



Jersey Community Relations Trust

Annual Review 2023-24

Our purpose and mission

The Jersey Community Relations Trust (JCRT/The Trust) exists to help Islanders reach their full potential. Our aim is to engage with people from all backgrounds across the Island to eliminate discrimination, improve relations and empower communities. At the heart of what we do, it is our unwavering mission to cultivate inclusivity, equity and unity.

Our objectives are to:

- encourage mutual respect among all people in the Island
- promote equality of treatment and opportunity
- identify areas where discrimination arises, while promoting and encouraging existing and future initiatives to tackle it
- promote education in the community about the aim of the JCRT
- promote recognition and acceptance of cultural diversity
- take measures to counter discriminatory behaviour, attitudes and policies.

We deliver our objectives by:

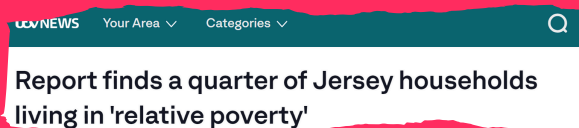
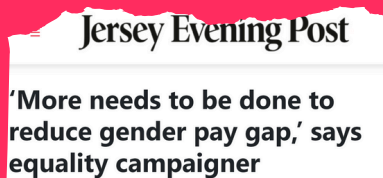
- promoting legislative changes to enhance equality
- commissioning research in areas where discrimination arises and recommending measures to tackle issues highlighted
- encouraging and facilitating community partnerships which enhance social harmony
- creating public awareness and education initiatives on discrimination issues.



2023 highlights

Promoting equality of treatment and opportunity

We spoke up about matters that affect our community through research and a data-driven approach.



More Jersey islanders in poverty says report

14 April 2023

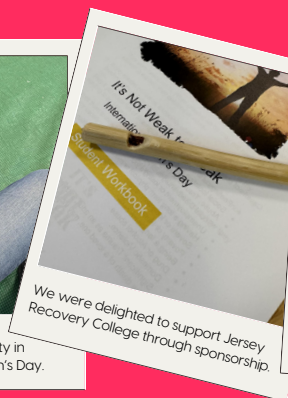
Failure to address poverty gap risks 'lasting damage'

News, Top Stories | Published: 14 April 2023 | Last Updated: 14 April 2023 | By Newsdesk



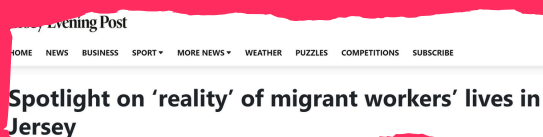
Encouraging and facilitating community partnerships which enhance social harmony

We collaborated with businesses, organisations and charities to benefit the local community.



Identifying areas where discrimination arises, while promoting and encouraging existing and future initiatives to tackle it

We began creating meaningful pathways to better understand, communicate and celebrate migrant communities.



Promoting legislative changes to enhance equality

We campaigned for new legislation for same-sex parental rights with amendments lodged in the States Assembly (December 2023)

A message from the Chair

The JCRT was established in 2004 to “eliminate discrimination on any ground...”.

20 years later this aspiration seems as relevant as ever and, in partnership with community groups and key Government departments, I am more confident than ever that the JCRT is well placed to help drive forward a more equitable and inclusive Jersey.

Progress and invaluable support

Over the last 18 months, the Government of Jersey and the third sector have delivered and supported some impressive achievements that will help to create an Island society where everyone feels they can thrive and belong. Significant examples include:

- Government’s full acceptance of the Violence Against Women and Girls (VAWG) Taskforce recommendations,
- creation of an International Cultural Centre,
- a very inclusive consultation on the Public Realm led by Sasha Gibb,
- the evolution of the Connect Me grant scheme and the Community Connectors network established by the Government of Jersey to reduce isolation and improve health and wellbeing following the pandemic.

We have also recently seen the States Assembly vote to deliver the long-awaited equal parenting rights for same-sex parents and the implementation of an Inclusion Charter for schools. I am so proud that these are all achievements that our Trustees have actively supported, consulted on and/or campaigned for.

Charities and voluntary groups continue to rise to the challenge of supporting some of the most disadvantaged in our community, during a cost of living crisis, and at a time when Government services for mental health and neurodiversity are worryingly stretched. Without these organisations, who are themselves struggling to attain sufficient funding in a challenging economic climate, there are many people and households in Jersey who would have found themselves struggling and alone.

A message from the Chair

continued...

Concerns and JCRT's priorities for 2024/25

With close to a quarter of Jersey households currently having a relatively low income, the JCRT sees no let up of this hardship in the near future for many. We remain particularly concerned about the disproportionate impact of this relative poverty on single-parent households, the elderly, minority ethnic communities and on children.

Indeed, the JCRT's priorities for the next 12-24 months are to further research and shine a light on the experiences of our migrant communities in Jersey and to continue to partner with and support other community groups, charities and Government departments doing good work in all of these areas of concern.

Jersey is a multi-cultural, multi-racial community. The diverse and vibrant talent fuelling our industries is something to be welcomed and celebrated. The Trustees are, therefore, very concerned by the recent HCS report indicating that racism is rampant in our public health service. We applaud and support the anti-racism campaign launched in May 2024 by the department. It would be naive to think that racism is not also experienced elsewhere in our workplaces and communities. The JCRT are committed to calling out and challenging racism and discrimination in Jersey.

We will continue striving to be a critical friend to Government and other key stakeholders to positively influence relevant policy and strategy in relation to anti-discrimination. To this end, the JCRT welcomes the Justice and Home Affairs Minister's aim to implement Hate Crime and Modern Day Slavery legislations in Jersey and we will do all we can to help the Minister, Deputy Le Hegarat to ensure the right legislative frameworks are in place for Jersey. It is our intention that the findings of our migrant research will be a useful contribution in this regard.

The Trust also sees itself having a role in facilitating safe, respectful spaces for people to share their experiences and concerns in relation to discrimination, equality, equity and inclusion in the Island.

A message from the Chair continued...

We believe this, and being an active ally to the Island's minority communities, is very important against a backdrop of rising populist, far right politics and 'anti-diversity' rhetoric around the world. The war in Gaza also threatens to inflame religious and racial divisions and tensions.

On behalf of the Trustees, thank you to all of our partners for including us in your important work and for sharing your experiences and perspectives with us. We look forward to building on these relationships and extending our bridge-building across our diverse community.

Kate Wright
Chair, JCRT



'Home' Mural by English street artist Gabriel Pitcher



Key achievements:

How we made a difference in 2023

Poverty in Jersey Report

The Poverty in Jersey Report was one of the most significant pieces of work the JCRT embarked on in 2023. Our commitment to addressing societal challenges is echoed in this timely piece of work. And, whilst the findings reveal growing disparities in our small Island, it has enabled us to understand what poverty means in our communities, its impact on individuals and families, and where intervention and support should be targeted for those most affected by poverty. The report concluded with a number of themed recommendations.



Socio-economic priorities

- Decide whether reducing income inequality remains a priority for this Government, and quantify the level of inequality that is deemed acceptable. Ideally this should make reference to a particular coefficient.
- Explore ways to support single parents, pensioners, and those without access to property income.
- Invite debate regarding what obligation the States of Jersey has to recent migrants— including temporary and seasonal workers— currently ineligible for income support and other welfare benefits.



Jersey's tax and benefit system

- Examine the role of tax allowances and reliefs and identify what behaviour they are trying to incentivise and whether these values are still relevant today.
- Calculate the current combined costs of administering the tax and benefits system where this applies to households.
- Collect data on the incidence of repayments required from those on income support, and cases where the loss of payments was a disincentive to participate in the labour market.



Refreshing Jersey's social contract

- Encourage pragmatic deliberation and conduct research to identify the optimal balance between growth and distribution for the jurisdiction.
- Carefully review the minimum wage in Jersey with reference to local costs of living and not simply in relation to other places or historic rates.
- Explore a variety of innovative policy options to encourage the development of an adequate long-term housing supply and tackle affordability issues.
- Review the tax and benefits system in the round to identify areas where these can be streamlined and/or simplified.

Migrant research

During the research process for our Poverty in Jersey Report, we collated numerous anecdotal experiences from participating Islanders.

We believe in the importance of listening to better understand communities in Jersey, especially those that are marginalised or have inadequate representation.

Highlighting the need to instigate further research and address the negative impact on migrants in Jersey, we aim to formalise this anecdotal evidence by collating available research from across Island communities. This report will help us to engage with key stakeholders, such as the Government of Jersey and employers in discussions and positively influence wider migrant policies.

Through discussion and participation in Jersey's equality, diversity and inclusion cluster groups, charities and other organisations, the JCRT recognises the importance of understanding not only the conditions of migrant communities but areas that also affecting other aspects of life, including access to medical care, schooling, housing, and child care. This must also include the legal framework that governs the way workers on short term visas and with less than five years' residency live and work in Jersey.

Through stakeholder engagement, available data and anecdotal evidence it was highlighted that:

- migrant workers living in the Island for less than five years are amongst the most vulnerable and disadvantaged,
- high accommodation costs and poor job security most affected seasonal workers in hospitality and agriculture,
- some workers have reported poor treatment, sexual harassment, bullying and substandard living conditions.

We want to deepen our understanding of vulnerable and disenfranchised communities but also pave the way for more tailored and empathetic community integration initiatives and projects.

Read the full [Poverty in Jersey Report](#).

Project Luso

The JCRT is delighted to be partnering with the Jersey International Cultural Centre (JICC) and Jersey Heritage to carry out a study of Portuguese life in Jersey and to celebrate Portuguese culture. Project Luso has four main objectives to be delivered over the next 12 months:

- to celebrate and promote Portuguese culture in Jersey,
- to document and raise awareness of the stories of the Portuguese community,
- to understand and address the challenges of the Portuguese members of the Jersey community,
- to facilitate and support the integration of the Portuguese community in Jersey.

The research element of this project commissioned by the JCRT will be led by Dr Sasha Holden, and we are grateful for her support on this project and our wider migrant research. We are also grateful to our partners at the JICC, Government of Jersey and Jersey Heritage, in particular Paul Milbank, Deputy Carina Alves and Melissa Rodrigues.

In 2024 we will continue to:

- connect more deeply and create meaningful pathways for migrant communities to express their identities,
- continue to attend cluster meetings,
- ensure the JCRT monitors ongoing issues and provides valuable support where possible.



Public Realm

We are delighted to have supported the Public Realm project - Public Voice: Common Ground. With St Helier at the heart of this initiative, the project has embarked on transforming communal spaces in Jersey.

Launched by Sasha Gibb, the project began with multi-lingual surveys, focus groups and consultations to understand how the public perceive their existing spaces and what is needed for their social mobility and wellbeing.

With a total of 2,100 responses, a pilot of 'green pop-ups' around town showcased the potential and what value it can bring to communities, schools, charities and businesses in St Helier.

"The Public Voice: Common Ground pilot relies on partners and supporters with a shared vision. From the start, JCRT were a consistent, practical and reliable partner. They listened, advised and delivered what they promised", Sasha Gibb.

Our thanks go to our Trustee, Sean Madden, who has supported the project through brand awareness, building the website and championing a sense of community pride in shaping our shared spaces. We would also like to extend our thanks to Thomas Glover, our Board Apprentice Trustee, for his brilliant contribution representing the JCRT at public events and for supporting the project with crucial analysis and research.

We are pleased to have played a small part in 2023 and look forward to seeing the project develop in 2024.



Best Start Partnership

The Best Start Partnership (BSP) is collaboration of 30 businesses, charities and organisations helping children and their families to have the best start in life and ensure their voices are amplified.

In our mission to help Islanders reach their full potential, we believe JCRT and BSP have strong, aligned values. And with this synergy, we hope to support BSP with our research findings and collaborate with future projects.

Pride and the LGBTQ+ community

Celebrating diversity and equality, the JCRT is proud to actively participate in Pride. This demonstrates our commitment to inclusivity and our solidarity with the LGBTQ+ community, and we look forward to having a more colourful and visible presence celebrating Pride in the future.

JCRT Trustee Kaye Nicholson led and championed various campaigns to support equality and inclusion for the LGBTQ+ community in Jersey, including the JCRT's sponsorship of children's books for primary schools and more recently, our active support for same-sex parental rights, giving same sex-parents the same rights as mixed-sex parents.

In 2024, we aim to be an active ally to all members of Jersey's LGBTQ+ community by facilitating safe spaces for people to share their experiences. By working more closely with key stakeholders such as Government, employers and the media, we hope to help the LGBTQ+ community to navigate the balance between protecting freedom of speech and safeguarding against hate and intolerance.

We do not believe these are mutually exclusive and key influencers have an important role to play in ensuring that the rhetoric, reporting and engagement in relation to our minority communities is accurate, balanced and, above all else, kind.



Marking 10 years of the Discrimination Law (Jersey)

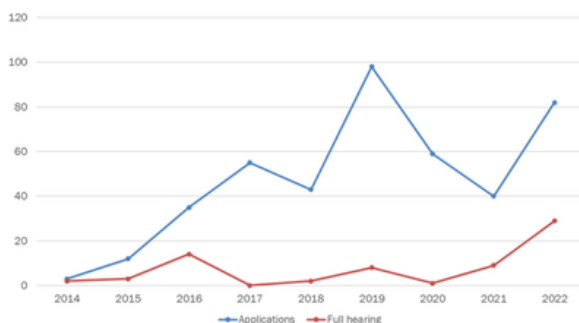
The JCRT believes that the introduction of the Discrimination (Jersey) Law 2013 has been positive, and has created a platform for healthy conversations, especially in workplaces. It is a vital starting point, therefore enabling a cultural shift.

The legislation has also served to bring Jersey up to broadly the same standard as other modern jurisdictions, and to meet Jersey's obligations under international conventions.

However, since 2014, relatively few applications to the Jersey Employment & Discrimination Tribunal have progressed to a full hearing. For example, in 2022, the Employment Tribunal received 82 applications, of which only 33 progressed to a full hearing.

The maximum award at Jersey's tribunal is £10,000 (in total). As such most cases are settled out of court by employers making the claimant an offer, and usually on the condition that they sign a non-disclosure agreement. This provides little incentive for an employer to comply with the Law, nor take the learning that a case heard at Tribunal might encourage them to do. Effectively it means that the Law, as it stands, does not achieve full justice for the claimant.

How effective is the Law?



Graph: the blue line indicates the number of discrimination applications to Tribunal. The red line indicates the number of these applications that proceeded to a full hearing.

The JCRT would like to see the following changes to the Discrimination Law in Jersey considered to ensure that it is more effective in eliminating discrimination:

- the inclusion of religion as a protected characteristic,
- significantly more substantial awards at Tribunal (perhaps more in line with UK legislation),
- greater legal and financial support, and flexibility with regards to immigration rules, to help claimants on low incomes and on short-term working permits to be able to bring claims to Tribunal and achieve justice.

As mentioned previously, we welcome the Justice and Home Affairs Minister's stated aims to introduce both Hate Crime and Modern Day Slavery legislations in Jersey.

Anecdotal evidence received by the JCRT from charities and representatives and from some of Jersey's minority communities, suggest that both are needed to combat discrimination and other types of illegal treatment of workers coming to Jersey. We hope that insights from our formal migrant research project will provide useful data to the Minister as she considers the legislation.



Looking ahead to 2024

Looking ahead, our focus remains steadfast to our core principles and values. As we plan for the upcoming year, we renew our commitment for continuous improvement and community enrichment.

Our core priorities

Collaboration - creating meaningful partnerships with local community organisations is a valuable resource for the JCRT. A reciprocal approach lends well to shared goals and values. We are delighted to have already established connections with Liberate, Friends of Africa, Cáritas and Salvation Army to provide research-based case studies. We also look forward to strengthening our collaboration with the Jersey International Cultural Centre and Jersey Heritage in 2024.

Accessibility - we want to increase our visibility and profile with the aim of becoming more accessible to marginalised or under-represented communities. Listening, sharing stories and understanding the restrictions and discrimination Islanders face, can help us to advocate for positive change.

Trust - we aim to strengthen our working relationship with the Government of Jersey and cement our role as a critical friend. Through our work in the community and our evidence-based reports, we can establish the JCRT as a trusted source, making the process of influencing policy, consulting on new legislation and providing advice, amiable and constructive.

We are grateful to the Government of Jersey and the sponsoring Minister of Justice and Home Affairs and her team for engaging with us and taking an interest in our mission. For the year ahead, we look forward to continue strengthening our role and communications with the Government of Jersey and Government groups such as the Diversity Forum and the Jersey International Cultural Centre.

Governance

In 2023, The JCRT welcomed three new Trustees, plus two Board Apprentice Trustees. The Trustees meet formally every 4-6 weeks. In addition a number of sub-committee meetings, activities and project planning meetings also taking place. In 2023 the JCRT Board of Trustees was represented as follows:

- **Kate Wright** - Chair
- **Kaye Nicholson** - Vice Chair (resigned as Vice Chair in November 2023, Kaye remains a JCRT Trustee)
- **Deputy Carina Alves** - Trustee (appointed as Trustee in April 2023 and resigned in May 2024 due to ministerial responsibilities)
- **Rachel Camara** - Board Apprentice Trustee (appointed in 2023)
- **Tina Jhurry** - Trustee (appointed as Trustee in January 2023)
- **Deputy Louise Doublet** - Trustee (resigned as Trustee in April 2023)
- **Phillipa Galan-Caballero** - Trustee
- **Thomas Glover** - Board Apprentice Trustee (appointed in 2023)
- **Sean Madden** - Treasurer (appointed in 2023)
- **Flora Newman** - Executive Officer
- **Dan Read** - Trustee
- **Cormac Timothy** - Trustee
- **Selina Zenonos** - Trustee (appointed as Vice Chair in April 2024)

The welcome addition of Tina Jhurry and Sean Madden as new JCRT Trustees has significantly enriched our leadership with diverse perspectives and expertise.

The recruitment of our two Board Apprentice Trustees has given the JCRT a new approach to delivering governance. Rachel Camara and Thomas Glover have already contributed innovative ideas and fresh insights to our work and we look forward to seeing their professional roles develop.

Financial overview

The JCRT appointed Sean Madden as Treasurer in 2023. Sean has put in place sound governance to ensure that our finances are closely managed and he will continue work to modernise the JCRT's finances in 2024, with support from our Executive Officer, Flora Newman.

In order to demonstrate JCRT's financial health and ensure transparency and accountability in our financial stewardship, all our accounts are available to download on our website.



Special thanks from the Chair

Our Trustees give so much of their time to support the JCRT's projects in addition to their day jobs, and their experience and passion for diversity and inclusion is invaluable not just to the JCRT, but to the wider community we serve. I would like to thank them all for their incredible commitment.

We would like to thank Deputy Carina Alves who has been a very dedicated and engaged States Trustee over the last year. Deputy Alves' recent new ministerial responsibilities mean that she must now stand down. We are grateful for her time and will miss her wisdom and experience. We look forward to welcoming a new Trustee from the States Assembly in due course.

We would also like to extend our thanks to our sponsoring Ministers, Deputy Helen Miles, and more recently Deputy Mary Le Hegarat. Their interest in and support of our work, whilst ensuring we retain our independence from Government, is essential to the Trust's ability to engage and add value to the community.

Finally, the Trust would like to congratulate our Trustee Kaye Nicholson who has recently been appointed as the new CEO of Liberate. As a result of her new responsibilities, Kaye has stepped down as Vice Chair, but we are delighted that the JCRT will be retaining her as a very valued member of our Committee. We are grateful to our colleague, Selina Zenonos, who is stepping up as the JCRT's new Vice Chair.



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