

# ELREC Newsletter



**Edinburgh & Lothians Racial Equality Council**

*Promoting Racial Equality and Fighting Racial Discrimination*

## Editorial

Welcome to the fifteenth issue of ELREC Community Newsletter which aims to bring our readers news and information about our work as well as the latest developments in the race equality field.

### **Equality and Human Rights Commission**

*'A society built on fairness and respect'*

This is the vision of the new commission which was launched on 1 October 2007. The new commission brings together the functions of the previous equality commissions - Equal Opportunities Commission, Disability Rights Commission and Commission for Racial Equality - and also have new responsibilities.

Aspects of equality covered by the new Commission are age, disability, gender, human rights, race, religion and belief and sexual orientation. It will take on the roles as an enabler, a persuader and an enforcer.

The new Commission aims to work towards elimination of discrimination, reduction of inequality, protection of human rights and building good relations to give everyone a fair chance to participate in society.

However the focus of the new Commission will be on working with existing or establishing new structures to achieve the above. The assistance to individuals will be limited.

To pursue a claim of discrimination, there are 35 relevant acts, 52 statutory instruments, 13 code of practice and 16 EC directives. It is a difficult task for anyone to fully comprehend and utilise such a complicated legal framework.

As a grassroots organisation, ELREC hopes to continue to provide a vital service where individuals who experience discrimination can be supported appropriately to seek redress to their experiences. We hope this will be recognised by the Commission as part of their enforcer role and our work with the legacy commissions will be further built on.

### **Licensing (Scotland) Act 2005**

If your business sell alcohol on its premises, you would have received information from your local authority about the changes.

The Licensing (Scotland) Act 2005 completely reforms licensing for the sale and supply of alcohol in Scotland. The 2005 Act requires that all 1976 Act licences be converted to 2005 Act licences by 0500 hours on 1 September 2009. In order to allow transition, there will be a transition period from 1 February 2008 until 1 September 2009.

The Act requires all licensing Boards to carry its various functions so as to promote the five licensing objectives. These are:

- preventing crime and

disorder;

- securing public safety;
- preventing public nuisance;
- protecting and improving public health; and
- protecting children from harm.

In order to protect their 'grandfather rights' all licensees must renew their license before the appropriate deadline (the year of expiry is irrelevant):

March expires - must apply by 7 March 2008

June expires - must apply by 6 June 2008

October expires - must apply by 3 October 2008

January expires - must apply by 16 January 2009

As we have identified that many BME businesses are experiencing difficulties with the changes, ELREC and East Lothian Council held an information session on 20 February 2008 in Musselburgh. It was a highly engaging session where the participants were able to ask the Clerk to the Licensing Board technical questions. Many of them found the new requirements costly and cumbersome. Along with the application, licensee needs to supply an operational plan, premises plan and hold personal license. Unfortunately, we did not have the answer to the key question asked by the participants - how will the changes have impact on prevention of crime and disorder.

If you are affected by the changes, please feel free to contact us.

**By Nina Giles**  
**Director**

**Issue 15**  
**March 2008**

## **ELREC** **MANAGEMENT**

### **Honorary President**

Prof Geoff Palmer OBE

### **Chair**

Shami Khan

### **Vice Chair**

Foysool Choudhury MBE

### **Treasurer**

Ishrat Sharif

### **Company Secretary**

Naren Sood

### **Ordinary Board**

### **Members:**

Amjad Chaudhry

Shah Noor Chowdhury

Susanne Munday

Ijaz Nazir

Parmjit Singh

Prof Braj P Sinha

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## Complainant Aid

### Civil Service Nationality Rules

Recently, there have been clients complaining on the issue of the Civil Service nationality rules which may be deemed as discriminatory. Any person who is neither a Commonwealth citizen nor a British protected person nor a citizen of the Republic of Ireland is defined as an alien under the British Nationality Act 1981. Section 6 of the Aliens Restriction (Amendment) Act 1919 provides that no alien shall be appointed to any office or place in the Civil Service of the State. An alien is now defined in section 51(4) of the British Nationality Act 1981 as a person who is neither a Commonwealth citizen nor a British protected person nor a citizen of the Republic of Ireland. Ninety five percent of the total number of Home Civil Service posts is open, in addition to UK nationals, to Commonwealth nationals and EEA, Swiss and Turkish nationals and certain of their family members irrespective of their nationality. The Civil Service nationality rules are specifically excluded from the provisions of the Race Relations Act 1976 by section 75(5) of the Act. Nationals of other countries cannot be appointed to the Civil Service.

In my mind this may be deemed as a disproportionate means of achieving a

legitimate aim. Further, the Civil Service nationality rules are a product of history and a barrier to the recruitment of people who could bring special skills and knowledge to the Civil Service. This also contradicts with the Civil Service commitment in reflecting the diversity of the society it serves. Under UK law, it is not unlawful to discriminate on grounds of nationality where to do so would comply with obligations pursuant to primary legislation.

ELREC have recently pursued a case on behalf of a client who was discouraged from applying for a temporary summer research post within the Civil Service on the grounds of his nationality. Despite the fact that the client was studying in Edinburgh and possessed all the necessary skills required for the post, he was barred from applying due to his nationality. He was further informed that candidates should be of an EU or Commonwealth nationality. Ironically, the client was spending so much time and energy to become highly educated and skilled in Scotland, despite this, he felt as if he was being forced upon completion of his degree and training to leave the country to find employment elsewhere.

A meeting was held between myself and his MP to

highlight the clients concerns and unfairness in the law concerning Immigration and further how it could be viewed disadvantageous to people from certain countries. This was brought to the attention of the Parliamentary Secretary who is also an MP at the Cabinet Office and he was in agreement with my concerns and felt that the rules should be relaxed. He also indicated that the Government was concentrating its efforts to repeal the existing statutory basis to the nationality rules through primary legislation. Although, this was not of any benefit to our client directly, however, having raised the issue in this way, ELREC will have made matters easier for similar applications.

*By Rita Kochar*

*Complainant Aid Officer*

Sadly, Rita's service with ELREC ended this month due to uncertainty of funding for our Complainant Aid Service.

If you have any enquiry in relation to racial discrimination or harassment, please continue to contact the office and we will try to support you as best as we can.

We will keep you posted of any development.

More importantly, we would like to thank Rita for her dedication and professionalism in supporting the service users.

## Community Planning

This is the second instalment from me and the Community Planning team.

Firstly, the six month Scottish Government funded project initiated in October has been granted a further three month extension by its Equality Unit until June 2008. This will allow the team to follow up on the findings of the six month of which I am currently in the process of writing up the report. We have been working across the Lothian area developing links with community groups and liaising with Community Planning Partnerships within each local authority. The aim of the project as introduced in the previous newsletter is about promoting community engagement and participation amongst members of the black and minority ethnic communities living and working within the four local authorities.

The process and interest in developing local area forums for members of minority ethnic communities has been a difficult yet rewarding process. In the last week of February the second set of focus groups met in East, West and Midlothian. The level of engagement has varied across the localities but in total I have made contact with over 500 people through outreach sessions and engaged with around 50 people through the focus group sessions. Representation from each local authority was achieved with attendance by Equality Officers, Community Planning teams, and Education and Community Officers. It was an opportunity for the Council to hear the views and also introduce their aims for community

engagement.

Specifically looking at each local authority separately the process varies in terms of outcomes;

In West Lothian there was an agreement amongst the participants that more was needed to engage with wider communities living and working across West Lothian. The Community Planning team introduced the processes involved to engage with communities allowing the group to ask questions. One issue for further exploration was the development of Race Equality forum/group-aiding the Community Planning Partnership on Race. The group agreed that this was needed to make sure no member of the community was discriminated and also an opportunity to get involved. They further added that such a group should be open to all members of the community regardless of ethnicity. Members of the Multi-Cultural Forum were also present and it was agreed that stronger links need to be achieved with the Forum and other agencies to help the Forum in its work in West Lothian. ELREC will be supporting both the formation of a Race equality group and strengthening links with the Forum alongside the Council aims.

In East Lothian the group was able to feedback their views to the Equality Officer of East Lothian Council. The group were presented with the Council aim of setting up a network to which the Council could engage with on a range of issues. There was a

general agreement to this process. A forum was discussed however the group could not decide if this was possible. The agreement to a network would allow people to contribute in their own time as it was pointed out that many people might not have the time for meetings. Specifically one participant referred to the process of action, his own experience was of 'talking shops' where little action was actually taking place. It was agreed at the meeting that a questionnaire be developed to gather more feedback during outreach sessions.

In Midlothian there were similar discussions to that of East Lothian. There was an overwhelming agreement that the process of community involvement within community planning was difficult for members of minority ethnic communities, in reference to those with family businesses. We introduced the Council aims of setting up a network on similar line with East Lothian, there was not a concrete agreement to this process as it came apparent there were other issues to discuss. It was suggested that another meeting occur around April to discuss matters further.

Further Developments:

- Community Council Elections underway in East Lothian— Contact Angus/Shasta for further information if interested.
- Asian Women's group to be set up in

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**By Angus Kelly**

**Community Development Assistant**



## Youth Zone Updates

Firstly I would like to welcome a few new members of staff to the youth zone team. Liz Ely, 'on call' Sessional worker, Christina McConnell, Volunteer for Boyz On The Move Project, Abuba Yakuba, volunteer for Boyz On The Move Project and Community police officer Dane Harrison also volunteer for Boyz On The Move Project.

## Show Racism the Red Card Talent Show

ELREC's Show Racism The Red Card Talent Show attracted over 120 pupils from 15 primary schools in Edinburgh. The show took place on Friday 8<sup>th</sup> February at Portobello High School.

The young people delivered outstanding performances including singing, hip hop dancing, Capoeira dancing, cheerleading, plays, Indian dancing, slide show presentations and story telling. All acts were hoping to impress the judging panel – Rt Hon George Grubb, Lord Provost of Edinburgh, Chief Inspector of Police Jeff White and Chairperson of ELREC Shami Khan. Event was sponsored by Show Racism the Red Card, Communities Scotland and Lothian & Borders Police.

There were four winning categories, Best Performance, Best Use of

Imagination, Best Message and Best Overall Performance. All schools participating worked extremely hard on their acts and it was very difficult to have only three winning acts. All young people that took part in show were presented with a certificate and medal by The Lord Provost of Edinburgh.



The aim of the talent show was to encourage primary age children to raise awareness of anti racism, diversity and equality to their friends and family. The young people hopefully gained some confidence from the talent show to challenge racism in their schools and communities.

## Think SM:ART Youth Conference

The Think SM:ART Anti-Racism Conference for S3's has been organised to run again this year after its great success last year. The conference will take place on Tuesday 15<sup>th</sup> May at Dynamic Earth, Holyrood, Edinburgh.

The conference will run similar to last year. There will be an interactive session in the morning for the young people to participate in. During lunch there will be a market place for the young people to find out the different organisations they can get involved with to get their views and issues heard. There will be workshops running for the young people in the

afternoon. These will challenge the young people and tackle a variety of issues including terrorism, media and religion.

The idea of the conference is to give the young people the opportunity to work together to put forward realistic ideas to use as a tool kit to challenge racism in their schools and communities.

## Boyz on the Move Project

Boyz On The Move started on Friday 15<sup>th</sup> February and welcomed eight fresh new faces to ELREC. The Boyz have tackled two weekly challenges so far. The First challenge a hike up Pentland Hills was unfortunately cancelled due to the forceful winds and hammering rain. Instead the boys faced a wet and extremely muddy expedition through Roslyn Glen. Despite the torrential rain and freezing temperatures the boys worked as a team to make their challenge a triumph and had lots of excitement whilst doing so.

The second challenge the boys took on was mountain biking in Glentress Forest near Peebles. Once again the weather was a nightmare with bucking rain, driving winds and snow. The boys were eager to take up this challenge and even more excited to get drenched.



This challenge was very demanding on the young people not just because they were cycling against extreme weather conditions but because the boys had to face some of their fears

## What's Happening at the Youth Zone

HEIGHTS. The cycle route involved having to cycle up and down high ramps, jump off ramps with the bikes and cycle up hills. This challenge was great for the boys as it gave them the chance to build on their team building skills, communication skills and leadership skills. During this challenge there were a few accidents but nothing a first aid box couldn't handle. This was a day too remember.

The Boys have six more challenges to undertake and three workshops. If interested to know how the boys are doing on their challenges there is a blog in Youth Zone, please feel free to check it out.

### Bike Project

The Bike Project will be running during the Easter Holidays Monday 24<sup>th</sup> March till Friday 28<sup>th</sup> March. This project involves a group of six young people building their very own bike from scratch.

The group spends three days building their bikes with the support and encouragement of trained mechanics and 2 youth workers from ELREC. On the fourth day the group spends a day doing a cycling

### *New Opening times.....*

**Thursdays 4 to 8 pm**

**Fridays 1 to 5 pm**

### *Drop in and see....*

outdoor activity workshop. On the last day of the project the group spend a day mountain biking with a trained instructor on the bikes that they have built. At the end of the project the young people get to keep their bikes with the hope that they will continue to cycle.

The project would hope to teach the young people life long learning skills that would improve their future such as team work, active listening skills and leadership skills all of which could help them with difficulties they may have at school or in their communities. As well as these skills helping in school, the project hopes that these skills will help the young people during their transition into adulthood and in their future they will hopefully be more confident in tackling cultural barriers and exploring new opportunities in education, employment and general. The project aims to promote healthy living and positive lifestyles in young people.

### Up and Coming Activities For Youth Zone

- Youth Zone are visiting Fettes Police Headquarters to take on the Police fitness tests and to find out more about employment with the Police. This is part of

our Police project.

- Youth Zone are going to spend a day at the army barracks and attempt the assault course, paint balling and find out more about the army.
- Youth Zone are taking part in a discussion group with Audit Scotland to give their views about the councils services for BME young people.
- Youth Zone has been appearing regularly in the Leith Harbour and Newhaven Community News and hopes to gain a permanent slot for every issue. This is raising Youth Zones profile and giving us good publicity.

### What's happening at Youth Zone

As Spring break is approaching the young people are putting together a list of activities that they would like to do during the holidays. Go- Karting is a popular choice.

Youth Zone is starting a new weekly project in partnership with Fast Forward to create new posters and cards for young people about Drugs and Alcohol. The young people are keen to work on a project that will educate youths on the dangers of alcohol and drugs. The posters and cards will be displayed in all schools, youth groups and colleges. The Youth Zone logo will be on all posters and cards as well as the young people's names.

Youth Zone was visited from Young Scot in January and took part in a workshop educating young people on money skills and information on money issues that young people may face.

*By Maryanne Barclay  
Youth Development Officer*





## Lothian and Borders Police

The force continues to examine ways of improving race relations and serving the minority ethnic communities. Recent initiatives have included an event for International Students at Edinburgh Corn Exchange where Sergeant Kerr attended to provide information on various items including personal safety. Sergeant Kerr also attended the Edinburgh Women's Forum as part of International Women's Day and ELREC's youth group where she had a general question and answer session on police related issues. This proved to be extremely successful and has resulted in a proposed recruitment and information day for members of the BME community.

Shasta Hanif from ELREC also attended the joint City of Edinburgh Council/Lothian and Borders Police launch of Operation Griffin designed to provide operational/frontline personnel with the necessary skills to help combat terrorism and links in with the Force's overall 'CONTEST' (counter terrorism) strategy aimed at protecting those members of our community that are particularly vulnerable. We have also held a further meeting of the Lothian and Borders Critical Incident Reassurance Group a partnership set up to provide support where an incident has the potential

to significantly impact on community cohesion.

The Force is also looking at developing a dedicated support unit to help front line officers deal with the victims of Hate crime. As reported in the previous newsletter the force has put in place arrangements to ensure that every victim of hate crime across the Lothian and Borders will receive a personal customer satisfaction survey questionnaire. This is aimed at giving people the opportunity to comment on how they felt they were served by the police and give information to allow us to improve services or address any issues of concern. Hate crime is already the most scrutinised area of police enquiries and this will enhance our ability to get it right for the victims of this totally unacceptable behaviour.

The force's Diversity Unit who work closely with ELREC now have a new Inspector. Tom Galbraith has come in from a Sector Inspector role in Edinburgh and is the new 'Depute Head of Diversity' replacing Inspector Moore McCartney who has retired having served 30 years with Lothian and Borders police. Also leaving the Department shortly is Chief Superintendent Colin Campbell who will take over as Divisional Commander for 'A' Division which polices the city of Edinburgh. We wish both these officers the very best for the future.

# Punjab'n de Rasoi

## The Punjabi Women's Kitchen

Open from  
21st April 2008



## Mondays & Fridays

### 10am - 2pm

@ The Acorn Centre, Junction Place, Leith, Edinburgh

For further details contact Sikh Sanjog:

Phone: 0131 553 4737

E-Mail: [info@sikhsanjog.com](mailto:info@sikhsanjog.com)



## Community Planning Project (Cont.)

Midlothian through CL&D and HELPP.

The findings from the six focus group sessions held across the three localities have resulted in strategic issues that local authorities and local voluntary organisations have to consider when developing community planning initiatives with the involvement of minority ethnic groups. Below are three specific issues raised;

- Need for a holistic approach to local initiatives when engaging with community groups.
- An increase in the information available about the process of involvement in community councils; its aims and roles for community engagement.
- The development of stronger links with community groups and the networking of organisations working with members of minority ethnic groups.

I would like to thank all those that have been involved and I hope to continue this for actions to be implemented over the next three months.

## Community Learning and Development Student

My name is Emma Nolan and I am a student currently on placement with ELREC. I am in my second year of my Bachelors Degree in Community Learning and Development (CLD). Although this degree is accredited through the University of Glasgow, it is however, a work based degree and

is taught through Linked Work and Training Trust based in Grangemouth, Falkirk. (<http://www.lwtt.org.uk>)

Given that the programme is primarily field-based, rather than classroom based, learning is guided and developed round the work the student is employed to do so that the practical experience of doing community learning and development work forms the basis of the education training programme.

The course has inclusion and equality threaded right through it and this is one of the many reasons I decided that I wanted to experience a placement with ELREC. I personally feel very strongly about inclusion, equality and human rights, but I have very little knowledge in regards to racial issues and felt that I needed to learn and experience these things in person, rather than reading about them from a book.

Although Falkirk does have its own Racial Equality Council, Falkirk is a very small place and has a very small BME community. I felt that if I really wanted to dig deep and learn from my experiences that it would be best to go further afield – and where better than the country's Capital City?

I hope that from my short time on placement with ELREC, that I can truly learn about a wide range of different cultures and beliefs, about the real needs and aspirations of BME communities and the barriers to participation and engagement for BME young people. I'm sure that this placement will be a great experience for me and that not only will I learn an awful lot about the individuals and communities engaging with ELREC, but I also hope to learn an awful lot about myself.

## The City Centre Neighbourhood Partnership - Your Neighbourhood Needs You!

*The City Centre Neighbourhood Partnership will be hosting an event on Thursday 8th May 2008 from 1 - 7 p.m. in the Assembly Rooms on George Street to which everyone is invited!*

*The purpose of the event will be to:*

- *Raise awareness about the Partnership, it's role, it's benefits, and its key stakeholders*
- *Assist in prioritising issues for the Community Plan*
- *Identify Your Future Aspirations for the City Centre*

*The event would be informal with stalls showcasing the services of the key city centre partners as well as a number of interactive areas where you will be asked to help identify and prioritise issues facing the city centre as well as the opportunity to tell us your vision for the city centre. The results of this part of the event will be fed into the City Centre Neighbourhood Community Plan, which is due to be produced by summer 08.*

*There will also be a few surprises so we hope to see you there!*

Alan Dean  
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Performance Services and  
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## Back Page Information



### ADVERTISING

We welcome organisations to advertise in ELREC Community Newsletter, for example:

- Promoting services
- Disseminating flyers
- Advertising
- Vacancies
- Consultations
- General marketing

This service is available for a contribution of £100.

To find out more, please contact Nina Giles on 0131 556 0441 or [admin@elrec.org.uk](mailto:admin@elrec.org.uk)

The newsletter is available on a quarterly basis.

### CONFERENCE ROOM

You can book our 20-seat meeting room on an hourly basis for £10 per hour

Tea & Coffee £1 per head

Please contact the office for any bookings

### DONATIONS

ELREC is a registered charity in Scotland. We welcome donations however small, from individuals or organisations to help us to pursue our goal - *racial equality and justice for all*.

If you would like to share any interesting fundraising ideas with us, please give the office a ring.

### SERVICES

Edinburgh & Lothians Racial Equality Council (ELREC), founded in 1971, 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.

#### We aim to:

- Work towards the elimination of racial discrimination
- Promote equality of opportunity and good relations between persons of different racial groups
- Promote and organise co-operation of the statutory authorities and voluntary organisations

#### We pursue our aims through:

- Individual Complainant Aid Service
- Education and Training
- Campaigning
- Publications
- Consultancy and Signposting

#### To contact us:

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Charity Number: SC007896  
Company Number: SC183419

### OUR TEAM

Nina Giles - Director

Tasneem Ahmed - Administrator

Rita Kochar - Complainant Aid Officer

Shasta Hanif - Community Development Officer

Angus Kelly - Community Development Assistant

Maryanne Barclay - Youth Development Officer

Tommy George - Youth Zone Support Worker

Brendan McGeever - Youth Zone Support Worker

Jackie Kay - Youth Zone Support Worker

Elizabeth Ely - Youth Zone Support Worker

Emma Nolan - Placement Student

Christina McConnell - Volunteer

Abuba Yakuba - Volunteer

PC Dane Harrison—Volunteer