

# ELREC Newsletter



## Edinburgh & Lothians Racial Equality Council

*Promoting Racial Equality and Fighting Racial Discrimination*

Issue 21  
September 2009

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## Editorial

Welcome to the twenty first issue of the 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.

### Staff Changes

We are delighted to welcome back Shasta Hanif who has been on maternity leave for a year. She will now job share the role of Community Development Officer with Mizan Rahman.

Unfortunately we have lost a key member of staff, Maryanne Barclay, Youth Development Officer. She returned to university to further her study. We are unable to replace her for the time being as we have not been successful in securing further funding for ELREC's youth services. We wish Maryanne all the successes.

### Annual General Meeting

ELREC will be holding its 38th Annual General Meeting at Council Chamber, Midlothian Council, Midlothian House, Buccleuch Street, Dalkeith, Midlothian EH22 1DN.

The keynote speakers will include Chris Oswald, Head of Policy and Parliamentary Affairs, Equality & Human Rights Commission.

Please join us!

### Equality Bill Scottish Government Consultation on Social Economic Duty

The UK Government introduced the Equality Bill at Westminster on 27 April 2009. This is a major piece of legislation which aims to consolidate, strengthen and where possible harmonise the current equality legislation into a single approach. The Equality Bill relates to the characteristics which are protected. These are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Part of this Bill introduces a duty on certain public authorities to address the inequality that arises from socio-economic disadvantage, and to place this objective at the core of their policies and programmes. As the Bill stands, this provision applies to public authorities in England and Wales. As far as Scottish public authorities are concerned, the duty relates to devolved functions and Scottish public authorities are not covered. However it is possible to extend the duty to apply to Scottish public authorities, and if this is

considered to be an appropriate course of action, an amendment to the Bill may be lodged.

#### Aims of the duty

It is widely recognised that socio-economic disadvantage leads to significant inequalities (for example in relation to education, employment, financial capability, crime and health) affecting people's choices, chances and circumstances throughout their lives. The overall aim of the duty is to promote social mobility and reduce socio-economic inequality. The duty seeks to achieve this through ensuring that identifying and addressing the inequalities associated with socio-economic disadvantage is a key part of public authorities' planning, commissioning, monitoring and resourcing of services.

#### Scope of the duty

The duty requires specified public authorities when making strategic decisions to consider how their decisions might help to reduce the inequalities associated with socio-economic disadvantage. It will be for public authorities subject to the duty to determine which socio-economic inequalities they are in a position to influence.

Full consultation document:

<http://www.scotland.gov.uk/Publications/2009/08/Socio-EconomicDuty/Q/Page/2#Purpose>

By **Nina Giles**

**Director**

## Community Development

Edinburgh's faith community celebrated two major religious festivals over the last month. Eid-ul-fitar was celebrated on 20th Sept at the end of fasting month while another major Hindu festival Durga Puja commenced on 24th Sept. During the last quarter major updates are as follows.

ELREC has supported in organising Your Parliament, Your Career event on 9<sup>th</sup> July 09 initiated by Scottish Parliament aiming to increase employee representation from BME community at the parliament. Further to this event many applicants have registered to gain work placement at the parliament. Scotland's future and Ethnic Minority Communities Conference held on 30 Sept 09. Many ELREC members were took part on various workshops i.e Race Equality, Foreign Policy and Immigration etc and raised their concerns over current situation and future change.

### Oncoming ACT – SCAVEN events

SCAVEN Edinburgh – All Communities Together (ACT) was launched on 30 March 2009, which will provide a vehicle for community debate, discussion, scrutiny, consultation, engagement and involvement in respect of the UK CONTEST – Counter Terrorism Strategy in Scotland. We are pleased to announce that, series of free events will be organising over the months, you are cordially invited to these events. Specialists and subject experts will contribute to these events.

Date	Topics
04 Nov 2009	Terrorist's & Extremist's Ideologies
16 Dec 2009	Political Actions & Terrorism
03 Feb 2010	Radicalisation via Internet : Parental Control
24 Mar 2010	Current Threats : Local Extremism

To register your place, please contact with Mizan Rahman or Shasta Hanif at ELREC, Tel: 0131 556 0441 or email: [act@elrec.org.uk](mailto:act@elrec.org.uk)



### Responses on STOP & SEARCH Community Consultations

As a result of focus groups under community consultation on Stop & Search held last year initiated by ELREC in association with Allan Burnett National Co-ordinator, Counter Terrorism Intelligence unit Scotland (CITU), the following actions has been undertaken by CITU concerning Schedule 7 of the Terrorism Act 2000 and its utilisation within Scottish Ports.

Schedule 7 under Terrorism Act 2000, any Police Officer in their capacity as an examining officer may question any person they believe to be entering or leaving Great Britain, or travelling by air within Great Britain. For the purpose of determining whether that person is or has been concerned in the commission, preparation or instigation of acts of terrorism.

Standard communications will be developed and utilised by ports officers, throughout the Scottish ports environment, at key points in the examination process. This will standardise and improve the experience of travellers at Scottish ports.

- ◆ The information leaflet that was provided to attendees for comment at the community consultations will be adopted by all Scottish Forces. This leaflet will be distributed in the case of all recordable Schedule 7 examinations and will be ready for distribution shortly.
- ◆ A standardised public feedback process will be adopted by ports units throughout Scotland. Community members may provide feedback via the email and telephone contact details included within the information leaflet.
- ◆ All Police Control Areas within Scottish ports will be provided with adequate signage in terms of size, wording, design and position. This will ensure that any traveller who is engaged by ports officer will be aware, from the outset, that they are interacting with police officers and not some other airport official.
- ◆ Information generated as a result of Schedule 7 examinations will be stored in a standardised fashion throughout Scottish ports. This will enhance the confidence of examinees that any information that they are required to provide is handled and stored in an appropriate and safe fashion.
- ◆ All Scottish forces will adopt the new Counter Terrorism Training Programme which will incorporate behavioural analysis training, greater community engagement and cultural awareness training, including regular refresher training.
- ◆ The mentor role will be developed and adopted within the Scottish ports environment enhancing and reinforcing the training outlined above.
- ◆ Positive action will be undertaken to promote diversity throughout the Scottish ports environment.
- ◆ The Scottish Police Service will provide support, where relevant, to partner agencies to facilitate the development of technologies which will enhance the public experience and enhance security at Scottish ports.
- ◆ SCAVEN (Scottish Communities Against Violent Extremism Networks) will be adopted as the forum for ongoing police engagement with the minority ethnic community in Scotland on matters relating to terrorism legislation. ELREC has recently set up a forum; ACT-SCAVEN to facilitate debates on this issue. [[act@elrec.org.uk](mailto:act@elrec.org.uk)]

Meanwhile, Allan Burnett expressed his thanks to all participants who have been provided their important feedback taking part to these events which have resulted in such positive outcomes.

If you have any comments on above please contact CITU via email: [ctiu@strathclyde.pnn.police.uk](mailto:ctiu@strathclyde.pnn.police.uk)  
**By Mizan Rahman**

**Community Development Officer**

## Local Development Project

### Background

Research into community planning conducted by ELREC shows that many black and minority ethnic individuals take little or no part in local authority planning processes. Studies showed us that many minority ethnic individuals outwith Edinburgh travel in to access services there that they feel are relevant to them. As a direct result of these findings 2009 -2010 ELREC's Local Development Project was borne.

Throughout the lifetime of the LDP we aim to reach all individuals who fit into the Black and Minority Ethnic (BME) classification. We will bring about a significant increase for BME individuals' to take part in community planning and other local decision making processes. Additional outcomes of the LDP will be improvements in the general community participation levels of BME individuals, families and communities as well as the establishment of local action groups in our three designated local authority areas. East Lothian, Mid Lothian and West Lothian.

### Progress

Rolling into September we are delighted to share our progress on this very exciting project and wish to thank all those who have pledged their ongoing support for the LDP.

All 3 Councils, the police, the fire service, the health service, various community groups, voluntary and charitable organisations. The real thanks must go out to the countless BME community individuals that have given up their time, and on a 1 to 1 basis allowed us to conduct the crucial needs assessments in as candid and trusting a manner as possible.

Throughout the last few months the LDP team have attended many community events to maximise the opportunity of reaching out to as many BME individuals as possible whilst also promoting ELREC, and we will continue to do this over the lifetime of the project.

We are now in the final stages of collation of the report with dissemination over the coming weeks.

Key events to look out for are Black History Month across the 3 Lothians

including the much anticipated 'Arun Gandhi' visit. Diversity week in West Lothian being held 23 – 29<sup>th</sup> November 2009.

### Black History Month events throughout the Lothians

#### Black History Month – East Lothian

On October 12th 2009, Arun Gandhi (fifth grandson of India's legendary leader, Mohandas K. "Mahatma" Gandhi) will visit East Lothian as part of a four day visit to Scotland. East Lothian Council, together with Edinburgh Interfaith Association have structured the majority of events to focus around the visit of Arun Gandhi to the Brunton Theatre in mid October. The second major event will be a 'Multi-cultural Day' on Sunday 18th of October at Prestongrange from 11-4pm.

#### Black History Month – West Lothian

On Sunday, 11 October 2009 West Lothian will host a Polish Focus Group on Sunday, this will be at the Canon Hoban Hall, Catholic Church in Broxburn, Main Street from 3p.m- 5p.m, This event will be free and open to all Polish people in West Lothian. It will be a very informal gathering with group discussion sessions, traditional polish food and music, and a kidz arts and crafts workshop as well. See the flier enclosed. The session will be in Polish with simultaneous English interpretation where need be.

Also, On Saturday, 24 October 2009 West Lothian will hold the annual Diwali event, from 6p.m-11p.m at Strathbrock Community Centre This is open to everyone and funded and supported by Financial Inclusion Network, ( Flier enclosed) This is a ticketed event.

Come along and see ELREC at the West Lothian Diversity week multicultural event during the week of 23 to 29 November 2009. Check West Lothian Council and our website nearer the time for details. We shall update you nearer the time.

**Are you planning to or have you set up a minority ethnic committee or society? Are you looking for a meeting place and possibly some guidance on how to set up formally?**

**You may be one individual looking to set up a society with likeminded individuals; we can help to put you in touch with members of the community who share similar idea and aspirations to yourself. Please get in touch with us and we can assist you through the process.**

**Community development Team, [ldp@elrec.org.uk](mailto:ldp@elrec.org.uk)**

## Community Planning

This is my second newsletter article and to update on current progress firstly, within Community Planning major steps have been taken to both raise the profile of ELREC and its objectives along with putting us in a position to make an impact within the City Centre Neighbourhood Partnership.

I now represent the city centre voluntary sector and provide a voice and offer advice on current issues and policy implementation at the City Centre Neighbourhood Partnership meetings.

Recently we helped the Interfaith Society organise a Football tournament called Diversity Cup at World of Soccer, Corn Exchange with at least 90 enthusiastic football players from various backgrounds who had outstanding talent. There was a great mix of players and supporters from various ethnicities participating in the tournament.

ELREC had its very own team and were very successful ending up 3<sup>rd</sup> overall and winning the Best Sportsmen Award (wouldn't have it any other way).

In August Maryanne our Youth Development Officer organised a bike project in which she asked me to be involved. The Bike Project lasted for a week and the kids taking part had the opportunity to make their own bike from scratch, learning the basics of mechanics and maintenance. They were then taught how to ride their new bikes safely on public roads, following that we were all taken to Glen Tress for an off road experience! The kids loved it and I'm not shy to admit that I did too.

Forthcoming events/meetings include Neighbourhood Partnership meetings along with various sub group meetings to discuss policy and change.

For any further information on the Community Planning project please feel free to contact myself [zeshan.khan@elrec.org.uk](mailto:zeshan.khan@elrec.org.uk) or the team on: 0131-556-0441. Alternatively details can be found on our website: [www.elrec.org.uk](http://www.elrec.org.uk)



## Goodbye

Sadly this is my final newsletter with ELREC, as I am returning to university to study for a Postgraduate Degree in Primary Education. I would like to take this opportunity to thank all that I have had the pleasure to work with during my two years at ELREC. I wish the Youth Development team and all the young people involved with Youth Zone all the best for the future.

Thank you to all the young people that came to my farewell lunch on Friday 21<sup>st</sup> August to say Good bye.

## Bike Project

During the summer 6 young people had the opportunity to take part in ELREC's 2009 Bike Project.

The bike project is a week long course that involves the young people building their very own bikes from scratch with the support of 2 qualified mechanics. The young people spent the first three days building their bikes, some of the young people found this extremely difficult but with the support of enthusiastic and highly motivated staff as well as their peers, the young people quickly had a system in place and their bikes were finished in no time.

As part of the course the young people undertook a day of cycle

training. During the training the young people were taught various road skills to keep them safe when cycling on the roads as well as signal procedures. All the young people successfully completed the training and received new helmets each to use with their marvellous flashy new bikes.

On the final day of the Bike Project the young people tried their bikes off the road at Glentress in Peebles. This day pushed many of the young people as it forced many of them to face their fear of heights. The day went well except for a few minor injuries that occurred when the young people lost control on their bikes but nothing a first aid box couldn't fix.

The project was a great achievement for the young people as it built on their team working skills, communication skills and increased their confidence and self esteem. The young people that took part in the project are continuing to use their bikes to stay fit and healthy.

Some quotes from the young people

'Really, Really amazing'  
'My bike is brilliant'  
'Cant believe I built a bike'  
'Hard, but well worth it'  
'I have learnt how to look after my bike'



## Girls on the Move

After 12 exciting and tough weeks Girls on the Move finished in July. The young woman completed 8 weekly challenges including: Hip Hop

dancing, Capoeira arts, rock climbing, kayaking, horse riding and orienteering. During the challenges the girls tackled severe weather conditions, hammering rain, angry horses and purposely incorrect orienteering directions (courtesy of opposite teams).

During the 12 weeks the young woman also took part in 4 education workshops focussing on body image, healthy living, mental health, drugs and alcohol.

Throughout the project the young people have gained a lot of new skills and knowledge, meet new friends and confront their fears.

Some quotes from the young woman:

'I have had lots of fun'  
'I am good at dancing'  
'Horse was very scary but I really enjoyed it'  
'I work well as a team'  
'healthy food can be nice, especially smoothies'  
'Thank you ELREC, girls on the move was the best'

## Exam Results

I would like to say to all the young people a massive CONGRATULATIONS on their super achievements with their exam results. The young people worked so hard on their exam preparation and received a great deal of support from Study Buddies @ ELREC all of which contributed to the great results.

I wish the young people the very best with their future and in the transition from standard grades to higher, from school to colleges/ university or in work.

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

***Thursdays 4 to 8 pm***

***Fridays 1 to 5 pm***

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

## What's Happening at the Youth Zone

### What's happening @YZ

During the Summer Youth Zone was invited to spend a day at Fettes Police Headquarters to find out more information about the recruitment of Lothian and Borders Police as well as the different departments in the Police.



The young people took this opportunity to ask questions and discuss any issues that they had with the Police.

The day was split into 2 sessions, morning and afternoon. In the morning the young people learned about the recruitment process and tried the fitness tests and to their surprise they did exceptionally well. After a delicious lunch provided by Fettes the young people spent some time with the Police horses, Police dogs, fire arms and got to give their ideas and views about Counter Terrorism work currently in place with Lothian and Borders Police.



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

**Thursdays 4 to 8 pm**

**Fridays 1 to 5 pm**

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

### Ramadan @ Youth Zone

Throughout Ramadan Youth Zone activities will be relaxed and less demanding with activities such as Bollywood movie nights, arts and crafts, quizzes and weekly brain teasers.

### West Lothian Youth Zone

The West Lothian Youth Zone is on every Thursday 4pm until 8pm at Crofthead Farm Community centre, Templar Rise, Dedridge, Livingston., everyone welcome.

West Lothian Youth Zone has been running since end of June and numbers are increasing.

West Lothian Youth Zone has an exciting programme in place for the next 12 weeks.

Everyone is welcome to come along!



*By Maryanne Barclay  
Youth Development Officer*

## East Lothian and the Transatlantic Slave Trade

Come along and support East Lothian Council Museums Service by visiting their exhibition entitled East Lothian and the Transatlantic Slave Trade at Prestongrange Museum. The exhibition will run until 31 October 2009. This article focuses on some of the research used to plan the exhibition.

Colliers, Salters and Slaves

In March 1770 David Spens (or Spence), a black slave, was captured and imprisoned in Dysart jail. His crime was his desire for freedom from his master, Dr David Dalrymple from Methil in Fife. The colliers of Methil, who identified with the plight of this slave, raised some of the thirty pounds fine needed to get Spens out of jail. Why would Scottish colliers identify with a slave bought in the West Indies?

1606 Act of Parliament

King James IV passed the 1606 Act of the Scottish Parliament 'Anent Coaliers and Salters'. The Act 'bound' colliers, coal bearers and salters to their work, making it illegal to employ them without a master's certificate of release. Workers who ran away were seen as 'theiffs and punisichit in their

bodies." Some colliers were even made to wear collars to identify them. This was not that different from the treatment of black slaves.

Black Slaves in Scotland

In the 1720s it was considered fashionable to have a black boy in full uniform serving in the home of the Scottish upper classes. Most were brought here as servants, when Scottish plantation owners retired back to Scotland.

Many slave owners were determined to demand their right to their property. Some of their slaves were branded. Others were made to wear a metal collar

Admission to this exhibition is free. Open daily 11.00am to 4.30pm.

Prestongrange Museum, Morrison's Haven, Prestonpans EH32 9RX Tel: 0131 653 2904 Web:

[www.eastlothianmuseums.org](http://www.eastlothianmuseums.org)

# Lothian and Borders Police



## Diversity Unit Role Portfolio Updates

Sgt Clare Taylor has recently taken up her new role as a Community Sergeant in the West End of Edinburgh and her replacement is Sgt Irfan Majid. Sgt Majid now holds the portfolio for Gypsy Travellers and Interpreters.

Sgt Majid joined Lothian and Borders Police in 2000 and has served all his service in the City of Edinburgh in various departments, latterly in the CID. Irfan, who gained top marks in Scotland during his Policing Diploma in Leadership, is a well-known face in the local Muslim community and said "Having been a police officer for almost a decade, I am very proud of my achievements and the support I have received from my community throughout my journey. As an experienced police officer who is a member of the Muslim Community from Edinburgh, I strongly recommend and encourage members of all our minority communities to apply for a career within the police service."

Inspector Tom Galbraith has been appointed the full time Contest Prevent force co-ordinator, this role will be based within the Safer Communities department and will act as a conduit for all prevent activity between the Force and the Scottish Preventing Violence Extremism Unit.

Inspector Helen Boyle has recently been appointed the Diversity Unit Inspector. Helen has

### Diversity Unit

Chief Inspector Brian Wilson – Head of Diversity

Insp Helen Boyle – Deputy Head of Diversity

Insp Tom Galbraith – Contest Prevent Co-ordinator

### Portfolio Holders

Sgt Claire Houston – Age and Gender

Sgt Norman Towler – Race and Belief

Sgt Hazel Leslie – LGB and T and Remote Reporting

Sgt Martin White – Disability and Mental Health

Sgt Irfan Majid – Gypsy Travellers and Interpreters

## SCOTTISH POLICE COLLEGE SCOTTISH POLICE SERVICES AUTHORITY

### 18 or over?

Want a career that's different?

### RECRUITMENT OPEN DAY

**Come and find out about being a police officer, the selection process, the training, the varied work, the starting salary (£22,680) and career prospects.**

The day is primarily aimed at members of the minority ethnic communities and other under represented groups who could consider joining the police service in the next year or so. As well as coming yourself, you can bring along your partner or a sibling or parent with you.

**When? – Sunday, 8<sup>th</sup> November 2009.**

**Where? – the Scottish Police College.**

**(Don't worry, we will provide transport & a buffet).**

**How? – phone 0131 311 3314 to book a place (24 hour answer phone – please leave contact details).**



## Staff Attitudes to Discrimination Report of Survey of Schools Staff

An online survey was adapted from a much wider survey carried out by the Scottish Government (Attitudes to Discrimination in Scotland 2006). A total of 535 school based staff responded. This compares to 854 Council staff (including 126 Children and Families Staff) and 1,594 who completed the National Survey.

### Key Findings - The Good News

Edinburgh schools' staff have a strong commitment to getting rid of prejudice. 87% agreed that Scotland/Edinburgh should do everything it can to get rid of all kinds of prejudice whereas only 9% said sometimes there is a good reason for people to be prejudiced against certain groups.

Most Edinburgh schools' staff appreciate living in a diverse society. 64% said they would rather live in an area with lots of different kinds of people. 21% said they would prefer to live where people are similar to themselves and 15% did not express any preference.

Edinburgh schools' staff have a very high regard for gender equality. 84% disagreed that women who take time off to have a baby should accept they are less likely to be promoted as a result and 94% agreed that fathers should be just as able as mothers to take time off work when their children are ill.

### Key Findings - Three Challenges

**Challenge 1. Increasing Workforce Diversity.** Significant numbers of school staff do not know anyone in their workplace who has a disability, is from a different racial or ethnic background or who is gay or lesbian. 52% do not know anyone in the workplace with a physical disability, 26% do not know anyone from a black or minority ethnic background (BME) and 29.5% do not know any lesbian or gay people. It is known that the diversity of the teaching workforce in terms of ethnicity is significantly lower than that of the working population of Edinburgh.

### Challenge 2. Promoting Positive

**Action.** Redressing persistent inequalities may be hampered by quite widespread feelings amongst school staff and others that this is unfair.

\*Cautionary note: The national survey question described some disadvantages experienced by women and by ethnic minorities. This was not so in the schools' survey. With this warning, the table below compares the different responses to the following question:

*"Do you think it would be fair or unfair for the City of Edinburgh Council to give extra opportunities to get training and qualifications for women and for black and ethnic minority people?"*

The question about disability was the same in both surveys:-

*"Would it be fair or unfair to automatically give a person with a disability, who fulfils the necessary criteria for a job, an interview, even if the other candidates appear better qualified?"*

Positive Action	Scotland % definitely or probably unfair	Edinburgh schools % definitely or probably unfair
Extra training for women	35*	41*
Extra training for black and minority ethnic staff	41*	38*
Disabled person guarantee of interview	57	73
* See cautionary note above		

**Challenge 3. Addressing Prejudice against Specific Groups.** Prejudice appeared against certain groups in answer to the question as to 'suitability to be a Primary School teacher'. Though significantly less prejudice was expressed than in the national survey. 59% said Gypsy/Travellers

are suitable as primary school teachers; 69% agreed the same with people who experience depression from time to time and 72% would agree that someone who has had a sex change operation would be suitable as a primary school teacher.

### Further Findings

"Cultural Threat" and Attitudes to Migrant and BME Communities

12% of schools' staff stated that "Edinburgh would begin to lose its identity if more Muslims/people from eastern Europe/black and ethnic minorities came to live in Edinburgh". This is significantly lower than the 50% in the national survey.

11% of school staff agreed with the statement that "People who come here from Eastern Europe take jobs away from other people in Edinburgh". This is also significantly lower than the national survey (30%). Attitudes to whether or not people who move to Edinburgh from other countries should keep their own customs or adapt and blend into the larger society show that the majority of schools' staff (78%) think that there should be a combination of both. 4% say that they should keep their customs and traditions. Almost one in four school staff (23.5% on average) state that they feel fairly or very uncomfortable when they see a Muslim woman with her face covered in public. This compares to 22% nationally.

On average, only 5% of school staff do not agree with the statement that people from outside Britain who come to live in Edinburgh make the city a better place (compared to 25% nationally in relation to Scotland as a whole).

### SUMMARY

This Attitudes to Discrimination Survey has produced generally positive results from schools' staff (when compared to the Scottish results) but there is need for targeted action in some respects. Full report is available from ELREC or CEC Children and Families Services.

## 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

### 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.

### OUR TEAM

**Nina Giles - Director**

**Tasneem Ahmed - Administrator**

**Mizan Rahaman - Community Development Officer**

**Sandra Stewart - Community Development Assistant**

**Wahida Wilson - Community Development Assistant**

**Zeshan Khan - Community Development Assistant**

**Kay Richardson - Youth Zone Support Worker**

**Abu Yakuba - Youth Zone Support Worker**

**Elizabeth Ely - Youth Zone Support Worker**

### 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)  
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Company Number: SC183419