



# ELREC Newsletter

Edinburgh & Lothians Regional Equality Council

*Promoting Equality • Fighting Discrimination • Fostering Good Relations*

ISSUE 41: October 2014

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## From the Chair

Welcome to the October edition of ELREC's Newsletter.



I would like to start by saying farewell to two key members of staff, Mona Adhikari and Antonia Gianniu, who left us in August for pastures new. During their time at ELREC they worked tirelessly to build our organisation and maintain our reputation. I would like to sincerely thank them for all the hard work that they have done while they have been with us.

I would, therefore, like to welcome Ekta Marwaha, who has taken over the role of Manager. Ekta comes to us with a great

amount of experience in the Third Sector and equality field and I am confident she will help to take this organisation even further.

In addition, Neil Ogilvy has taken over the administration side of ELREC with the departure of Antonia. We have combined the administration with Neil's former role as Program Coordinator to form a new position of Office and Program Coordinator in order to allow Neil to carry on the work that he has been doing.

This quarter has also seen ELREC put on a number of successful events. Our new Communities for Conservation project had its launch in September. This saw over 100 participants enjoy a wide range of climate related activities and a culturally diverse set of entertainment including both music and dance. The project itself is now well and truly underway with the team carrying out a number of home visits to help the BME community reduce its carbon footprint and reduce their energy bills. They are also running a number of food growing and gardening groups across the city .

Our Equalities Engagement officer, Mizan Rahman, has also been busy. This quarter has seen the Hate Crime Community Engagement Event, West Lothian Race Forum - Family Fun Day, Speak Up For Safety on Public Transport and the Midlothian Black History Month Celebration, to name a few. Details of these can be found in the following pages.

Lastly, I'd like to remind our members that our Annual General Meeting is taking place at 6.30pm on the 19<sup>th</sup> of November at the Edinburgh City Chambers.

I hope you enjoy the latest edition of our newsletter and hope to see you at ELREC events and activities in the future.

Foysoyl Choudhury MBE

## From the Manager

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Welcome to the October edition of the newsletter.

Hello, my name is Ekta Marwaha. I joined ELREC as the Manager in August 2014, with the last few weeks having been focused on adapting to my new position, ensuring I am familiar with the company and the various projects that are currently operational as well as building relationship with key stakeholders. My work experience to date has involved working across various arenas and settings for protected characteristics, with me having worked in both voluntary and statutory services, in providing direct support as well as in Management positions.

Within the last few weeks and over the coming months, I plan to focus my attention to ensure that the outcomes within our Service Level Agreement with Edinburgh City Council are implemented, with us working in partnership with Volunteer Scotland, EVOC and Edinburgh Community Learning and Development Partnership. Another key area over the coming months where I anticipate to direct my attention will be on securing funding for the various projects and our core funding for which funding will finish in March 2015.

I hope within our next newsletter, I am in a position to provide you with a firmer update on the work been completed by myself. In the meantime, I look forward to working with all the staff team in ELREC, the Management Board and our partners.

## From the Office and Program Coordinator

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Hello again, I'm writing, this time, with my new hat of the Office and Program Coordinator. I am very pleased to have been offered the new position and know that I have some big shoes to fill with the departure of Antonia but I am looking forward to the challenges and opportunities that lie ahead. Since the beginning of August I have been busy finding my feet in this new position and keeping the office ticking over.



The work on the Service Level Agreement with the Council continues to move along. In the coming month we are running two separate sets of training workshops on equality and the Equality Act 2010. We are running two workshops at the end of November for Management Committees in Community Centres around Edinburgh as part of our work with the Community Learning and Development partnership of the Council.

In partnership with EVOC, we are also running an evening workshop for Board members and trustees of third sector organisations in Edinburgh entitled **Equality: From Principle to Practice**. This will take place from **6pm-8pm** on **Thursday the 27th of November** at **EVOC's offices**. It will look into how we can use equality principles, outlined in legislation such as the Equality Act 2010, effectively and why it is important to do so. Details on how to sign up will be published on ELREC's and EVOC's websites shortly.

Neil Ogilvy

## From the Youth Development Officer

### Young People Against Hate (YPAH Project)

Greetings from the YPAH project. The last three months have been really eventful. The group has continued meeting on Thursday evening to discuss and work on all things relating to hate crimes and discrimination.

The group has worked on a variety of workshops however one of the highlights has been a workshop on "Youth Work Approaches to Anti Violence" at Royston Community Centre. This was done in partnership with TRUE COLOURS and has received positive feedback.

In partnership with FIXERS, our young volunteers have created a short film demonstrating the unpleasant nature of youth based hate crimes and the importance of Third Party Reporting. The entire group was involved in the days filming, the group worked as sound technicians, runners, set coordinators and actors. Fixers handed over a first draft copy of the short film to the YPAH group. The YPAH volunteers felt that the first draft did not convey the message of Third Party reporting, detailed feedback was given to Fixers and they are currently editing the short film. We hope that the message of **"Don't hide it, face it, report it !"** will be one that young people can get behind. A great deal of thanks must go to the volunteers who participated in

the day long filming and the FIXERS team led by Kobi Cooke.

The YPAH group has started four week creative arts pilot program in Portobello in partnership with the Northfield & Willowbrae Community Centre. On October 3<sup>rd</sup> the group ran a music/DJ themed workshop on equality and diversity, the young people responded really well and we're excited about the next few weeks.

Winter is coming and as we head into the last three months of the year the YPAH project has already got workshops booked deep into November. We thank everyone from the ELREC community for all their continuous support and look forward to continuing the project in the new year.

Nicholas Greener, Youth Development Officer



## TRUE Colours



Hello from the TRUE Colours youth worker. In the last period the group was very busy with our peer education programme. In August, TRUE Colours participated in the *Different Approaches to Violence in Youth Work* seminar, in collaboration with our colleagues from the Young People Against Hate project. The seminar included workshops from different organisations such as The Mentors in Violence Prevention project, No Knives Better Lives, Stand up to Sectarianism and Edinburgh Women's Rape and Sexual Abuse Centre. This was a great opportunity not only to share our opinions about problems surrounding young people and violence today, but also to see how other projects and organisations approach and tackle the issue.

TRUE Colours also had an opportunity to attend and contribute to one of the biggest education festivals, the Scottish Learning Festival in Glasgow. As part of *Promoting diversity and equality through peer learning* workshop, we had a chance to share our experiences as peer educators and to highlight the importance of peer education in our schools to over 50 teachers, youth workers and educators.



At the moment, the group is working on a new presentation and workshop surrounding gender inequality. Our goal is to create a better understanding of gender gaps and the significance of respect in our schools.

Una Dosen

## ELREC's Support and Advice Service

If you've been discriminated against; need assistance or are looking for housing and benefits advice, we're here to help. We offer free and impartial advice for individuals who have suffered discrimination, need to report hate crimes or need assistance in working with public bodies. If we're unable to help, we'll help you take your case to an appropriate organisation who can.

If you would like to come and see us, please call and book an appointment first, and also write down details of the incident, paying particular attention to dates. We'll listen to your case and make an assessment, helping you to identify your options and decide on the best course of action.

To report an incident or get more information contact us at: ELREC, 14 Forth Street, Edinburgh EH1 3LH. (T) 0131 556 0441 (F) 0131 556 8577(E) [admin@elrec.org.uk](mailto:admin@elrec.org.uk) (W) [www.elrec.org.uk](http://www.elrec.org.uk)

The Support and Advice Service is supported by the Scottish Government.

## From the Volunteer Coordinator

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Hello again! Working as part of the ELREC team has been busy and exciting over the past few months and it's been amazing working with such supportive and kind individuals! I would like to give a HUGE shout out to all the volunteers, who in their spare time have been incredibly dedicated. We couldn't do the work we do without you and I'm sure I speak for everyone when I say a massive thank you!



The summer months saw an increase in individuals applying to volunteer with ELREC and as a team we worked together to match volunteers with roles that allowed the opportunity for both personal and professional development. As an organisation we aim to ensure that volunteers get the most out of their time here and with a number of volunteers leaving this term to go on to either employment or education, this has been a huge success. It's amazing to see volunteers getting the most out of their time here and I wish them all the best in the future!

In the past three months there has been a focus on facilitating a mixture of trainings available to volunteers and staff and we have had a number of incredibly educational workshops. Most recently the Equality Network provided an LGBTI training to which 8 volunteers attended and all found it useful. Alongside training for volunteers, I personally have been attending the Edinburgh Volunteer Centre's Volunteer Coordinator training. It has been a great way to expand my knowledge and skills and has given me the chance to learn from Volunteer Coordinators who have worked within the charity sector for a number of years.

ELREC is always promoting volunteering opportunities and this year we attended the Edinburgh college open day. ELREC was invited to set up a stall and got to meet and chat with a large number of young people. It was a brilliant way to promote the work that ELREC does and over 30 individuals signed up to find out more information and how they could get involved. Alongside this the volunteering programme has grown with new roles being added. We now have two volunteers working on developing our websites and another who works alongside the team to develop and design graphics for posters and leaflets.

Alex Murray

### Volunteer With ELREC!

Volunteering with ELREC is a great way to develop your skills, meet new people and work as part of an enthusiastic team. We're always looking for helpful and reliable volunteers, so why not make good use of your skills, get involved and join our volunteering team? For more details visit our volunteering page: [www.elrec.org.uk/volunteer.htm](http://www.elrec.org.uk/volunteer.htm) or contact the ELREC office on 0131 556 0441 or email us at: [admin@elrec.org.uk](mailto:admin@elrec.org.uk)

## **Hate Crime Community Engagement Event – Midlothian and East Lothian**

The Hate Crime Community Engagement Event took place on 10 September 2014 at East Lothian Indoor Bowling Club, Tranent. The event was hosted jointly by Midlothian Council, East Lothian Council, Police Scotland and ELREC. It was a follow-up event on the hate crime campaign launched in 2013 during the then Lothian & Borders Police. It was attended by 40 participants from different protected characteristics.

ELREC President, Sir Professor Geoff Palmer, resident of Midlothian, made the welcome speech. Professor Palmer reminded everyone that the remit of ELREC covers hate crime. There have been many changes in race relations since 1964 when he first came to Edinburgh. Over the years the situation has changed for the better together with huge improvements in community engagement with the police, especially since the 1976 race laws. He stressed the need to inform the community on hate crime and what people's rights are with regard to the Equality Act 2010 and the 9 protected characteristics. Frances Little of Police Scotland introduced the programme for the evening including the rules on the diversity bowling tournament. Three teams were formed for the competition. The game itself was great fun and excitement grew when the ball would just miss the silver pin on the pitch.

Towards the end of the event, Lesley Crozier, Equality lead for both East Lothian and Midlothian Councils, gave away the prizes for the bowling tournament. Three winning teams received the prizes. Keynote speaker, Supt Angus MacInnes, Police Scotland, highlighted the background of the joint initiatives of this project and past achievements. He also briefly talked about the survey which was carried out as a part of this campaign last year. Referring to last year's survey he confirmed that the Police will:

- Listen, take seriously and resolve issues.
- Charging is part of a bigger Criminal Justice system.
- Listen via third party reporting.

ELREC had an information stall at the event. Information about ELREC membership, volunteering opportunities and various projects and activities was disseminated throughout the evening. Two participants took ELREC membership at the event.



## Equalities Engagement News

### West Lothian Community Race Forum: 5<sup>th</sup> Anniversary Celebration

A multicultural family fun day took place on Saturday 13 September 2014 at St Margaret's Academy, Livingston to celebrate the 5<sup>th</sup> Anniversary of West Lothian Community Race Forum (WLCRF).

WLCRF chair, Mohammed Farooq, welcomed everyone and shared the aims and objective of the WLCRF and past development. Over the past years, significant support and encouragement have been given by the local community and West Lothian Council, who value diversity and equality. ELREC President, Sir Professor Geoff Palmer, opened the day. In his inaugural speech, he mentioned that the formation of this forum five years ago was a positive act with regard to the advancement of community cohesion across the West Lothian area and ELREC feel proud to be with the forum since its birth. The Presenter MC Peter introduced the African drumming group, "Tiwa Tiwa Multicultural Rhythm", who played African drum music, by the bandleader Fred Abim & his troupe. The music was enjoyed by an audience of different ethnic and cultural backgrounds.



### Speak Up for Safety on Public Transport: Developing a Charter on Mainstreaming Equality

ELREC organised an event called Speak Up for Safety on Public Transport: Developing a Charter on Mainstreaming Equality, on 24 September 2014 at Lothian Chambers, Edinburgh. The event was hosted in collaboration with the Community Safety Partnership and the Hate Crime Strategic Development Group (HCSDG) of the City of Edinburgh Council.

### Workshop: First steps in planning a heritage project

ELREC has hosted a workshop in collaboration with the Heritage Lottery Fund Scotland to increase participation of the BME community in heritage funding application, this took place on the 29 September 2014.

About 20 people took part in the workshop from a range of ethnic backgrounds. The Heritage Lottery Fund supports projects that provide lasting benefits for the UK's diverse heritage in terms of heritage and people. For more information about HLF grants please contact, Louise Hastie Email: LouiseH@hlf.org.uk or Telephone: 0131 225 9450.



### Family Fun Day at Edinburgh Hindu Mandir

On 9th August Edinburgh Women Interfaith Group (EWIG) celebrated a Family Fun-Day at Edinburgh Hindu Mandir. This was a multicultural day where family from the local community enjoyed the outing. The Samba Drumming band brightened the dull start of the morning. Local Councillors, MSP Sarah Boyack and Rt. Hon Deputy Lord Provost Deidre Brock enjoyed the Samba Drumming band playing outside the building.

Complimentary therapies, live entertainment, Bollywood dancers, very popular Henna hand painting and face painting workshops kept the people entertained all day. Food from Mind, Body & Soul and Tea & Coffee were available among other activities.

## Communities for Conservation Project



The gardening groups that we facilitate in different sites in Edinburgh currently involve above 20 participants coming from a variety of backgrounds. On the 9th of August we had a harvest and cooking festival at the Royal Botanic Garden (RBGE).



At the RBGE, people receive training and get inspired from the learning to grow at home. Cooking festival organized with the RBGE.

Our gardening groups are popular and we are still expanding; so it is not too late to join. In addition to the food growing groups in the Royal Botanic Garden and in Niddrie, we are now about to start food growing groups in Wester Hailes, Granton and Morningside. No experience is necessary and we provide seeds, tools and all the needed equipment. So don't hesitate to join one of the weekly sessions in: Niddrie, Saturdays - 1pm to 3pm; Royal Botanic Garden Saturdays - 1pm to 3pm; Wester Hailes Wednesdays and Saturdays; and Royston Wardieburn Community Centre in Granton.

### **Free energy advice home visits:**

Our team has undergone Energy Awareness training; we have been trained by Changeworks and mentored by Scorescotland. Last month, as a result of our home visit energy advice, one of our Chinese client saved £300 on their electricity bill. They were very grateful for the service that was provided and said that they would recommend our home visit to their friends. In a quick home visit, we help you reduce your gas and electricity bills, make your home warmer, access grants for a free boiler or insulation and help you with any issues or need related to energy consumption. If you are from Poland, China, South Asia or Africa, we can deliver free energy advice at your home all around Edinburgh and in different languages: English, Urdu, Polish, Cantonese, Mandarin, French and Hindi.

We also hold regular workshops. You will learn more about climate change through games, quizzes and fun activities or participate in cooking training sessions. Anyone is free to join.

To participate to any of the above, [click here to send us an email](#).

[Click here to see some pictures of our launch event and follow us on Facebook.](#)

## Communities for Conservation Project Launch Event



*Rakhi Sharma performing a Bollywood dance during our project launch event .*

Our project was successfully launched on the 7<sup>th</sup> of September 2014 in Out of the Blue. Over 150 people from diverse communities attended to the event. Mr Foyso Choudhury MBE, Sir Geoff Palmer, MP Mark Lazarowicz, Zarina Ahmad from CEMVO, Julian Holbrook from Keep Scotland Beautiful and Jean-Matthieu Gaunand opened the event. The workshop run by Home Energy Scotland entitled "Everyone can save energy at home" was attended by over 30 people. The video clips about climate change and the discussion facilitated by Julian and Zarina were also very successful. We had a Tai Chi class, a quiz and performances from China, Poland, Africa and South Asia, and offered two bike vouchers of £100 and £150 to the winners of the raffle.

**"Today event was a great achievement, wonderful experience and learning new things meeting passionate people about our life and planet. Thank you for making it happened!" Feedback from an attendee.**

Communities for Conservation has expanded rapidly in the last month and this is primarily thanks to the hard work of everyone. We would like to thank everyone and particularly the entire team of ELREC and the volunteers who got involved in the event.



## Health



**The juice stall was a great success at the launch event of Communities for Conservation and it was enjoyed by everyone, adults and children.**

This juicing recipe is a sweet tasting, satisfying drink that cleanses the body and provides many essential vitamins and minerals in a quick and easy form.

We used a very simple recipe for this juice—the ingredients were:

### **CARROTS, APPLES AND SPINACH HEALTHY JUICE (that's it)**

We chose Spinach because its high in B Vitamins, as well as Vitamin A, C, and K. The Spinach Apple Carrot combo is also high in calcium, potassium, iron and magnesium. To make the juice take 4-5 Carrots, 2 Apples and a handful of Spinach. Wash all of the fruits and vegetables thoroughly, being careful to remove all dirt from the carrots and spinach. Cut the ends off of the carrots and throw away (you can peel the carrots if you like but leaving the skins on provides the most nutritional benefit). Cut the vegetables into a size that is suitable for your juicer and start juicing. Drink right away to get the most from this nutritious, detoxifying juice. Drinking your veggies can also be a fantastic ally for anyone trying to lose weight. Aside from being unbeatably nutritious, vegetable juice is surprisingly filling. Vegetable juice can easily serve as a filling snack or even as a meal replacement drink for some of the smaller meals of the day. Many people have even seen weight loss success by drinking a small glass before they sit down to eat dinner; it takes the edge off of hunger and makes it much easier to eat to satiety without eating too many calories.

The stall was run by our volunteers at ELREC along with many other volunteers at the event. We at ELREC want to encourage and empower our volunteers to do the best they can, so many thanks to the ladies at the juice stall for making it a success.

## BEMAS: Black and Ethnic Minorities Advice Service

### What is it?

This action group is a voluntary organisation with over thirty years' experience in providing services and support need to people with a learning disability, their parents and carers.

We provide:

- Advices services including Welfare Rights and a Black and Ethnic Minorities Advice Services
- Housing Support Services
- Children and young people's services
- Real Jobs Supported Employment Service



Our Black and Ethnic Minorities Service (BEMAS) provides families with children who have a learning disability, or other support needs, advice and assistance to find out about help access services like

- Social work
- Education
- Health
- Housing
- Benefits
- Debts



We also run a regular carers' group where people in similar situations can meet others and share experiences. Do you have or know anybody with an additional support need? This can include a learning or physical disability, literacy or numeracy difficulties or mental health problems. Do you need advice or support with these issues, or want to know what your entitlements are? If so, why not contact our BEMAS Advice Team. If we can't help we will try to put you in touch with an organisation which can.

Our service is confidential and free. Interpreters can be arranged on request.

**The Action Group**  
**Norton Park Centre**



## CONTEST and Prevent

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CONTEST is the UK Government's Counter Terrorism Strategy, published in July 2006 and refreshed twice; most recently in July 2011. The aim of the strategy is to 'reduce the risk to the UK and its interests overseas from terrorism, so that people can go about their lives freely and with confidence'.

CONTEST has four strands, often known as the four P's. The aims of the 4P's are;

1. *Pursue*: to stop terrorist attacks
2. *Prevent*: to stop people becoming terrorists or supporting terrorism
3. *Protect*: to strengthen our protection against a terrorist attack
4. *Prepare*: to mitigate the impact of a terrorist attack

The Prevent strategy responds to the ideological challenge we face from terrorism and aspects of extremism, and the threat we face from those who promote these views. It provides practical help to prevent people from being drawn into terrorism and ensure they are given appropriate advice and support. Important engagement with a wide range of sectors (including education, criminal justice, faith, charities, online and health) where there are risks of radicalisation that we need to deal with.

The strategy covers all forms of terrorism, including far right extremism and some aspects of non-violent extremism. However, we prioritise our work according to the risks we face. For instance, following the death of soldier Lee Rigby in Woolwich, the Prime Minister led a task force on tackling extremism and radicalisation. The special committee, which included senior members of the cabinet and security chiefs, built on the Prevent strategy.

Prevent objectives are divided into three distinct areas known as the three I's;

- Respond to the Ideological challenge of terrorism and the threat faced from those who promote it.
- Work with sectors and Institutions where there are risks of radicalisation.
- Prevent Individuals from being drawn into terrorism and ensure that they are given appropriate support.

Prevent work is aimed at safeguarding and supporting vulnerable individuals who may be at risk from individuals or groups intent on a process of radicalisation that supports violent extremism and terrorism. The Prevent approach fits with local authority safeguarding processes where they work with statutory partners to support vulnerable individuals.

### KEY POINTS

- There is no single profile of a terrorist
- There is no single community involved
- There is no single religion to blame
- Terrorists are criminals – plain and simple!

"Prevent is not about convincing most people that terrorism is wrong. It is about enlisting the support of people in our country to reach the minority who may be attracted or drawn to terrorism". (Sir Peter Fahy, CC GMP and ACPO Prevent lead)

For further information, contact the following

[EdinburghContestGroup@Scotland.pnn.police.uk](mailto:EdinburghContestGroup@Scotland.pnn.police.uk)

0131 221 2017/2048

## **Equality impact assessments – and how to use them**

from James Glover, NHS Lothian

### **What is equality impact assessment?**

Equality impact assessment is a way of predicting how a plan or policy might affect different groups of people. All public sector organisations are required by the Equality Act 2010 to do equality impact assessment for all new and revised plans, policies and decisions that could affect individuals differently. This includes NHS Boards, councils, the police and fire services, and the Scottish Government. Generally, if there is the slightest potential for some people to be treated differently to others due to their age, disability, gender, disability, sexual orientation or other protected characteristics, then an equality impact assessment must be completed. Equality impact assessment is important because it helps to make sure that policies and plans meet the needs of all people rather than just one group. If a public sector organisation introduces a new policy or plan, or carries out a decision, without doing a proper equality impact assessment then it is potentially breaking the law. Charities and commercial businesses don't have to do equality impact assessments as this part of equality law does not apply to them.

### **How do organisations such as the NHS and Councils carry out equality impact assessment?**

Equality impact assessment is usually carried out using a checklist as part of a meeting, and it is important that the people present have a range of views and experiences so that the impact assessment is challenging and wide-ranging. Public sector organisations will usually carry out equality impact assessment long before a plan or policy is approved. This is so that any recommendations can be taken into account in the final version. This helps to ensure that the final version is as effective as possible at meeting the needs of everyone who could be affected.

### **How can equality impact assessments be useful to people with an interest in equality?**

Firstly, public sector organisations have to publish their equality impact assessments. You can ask for a copy of an impact assessment for any decision where you think there may be different impacts on people, or where you feel that a decision has not taken into account the needs of a particular group. If the organisation cannot provide you with their impact assessment report, then they may be breaking the law. This also applies if the report is overly simplistic or ignores very obvious groups.

### **How can people take part in equality impact assessments?**

It is also often possible to take part in equality impact assessments. Many public sector organisations welcome the involvement of people from local communities in their impact assessment meetings, as it helps to make the discussions more effective and realistic. Ideally they will train you so that you can contribute as much as possible to the discussions.

### **Where can I find more information about equality impact assessments?**

All public sector organisations must publish their impact assessments so you can ask them for any you are interested in. Contact them if you want to take part in impact assessments. You can find out about the law on equality impact assessments by looking at the Equality & Human Rights Commission website at <http://www.equalityhumanrights.com/about-us/devolved-authorities/commission-scotland/public-sector-equality-duty-scotland>. You can also contact the Equality & Human Rights Commission if you think that an organisation is breaking the law on impact assessment, either by not carrying out an assessment or if their assessment is too simplistic or wrong.

## DISABILITY HISTORY SCOTLAND

**One in five Scottish people of working age is disabled. This represents 19% of our population.** Understanding our history, our resistance and struggle for liberation is an

essential part of the change we need to see if we are to bring about equality for disabled Scots and their families.

The lack of portrayal of disability and disabled people in Scottish society is not accidental.

Western culture is still heavily influenced by Ancient Greek and Roman ideals of intellectual and physical perfection. This is echoed in the current obsession with 'celebrity', which reinforces the tendency to judge a person's 'worth' by their appearance.

Some religious teaching continues to regard impairment as divine retribution for sinful behavior and disabled people have been portrayed as objects of fear, fun or pity for hundreds of years. These traditions and stereotypes are deeply embedded in legends, folk tales and classical literature.

Myths may come from the far distant past but they remain remarkably persistent and reflect real, enduring anxieties about impairment, disability and difference.

### Disability History Month Scotland 22nd November - 22nd December

Disability History Scotland was formed in February 2012. We were formed as it became clear that our previous role of promoting "Disability History Month" which is an annual event similar to LGBT or Black History month, was just not enough to counter the endless stream of negative images and words that were appearing on a daily basis in the media.

We still continue to promote Disability History Month and would encourage anyone to think about organizing some kind of event, small or large it makes no difference let us know and we will help you promote it.

We have organized 3 conferences, spoken at Edinburgh and Caledonian Universities as part of their teaching curriculum. We have also worked with The Scottish National Portrait in to produce a public "trail" of disability themed exhibits called "Hidden Histories". We have spoken and been part of many different events and meetings organized by others, talking about how the experience of disabled people is often either forgotten or ignored.

In 2013 we received a grant from the Heritage Lottery Fund to establish a new community based initiative, **All Together Now?** The project is looking at how World War 1 became a catalyst for social change. The enormous number of casualties resulting from the conflict had an impact across Scottish society. The aftermath caused huge challenges to the people who were newly disabled, their families and the wider community.

Our aim is to ensure that the history of those disabled people in Scotland is not forgotten and that the lessons from the past are learned.

We are a DPO (Disabled Persons Organisation) run by disabled people themselves.

**Email: [admin@disabilityhistoryscotland.org](mailto:admin@disabilityhistoryscotland.org)**  
**[www.disabilityhistoryscotland.org](http://www.disabilityhistoryscotland.org)**



**Whatever your sight problem  
we are here for you.**



**iWomenScotland**

Supporting ethnic minority women with sight loss

[www.iwomenscotland.org](http://www.iwomenscotland.org)

E: [enquiries@iwomenscotland.org](mailto:enquiries@iwomenscotland.org)

T. 0131 474 6179

## **VOLUNTEERS REQUIRED**

**Are you an ambitious individual who has a drive for supporting Charities and Organisations?**

**Would you like to learn about Sight Loss conditions?**

**Can you offer a few hours of your time each week to gain invaluable skills and work experience?**

**We are looking for volunteers to fulfil a range of roles for our peer support group for Ethnic minority women with sight loss.**

**You will have an opportunity to join a dedicated team of volunteers and members who are working hard to raise awareness on eye disease and to promote access to support services for Ethnic minority women.**

**Please contact us now by email: [enquiries@iwomenscotland.org](mailto:enquiries@iwomenscotland.org)**

**Or Call: 0131 474 6179**



## PRESS RELEASE – SEPTEMBER 2014

### CLOSE THE GAP ENCOURAGES SCOTTISH SMEs TO: THINK BUSINESS, THINK EQUALITY

Close the Gap is an organisation with more than a decade of experience working with employers on gender equality and diversity. As part of their new pilot project, **Think Business, Think Equality**, they are launching an online tool that will help businesses to identify ways they could benefit from fairness and equality in the workplace.

The organisation is currently recruiting SMEs to participate in the pilot, which will enable businesses to self-assess their employment practices.

The online tool comprises five topics: workplace culture; women's jobs, men's jobs; promotion and progression; pay and reward; and flexible working. The toolkit will be available to download live from Close the Gap's website: [www.closesthegap.org.uk](http://www.closesthegap.org.uk) for any businesses or organisations who wish to remain anonymous.

Each topic consists of guidance, information and a series of short questions, allowing employers to reflect and identify ways to improve or simply refresh their current practice. Each topic should take no longer than 30 minutes to complete. Throughout the pilot, participating businesses will also be able to access free, confidential support or advice from Close the Gap on how gender equality can help their business grow.

To participate, all businesses need to do is complete a minimum of three of the five different topics. The pilot will run until November 2014.

### **Commenting on the launch of Think Business, Think Equality, Anna Ritchie Allan, Project Manager, Close the Gap, said:**

"The Think Business, Think Equality online tool will make it easier for businesses to identify simple ways to make their employment practice fair and effective. Employers who treat staff fairly will see their businesses become more productive and more innovative, and will reduce their costs through recruiting and retaining the best quality people."

"Close the Gap has worked with many businesses to identify where they can make changes to improve retention through flexible working, delivering more women in their senior management teams, and supporting thinking about reward and equality. Making sure they are delivering fairness and equality can help businesses hold on to the best talent, reduce costs and protect them from costly risks to their reputation."



**Scott Reid-Skinner, Equality Manager at Scottish Enterprise commented:**

“We have known for some time that equality makes good business sense but SMEs don’t always have access to appropriate free support. The online tool will provide companies with advice usually only available to large organisations with internal expertise and will help unlock the business benefits of sound equality practice.”

The most recent Scottish gender pay gap figures from December 2013 show there is a 13% gap between men’s and women’s full-time hourly rates, and a 34% gap when comparing women’s part-time hourly rate to men’s full time hourly rate. (Source: ONS, 2013)

Research has demonstrated that gender equality in the workplace carries a number of business benefits. These benefits include:

Improved staff morale

Attracting and retaining staff, resulting in lower recruitment costs

Improved corporate image – workforce better reflection of customer base

Reduced absenteeism

Enhanced productivity and innovation

Reduced risk of costly adverse tribunal decisions and consequent damage to business reputation.

To be involved or to find out more, contact: Fiona Roberts, Development Officer, Think Business, Think Equality, on: 0141 337 8149 or by email to: froberts@stuc.org.uk

**To find out more about Close the Gap visit: [www.closesthegap.org.uk](http://www.closesthegap.org.uk). Twitter: @closesthepaygap  
[www.facebook.com/closesthepaygap](https://www.facebook.com/closesthepaygap)**

**For further media information contact:**

Lisa Watt, LWPR on 07903 206615 [lisawatt3@hotmail.com](mailto:lisawatt3@hotmail.com)

## Calling for new members at ELREC!!

ELREC strives to embody the principles of transparency; integrity; equity; mutual co-operation; and participatory democracy.

ELREC welcomes all individuals and organisations who share our aims, visions, and values to join us as members. As a member you will have the opportunity to shape ELREC policy; direction; participate in ELREC’s annual Management Board election; and attend ELREC events and lectures. Our members also act as links to various communities. You will receive a copy of the ELREC Quarterly Community Newsletter and receive information on equality related events.

We welcome membership from individuals from diverse groups as this results in the better representation of all protected characteristics. We would be much obliged if you would consider joining us, as well as helping us by encouraging individuals and organisations known to you to join ELREC.

More information regarding membership, application forms as well as full copies of ELREC’s Memorandum and Articles of Association, can be viewed by visiting our membership webpage or contacting our office:

**[www.elrec.org.uk/member.htm](http://www.elrec.org.uk/member.htm)**



## **FINANCIAL INCLUSION PROGRAMME**

The financial Inclusion programme was developed by CEMVO Scotland in partnership with Money Advice Scotland and is currently supported by the Scottish Legal Aid Board. The aim of this project is to bring about a new way of working to deliver money advice to the most marginalised and excluded communities in Scotland.

We had selected and are working closely with 5 mainstream agencies and 5 ethnic minority organisations within Glasgow area offering a range of CEMVO and MAS, support and training. The support and training we offer is to enhance and improve accessibility currently being provided within the ethnic minority third sector and mainstream advice providers.

We are also currently raising awareness of money advice amongst the ethnic minority communities through our current marketing and promo-



## CEMVO

Hi my name is Mary Sneddon and I am the new Social Enterprise Officer for CEMVO Scotland working with voluntary, charity and social enterprise Ethnic Minority Organisations.

CEMVO Scotland is a national intermediary organisation and strategic partner of the Scottish Government Equality Unit and our aim is to build the capacity and sustainability of the ethnic minority (EM) voluntary sector and its communities.

I am often asked "what is a social enterprise organisation"? But to briefly sum up it is similar to any business as a social enterprise generates profits from the sale of either products or services. However, unlike ordinary businesses, a social enterprise operates primarily to fulfil it is for the **social or environment purpose** and will be sustainable through trading as its primary income source. **All profit is reinvested back into the organisation for the benefit of social enterprise or the community it was set up to benefit.** This is where we can help with setting up social enterprise or developing existing equalities organisation to identify opportunities for income generation or to formalise their enterprise activities or change the organisation from a charity, public sector or private business into a successful social enterprise.

CEMVO Scotland also deliver Capacity Building Programme and Social Enterprise Capacity Building Programme to provide support that does not only take into account the changing landscape of the voluntary / third sector, but also the potential and aspirations of ethnic minority voluntary organisations and community groups in Scotland. This free service offers advice, guidance and hands-on support to implement agreed priorities; tailored capacity skills training in key areas; as well as information and signposting for funding, training and networking opportunities etc.

CEMVO Scotland are currently running workshops in partnership with Just Enterprise on "Understanding Social Enterprise" which is specifically tailored for equalities groups and the workshop will help you to explore and identify enterprising opportunities within existing organisations, many of which are already trading but have not yet identified and formalised this activity as "**Social Enterprise**". To book a place [www.justenterprise.org.uk](http://www.justenterprise.org.uk) or for more information on support available telephone Mary Sneddon 07881 017436 or email: [mary.sneddon@cemvoscotland.org.uk](mailto:mary.sneddon@cemvoscotland.org.uk).

**Youth Social Enterprise Project** supports young people aged 16-25 who are interested in social enterprise business start-up. Mary MacLeod is the Youth Social Enterprise Officer and offers intensive one to one support to young people who are from an ethnic minority background and are thinking of starting a social enterprise business or would like more detailed information on the support that is available. Mary also provides social enterprise awareness workshops to groups of young people from youth groups, universities, community groups etc. For more information please telephone Mary MacLeod: 07432 602009 or email. [Mary.macleod@cemvoscotland.org.uk](mailto:Mary.macleod@cemvoscotland.org.uk)





## ADVERTISING

We welcome organisations to advertise in the ELREC Community Newsletter for:

- Promoting services
- Disseminating flyers
- Campaigns
- Vacancies
- Consultations
- General marketing

This service is available for a contribution of £100 to £250 depending on the size and placement of the advertisement. To find out more, please contact Neil Ogilvy on 0131 556 0441 or email: [admin@elrec.org.uk](mailto:admin@elrec.org.uk)

Our newsletter is published every quarter in January, April, July and October of each year.

## CONFERENCE ROOM BOOKINGS

You can book our 20-seat meeting room on an hourly basis for £20 per hour (reduced rate for small charities and community groups)

Tea & Coffee £1 per head  
Please contact the ELREC office for additional information or to make a booking.



## FUNDERS

ELREC is funded by:

- The City of Edinburgh Council
- Scottish Government
- Keep Scotland Beautiful Fund
- Voluntary Action Fund
- Big Lottery Fund
- Ponton House Trust

## VOLUNTEERS

Adam Batty, Alex Bunch, Aleksandra Galarowicz, Archana Goyal, Assma Malik, Alex Conway, Samuel Hanson, Elizabeth Doyle, Caroline Levack, Balla Ceesay, Claire Murrie, Myles Wilson, Michelle Mitchel, David Fulton, Ezgi Denli, Kristopher Watt, Ffyona Taylor, George Paybe, Guoda Cibaite, Hannah Mokhberi, Helen McHugh, Henrique Rodrigues Silva, Holly Smith, Markus Spoerr, Mitra Black, Martin Harley, Mona Abdalla, Mirgan Jones, Natasha Iregbu, David Panton, Phillip Stevenson, Ross Fitzpatrick, Natasha Hope, Roya Nejadi, Saaliha Hussain, Sara Dominguez, Sophie Nadia Gaber, Silvia Garcia-Munro, I Lin Sin, Pratap Reddy Kasina, Martin Krumins, Yusuf Miah

## SERVICES

**Edinburgh & Lothians Regional Equality Council (ELREC)**, founded in 1971, 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.

### Our Objectives

- to work towards the elimination of unlawful discrimination
- to reduce inequality and promote a culture of human rights
- to promote good relations between persons of different groups without distinction

### We pursue our aims through:

- Engagement with communities of protected characteristics
- Complainant aid for victims of discrimination and harassment.
- Support for communities in influencing change by facilitating interaction between communities and authorities
- Consultancy on equality policies, procedures and delivery of customised training on equality matters

### Edinburgh & Lothians Regional Equality Council (ELREC)

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Charity Number: SC007896

Company Number: SC183419

