



Edinburgh and Lothians Racial Equality Council

Annual Report 2009 - 2010



ELREC's Aims

Introduction

Edinburgh and 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:

1. Work towards the elimination of racial discrimination
2. Promote equality of opportunity and good relations between persons of different racial groups
3. Promote and organise co-operation of statutory authorities and voluntary organisations



Shami Khan, Chair

I am delighted to present the annual report of Edinburgh & Lothians Racial Equality Council (ELREC) for the 2009-2010.

As well as being the Chair of ELREC, I have also been performing the role as the Chair of Scottish Alliance for Regional Equality Councils (SAREC). Over the past year, I along with other chairs of RECs, we worked tirelessly to ensure SAREC became a recognised and well respected national strategic organisation in leading equalities in Scotland. In November 2009, we formally launched in November 2009 with the assistance from the Minister of Housing and Communities. Since then, we have been in close dialogue with the Scottish Government about the future of SAREC. I am particularly pleased that we have made good progress with most of our projects: Counter Terrorism, Community Development, Local Development, Community Planning and Complainant Aid. Unfortunately we were unable to secure funding for our Youth Development project. However I and my fellow board members all agree that youth is a key focus for ELREC and we ensured the youth zone remained open for those young people who need it.



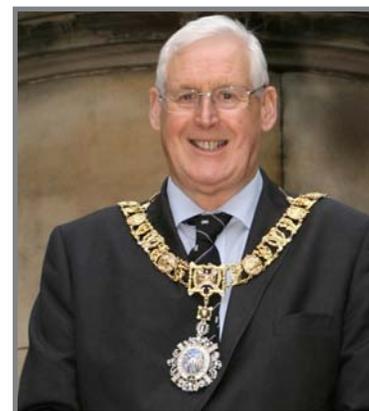
2010/2011 will be a difficult year for ELREC as City of Edinburgh Council decided to reduce ELREC's grant by £10k. Given the UK's economic crisis, ELREC may experience further cuts as most public sector agencies are expected to make efficiency savings. ELREC will need to prioritise its key services and provide quality services effectively and efficiently. Some of the work with our partners may not be viable due to financial constraints.

The priority for ELREC in 2010/11 will be to secure sufficient core funding to enable us to continue to seek new money to deliver projects to meet the needs of all communities.

The Board matters would not have been dealt with so effectively without the hard work of ELREC sub-committees: Membership Panel, Personnel and Policy Subcommittee and Finance & General Purposes Subcommittee. Past year, we have also set up a constitution group to review the Memorandum and Articles of Association. I want to thank every board member for their dedication and effort.

I would also like to thank the City of Edinburgh Council, Scottish Government Equality Unit, Lothian and Borders Police, Youth Link Scotland, the Big Lottery Fund and Scottish Community Foundation. More importantly I would like to thank the President of ELREC, the Board of directors, the staff and Director who continue to work with great spirit and enthusiasm.

The Right Honourable, Lord Provost of the City of Edinburgh



The City of Edinburgh values the diverse black and minority ethnic communities it serves. The Council also recognises their immense contribution to the cultural, social and economic fabric of the city.

ELREC is undoubtedly an iconic landmark on this diverse landscape, being present in the city since 1971. Since this date its influence over the way the Council has shaped its policies and services to BME communities has been vital.

I would like to take this opportunity to thank ELREC for all this work to date and to re affirm the Council's commitment to further developing partner relations with ELREC in the years to come.



David Strang, Chief Constable, Lothian and Borders Police

Lothian and Borders Police is fully committed to the highest quality of service throughout all our communities and continue to strive to work with all our principal partners, including ELREC, to create a safer environment for all those who live, work or visit the Force area.

Our aim is to build upon the Force's excellent reputation within the Diversity and Equality area through continuing our strong partnership with ELREC.

Through these close links this will continue to improve community safety and the prevention of all aspects of crime.

Over this last year officers have worked alongside ELREC on a number of successful initiatives building on the established links that ELREC have with the minority ethnic community in the Force area. I would make particular reference to a successful engagement conference held within Force Headquarters which was jointly hosted by Lothian and Borders Police and ELREC, and to the invaluable advice and assistance that ELREC provided to the Force allowing an appropriate and ultimately successful policing plan to be put in place to deal with the threat posed by the Scottish Defence League earlier this year.

I would like to thank ELREC for their considerable contribution over the last year and look forward to all we can achieve together in the coming year.





Dharmendra Kanani, Big Lottery Fund Scotland Director

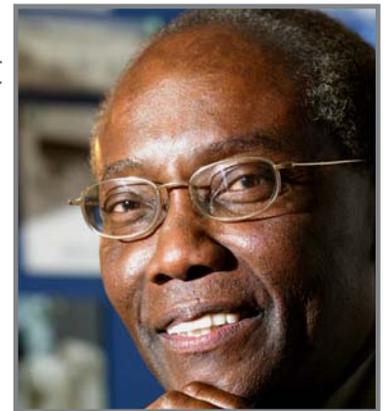
ELREC has stood the test of time as one of few organisations set up initially by a group of folk who were concerned about the treatment and support of communities who by the dint of fate and a mix of a pull to colonial motherland and a push from intolerable and inhumane circumstances landed in Edinburgh. It is an example of the original form of a Big Society, when folk pulled together based on common and shared values of inclusion, equality and social justice. These values are as important today as they were back in the day when ELREC was originally formed. The nature of the problem and the communities that are now more likely to need support and assistance is evidently different as the power of the free market is indiscriminate in some respects and has supported the growth of many people and communities regardless of colour. Yet inequality and discrimination persist and have a certain durability.

The test of any organisation is its relevance to its time and the communities it serves. Looking ahead the distinctions between rich and poor will get sharper and the mix of inequality, discrimination and physical violence is likely to increase if history is a measure of our future. Learning from this past means we need organisations like ELREC to provide recourse to individuals, a voice, challenge and live testament to how far we progress in our ideals of democracy, equality and human rights.

I hope people and communities can continue to rely on organisations that provide independent support and enable people to enjoy and access well-being free from racism and discrimination.

Professor Geoff Palmer OBE, President

Despite difficult financial times ELREC has met its work objectives. The staffing situation is good. The Community Development work of ELREC has made an important impact on the community. I attended community events at Midlothian and West Lothian. The Race Equality Forum of West Lothian held a special anniversary event. This was a great success. I also gave a lecture at a community meeting at Telford College and was present at an Equality Gathering of the Scottish Government. At this gathering, it was stated that ethnic people felt excluded from progressive education and jobs. The staff of ELREC was present at all these events. Promotional work was done by the staff to publicise the aims, work and achievements of ELREC. Councillor Carl John, an observer of ELREC's Board, is part of this West Lothian Council partnership initiative and contributed to the musical sections of the Forum's event. In general, I believe that ELREC is playing an important role in helping BME people, who feel alienated by the system, to regain confidence and succeed in what they choose to do. ELREC has a long distinguished record of meeting the equality needs of the community. Education remains an important key to success in any society. Indeed, it is my view that education is the key to a fair and just society.



ELREC remains the primary race relations organisation in Edinburgh and the Lothians. It is functioning well. However, moves by the Board to improve the ethnic balance of the organisation and the Board are crucial to ensure that the voices and needs of the whole community are being heard and met. I would like to thank all our funders for their support. The staff continues to do well under difficult financial circumstances. Although various funding applications have been successful the stringent economic situation in which the country finds itself has caused ELREC to manage its funds with even greater care. The coming year will be a challenging one but I am sure that ELREC will do its best to continue to serve the needs of the community.

Foyso! Choudhury MBE, Vice Chair



The past year was another successful year for ELREC. As Vice-Chair I have endeavoured to promote the good work of ELREC. My colleagues and I, on the Personnel and Policy sub-Committee, have worked hard to ensure that the work of ELREC is carried out effectively in the best possible working conditions. I can assure you that the every effort has been made to ensure that staff matters are addressed fairly, quickly and effectively. I have always had a close relationship with the staff and I visit the office regularly to ensure that staff is supported in all areas of the work they do. The staff has worked well and every effort will be made to meet to ensure that the expectations of our funders are met. ELREC belongs to the community and every individual in Edinburgh and the Lothians has the responsibility to protect the future of ELREC.

ELREC is still the most active race relations organisation in Edinburgh and the Lothians and continues to be the primary race relations organisations in Scotland. ELREC has a high profile in the functioning of the community and plays its part in defending the rights of BME people. For example, it helps young people to gain access to community services and it has assisted hundreds of black and minority ethnic people to secure justice in the community as a whole.

We strive to have good ethnic and gender mixes in ELREC. I said last year that I hoped that more women will play an active part in the management of ELREC. This is still my aim. Our ethnic mix on the Board must improve so that ELREC can go forward as a truly multicultural organisation. If you would like to join ELREC, please apply. Like many people, I have devoted myself to ELREC and will continue to do everything I can to ensure that it continues to meet the needs of the community.

Finally, I would like thank all Management Board Members, our Director, Staff, and all members for the hard work they have done for ELREC over the years.

Amjad Chaudhry, Company Secretary



Since the inception of Equality and Human Rights Commission, ELREC's Management Board has been debating whether ELREC should move towards working in the multi-equalities arena. Operationally, ELREC has delivered projects that highlight many of the cross strands issues, e.g. race and age, race and gender or race and mental health. We as a Board feel we need to change our purposes in order to truly reflect the range of work ELREC is engaged in. Over the past two years, the board members have worked hard in reviewing ELREC's Memorandum and Articles of Association to ensure it is current and able to address any internal difficulties effectively. The key development is that the Board will recommend to ELREC's members at the annual general meeting on 13 October that the name of the organisation will be changed to 'Edinburgh & Lothians Regional Equality Council'. We understand some of the members will fear that the race agenda will be diluted; however we want to reassure the members that the change will strengthen the cause of racial equality. We also understand that there will be other internal capacity building issues we need to address. We as a Board are confident that we will manage the change well and ELREC will a become an even stronger organisation than before.



Nina Giles,
Director

The credit crunch and its aftermath seem to be the key themes for 2009/10. The economic crisis has already impacted ELREC on many fronts, from a rise in hate crime to a reduction in services.

Historically any economic crisis seems to provide a conducive environment for the rise of the far right movement. In June 2009, sadly we saw two BNP candidates being voted into the European Parliament and later in the year the Scottish Defence League (SDL) planned its first demonstration in Glasgow.

Fortunately, with the combined effort of many agencies under the banner of United Scotland, a counter demonstration was held and 3000 people attended an anti-racist march in November. In February, in partnership with Scotland United, ELREC was ready to make sure SDL understood that they were not welcome in Edinburgh, or any other part of Scotland. 2000 people from all sectors took to the street on 20 February and sent a strong message that Edinburgh would stand against all forms of hatred.

The All Communities Together (ACT) Network, was launched by ELREC in March 2009, as part of Scottish Communities Against Violent Extremism Network (SCAVEN), which provides a vehicle for community debate, discussion, scrutiny, consultation, engagement and involvement in respect of the UK CONTEST – Counter Terrorism Strategy in Scotland. The network attracted 100 members. During 2009/10, ELREC hosted a series of events to examine some of the controversial subjects within the Counter Terrorism framework: ideology, political action, internet radicalisation and current threats. The speakers included: Shaykh Amer Jamil, Dr Jeffrey Stevenson Murer, Michael Napier, Osama Saeed, Richard Haley, Aamer Anwar, Louise Phipps, Neil Parson, Steve Allen, Humza Yousaf and Dr Syed Soherwordi. In total, 200 people attended the four seminars.

The partnership with other RECs across Scotland produced positive results nationally and locally. We now have a common framework to monitor and report on the work we achieve under the Community Planning Project (CPP). In November 2009, the Scottish Alliance of Regional Equality Councils was formally launched with support from Alex Neil, MSP, Minister for Housing and Communities. Locally, ELREC is thankful to the City Centre Neighbourhood Partnership Voluntary Sector Forum for nominating ELREC to be their representative. We have also achieved good results in Midlothian Council Local Planning in engaging the minority ethnic individuals.

The Local Development Project (LDP) was launched across the Lothians in early 2009. The project received lots of positive responses from community members and service providers. The initial phase of the project was to gather information from minority ethnic individuals about their experiences of living in the Lothians, through a one-to-one needs analysis survey. The findings were disseminated to all the contacts the project established over the course of the year. A joint action plan to implement the recommendations from the findings has been agreed with key partners.

Sadly ELREC's Youth Zone services were reduced considerably because of the funding from Children in Need being discontinued. We had no choice but to say goodbye to Maryanne Barclay, Youth Development Officer, who had led the youth development team so well with her creativity and enthusiasm. She will be dearly missed by the young people. The Board took a decision to continue to provide a safe space for young people to meet because no other organisation offers a similar service to ELREC. The sessional workers were paid with the reserve ELREC built up over the past years. We attempted to create a separate youth zone in West Lothian, as a result of a survey we carried out in that area. Unfortunately, we were unable to get it properly established due to staffing issues.

The Community Development team welcomed the return of Shasta Hanif, Community Development Officer, after her maternity leave. She along with Mizan Rahman job share the position. They jointly manage the LDP and CPP teams, as well as delivering seminars under the Counter Terrorism project. The team has worked hard to ensure that the targets of individual projects are met, as well as continually listening to communities

about their concerns. As an example, when concerns were raised about the possibility of introducing body scanners at airports, the team organised a meeting with representatives from Lothian and Borders Police, Edinburgh Airport staff and community members to discuss fears aroused by this type of intrusive apparatus. The comments were gathered and later submitted to the national consultation.

Despite the lack of funding for our complainant aid service, we continued to support victims of racial discrimination and harassment. From April 2009 to March 2010, we supported 46 individuals who believed they had been discriminated against or racially harassed. We also assisted communities to speak with public sector agencies about their lack of responsiveness. For example, a Chinese Community Public Forum was held in June 2009. This was as a result of media coverage surrounding a perceived failure by the Police to respond to persistent 999 calls from a Chinese takeaway.

As always, one of the key factors central to the success of ELREC is to work in partnership with our partners from all sectors. ELREC continues to lead the operational group that oversees the Take Control: Tackling Hate Crime Multi-Agency Strategy. The group has launched a series of public campaigns about general hate crime, as well as hate crime targeting specific groups such as the Disabled and LGBT. Another highlight of our partnership work is through the "Direct Approach" a community safety network for minority ethnic women and women of faith. This network secured a small grant from Scottish Community Foundation to hold a woman only, forced marriage seminar "Your Marriage Your Rights" on 8 March 2009. A follow up seminar is currently being planned.

As ELREC moves towards 2010/2011, the financial situation is set to deteriorate still further as some funders have already reduced our grants because of the internal savings they need to make. We expect further cuts from other funding bodies due to the ongoing financial crisis. During 2010/2011, ELREC will need to take some serious decisions about its future direction and the range of services offered to users and partners. Although we understand that the financial restrictions will affect everyone in the UK, unfortunately the demand for our services is likely to be heightened because economic pressures often lead to more community tensions, especially for the new migrants. Nevertheless, ELREC will continue to endeavour to deliver equality to the best of its ability and manage the financial situation, if possible, without affecting the quality of our services to our users.

I would like to end by saying a big thank you to the funders, partners, board members, volunteers and staff members for their hard work over the past year. Without them my professional life would be a lot duller.

Tasneem Ahmed,
Administrator



Another year of ELREC has passed by where ELREC maintains to be a successful organisation. ELREC continues to provide vital advice and assistance to those most vulnerable and continues to help eliminate racial discrimination.

ELREC would not be ELREC without the dedication of the staff, Director and Management Board's hard work and commitment.

I wish ELREC all the best for the future and to continue the excellent work of engaging with all equality groups. It is essential ELREC upholds this drive to make a difference for the communities it works with.

Mizan Rahman, Community Development Officer



It is my great pleasure and proud to be involved with Community Development team at Edinburgh & Lothians Racial Equality Council (ELREC) since August 2008. In particularly, the 2009-10 periods have been exciting and more challenging than ever.

My role has enabled me to interact with the members of team in delivering various ELREC projects i.e. Local Development Project, Community Development Project and ACT Network.

I am glad that ELREC ACT Network has attracted so many members of the vulnerable community. Despite UK wide and local controversy & debate, the phase of the ELREC's Counter Terrorism project has generated lots of positive outcomes through effective engagement and enthusiasm from the community during this period. A great interest has been shown on the various thematic seminars over the year. Thanks to the Community Planning Project team for facilitating subsequent engagement of the BME community with the local community planning process in many neighbourhoods across the Edinburgh & Lothians. Amazingly, all these engagements took place in many different format and shape.

Significantly, reaching out BME community living across the 3 Lothians councils via ELREC's LDP and creating a local platform for them was most challenging. Further to the completion of needs assessment survey, we are delighted that we have local action groups are nearly operational, they will take on further engagement and work towards promotion of race equality the Midlothian and East Lothian. Thanks to LDP team for their hard work to make it possible.

I would like to take this opportunity to thank everyone for their support, effort and positive feedback in various engagement activities over the year.



Jessie Carzoli, Community Development Assistant

I am thrilled to have recently come into the post of Community Development Assistant with ELREC's Local Development Project. After working in the ELREC Youth Zone since November 2009, I have come to appreciate ELREC's objectives and projects and feel very privileged to have been given the opportunity and responsibility to work in this post.

These past few months have been extremely busy as we consult our LDP Outcomes and Action Plan to achieve the project's goals. We have been moving forward on both our Joint Action Plan with various partners, as well as with the formation and support of local action groups in East Lothian, Midlothian, and West Lothian in order to address the research done through the Needs Assessment in the earlier phase of the LDP Project. The hopes we have for this project are extremely high and we are well on our way to seeing tangible differences for the BME and wider communities in the Lothians.

This project truly is one of great collaboration with individuals, partners, and the community as a whole. The strong Community Engagement and Development aspects of it are what I hope make it a sustainable and important effect on the community. I look forward to this project's potential being realized as we look back on the past two years in December at the project's conclusion with contentment that we made great strides towards equality and achieving a better situation for those who hope for it.



Zeshan Khan, Community Development Assistant

How amazingly fast this year has gone and looking back at the work carried out its easy to see why. In the last year we have strived to achieve our goals of creating self sustaining projects and forums. Our work has taken us across Edinburgh central and the Lothian's and in each area we have worked with our partners to help address needs the communities have and needless to say these have been addressed and there is better understanding from both service providers and service users.

To recap what has gone on in the last year in this small caption would be far too difficult, the work needed has been vast, from carrying out needs assessments to creating self sustaining groups, working from grass roots upwards to bridge gaps and have communities, voluntary and public sector service providers working together to move progressively forward in order to give birth to a more vibrant and prosperous existence is no easy task, yet in saying this it gives great satisfaction to say "yeah, we helped".

The staff here at ELREC are great, everyone helps one another without question and this is why our projects have been successful. I am so proud to say, with my head held high that we have made a massive difference throughout Edinburgh and the Lothian's. I would like to give special thanks to our Management Board and all involved in ELREC for offering support and knowledge whilst juggling busy schedules.

How can I best conclude my statement in a manner that reiterates the importance of our work here ELREC? Well, I think our work itself, and the satisfaction on the faces of the individuals and the groups we help demonstrates this better than a few paragraphs can do justice.

Wahida Wilson, Community Development Assistant



Following analysis of the needs assessments carried out as part of the Local Development Project, ELREC hosted 3 employment and employability events at the JobCentre Plus offices. One each in West Lothian, East Lothian and Midlothian. We invited BME participants to come along and find out about the range of services being offered by the Job centre. Staff offered information on basic benefit entitlements and support whilst seeking work. Each participant was given the opportunity to learn about searching for roles at the pods as well as a short tour of the office. Other benefits were one on one discussion with job centre staff whether discussing signposting or difficulties being experienced with individual cases for example being signposted to jobs that were not appropriate for their qualifications and skills.

We have also been working closely with Equally Connected and jointly hosted a BME Women's Wellbeing Event at the Craigswood Sports Centre in Livingston. Attendance was greater than anticipated and the ladies took part in a very entertaining 45 minute exercise session followed by a fun and interactive discussion surrounding mental health and wellbeing. Refreshments and the free crèche ensured the evening was a resounding success with everyone agreeing that they would like to see a regular gathering within a similar relaxed environment. The ladies felt the provision of the crèche was a great help which made it much easier and convenient for them to attend. Following the success of this evening you will be glad to hear we are currently planning more regular and similar events with our partners.

West Lothian Community Race Forum was officially launched on May 7th 2009 and was established to provide a forum for discussion and action relating to race issues. The forum seeks to raise awareness of race issues, ...

... promote cultural integration and celebrate cultural diversity in West Lothian. A special, fun-filled event was recently hosted to celebrate the Forum's birthday and was a great success.

Thanks to all of you who have and continue to work with the Local Development Project. Through ongoing partnerships we will ensure we are able to deliver more accessible and inclusive services to the communities we serve.

Fariyah Hafeez and Kay Richardson, Youth Zone Support Workers

It has been a great year for Youth Zone and one which has been very rewarding, opening up many opportunities for young people.

In 2010, Youth Zone worked alongside various organisations including Young Scotand CAPRO Outdoor Leisure. In addition our young people have been taking part in activities such as henna painting, arts and crafts, movie nights and games afternoons. We have also carried out a healthy eating workshop which encouraged young people to think about their eating habits whilst making a bright and colourful wall display about the things they learnt.

We have had visits from our community police officer for young people to express any of their concerns. Young people have also been involved in discussions about keeping safe and issues they believe should be addressed in their area regarding health and safety.

Many young people have been able to access support for their CV and job applications as well as getting information on volunteering opportunities. Young people applying for summer jobs and university or college were able to access support and advice and help in writing personal statements and CVs. Youth Zone was able to help individuals get in contact with other Youth organisations in order to obtain work experience and voluntary opportunities. We have also offered support to young people in their studies with tips on assignment and exam stress and guidance on how to plan their work schedules.

We at Youth Zone are very pleased with the great opportunities and work carried out this year. The young people have been highly enthusiastic and a pleasure to work alongside. We would like to thank all the organisations and individuals who have worked with Youth Zone this year and who have helped us in all ways. Also big thank you to the young people who are the reason behind Youth Zone's success.



Accounts 2009/2010

EDINBURGH & LOTHIAN RACIAL EQUALITY COUNCIL LIMITED

STATEMENT OF FINANCIAL ACTIVITIES (Incorporating Income & Expenditure Account)

YEAR ENDED 31 MARCH 2010
Company No: SC183419

	Note	Unrestricted Funds Core 2010 £	Restrictd Funds Project 2010 £	Total Funds Year ended 31/03/2010 £	Total Funds Year ended 31/03/2009 £
Incoming resources :					
Voluntary income	2	101,500	94,500	196,000	208,649
Incoming resources from charitable activities	3	4,369	2,330	6,699	5,728
Investment income		18	-	18	433
Total incoming resources		105,887	96,830	202,717	214,810
Resources expended :					
Charitable activities	11	101,134	113,332	214,466	193,258
Governance costs	11	3,358	1,369	4,727	4,477
Total resources expended		104,492	114,701	219,193	197,735
Net (outgoing) / incoming resources before transfers		1,395	(17,871)	(16,476)	17,075
Transfers :					
Gross transfer between funds	13	6,674	(6,674)	-	-
Net movement in funds	4	8,069	(24,545)	(16,476)	17,075
Reconciliation of Funds :					
Total funds brought forward		29,659	34,542	64,201	47,126
Total funds carried forward	13	37,728	9,997	47,725	64,201

The results for the year derive from continuing activities and the company had no recognised gains or losses in the two years ended 31 March 2010 other than those recorded in the Statement of Financial Activities.

BALANCE SHEET		31 MARCH 2010		2010	2009
		Note	£	£	
Fixed assets :					
Tangible assets		7	2,416	3,585	
Total fixed assets			2,416	3,585	
Current assets :					
Debtors		8	28,857	17,189	
Cash at bank & in hand			20,896	54,596	
Total current assets			49,753	71,785	
Liabilities :					
Creditors : Amounts falling due within one year		9	4,444	11,169	
Net current assets			45,309	60,616	
Net assets			47,725	64,201	
The funds of the charity :					
Restricted funds		14	9,997	34,542	
Unrestricted fund		14	37,728	29,659	
Total charity funds			47,725	64,201	

The Financial Statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime, and in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008).

Management Board Meeting Attendance Register 2009-2010

	08/04/09	10/06/09	10/8/09	11/11/09	02/12/09	10/02/10
President Professor Geoff Palmer OBE	Yes	Apologies	Apologies	Yes	Apologies	Yes
Chair Shami Khan	Yes	Yes	Yes	Yes	Yes	Yes
Vice Chair Foysoil Choudhury MBE	Yes	Yes	Yes	Yes	Yes	Yes
Treasurer Ishrat Sharif	Apologies	Yes	Yes	Apologies	Apologies	Apologies
Company Secretary Amjad Chaudhry	Yes	Apologies	Yes	Yes	Apologies	Yes
Neeru Bhatnagar	Yes	Yes	Apologies	Apologies	Apologies	Apologies
Shah Noor Chowdhury (till October 2009)	Yes	Yes	Yes			
Kamaljit Kaur (till December 2009)	Yes	Yes		Yes	Resigned	
Noonu Miah (from November 2009)				Yes	Yes	Yes
Ijaz Nazir	Apologies	Apologies	Yes	Apologies	Apologies	Yes
Parmjit Singh	Apologies	Yes	Apologies	Apologies	Apologies	Apologies
Professor Braj Sinha (till December 2009)	Apologies		Apologies	Apologies	Resigned	
Naren Sood	Yes	Yes	Yes	Apologies		Yes
Dr Chris Wigglesworth (from June 2009)		Yes	Yes	Yes	Yes	Yes

Staff 2009/2010

Director
Administrator
Community Development Officer
Community Development Officer
Community Development Assistant
Community Development Assistant
Community Development Assistant
Youth Development Officer
Youth Zone Support Worker

Nina Giles
Tasneem Ahmed
Shaista Hanif (on maternity leave till September 2009)
Mizan Rahman
Zeshan Khan
Sandra Stewart
Wahida Wilson
Maryanne Barcaly (till August 2009)
Kay Richardson
Elizabeth Ely (till September 2009)
Abubakari Yakubu (till October 2009)
Patricia Hart (May to June 2009)
Ashaq Mohammed (August 2009)
Emma Crawshaw (from September to October 2009)
Jennifer Ba (September 2009 to February 2010)
Fariyah HarfeeZ (from November 2009)
Jessie Carzoli (from November 2009)
Christina McMellon (December 2009)
Nicola Anderson (December 2009 to February 2010)
Kate Nevan (April to May 2009)
Sylwia Urbanska (till July 2009)
Agnieszka Kukawka (September to November 2009)
Nunchanart Brown (from November 2009)

Placement Student
Cleaner

supported by



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