

# ELREC Newsletter



## Edinburgh & Lothians Regional Equality Council

*Promoting Equality and Fighting Discrimination*

Welcome to the twenty-ninth issue of the ELREC Community Newsletter which aims to bring our readers news and information about our work as well as the latest developments related to equality.

### From the Chair

As part of the equality strategy of ELREC I, on behalf of the Board of ELREC, invite you to become a member of ELREC; and within the rules of ELREC play a full part in the management and development of our organisation.

Relevant forms and information on becoming a member are available on our website, [www.elrec.org.uk](http://www.elrec.org.uk) Should you require any further information on ELREC please do not hesitate to contact us.

ELREC has been at the forefront of equality work in Edinburgh and the Lothians for over forty years. We invite you to join in our fight for equal rights for all people in our community.

### Foysoil Choudhury MBE Chair

### Police Apologise to San Family

On 12 August 2010, Simon San died as a result of a racist attack. The family raised their complaints against Lothian and Borders Police with the support from ELREC because at the time the police did not investigate Simon's death as a racist incident despite the family's perception.

On 23 August 2011, Deputy Chief Constable Steve Allen

apologised to the San family. DCC Allen said Simon's family have not had the service from the force that they would hope to give any family or any victim of crime. He has apologised privately to the family for that failure and repeated that apology publicly.

DCC Allen told the family of Simon San that he was sorry they had not received the service to which they are entitled from the organisation.

Simon San was attacked whilst at work in the Lochend area of Edinburgh in August 2010. He suffered injuries from which he died and Lothian and Borders Police launched a murder inquiry. Four young men were quickly identified and subsequently appeared in court.

Mr Allen said: "There is no doubt that Simon's family have not had the service from my force that we would hope to give any family or any victim of crime. I have apologised privately to the family for that failure and would like to repeat that apology publicly."

Mr Allen also apologised on behalf of the organisation for not listening to the family when they said they thought the attack was racially motivated; for not making them feel that their views mattered, and for not recording and investigating the attack on Simon as a racist incident.

He added: "We said that Simon was in the wrong place at the wrong time. He was not. Simon was at his place of work in a city that was his home. He was playing his part as an active

member of our community, contributing through work to the economic success of this city. Simon was a fellow citizen who was killed tragically and pointlessly."

Mr San's family have been supported all along by Edinburgh and Lothians Regional Equality Council. ELREC's chairman, Mr Foysoil Choudhury, said: "We commend the family for their courage and perseverance to ensure the mishandling of Simon's murder investigation is made public and other families who experience a similar event will not have their suffering prolonged."

Aamer Anwar, the San family solicitor, said: "Simon San's family lost faith and trust in police because of the actions of these officers. They feel that, had they not complained about their treatment, they would have never found out about the mistakes made by the officers. The officers may well be disciplined but for Simon's family they have played a role in lack of justice which they should have been entitled to as a grieving family.

"Simon's father is convinced that the accused received a lesser sentence because the officers failed to investigate the racial motivation of this case. They also feel that they were treated in this manner because they were Chinese.

"Mr Trieu Seng San (*father of Simon San*) stated:

*'Simon San was the youngest of my six children. He was a good son and a good brother. Simon's murder destroyed the whole family. I, along with my family, am very angry with the treatment we received from Lothian and Borders Police. The*

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### ELREC MANAGEMENT BOARD

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global music and dance, arts, crafts and food from around the world, a children's area and more...

# East Lothian family multi-cultural day

18 September 2011

**12 noon to 6pm**  
**Prestongrange Museum**  
**Morison's Haven**  
**Prestonpans**  
**East Lothian EH32 9RY**

**Free Entry**



EAST LOTHIAN  
**DIVERSITY**  
 NETWORK

For full details of what's on log on to  
[www.eastlothian.gov.uk/multiculturalday2011](http://www.eastlothian.gov.uk/multiculturalday2011)



## Vulnerability Self Assessment Tool

The National Counter Terrorism Office (NaCTSO) have developed an online Vulnerability Self Assessment Tool (VSAT) to assist you to identify and reduce the vulnerability to your establishment and help protect our communities against terrorism.

The VSAT product provides

- Signposting to 'Good Practice'.
- A 12 month Business Continuity Management Tool.
- Increased local engagement with Counter Terrorist Security Advisors (CTSA).
- Details of other Counter Terrorism initiatives.
- Written assessment report with recommendations covering:
  - Physical Security
  - Personnel Security
  - Information Security
  - Good Housekeeping and Risk Management

For further information please visit: [www.nactso.gov.uk](http://www.nactso.gov.uk)

If you would like to register for this service, please forward your email address to [xdivctsa@lbp.pnn.police.uk](mailto:xdivctsa@lbp.pnn.police.uk). Once registered you will receive an email with a password, enabling you to log onto the system and complete your survey(s).

Your local CTSA can be contacted on:-  
 DC Andrew Cameron 0131 335 5023  
 DC Clarke Tait 0131 335 5022  
 CTSA Neil Phillip 0131 335 5024  
 CTSA Alistair McIntyre 0131 335 5004



# VSAT

Vulnerability Self  
 Assessment Tool

## Fostering Good Community Relations Workshop

The Edinburgh & Lothians Regional Equality Council is holding an event in October. The workshop is open to members of the Edinburgh Equalities Network and any other individuals / organisations who have an interest in advancing equality and fostering good community relations in Edinburgh.

### **The purpose of the workshop is to give participants:**

- Better understanding of the Equality Act 2010 and the implications for community relations.
- Better understanding of barriers and how these can be overcome to foster good community relations
- Better awareness of how to

gather equality evidence.

- Being more confident in raising equality issues.
- Being more confident in engaging with individuals of protected characteristics.

### **The workshop programme will include:**

- Exercises on the themes of "Who do we think we are?" and "Equality dilemmas"
- An update on the Equality Act 2010 and what are the legal obligations for public sector organisations.
  - Small group discussions on identifying practical ways of removing barriers.
  - Discussion on understanding the common fears of participation and how to tackle those fears.

### **The workshop will take place on:**

Thursday 13 October 2011 at the European Room, City Chambers from 1.00 pm to 5.00pm

To book a place for the workshop contact Nina Giles, Edinburgh & Lothians Regional Equality Council, 14 Forth Street, Edinburgh EH1 3LH (T) 0131 556 0441 (E) [ngiles@elrec.org.uk](mailto:ngiles@elrec.org.uk)

More information about the workshop is available at:

[www.elrec.org.uk/events.htm](http://www.elrec.org.uk/events.htm)



## **Police Apologise to San Family (cont.)**

*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 racial motivation was completely denied by the officers despite there being evidence but though this material was provided to the Crown Office, the sentencing judge and family were told there was no such evidence.

"The family welcome the findings and thank Lothian & Borders Police for their robust inquiry, but still feel they have been denied justice. They are now requesting that the Lord Advocate order an immediate inquiry into their actions following the findings of the Police Complaint."

A full enquiry report can be obtained from ELREC's Director, Nina Giles.

If you experience/witness a hate crime, you can report to:

[www.lbp.police.uk/takecontrol/](http://www.lbp.police.uk/takecontrol/)

## **Prof Palmer joins Nelson Mandela as Freeman of Midlothian**

ELREC's Honorary President, Prof Geoff Palmer, from Penicuik, is to be made a freeman of Midlothian, councillors have decided.

Prof Palmer, joins Nelson Mandela as one of a select band of people who have received this honour. A special ceremony will be held later this year. Prof. Palmer is Professor Emeritus of the Heriot-Watt University, a brewing expert and a prominent anti-racism campaigner.

The honour was proposed by Adam Montgomery, Provost of Midlothian Council, and Les Thacker, another councillor. Cllr Montgomery said: "Professor Palmer has done a power of work nationally and internationally, both in his brewing career and in his anti-racism work, and remains the chair of the Penicuik Citizens Advice Bureau. We are fortunate that he chose to make his home in Penicuik in 1977 and I am delighted that we have cross-party agreement that he should be honoured in this way.

Prof Palmer said: "I'm extremely delighted by this honour, which is a honour not just for me, but for all the communities in Midlothian with whom I have worked since 1977."

with you



for you



## Change of approach to Diversity and Equality priorities by the Lothian and Borders Police

At this time of contracting resources, it is more important than ever that Lothian and Borders Police continues to invest in its response to equalities and diversity. The business case is a familiar one that at its heart revolves around trust and confidence. Where communities and those in them trust the police and have confidence in them they will be willing to engage as witnesses, reporters of crime and passers of information – all activities that make the police more effective. Communities playing their part in helping the police to keep them safe is key to getting the best out of limited resources. Getting the very best from everyone who works for the police is also a key driver of efficiency and effectiveness and is achieved in part by ensuring staff enjoy dignity and respect in the workplace and that equality of opportunity exists to get the right people into the right jobs.

The Introduction of the Equalities Act 2010 provided an opportunity to review progress and future priorities. We are required under the Specific Duties to publish information on the outcomes of our equality and diversity work. Defining those

outcomes in a way that can be measured is challenging and the force seeks the contribution of all partners. The introduction of the Act has simplified existing equalities legislation by removing inconsistencies and by strengthening and harmonising it into a single approach. It also poses a range of new challenges to public authorities, and their partners, that will require new ways of working. The development of equalities outcomes, based on evidence and community consultation, which should be designed to tackle significant and persistent inequality are considered to be of particular importance.

Following consultation internally and externally with partners and communities, Lothian and Borders Police will undergo a change of approach to Diversity and Equality priorities over the next twelve months. This will see the Diversity and Equality Action Plan (DEAP) being replaced by three Diversity outcomes which each Division and Department in the Force will be expected to identify in conjunction with local communities and the partners they work alongside. This

new approach will see the Force embrace both the principles and legislative requirements of the Equality Act 2010, which requires public authorities to report on outcomes they have delivered with and for communities in respect of equality and diversity.

At the Diversity and Equality Reference Group meeting chaired by Deputy Chief Constable Steve Allen on the 28th July 2011, each Division and Department presented their respective outcomes and also underlined how they would measure these and what activity they intended to put in place in order to deliver them. It should be emphasised that this new approach is very much in the development stage and this year is seen as a transitional one in moving the Force approach in respect of equality and diversity from activity to being outcome based. It would be the intention to publish the outcomes and details regarding them once they have been further developed, and at that stage the Force would welcome comments on them in order to assist in this new approach.

### 'Take Control' Remote Reporting Scheme

#### WHAT IS REMOTE REPORTING?

Remote Reporting is a way of reporting a crime or passing on information without talking to the police directly. There are a number of different organisations throughout Lothian and the Borders where victims, witnesses, carers or others can speak privately to a member of staff, and they will pass your information onto the police.

You can:

- ask for your information to be investigated
- leave details, but ask for your information not to be investigated
- leave no details, and ask for your information not to be investigated (this helps police monitor areas where hate crime may be rising)

**ELREC is able to provide remote reporting service.** For a full list of agencies that are able to provide the remote reporting service please visit: [www.lbp.police.uk/takecontrol/](http://www.lbp.police.uk/takecontrol/)

## Partners in Advocacy launches new young people's site

Partners in advocacy have launched their new website for children [www.pianet.org.uk](http://www.pianet.org.uk)



The site is aimed at young people and is easily accessible. Anyone using the site will find it informative, easy to navigate and will find a wide range of topics.

Young people can confidently contact Partners in Advocacy via e-mail, with issues or questions they require support with. Staff within each of their three offices in Edinburgh, Glasgow and Dundee will respond either by e-mail or phone, whichever way the young person has suggested is the best for them

Partners in Advocacy can and will support you with:

- issues at home, school or college
- housing and homeless issues
- attend meetings, appointments and tribunals
- finding out information
- choices and options and more

All information with shared with partners in Advocacy is confidential. The contact details for Partners in Advocacy is as below:

[www.pianet.org.uk](http://www.pianet.org.uk)

0131 478 7724



## Getting involved in public services Workshop

Edinburgh and Lothians Regional Equality Council (ELREC), West Lothian Council and NHS Lothian are working together to improve the way people from minority ethnic communities can make a difference to public services. A two-day workshop is taking place in your area to make this happen.

### The workshop will achieve the following:

- Better understanding of the way West Lothian public services involve people and make decisions
- Better understanding of the Equality Act and the implications for public services
- Better awareness of how to gather equality evidence
- Being more confident in raising equality issues
- Being more confident in participating in West Lothian Race forum and other consultation activities

### Venue

**West Lothian College**  
Almondvale Crescent  
Livingston  
West Lothian, EH54 7EP

### Dates

Thursday 22 and Friday 23 September  
10am to 3pm

### Who should attend:

- Members of the Race Equality Forum and Black and Minority Ethnic people who live in West Lothian areas
- Black & Minority Ethnic people who have an interest in improving the quality and delivery of public services in their own area

### To book your place or for further information, please contact:

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

Deadline for each event: one week before the first day. Note that interpreters are available – please let us know well in advance.

## Why is Equality Important? By Sam Serrels

You might think that, if everything is equal, then the world might enter a state of severe blandness where everything is censored by political correctness. When you step back and look at these statements, you see how ridiculous they are.

Think of the world as it is now, and think of some great people you know; it could be an artist, a musician, a scientist, or a generally smart or influential person. Think of what nationality, race and religion they are and, chances are, a lot of the people you can think of share a lot of these common attributes.

Now think of a world where everyone starts off with the same opportunities and continues to receive the same opportunities without ever having to worry about being discriminated. Imagine how many amazing people will have a chance to pursue their dreams and how many more artists, musicians and professors will be able to change the world for the better. These are just the advantages of equality. But you already know all this so why then is discrimination and inequality still about? This is a fact shown in the ELREC incidents count, which counted incidents 854 of some form of discrimination/harassment in Edinburgh and Lothians Region.

However I cannot answer the question on why discrimination is still about, as the cause is no direct source; it is distributed across multiple sources. But, with the help of ELREC and people like you, discrimination will be eradicated and the world can move on to a better, more equal future.

*Sam Serrels prepared this statement as part of the S6 Pupils Conference (9 - 10 June 2011)*

## Event

### Equality Act 2010: one year on - Conference

Glasgow, Wednesday 5th October 2011



This event will give Equality and Human Rights Commission an opportunity to tell participants about how the act works, what discrimination means and who is protected. It will separate unfairness from discrimination and demonstrate when discrimination might be unlawful and what can be done about it. The focus will be on individual protection against discrimination and using decisions made under the Act. It will explain the implications of the legislation for participants and their service users. There will be time for case studies and discussion. The purpose of the event is to help participants better understand and use the Equality Act 2010.

You can book your attendance by emailing your details and any information that will help facilitate your participation, including communications support, access or dietary requirements to:

[equalityactscotland@equalityhumanrights.com](mailto:equalityactscotland@equalityhumanrights.com)

For further information or assistance with booking, please contact David Reilly: 0141 228 596

## Law Volunteers

### Do you have a background in UK Law? Or are you a graduate in Law or currently studying Law and looking for some hands-on experience?

ELREC is seeking volunteers who fit into one of the above and can offer a minimum of 10 hours per week working at our office in Edinburgh. You would be working alongside the Director, helping with advising and providing information on, in particular, Discrimination Law.

For more details contact the ELREC office on 0131 556 0441 or mail us at: [admin@elrec.org.uk](mailto:admin@elrec.org.uk)

## FOSTER CARERS FROM BME BACKGROUNDS WANTED

A new campaign by the City of Edinburgh Council is aiming to tackle a shortage of foster carers in Edinburgh. Carers from all backgrounds are needed but the Council wants to double the number of foster carers from black and minority ethnic backgrounds (BME).

There are very few BME carers in Edinburgh and the aim is to try and increase numbers so that children from different cultural, religious and ethnic groups can live with foster carers who share similar backgrounds. Matching children with carers from the same background isn't always essential but, in some cases, it can help a child to cope with their situation.

Carers get paid as self-employed people by the Council and receive a fee, allowances, full training and ongoing support. Depending on the type of caring work taken on, the rewards can be around the level of a well paid full-time job. Carers also get funds to provide pocket money and to buy Christmas presents.

Foster carers must be over 21 years old. They can be single, married or part of a long-term relationship. They can be a tenant or homeowner. Some have children of their own and some don't. Carers don't need to be well-off or in work.

Information events will take place during the Edinburgh MELA between 2nd and 4th September and at McDonald Road Library on Thursday 1st September and 8th September from 10am to 1pm.

Anyone interested in finding out more about fostering can call the City of Edinburgh Council free on 0800 174 833 or visit: [www.edinburgh.gov.uk/fostering](http://www.edinburgh.gov.uk/fostering)

## S6 Pupils Conference 2011

ELREC was delighted to have been involved in this year's S6 Pupils Conferences. Sixth year pupils of City of Edinburgh High Schools came together in June to learn about a range of charities in the City and present to their peers about the key functions of those charities.

ELREC worked with 28 young people over two days. During the first day, they learned about communication and team building skills. They then learned about the remit of ELREC and key issues ELREC encountered in our area of work. The second day, the young people were split into small groups to prepare their presentation on ELREC.

I was impressed by the dedication, commitment and imagination of these young people in getting their presentation together in such a short time. They used drama, news programme, songs and dialogues to convey the message about equality. The winning team combined facts, humour and passionate speech in their presentation to inform their peers why equality is important to everyone. They presented their work to 500 of their peers.

Nina Giles, Director

**ELREC** as defined by Lona, Caitlin, Mathew, Billy, Taylor, Hannah, Josie and Scott

Equal rights for everyone (gender)

Loving people for what they are (sexual orientation)

Racist jokes aren't fun (Racism)

Everyone could go far (Disability)

Caring for others is a job well done (Age)

### Gender

- Women get paid on average 80% of what men get.
- Women make up only 22% of the UK parliament even though they make up 51% of the total population. This

suggests that gender discrimination still exists in this country

### Sexual Orientation

- One person may presume knowledge of another person's sexual orientation based upon perceived characteristics such as appearance, clothing, tone of voice and behaviour with other people.
- When two partners of the same sex get married, it's called a civil partnership and it is frowned upon for them to have children.
- People use the word 'gay' when they are describing horrible things: "That's so gay"

### Racism

Is the discrimination of someone, because of their race or culture, can experience both verbal and physical abuse. Racial harassment can be verbal racial abuse and name calling, offensive jokes, printed material and literature, graffiti, physical assault, damage to property, threats and intimidation etc.

I don't wear a kilt everyday.

### Disability

A third of disabled working adults live in poverty. A common term used is "Judge the person not the disability". Even though this is true a minority of the people constantly oppress those with disabilities. The majority of the oppression is people's ignorance towards the disabled, such as underpaying them and not making simple adjustments to their workplace to make their life as easy as ours can be.

### Age

Both the elderly and the young can suffer from abuse. These groups in society are easily stereotyped. 20% of 16 to 25 year olds are unemployed and 16% of pensioners live in poverty. These figures suggest that the oldest and youngest members of our society are discriminated.

## ELREC's 40<sup>th</sup> Annual General Meeting

ELREC's AGM will be taking place on 19 October 2011, 6:30pm at:

West Lothian Civic Centre

Howden South Road

Livingston, West Lothian

EH54 6FF

Vegetarian snacks will be served. Everyone is welcome.

For location maps go to: [www.elrec.org.uk/agm.htm](http://www.elrec.org.uk/agm.htm)

## 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 £20 per hour (reduced rate for small charities and community groups)

Tea & Coffee £1 per head

Please contact the ELREC office for any booking

### DONATIONS

ELREC is a registered charity in Scotland. We welcome donations however small, from individuals or organisations to help us to pursue our goal - *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 Regional 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 discrimination.
- Promote equality of opportunity and good relations between persons of different equality groups.
- Promote and organise co-operation of the statutory authorities and voluntary organisations.

#### We pursue our aims through:

- Advocacy for victims of discrimination and harassment.
- Support for communities in influencing change.
- Consultancy on equality policies and procedures.
- Delivery of customised training on equality matters.

#### To contact us:

Edinburgh & Lothians Regional 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

### OFFICE SPACE AVAILABLE AT ELREC

14 FORTH STREET, EDINBURGH EH1 3LH

Office space is available within the ELREC Building. Prime location for any business, privacy by way of own buzzer system at main entrance of building available.

Competitive rate of £300.00 per room per month. For more information or to arrange a viewing, please contact Nina Giles on 0131 556 0441.



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<http://twitter.com/elrecuk>

