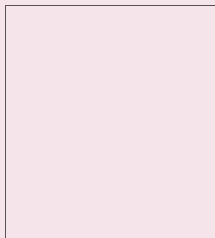


# Reports



**Rohini Sharma**  
Chairperson

## *Chair's Report*

It gives me great pleasure to present this report and to have the opportunity to highlight the achievements made during this year. This year has been very important in the history of ELREC.

The sheer hard work of all the members of the Management Board brought a positive outcome for the organisation in restoring part of its funding, and in the process, the service it provides to the community.

We have been successful in receiving funding from the City of Edinburgh Council and the Lothians and Borders Police. I thank our funders for their kind support in the re-establishment of ELREC, which is needed more than ever before to promote good relations between communities.

I am very pleased with the appointment of our Director, Nina Giles and confident that her passion and commitment for equality will lead ELREC to become a credible and efficient organisation for the future. I wish Nina the very best of luck for the future.

I also wish to record my gratitude for all the support and commitment of all the board members. I would particularly like to thank Masud Khan, Vice Chair for supporting me when meeting with potential funders, and Salma Rehman, Chair of Personnel for dealing with staff issues, including the recruitment processes.

I also wish to acknowledge the contribution made by the President, Geoff Palmer and his guidance throughout the year. I believe, everyone has worked very hard to reopen the doors of ELREC, which has always had strong links with BME communities.

Finally, I have decided to retire from the Board of Management of ELREC but, will, as I have always said, remain attached to the organisation. ELREC is very close to my heart and I wish the new board and staff every success in the coming years and hope to see it flourish and deliver the service that we always hoped it would one day.

## *Chair of Personnel Statement*

As you are aware, this has been an important year for ELREC not least in regards to appointment of staff, and the establishment of good practice in employment for both staff and their employers ELREC.

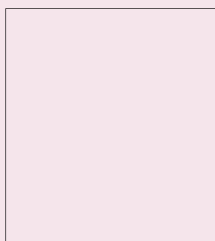
The Personnel Sub-committee has in the past year worked on the recruitment of both part time and full time staff, and in the coming year it is anticipated that additional staff will be required.

However, in order to attract and retain quality staff, it is essential that ELREC establish itself as a forward thinking organisation, whereby good practice in employment is evident, monitored and updated by both the employers and staff.

With this in mind, the Personnel Sub Committee, with support from the newly appointed Director, set its first task as reviewing and updating ELREC's personnel and generic policies. ELREC's Office Handbook now reflects and takes into account wide ranging arrangements for employees, such as: children and caring responsibilities; religion or belief, and protection of staff in the workplace. I am pleased to report that the monitoring of staff, including : applications & at time of interview: has been upgraded and is now more effective.

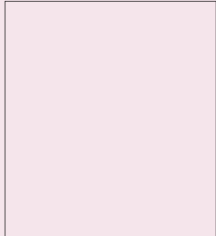
ELREC, as responsible employers, also wish to invest in its employees. We wish to retain staff who share in our commitment to the aims and objectives of ELREC. To assist in this, we have introduced a Performance Review System which will enhance both the personal and professional development of every member of ELREC's staff team, both now and in the future.

I am confident in the strengths and commitment of our new work force, and would like to take this opportunity to wish them and the new Personnel Sub Committee well in the coming years.

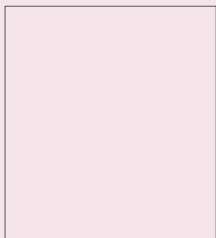


**Selma Rahman**  
Chair of Personnel

# Messages



**Rt Hon Leslie Hinds**  
**Lord Provost**



**Paddy Tompkins**  
**Chief Constable**

## *Lord Provost Statement*

**As Lord Provost** of the City of Edinburgh I am delighted to be asked to contribute to the Annual Report for Edinburgh and Lothians Racial Equality Council.

The City of Edinburgh Council has fostered good working relationships over the years and is keen to continue to do so in the future.

For many years, as Chair of the Edinburgh Mela, I have worked closely with the ethnic community.

I am proud of the hard work that they carry out to work towards the elimination of racial discrimination, racial equality and promoting good race relations through education, training, campaigning, publications and advice work

## *Chief of Police Statement*

**Lothian and Borders Police** has had a long standing relationship with ELREC which recognises both the importance we place upon racial equality and the value that ELREC brings to this vital issue for all of our community.

As a police service we are committed to promoting equality of opportunity and the nurturing of good relations between people of different racial groups. Not only is this a specific legal duty imposed upon us by the Race Relations Amendment Act but I firmly believe that it is the key to successful community policing. Our strength as a community lies in the diversity of the people who contribute to it.

ELREC is one of our principal partners in building bridges for consultation and in assisting us in delivering our service fairly to everyone within the Lothian and Borders area.

ELREC has had some significant challenges in its past which have threatened its very existence. It is a great credit to those members of the community who have worked within the organisation that they have to overcome these issues and built a new and vibrant body.

The recent employment of new staff members who will facilitate case work and remote reporting to the police and the securing of funding for BME youth work are tangible examples of what the new reinvigorated ELREC is delivering.

No one should be in any doubt that Lothian and Borders Police remains committed to sponsoring and working closely with ELREC to promote racial equality and enhance the quality of life for the people we serve.

# Director's Report

**It is with great delight** that I write my first statement as ELREC's Director.

To many, it might appear that I have an unenviable task rebuilding ELREC to its former glory. However, my first few months in this job have been made easy with the support from the Management Board under the strong leadership of Rohini Sharma, and from the funding bodies through the forms of Nick Croft (City of Edinburgh Council) and George Denholm (Lothian and Borders Police). I feel it is an honour to be given the opportunity to take on such an important challenge i.e. to provide a quality service to individuals and organisations who wish to eliminate racial discrimination and harassment and promote good race relations.

Already, ELREC is able to demonstrate the need for its existence. From 26 January to 31 March 2004, ELREC has recorded 24 enquiries made by individuals seeking advice and information. During the same period, we provided advice and support to four mainstream services on how they could improve their services and access for black and minority ethnic (BME) communities. In addition, ELREC is supporting the Central and West Local Development Committees in encouraging BME communities' participation within Community Planning. Furthermore, we have been playing an active role in many partnerships such as Race Equality Forum, Rooting Out Racism, Black and Minority Community Safety Working Group, and ERIMP Steering Group.

In April 2004, ELREC's staff team will be joined by two new recruits, Ali Abdoul Wahidi as Community Development Officer and Julie Fraser as Administrator. Also, with funding from Edinburgh Youth Social Inclusion Partnership, ELREC will be recruiting a Youth Development Officer in the next financial year. Sadly, we had to say goodbye to Kate Allan who was the part-time administrator till end of March.

Edinburgh Racist Incident Monitoring Project (ERIMP) will also be experiencing change this year when it becomes an independent organisation with its own management board. ERIMP, initially a pilot project partnership with the BME Community Safety Working Group, provides a central point for monitoring

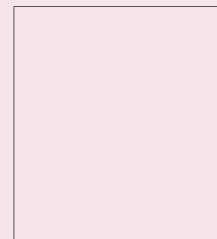
racist incidents. It is envisaged that the project will be fully independent by July 2004. However, ERIMP will continue to be based at ELREC offices.

The primary functions of ELREC for the current year include: providing advice and assistance on racial harassment and discrimination; capacity building work with BME communities; improving access to mainstream services; and mainstreaming race equality within the public sector and other bodies.

As well as carrying out our key functions, a number of new developments are currently being put in place. For example, a Youth Zone is being created within ELREC to offer BME young people a safe place to meet to discuss subjects of their interest, and acting as a third party/remote reporting agency for Lothian & Borders Police in relation to racist incidents.

It is ELREC's vision to ensure every individual living in Edinburgh and the Lothians, regardless of their racial grounds, age, gender, disability, sexual orientation, and religious and cultural backgrounds, will have the understanding, knowledge, confidence, and power to challenge race inequalities. We want to build better confidence amongst BME communities of how their needs will be consulted and addressed by local public authorities and service providers in the voluntary, statutory and private sectors. We also want to see total inclusion and better representation of BME communities in every aspect of Scottish life.

To achieve the above, ELREC will be developing new ways of engaging and consulting individuals and communities through training, discussion and social gatherings. We also want to ensure that there is fair representation of views in our membership and users from cross-communities, cross-equality groups, and cross-generations. We believe that every opinion should be valued regardless of the social attributes of the person or whether the person belongs to a particular community. Ultimately, we want to sustain trust and



**Nina Giles**  
Director

credibility for all those who are involved in the promotion of race equality.

ELREC will also be expected to move with the times in terms of evolving itself to be in line with the proposed Commission for Equality and Human Rights. We agree that fairness for all is the basis for a healthy democracy, economic prosperity and effective delivery of public services. We will advocate that equality and human rights matter to every one of us, not just those who experience discrimination and unfair treatment. In the coming years, ELREC will be equipping itself to develop a cross-cutting approach to tackling barriers and inequalities. We will also be equipping ourselves to tackle discrimination on multiple grounds. To do this, we will need additional resources and new partnerships.

I am thrilled to be in this position at a time when the equalities landscape is changing and I am confident that ELREC will meet the new challenges as an united organisation with our Management Board, staff, members and partners working closely together.

To end my statement, I want to thank all Management Board members for their tireless effort and commitment to ELREC during the testing times. I want to give a special thanks to those who are have retired or retiring from the Management Board this year, Gloria Jeffery, Dinesh Joshi, Masud Khan, Selma Rahman, and Rohini Sharma.

# Financial Statements

## Edinburgh & Lothians Racial Equality Council Limited Statement of financial Activities Year Ended 31 March 2004

	Note	Restricted Funds			ERIMP	Unrestricted Funds		
		Funding from CRE	Funding from local Authorities	Funding from L&B Police		Other Funds	Total Funds 2004	Total Funds 2003
		£	£	£	£	£	£	
<b>INCOME - CONTINUING OPERATIONS</b>								
Grants (see note below)	2		45,309	14,288	53,294		112,891	50,096
Rent						6,000	6,000	6,530
Other income						194	194	493
Interest receivable					413	1	414	760
Total incoming resources		0	45,309	14,288	53,707	6,195	119,499	57,879
<b>RESOURCES EXPENDED</b>								
Direct charitable expenditure	11		16,523	11,831	43,845	6,000	78,199	66,538
Administrative costs	11		25,668				25,668	32,081
Publicity	11		318		9,862		10,180	5,201
Total resources expended		0	42,509	11,831	53,707	6,000	114,047	103,820
Net incomings/(outgoings) resources		0	2,800	2,457	0	195	5,452	-45,941
Fund Balances b/f 1 April 2003		1,405	-42,001	0	0	32,333	-8,263	37,678
Transfers between funds 2004		-1,405	33,933			-32,528	0	0
		0	-5,268	2,457	0	0	-2,811	-8,263

### NOTE:

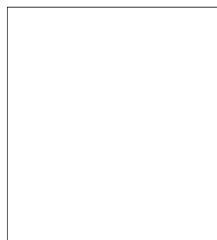
	Funding from CRE	Funding from local Authorities	Funding from L&B Police	ERIMP
	£	£	£	
Grants receivable				
Received in year		45,309	12,500	42,272
Deferred from previous year			14,288	21,964
Carried forward to following year			-12,500	-10,942
	0	45,309	14,288	53,294

## Edinburgh & Lothians Racial Equality Council Limited Balance Sheet 31st March 2004

	Note	2004	2004	2003
		£	£	£
<b>FIXED ASSETS - TANGIBLE</b>	7		2,874	5,471
<b>CURRENT ASSETS</b>				
Debtors	8	2,610		775
Bank & Cash		19,393		30,107
		22,003		30,882
<b>CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR</b>	9	27,688		44,616
<b>NET CURRENT LIABILITIES</b>			-5,685	-13,734
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>			-2,811	-8,263
<b>CAPITAL AND RESERVES</b>				
Restricted fund			-2,811	-40,596
Unrestricted Fund			0	32,333
General Fund	10		-2,811	-8,263

The accounts have been prepared in accordance with the special provisions of Part VII of Schedule 8 of the Companies Act 1985 applicable to small companies. The accounts were approved by the Board on 5 May 2004 and signed on its behalf by Rohini Sharma.

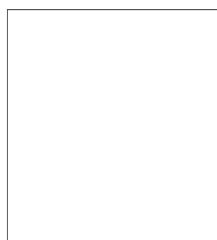
# Board of Directors



**Rohini Sharma**  
Chairperson



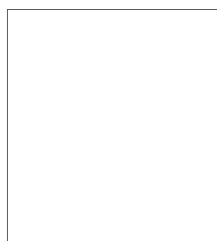
**Masud Khan**  
Vice Chair



**Mark Kennedy**  
Treasurer



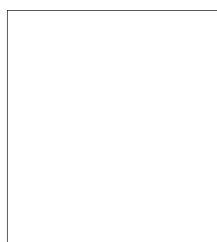
**Foyso Hussain  
Choudhury MBE**  
Secretary



**Selma Rahman**  
Chair of Personnel



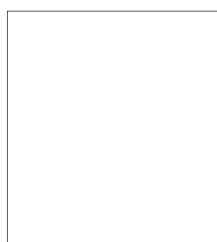
**Ijaz Nazir**



**Nahid Aslam**



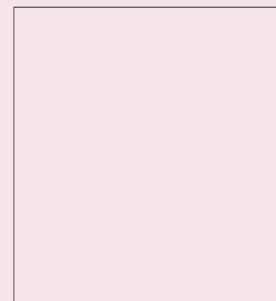
**Shaheen Unis**



**Dineshi Joshi**



**Shami Khan**



**Professor  
Geoff Palmer**  
President

## *President's Vision*

**It is with great pride** that I write this message to you.

ELREC has been regenerated and with its new staff will continue to serve the community as it has done for many years.

ELREC will continue to defy racism and work to develop a future where ethnic people will take their rightful place as full citizens in every area aspect of the community.

To me, we are not different races...we all belong to one race, the Human race.

I hope that we will continue to defy all that would separate us and that we will work together with all those who believe that a just society is the best society for everyone.

I thank those who have continued to support and fund ELREC, your faith in *equality* will not be forgotten.

# Edinburgh & Lothians Racial Equality Council



## OUR AIMS

To Support:  
Victims of racial  
harassment.  
Victims of racial  
discrimination.

To Promote:  
Equal opportunities.  
Racial equality.  
Good race  
relations.

# Annual Report 2004/05