

Annual Report 2010/2011



Edinburgh and Lothians
Regional Equality Council



ELREC's Aims

Introduction

Edinburgh and Lothians Regional Equality Council (ELREC) is a voluntary body and charitable company made up of individual members and representatives from a wide range of organisations. ELREC has a remit to work across the areas of City of Edinburgh, East Lothian, Midlothian and West Lothian Councils.



The main objectives of ELREC are:

- to work towards the elimination of discrimination in all its forms
- to reduce inequality and promote a culture of human rights
- to promote good relations between persons of different groups without distinction on grounds of colour, race, nationality, ethnic or national origin, gender, marital status, disability, sexual orientation, age and creed; and
- to promote and organise cooperation in the achievement of the aforesaid purposes and to that end to bring together in ELREC representatives of the statutory authorities and voluntary organisations engaged in the furtherance of the aforesaid purposes within the Local Authority Council areas of the City of Edinburgh, East Lothian, Midlothian and West Lothian



Foyso Choudhury MBE, Chair



I joined ELREC when I was a teenager and have held various positions on ELREC Management Board over the past 15 years. This is the first year that I am communicating with you as Chair of ELREC. I am honoured to have been given this role by my fellow Board members in October 2010.

2010 – 2011 has been a difficult year for ELREC in terms of finance and staffing. It was unfortunate that we lost a number of staff because their funding stream came to an end. I was pleased with the work that has been achieved by the staff team despite the lack of job security. The community development team concluded the community planning and local development projects. The residents of East Lothian, Midlothian and West Lothian are better informed about the local services and decision making structures as a result of the work of this team. This team included Shasta Hanif, Mizanur Rahaman, Jessie Carzoli, Zeshan Khan, Sandra Stewart and Wahida Wilson.

As a Board, we were saddened that we had to make the decision to close the Black and Minority Ethnic (BME) Youth Zone. The Youth Zone has been in operation since 2004 and it had supported many young people between the ages of 12 and 21. Despite the enthusiasm of the staff team, we had no option but to close this service because it was no longer financially viable for ELREC to use our reserves to support this service. Thank you to Jessie Carzoli, Farihah Hafeez, Christina McMellon and Kay Richardson for the support they provided to the young people at Youth Zone.

On a positive note, ELREC successfully, with the members support, changed our name and objectives to become Edinburgh and Lothians Regional Equality Council. On 5 January 2011, we officially widened our remit to provide services to people of all protected characteristics. A service review was conducted early this year. We received many positive responses from our members, service users and stakeholders. A new business plan was then produced in accordance with the views gathered from this review.

ELREC continues to work with our sister organisations under the banner of Scottish Alliance for Regional Equality Councils (SAREC). The Chair's role was transferred from ELREC to GREC in January 2011. We are pleased with the achievements we made over the past year and hope we will continue to provide a national voice on the equalities front.

ELREC regards public authorities as our essential partners in the delivery equality outcomes for the people we serve, therefore as a Board, we were delighted that we have secured service level agreements with City of Edinburgh Council and Lothian and Borders Police for 2011/12. The ongoing working relationship with these organisations is an important recognition of their commitment to equality and justice.

I would like to thank my fellow board members who have been most supportive during my first year as Chair. I particularly like to thank Shami Khan (Vice Chair) and Geoff Palmer (President) for their guidance, Amjad Chaudry (Company Secretary) for his hard work relating to changes to the constitution and Ishrat Sharif (Treasurer) for ensuring ELREC's finances were monitored robustly. The Management Board was served effectively by Nina Giles (Director), Tasneem Ahmed (Administrator) and other staff members who have worked well to support the work of ELREC. I thank them for their commitment.

I would also like to thank the City of Edinburgh Council, Scottish Government Equality Unit, Lothian and Borders Police, the Big Lottery Fund and Scottish Community Foundation for their support.





Nicola Sturgeon MSP, Cabinet Secretary for Health, Wellbeing and Cities Strategy

I'm delighted that Edinburgh and Lothians Regional Equality Council have been working hard for another year to promote race equality and to challenge all forms of racism. The Scottish Government values the contribution of all the Regional Equality Councils in Scotland, and the work they do to promote good community relations and build stronger links between communities. The current economic climate means that this has become more challenging and there is a need to identify new ways of working to help people overcome racism and discrimination to become the One Scotland of many cultures to which we aspire.

The Right Honourable George Grubb, Lord Provost of the City of Edinburgh

The City of Edinburgh values the diverse black and minority ethnic communities it serves. The Council also recognises their immense contribution to the cultural, social and economic fabric of the city.

The Council also looks forward to working with ELREC on the delivery of its new business plan and the new service level agreement developed in partnership with the Council.

I would like to take this opportunity to thank ELREC for all this work to date and to re-affirm the Council's commitment to further developing partner relations with ELREC in the years to come.



David Strang, Chief Constable, Lothian and Borders Police

Lothian and Borders Police is fully committed to the highest quality of service throughout all our communities and continue to strive to work with all our principal partners, including ELREC, to create a safer environment for all those who live, work or visit the Force area.

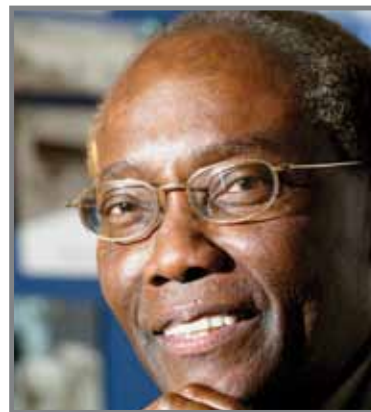
Our aim is to build upon the Force's excellent reputation within the Diversity and Equality area through continuing our strong partnership with ELREC. As such, I welcome the change in the role of ELREC to now cover all of the protected characteristics under the Equality Act as Regional Equality Council. This will allow the Force to continue to improve community safety and the prevention of all aspects of crime.

Over this last year we have worked closely with ELREC following the tragic death of Simon San and we will continue to do so to ensure that we learn the lessons from this incident. In order to enhance our working relationship we have recently developed a Service Level Agreement with ELREC, which outlines a number of areas of work that we intend to take forward in partnership. I am also grateful to ELREC for the invaluable advice and assistance that they provided to the Force which allowed an appropriate and ultimately successful policing plan to be put in place for the Armed Forces weekend in June this year and also in relation to the...

...threat posed by the Scottish Defence League in September this year. I would also make reference to the work carried out by ELREC in conjunction with the Force in relation to Forced Marriages and Female Genital Mutilation.

In conclusion, I would like to thank ELREC for their considerable contribution over the last year and look forward to all we can achieve together in the coming year.

Professor Geoff Palmer OBE, President



As you know, Edinburgh and Lothian Racial Equality Council has changed its name to Edinburgh and Lothian Regional Equality Council. This change reflects Equality legislation that states that workplaces and institutions have to respond to the needs of the community in terms of addressing nine protected characteristic. These are: Age, Disability, Gender reassignment, Marriage and civil partnerships, Pregnancy and maternity, Race, Religion or belief, Sex and Sexual orientation. The essence of these laws is to ensure that the rights of all members of the community are protected by law. ELREC has worked with our funders to develop Service Level Agreements (SLAs) which include aspects of equality laws and community development. Staff that have left have been replaced by new staff and volunteers. Work on the SLAs is progressing well. ELREC cannot fail to meet the objectives of the SLAs. ELREC has produced a new business plan which, among others objectives, outlines pragmatic management of funds so that work expectations can be met and exceeded. In general, I believe that ELREC is playing an important role in helping people, who feel alienated by the system, to regain confidence and succeed in what they choose to do. ELREC has a long distinguished record of meeting the equality needs of the community. Education remains an important key to success in any society. Indeed, it is my view that education is the key to a fair and just society. I continue to play an active part on the committees of various organisations such as the Ethnic Coding Task Force of NHS Lothian. This committee is chaired by Raj Bhopal (Professor of Public Health Medicine, Edinburgh University). The work of this committee is to ensure that the ethnicities of those who use the NHS is known so that the best medical treatment also takes account of the fact that certain treatments require knowledge of patients' ethnicities. All patients can assist in this importance work by asking for their ethnicities to be recorded by the NHS.

ELREC remains the primary race relations organisation in Edinburgh and the Lothians. It is functioning well. However, moves by the Board to improve the ethnic balance of the organisation and the Board are crucial to ensure that the voices and needs of the whole community are being heard and met. I would like to thank all our funders for their support. The staff continues to do well under difficult financial circumstances. Although various funding applications have been successful the stringent economic situation in which the country finds itself has caused ELREC to manage its funds with even greater care. The coming year will be a challenging one but I am sure that ELREC will do its best to continue to serve the needs of the community.



Shami Khan, Vice Chair



The past year was a momentous year for ELREC. As Vice-Chair I have endeavoured to promote the good work of ELREC. During the year we also adopted a new charter to widen our remit to include all equality issues. Given the overall economic situation, ELREC has experienced cuts in funding as most public sector agencies are expected to make efficiency savings. ELREC will need to prioritise its key services and provide quality services effectively and efficiently. Some of the work with our partners may not be viable due to financial constraints.

My colleagues and I, on the Personnel and Policy sub-Committee, have worked hard to ensure that the work of ELREC is carried out effectively in the best possible working conditions. I can assure you that the every effort has been made to ensure that staff matters are addressed fairly, quickly and effectively. I have always had a close relationship with the staff and I visit the office regularly to ensure that staff is supported in all areas of the work they do. The staff has worked well and every effort will be made to meet to ensure that the expectations of our funders are met.

ELREC is the most active equalities organisation in Edinburgh and the Lothians and continues to be the primary race relations organisations in Scotland. ELREC has a high profile in the functioning of the community and plays its part in defending the rights and engage with all communities of protected characteristics.

I would like to thank our funders, the City of Edinburgh Council, Scottish Government Equality Unit, Lothian and Borders Police, the Big Lottery Fund and Scottish Community Foundation for their support. I would also like to thank my fellow board members for their contributions during the year and wish the best to the Board Members who have retired.

Mohamed Amjad Chaudhry, Company Secretary



The Organisation, ELREC, had its core funding reduced by the City of Edinburgh Council for year 2011/2012; this made life a bit difficult. The additional funds by the Police helped to some extent.

ELREC's Management Board has been debating whether ELREC should move towards working in the multi-equalities arena, and this has been achieved somewhat. ELREC has delivered projects that highlight many of the cross strands issues, e.g. race and age, race and gender or race and mental health. We as a Board feel we need to change our purposes in order to truly reflect the range of work ELREC is engaged in. The board members had been reviewing ELREC's Memorandum and Articles of Association to ensure it is current and able to address any internal difficulties effectively, the amendments were presented to the Members at last AGM held in 2010, and were approved by the Members. OSCR and the Companies House approved revised documents in December 2010 and since the changes have been implemented.

The Staff and the Management Board has worked very hard during the year to make ELREC as an organisation a great success for which I congratulate them and I hope the good work will be continued.



Nina Giles,
Director

2010-11 has been one of the most challenging years for ELREC since I joined the organisation in 2004. Financially, we were operating with fewer resources than previous years because of the national economic situation. At the same time, there has been a greater demand on our services because of the same economic conditions.

Job insecurity, rising unemployment, personal debt and public sector cuts have all given rise to heightened tensions at work environments and local neighbourhoods. From 1 April 2010 to 31 March 2011, we supported 46 individuals who have

experienced discrimination and harassment.

At ELREC, we were saddened by the death of Simon San who died as a result of a racially motivated attack. Simon San was a Chinese man who settled in Edinburgh with his family since he was a child. He was attacked outside of his place of work at a Chinese takeaway in August 2010. Along with the family and many people in Edinburgh, we were shocked by the news coverage at the time stating that Lothian and Borders Police did not believe the attack on Simon was racially motivated. The family repeatedly told the officers who were involved with the murder investigation that they believed the attack on Simon was racially motivated. With ELREC's support, Simon's family raised a formal complaint against Lothian and Borders Police. The family received a public apology from the Police a year later. In response to the police findings, Simon's father stated "The findings do not offer me any peace; they merely confirm that we were right that we have not been treated appropriately by the officers." The full enquiry report can be obtained at ELREC's office.

Simon's case highlighted the need of further training amongst public agencies that support victims of hate crime and to build stronger relationships with some of the quieter communities. Hence we helped Lothian and Borders Police to hold a number of public meetings engaging with a variety of communities to discuss community safety issues. In June, a community engagement conference was held at Police HQ; 60 people from different backgrounds attended this conference. In November, female officers from the Police spoke with the Edinburgh Chinese Women's Association. As a result of this meeting, the group requested a follow-up meeting with City of Edinburgh Council's Anti-Social Behaviour Unit. Two meetings were also organised with the Bangladeshi community in response to the on-going racial harassment experienced by this community in Edinburgh.

Many of the issues we experienced in our region are not unique to us, therefore having strong partnerships with our sister organisations across Scotland is important to us. Scottish Alliance of Regional Equality Councils (SAREC) has given us the opportunity to meet regularly with other RECs and discuss strategic directions for Scotland as a whole. Under the banner of SAREC, each REC delivers the Community Planning Project (CPP) for their region. Within this project, ELREC held a number of local consultation meetings in areas such as Dalkeith, Loanhead, Penicuik, Musselburgh and Dunbar. We also delivered training sessions on the Equality Act 2010 to community planning partners in those areas.

The two year Local Development Project (LDP) ended in December 2010. This project completed the needs assessment survey covering East Lothian, Midlothian and West Lothian. Our partners in those areas welcomed the findings and recommendations. This project also helped strengthening some of the local infrastructures of engaging with black and minority ethnic (BME) individuals in those areas.

I was delighted to have the opportunity to take part in outdoor activities with our Youth Zone young people in Easter 2010. Physically, it was challenging for me however, the young people responded well to the physical exercises and thoroughly enjoyed themselves. We were disappointed that the BME Youth Zone, one of the most successful services ELREC created, was finally closed in Autumn 2010. As a staff team, we understood and respected the Board's decision that it was not financially viable for us to continue a service without resources required to pay salaries and expenses for activities. Unfortunately, there remains a gap in our services targeting young people.

The Community Development team performed well over the last year in terms of managing and delivering community planning and local development projects. There will be a significant change to ELREC's approach...

...following the changes made to ELREC's objectives and beneficiaries. ELREC became Edinburgh and Lothians Regional Equality Council in January 2011. As well as supporting public authorities to engage with minority ethnic communities, ELREC has started to engage with other equality groups because of our wider remit.

In January 2011, ELREC conducted a service review and based on the comments received, we have developed the following priority outcomes which were included in ELREC's Business Plan 2011-2014:

- Working with relevant agencies to identify the significant inequalities in the Edinburgh & Lothians Region and to tackle those inequalities.
- Provide a confidential information and advice service to individuals who may experience negative treatment whilst living, working, studying or visiting the region.
- Working with relevant agencies to tackle crimes that affect communities of protected characteristics and to improve community safety for those communities.
- Working with local neighbourhoods to improve community cohesion within their own area.

Despite the financial difficulties experienced by ELREC, we were particularly pleased with the achievements we made with some of our strategic partnerships. For example, Direct Approach, a community safety network of minority ethnic women and women of faith groups, delivered another successful seminar on forced marriage during this financial year. After 'Your Marriage Your Rights' seminar in March 2010, Direct Approach organised 'Our Marriage Our Rights' seminar in October 2010 involving professionals from public authorities, voluntary organisations and community groups to raise their awareness about the impact of forced marriages and how to support those that are affected by forced marriages.

ELREC will be 40 years old in 2011-12. The current economic climate will create further challenges for ELREC as we move forward as a regional equality council. The demand on our services will increase, however the financial resources will become less. We are fortunate that we have many partners who will continue to support our work and share the same belief that everyone in Scotland deserves equality and justice.

I want to thank the staff team, members, Management Board and funders for their contributions and their continued support for ELREC. Together we will ensure we are delivering quality services to people of all protected characteristics and their voices will be listened to through ELREC.

Ishrat Sharif,
Treasurer



The financial year 2010/11 resulted in a significant decrease in income to £165,059 compared to £202,717 (2009/10). This is a reflection of the difficult times as a result of the credit crunch and the continuing economic crisis. ELREC's funding from the City of Edinburgh Council was reduced to £60,000, a 14% cut from previous year. ELREC incurred a deficit of £15,977 this year; there are sufficient surplus reserves from earlier years.

Despite of the funding cuts, we are continuing to be grateful for the continued support from our core funders, in this difficult financial climate, being the City of Edinburgh Council (£60,000) and Lothian & Borders Police (£25,000). We are also thankful for the contributions from the Scottish Government Equalities Unit, Big Lottery Fund and Scottish Community Foundation. Without their support, we would not have proceeded with our projects such as Community Planning, Local Development and Direct Approach.

I would like to thank the Directors and staff for their hard work during the year and their continued commitment to identify potential specific project funding opportunities and fundraise for ELREC where the opportunity arises, such dedication can ensure the valuable work carried out by the ELREC team can continue successfully.

Accounts 2010/2011

EDINBURGH & LOTHIAN REGIONAL EQUALITY COUNCIL LIMITED

STATEMENT OF FINANCIAL ACTIVITIES (Incorporating Income & Expenditure Account)

YEAR ENDED 31 MARCH 2011

Company No: SC183419

	Notes	Unrestricted funds Year ended 31 March 2011 £	Restricted funds Year ended 31 March 2011 £	Total funds Year ended 31 March 2011 £	Total funds Year ended 31 March 2010 £
Incoming resources:					
Voluntary income	2	87,000	75,756	162,756	196,000
Activities for generating funds	3	2,292	-	2,292	6,699
Investment income		11	-	11	18
<i>Total incoming resources</i>		89,303	75,756	165,059	202,717
Resources expended:					
Charitable activities	11	91,738	84,520	176,258	214,466
Governance costs	12	2,388	2,390	4,778	4,727
<i>Total resources expended</i>		94,126	86,910	181,036	219,193
<i>Net income /expenditure before transfers</i>		(4,823)	(11,154)	(15,977)	(16,476)
Transfers:					
Gross transfers between funds	15	(1,157)	1,157	-	-
<i>Net movement in funds</i>		(5,980)	(9,997)	(15,977)	(16,476)
Reconciliation of Funds:					
Total funds brought forward		37,728	9,997	47,725	64,201
<i>Total funds carried forward</i>		31,748	-	31,748	47,725

The results for the year derive from the continuing activities and the company had no recognised gains or losses in the two years ended 31 March 2011

Balance Sheet 31st March 2011

	Notes	2011 £	2010 £
Fixed assets:			
Tangible assets		1,247	2,416
		-----	-----
<i>Total fixed assets</i>	7	1,247	2,416
		-----	-----
Current assets:			
Debtors	8	16,158	28,857
Cash at bank and in hand		18,745	20,896
		-----	-----
<i>Total current assets</i>		35,903	49,753
Liabilities:			
Creditors: Amounts falling due within one year	9	4,402	4,444
		-----	-----
<i>Net current assets</i>		30,501	45,309
		-----	-----
<i>Net assets</i>	17	31,748	47,725
		=====	=====
The funds of the charity:			
Restricted income funds	14	-	9,997
Unrestricted income funds	14	31,748	37,728
		-----	-----
<i>Total charity funds</i>		31,748	47,725
		=====	=====

The Financial Statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime, and in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008)



Management Board Meeting Attendance Register 2010-2011

	24/04/2010	09/06/2010	09/08/2010	22/09/2010	27/10/2010	11/01/2011	09/02/2011
President Professor Geoff Palmer OBE	Yes	Yes	Yes	Yes	Yes	Apologies	Apologies
Chair Foysoyl Choudhury MBE	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Vice Chair Shami Khan	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Treasurer Ishrat Sharif	Yes	Yes	Apologies	Apologies	Apologies	Apologies	Apologies
Company Secretary Mohamed Amjad Chaudhry	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Neeru Bhatnagar	Apologies	Apologies	Absent	Apologies	Apologies and Resigned		
Tamara Mhura		Yes	Absent	Yes	Yes	Apologies	Apologies
Noonu Miah	Absent	Yes	Apologies	Apologies	Yes	Apologies	Yes
Ijaz Nazir	Apologies	Apologies	Apologies	Apologies	Apologies	Yes	Apologies
Parmjit Singh	Yes	Apologies	Apologies	Apologies	Apologies	Apologies	Apologies
Naren Sood	Yes	Yes	Yes	Yes			
Dr Chris Wigglesworth	Yes	Yes	Yes	Absent	Yes	Yes	Yes



Staff 2010/2011

Director	Nina Giles
Administrator	Tasneem Ahmed
Community Development Officer	Shasta Hanif (till May 2010)
Community Development Officer	Mizanur Rahaman (till March 2011)
Community Development Assistant	Zeshan Khan (till March 2011)
Community Development Assistant	Sandra Stewart (till May 2010)
Community Development Assistant	Wahida Wilson (till December 2010)
Community Development Assistant	Jessie Carzoli (from July to December 2010)
Youth Zone Support Worker	Jessie Carzoli (till July 2010)
Youth Zone Support Worker	Fariyah Hafeez (till October 2010)
Youth Zone Support Worker	Christina McMellon (till September 2010)
Youth Zone Support Worker	Kay Richardson (till October 2010)
Cleaner	Poitr Beyger (from April to June 2010)
Cleaner	Ingrida Banionyte (from July to September 2010)
Cleaner	Lumbeta Bulawayo (from October 2010)

supported by



Lothian
and Borders
Police



The Scottish
Government



LOTTERY FUNDED



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