

# ELREC Newsletter



**Edinburgh & Lothians Racial Equality Council**

*Promoting Racial Equality and Fighting Racial Discrimination*

## Editorial

Welcome to the sixteenth 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.

### Rural Racism

On 20 June 2008, Michael Ross was found guilty of a murder he committed 14 years ago in Orkney killing Shamsudden Mahmood, a Bangladeshi worker in an Indian Restaurant.

This case is particularly significant to me because I remember at the time when the news reported the murder, I had a conversation with a friend of mine who came from Orkney. He was quite adamant that the murder had nothing to do with racism. He said to me at the time, he believed the murder was drug related and the waiter was murdered by a contract killer as speculated by the islanders. I also remember how disappointed he was that the peace of Orkney was disturbed by this murder.

It is not my intention to relate this story to prove that my instinct was correct and the murder was indeed racially motivated.

This conviction once again brought to the surface the level of racism that exist in rural Scotland. Issues remain as below:

1. The denial of the existence

of ethnic minorities in rural areas, which results in a widespread denial of racism and racist violence.

2. A 'colour blind' approach to minority populations which results in a failure to acknowledge their diverse needs, their experience of racism and racist hostility.
3. A belief in rural areas that racist violence is an urban problem and does not exist in rural settings.
4. A lack of effective support, consultative structures and mechanisms for isolated people.

Moreover, this case also potentially undermines the confidence communities have in the police and the armies; the lack of progress of the murder enquiry despite the fact that the murder took place in front of witnesses, Ross' father, former police officer, was involved in the murder enquiry, plus Michael Ross served the army in Iraq and was decorated as a war hero.

It is unnerving that someone like Ross who held violent racist views and retained a notebook with a Nazi swastika, an SS symbol, and "death to the English" written on it was able to serve the British Army undetected.

I believe that this case may merit a review of the recruitment and on-going diversity training programmes the police and armed services have to ensure racism is truly eliminated from their workforce.

*By Nina Giles*

*Director*

## ☺ We Are All Stars! ☺

Towerbank Primary School P7A made a star poster for ELREC anti-racism talent show and won a trophy for Best Imagination.

We put a lot of effort into making this poster. The poster was covered in black and white stars to show we are all equal and one big red star to say stop racism because we may have different skin tones but we are all one of a kind!

All our class's ideas were put into the poster because we didn't want to leave anybody out. After a few weeks of hard work our poster was finished. We felt very proud.

We all hope this world will be able to stop racism from happening and hope that our poster will help pass on the message.

Some girls from P7a and 7b made up a dance for the talent show. It was creative and we all worked as a team. The song they danced to was "Run and Tell that" from Hairspray. The song was about not treating people differently because they had a different skin tones to others.

☺ *By Holly Brown and Hannah Giles P7A* ☺



**Issue 16  
June 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

### Inside this issue:

Editorial	1
Community Development	2
Community Planning	3
Youth Zone	4
Lothian & Borders Police	6
Community and Policing Partnership	7
Lothian & Borders Fire and Rescue Service	7

## Community Development

### Urdu Diabetes session for women

Recently ELREC held an event along with Rubina Iqbal from MEHIP based around basic diabetes health education. Rubina delivered the session in Urdu for the ladies who attended. The topics that were covered were:

- The history of diabetes
- healthy eating
- The importance of exercise

And a chance for question and answers around diabetes management

All the ladies that attended felt the session extremely worthwhile and appreciated the fact that it was carried out in Urdu/Punjabi. It was a relaxing and informal atmosphere where the ladies could ask what they wanted. Rubina also gave an introduction on the Keep well Project which is a new health programme aimed at 45-64 year olds in areas of greatest need, where a simple health check can help find out your chances of developing conditions such as heart disease or diabetes.

### BBC Scotland Headquarters in Glasgow

A tour has been organised by ELREC for a group of bme people in July to visit and find out more about the BBC Scotland headquarters in Pacific Quay, Glasgow. The new headquarters situated just outside Glasgow on the River Clyde. The new building was officially opened by the Prime Minister, Gordon Brown, on 20 September 2007.

The tour will take place in July so check out the next edition of ELREC's newsletter for the pictures!

### Tackling Terrorism: Dealing with Causes and Consequences Conference

Recently I attended and spoke at this conference in Glasgow at the Royal Concert Hall organized by Holyrood events. The conference was set up to focus on the number of important developments in the public policy response in relation to tackling terrorism. The event brought together 120 experts in security, policing, civil contingency planning and some community groups.

Professor Paul Wilkinson, the renowned Terrorism expert from St Andrews University, Charles Farr, Director General for the office for security and counter-terrorism UK Government and Ed Husain, co-director of the Quilliam Foundation and author of *The Islamist* all spoke in the same session as myself. All the speakers were professionals who spoke on a range of pertinent issues related to 'tackling terrorism' but I was grateful that had the opportunity to end the session on a more community level and stress the need for community engagement in working with the communities that are most likely to be affected by these government policies and practices on counter terrorism.

### U, ME & CCTV: WHO'S WATCHING WHO??

### AN ANTI-TERRORISM QUESTION TIME

Recently ELREC held an event for young adults between 20-30 years old. This was an informal anti-terrorism question and answer session where Assistant Chief Constable Allan Burnett, **Head of Counter Terrorism Intelligence Unit for Scotland** was available to answer questions.

The session was a powerful and a well voiced one with over 40 young adults from a range of minority ethnic backgrounds attending. Many pertinent issues such as stop and searches, internet and phone monitoring, and surveillance were amongst those raised as concerns by the audience. Examples of such questions were: "Police have too much power to bend the rules. Recent legislation is craftily designed."

"Why are Muslims being stopped at airports and asked about their lifestyles, religious and political beliefs?"

"Is it true that our internet usage gets monitored automatically in case we go onto sites we shouldn't?"

There were many burning issues on the day and the above are only examples of some of the questions asked. It is crucial that everyone hears the voices of people that are **directly** affected by counter terrorism legislation. Dialogues such as these are not only necessary but vital to build upon already tense and strained community relations. Though many questions still remain unanswered, Allan Burnett has agreed to take some of the issues and act upon them.

More info of the session in next edition!

.....*Coming up*.....

### BBC Rivercity Media Event

ELREC is looking for members of the minority ethnic community who are **keen** and avid **Rivercity** fans for a media session with the story editor of this Scottish soap. This session will be held at the set where Rivercity is filmed and a tour will also be given. If you have a view on the following then we want to hear from you:

Are there any story lines that you feel Rivercity should be showing around ethnic minority issues?

Do you have a view on the current story lines that the ethnic minority characters are playing?

Do you feel that Rivercity has enough diversity on screen? Or is more/less needed?

Numbers are extremely limited for this session so if you are interested then please drop me an email with why you would like to come along and what you could bring to the session. This is a chance for producers of a TV soap to hear YOUR views in how to make their soap more diverse and reflective of real life issues that affect minority communities.

*By Shasta Hanif*

*Community Development Officer*

## Community Planning

Hello readers, this is the third instalment from the current community planning team. Updating you all on the work carried out through the community planning project. Our three month extension that was granted on the back of the initial six month phase from October to March is coming to an end. During the last three months we have continued our work to promote community engagement and participation amongst members of the minority ethnic communities across the Lothian area. We have strengthened our links with our various partners and continued to work with each local authority to strengthen links with their communities.

For the last nine months we have worked hard to improve the access to mainstream services and increase capacity building with minority ethnic communities. The process has involved a lot of out reach sessions across localities reaching out to over 500 people from different communities. Although there is still a lot of work to be done in regards to communities having a say about their community this piece of work has illustrated that people **want** to take part but need the support and information from the local authority to have the confidence to get involved.

In the last three months we have been working with other organisations and public bodies (police, local authority and NHS) on a variety of initiatives surrounding community planning. Below are examples of projects in the different localities;

### Midlothian

Asian Women's group in Midlothian; An open day was held at Lasswade High school inviting ladies from the

South Asian community to come along to a fun day. The participants agreed and it was decided that a group will be developed with the support of the community learning and development team, HELPP (The Midlothian Healthy Living Partnership Project) and ELREC. Watch this space!

For more information please get in touch with Shasta Hanif, ELREC.

### East Lothian

Black History Month planning group- ELREC were invited along to the planning stage for developing projects for celebrating Black History Month in October 2008. ELREC will be involved in promoting the event across minority ethnic communities and encouraging participation.

Community and Police Partnership (CAPP's) - Over the past month of June ELREC has been working with our partners Edinburgh and Lothian Borders Police to promote the CAPP's process across minority ethnic communities. Working with the local Community Beat Officers, outreach sessions were carried out across the areas of Haddington, Tranent (and villages), Prestonpans, Port Seaton and Cockenzie, and Musselburgh (surrounding villages). The process allows for a clear pathway that allows the police and CAPP representatives to be tasked directly by the community they serve.

If you have any issues or want to participate get in touch with your local CBO or police station.

### West Lothian

Race Equality Forum; The first forum meeting has been planned for the 8<sup>th</sup> of July by the community planning team at West Lothian Council. This is an opportunity to

have say in how issues around race equality are developed within the area, covering service provision and general duty of care. Three participants from the focus groups session have volunteered to be part of the planning group of the forum. Please read the poster inset.

If you are interested and would like more details please get into touch with Shasta Hanif at ELREC.

### Edinburgh

City Centre Neighbourhood Partnership Open day in the Assembly rooms, held on the 8<sup>th</sup> of May. The event was promoted across the equality organisations and minority ethnic communities. Outreach was carried out across the city centre to promote the open day to minority ethnic businesses. The public were invited to Identify and prioritise issues for the Community Plan, also identify future aspirations for the City Centre and raise awareness about the Partnership. On the day ELREC held a stall promoting our work and organisation. ELREC is also part of the community engagement and cohesion sub committee.

Increasing awareness and promoting participation are the key issues for minority ethnic communities to be part of the community planning process, below are the specific issues authorities need to take into consideration;

- 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 initiatives such as community councils ,

Cont. Page 7

*By Angus Kelly*

*Community Development Assistant*



## Thank you!

Firstly I would like to say a Huge 'Thank You' to Lothian's & Borders Police for giving consent for ELREC's Community Beat Officer PC Dane Harrison to take part in the 12 week Boyz On The Move Project and also to Multi Cultural Family Base for giving us a social work student Abuba Yakuba for the project. Abuba and Dane were assets to the Boyz on Move Project.



Dane and Abuba taking a well deserved rest.

## Boyz on the Move

The Boyz On The Project ended on Friday 23<sup>rd</sup> May after 12 exciting weeks. The boys completed the 8 demanding challenges including: mountain biking, white water rafting, skiing, hiking, rock climbing, fly fishing, Gorge walking and kayaking. During these challenges the boys tackled the extreme weather conditions of

snow, driving winds and torrential rain. If the severe weather conditions and freezing temperatures were not bad enough the boys had to take on the dreadful water conditions of choppy rivers, rough sea and irregular wave motion.



The boys also completed four workshops as part of the project: healthy living, mental health, Drugs and Alcohol and Body Image.

During the 12 weeks of the project the boys have learned lots of new skills, faced their fears and meet new friends. The project was very demanding on the young people with team work and dedication the boys have successfully completed the Boyz On The Move Project.

### Some Quotes from the boys

*'I had the best time ever'*

*'Amazing'*

*'Excellent'*

*'I am good at water sports'*

*'I learned lots of new things'*

*'Thank you so much'*

*'It was tough'*

*'Boyz On The Move has helped me with my English'*



## Think SM:ART Youth Conference

The Think SM:ART Anti Racism conference took place at Dynamic Earth Holyrood Edinburgh on Thursday 15<sup>th</sup> May 2008.



The conference was a great success and had 100 young people from 10 different secondary schools attend. As well as 2 celebrities X Factor contestant Nikitta Angus and John Laughton from the Scottish Youth Parliament who was also the Big Brother Hijack winner.



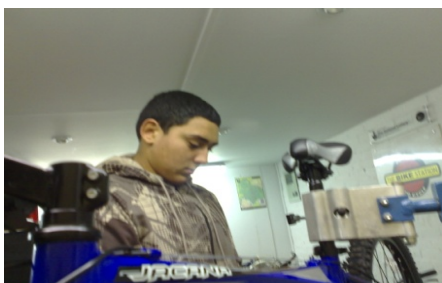
The Conference opened with Shami Khan (Chair of ELREC) and Cllr Jenny Dawe (Leader of Edinburgh City Council) speaking to the young people about racism. The young people then participated in 2 workshops each of the 8 workshops provided: Religion, Gypsy/Travellers, Truth about terrorism, Drama, Barrier to integration, music with a message, Youth perspective and Refugee and Migration. After the workshops the young people worked in groups to produce action plans for their schools to implement to tackle Racism.

All schools that took part in the conference will receive a tool kit that will include the action plan and exercises to use with their schools to challenge Racism.

## What's Happening at the Youth Zone

### Bike Project

In the last newsletter the Bike Project was planned for the Easter School Break. This went to plan and the Bike Project was a wonderful week. All the young people had lots of fun making their bikes and even more fun riding their bikes at Glentress Forest in Peebles.



The young people spent the first 3 days making their bikes. This proved to be challenging for some but under the watchful eye of a fully qualified mechanic the boys soon got the technique and the finish results were masterpieces.

During the project the young people were taken out on their brand new flashy bikes that they had built and completed a day of cycle training where they were taught how to be safe when cycle on roads as well as the signal and miniver procedure.



### New Opening times.....

**Thursdays 4 to 8 pm**

**Fridays 1 to 5 pm**

### Drop in and see....

The young people that took part in the project are continuing to use their bikes helping them to stay fit and healthy.



### Girlz on the Move

Girls On The move started on 11<sup>th</sup> April 2008. This project is going extremely well and the girls are very keen to complete all their outdoor challenges whatever obstacles they have to face.

So far the girls have taken on ice



skating, horse riding, hiking and rock climbing. There are 5 weeks left of the project. To check how

the girls are getting on with their adventures please check out their blog in Youthzone.

### QUOTES FROM THE GIRLS

*'I feel like a VIP in Girls on the Move'*

*'I had never seen iceskating before'*

*'Girls on Move is Kool'*

*'I have learnt that everyone is wonderful'*



### Drug and Alcohol Project

Youth Zone's weekly project in partnership with Fast Forward to create new posters and cards for young people about Drugs and Alcohol is going well.



The young people are enjoying coming up with new ideas and designing new posters that will draw the attention of young BME youths. The young people feel that the current poster's to educate youths about Drugs and Alcohol is aimed predominantly at white youths only. Youthzone are designing their own posters and booklets with BME young people on them.

*By Maryanne Barclay  
Youth Development Officer*



## Lothian and Borders Police

### **New Head of Safer Communities Chief Superintendent Gillian Wood**

I am delighted to be taking up post as Head of Safer Communities and would like to take this opportunity to introduce myself.

I joined Lothian and Borders Police 21 years ago and have served in uniform and CID posts within the city of Edinburgh and in county divisions.

With only two years service I was extremely fortunate to be seconded to a specialist unit, investigating child abuse and serious sexual crime, which gave me an early appreciation of the impact policing can have on people's lives.

More recently, a change of scene and a change of city when I became the National Drugs

Co-ordinator at the Scottish Crime and Drug Enforcement Agency, a post I held for over three years.

During this time I developed work to reduce the demand, supply and harm caused by illegal substances. As a parent, I see this as a vital and continuing piece of work to reduce the effects drugs have on both the individual and families throughout Scotland.

Most recently, I was Head of Complaints and Conduct at Police Headquarters, which is a key post for establishing levels of public satisfaction and gives the force the opportunity to learn from any identified shortcomings in service.

During my time in the police, I have worked closely with other agencies, from the very first joint interview training courses, which I delivered with colleagues from the Social Work Department, to the partnerships with health and education agencies on national drug strategies.

Over the coming weeks it is my intention to meet as many people as possible from our partner agencies and from the varied communities we serve, to develop my understanding of current issues.

I am sure my previous experience will stand me in good stead for the challenges that lie ahead in further developing the excellent relationships Lothian and Borders Police has with all the communities we serve.

Gillian Wood  
Chief Superintendent

### **Update from Diversity Unit**

The Diversity Unit has been working on an Equality Report that covers all six strands of Diversity and will be published in July 2008.

Officers from Diversity Unit and local Neighbourhood Action Units worked with ELREC staff at the recent workshops for S3 pupils held at Dynamic Earth. These workshops covered a vast array of topics and were well received by pupils.

Officers also attended the Milan Housing Advocacy Report launch and provided general advice to those in attendance. We have taken the opportunity at these and other events to highlight the career prospects offered by the force and are following up a few genuine enquiries from interested Muslim women.

Since Oct 2007, every victim of hate crime across the Lothian and Borders has received a personal customer satisfaction survey questionnaire. This is aimed at giving people the opportunity to comment on how they felt the police served them and give information to allow us to improve services or address any issues of concern.

The Force has prepared a detailed guidance document for Equality Impact Assessments (EIA's). EIA's will mean that we assess the impact - positive or negative - of all our policies, functions

or practices in terms of equality. All six strands of Diversity are covered in this process which will ensure that Diversity is at the heart of all police activity, policies and protocols.

We have held a further meeting of the Lothian and Borders Community Reassurance Network (previously 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 close to advertising for a dedicated support worker role to help front line officers deal with the victims of Hate Crime and work on crime prevention initiatives.

Scottish Forces have produced an ACPOS Diversity Awareness pocket guide which will be a practical operational guide for police officers and staff. This incorporates all strands of diversity. Lothian & Borders Police Diversity Unit have been actively involved in the preparation and production of this document in consultation with Scottish Inter Faith Association and other partners. This guide is currently at the publishers.

Due to recent staff changes Chief inspector Jeff White and Inspector Tom Galbraith have visited a number of Mosques by way of introduction - Central, Roxburgh Street, Annandale Street, Annandale Street Lane, Bathgate, Livingston and Temple Park Crescent. There have also been visits to the Chinese Consulate, to meet members of the Sikh community in Leith, Edinburgh Hebrew Congregation at Salisbury Place and the Polish Ambassador and Consul.

Above officers also attended a 'Welcoming New Scots' event at City Art Centre.

Other community engagement / meetings included WEGARAH, Edinburgh Pakistan Society, Lunch and dinner to support Bangladeshi Flood Appeal and Independence day celebrations, and the official launch of Scottish Islamic Foundation.

## Community Planning Project (Cont.)

associations; 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.

Since returning back from my holiday, ELREC has been informed that it would receive a further two month extension to the community planning post. In July and August we at the community planning team will continue to peruse the interests of black and minority ethnic communities across the Lothian region. We will keep you informed with upcoming events.

Although my time at ELREC will come to a close in August, I will look back with fond memories and great experiences. In particular I have enjoyed the opportunity to meet communities where they live and work, talking about issues important to them. I would like to take this opportunity to thank all who have participated in the focus groups sessions and am very pleased to leave ELREC with the knowledge that the process of effective community engagement has begun. I thank the local authorities for their support and commitment to improve community engagement and I would also like to thank our funders for the last 11 months the Scottish Government Equality Unit.

Finally, I would like to thank my colleagues at ELREC who will continue to deliver an effective service across the Lothians. Thank you!



Taking time out for that all important photo!

## Community and Policing Partnership (CAPP)

Since being piloted in Musselburgh in 2006, the CAPP process is now successfully up and running in all East Lothian wards. Its aim is to achieve genuine engagement and local accountability between the police and the community it serves, encouraging social responsibility through partnered activity.

Its uniqueness lies in the fact that, for the first time and through regular meetings, the community can task the local Community Beat Officer (CBO) with addressing issues of local concern. However, being a partnership, issues that are not the direct responsibility of the police will be addressed by way of tasks allocated to the other relevant stakeholders at the meeting. The composition of the CAPP has a core of police, local councillors, elected members and relevant council departments but is extended to ANY group or individual who has the well-being of the community at heart and is prepared to contribute to finding local solutions to local problems.

It is vitally important to ensure that previously 'under-represented' sections of the community, especially BME groups / individuals and youths, are included to ensure genuine engagement across the whole community spectrum. To that end, the police in East Lothian are very keen to extend a warm welcome to anyone from these backgrounds who are disposed to contributing to the process, thereby improving the quality of life in East Lothian.

### CAPP Dates / Times / Venues

Musselburgh (West) – Wed 6<sup>th</sup> August, 6pm, Brunton Hall, Musselburgh

Haddington – Mon 18<sup>th</sup> August, 7pm, Town House, Council Chambers.

Fa'side – Wednesday 20<sup>th</sup> August, Macmerry Village Hall

North Berwick – to be arranged

**Sean Scott**  
**Community Inspector**  
**Haddington, North Berwick & Dunbar**



**Lothian and Borders Fire and Rescue Service**

preventing • protecting • responding

## FIREFIGHTER RECRUITMENT

**We would like to inform you that Lothian and Borders Fire & Rescue Service has just started the recruitment process for 2008.**

**Please if you intend to apply do so ASAP.**

To learn more about the process, please attend an Open Day at Lothian and Borders Fire and Rescue Service McDonald Road Fire Station, Edinburgh EH3 on **Saturday July 26<sup>th</sup> 2008 at 0900hrs-1300hrs**

*The purpose of this event is to give you the opportunity to talk to the Recruitment Team and other members of the Service who will be able to offer information and advice about employment within the Fire and Rescue Service and details of the different stages of the firefighter recruitment process.*

Any previous attendees of earlier open days are invited as well. We will be carrying out the bleep test so you will have the opportunity to take part in this test again

Please confirm if you would like to take a part in this session as places are extremely limited

If you require information or wish to offer feedback please do not hesitate to contact Lud Ramsey or Lynne Gow on 0131 659 7311 or by email at:

[Ludwig.ramsey@lbfire.org.uk](mailto:Ludwig.ramsey@lbfire.org.uk)

Positive [Action@lbfire.org.uk](mailto:Action@lbfire.org.uk)

## 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:

Edinburgh & Lothians Racial Equality Council  
14 Forth Street  
Edinburgh  
EH1 3LH  
(T) 0131 556 0441  
(F) 0131 556 8577  
(E) [admin@elrec.org.uk](mailto:admin@elrec.org.uk)  
(W) [www.elrec.org.uk](http://www.elrec.org.uk)

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

Kay Richardson - Youth Zone Support Worker

Brendan McGeever - Youth Zone Support Worker

Ulrica Pinto - Youth Zone Support Worker

Elizabeth Ely - Youth Zone Support Worker

Kerry Nesbit - Volunteer

Abuba Yakuba - Volunteer

PC Dane Harrison—Volunteer