

# Edinburgh & Lothians Racial Equality Council



Edinburgh & Lothians Racial Equality Council (ELREC) 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 statutory authorities and voluntary organisations

## Annual Report 2004/05

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# Statements

## Chair's Statement



Professor  
Braj Sinha  
Chair

In my first twelve months as Chairperson, I am pleased to report that 2004/05 has been eventful and a good year both in terms of financial performance and building a solid foundation for sustained long-term growth and expansion of ELREC.

We have been successful in:

- Establishing a Youth Zone for black and minority ethnic young people to meet, socialise and work on issues important to them.
- Increasing the staffing level.
- Wiping out the inherited financial deficit.
- Increasing the funding base by obtaining grants from the Commission of Racial Equality, Edinburgh Youth Social Inclusion Partnership and Ethnic Minority Grant Scheme.
- Upgrading the IT system and thus enhancing the communication capabilities with our members and service users.
- Organising a high profile successful national seminar on

education, employment and careers addressed by leading educationalists and employers from private and public sectors for the benefit of BME Communities. The seminar was financially sponsored by Scottish Enterprise, Lloyds TSB, Scottish Executive, Lothian Borders Fire and Rescue Service, Lothian Buses and City of Edinburgh Council.

I wish to acknowledge the contribution made by our staff and the active Board Members during the year, the continued success of ELREC is the result of a team effort and dedication of everyone involved.

I would especially like to thank Foysoyl Choudhury, Vice Chair for dealing with staff issues and the recruitment process and Amjad Chaudhry, Treasurer for strict financial control.

I also thank the City of Edinburgh Council and the Lothian Borders Police for their continued financial support for ELREC.

## Lord Provost Statement



Rt Hon  
Lesley Hinds

Today, much more attention is being paid to the role played by public bodies such as The City Of Edinburgh Council, in terms of promoting good race relations. Achievements in this area can only come through true partnership working.

The Edinburgh & Lothians Racial Equality Council is one of the Council's key partners in this work, both through its provision of advice and support to community members,

and by helping link the Council to the city's wider black and minority ethnic communities. ELREC has also played a key role in the development of the Edinburgh Race Equality Forum as well as advising the Council on race equality in employment and a range of Council services.

The City Of Edinburgh Council is delighted to work alongside ELREC in the task of creating a better city for all of Edinburgh's communities.

# Statements

## *Leader of the Council Statement*

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**Cllr  
Donald Anderson**

The black and minority ethnic community make a huge contribution to making Edinburgh such a successful world-class city.

We are very proud that we live in such a cosmopolitan capital and that one in four people in Edinburgh are born

outside the city.

We have a positive relationship with these communities and this is largely down to the level of partnership we have with Edinburgh and Lothians Racial Equality Council and others.

## *Chief of Police Statement*

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**Paddy Tomkins  
Chief Constable**

I recognise the crucial need to build diversity and race equality into everything that Lothian and Borders Police does. My priority is to serve all the people who make up our community. For that to truly work we need to convince our community that we celebrate the rich diversity of modern Scotland and we welcome it into our Police Service. We have made great strides in the police to address issues, to change our way of working and deliver a high quality service to all our minority communities. I believe that we are leading the way in the service we provide but we are committed to doing even better.

In the task of improving what we offer to society, in tackling racism and other

forms of bigotry, I recognise the limits to what the police can do on its own. This is a challenge for all of society and the solutions require effort by all of the institutions within that society.

Consequently we are proud of our long association with ELREC and the tangible outcomes from that partnership. This partnership approach, across society, is key to making inroads against racism and maintaining the quality of life we are so proud of here in Lothian and Borders.

I believe that we have achieved a great deal together but we reject complacency and look forward to a continuing and productive partnership with ELREC.

## *EYSIP's Statement*

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**Sandra Martin  
Director**

We hear a lot today about 'partnership working', 'sharing good practice' and 'joint working', all very good theoretical thinking in work with young people. When it actually happens in practice, it becomes a powerful force in affecting change for young people within the City of Edinburgh.

Edinburgh Youth Social Inclusion Partnership has had the pleasure of developing this type of relationship with ELREC over the past eighteen months

that has had as its main goal, listening to young people and ensuring that our services are responsive to their needs and wishes.

As the Youth SIP develops the model of an Edinburgh Commission for Children and Young People, I look forward to continuing the relationship with ELREC and ensuring that young people that they work with, are given the opportunity to have their voices heard across the city.

# Director's Report

It is with pleasure to present to you the Director's Report 2004/5. This financial year has been especially exciting, as our main aim was to re-establish ELREC as one of the leading organisations in Lothian in challenging racial injustice and promoting good race relations. This report will incorporate all the achievements made by the staff team as a whole and highlight some of the significant developments in individual projects between April 2004 and March 2005.

## Complainant Aid

ELREC responded to 122 enquiries in relation to our complainant aid service. Below is a summary of the types of cases.

## Discrimination

ELREC supported 47 individuals who believed they have been discriminated against contrary to the Race Relations Act 1976.

Type of Cases	No	Gender	No
Employment	27	Male	24
Service Delivery	16	Female	22
Education	2		
Housing	2		

Ethnic Origin	No	Ethnic Origin	No	Ethnic Origin	No
African	11	Chinese	1	White	3
Bangladesh	1	English	2	Mixed Race	1
Black	2	Indian	7	Other	9
Caribbean	3	Pakistani	3		

## Harassment

ELREC supported 39 victims of racial harassment.

Ethnic Origin	No	Ethnic Origin	No	Ethnic Origin	No
African	4	English	1	White	10
Black	1	Indian	1	Mixed Race	3
Chinese	1	Pakistani	9	Other	9

Gender	No
Male	23
Female	16

## Community Development

ELREC Open Day held on 29 September 2004 was attended by 30 individuals and organisations. The day presented an opportunity to show the public ELREC's history and future plans. We also took ELREC on the road in October/November visiting 8 different venues across the Lothian.

The key success of our community development project this year would be the Leadership and Participation Course in partnership with Centre for Human Ecology. This course was funded by City of Edinburgh Council BME Capacity Building Grants. 10 individuals successfully completed the 10 week course.

Our quarterly newsletter has proved to be a success with many positive comments received. The newsletter was highlighted as an effective means in communicating with our members at the Membership Reception on 23 March.

## BME Youth Zone

The youth zone was set up as a response to the EYSIP Reaching Out Survey (2003), where BME young people said they wanted a meeting place in the city centre for BME young people; a meeting place where they can meet other young people of similar backgrounds without fear of racial harassment.

The young people currently involved in the Youth Zone are of Pakistani, Bengali, Chinese and African ethnic origin. Their ages range from 14 to 21 years of age, with 16 being the average age. The gender ratio of membership is 60% male and 40% female.

As well as group work, the young people also receive one-to-one support. The areas covered so far include advising on career options, accessing information about courses, preparing cvs, dealing with problems at school, and support with racial incidents.

ELREC Youth Zone was awarded by Citizen Y Campaign for demonstrating youth-friendly practice. Other highlights includes meeting the Children's Commissioner, hosting an information stall at Youth Work Fair, and a fun evening with the Chief Constable.

## Reaching Out Programme

The Reaching Out Programme was transferred from EYSIP to ELREC in



**Nina Giles**  
Director

January 2005. This programme will run from January to December 2005. The aim is to build capacities of organisations to work with BME young people. Already we have delivered workshops at Approaches Conference in Glasgow, Citadel Youth Inclusion Seminar and Youth Work Fair Week.

## Mainstreaming Race Equalities

Over the year, ELREC has supported many organisations and partnerships in ensuring their policies and practices comply with the Race Relations (Amendment) Act 2000 General Duties. For example, ELREC participated in impact assessment sessions held by City of Edinburgh Council (CEC) on housing strategy and community concierge; organised an information meeting on School Boards; organised in partnership with QMUC a learning fair for ethnic minorities and supported Lothian & Borders Police with their customer survey at Mela.

ELREC contributed to partnerships such as Community Safety, Race Equality Forum, Education Race Equality Implementation & Monitoring Group, ESOL Coordinators Group, Rooting Out Racism and Tsunami Task Group. ELREC strongly believes that effective partnership working is vital to promote race equality and deliver better service. This is why we have been working closely with stakeholders in developing a multi-agency framework in dealing with racial attacks and harassment.

## Fundraising

ELREC is delighted with the success it had over the year, securing funding from Commission for Racial Equality and raising £9,400 for the Employment Seminar which was held in April 2005. We believe ELREC has firmly once again established itself as one of the leading organisations in race equality in Scotland.

# Financial Statement



**Amjad Chaudhry**  
Chair of the  
Finance & General  
Purposes  
Sub-Committee

The first major task for this year was to fulfil the mandate given by ELREC's members at the Annual General Meeting held on 3 June 2005, that is to appoint an auditor for 2004/5. Tenders were sought from nine chartered accountancy firms in June. Five companies submitted their proposals. After a robust tendering process, Ian B Wilson Ltd of Bonnyrigg were appointed as Accountant/Auditors for the year 2004/05.

A new financial monitoring procedure has been implemented by the Accountant. This new procedure will enable us to monitor our finance on a project basis.

With a projected deficit of £2,412 at the beginning of the financial year, it is a challenge for myself as the newly appointed Treasurer/Secretary, to ensure ELREC is meeting the expenditure committed by the previous Board and any unexpected expenditure.

Like many good employers, we are concerned about the

ever-rising pension costs that need to met by employers. These costs are often omitted by funders when awarding grants. This adds further weight for the organisation to build a healthy reserve.

A fully functional IT system is key in the delivery of ELREC's services and the communication with members and partners. Given the frequent breakdowns of the server and other hardware, we sought tenders from eight IT consultancy firms. I am pleased that Kraya Co was awarded the annual contract.

Looking ahead, the 6-year premises lease for the office will expire in 2006. It will be the task for the next Finance & General Purposes Subcommittee to renegotiate a new lease or to identify more accessible premises.

Despite the busy schedule of the members of this subcommittee such as Professor Sinha and Shaheen Unis, we are pleased that meetings were held on a regular basis to discuss the financial situation of ELREC.

Consultations amongst the subcommittee members were also held on the telephone as and when required.

I am pleased to end my statement by announcing that ELREC has a surplus at the year ending March 2005, this is shown in the Annual Audit Accounts.

EDINBURGH & LOTHIAN RACIAL EQUALITY COUNCIL LIMITED					Page 6
STATEMENT OF FINANCIAL ACTIVITIES					
(Incorporating Income & Expenditure Account)					
YEAR ENDED 31 MARCH 2005					
		Unrestricted	Restricted	TOTAL	TOTAL
		Funds	Funds	FUNDS	FUNDS
		Core	Projects		Year ended
		funding		2005	31 March 2004
	Note	£	£	£	£
INCOME - CONTINUING					
OPERATIONS					
Grants	2	94,398	36,740	131,138	112,891
Rent		6,000		6,000	6,000
Other income	3	4,261	125	4,386	194
Donations		100		100	0
Interest receivable		1	51	52	414
<b>Total incoming resources</b>		<b>104,760</b>	<b>36,916</b>	<b>141,676</b>	<b>119,499</b>
RESOURCES EXPENDED					
Direct charitable expenditure	11	82,980	23,085	106,065	78,199
Administrative costs	11	22,293	2,380	24,673	25,668
Publicity	11	221	240	461	10,180
<b>Total resources expended</b>		<b>105,494</b>	<b>25,705</b>	<b>131,199</b>	<b>114,047</b>
Net income / (expenditure) for the year	4	-734	11,211	10,477	5,452
Fund balances brought forward		-5,268	2,457	-2,811	-8,263
Transfers between funds	13	3,173	-3,173	0	0
Fund balances carried forward	13	-2,829	10,495	7,666	-2,811
The company had no other recognised gains or losses other than those shown above for the two years ended 31 March 2005.					

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BALANCE SHEET					
31 MARCH 2005					
		2005	2005	2004	
	Note	£	£	£	
<b>FIXED ASSETS - TANGIBLE</b>	7		0	2,874	
<b>CURRENT ASSETS</b>					
Debtors	8	1,779		2,610	
Cash at bank & in hand		42,905		19,393	
		44,684		22,003	
<b>CREDITORS : AMOUNTS FALLING DUE</b>					
<b>WITHIN ONE YEAR</b>	9	37,018		27,688	
<b>NET CURRENT LIABILITIES</b>			7,666	-5,685	
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>			7,666	-2,811	
<b>CAPITAL AND RESERVES</b>					
Unrestricted fund	13		-2,829	-5,268	
Restricted funds	13		10,495	2,457	
			7,666	-2,811	

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.

# Statements

ELREC has had another good year. The committee and staff have worked well together to serve the community. The funders are pleased with the activities of ELREC and have been very supportive throughout the year.

For the coming year it is important that the members of ELREC try to play an active role in the activities of ELREC. Only by working together can ELREC continue to do the excellent job it does for the

community. One of the highlights of the year was the national seminar on education, employment and careers which was held at Pollock Hall, Edinburgh University.

The conference was well attended and it was made clear to those who manage the community that education and job opportunities for ethnic minority people must be improved so that we can have a fair and just society.

2004/2005 has been an extremely busy time for the Personnel & Policy Subcommittee as we are the people who execute the recruitment of staff on behalf of ELREC Management Board.

We are particular pleased that we have build upon the good work of the previous subcommittee by sustaining the existing staff team and securing new positions. At the end of the financial year, ELREC was awarded a grant from the

Commission for Racial Equality for developing a complainant aid service. This post is particularly pertinent as it provides a front line service to those who suffer from racial discrimination and harassment.

I would like to thank the members of the Personnel & Policy Subcommittee for their hard work. I would particularly like to thank Naren Sood who has been by my side throughout all the recruitment processes.



**Professor Geoff Palmer  
OBE  
Honorary President**



**Foysoyl Choudhury MBE  
Chair of the  
Personnel & Policy  
Sub-Committee**

## *Management Board Members*

### **Honorary President**

Professor Geoff Palmer OBE

### **Chair**

Professor Braj P Sinha

### **Vice Chair**

Foysoyl Choudhury MBE

### **Secretary/Treasurer**

Amjad Chaudhry

### **Company Secretary**

Steve Kent

### **Ordinary Board Members:**

Shah Noor Chowdhury

Emma Crawshaw

Mark Kennedy

Cllr Shami Khan

Ijaz Nazir

Girijamba Polubothu

Trishna Singh

Naren Sood

Shaheen Unis

### **Our Team**

#### **Director**

Nina Giles

#### **ERIMP Co-ordinator**

Jeff Kemp (till June 2004)

#### **Community Development**

#### **Officer**

Ali Abdoul Wahidi (from April 2004)

#### **Youth Development Officer**

Aisha Sohail (from July 2004)

#### **Youth Zone Support Worker**

Mara Menzies (from March 2005)

#### **Administrator**

Kate Allan (till April 2004)

Julie Fraser (from April 2004 to

January 2005)

Cathy Murray (from March 2005)

#### **Clerical Assistant**

Shelley Kelly (from February 2005)

#### **Placements & Volunteers**

Sarah Kim (from May to June 2004)

Shelley Kelly (from September 2004

to February 2005)

Tracy Pan Shuang (from Oct 2004)

#### **Cleaner**

Rafaela Melendez Buendia (from

March 2005)

Supported by:

The City of Edinburgh Council

Lothian & Borders Police

Edinburgh Youth Social Inclusion Partnership