



# EDINBURGH AND LOTHIAN RACIAL EQUALITY COUNCIL

## ANNUAL REPORT 2008 - 2009



## 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:

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

### Shami Khan Chair



I am delighted to present the annual report of Edinburgh & Lothians Racial Equality Council (ELREC) for the 2009-2010. We had another busy and active year, the staff and the associated agencies gave highly improved performance in all aspects of community work regarding community relations, community development and community planning as well as a partnership working with East/Mid/West Lothian. Also, this year I would like to create a partnership with the Borders which I sincerely hope will take place.

Our work with our sister organisations across Scotland continues to grow under the banner Scottish Alliance for Regional Equality Councils (SAREC). As well as being a major partner within the community planning partnerships in Scotland, Scottish Alliance for Regional Equality Councils (SAREC) has also engaged in positive dialogues with other equality stakeholders and national voluntary organisations. SAREC's partnership with the Scottish Government is strengthened through our funding relationship with them. SAREC will be officially launched in November 2009 by the Minister of Housing and Communities.

I am particularly pleased that there have been major development in most of our projects and was delighted to have been able to support the staff with their work such as launching the Tackling Hate Crime Multi-Agency Strategy, the Local Development Project and All Communities Together (ACT) Network, being

a judge for the talent show and speaking to young people at the annual ELREC SM:ART Conference.

I am also delighted that there has been a marked improvement in our income compared to the previous year, 11% increment in the funding received. However I am mindful that the following financial year may not yield similar results due to the present economic recession. Therefore we will require the staff and Board members to be more robust in the financial management.

ELREC sub-committees have worked hard over the past year be it recruiting new members, managing finance or handling staff recruitment. Every committee member and staff offered their valuable time and effort in making ELREC a stronger organisation.

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

My vision for the coming year is to create a more diverse board and membership reflecting not only different cultures or gender but including other equality groups. Though we are regarded as a major strategic partner locally, I will endeavour to bring ELREC to the national strategic level.



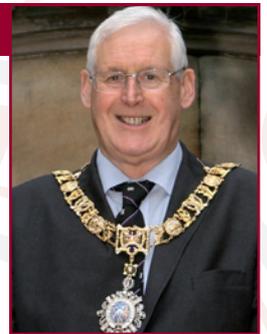
## Alex Neil MSP Minister for Housing and Communities



Firstly can I thank everyone at the Edinburgh and Lothians Racial Equality Council for their efforts over the past 12 months. The last year has been a challenging year for the whole of Scotland, in these times of economic uncertainty our most vulnerable communities can sometimes be unfairly targeted and victimised by a mindless minority. With this in mind, more so than ever, the services provided by the Edinburgh and Lothian Racial Equality Council which benefit vulnerable individuals must be commended.

ELREC has continued to deliver on so many fronts, ensuring everyone has the opportunity to contribute and flourish in modern, multicultural Scotland. I look forward to continuing to work with ELREC to continue promoting race equality and wish you every success for the year ahead.

## Cllr George Grubb Lord Provost of the City of Edinburgh



I would like to take this opportunity, on behalf of the Council, to thank ELREC for the contribution that they make to the racial equality agenda in the city, in particular, their work on community planning, hate crime and youth support.

It has undoubtedly been another productive year and they have continued to develop their services for black and minority ethnic communities in Edinburgh and throughout the Lothians.

In the challenges that lay ahead for greater racial equality in the city, the Council sees ELREC as a key partner to whom it can turn to for constructive advice and support.

I wish all involved in ELREC over the next year my very best wishes and continued success.



## Cllr Jenny Dawe Leader of City of Edinburgh Council

It has been another year of good progress for ELREC, much of this in partnership with the City of Edinburgh Council.

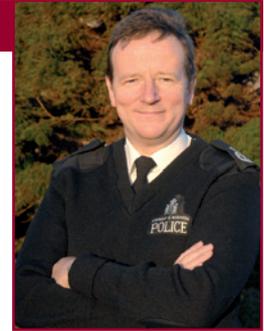
ELREC has provided invaluable input into the development of our important new Equality, Diversity and Human Rights Scheme 2009 to 2012, entitled 'Fairness and Respect'. ELREC has also continued to support the implementation of our multi agency hate crime strategy and has acted as a 'good critical friend' in all our work on progressing racial equality in the city.

The Council is particularly grateful for their advice and support in respect of promoting racial equality in our Childrens and Families Department and will look to strengthen this work over the coming years.

In light of the growing concerns about different forms of extremism in our communities, ELREC has also proved itself to be a strong partner in joint work to tackle these issues.

I would like to take this opportunity to thank all involved at ELREC for their efforts over the last year and look forward to strengthened partner relations 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 Forces 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. On a personal note I have enjoyed watching groups from ELREC Youthzone enjoying a day at Police Headquarters which I hope will encourage thought for a prospective future career.

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.

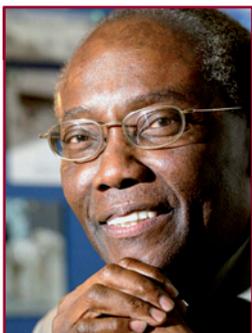
## Dharmendra Kanani Big Lottery Fund Scotland Director



Here at the Big Lottery Fund we are committed to helping make Scotland a more equal, less divisive, thriving and inclusive place for all communities. We recognise that BME communities are under represented in decision making processes and fully support the work of the ELREC in changing this.

Through the funding from our Dynamic, Inclusive Communities programme, the Local Development

Project will address barriers to participation. This could ultimately deliver better policies and services which are inclusive and accessible to everyone and I applaud the ELREC and its dedicated staff for driving forward this agenda.



## Professor Geoff Palmer OBE President

The past year was another successful year for ELREC. The staffing situation is good and project work is being carried out with enthusiasm. The Community Development work of ELREC

has made an important impact on the community. I attended Local Development Project launches at both Midlothian Council and West Lothian Council. I also helped West Lothian Council to launch its Race Equality Forum. At these events ELREC outlined its future work of endeavouring to ensure that the BME community gain optimum access to services in the

community. Also, at the Forum launch West Lothian Council provided a room for the Forum to meet in the new Civic Centre at West Lothian and stated that any race equality issues should be reported to the Council. Councillor Carl John, a member of ELREC's Board, is part of this West Lothian Council partnership initiative. In general, I believe that ELREC is playing an important role in helping BME children, who feel alienated by the system, to regain confidence and succeed in what they choose to do. In this regard, ELREC's Youth Zone Project is very important and I hope that the outcome from this project will facilitate further engagement of BME children with the communities in which they live.

Education remains an important key to success. Indeed, it is my view that freedom, achievement and education go together.

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 our funders for their support. The staff continues to do well under difficult circumstances of limited funding. 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.



**Foysoil Choudhury MBE Vice Chair**

2008-2009 has been another great year for ELREC. As Vice-Chair I have endeavoured to promote the good work of ELREC. The Local Development Project of

ELREC has been one of the major events of the year and I attended the launches and worked with the staff of ELREC to ensure that the aims and objectives of our partnerships with our local Councils are fully understood. As Chair of the Finance Sub-Committee I can assure that the finances of ELREC are sound and that despite the credit crunch the service that ELREC offers to the Community will not be reduced. I have always had a close relationship with the staff and I visit the office regularly to ensure that staff are supported in all areas of the work they do. The staff work harmoniously and their performance was beyond expectation.

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. The work done by ELREC is not always obvious to its members but 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 have a good gender mix in ELREC. I said last year that I hoped that more women will play an active part in the governance of ELREC. We have more women on the Board and the number of women on our staff team has increased. Our ethnic mix on the Board must improve so that ELREC can go forward as a truly multicultural organisation. 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.



## Nina Giles Director

2008/09 has certainly been an interesting year for ELREC with new exciting projects and new members of staff joining our team.

In last year's report I highlighted the terrorist attack at the Glasgow Airport and the damage it caused to community cohesion. Over the past year we supported both local and national police to mend the damage and brought communities together to express their concerns. Many of their concerns have been listened to and acted on. For example, the consultation conducted in relation to stop and search at ports; the recommendations made by the community members with regard to these have been incorporated in the new procedures. In March 2009, ELREC launched All Communities Together (ACT) Network, 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. We now have more than 50 members who are part of this network. In 2009/10, ELREC will be hosting a series of events to examine some of the controversial subjects within the Counter Terrorism framework: ideology, political action, internet access and current threats. We would encourage you to come along and take part in these debates.

The work of Community Planning Project (CPP) has been progressing so positively that we were able to develop a new project called Local Development Project (LDP). LDP is a response to the lack of sustainable infrastructure for engaging with Black and Minority Ethnic (BME) communities in East Lothian, Midlothian and West Lothian Councils areas. Whilst we aim to encourage communities to take part in their local community planning processes through our CPP, it was proven to be difficult to do so when there is no support mechanism in the areas they live. We were delighted that the Big Lottery Fund agreed to support our new project and chose to invest in the creation of local action groups in those areas.

ELREC's Youth Zone has grown considerably due to the vibrancy, enthusiasm, commitment and energy of

the Youth Development team. As well as planning interesting activities for and providing one-to-one support to the young people who attend ELREC Youth Zone, they have also implemented a range of services such as Drugs/Alcohol Awareness project, Study Buddies, Girls / Boys on the Move (outdoor single gender programmes), Poetry Competition and Anti-Racism Talent Show for primary school children, SM:ART Conference for third year pupils, Bike Project, anti-racism and bullying workshops at schools and so on. The team truly demonstrates that ELREC's services are young people centred and led. Unfortunately despite the brilliant effort by everyone in this team, we were unable to secure funding to extend all the youth services beyond April 2009. The Board has taken the decision to continue to run the Youth Zone so that BME young people can retain their safe place to meet. ELREC will persist in identify an alternative healthy funding source for this vital service.

The Community Development team has shown successes in engaging BME individuals and communities in new areas for example, involving local communities in discussions about international development funding issues, creation of a diabetes support group for Asian males, and improving employment representation within Scottish Parliament. In addition to setting up new local action groups, the team also supported small community groups to obtain charitable status. At ELREC we aim to support smaller communities be it by geography or ethnicity to become self sustaining and able to advocate for services that are suitable to their needs.

Though we have not managed to secure funding for our complainant aid service, we continued to support victims of racial discrimination and harassment. From April 2008 to March 2009, we supported 59 individuals who believed that they have been discriminated against or racially harassed. As part of the resolutions we achieved in total £7000 of financial settlement for our users.

One of the key factors for ELREC successes is to work in partnership with our partners from all sectors. The past year had certainly been a fruitful year for ELREC in terms of partnership working. In January 2009, ELREC along with other partners of

Edinburgh Community Safety Partnership launched the Take Control: Tackling Hate Crime Multi-Agency Strategy. ELREC is taking a leading role in chairing the operational group that oversees this strategy. ELREC has also initiated dialogue with other voluntary sector equality partners to form a partnership to champion multi-equality strands issues. Another positive example is our work in partnership with YWCA Roundabout Centre and Lothian and Borders Police to create a new women network named "Direct Approach" to enable minority ethnic women and women of faith to engage with police on strategic

level to improve police's service delivery, recruitment of women of those groups and develop better policies.

As usual it is difficult to highlight all our achievements in a short statement. I hope I have done justice to the hard work that the staff team had contributed over the past year.

A big thank you to the funders, partners, board members, volunteers and staff members for working so tirelessly to advance race equality.

### **Tasneem Ahmed Administrator**

ELREC continues to be recognised by its peer organisations, local authorities, and Government departments as a strong and effective organisation and in its community development work. In my view the key to the ELREC's strength is the commitment of its staff and management committee, the support from our members and support from our funders.

ELREC once again has had a productive year with a number of new initiative, projects and a number of

new staff who are now part of ELREC'S team.

I look forward to ELREC's next annual report with the hope that we can read more about continued improvements to our services.



### **Mizan Rahman Community Development Officer**

I have passed a year with ELREC as a Community Development Officer and delighted to be here during 38th anniversary of ELREC. At the wake of UK wide counter terrorism legislation and aftermath, the major development was conducting community consultation over stop & search (schedule 7) and its impact. Following to the series of focus group meeting a network has been established; All Communities Together (ACT) which provides vehicle for community to discuss, share issues around Counter Terrorism. About 50 people joined with ACT which is now expanding.

In relation to the launching LDP project, new collaboration has been established with East, West and Midlothian council and ELREC reaches further widely. Works in progress towards sustainable engagement with the service providers and BME users under the project.

The new scope of engagement of BME community with the Scottish Government has revealed through

International development programme for South Asia, giving a voice to the South Asian community within international development. Progress has been made in employment support of the BME community through joint working with public sector academy, CEC and Scottish parliament. Under community development, capacity building of BME group has undertaken towards organisational improvement and establishes a self help group to reduce health inequalities i.e. Diabetes Men group.

ELREC has been nominated strategic equality partners in various forums and council for examples, E division Delphinus group, Edinburgh colleges' equality forum, city centre neighbourhood partnership board, Mid Lothian community planning equality forum etc. I would like to thank all ELREC users, members, board members for their kind support. Overall I had enjoyed a great time.



## Maryanne Barclay Youth Development Officer



It has been a wonderful year for Youth Zone and I am very grateful that I have had the opportunity to be part of the experience.

Between April 2008 and March 2009 Youth Zone has worked with almost 1000 young people. This has involved working with schools on long term anti racism projects, anti racism workshops & anti bullying workshops throughout schools in Edinburgh and the Lothian's, anti racism conferences, anti racism Poetry competition and talent shows.

Youth Zone worked with over 20 young people with study support with providing 'study buddies'. This was a weekly study club. The club supplied young people with pass papers, study skills, essay skills and support. As a result of the weekly study group the young people went on to achieve high quality exam results and became successful learners as well as confident individuals.

During the past year Youth Zone worked on a Drugs and Alcohol Poster to publicise the dangers of drugs and Alcohol to BME youths. This was a project that the young people were very passionate about as they thought that all the current drugs and alcohol posters used in their communities, colleges and schools were all aimed at white young people. The young people had commented that the posters all featured white faces on them. Youth Zone worked in partnership with fast forward to create their own poster targeted at BME youths. The young people created their very own poster and targeted the South Asian community. The young people had decided that their poster would be produced in Roman Urdu for the first time in the UK. The young people had made the decision that they would model for the posters as a visual representation

for BME youths. The poster has been a great success and has since been published in 5 languages.

Youth Zone has continued to devote a great deal of time, energy and hard work into the one-to-one support services that we deliver. The one-to-one support continues to be in popular demand with over 30 young people utilising the service regularly. Youths access one-to-one advices for a wide variety of reasons including career guidance, employment assistance, CV support as well as issues of a more personnel nature such as bullying, school pressures and to use the remote reporting scheme that ELREC operates.

Youth Zone projects that have taken place this year include: services opening in West Lothian, single gender groups, bike projects, study projects, culture projects, employment groups, police programmes and confidence building groups.

Youth Zone has provided a great deal of activities for youths to take part in that are suitable for all young people's needs including: ice skating, bowling, dance workshops, beat boxing, dance conferences, theatre trips, kayaking, bowling, climbing, orienteering, mountain biking and laser quest. Youth Zone has also focused on issue based workshops through expressive arts, body image workshops, mental & emotional health workshops and health & wellbeing. Youth Zone has continued to work with the young people on Duke of Edinburgh Awards.

I am very pleased with the great work of Youth Zone this year and the success it has had. I am very pleased with the commitment and hard work that the young people have put into Youth Zone throughout last year.

I would like to take this opportunity to thank all the people that have worked with Youth Zone in the past year.



## Zeshan Khan Community Development Assistant

Having been working with ELREC for almost a year now as a Community Development Officer I have come to realise just how valiant our objectives really are and the differences we all make. I have to take



this opportunity to compliment all the staff and the board at ELREC for making this organisation so well recognised and fighting relentlessly to achieve our long term goals of a racism free society and to create equal opportunities for everyone. I can honestly say everyone here at ELREC is passionate about the work they do on a daily basis and are a great bunch to work with.

I am honoured to be part of the team and look forward to continual progress within Community Development as well as other areas within ELREC. I look forward to the implementation of new projects and the challenges the following year brings.

## Sandra Stewart Community Development Assistant

What a privilege to be associated with such a good cause. Edinburgh & Lothians Racial Equality Council – challenging, diverse, far reaching, topical and achievement-rich. What will it bestow upon the Lothians next we ask? An initiative as brilliant as the last, no doubt.

From the Lothian wide famous Youthzone to the Local Development Project which I have been tasked with facilitating, they mean a huge amount to many people within the Lothians and beyond. We have received praise, support and endorsement from a number

of geographically distant and historically important organisations to our racial equality work which has spurred us on to do more, better and to reach further.



The ELREC establishment will be 40 years of age in two years and is still performing as strongly as if it were a young stallion. ELREC will be here for many years to come as will the legacy of its work. I tip my hat to its achievements to date.

## Wahida Wilson Community Development Assistant

The past nine months have simply flown by and I am thoroughly enjoying my role as part of the Community Development Team. Working for an organisation as well established and revered as ELREC has been a true pleasure. The team here is extremely focussed and committed to tackling all forms of racism and discrimination. I have had the opportunity to and am continuing to work with various organisations, local authorities and BME community groups as part of our Local Development Project.

The success of the project will be testament to the continued support and feedback from individual community members without whom the LDP would not exist. They have provided crucial

information by allowing us to ask questions about their daily lives. The questionnaire focuses on experiences relating to education, housing, employment, health, community services, culture and leisure, racism, personal safety, police and the media. Although time consuming, individuals have recognised the importance of taking part in the survey and have done so in a very candid and trusting manner for which we would like to thank everyone.

Finally, I look forward to next year and seeing the fruits of our labour.



EDINBURGH & LOTHIAN RACIAL EQUALITY COUNCIL LIMITED  
STATEMENT OF FINANCIAL ACTIVITIES  
(Incorporating Income & Expenditure Account)  
YEAR ENDED 31 MARCH 2009

	Note	Unrestricted Funds Core 2009 £	Restricted Funds Projects 2009 £	Total Funds Year ended 31/03/09 £	Total Funds Year ended 31/03/08 £
<b>Incoming resources :</b>					
Voluntary income	2	100,265	108,384	208,649	184,849
Incoming resources from charitable activities	3	5,728	-	5,728	6,899
Investment income		433	-	433	1,312
<i>Total incoming resources</i>		106,426	108,384	214,810	193,060
<b>Resources expended :</b>					
Charitable activities	11	105,970	87,288	193,258	195,457
Governance costs	12	4,177	300	4,477	4,286
Total resources expended		110,147	87,588	197,735	199,743
<i>Net (outgoing)/incoming resources before transfers</i>		(3,721)	20,796	17,075	(6,683)
<b>Transfers :</b>					
Gross transfer between funds	15	-	-	-	-
<i>Net movement in funds</i>	4	(3,721)	20,796	17,075	(6,683)
<b>Reconciliation of Funds :</b>					
Total funds brought forward		33,380	13,746	47,126	53,809
<i>Total funds carried forward</i>	14	29,659	34,542	64,201	47,126

The company had no other recognised gains or losses other than those shown above for the two years ended 31 March 2009

EDINBURGH & LOTHIAN RACIAL EQUALITY COUNCIL LIMITED  
BALANCE SHEET 31 MARCH 2009

	Note	2009 £	2008 £
<b>Fixed assets :</b>			
Tangible assets	7	3,585	149
<i>Total fixed assets</i>		3,585	149
<b>Current assets :</b>			
Debtors	8	17,189	1,691
Cash at bank & in hand		54,596	51,078
<i>Total current assets</i>		71,785	52,769
<b>Liabilities :</b>			
Creditors : Amounts falling due within one year	9	11,169	5,792
<i>Net current assets</i>		60,616	46,977
<i>Net assets</i>		64,201	47,126
<b>The funds of the charity :</b>			
Restricted funds	14	34,542	13,746
Unrestricted fund	14	29,659	33,380
<i>Total charity funds</i>		64,201	47,126

The accounts have been prepared in accordance with the special provisions of Part VII of Schedule 8 of the Companies Act 1985 applicable to small companies.

The full accounts are available on request from ELREC's office.



The financial year 2008/09 resulted in an increase in income to £214,810 compared to £193,060 (2007/08). The Income is still significantly lower than that arising in 2006/07 of £228,321. An overall surplus of £17,075 arises this year. The surplus has arisen due to a strict management of costs in view of the current economic conditions whereby a prudent approach to expenditure was adopted this year as a precautionary measure in case funding applications were not successful due to potential cut backs imposed by funding sources. As a result we have managed to keep costs consistent and in line with the last year but this has been at the expense of not investing in much needed computer upgrades and other repair and capital expenditure necessary for the effective operational running of the office. Provision requires to be made in future budgets to allow for a programme of scaled in expenditure in key areas such as Information technology. Funding applications also now include provision for core costs, where possible and the effects of this can be evidenced this year.

We are grateful for the continued support from our core funders being The City of Edinburgh Council (£69,665) and Lothian & Borders Police (£25,000).

Unfortunately, the level of funding has remained the same over the last five years with no inflationary increase despite an increase in core operational costs over the years therefore without additional fundraising efforts ELREC will have difficulties in meeting its core costs in the future. Despite this however, I would however like to thank our core funders for their continued support in this difficult financial climate.

We are particularly delighted with the success of smaller fundraising applications such as grants from Scottish Government, Voluntary Action Fund, Youthlink Scotland, BBC Children in Need and Big Lottery Fund, these funds have helped develop specific projects.

I would like to thank the Directors and staff for their hard work during the year and their continued commitment to identify potential specific project funding opportunities and fundraise for ELREC where the opportunity arises, such dedication can ensure the valuable work carried out by the ELREC team can continue successfully.

**Management Board Attendance 2008/2009**

	07/04/08	02/06/08	18/06/08	04/08/08	06/10/08	17/11/08	10/12/08	11/02/09
<b>President</b> <b>Professor Geoff Palmer OBE</b>	Yes	Yes		Yes	Apologies	Yes	Yes	Yes
<b>Chair</b> <b>Shami Khan</b>	Apologies	Yes						
<b>Vice Chair</b> <b>Foysoyl Choudhury MBE</b>	Yes							
<b>Treasurer</b> <b>Ishrat Sharif</b> <i>(from October 2007)</i>	Apologies	Yes	Yes	Yes	Yes	Apologies	Apologies	Yes
<b>Company Secretary</b> <b>Naren Sood</b> <i>(till November 2008)</i>	Apologies	Yes	Yes	Yes	Apologies	Yes	Apologies	Yes
<b>Company Secretary</b> <b>Amjad Chaudry</b> <i>(from November 2008)</i>	Yes	Apologies	Apologies	Yes	Yes	Yes	Apologies	Yes
<b>Neeru Bhatnagar</b>						Yes	Apologies	Yes
<b>Shah Noor Chowdhury</b>	Yes	Yes	Yes	Yes	Yes	Yes	Apologies	Yes
<b>Kamaljit Kaur</b>						Yes	Apologies	Yes
<b>Suzanne Munday</b>	Yes	Apologies	Apologies	Yes	Apologies			
<b>Ijaz Nazir</b>	Apologies	Apologies	Apologies	Apologies	Apologies	Yes	Apologies	Apologies
<b>Parmjit Singh</b>	Apologies	Apologies	Yes	Yes	Apologies	Yes	Apologies	Apologies
<b>Professor Braj P Sinha</b>	Yes	Yes	Apologies	Yes	Apologies	Yes	Yes	Apologies

## Staff 2008/2009

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

Placement Student

Cleaner

Nina Giles  
Tasneem Ahmed  
Shasta Hanif (on maternity leave from September 2008)  
Mizan Rahman (from August 2008)  
Angus Kelly (till September 2008))  
Zeshan Khan (from January 2009)  
Sandra Stewart (from January 2009)  
Wahida Wilson (from January 2009)  
Maryanne Barclay  
Elizabeth Ely  
Patricia Hart (from March 2008)  
Brendan McGeever (till October 2008)  
Ulrica Pinto (from May till November 2008)  
Kay Richardson (from May 2008)  
Abukari Yakubu (from December 2008)  
Emma Nolan (from March till April 2008)  
Olga Hartmann (from July till October 2008)  
Melissa Elliot (till April 2008)  
Sylwia Urbanska (from May 2008)



**EDINBURGH & LOTHIAN  
RACIAL EQUALITY COUNCIL**  
14 Forth Street  
Edinburgh  
EH1 3LH

**tel: 0131 556 0441 • fax: 0131 556 8577**  
**email: [admin@elrec.org.uk](mailto:admin@elrec.org.uk)**  
**[www.elrec.org.uk](http://www.elrec.org.uk)**

Supported by  
City of Edinburgh Council  
Lothian and Borders Police  
Scottish Government  
Youth Scotland  
the Big Lottery Fund  
Children in Need

