participants, but provided us with training and meeting room space.

We are also grateful to Denise Barrows of the Paul Hamlyn Foundation, who provided us with practical resource and research material, which helped us shape both our thinking and this pilot.

Participants in the programme are supported from the outset of Reel to Real Project to understand and explore the concept of ubuntu and one of the first things that we ask participants to do is share experiences. We then move to setting ubuntu challenges (which come from the participants) and when they come to shoot and edit their films (usually a stressful process for film-makers of all ages!) the facilitators encourage the participants to explore what it would look like to go on this journey in an ubuntu way.

We would like to extend our work on Reel to Real – but to take what we have learned from a Pilot into a sustainable project will take new funding. We would welcome any ideas for funding, or donations to support our much needed work with young people.

Our four Reel to Real to films can be found on You Tube and of course our own website.





The business case for the continuation of Reel to Real

Positives

Quickly empowers young people, as well as those who work with young people and helps them understand how to address conflict in their lives and local community.

Gives young people a supportive environment to develop their voices and build their confidence. Provides a new approach for people working with young people who are supporting young people to develop their voice.

Meets the needs of funders and local groups looking for engaging work focused on supporting and developing the confidence and talents of young people.

Small core group enables all participants to have the space to grow and express themselves. Enables and empowers small group to disseminate work and Ubuntu to peers through diverse means.

The finished video project acts and excellent tool to engage partners – and potentially funders.

Broadens the portfolio of Tutu Foundation UK and enables the foundation to apply for different funding streams.

Negatives

Potential high financial cost due to necessity of two facilitators over five days / cost of film equipment hire.

Need to ensure that work with core and community participants is supported on an ongoing basis. Could be time resource heavy unless local partners are identified and are funded through their own streams to take the work forward.

The relatively low number of direct beneficiaries [cohorts of no more than 20] could be a negative for funders.

Difficult to track the number of indirect beneficiaries – including those who share resulting DVDs.



Friends and colleagues of the Tutu Foundation at the statue of Nelson Mandela, Westminster.

We recently began discussions with the Restorative Justice Council (RJC), to look at how in future the Tutu Foundation could support our members seeking RJC membership. The RJC is a key national body which provides quality assurance and the national voice for the field of restorative practice across many sectors.

The RJC is the independent third sector membership body for the field of restorative practice. It is a member led body, with members being drawn from practitioners, training providers, organisations providing restorative practice across the country, and individual supporters. All RJC members receive monthly e-bulletins

and quarterly newsletters, dedicated member-only resources and forums online, discounted entry to RJC events, and free telephone advice.

The RJC provide quality assurance for the public through their groundbreaking work on best practice, standards and accreditation; an online national Trainers Register and Practitioner Register; and through the RJC Practitioner and Trainer Codes of practice.

The RJC are an inclusive and effective national voice for restorative practice, advocating for the development of restorative practice with Government and providing information to the public.

In future the Tutu Foundation UK will work to support an action learning set, subject to demand, for people affiliated to us who wish to gain RJC accreditation. Working with RJC, as a partner organisation, we would like to help bring the sector together, and through: shared learning, training, publications and events, we hope to help share innovative practice and support the development of culturally competent restorative practice. At the Tutu Foundation UK, we will continue to promote work which reflects the vision and global restorative justice work of our patron Archbishop Desmond Tutu.

Website Links to organisations we work with:

Links to the Institute for Training and Occupational Learning (ITOL): www.itol.org

Regent' College: www.regents.ac.uk

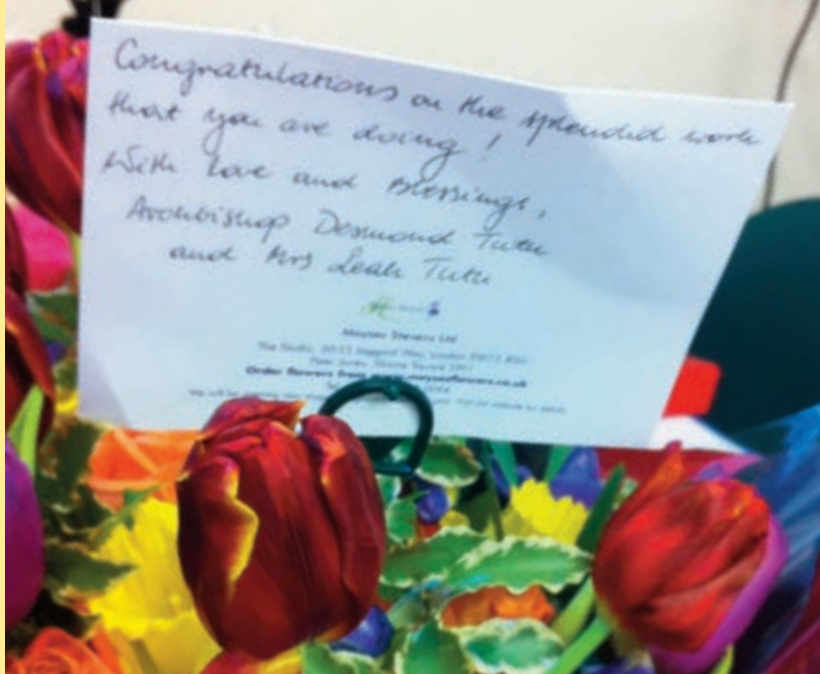
NHS Institute Breaking Through: www.institute.nhs.uk

Just Resources: www.justresources.com

The Kaizen Partnerships Ltd: www.kzpartnership.com

Working Dates for Meetings of the Board of Trustees and Annual General Meeting 2011-2013

Meeting	Date
Board of Trustees	7 March 2012
Board of Trustees	7 June 2012
Board of Trustees	6 September 2012
Board of Trustees	6 December 2012
Board of Trustees	7 March 2013
Board of Trustees	6 June 2013
Board of Trustees	5 September 2013
Board of Trustees	5 December 2013
Annual Conference	Liverpool October 2012



A message of congratulations from Archbishop Desmond Tutu and Mrs Leah Tutu to all at the Tutu Foundation UK

FREE

Community Coaching Flyer
for those who
have already done C4C



The Tutu Foundation (UK)

Community Peer Coaching handbook




Taking Ubuntu Into Your Community...

Having heard about the peace and reconciliation work of Archbishop Desmond Tutu – why not get involved in the Tutu Foundation UK's Conversations for Change programme? We would like to invite you to become part of our Community Coaching course.

This is a fully accredited course, which will help you develop new skills. This course can be done at home, on-line and does not include any exams.

Our community peer coaching is based on the principles of ubuntu and will help you develop the speaking and listening skills used as part of Conversations for Change.

Cost: Free to most people taking part in Conversations for Change or who have completed a C4C programme.

To Join Up: e-mail us at RKhatun@tutufoundationuk.org

NEXT: C4C – EVENTS

Sutton and Merton new dates across 15 to 18 February 2012.

Special thanks to our regular funders:
The Paul Hamlyn Foundation
The City Bridge



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