



EQUALITY FULL STOP



# Edinburgh & Lothians Regional Equality Council

## Annual Report 2014–2015

## ELREC's Aims

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 the City of Edinburgh, East Lothian, Midlothian and West Lothian Councils.



**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

## David Ng Hop

David Ng Hop sadly passed away last year (2015). David was born in February 1966. He was a proud resident of Edinburgh and was equally proud of his Scottish-British connections.



David was a member of the Board of ELREC. He not only championed the rights of the disabled, he also fought for the rights of everyone. David was an active member of Unison and promoted the activities of his Union. Even though David was very ill in hospital, he kept in touch with ELREC by contacting Board members. David Valued his membership of ELREC and all at ELREC had the highest regard for David. He will be sadly missed.

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## From the Chair

The financial year of 2014-2015 has been another busy one for Edinburgh and Lothians Regional Equality Council. It is one that has seen the organisation change and adapt to circumstances and events throughout the year.

I would like to start by once again offering my condolences to the family and friends of David Ng Hop. David served our board admirably during his time here and our organisation has benefitted from having him involved.

Over this year we have had the privilege of having two managers working for us. Mona Adhikari and Ekta Marwaha worked hard to improve the organisation and dedicated themselves to the work of our various projects and the communities that they serve. Since August 2015 Elisabetta Spano has taken over the role of Project Lead Officer/Fundraiser. She has written a note of introduction later in this booklet.



We have once again expanded our projects, staff and volunteer base and have had a particular focus on widening the volunteer experience and widening our scope as an equalities organisation. This has been done through our successful existing projects that have continued from previous years, such as TRUE Colours, Young People Against Hate and Equalities Engagement. The remits of these projects have all grown to include not only new areas within Edinburgh and the Lothians but also in work and topics that they are covering. These projects have shown an ability to adapt to the changing needs of the various communities across the region , providing support for vulnerable individuals and delivering events, workshops and trainings that help tackle the challenges that they are facing.

We also have had several new projects start over the course of the year. Communities for Conservation, for example, aims to tackle climate change by working with minority communities in addressing their energy needs and providing further information of the topic. This began in June 2014 and has gone from strength to strength. We have been met with strong support from the communities we work with and they have benefitted greatly from the projects approach.

The year also saw the introduction of a new volunteering initiative, Volunteering to Achieve, which has provided support, advice and a much more rounded experience for our strong base of dedicated volunteers. The project has introduced a much more structured system so that both the volunteers and the organisation get the most out of the experience. Training has been a large part of this improvement with volunteers receiving skills development in a variety of different equality related fields that can be used to improve their employability, further education and community support opportunities. Volunteers play such a crucial role in the work that ELREC does and the service it delivers and we hope to continue to improve their experience.

Finally, on behalf of the Board I would like to thank staff, our supporters and our funders for the help they have given ELREC over the past year.

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

I will continue to promote civic inclusion with a wide range of groups and organisations across the city and feel strongly, as Edinburgh's First Citizen, that everyone should feel a sense of belonging and play a part in this great city.

I value the work of ELREC staff, its board members and volunteers as they strive to improve community relations in the city and would like to take this opportunity to thank them for their work during the year.



## Nicola Sturgeon MSP First Minister of Scotland

The Scottish Government warmly welcomes the fact that Scotland is becoming a more ethnically diverse country. I'd like to take this opportunity to congratulate and thank the Equality Champions and the teams behind the scenes, whose dedication and commitment to progressing equality is improving the lives of our minority ethnic communities.

Promoting equality and tackling inequality runs through our Programme for Government. We recognise equality is key to growing the economy in an inclusive and sustainable way, enhancing public services and improving outcomes for the people of Scotland.

The Scottish Government is committed to removing barriers faced by vulnerable groups and we could not do this without the valuable work of organisations like the Edinburgh and Lothians Equality Council.



Our vision is for a society that is fair and just, in which everyone can participate and achieve their potential, where we respect and value diversity, and where we work together to build a successful country.

## Cllr. Andrew Burns Council Leader, The City of Edinburgh Council

Tackling inequality in Edinburgh has been – and continues to be – one of the key aims of the Capital Coalition.

ELREC has a proud history of challenging race inequality in Edinburgh and I send my best wishes to ELREC's Board, staff and volunteers together with thanks for your ongoing contribution to the life of the city.



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## Kezia Dugdale MSP Scottish Labour Leader

I would like to congratulate the Edinburgh and Lothians Regional Equality Council on another year of fantastic hard work in promoting racial equality and challenging all forms of racism within our communities.

As Leader of the Scottish Labour Party, I've put our values at the heart of everything we do in renewing my party. The 2010 Equality Act was one of the greatest achievements of the last Labour UK Government. But we must always continue to build on it, that's why when I took over the leadership of my party, I created a Senior Shadow Cabinet position dedicated to Equality issues.

No single group or organisation can tackle inequality on its own. The only way we can rid our country of discrimination and prejudice is by working together. Scotland is a strong diverse nation, its citizens everyday promote a sense of civic inclusion and is ready to stand united against prejudice. Everyone in the Scottish Labour Party will be ready to work alongside anybody who wants to create a more inclusive society.

As leader of my party and as a Member of the Scottish Parliament for the Lothian Region I would like to sincerely thank everyone at the ELREC – volunteers, staff and its board members for their continued hard work and dedication in creating fairer and more equal communities across Edinburgh and the Lothians.



## Ruth Davidson MSP Leader of Scottish Conservatives

I am delighted to have been a guest of the ELREC Equality Champions' Gala Dinner and thank the council for the work it does promoting equality across Edinburgh and the Lothians.

No matter the root cause – whether religion, nationality, skin colour, sexuality or disability – discrimination is completely unacceptable.

While Scotland has come far in recent years, we're not there yet. We still, to our collective shame, have pockets of intolerance in this country.

Rather than shying away from this fact or trying to sweep it under the carpet, we need to confront prejudice head on and break down the barriers that continue to exist between different communities.

For over 40 years, ELREC has dedicated itself to doing just that and it continues to have a strong ally in the Scottish Conservative party.

Congratulations to all the Equality Champions who were celebrated at the Gala Dinner on the 31<sup>st</sup> of January, 2016. I am delighted to see ELREC going from strength to strength.



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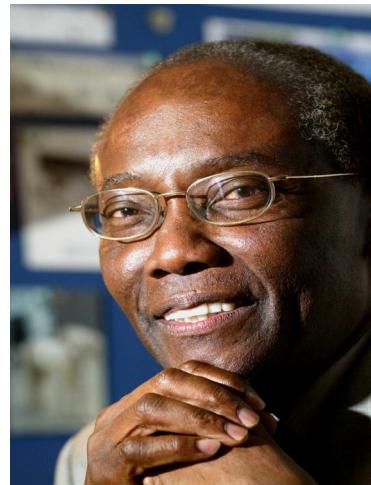
## Sir Prof. Geoff Palmer OBE Honorary President

The past year at ELREC has been positive and productive, despite the sad situation of ELREC losing its funding from Edinburgh Council in unfair circumstances. However, reconciliation is progress.

This funding went to a new organisation called EaRN (Equality and Rights Network). Therefore, the work performance presented in this Annual Report should be assessed against those of other organisations whose funding situations were the same as ELREC's or better. For the sake of the community, and after various meetings, the long-standing partnership between ELREC and the Council should improve.

Two of the changes ELREC had to make were to increase its project work and ask its staff and volunteers to focus more on community engagement. In this regard, ELREC made contributions to LGBT events, to community events such as "Africa Day", to social awareness (climate change) events and gave "free" specialised support, ironically, to members of EaRN, such as the NHS and Edinburgh College, with regard to interview techniques, community health and race relations.

The year 2015 marked the 50<sup>th</sup> anniversary of our first race relations (discrimination) laws. Race relations remains important because most of the hate crimes committed in our community are race related. In general, the promotion of equality and the reduction of hate crimes remain important features of ELREC's work. Equality promotes human rights and protects people from abuse.



*Midlothian Black History Month, 2014*  
many decades and to my knowledge no one in need has ever been turned away.

New funding has been secured and although the financial situation is still difficult, ELREC has survived because of its inherent value to the community. Our Board room has been refurbished and facilities for the disabled have been improved. The Board room is now used by ELREC and other organisations, such as the Volunteer Centre who are supported by EaRN, as a venue for community activities. The staff and the Board have worked well together to expand the relevance of the work ELREC does for the community. All the Protected Characteristics are given attention. I have been a member of ELREC for

The only limitation to ELREC's work is funding and everyone at ELREC has worked hard over the past year to ensure that ELREC will continue to do excellent project work and to give the best possible support to all members of the community. As Honorary President, I continue to work with various organisations and I have recently completed a BBC programme in support of the post-study work visas in Scotland. Finally, I thank everyone who has worked so hard to keep ELREC relevant and viable.

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## Ehtisham Ullah Khan DL (Shami Khan) Vice Chair

I have been ELREC Vice-Chair for a while, always maintaining my commitment to working towards the promotion of the Equality Act 2010 through our projects. Within the organisation we ensure that we always deliver our services across the protected characteristics, fulfilling the principles of equality and social justice.

This year has been a year of changes but also consolidation. We have started and carried out our biggest project to date, Communities for Conservation, but also continued the other projects and services, such as True Colours, Young People Against Hate, Equality Engagement and the Support and Advice Service.



We also had a turnover of managers, with Mona Adhikari leaving and Ekta Marwaha joining us. Ekta also left ELREC in March 2015 and I would like to thank her for her commitment and hard work. In August 2015 Elisabetta Spano has been recruited as the new Project Lead Officer/Fundraiser. She will continue the work of the previous managers, supporting our projects and looking for new funding.

I would like to thank our funders, The City of Edinburgh Council, The Scottish Government, Big Lottery, Santander Foundation, Ponton House and Climate Challenge Fund for their support. I also would like to thank our staff, volunteers and board members for their work and their dedication to ELREC.

## Dr. John Christopher Wigglesworth Treasurer

The 2014-15 financial year report again shows increased expenditure over past years, thanks to success in obtaining increased donor support for the year. The year ended with a closing balance of £69,061, compared to last year's £53,015. We are grateful to our key funders: Communities for Conservation, the City of Edinburgh Council, the Scottish Government, the Big Lottery Fund, and the Voluntary Action Fund.

However, future funding once existing programmes end is again uncertain, despite strenuous fundraising efforts. Sudden changes in donor funding policies create serious problems for our work.



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# Mohamed Amjad Chaudhry

## Company Secretary

Edinburgh and Lothian Regional Equality Council launched a campaign to recruit more individual and organisation members. The campaign had been very successful. ELREC now have 250 individual and 49 organisations on the members list. New Directors were also co-opted into the Board.



The organisation, ELREC, had serious problem with the City of Edinburgh Council, in spite of long discussions with the Council to resolve the problem, it has yet to come to an amicable conclusion. The result of all this was that Council withdrew all our core funding for year 2015//2016 and beyond; this made the organisations life more difficult. The organisation has been successful in acquiring funds from the Scottish Government as well as being successful in obtaining funds for projects from various other agencies to keep the organisation going.

ELREC's Management Board has been debating whether ELREC should move towards working in the multi-equalities arena, and this has been achieved somewhat. 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 and human rights.

A large number of Volunteers have been employed to help the office in various projects undertaken by ELREC.

Our two former managers, Mona Adhikari, and her successor, Ekta Marwaha, served ELREC very well and brought the organisation to such a high standard. ELREC has missed their presence. Our new manager, Elisabetta Spano has been appointed on a part time basis in August 2015 and Neil Ogilvy has continued in his role as Office and Program Coordinator, in which they have been excellent.

One of our Board Members, David Ng Hop, also the Convenor of the Volunteering Subcommittee, passed away after a long illness, suffering from Cancer. His contributions at the Board meetings were useful and highly appreciated. His absence shall be missed hugely. Our deep condolences to his family for the loss.

The Staff and the Management Board have worked very hard during the year to make ELREC a great success for which I congratulate them and I hope the good work will be continued.



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## David Gunn

### Keep Scotland Beautiful

Keep Scotland Beautiful is a long established charity that campaigns, acts and educates on a range of local, national and global environmental issues to change behaviour and improve the quality of people's lives and the places they care for.

We are committed to playing our part in Scotland's transition to a low carbon nation and it has been a great privilege for us to have been involved in managing and developing the Climate Challenge Fund (CCF), on behalf of the Scottish Government, since the Fund was established in 2008.



CCF grants totalling more than £3 million have been awarded to 31 projects run by ethnic minority communities across Scotland. ELREC applied for a CCF grant in 2014 and with our partners CEMVO Scotland, we were pleased to support them through the application process.

Communities for Conservation works with diverse ethnic minority communities to reduce carbon emissions in the areas of energy efficiency and food. Project Officers and volunteer co-ordinators work with communities to offer home energy efficiency advice which has helped local people save energy, money and carbon emissions while keeping their homes warm.

ELREC also take an active part in Peer-to-Peer Regional Climate Action Networks and Scotland's Climate Change Pledge for Communities, two further initiatives that we manage through the CCF.

Last year was hugely important for action on climate change with the United Nations Climate Change Conference taking place in Paris. Over 800 people from across Scotland, including those from ethnic minority communities, took part in our consultation in which we asked people what they wanted to see as a result of the Paris talks.

We found that seven of the 'asks' from our public consultation have been met in full, six have been partially met and five have not been met. However, we believe it is not yet the time to make a concluding assessment of the Paris Agreement as it should be judged on its outcomes.

Climate change affects all of us and all of us are responsible for tackling it. This includes our own work, as well as that of the Scottish Government, the public sector, businesses, third sector organisations, communities and individuals across Scotland.

The activities of community-led organisations such as ELREC; running CCF projects, supporting local climate action networks and pledging climate action demonstrates that there is an appetite for tackling climate change at a grassroots level. We commend this action and will continue to seek ways to enable and empower many more community groups to take climate action in the future; this is part of our work to help make Scotland clean, green and more sustainable.



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# Manager's Report 2014-2015

The 2014-2015 financial year was a busy and progressive period for ELREC. We started one of our biggest projects to date in Communities for Conservation, created a volunteering project in Volunteering to Achieve and continued and grew our other projects in TRUE Colours, YPAH, Equalities Engagement and Support and Advice. Half way through the year we had a change in Manager with Mona Adhikari leaving us and Ekta Marwaha joining until the end of March 2015. Both worked hard to grow the organisation and we have seen the fruits of that effort with one of our largest staff teams ever. The projects were all a success and helped us work towards the organisations aims.

Throughout the year we were supported in our work by the Voluntary Action Fund, Climate Challenge Fund, City of Edinburgh Council, Big Lottery and the Santander Foundation who supported an upgrade to our computer servers.

## TRUE Colours

From June 2014 until March 2015 TRUE Colours have been focusing on the peer education programme. Since the programme started the TRUE Colours volunteers have been presenting workshops in primary and secondary schools throughout Edinburgh. The topics covered include raising awareness of racism, homophobia, gender equality, cultural awareness, peer education and violence and young people. The workshops have been developed by the volunteers and adjusted according to the audience's needs and ages.



Overall, during the year we reached just over 560 students, teachers and youth workers in Edinburgh and Glasgow, and visited 13 schools and community centres with the goal of addressing inequality in society. We delivered 2 workshops per month on average – 26 workshops in total, and participated as facilitators and speakers in Glasgow Learning festival, Youth Peer Conference, Approaches to Anti-Violence Work seminar and St Andrews Anti-Racism March and Rally. Moreover, volunteers attended trainings in peer education, cultural awareness and Equality Act 2010, therefore increasing their own knowledge regarding discrimination and equality. The number of volunteers increased from 4 to 15 by the end of March 2015.

We measured the impact of TRUE Colours work through workshop feedback forms. By valuing the answers on a scale from 1 to 5, where 1 is strongly disagree and 5 is strongly agree,

Statement	Total score	Number of responses	Average
It was fun, I enjoyed it	848	202	4.2
It made me think about my own views	808	202	4.0
I learned something new	868	202	4.3
It made me more aware about other people	828	202	4.1

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the students showed a very positive reaction to our workshops, and most of them agreed that they learned something new. The complete results are provided in the table below.

### **Volunteering to Achieve**

Investing in our volunteers has showed to be one of ELREC's biggest strengths. The work and dedication the volunteers put in helped immensely with the overall work of the projects and the organisation as a whole. During the project year we have been able to improve communication with the volunteers as well as develop new ways of delegating tasks and work to every individual. Workshops and trainings we provided were especially well received with the ELREC's volunteers, with a few of them coming up with their own ideas and suggestions regarding future trainings.

The volunteers were responsible for their workloads and we made sure that everyone is aware of the importance their work has for project development. This was crucial for increasing the level of confidence and skills through independent work. Each volunteer had a one to one support from the project coordinator, which allowed them to be actively involved and share ideas.

Throughout 2014 – 15 ELREC was promoting volunteering opportunities and with this, adding new roles to the volunteer programme. Throughout the year we increased number of applications from diverse groups, coming up to March 2015.

BME	26
Carers	6
Young people	17
LGBT	5
Older people	2
People with disabilities	7

During the year we have been collecting volunteer exit surveys which helped us realise what needs improving and help with project monitoring.

#### **Exit Surveys summary**

Progressed to employment	6
Progressed to employment and education	2
Progressed to work experience	1
Increased confidence and skills	6
Improved employability	8
Reduced social isolation	5
Increased understanding of equality issues	8

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Exit surveys also showed that volunteers particularly enjoyed meeting new people and getting involved in the projects and learning about equality. In terms of what can be improved, the volunteers focused mainly on better communication between volunteers and staff and clearer tasks within the projects. Overall experiences were rated great by 3 volunteers, excellent/fantastic by 2, good by 2, valuable by 1 and satisfactory by 1 volunteer.

On average, ELREC has received 20 volunteer inquiries per month.

Trainings for volunteers:

- Queer Feminist Approach to Gender Based Violence – Edinburgh Women's Aid
- Workshop to raise awareness of Prevent (WRAP) – Police Scotland
- Third Party Reporting Training – Police Scotland
- LGBTI Awareness & Intersectionality Training – Equality Network
- Developing a Funding Proposal – ELREC
- Social Enterprising – Council of Ethnic Minority Voluntary Sector Organisations (CEMVO)
- Disability Equality training – Capability Scotland
- First Aid – Tutor Care
- New Scots: Working with Asylum Seekers and Refugees – Scottish Refugee Council
- An Introduction to Food Growing – ELREC with the support of Climate Change Fund (CCF)
- Communication and Confidence Building training – Connect Three Solutions

The trainings that have been provided by ELREC to the staff and volunteers have been chosen on with regards to volunteers training requests and interests. As per one of the volunteers' request, a team of volunteers is working on developing the LGBT charter mark for ELREC.

In addition, the Volunteer Coordinator was continuously developing the role and skills. Alongside training for volunteers, the volunteer coordinator has been attending the Edinburgh Volunteer Centre's Volunteer Coordinator training. It has been a great way to expand knowledge and skills and it was a chance to learn from Volunteer Coordinators who have worked within the charity sector for a number of years. The skills learned were extremely useful when working with and supporting ELREC volunteers.



*Nick Greener facilitating a workshop on funding applications for volunteers in October.*

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## **Communities for Conservation**

Our Communities for Conservation project, funded by the Climate Challenge Fund, began in June of this year. The project aims to assist minority communities from Africa, South Asia, Poland and China living in Edinburgh with cutting their carbon emissions, assisting with energy efficiency and explaining the effects of climate change. As the project has unfolded, we have witnessed profound changes in behaviours and attitudes towards climate change.

The Community Link Officers must be congratulated for their dedication and achievements. In addition to the Project



Coordinator Mr. Jean-Matthieu Gaunand, the Community Link Officer's Mr David Tai, Ms Ewelina Lukaszek and Ms Parveen Ishaq, the team has recently expanded to incorporate Mr Adil Ibrahim and Ms Asma Kassim. Over 200 households have received energy advice from them, and overall, they have helped people to reduce their gas and electricity bills by at least 10%. So far we have saved approximately 1074 tonnes of CO<sub>2</sub> emissions. We have worked closely with our partner Home Energy Scotland who provided training and administered the schemes that provided free new combi-boilers to over 15 of our clients.

Volunteer engagement with the project increased throughout the year and they played an integral part of the project through their creativity, initiatives and their constant help. All the events and workshops wouldn't have been as successful without them. Some of our volunteers have also gone into employment or pursued studies following their time with us.

The project has also run community gardens and weekly food growing workshops at the Royal Botanic Gardens with the Edible Gardening Project, in Niddrie with the Hunters Hall Coop, at the Wester Hailes Allotment Association, in Drumbrae with the Rannoch Community Centre, and at Milton Road Edinburgh College. Two community gardeners are running wonderful sessions and are teaching the participants how to grow their own food and learn from nature.

The project has also held two large community celebrations aimed at gathering diverse communities together in the name of the environment and climate change. These events had prestigious guest speakers in Ted Talk speakers Mr John-Paul Flintoff and Mr Mike Stevenson. Our Launch event and Spring event attracted over 150 and 200 participants respectively. Feedback was very positive with participants stating that they felt inspired to adopt more eco-friendly lifestyles, and contributed to developing more sustainable communities.

Finally, to spread the message beyond our project in ELREC a staff and volunteer trip was organised to Loch Lomond National Nature Reserve.

As a team, the Communities for Conservation project are committed to continue tackling climate change with the communities and to BE THE CHANGE WE WISH TO SEE IN THE WORLD.

## **Equality Engagement**

The Equality Engagement project has been running for a number of years now, organising and facilitating initiatives that foster engagement with the diverse communities in Edinburgh and the Lothians.

From April 2014 until March 2015, a number of successful events have been organised by the Equality Engagement officer, bringing together various organisations, statutory groups and the wider community.

Two events took place in September 2014: one was a multicultural family fun day, organised to celebrate the 5<sup>th</sup> Anniversary of West Lothian Community Race Forum. At the end of the same month, an event was organised to raise awareness on safety on public transport. The event was hosted in collaboration with the Community Safety Partnership and the Hate Crime Strategic Development Group.



In June an event was organised to celebrate Africa, bringing together local African Communities: over 250 people attended the event, in partnership with grassroots community groups. This event was followed by the celebration of the Black History Month, on the 29<sup>th</sup> October 2014. Over 60 people joined. The event included speeches on equality (particularly inspiring was Sir Geoff Palmer's recalling of his personal journey), a delicious dinner and a number of activities, including Ethiopian dances and other cultural performances.

In December an event was organised for BME parents of school children in Craigmillar, in order to foster participation and building a network of BME parents who live and work in the area. The discussion focused on how to improve Craigmillar and what actions could be taken to tackle food poverty and racism.

The Equality Engagement project has taken a different direction since April 2015 with the purpose of enhancing engagement of BME communities in public life and the democratic process in Edinburgh and Lothians. This extension of the Equality Engagement project is funded for one year by the Scottish Government Equality Fund.

## **Support and Advice**

During 2014-2015 ELREC's Support and Advice service has dealt with 109 cases. Of these 57 clients were female and 52 male. 38 cases related to discrimination, 19 to housing issues, 17 to welfare advice, 12 to employment issues, 6 to immigration and 17 to 'other'. This service has been operating one day per week and has done well under these circumstances. The service has also had the support of a number of volunteers throughout the year.



## **Young People Against Hate**

The Young People Against Hate (YPAH) project has been running since 2012, funded by the Volunteer Action Funds (VAF) Equality Fund 2012-2015. The YPAH aims to bring young people from across Edinburgh together to raise awareness about hate crime, the damage that it creates in the community and how to tackle it. The project spans Edinburgh with specific focus on three key areas: Craigmillar/Portobello, Broomhouse/Saughton and Gracemount. In addition, the project aims to empower volunteers by developing skills to deliver workshops on different issues, such as gender equality, racism, homophobia and cultural awareness.



In April 2014 the education package from FIXERS, a sub-groups of STV, began, with the purpose of guiding young people to devise a creative package for their peers and youth workers to use. Furthermore, since April 2014 YPAH has held weekly Thursday workshops with volunteers to discuss diversity, equality and the development of the educational package.

From May to July 2014, 10 workshops on a number of topics were organised and facilitated by YPAH volunteers with over 160 individuals participating.

YPAH has continued expanding its partnerships and collaborations both inside and outside ELREC. Inside ELREC, the collaboration with the other youth project, True Colours, has led to the deliveries of workshops and training together. External to ELREC, YPAH has increased its collaboration with Edinburgh libraries, particularly in Portobello and Western Hailes/Sighthill areas.

YPAH volunteers, with the support of FIXERS, created a short film on youth based hate crime and Third Party Reporting. The film went online in December 2014.

During November and December 2014, YPAH organised a number of workshops, on topics such as Islamophobia, in different high schools as well as others on homophobia in North Edinburgh.

In Autumn/Winter 2014 more training has been delivered to other charities, such as the Equality Act 2010 training to Pilton Community Health Project.

In 2015 YPAH volunteers have conducted research on funding future youth work projects and on hate crime in North Edinburgh.

Since March 2015 YPAH has been funded by the Big Lottery Young Start Programme for one year.

## **Publication and Dissemination**

ELREC utilises its quarterly newsletter to keep members and the public up to date with its work. It is continually expanding its content with updates from projects as well as relevant events and information. This service has been useful for the organisations publicity and has been regularly praised by those who have read it.

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## Elisabetta Spano

Project Lead Officer/Fundraiser, August 2015 – Present

For those of you who have not recently been in touch with ELREC development, I am the new manager of the organisation. I was recruited in August 2015, coming from an academic background (I completed my PhD at the University of Edinburgh in summer 2015). I have thus been working at ELREC for about 6 months now, focusing on supporting staff on their projects and applying for funding.



Since I have been in post, I focused a lot on applying for new funding and securing continuation for our current projects. We have been successful in securing funding from the European Union to organise a conference that brought to Edinburgh youth workers from five European countries. We have also applied to Voluntary Action Fund to extend True Colours and Equality Engagement projects for three more months after March 2016. Now that the current financial year is about to end, we are submitting applications to continue Communities for Conservation and Young People Against Hate, which are coming to an end in March 2016. We have also seen the successful start of Bright Choices, the 4 year-project in partnership with Sacro and Multicultural Family Base, funded by Big Lottery. The project supports people who have difficult relationships with their families or communities and includes direct work with communities to raise awareness of the service and to improve understanding of honour and how it can affect people's lives. The Barriers to Poverty and Inequality research project ended in November 2015 and we are now in the process to print and disseminate the report.

In the next few months I will continue to apply for further funding to support the overall costs of the organisation but also for new projects. I would like to thank ELREC staff, volunteers and the board for their hard work and for continuously supporting me since I have joined the organisation.



ELREC AGM 2014

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# Project Updates to 2016

## TRUE Colours

TRUE Colours group has been focusing on the peer education programme in primary and secondary schools and youth organisations in Edinburgh. The workshop topics cover Islamophobia, Cyberbullying, LGBT awareness, Racism, Gender media representation and Sexism in the workplace.

We have been working on our work on research of anti-bullying policies in schools. This will cover surveys for the students and interviews for the school workers. In addition, we have explored different studies on the same subject and made a list of possible courses of action concerning bullying for teachers and youth workers.

TRUE Colours had a chance to participate in making of the Show Racism the Red Card documentaries "This is my home", a series of short films are exploring the issues of immigration and racism from the point of view of Scotland's migrant community. The documentary was launched in July 2015 in the Scottish Parliament. Watch the documentaries here: <https://goo.gl/ArQuqr> .

Since April 2015 our workshops have reached almost 1000 young people and youth workers, we have conducted 17 workshops and 1 week of short daily workshops, and 12 feedback workshops and activities.



## Equality Engagement

In 2015 the Scottish Government – Equality Fund has granted us funding to continue our equality engagement project. This year it has been named 'Diversity in Public Life' and focuses on encouraging the BME community and women to actively participate in public life and the democratic process in Edinburgh and the Lothians.

Throughout the year we have conducted extensive outreach work with communities and individuals to promote the new project. The project began with a survey to identify the barriers that prevent BME people from fully participating in Edinburgh public life, and we have organised events to tackle these barriers. The first event was on 28<sup>th</sup> October, where individuals could hear the experiences of councillors and other public figures, discuss various topics with them and get useful information about how to become more involved. Councillors, an MSP and a Ministry of the Scottish Government were among the speakers. Around 60 people attended and the feedback showed that overall it was well received. Following on from this, in November 2015 we held another event to encourage women to actively participate to public life. Around 30 women took part and again, it was well received.

As part of the project we have also launched the Public Life Champion Scheme. The scheme aims to support BME individual in building their leadership skills and confidence for taking up position in public life. The scheme provides personal learning through expert mentors and peer support. A number of people have signed up for it.

This project has been very successful and we hope to get more funding to be able to continue our work towards more engagement of BME communities in Edinburgh political and civic life beyond March 2016.

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## Bright Choices

Bright Choices is ELREC newest project, in partnership with Sacro and Multicultural Family Base. It supports people who have difficult relationships with their families or communities. It includes direct work with communities to raise awareness of the service and to improve understanding of honour and how it can affect people's lives. The services provided include emotional and practical support, mediation, restorative practices, engagement, outreach and advocacy.

ELREC's main role in the partnership is the outreach work, and it is carried out by two project workers.

Our work so far has included creating a network with stakeholders, schools, organisations and various institutions to promote Bright Choices as widely as possible and to raise awareness of honour based violence. The project workers have carried out an initial extensive research on honour based violence and have undertaken a number of different training sessions. In addition, they have also delivered relevant training: ELREC staff have greatly benefitted from the project, by receiving training in autumn on honour based violence and on abuse and sexual exploitation in young people's relationships in late February.

In December 2015 we had the official launch of the project. The service is funded by Big Lottery for four years and throughout this time we hope to be able to raise awareness about honour based violence widely and to support as many individuals and families as possible.



## Barriers of Poverty and Inequality

In 2015 we carried out a research project funded by Big Lottery – Investing in Ideas fund, to explore issues of poverty and inequality among BME communities in Edinburgh. It was a preliminary study aimed at identifying barriers that may perpetuate poverty and inequality among three BME communities in Edinburgh – Bangladeshi, Pakistani and African. Building on previous work undertaken by the Joseph Rowntree Foundation on poverty and ethnic minorities, this study was based on a variety of qualitative research methods: online survey, semi-structured interviews, unstructured discussions and participation in community meetings, events, government consultations and conferences.



The findings of this research have thus identified a number of elements in UK and Scottish policy that may adversely affect BME people's integration and their potential. These elements include lack of proper support for those wishing to understand and access benefits and pension schemes, lack of proper advertisement of childcare subsidies, lack of interpreting services, minimal cultural awareness and sensitivity in employment and health centres, and unnecessarily complex paths to escape abusive or detrimental situations. In addition, this study gives voice to issues and needs of community organisations that struggle to provide efficient support to BME people. Finally, it provides recommendations of possible steps that could be taken to improve BME's livelihood, as well as the services offered by the governments and community organisations, and opens up new lines of enquiry for further work and research in this area.

The research project ended in November 2015: the final report is being printed and it will be distributed to other organisations and brought to ELREC events.

EQUALITY FULL STOP

## Support and Advice

The ELREC support and Advice team supported a total of 75 Inquiries from 1<sup>st</sup> April 2015 to 31<sup>st</sup> January 2016.

The majority of the cases we supported were Discrimination cases, involving Race and Employment and Human Rights.

We reported three Third Party report cases, two were anonymous Hate Crime cases and one was a housing issue case.

We referred five clients to Saheliya for help with mental health and wellbeing; most of the cases are unfortunately the after effects of discrimination and bullying at work.

We supported three clients with issues to do with Domestic Abuse; we referred two clients to Shakti Women's Aid and one to Scottish Women's Aid.

On Immigration cases we referred clients to EMLC and The Pakistani Society for professional immigration advice.

We received seven police referrals via emails from different Police officers in various parts of Edinburgh and the Lothians. We managed to offer support to four clients and referred the other cases onto other organisations for further support. Three of the clients managed to resolve their queries through Solicitors and did not require further support from us.

We have three long-term ongoing cases that deal with multiple categories like housing, benefits and health and wellbeing.

As Support and Advice Service is only available one day a week, we face difficulties when dealing with cases to do with Benefits inquiry. Such cases take up the majority of our time due to the length of time taken on one phone call to the DWP or PIP application. Some of the caseloads we deal with have very serious issues; such cases always become ongoing concerns for the Support and Advice team. The cases that are not easily resolved on the day of the inquiry mostly take up our time and effort for the weeks or even months to come.

During the summer months we are busier with cases because the Edinburgh University Free Legal Advice service is closed for the summer holidays, also January is a busy time for us as we are dealing with a number of Benefits and welfare cases that require more time and attention.

At the moment we are pleased to have the support of our two volunteers Yue Yue and Adrian, this makes our work more manageable and enjoyable.

Type	Male	Female	Total
Benefits	5	2	7
Discrimination- Race	19	12	31
Housing Issues	2	4	6
Family Issues	2	3	5
Immigration	5	4	9
Welfare Advice	2	2	4
Discrimination- Employment	5	4	9
Discrimination- Age, Disability	1	3	4
Total	41	34	75



ELREC is a 3rd Party Reporting Centre

To find out more about 3rd Party Reporting and Hate Crime please contact our office (details on the back of this Report) or visit Police Scotland's website on:

<http://www.scotland.police.uk/contact-us/hate-crime-third-party-reporting/>

EQUALITY FULL STOP

## YPAH

In April 2015 we got new funding from the Big Lottery to continue our Young People Against Hate project. During the last 10 months YPAH has been focusing on the peer education programmes around Edinburgh, focusing on North Edinburgh area the most.



The YPAH group has facilitated its first restorative justice program in North Edinburgh; it has been a great success and all the participants passed the 5 week program. We have also begun the process of introducing the LGBT charter, promoting LGBT equality within ELREC and throughout the work we do.

YPAH has been doing quite a bit of research; looking into youth based work, gypsy traveller awareness, extensive research on hate crime in North Edinburgh and research into the importance of restorative justice.

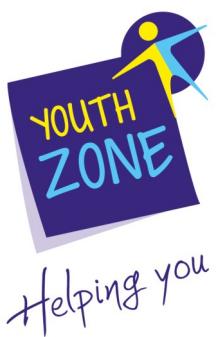
Everyone at ELREC is proud to announce that the YPAH has now engaged with over 300 young people since April 2015. We have been facilitating workshops in Westerhailes, Pilton, Leith, Gracemount, Dalkeith and across the city centre. The majority of these workshops have focussed on racism, discrimination and hate crime, however recently there have been more requests for the YPAH to facilitate workshops/ programs on Islamophobia. Institutions such as Edinburgh College, Gorgie Mills School and North Edinburgh Community Safety team have been working really closely with the YPAH to support young people and challenge stereotypes.

In January the YPAH coordinator organised a successful conference, funded by the EU – Erasmus Plus Programme, that brought to Edinburgh youth workers from 5 European countries. The conference was a success and it has laid the bases for future work and collaboration with other European organisations.

Overall the project has been very successful, promoting equality and reaching out hundreds of young people.

## Youth Zone

The Youth Zone is a new project, which has started in July 2015 and is funded by the Robertson Trust (matched funded by Big Lottery). It aims to create a safe and fun environment for young people of BME backgrounds. Here they would learn and practice skills needed to find employment or transition to higher education. They will receive help, support and advice in any area they want to develop or any process they start. The aim is to encourage and motivate young people to continue their professional development.



The project coordinator has conducted extensive outreach work and networking with the purpose of promoting the project and recruit volunteers and young people to participate to the sessions. In order to make the environment as comfortable as possible for young people, we set one of our rooms in ELREC office with couches, a rug, computers and promotional material. In this way, Youth Zone participants can feel at ease, safe and relaxed. As part of the project, we organise weekly drop-in sessions on Wednesday afternoon where young people can come in, make new friends and get support on different levels.

A new project coordinator has taken over in the new year and is enthusiastic and keen on expanding the project and reaching out to as many young people as possible.

EQUALITY      FULL STOP

## Communities for Conservation

In April 2015 Communities for Conservation has successfully entered its second year of life. Our involvement with the communities has increased again this year with different activities and events.

After the terrible earthquake that devastated Nepal in April, we organised a fundraising event, Cycling for Nepal, to support the Nepali population: 30 people joined us with their bikes and showed their support for the communities hit by the earthquake. We also had a successful event in October to present and promote Communities for Conservation, and it was very well received, with high participation and good feedback.

The overall project has been successful and has helped many BME households become more energy efficient. By the end of December we had reached the target of 215 home visits. Our team has also increased in numbers, with the employment of Asma Kassim, an additional South Asian link officer, who has brought her experience to help us. Our outreach work has also continued, with partnership with other organisations and with the creation and expansion of the Edinburgh Sustainable Meet Up group, which has reached more than 300 members. The energy efficiency awareness has brought results in ELREC as well: staff and volunteers are trained and taught how to be more energy efficient and we are providing draught proof for the windows of our office.

We are currently in the process of applying to the Climate Challenge Fund to continue this excellent project in April 2016.



*Communities For Conservation Autumn Event, October 2015*

EQUALITY FULL STOP

**EDINBURGH AND LOTHIANS REGIONAL EQUALITY COUNCIL LIMITED**  
**STATEMENT OF FINANCIAL ACTIVITIES**  
**(Incorporating Income & Expenditure Account)**  
**YEAR ENDED 31 MARCH 2015**

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	Notes	Unrestricted funds	Restricted funds	Total funds	Total funds
		Year ended 31 March	Year ended 31 March	Year ended 31 March	Year ended 31 March
		2015	2015	2015	2014
<b>Incoming resources</b>					
Incoming resources from generated funds:					
Voluntary income	2	60,150	166,275	226,425	137,230
Investment income		34	-	34	59
		60,184	166,275	226,459	137,289
Incoming resources from charitable activities	3	2,172	8,075	10,247	8,822
<i>Total incoming resources</i>		62,356	174,350	236,706	146,111
<b>Resources expended</b>					
Charitable activities	12	46,238	168,469	214,707	143,694
Governance costs	13	5,953	-	5,953	4,862
<i>Total resources expended</i>		52,191	168,469	220,660	148,556
<i>Net incoming /(outgoing) resources before transfers</i>		10,165	5,881	16,046	(2,445)
<b>Transfers</b>					
Gross transfers between funds	17	(81)	81	-	-
<i>Net movement in funds</i>		10,084	5,962	16,046	(2,445)
<b>Reconciliation of Funds</b>					
Total funds brought forward		50,554	2,461	53,015	55,460
<i>Total funds carried forward</i>	16	60,638	8,423	69,061	53,015

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 2015 other than those recorded in the Statement of Financial Activities.  
The notes on pages 17 to 30 form part of these financial statements

EQUALITY FULL STOP

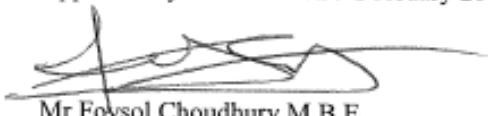
**EDINBURGH AND LOTHIANS REGIONAL EQUALITY COUNCIL LIMITED**  
**BALANCE SHEET**  
**AS AT 31 MARCH 2015**  
**Company No: SC183419**

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		2015	2014
	Notes	£	£
<b>Fixed assets:</b>			
Tangible assets	8	<u>5,209</u>	-
<b>Current assets:</b>			
Debtors	9	13,220	2,806
Cash at bank and in hand		<u>69,569</u>	<u>88,502</u>
<i>Total current assets</i>		82,789	91,308
<b>Liabilities:</b>			
Creditors: Amounts falling due within one year	10	<u>(18,937)</u>	<u>(38,293)</u>
<i>Net current assets</i>		<u>63,852</u>	<u>53,015</u>
<i>Net assets</i>	19	<u>69,061</u>	<u>53,015</u>
<b>The funds of the charity:</b>			
Unrestricted income funds	16	60,638	50,554
Restricted income funds	16	<u>8,423</u>	<u>2,461</u>
<i>Total funds</i>		<u>69,061</u>	<u>53,015</u>

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).

Approved by the Board on 9 February 2016 and signed on its behalf by:



Mr Foysol Choudhury M.B.E.  
Director

The notes on pages 17 to 30 form part of these financial statements

EQUALITY FULL STOP

**EDINBURGH AND LOTHIANS REGIONAL EQUALITY COUNCIL LIMITED  
NOTES TO THE ACCOUNTS continued.  
YEAR ENDED 31 MARCH 2015**

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**16. MOVEMENT OF FUNDS**

	<b>Opening Balances</b>	<b>Income</b>	<b>Expenditure</b>	<b>Transfers</b>	<b>Closing Balances</b>
	£	£	£	£	£
<b>Unrestricted income funds</b>					
Core Costs	26,624	62,356	52,191	(81)	36,708
<b>Designated income funds</b>					
Future Costs – Designated	23,930	-	-	-	23,930
<i>Total unrestricted income funds</i>	<u>50,554</u>	<u>62,356</u>	<u>52,191</u>	<u>(81)</u>	<u>60,638</u>
<b>Restricted income funds</b>					
Equalities Engagement	-	25,000	25,000	-	-
Young People Against Hate	-	25,000	25,081	81	-
Africa Day	-	8,000	8,000	-	-
True Colours	-	8,326	5,112	-	3,214
Scottish Community Development Centre	16	-	16	-	-
Voluntary Action Fund – Anti-Sectarianism	141	-	141	-	-
SAREC secretariat	1,824	3,312	5,136	-	-
Communities for Conservation	480	87,534	85,605	-	2,409
Santander Fund	-	4,763	1,963	-	2,800
LGBT	-	415	415	-	-
Ponton House Trust	-	2,000	2,000	-	-
Volunteering To Achieve	-	10,000	10,000	-	-
<i>Total restricted income funds</i>	<u>2,461</u>	<u>174,350</u>	<u>168,469</u>	<u>81</u>	<u>8,423</u>
<i>Total funds carried forward</i>	<u>53,015</u>	<u>236,706</u>	<u>220,660</u>	<u>-</u>	<u>69,061</u>

EQUALITY FULL STOP

# Board Members 2014/2015

**Honorary Patron:** Rt Hon. Donald Wilson—Lord Provost of Edinburgh  
**Honorary President:** Prof. Sir Geoff Palmer OBE

## Management Board:

**Chair:** Foysol Choudhury MBE  
**Vice Chair:** Shami Khan DL—Convenor Personnel Subcommittee  
**Treasurer:** Dr. John Christopher Wigglesworth  
**Company Secretary:** Mohamed Amjad Chaudhry

**Board Members:** Melanie Vanita Maria Beaumont - Convenor Membership Subcommittee  
Irina Lazarenko - Convenor Finance and General Purposes Subcommittee  
Azra Sharif-Qayyum—Convenor Education Subcommittee  
David Ng Hop - Convenor Volunteering Subcommittee  
Cllr. Carl John  
Ijaz Nazir  
Parmjit Singh  
Cllr. Norma Austin Hart  
Maja Gorazdowska  
Nila Joshi

## Management Board Meeting Attendance Register 2014/2015

	14/05/14	16/07/14	24/09/14	01/12/14	15/12/14	21/01/15	25/03/15
Sir Professor Geoff Palmer OBE	Present						
Foysol Choudhury MBE	Present						
Ehtisham Khan	Present	Present	Present	Present	Apologies	Present	Present
Irina Lazarenko	Present	Present	Present	Apologies	Apologies	Present	Present
Melanie Vanita Maria Beaumont	Present	Present	Present	Present	Present	Present	Apologies
Azra Sharif-Qayyum	Apologies	Present	Present	Present	Apologies	Apologies	Apologies
Mohammed Amjad Choudhry	Present	Present	Present	Present	Apologies	Present	Present
Dr. John Christopher Wigglesworth	Present						
David Ng Hop	Present	Present	Present	Present	Present	Present	Apologies
Cllr. Carl John	Apologies	Present	Present	Apologies	Present	Apologies	Present
Ijaz Nazir	Present	Present	Apologies	Present	Present	Present	Apologies
Parmjit Singh	Present	Apologies		Present	Present	Apologies	Present
Maja Gorazdowska	Apologies	Present					
Cllr. Norma Austen Hart		Apologies	Apologies				
Nila Joshi				Apologies	Apologies	Apologies	Apologies

## Current Volunteers

Alex Rainbow	David Panton	Nina Altendorf
Alice Then	Denise Jennings	Pawel Bladocha
Amy Grant	Eilidh Hollow	Prudence Foster
Andrew Camilleri	Ezgi Denli	Pushpanjali Matta
Archana Goyal	Fiona Sarah Jane Brown	Saaliha Hussain
Arnold	Gihan Soliman	Samuel Hanson
Bageshri Kulkarni	Giulia Tarsitano	Stephanie Smith
Balla Ceesay	Hannah Mokhberi	Sukumar
Benjamin Mignot	Holly Smith	Thomas Sutcliffe
Callum Scott	Jack Aitken	Vanessa Bain
Caroline Levack	James Holdcroft	Viola Korba
Chandrima Lala	Lesley Rankin	Yueyue Fitzgerald
Christina Hellevik	Madhavi Lathha	Yuklan wong
Claudia	Margaret Paklos	Zach Allan
Connie Yeung	Markus Spoerr	Tuntiak Murray
Cristina Popa	Morgan Jones	David Hutton
Dava Subramanian	Nahla Awad	Eleanor Gladman
David Jones	Natasa Serafimovska	Cristiana Nicolletti



*Staff, volunteers and board members at the volunteer party 11 December 2014*

EQUALITY FULL STOP

## Staff Members 2014/2015

<b>Manager</b>	Monalisa Adhikari (until Aug. 2014)
<b>Manager</b>	Ekta Marwaha (Aug. 2014 to March 2015)
<b>Administrator</b>	Antonia Gianniou (until Aug. 2014)
<b>Office and Program Coordinator</b>	Neil A.D. Ogilvy (From Aug. 2014)
<b>Equalities Engagement Worker</b>	Mizan Rahman
<b>Youth Development Officer</b>	Nicholas Greener
<b>Support and Advice Worker</b>	Alice Musamba
<b>TRUE Colours Coordinator</b>	Una Dosen
<b>Volunteer Coordinator</b>	Alex Murray (until Jan. 2015)
<b>Volunteer Coordinator</b>	Una Dosen (from Jan. 2015)

### Communities for Conservation:

<b>Project Coordinator</b>	Jean-Matthieu Gaunand
<b>Chinese Link Officer</b>	David Tai
<b>Polish Link Officer</b>	Ewelina Lukaszek
<b>South Asian Link Officer</b>	Parveen Isaq
<b>African Link Officer</b>	Metlha Brown
<b>Cleaner</b>	Suda Mitchell (until Feb. 2015)
<b>Office Maintenance Officer</b>	David Panton (from Feb. 2015)

## Current Staff Members

<b>Project Lead Officer/Fundraiser</b>	Elisabetta Spano
<b>Office and Program Coordinator</b>	Neil A.D. Ogilvy
<b>Equalities Engagement Worker</b>	Mizan Rahman
<b>Youth Development Officer</b>	Nicholas Greener
<b>Support and Advice Worker</b>	Alice Musamba
<b>TRUE Colours Coordinator</b>	Una Dosen
<b>Volunteer Coordinator</b>	Una Dosen
<b>Office Maintenance Officer</b>	David Panton
<b>Youth Zone Coordinator</b>	Andrew Camilleri
<b>Bright Choices Project Worker</b>	Mitra Rostami
<b>Bright Choices Project Worker</b>	Nicole Currie

### Communities for Conservation:

<b>Project Coordinator</b>	Jean-Matthieu Gaunand
<b>Chinese Link Officer</b>	David Tai
<b>Polish Link Officer</b>	Ewelina Lukaszek
<b>South Asian Link Officer</b>	Parveen Isaq, Asma Kassim
<b>African Link Officer</b>	Adil Ibrahim

FULL STOP

With thanks to our funders



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