

Annual Report 2011/2012



Edinburgh and Lothians
Regional Equality Council



ELREC's Aims



Introduction

Edinburgh & Lothians Regional Equality Council (ELREC), founded in 1971, is a company limited by guarantee and a registered charity 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.

The main objectives of ELREC are:

The main objectives of ELREC are:

- to work towards the elimination of discrimination in all its forms
- to reduce inequality and promote a culture of human rights
- to promote good relations between persons of all protected characteristics without distinction on grounds of colour, race, nationality, ethnic or national origin, gender, marital status, disability, sexual orientation, age and creed
- to promote and organise cooperation in the achievement of the aforesaid purposes and to that end to bring together in ELREC, representatives of the statutory authorities and voluntary organisations engaged in the furtherance of the aforesaid purposes



Foyso! Choudhury MBE

Chair



I am honoured to be communicating with you as Chair in my second term. I am proud to say that I joined ELREC when I was at school and over the years I have both witnessed and experienced the struggles and success of the organisation. This past year I am pleased to say has been a year of great success for ELREC. We have developed a strong team of staff and volunteers who are truly dedicated and passionate about promoting equality. With the development of this new team has come the development of our organisation as a whole. We are engaging with an ever increasing number of individuals from protected characteristic groups through partnership with other organisations, various community engagement events and our complainant aid service.

ELREC started to work in partnership with CEC's EAL service on the youth project TRUE Colours which aims to tackle racism and bullying in schools. We look forward to providing support and guidance to aid the youth in the establishment of TRUE Colours in schools throughout Edinburgh.

Following the success in raising awareness around the issues surrounding Forced Marriages with its previous seminars, Direct Approach has enabled multiple-agencies discussion with women of minority ethnic and faith groups on Female Genital Mutilation (FGM).

ELREC held two Equality Local Government Election Manifestos Meetings which provided an opportunity to encourage communities from all protected characteristics to engage with senior politicians of major political parties to help them to develop their election manifestos.

We also held a Schedule 7: Stop and Search Consultation meeting which enabled communities to speak about their personal experiences, identified ways of reducing grievances and to prevent further damages to community relations. I am particularly pleased with the manner in which ELREC's Newsletter has developed. It carries, in great details, the work of ELREC. It has a wide circulation and I am delighted that it is conveying to the community the excellent work that ELREC is doing for the community.

I would like to thank my fellow board members who have continued to support me through my second year as Chair. I would also like to thank the staff and volunteers who have shown great dedication towards achieving equality for all.

Finally I would like to thank The City of Edinburgh Council, The Scottish Government and Lothian and Borders Police for providing us with the funding which enabled ELREC to have a greatly successful year.

ELREC looks forward to the year ahead and a more equal Edinburgh and Lothians.



Alex Neil MSP Cabinet Secretary for Health and Wellbeing

I'm delighted that Edinburgh and Lothians Regional Equality Council have been working hard for another year to promote race equality and to challenge all forms of racism. The current economic climate means that this has become more challenging and there is a need to identify new ways of working to help people overcome racism and discrimination to become the One Scotland of many cultures to which we aspire.

The Scottish Government values the contribution of ELREC and the other Regional Equality Councils in Scotland, and the work they do to promote good community relations and build stronger links between communities. We are currently seeing new challenges across the equality landscape, not least the impending implementation of the Public Sector Equality Duty, with which ELREC and the other Regional Equality Councils have engaged wholeheartedly. I look forward to continuing to work with ELREC in the promotion of race equality and wish you every success for the year ahead.



The Rt Hon Donald Wilson Lord Provost, The City of Edinburgh

I would like to take this opportunity to thank all the Board Members, staff and volunteers at ELREC for their continued hard work and commitment to advancing equality in the City of Edinburgh.

Recent developments at ELREC have shown that the organisation can adapt and meet the needs of Edinburgh's more diverse communities. It has been particularly pleasing to see this growing diversity reflected in ELREC's Board and their work programme. Specifically, the organisation's work to bring different communities together to explore and address issues of common concern and to promote good community relations, is critical in these times

of austerity.

The Council remains committed to working in partnership with ELREC and I for one am looking forward to supporting this work in the months and years to come.

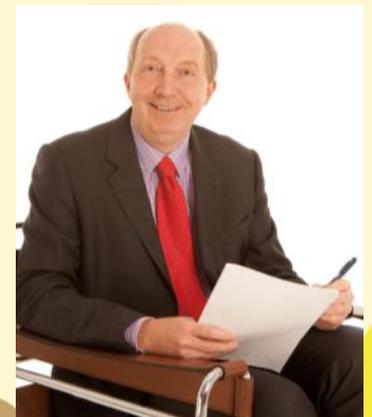
Andrew Burns Council Leader, The City of Edinburgh Council

The new Labour / SNP Capital Coalition, formed in May 2012, has published a 'Contract with the Capital'. This document describes key commitments over the next five years that will enable the Council to deliver improved services to citizens and communities, whilst meeting the challenges of radical public sector reform and increasing financial pressures.

At the heart of this contract is the aspiration to develop a more cooperative council and to tackle the persistent inequalities that still exist in Edinburgh.

Critical to this work are organisations like ELREC, who have themselves undergone significant change to meet a range of new challenges.

I see ELREC as a key partner in our work to develop a more cooperative approach in Edinburgh to tackle the issues of discrimination, harassment, victimisation, and advance equality of opportunity and good community relations. Their growing influence and impact, largely as a result of their new staff team and new Board members, is a welcome development and places ELREC in a pivotal role during the next few years. I look forward to continued constructive working relations and would like to take



this opportunity to extend my thanks to the Board, staff, volunteers and members for all their continued good work.

David Strang QPM Chief Constable, Lothian and Borders Police



Throughout this past year, Lothian and Borders Police has continued to build on the good working relationship with our key partners, including ELREC. We strive to provide a service that will ensure that our communities remain the safest in the country.

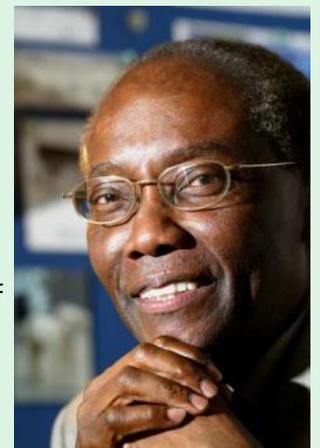
During the past year, the Force has been faced with a growing number of events and demonstrations. These events, including the Edinburgh International Cultural Conference, take considerable planning and I am grateful for the continued support that ELREC has provided throughout.

The flow of information in relation to hate crime and community tensions is invaluable and allows us to direct our work appropriately.

I am grateful to ELREC for organising specific community events that assist and support our community engagement work. None more so than facilitating a Police Reform event in early October, where community members were provided with the opportunity to have their say on the new Police Service of Scotland. The Cabinet Secretary for Justice, Mr Kenny MacAskill, along with Deputy Chief Constable Steve Allen addressed the gathering and came away with very positive contributions. Our work together continues with the restorative approach to hate crime – outreach work being developed by ELREC, coupled with the support and guidance that we can bring, will go a long way towards a more structured preventative approach.

In conclusion, I would like to thank ELREC for their considerable contribution over the last year and continued support of our work.

Professor Geoff Palmer OBE President



It has been a very active year for ELREC. The staff complement has increased significantly since last year. Work in the areas of hate crime, equality and office administration has been strengthened.

ELREC has staged various community meetings which attracted a wide range of people of different ethnicities. In this regard we continue to meet the needs of a diverse community.

In addition to attending these meetings, I have continued to represent ELREC on the Ethnic Coding Task Force of the NHS. The work of this task force is now completed. During the short life of the task force, ethnic coding in our hospitals has increased from unacceptable low levels to figures approaching 100%. This high ethnic coding figure will help our hospital system to address more effectively the diverse medical needs of a diverse society. In order to ensure that these needs are addressed, a new committee has been formed. It is called the NHS Lothian Additional Needs Diversity Information Task Force. This committee is being chaired by Raj Bhopal, Professor of Public Health Medicine, Edinburgh University. The findings of this committee will be reported in our Newsletter. In addition, I have continued to work with various community organisations. Many of these organisations have links with ELREC in terms of partnership work. As you can see from the report on BME education, the dialogue which ELREC started with some of our Universities (which have Medical Schools) has resulted in meetings with members of the Education Department of the Scottish Government. These meetings have resulted in the Education Secretary, Mike Russell MSP, agreeing to give a speech on education at ELREC's AGM in November. As you will see from our report, excellent examination results are not be the only factors which are required for

entrance to universities. Also, the new wider university access strategy of the Scottish Government means that children with low examination grades may have a chance to enter university. Not all universities will welcome this initiative. However, the fear of lower standards is over rated because there is evidence that children with low grades from deprived communities tend to do well at university. The removal of cultural and class prejudice from the intake process will result in more children from poor home entering university. That the Government will give supplementary funding to facilitate this chance in education approach is commendable. It is our view that universities that do not comply with this Government initiative should lose education funding. All children deserve to have the opportunity to be educated at the highest level.

ELREC is being well managed by the Chair, the Board and the Manager. The Board and staff have a diverse membership. Various grants have been secured. ELREC has a close working relationship with its funders. All funders have expressed satisfaction with the work being done. The support of our funders and our members, and the dedicated work of the staff have contributed significantly to the excellent service ELREC is giving to the community.



Ehtisham Ullah Khan (Shami Khan) Vice Chair

ELREC has encountered change, reorganisation and reprioritising over the last year which has both strengthened our organisation as a whole and the efficiency of the services that we provide. As Vice-Chair I have worked hard to ensure ELREC remains to stand by our values and aims whilst moving forward and evolving and expanding the services we provide. The ongoing economic difficulties have encouraged ELREC to maximise our resources and creativity.

Over the past year I have seen ELREC develop as new staff members have joined our team. We have changed the staff structure of ELREC and we now have a Manager, Arun Gopinath, instead of Director. The Manager, Arun Gopinath, brings a wide range of expertise with him. Other new staff are Patricia Herrador Alcántara, Sean Lewis, Youth Development Officer, Alexa Marion Anderson, Equalities Engagement Officer and Deborah Clark. ELREC has also put in place a volunteering programme over the last year and we are very appreciative of the dedication and enthusiasm of all our volunteers. I am also pleased to say that ELREC has gained many new members over the last year which shows that ELREC is successfully reaching out and engaging with the community and the community is coming forth and engaging with ELREC. We have both organised and attended many events over the past year allowing us to actively engage with diverse communities in Edinburgh and Lothians. Throughout the past year ELREC has continued to be the most active equalities organisation in Edinburgh and the Lothians and is one of Scotland's leading equality organisations. I would like to thank our funders, The City of Edinburgh Council, The Scottish Government and Lothian and Borders Police. I would also like to thank my fellow board members for their contributions during the year.



Mohamed Amjad Chaudhry Company Secretary

ELREC launched a campaign to recruit more individual and organisational members. The campaign is very successful and we now have almost twice as many members as the previous year. New Directors were also co-opted into the Board. The Organisation is now working on a widened service level agreement and also supporting the Edinburgh Equalities Network on behalf of the City of Edinburgh Council and its partners for year 2012/2013. The continued funding support from by the Police has helped. The Organisation has been successful in acquiring funds from the Scottish Government for three years. The ELREC Manager has been successful in his application in obtaining some funds for some new IT equipment.

ELREC's Management Board has been determined towards working in the pan equalities arena, and this is work in progress. ELREC has delivered projects that highlight many of the cross strands issues. Nina Giles, Director, resigned and left for Singapore after getting married. Nina served ELREC for almost 8 years and brought the Organisation to such a high standard. ELREC has missed her presence. ELREC had been able to appoint Arun Gopinath as her new Manager; Arun was the Administrator before taking over the duties of the Manager. He has proved to be very hard working and pleasant to work with. Ms Patricia Herrador was appointed as a new Administrator. The Staff and the Management Board has worked very hard during the year to make ELREC, as an Organisation, a great success for which I congratulate them and I hope the good work will be continued.

Dr John Christopher Wigglesworth Treasurer



The 2011-2012 financial year marked the end of an era in ELREC, with evidence of a transition to a firmer financial basis with clearer funding indicators and objectives. The year ended with a smaller though significant deficit, £9,141, than that for the previous one, £15,977. Annual staff costs had started to reduce, from £135,235 to £78,739, while the cost of events and activities had begun to rise, from £92 to £1,956. The background of a continued overall reduction in donor funding, from £162,756 for the previous year 2010-11, to £115,869 has exerted a pressure on the shape of the organisation. Service Level Agreements have started to challenge ELREC to strengthen relations with local communities. We are grateful to our key funders, the City of Edinburgh Council (£60,000), Lothian and Borders Police (£25,000), and the Scottish Government (£28,769). We are also grateful for the £2,100 received from NHS Lothian. Discussions among our Board and Staff have ensured a forward-looking approach to our activities, including fund-raising, and finance. They are to be thanked for their dedicated interest and work on behalf of ELREC and the communities it seeks to serve.

Nina Giles Director (till March 2012)



I am pleased that 2011-2012 has been a good year for ELREC despite the reduction in funding. Many new volunteers with dedication, enthusiasm and energy joined our team and helped us in delivering some challenging initiatives. During this financial year, ELREC's Complainant Aid Service was mainly carried out by law students. From 1 April 2011 to 31 March 2012, we dealt with 53 enquiries from individuals who believed they had been discriminated against or harassed. A significant number of enquiries were received from workers of the health sector. ELREC may wish to further explore the employment practice within the private health care sector during the next financial year.

Due to the ongoing concerns of communities who felt the harassment against their members had not been adequately addressed, community reassurance meetings were held with, for example, the Chinese community and the Bangladeshi community. Lothian and Borders Police were represented at those meetings to offer practical support. In addition, ELREC's Chair worked with the Cabinet Secretary of Justice in arranging a Stop and Search Consultation Meeting held on 1 December. 60 people attended this meeting to express their dissatisfaction of the practices conducted by the police, UKBA and airport security staff at Scottish airports.

Many of our projects were agreed with the funders at the start of the financial year. For instance, in partnership with City of Edinburgh Council, we submitted 56 returns for the Edinburgh Equality Network Community Interest Bank. This enables the Council to understand the key issues experienced by people of different protected characteristics. We also delivered 4 Fostering Good Community Relations workshops across the city. This brought together 62 individuals from public

agencies, voluntary organisations, community groups and community councils to explore the dilemma of conflicting equality rights and how to tackle the barriers of bringing different protected characteristic communities together. An evaluation report of the workshops is available on ELREC's website.

One of the new developments with City of Edinburgh Council was to conduct an annual equality survey. In 2011-2012, we agreed to conduct a survey about the usage of community centres in Edinburgh. We received 235 responses from individuals and 35 responses from community centres. It is anticipated that the survey report will be available in April or May in 2012.

In preparation for the local election to be held in May 2012, ELREC, in partnership with all political parties represented at the Council, organised two public meetings to enable individuals from a variety of community groups to direct difficult questions at politicians and to highlight relevant areas for consideration when preparing party manifestos. In total 130 people attended these meetings.

The partnership with Direct Approach – a community safety network for women of minority ethnic and faith groups, continued to grow stronger. During this financial year, two seminars on female genital mutilation (FGM) were held. The first seminar 'Your Body, Your Rights' was held on 21 September 2011. This seminar provided a safe space for 60 women to discuss how girls and women were affected by FGM. Subsequently a second seminar 'Our Body, Our Rights' was held on 14 March 2012 to enable professionals to understand the issues and decided on how they can support the girls and women better.

Since 2008, ELREC has been supporting the community planning partnerships at each of the local authority areas. We are delighted that we have been able to continue to support them in engaging with local equality communities. In East Lothian, our Equality Engagement Worker helped partners to consult communities on the housing strategy. In Midlothian, he became actively involved in local neighbourhood planning such as Mayfield Loanhead, Easthouse, Newtongrange, Gorbridge and Penicuik. In West Lothian, with our partners, ELREC held an Equality Empowerment seminar on 7 March 2012. The event was well attended and the report of the event should be available on ELREC's website at a later date.

Sadly this is the final annual report statement I am preparing for ELREC. After serving ELREC as its Director for more than eight years, I will be moving to Singapore in April. It is impossible to list everyone that I am thankful to over all these years. I knew many of you prior to joining ELREC and I feel you have all watched me grow and develop over the years. Thank you so much for the advice, support and encouragement you have given me.

The targets of ELREC's initiatives cannot be achieved without the support of the partners, management board, members, staff team and volunteers. This year we have been particularly successful in engaging with different communities and were able to surpass our estimated targets because of the time and effort our volunteers have given to ELREC. The management board, members, staff and volunteers have made my final year at ELREC to be so much more enjoyable and I wish to thank every single one of them.

I would encourage anyone who has an interest in fighting for justice and tackling discrimination to be involved at ELREC. I am grateful that I have had the pleasure of being part of ELREC's journey. ELREC will continue to be an organisation that needs to be reckoned with and I wish it all the best in its journey to truly eliminate prejudice and discrimination from our society.



Accounts 2011/2012

EDINBURGH AND LOTHIANS REGIONAL EQUALITY COUNCIL LIMITED

STATEMENT OF FINANCIAL ACTIVITIES

YEAR ENDED 31 MARCH 2012

Company No: SC183419

Year ended 31 March 2012	Opening Balances	Income	Expenditure	Transfers	Closing Balances
	£	£	£	£	£
Unrestricted Income Funds					
Core Costs	3,429	88,086	94,941	-	(3,426)
	-----	-----	-----	-----	-----
	3,429	88,086	94,941		(3,426)
Designated Income Funds					
Future Costs - Designated	28,319	873	3,159	-	26,033
	-----	-----	-----	-----	-----
<i>Total unrestricted income funds</i>	31,748	88,959	98,100	-	22,607
	-----	-----	-----	-----	-----
Restricted Income Funds					
Equalities engagement	-	28,679	28,679	-	-
	-----	-----	-----	-----	-----
	-	28,679	28,679	-	-
	-----	-----	-----	-----	-----
<i>Total funds carried forward</i>	31,748	117,638	126,779		22,607
	=====	=====	=====	=====	=====



Current Projects



Young People Against Hate

Funded by the Equality Fund 2012-2015 of the Scottish Government this project will function in three areas in Edinburgh including Craigmillar, Broomhouse/Saughton and Gracemount/Southhouse. The main objective of the Young People Against Hate project is to bring young people in these areas to work together to develop an educational package or campaign to raise the awareness about the damage of hate crime in their community and encourage others to do more to tackle the problem collectively.

Direct Approach

Direct Approach empowers women of minority ethnic and faith groups to bring about positive change and advance inclusion and diversity within communities.

Equalities Engagement

Funded by the Scottish Government, this project supports public bodies to engage with diverse communities and community organisations to positively advance the Public Sector Equality Duty in Edinburgh and the Lothians. The project will also progress the capacity and participation of diverse communities across Edinburgh and the Lothians.

Remote Reporting

Remote Reporting is a way of reporting a crime, including Hate Crime, or passing on information without talking to the police directly.

Complainant Aid

The Complainant Aid Service is a confidential service which offers advice and assistance to persons who experience discrimination, harassment or victimisation .

Volunteer Development

ELREC has established a volunteer programme. We now have many volunteers with a diverse range of skills who are all passionate about promoting equality and eliminating discrimination. ELREC also has a number of dedicated law volunteers who provide information and advice. In return for their time and skills volunteers at ELREC have the opportunity to learn new skills, build their confidence and work with a cause they truly believe in.



TRUE Colours

TRUE (Tackling Racism, Uniting Everyone) Colours is a student led group that operates from our premises . Their objective is to fight racism, discrimination, bullying and sectarianism in schools and to promote good relations.

Staff 2011/2012

Director Nina Giles (till March 2012)
Administrator Navida Galbraith (May to July 2011)
Administrator Arun Gopinath (from July 2011 to March 2012)
Equalities Engagement Worker Mizanur Rahaman (from September 2011 to March 2012)
Cleaner Dolkar Ghale (from October 2011)

Volunteers 2011/2012

Neha Bhatnagar
James McDonald
Luke Ryan Nixon
Sifiso D Ncube
Dr Rapinder K Adekola
Patricia Herrador
Elena Daskalova
Deborah Clark
Sean Lewis
Sana Afzal-Arshad
Joanna Sawicka

supported by



Edinburgh and Lothians
Regional Equality Council
14 Forth Street
Edinburgh
EH1 3LH

tel: 0131 556 0441 fax: 0131 556 8577
email: admin@elrec.org.uk www.elrec.org.uk