



# **EDINBURGH & LOTHIAN REGIONAL EQUALITY COUNCIL**

ANNUAL REPORT 2016-2017

## 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.



## From the Chair

The financial year of 2016 – 2017 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.

We had our last AGM on the 24th February 2016 at the City Chambers and we published our annual report just before that, which highlighted our work in the previous year, with some insights from the current projects. On 31st January we had our Equality Champions Dinner at Heriot Watt University to celebrate the achievements of those who worked to advance equality in our society. It was a successful and well-attended event, which gave us the opportunity to present ELREC's projects and commitment to equality and human rights to a broad and diverse audience. During the AGM we also renewed our Management Board: I am delighted to confirm the re-election of Mr. Shami Khan, Ms. Melanie Beaumont and Ms. Irina Lazarenko, and also the appointment of Mr. Rajnish Singh.



I am pleased to say that all our projects are going strong and continue to make a difference in the communities we serve. I would like to take this opportunity to thank all ELREC staff and volunteers for their hard work and for ensuring that our projects are successful. Since July ELREC has seen the beginning of the new project Routes to Roots, funded by the Heritage Lottery Fund, which explores the heritage of migrant communities in Edinburgh and how it contributes to shape the wider Scottish heritage landscape. True Colours and Diversity in Public Life have also started again, thanks to the renewal of the funding from the Scottish Government and Voluntary Action Fund. I am also happy to say that, thanks to the people of Leith who voted for ELREC, our Hate Crime Campaign project has been awarded a grant from the Leith Neighbourhood Partnership. The project started in January 2017 and lasted for 6 months.

In the autumn, after the visit from the Minister for Community Safety and Legal Affairs, we hosted the Cabinet Secretary for Justice of the Scottish Government, Mr. Michael Matheson MSP, who met people from the community in order to discuss their ideas, experiences and concerns about policing. The meeting was a success and ELREC is proud to support the Government, police and local communities.

I am proud to say that ELREC's Communities for Conservation project was awarded the CEMVO Environmental Award during the Ethnic Minority Impact Award 2016 in Glasgow on 12th November 2016. The award is recognition for the important work that Communities for Conservation project is doing to provide energy advice and encourage equality and community cohesion.

We also held our annual Equality Champions Award and Gala Dinner on 20th November and the Refugees Voice Event on 6th December. I am happy and proud to say that both events have been very successful, as they have both attracted the attention and interest of the public, our partner organisations and policy makers.

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

Foyso Choudhury MBE

## Frank Ross

The Rt Hon Lord Provost of the City of Edinburgh

Last month (February), we passed our first council budget of the new administration; a responsible and caring budget with a particular and determined focus on reducing inequality and protecting the most vulnerable members of our society.

In my role as Lord provost, I aim to promote civic inclusion with a wide range of groups and organisations across the city and feel strongly that everyone should feel a sense of belonging and play a part in this great city.

The One City Trust, of which I am president, will continue to be based upon 'community foundation', giving people and organisations a means to reach across divides and support those who are excluded from the community.

I want to take this opportunity to thank all ELREC staff, its board members and volunteers for all their hard work over the past 12 months and wish them all the very best for the year ahead.



---

## Cllr. Adam McVey

Council Leader, The City of Edinburgh Council



When I became Council Leader last summer, I promised to do everything in my power to improve the quality of life of all Edinburgh residents over the next five years.

Clearly, our city is booming – you only have to count the number of cranes on our skyline to see that – but we have to take a good look at why not all of our residents are sharing in this success.

We are working hard to agree and deliver plans to tackle inequality and exclusion, ensuring communities from across the city are given every opportunity to benefit from Edinburgh's prosperity. Only then can we have inclusive growth that works for everyone.

Wishing you all the best for a successful 2018.



*Image: Annabelle Ewing MSP Minister for Community Safety and Legal Affairs visits ELREC on 30 June 2016*

**Nicola Sturgeon MSP**  
First Minister of Scotland

I would like to congratulate ELREC on behalf of the Scottish Government on another busy and successful year. And to express my thanks for the work the organisation does to eliminate discrimination in all its forms, to reduce inequality and promote a culture of human rights for the local communities in Edinburgh and the surrounding regions.

I would also like to take this opportunity to reaffirm the Scottish Government's commitment to advancing race equality; equality and human rights are at the heart of everything that we do.

That's why in December 2017 we published the Race Equality Action Plan, this plan sets out key actions for the current parliamentary session to drive positive change for minority ethnic communities.

The action plan followed the publication of the Race Equality Framework in March 2016 which was developed to advance race equality and address the barriers that prevent people from minority ethnic communities from realising their potential.



---

**Ruth Davidson MSP**  
Leader of the Scottish Conservative Party



ELREC has a strong record of improving community relations and tackling intolerance right across Edinburgh and the Lothians.

As the MSP for Edinburgh Central, I've seen this work first hand and I congratulate board members, volunteers and staff for all your hard work over last year.

ELREC's core message – of tackling prejudice, promoting human rights and eliminating discrimination in all its forms – is as important today as when you were first established four decades ago.

The Scottish Conservatives are proud to join you in that fight and I wish ELREC every success for 2018.

---

**Richard Leonard MSP**  
Leader of Scottish Labour Party

I want to offer my solidarity and support to Edinburgh and Lothians Regional Equalities Council on another successful and active year. I pledge the continued solidarity of the Scottish Labour Party to your organisation in the year ahead in all your work in tackling racism and promoting equality.

At the Scottish Labour 2018 conference in Dundee, I used my address to reaffirm that equality should be at the heart of everything that we do and everything which we stand for. There should be no place in Scotland for discrimination, yet all too often Black, Asian and minority ethnic individuals and communities face discrimination and racism in their daily lives.

Since being elected Scottish Labour Leader in November I have put tackling racism at the heart of my leadership, including joining the platform at 'Stand up to Racism' events, calling a meeting of organisations opposed to Donald Trump's proposed state visit to the United Kingdom and also meeting with leaders from faith communities. When it comes to eradicating inequality, Scottish Labour will be at the forefront of the fight. I hope that your organisation will recognise that it has a friend and ally in our Party and under my Leadership.



## Historical deception: “Pride can temper Shame”

Prof. Sir Geoff Palmer, Honorary President of ELREC

The debate and actions that are associated with Charlottesville, Virginia, USA are well known. It is known that in 2017 white supremacists protested successfully against proposals to remove the statue of General Robert Edward Lee. General Robert E. Lee commanded (1862-1865) the **pro-slavery** army of Northern Virginia in the American Civil War. Such protests are not new. For example, in May 2017, Robert E. Lee's stature was removed in New Orleans. Cecil Rhodes statue was removed in South Africa on the 9th April 2015.

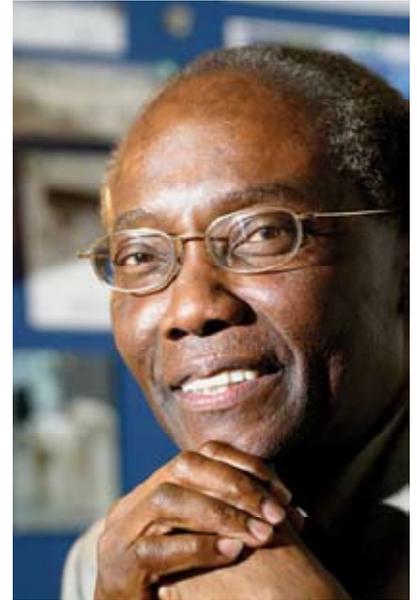
Cecil Rhodes (1853-1902) has been described as an Imperialist, Colonialist, Racist, Businessman and Politician. He exercised cruel control over the lives, lands and the resources of African people in Southern Africa. Oxford University students have tried and failed to secure the removal of Rhodes' statue at Oriel College, Oxford University. Oxford University, like many other institutions in Western Europe and Britain, has received slavery-derived money. The slavery in question was chattel slavery wherein a black slave under the law, was 'property and had no right to life'. That is why this slavery, which was practiced for over 300 years, was abolished legally by Britain in 1838 and by the USA in 1865 after the American Civil War.

Regarding Oxford University, it received £10,000 from the legacy of the notorious slave owner, Christopher Codrington (1668-1710). Codrington owned a large number of slaves in Barbados. In today's money, this sum has a value of about £8M. The grand Codrington Library at All Souls College, Oxford University, was built with this money between 1716-1751. To show the **terrible nature** of this slavery, Professor Sir Tom Devine, the historian, has stated that, “On the Codrington plantations in Barbados between 1741 and 1746, 43% of all African Negroes died within 3 years of arrival”. In 1833, when British slaves were **emancipated**, Sir John Gladstone a slave owner from Leith and Fasque, and the father of the British Prime Minister, William Gladstone, received **compensation** of about £83M in today's money for his 2,508 slaves...the slaves received another five years of slavery and not one penny. Now, I have been asked if statues and monuments which are associated with cruel deeds of the past should be knocked down. My view is that they should

remain as evidence of the terrible deeds of people that directly or indirectly, consciously or unconsciously, turned other people into chattel slaves. Edinburgh Council, to its credit, is considering the re-writing of the plaque of Henry Dundas whose statue stands, about 42 metres high, in St Andrew Square in Edinburgh. In

addition to other political deeds for which he has been criticised; Dundas, the 1st Viscount Melville, **delayed** the abolition of the British Slave Trade for 15 years (1792-1807), causing thousands of black people to be transported into slavery. He also prolonged slavery by using military force against slaves fighting for their freedom in San Domingo and against the Maroons in Jamaica in the 1790s.

Sadly, it is now being suggested by an academic that such cruel practices of the past can be viewed in a positive way. Professor Nigel Biggar, an Oxford academic, in an article in The Times newspaper (November, 2017), stated that he is developing research which is linked to his advice: “Don't feel guilty about our colonial history”. **In this article he invented the deception that, “pride can temper shame”**. I will not quote the examples he gave because, they are illogical. However, I have made it clear to him that this defence of “colonialism” cannot be researched because it is subjective and untenable and that in many ways historical evidence, such as the N-word, indicates that colonialism and racism go together. Evil and cruelty cannot be “tempered” (balanced) by so-called prideful deeds, based mainly on self-interest. Although I agree with the formation of “Slavery Educational Trusts” to deal with the cruel consequences of chattel slavery, these should never be regarded as a ‘prideful temper’ which balances the horrors of a ‘shameful slavery’. I am not sure how Biggar's project is progressing. However, although Oxford University,



with its benefits from Codrington's slavery supports Biggar, a large group of Oxford University academics has criticised Biggar's project, stating that it "asks the wrong questions, using the wrong terms, and for the wrong purposes". Indeed, two of our MPs (Rees Mogg and Johnson), contrary to Biggar's advice that "colonial" life was acceptable, have inferred with disdain that the UK should never never become a "colony" of the EU...

The historical lesson here is that we must see and speak out honestly against the consequences of past cruelties which must be addressed in the best possible way, rather than devising falsehoods to try and change what cannot be changed...history. Many of the prejudices of today are based on the cruelties of the past. Historical truth gives children the sense of belonging they need to succeed. Historical deception about a cruelty of the past such as chattel slavery, becomes part of that cruelty. Historical deception should not happen in any society.

---

## **Ehtisham Ullah Khan DL (Shami Khan)**

Vice Chair

I have been the Vice-Chair of ELREC for quite some time and and always maintained my commitment to the promotion of the Equality Act of 2010 through our work. Our organisation always ensures that we deliver our services across the protected characteristics, adhering to the principles of equality and social justice.

We have had some changes among our staff over the course of the past year. Unfortunately after so many years of working with us, Adil Ibrahim, Alice Musamba and Parveen Ishaq have left ELREC. We are very grateful to them for all their hard work and we wish them all the best for their future. We have hired two other people to take over Adil and Alice: Dina Ahmed is the new African Community Link Officer and Martin Krumins is the new Caseworker for the Support and Advice Service. Asma Kassim, who has been the maternity cover for Parveen since the beginning of the project in April, will continue to work as South Asian Community Link Officer. I would like to thank them all for their service to ELREC; they will be missed.



I am also pleased to welcome many new faces to ELREC. In April we received confirmation from Big Lottery – Young Start of their funding for another year of Young People Against Hate. Our project coordinator Nick Greener has been back in place since the end of April. In May we received confirmation for funding to run our Volunteering to Achieve project, which had not received any funding in 2015-16. As coordinator we have recruited our own Una Dosen, who has been managing and coordinating our volunteers since last year. Also in May we obtained confirmation of funding for our heritage project Routes to Roots, and our very own Neil Ogilvy has been appointed as Routes to Roots Project Coordinator. He has enthusiastically started in his new role in early July! We have hired an Administrator and a Finance Officer to replace him. Didem Kaner Ural is our new Administrator and Adrian Barbascumpa is our new Finance Officer. They have both started working from the end of July and they are doing very well. In addition, ELREC has been awarded a small grant from CCF to undertake a pilot research project on households switching to green energy. For this research we employed Joan Call for three months.

Each one of these individuals is bringing their skills and expertise to strengthen ELREC and its work and I want to thank them all for their dedication to our organisation and the communities we serve.

I would like to thank our funders: The Scottish Government, Big Lottery, the Robertson Trust, the Heritage Lottery Fund, the Voluntary Action Fund, Leith Neighbourhood Partnership and the 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.

## **Cllr Carl John**

Treasurer



The financial year 2016/2017 once again showed the problems and difficulties of running a charitable voluntary organization in times of austerity. ELREC has held firm and expanded both in the type of work undertaken and help provided.

We continue to be funded by many organizations but our key providers of money are The Scottish Government, The Big Lottery and The Heritage Lottery and we thank them for their continued support and trust in us.

Hard work by our employees, volunteers and board members have enabled us to continue ongoing projects, complete other projects and branch out many new areas. Future funding is always at the forefront but I am more optimistic this year than in years gone by.

I must also mention our annual Gala Dinner which as well as giving us an event to honour and award group and individuals who work for equality and diversity, it also earns much needed cash for us.

We have worked hard this year to maintain or reduce costs in maintenance, posts and communication, insurance etc. and we enter 2017/2018 in a stable and healthy position but not complacent.

I would like to thank the staff, board members, volunteers and donations partners for all the good work in making ELREC one of the most respected organizations in the sector.

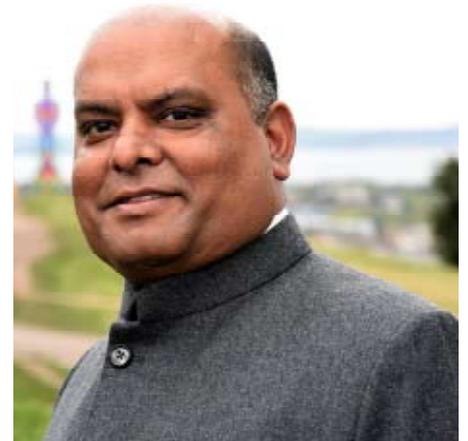
---

## **Rajnish Singh**

Company Secretary

We at ELREC had another very successful year in 2017 with several interesting projects initiated or extended. The staff and project coordinators continued their excellent work in delivering projects to promote a fairer and equal society within Edinburgh and Lothian region. I would like to extend my deep appreciation for their hard work and commitment throughout the year.

You may be aware that 2017 was declared as India-UK Year of Culture 2017, hence a lot more community and cultural engagements than usual for Indian community within UK including that in Scotland. Therefore, the year had been a very busy year for me from community engagement perspective as apart from ELREC I am on the Board of Scottish Indian Arts Forum (President) and Edinburgh Diwali (Secretary), registered charities working in promoting cultural integration between India and UK. ELREC gives me an added perspective of promoting equality and integration amongst different communities with its range of project in social sector.



At ELREC we are working on continuous improvement year on year and I believe that we will be able to expand our reach and coverage in Community Integration in 2018 and further.

Looking forward to work with the Board and the staff in the coming year.

## Manager's Report 2016-2017

The 2016 – 2017 financial year was a productive and successful one for ELREC. We continued all of our existing projects and were successful in obtaining funding for a new project, called Routes to Roots: Adopting Scotland as a Homeland which is funded through the Heritage Lottery. We were also successful in securing funds for a hate crime outreach project through Leith Decides as well as another 6-month pilot project concerning hate crime through Midlothian Council which will commence later in 2017. Our other projects, Communities for Conservation, TRUE Colours, Bright Choices and Equalities Engagement have continued to grow and have supported a large number of service users in the Edinburgh and Lothians. We have been glad to welcome a large number of new volunteers and are grateful to our existing volunteers for their continued dedication.

Throughout the year we have been supported in our work by the generosity of the Voluntary Action Fund, the Scottish Government, the Climate Challenge Fund, the Robertson Trust, the Heritage Lottery, the Big Lottery and Leith Decides.

### Communities for Conservation

The Communities for Conservation project started in June 2014, and has been funded from the by the Climate Challenge Found (CCF). The main aim of the project is to engage with the Polish, South Asian, African and Chinese communities in Edinburgh and develop initiatives to increase energy efficiency, save carbon and raise awareness of climate change. In 2016/17 we decided to expand the project as we realized that the demand from EM communities for energy advice was greater than we could address. As our service became increasingly recognised, we noticed an increasing demand for energy advice from Spanish and Spanish speaking households. Following the noticeable increase in requests and the perceived need for our services, the project also increased its geographic area. Therefore we decided to extend our work to incorporate the Spanish Community while continuing to work with the African, South Asian, Chinese and Polish communities of Edinburgh and West Lothian.



#### *Energy advice:*

With training from Home Energy Scotland, Energy Action Scotland, as well as network support, our energy advice service was refined over the year to bring more value to clients and better change people's behaviour. In 2016/17 we conducted 174 home energy visits to ethnic minority households helping people save energy and reduce fuel poverty through our energy advice. For example our energy advisors helped 39 clients to switch to a new supplier with a combined, estimated yearly saving of £7,914.93.

#### *Cycling:*

Our ELREC cycling club was strongly supported by volunteers one of whom took the lead in organising activities. We purchased a shipping container, bikes, helmets, bike parts, and tools. The Bangholm Outdoor Centre hosted our bike facilities. We developed and circulated a bike survey to monitor the progress of cycling in the community. We trained volunteers in cycle ride leader, cycle trainer, and bike mechanics. In total we engaged with over 200 people from EM backgrounds and got 115 people from EM back on their bikes. We organised 10 cycle rides, bike classes, and the Big Bike Revival events.

#### *Community growing:*

We supported 5 community garden groups and delivered 128 food growing sessions engaging with 121 different people who harvested 229.5 kg of fresh, local and organic vegetables. Two sessional community gardeners have supported the sessions at the Wester Hailes Community garden and the Drumrae community garden. We also liaised with Edinburgh Garden Partners to help a few clients to grow food in their gardens.

### *Climate change awareness community events:*

We delivered 38 workshops with the community with the aim of raising awareness of climate change and stir up environmental action. We engaged with approximately 315 people. In addition we organised two major climate change community events. The Multicultural Eco-Celebration event in October 2016 which was attended by 200 people from diverse ethnic backgrounds and the Edinburgh Climate Festival in March 2017 which was co-organised with Edinburgh World Heritage, The Welcoming Edinburgh, NKS, SCOREscotland, Swap & Reuse HUB “Shrub” Co-operative, and MY Adventure. Approximately 400 people attended the event throughout the day. It was a festive event with a great diversity of people, stalls and activities to celebrate climate action. Our team attended 16 outreach community events to promote the project, sign people up for project activities, to enrol people to volunteer with us, and to share energy saving tips, we also started an environmental video podcast and a Sustain Ability guide listing Edinburgh’s environmental initiatives.

### *Volunteering opportunities:*

We have recruited 52 volunteers, with volunteering being one of the key aspects of the project. Volunteers have helped the project tremendously as well as benefitting from it by developing skills and competences. We also employed 5 project volunteers trained as cycle ride leaders. We were very proud when 3 volunteers credited ELREC for getting a job after their volunteering experience with us.

---

## **Routes to Roots**

2016-2017 was a busy year for our Heritage Lottery funded “Routes to Roots: Adopting Scotland as a Homeland” project. With the project starting in June 2016 the first few months saw lots of work being done to set up the project and to connect with various partners and communities in the area. In this year the project has been working with the South Asian, African, Polish, Spanish and Chinese communities in three different ways.



Between June 2016 and June 2017 the project produced 11 podcast videos on a range of topics relating to shared heritage within the communities. This included a series of interviews with Aileen Orr, author of “Wojtek the Bear: Polish War Hero”, about how the bear connects Poland and Scotland. In addition a series of podcasts was done about the Sikh community in Edinburgh, interviewing both Wege Singh and Trishna Singh who are leading members of this community. We also produced videos about Chinese New Year celebrations in Edinburgh as well as a video about the importance of minority languages in the city. These can all be found on our YouTube channel here: <https://goo.gl/687gL6>.

In the course of the first year we have organised five religious and heritage site visits. These were: a visit to the Sikh Gurdwara, the National Portrait Gallery, Edinburgh Synagogue, Edinburgh Central Mosque, and the Great Polish Map of Scotland. A total of 60 people participated on these trips. A Wojtek the Bear



workshop was organised in partnership with the Polish Culture Festival Association on the 12th of November 2016. The event was attended by 32 children and their parents. The workshop had activities relating to the bear for the children and information points for adults to learn more about the bear and how he links Scotland and Poland. In addition, and in partnership with Communities for Conservation and Diversity in Public Life, our Hello Africa community event took place on Africa Day, the 25th May 2017. The event was attended by around 90 members of the African communities in Edinburgh. 14 stalls offered information, drinks, clothes, and craft and health

products. Speakers focused on the value of celebrating African cultures and heritages through events such as 'Hello Africa', as well as the importance of people from across Africa taking part in public and political life in Scotland.

A total of 16 members of the BAME community were interviewed up to the end of June 2017. This includes two Polish, three Chinese, four Spanish, three South Asian and four members of the African community. These interviews have all been filmed and are being transcribed in order to produce a book at the end of the project that will showcase the experiences of the different communities in making Scotland their home.



---

## TRUE Colours

From April 2016 until March 2017 TRUE Colours have been creating and delivering the peer education programme. Since the programme started the TRUE Colours volunteers have been presenting workshops in schools throughout Edinburgh. The topics covered raising awareness on bullying, cyberbullying, human rights – with particular focus on children's rights, gender equality and representation of gender in the media, racism, Islamophobia, homophobia, cultural awareness, hate crime and stereotypes in the media. The workshops have been developed by the volunteers and adjusted according to the audience's needs and ages.

During the year we have recruited and trained 12 new volunteers as peer educators. This includes people with disabilities, high school and university students, unemployed, LGBT and BME young people. The process focused on improving research and presentation skills, teamwork, challenging attitudes and improving communication and public speaking skills, while facilitating workshops to people from a range of different backgrounds.

Between March and June 2016 the group finalised the Anti-bullying policies research we have previously done in schools in Edinburgh and designed two toolkits as a result. The research included answers from just over 400 students and 18 teachers. The first toolkit contains details on the peer education programme and examples of different workshops, while the other contains results of the survey and good practice recommendations for schools. From April 2016 until March 2017 TRUE Colours have delivered 15



workshops to primary and secondary schools, community centres and youth clubs.

We measured the impact of TRUE Colours work was 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, 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.

Average score over all 116 responses

It was fun - I enjoyed it	4.3
It made me think about my own views	4.1
I learnt something new	4.3
It made me more aware of other people	4.3
Number wanting to know more or have similar workshops in future	66

The group was looking into ways to reach out to young people in schools and to challenge prejudice and encourage inclusion. They decided to make posters which will be distributed throughout schools in Edinburgh. Moreover, during the last term we were working with St Mary's Primary School in Leith, with the "Peace and Justice Group" school club. The aim was for students to create their own anti-bullying video that can be presented to schools and promote positive behaviour.

During a 3 session programme we were aiming to encourage discussions and whenever possible, propose solutions to challenge bullying behaviour.

The main purpose of these sessions was to encourage students to use creativity and art, specifically video creation to promote an anti-bullying culture in schools. During the three sessions students were able to think about three different perspectives in a same situation – the perspective of a person affected by bullying, person expressing bullying behaviour and a bystander. Additionally, the sessions included the basics of creating a short video, including creating the storyboard, the script and characters, and using different types of camera angles and frames.

The TRUE Colours project received further funding for an additional 3 years, from July 2017 until June 2020.

---

## Young People Against Hate (YPAH)

Young People Against Hate (YPAH) is funded by the Big Lottery: Young Start Programme. It brings young people in Edinburgh together to raise awareness about hate crime in their communities and encourages others within those communities to do more to tackle problems such as racism, homophobia and islamophobia. The original target areas were Gracemount, Saughton, Westerhailes and Craigmillar and this was expanded to include North Edinburgh due to the high level of hate crimes which had been identified there. Our aim is to provide the tools and develop the skills of young people in these areas so they are equipped to challenge discrimination.



During the year 2016/2017 The Young People Against Hate project has worked directly with 26 volunteers. These volunteers have received support throughout their period with the project. This support has come in form of training, volunteer advice, mentoring programmes and careers guidance. The project has focused on developing transferable skills as well as develop equality knowledge, this emphasis on skills development has been helped by the addition of the employability youth zone which has advised volunteers and members of the public. The volunteers who have engaged with the project have all had an opportunity to receive employability advice. YPAH has also conducted internal and external trainings

on equality issues, improving the volunteer's understanding of human rights and how they relate to ELRECs work. In addition, greater emphasis on certain protected characteristic groups (Equality 2010), ELREC identified lack of volunteer/staff knowledge in relation to mental impairment, learning impairments, gender based violence and transgender awareness. These sessions were conducted by external organisation and have had a huge impact on the work the YPAH volunteers have done, workshops, support sessions, research and policy making.

The skills and knowledge YPAH volunteers have developed has allowed the project and the Edinburgh and Lothians Regional Equality Council to have a great presence on equality issues, community engagement and a greater online presence as well. The new skills and hands on work experience developed by our young volunteers.

have increased their employment prospects. This personal development has aided the project deliver its outcome but has also improved our young volunteers' employability prospects. 69 per cent of our volunteers have moved into higher education or employment.

In total the YPAH has facilitated 53 workshops over the last 12 months. These workshops have engaged 657 young people from the target areas; nearly double the target number. Feedback from the sessions has been positive: it indicates that 87% of participants felt more confident identifying Hate Crimes in the local area whilst 72% felt more confident discussing hate incidents with peers and family members.

---

## BME Youth Zone

The Youth Zone is a two-year project funded by the Robertson trust and match-funded by the Big Lottery: Young Start. The Youth Zone aims to tackle discrimination against young BME people through providing support, advice, training opportunities and a safe space where they can meet. In doing this, the Youth Zone wants to help them engage in mainstream services and facilitate their inclusion in employment, volunteering and higher education.

During 2016/2017, the following activities were undertaken:

Extensive outreach with schools and youth organisations has been implemented. For instance, during the first stages of the project, the Youth Zone Coordinator agreed with Multi-Cultural Family Base on the possibility for mutual referral of young people willing to engage with the different services

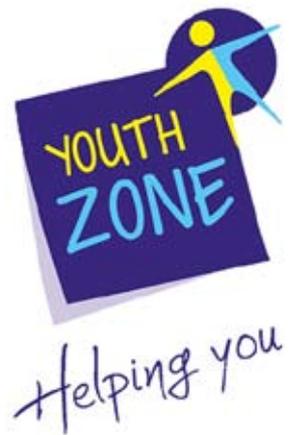
offered by the two organisations. Later on, partnerships with the organisation Community Renewal and with the Gracemount High School have been started. Both Community Renewal and the school asked to host some workshops on CV-writing, interview skills, self-awareness and self-branding. These were delivered in May and June 2016 and both ELREC and the partner organisations expressed their interest in repeating these activities in the future.

A drop-in session has continued to be operated every Wednesday from 4 to 7 pm.

Individual support and advice has been provided for those users who expressed interest in it. E.g.: recognition of foreign degrees, job-search strategy, CV review, mock interviews, support in looking for further and higher education opportunities, European funded mobility opportunities.

Contacts between young people and potential employers have been continued and strengthened in order to start internships and guidance activities.

Two new volunteers were recruited this year, bringing the total number of volunteers to 8. Additionally The Youth Zone increased the number of individuals it engaged with from 38 in the first year to 103 users in the second year. Out of these 103 participants 28 for the group sessions, 66 for individual support and



9 for both group and individual activities;

27 of them came regularly to ELREC, 72 only came ones to the drop-in or to the Youth Zone's one-off events.

Out of these 103 service users, 66 progressed towards either a job, an internship, other kinds of work experiences (e.g. job shadowing), voluntary work, ESOL courses, European funded projects (e.g.: youth exchanges and European Voluntary Service) and other educational opportunities.

The Youth Zone participants improved their self-esteem and gained confidence in applying for jobs, further/ higher education courses and volunteering activities. Through the Youth Zone, more BME young people could access information about some services that they were not aware of, such as: ESOL courses, sport teams, Citizens' Advice Bureau services, etc. All participants provided a positive feedback and evaluated all the workshops and training which were organised within the framework of the Youth Zone project and other youth projects of ELREC (including the project Young People Against Hate, which match funded the Youth Zone) as useful or very useful.

---

## Equalities Engagement - Diversity in Public Life

Equality Engagement (EP) project facilitated number of initiatives over the year 2016-2017 to increase participation of diverse communities in Public Life and the Democratic Process. Major works under Equality Engagement project was carried out under the Diversity in Public Life.



Most of these project activities were aimed to foster engagement with the diverse communities and groups to positively advance the Public Sector Equality Duty in Edinburgh and the Lothians. Most of these works facilitated in partnership with public sector organisations, third sector organisations and community groups.

In particular, our last project year has been very significant. Two major democratic events; the Scottish Parliament election on 5th May and the historic European Referendum on 23 June took place over this time. Also triennial Community Council election held in Edinburgh council and East Lothian council over Sept – October 2016.



To increase participation of BME community in democratic process, ELREC-EE has hosted voter registration surgery, awareness raising campaign, workshop for the candidates on nomination process ahead of these elections. In total 09 events organised in collaboration with the Electoral Commission and the Lothian Valuation Joint Board – Electoral Registration Office. Further to the community council election, in total 11 BME individual has been elected as a community councillors in Edinburgh.

*Image: PLC Training session on Confidence Building in Public Life, 27 Jan 2017, Leith*

*Cont..*

We have hosted number of training session for the PLC participants i.e. Community Activism in public life, Confidence Building in Public Life, Communication Skills in public life and Public Speaking.

We have co-hosted numbers of event in partnership with local authorities and community groups to foster BME engagement in public life over the last project year. For example: Facts and Fears about Islam and Muslim People in Midlothian (oct 2016), Celebrating Black History Months in Midlothian (Oct 2016), Celebrating Chinese Autumn Lights in Edinburgh (Nov 2016), Equality Champion Gala



*Image: PLC Participants meeting with Ben Macpherson MSP*

Dinner (Nov 2016) and Presentation at the West Lothian Community Race Forum-Festive Gathering (Dec 2016).

Around 30 community groups and organisations were involved with these events, which over 300 people from different protected characteristics attended. The events provided opportunities for local communities to liaise/network with service providers and public agencies.

Over the reporting year, we have enrolled 25 BME members in the PLC (public life champion) scheme designed to provide mentoring and one-to-one to the individuals interested to getting involved in public life. Necessary support and advice were given to the participants to meet their personal goals under the PLC scheme.

ELREC-EE has been working in collaboration with Midlothian People's Equality Groups (MPEG) and West Lothian Community Race Forum to co-host events.

We have facilitated meeting with several Lothian MSPs. These meetings have provided an opportunity for PLC participants to liaise with their local MSPs and identify scope on further engagement.



*Image: Midlothian Celebrating Black History Month, Dalkeith Arts Centre, Oct, 2016*

More information about this project can be found on: [www.diversityinpubliclife.wordpress.com](http://www.diversityinpubliclife.wordpress.com)

## Bright Choices

Bright Choices was established in Edinburgh in 2015 with funding from the Big Lottery for four years. The service was created to offer a wide range of support services to people affected by what is known as 'Honour Abuse' or 'Honour-Based Violence' (HBV), which includes domestic abuse, forced marriage and female genital cutting or Female Genital Mutilation (FGM). Bright Choices directly helps Edinburgh's minority communities, through emotional and practical support; mediation, conflict resolution and communication support.



ELREC is the outreach arm of the project and runs outreach activities. The main outreach activities include design, development and delivery of various training programs around the issue of HBV for professionals; including: HBV training for professionals, including:

- HBV, Interagency Response training
- FGM, Protocol for Interagency Intervention training
- Community workshops on health; "My Body, My Choices", for adult women
- Human rights and HBV; "My Life, My Choices" for children and young people



The table below demonstrates the number of the training session and the number of participants in the 3 categories of training mentioned above, from January to December 2017:

Category	Number of sessions	Number of participants
HBV training	15	209
Community workshops	8	60
School workshops	12	259

### *HBV Training for Professionals*

Training and awareness raising for front line professionals continues to be a very popular aspect of Bright Choices. During its second year, the ELREC provided training to 209 professionals working in the NHS, Education, Police Scotland, Social Work, the Third Sector, as well as social work students on placement. The training provided is tailored to the specific responsibilities and work remits of different professionals and covers the warning signs of different forms of Honour-Based Violence—how to address it with individuals and families accessing services—as well as relevant legislation and appropriate responses according to the work remits of different professionals.

### *My Life, My Choices: A Course on Human Rights and Honour-Based Violence for Young People*

In its second year, Bright Choices decided to strengthen its prevention work by raising awareness of human rights and Honour-Based violence with young people, who can be the most vulnerable to being victimised by forced marriage and female genital mutilation and who might be experiencing or witnessing abuse in their own or their friends' lives. To address these issues, the outreach part of Bright Choices at ELREC created a course module for young teens titled 'My life, my choices'. This course starts by introducing the United Nations Convention on the Rights of the Child separating 'rights', 'wants' and 'needs'. It discusses conflicts within families and ways to address this, and introduces concepts around rights to one's own

body, choices, privacy, and marriage. In 2017, the course has been delivered to over 250 pupils from the ages of 12 to 16 at Drummond Community High School and Leith Academy, who have attended and have provided excellent feedback.



Cont..

## Bright Choices

### Community Workshops

One of the key aims of Bright Choices is to raise awareness of Honour-Based Violence with vulnerable people in the community as well as with professionals working in the front line.

Following consultation with people in the community and partner organisations, it was suggested that since Honour-Based Violence affects so many different areas of life and many different generations within families and communities, it would be most productive to create workshops on topics that relate to HBV rather than one overarching HBV workshop for the community. As a result of this process, Bright Choices at ELREC created Women's health workshops (covering the importance of accessing health care for specific issues such as breast and gynaecological health, pregnancy, and female genital mutilation, as well as how to access specialist support for FGM if this is required). Workshops have been delivered both on an 'open access' basis as well as to established groups within partner organisations.

Responses to closed-ended questions from S2 and S3 pupils attending 'My Life, My			
After this session	Yes	Not sure	No
I know the difference between 'wants' and 'needs'	96%	4%	0
I know about my rights as a child and an individual	93%	7%	0
I know what are some examples of unhealthy	95%	5%	0
I know that no-one should make me marry a person I don't want to	98%	2%	0
I know that no-one should make physical harm/alteration	98%	2%	0
I know where I can go for support	92%	6%	2%

### Bright Choices Recognised by the Scottish Social Services Council



At the beginning of 2017, Bright Choices was nominated for a Scottish Social Services Council Award in the category 'Head Above the Parapet'. The category was addressed to individuals or services who have 'spoken up about an issue, promoting social justice and championing the interests of the vulnerable'. The award is intended 'to encourage people to stand up for others and challenge rhetoric that can damage the people we work with'. Bright Choices was shortlisted and eventually won the award at a ceremony held in June of 2017 at Crieff Hydro. The entry submitted, by the service management at SACRO, as well as a short video summarising the work being carried out by the team are available on the Scottish Social Services Awards website: [www.sssa.scot](http://www.sssa.scot)

## PUBLIC LIFE CHAMPION (PLC) SCHEME



**LIMITED PLACES !**

Eligibility: Motivated individuals from BME communities, Live/Work in Edinburgh & Lothians  
Benefits: Customised support provision, Panel of highly experienced mentors, Greater flexibility

*The Public Life Champion (PLC) scheme designed to increase participation of minority ethnic individual in Public Life.*

*For detail & enrollment, contact: [publiclife@elrec.org.uk](mailto:publiclife@elrec.org.uk)*

## No Hate Here

ELREC received the Leith Decides grant to promote an informative campaign on hate crime and incidents in Leith area. Our aim was to raise awareness on hate crime and the high level of that in Edinburgh North, and Leith, besides its consequences and the support available for the victims. We applied to Leith Decides to specifically focus our work in Leith because we would like to have a stronger presence in the area and to strengthen our connections with other charities, statutory bodies and organisations in Leith to provide the most efficient service to the community. We employed a sessional worker who was paid for 7 hours work per week for six months. The project started in January and finished in the end of June 2017.

The main activities carried out were as follows:

- Development and distribution of publicity posters and leaflets
- Development and delivery of hate crime workshops
- Hate Crime campaign roadshows
- Running 'No Hate Here' Facebook and Twitter accounts



### *Development and Distribution of Publicity Posters and Leaflets*

We developed the campaign title and logo as: 'No Hate Here!'

We recruited volunteers in order to get assistance in the delivery of the project and designed and published hate crime Guide for Victims leaflet in English) and Arabic We designed and published the campaign's posters Publicised the project and the related services to 60 third and public sector organisation in Leith Neighbourhood area, through sending an introduction email with the poster and leaflet attached. We distributed the poster and leaflets to public and business premises in Leith and designed and made the No Hate Here campaign banner.

### *Development and delivery of hate crime awareness training sessions*

We developed material for a 2 hour Hate Crime awareness session. We delivered four sessions of Hate Crime awareness training to 43 practitioners who were delivering services to residents in Leith. Participants developed awareness and understanding of hate crime, the strands in hate crime, impact of hate crime on victim and community, reporting hate crime and third party reporting. Feedback was obtained at the end of each session. To make the impact of this short-term project longer and to leave a legacy; we developed material for a 5 hours Hate Crime Training for Trainer besides an Activity Handbook for delivery of Hate Crime Training for Trainer sessions. The aim was to equip practitioners with the knowledge, techniques and tools needed to educate people on hate crime and impact of that on victims and society as whole. The training also had a strong focus on the role of bystanders in a hate crime or incident situation and provokes thoughts on how to use creative methods to become a positive active bystander. We delivered two sessions of whole day Hate Crime Training for Trainer workshop to 24 practitioners delivering services to Leith residents (photo opposite). The workshops were particularly well attended by teachers from Drummond Community High School and Leith Academy and also EAL teachers. Feedback was obtained at the end of each session.



## Running 'No Hate Here' Facebook and Twitter accounts

In order to raise awareness about hate crime and the project, as well as having an additional platform for promoting the trainings and events run by No the hate Here project; accounts on Facebook and Twitter were opened and managed by the project worker from the beginning of the project. The related pages on social media were regularly up-dated with the news on project, hints and tips on reporting hate crime and general news and articles on the same subject. No Hate Here pages on social media attracted a fair amount of interest and were particularly useful for promoting the trainings provided by the project.

## Hate Crime campaign roadshows

On the 27th of May, No Hate Here joined City of Edinburgh Council to run a campaign roadshow on Hate Crime in Public Transport in Waverley station. During the event, the publicity material and guiding leaflets were distributed to around 100 people and advice was given to the public on awareness of hate crime and the ways to report it. Also on the 25th of May, through arrangements made by New Kirk gate shopping centre, No Hate Here ran a campaign and information stall in the shopping centre when information on how to recognise and respond to hate crime was disseminated to over 100 members of the public.



## Support & Advice Project

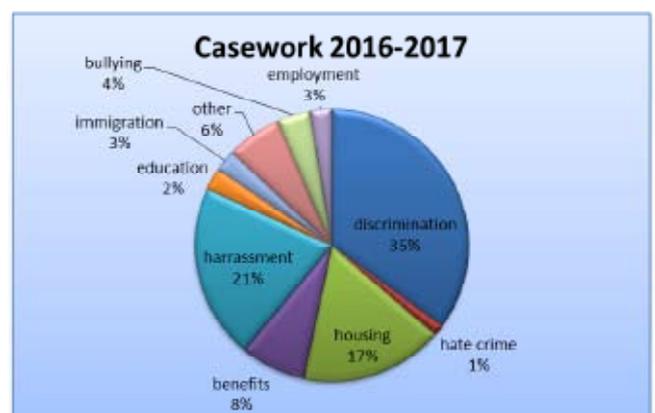
Support and Advice has made great progress this year. New and diverse fundraising strategies were approached and a Facebook page was created in order to offer an online branch of the service which has and will continue to help those service users who cannot make it in to our office premises.



The below table represents the number of cases we undertook over the course of the 2016-2017 financial year and what issue each was addressing. The month of October has no entries as that was the recruitment and transition period between two Support and Advice Caseworkers.

Considering the percentages of what kinds of cases we have been dealing with, it is evident that most have dealt with discrimination, housing and harassment. This information is useful in our day-to-day activities and will directly impact how we research, advertise and develop the areas of most need. This will allow us to ensure Support and Advice continues to accurately reflect the need of the society its service users.

Our largest cases this year were an employment case and a harassment case. We are glad to report that we were successful in both of these instances and were able to ensure a positive outcome for our service users. We supported the clients for several months and received very positive feedback from both the court involved and the clients. We look forward to continuing and expanding this service in the coming year to encompass more clients in more areas.



## Breakdown of the casework: ELREC Support and Advice Project (2016 -17)

Months	Discrimination	Hate crime	Housing	Benefits	Harassment	Education	Immigration	Bullying	Employment	Other	Total
April	1						1			1	3
May	1		5	4				1		1	12
June	3		2		2					1	8
July	2				3						5
August	4				2						6
September	1				1						2
October											0
November	5				5			1			11
December	3		1	1	1				1		7
January	2		1							1	4
February	2		2		2	1	1	1		1	10
March	3	1	2	1		1			1		9
<b>Total</b>	<b>27</b>	<b>1</b>	<b>13</b>	<b>6</b>	<b>16</b>	<b>2</b>	<b>2</b>	<b>3</b>	<b>2</b>	<b>5</b>	<b>77</b>

### Rachel Vette

Project Lead Officer/ Fundraiser

My name is Rachel Vette and I took over the post of Project Lead Officer/Fundraiser from Elisabetta Spano in April of 2017. I am very pleased to be a part of ELREC and I look forward to helping the organisation continue to grow, working with the diverse individuals and communities it serves across Edinburgh and the Lothians !

Since I was not here during the year for which this Annual Report is written, I will not be able to give you a first-hand account of the work that we did. Rather, I will write here the work which was accomplished by the previous Manager and the rest of the team at ELREC during this time.



With regards to funding, I am pleased to announce that this year ELREC managed to secure funding for many of our projects. In March we achieved funding from the Climate Challenge Fund to continue Communities for Conservation for another year, which was expanded to include a Spanish Community Link Officer to work with the Spanish-speaking community in Edinburgh. We also secured funding for a cycling project that aims to encourage BME individuals to use bikes more often. In April we received confirmation from Big Lottery – Young Start of their funding for another year of Young People Against Hate. We are very grateful to Big Lottery for allowing us to continue working with young people to fight hate crime and discrimination in all its forms. In addition, this funding provided match funding to the Youth Zone, our project that focuses on supporting young people in their career choices. Thanks to Big Lottery we will be able to continue the Youth Zone until end of June 2017. In May we received funding to continue our Volunteering to Achieve project from the Voluntary Action Fund as well as funding to start a new heritage project, Routes to Roots, from the Heritage Lottery Fund! True Colours and Equalities Engagement were renewed in June for another year by the Voluntary Action Fund.

ELREC held its AGM on 24th February at the City Chambers and on 20th November we held our second Equality Champions Gala Dinner, to celebrate the amazing work that a number of people have done for the community and also to celebrate ELREC's efforts towards equality and social justice. On 6th December we organised the Refugees Voice event in partnership with Drummond Community High School. The event brought together refugees living in Edinburgh and the Lothians and service providers, so that the refugees could discuss with them about their needs. ELREC has also organised a number of other successful events throughout the year, which attracted people from diverse communities and highlighted the great work that we have been doing to strengthen and promote equality in Edinburgh and Lothians.

I would like to extend my congratulations to the team at ELREC for such a fruitful year and I look forward to writing about our continued successes in the year to come !

**EDINBURGH AND LOTHIAN REGIONAL EQUALITY COUNCIL LIMITED**

**Statement of Financial Activities**  
**(Including Income & Expenditure Account)**  
**for the Year Ended 31st March 2017**

	<u>Notes</u>	<u>Unrestricted</u> <u>Funds</u> £	<u>Restricted</u> <u>Funds</u> £	<u>Total Funds</u> <u>2017</u> £	<u>Total Funds</u> <u>2016</u> £
<b>Incoming and endowments from:</b>					
<i>Donations and legacies:</i>					
Donations	4	150	-	150	411
<i>Charitable activities:</i>					
Grants receivable	5	2,323	303,700	306,023	259,198
Sundry income		5,681	-	5,681	1,122
<i>Investment income:</i>					
Bank interest		14	-	14	27
<b>Total income</b>		<b>8,168</b>	<b>303,700</b>	<b>311,868</b>	<b>260,758</b>
<b>Expenditure on:</b>					
<i>Charitable activities</i>	6	24,205	313,771	337,976	289,126
<b>Total expenditure</b>		<b>24,205</b>	<b>313,771</b>	<b>337,976</b>	<b>289,126</b>
<b>Net expenditure</b>		<b>(16,037)</b>	<b>(10,071)</b>	<b>(26,108)</b>	<b>(28,368)</b>
<b>Transfers between funds</b>	14	<b>(38,193)</b>	<b>38,193</b>	<b>-</b>	<b>-</b>
<b>Net movement of funds</b>		<b>(54,230)</b>	<b>28,122</b>	<b>(26,108)</b>	<b>(28,368)</b>
<b>Reconciliation of funds</b>					
Fund Balance Brought Forward		(36,401)	38,849	2,448	30,816
Fund Balance Carried Forward	14	(90,631)	66,971	(23,660)	2,448

The Statement of Financial Activities includes all gains and losses recognised in the year, and all incoming resources and resources expended derive from continuing operations.

The notes on pages 20 to 34 form part of these financial statements



Image: PLC members meets with Jeremy Balfour MSP , MSP for Lothian, ELREC 07 Feb 2017

**EDINBURGH AND LOTHIANS REGIONAL EQUALITY COUNCIL LIMITED**

**Balance Sheet**  
**As at 31st March 2017**

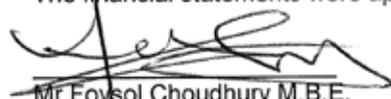
	<u>Notes</u>	<u>2017</u> £	<u>2016</u> £
<b>Fixed Assets:</b>			
Tangible assets	9	2,604	2,604
<i>Total fixed assets</i>		<u>2,604</u>	<u>2,604</u>
<b>Current Assets:</b>			
Debtors	10	1,167	30,194
Cash at bank and in hand		31,503	25,213
<i>Total current assets</i>		<u>32,670</u>	<u>55,407</u>
<b>Creditors:</b>			
Amounts falling due within one year	11	<u>(15,355)</u>	<u>(11,885)</u>
<b>Net Current Assets</b>		17,315	43,522
<b>Total Assets Less Current Liabilities</b>		<u>19,919</u>	<u>46,126</u>
<b>Provisions:</b>			
Pension liability	13	<u>(43,579)</u>	<u>(43,678)</u>
<b>Total Net Assets/(Liabilities)</b>		<u>(23,660)</u>	<u>2,448</u>
<b>The Funds of the Charity</b>			
Unrestricted Funds		(90,631)	(36,401)
Restricted Funds		66,971	38,849
<b>Total Charity Funds</b>	14	<u>(23,660)</u>	<u>2,448</u>

In preparing these financial statements:

- (a) The directors are of the opinion that the company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the period ended 31st March 2017.
- (b) The members have not required the company to obtain an audit of its financial statements for the year ended 31st March 2017 in accordance with Section 476 of the Companies Act 2006, and
- (c) The directors acknowledge their responsibilities for:
  - (i) Ensuring that the company keeps accounting records which comply with Sections 386 and 387 of the Companies Act 2006, and
  - (ii) Preparing accounts which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its surplus or deficit for the financial year in accordance with the requirements of Sections 394 and 395, and which otherwise comply with the requirements of this Act relating to the accounts, so far as applicable to the company.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the Directors on 30th January 2018.

  
Mr Foyso Choudhury M.B.E.  
Director

The notes on pages 20 to 34 form part of these financial statements.

**Company Registration Number SC183419**

**EDINBURGH AND LoTHIANS REGIONAL EQUALITY COUNCIL LIMITED**

**Notes to the Financial Statements  
for the Year Ended 31st March 2017**

**14. Movements in Funds**

	Balance at 01/04/2016 £	Movement in Resources Incoming £	Outgoing £	Transfers £	Balance at 31/03/2017 £
<b>Unrestricted Funds</b>					
General Fund – Core Costs	(13,243)	8,168	(24,202)	(38,193)	(67,470)
Designated Fund – Future Costs	(23,158)	-	(3)	-	(23,161)
	<u>(36,401)</u>	<u>8,168</u>	<u>(24,205)</u>	<u>(38,193)</u>	<u>(90,631)</u>
<b>Restricted Funds</b>					
Equalities Engagement	2,502	24,996	(32,551)	5,053	-
Young People Against Hate	8,293	46,661	(44,428)	-	10,526
True Colours	3,576	24,996	(32,691)	4,119	-
Communities for Conservation	-	101,140	(127,419)	26,279	-
Santander Fund	1,400	-	-	-	1,400
Forestry Commission	136	-	(1,556)	1,420	-
Poverty & Inequality	1,604	-	(2,767)	1,163	-
Cycling for Scotland	5,000	-	(4,113)	-	887
Bright Choices	11,599	35,648	(37,827)	-	9,420
Your Network	-	4,493	(80)	-	4,413
Youth Zone	4,739	8,000	(12,898)	159	-
Cycling UK	-	2,000	(1,261)	-	739
Climate Change Foundation	-	1,500	-	-	1,500
Routes to Roots	-	37,150	(9,632)	-	27,518
VAF Micro Grant	-	449	-	-	449
Volunteer to Achieve	-	9,994	(6,286)	-	3,708
No Hate Here	-	2,000	-	-	2,000
Hate Crime	-	2,380	-	-	2,380
Eurodesk	-	2,293	(262)	-	2,031
	<u>38,849</u>	<u>303,700</u>	<u>(313,771)</u>	<u>38,193</u>	<u>66,971</u>
<b>Total Funds</b>	<u>2,448</u>	<u>311,868</u>	<u>(337,976)</u>	<u>-</u>	<u>(23,660)</u>

Transfers of £38,193 were made from unrestricted to restricted funds to cover overspends on projects.



Image: Refugees Voices, 6th December 2016 at Drummond Community High School

## **Board Members (2016 - 2017)**

Honorary Patron: Lord Provost of Edinburgh Rt Hon Donald Wilson

Honorary President: Prof Sir Geoff Palmer DSc OBE

### **Management Board**

Chair: Mr Foysol Choudhury MBE

Vice Chair and Convenor of Personnel Subcommittee: Mr Shami Khan DL

Treasurer: Cllr Carl John

Company Secretary: Mr. Rajnish Singh

Convenor Membership Subcommittee: Ms Melanie Vanita Maria Beaumont

Convenor Finance and General Purposes Subcommittee: Mrs Irina Lazarenko

Convenor Education Subcommittee: Mr Mohamed Amjad Chaudhry

Convenor Volunteering Subcommittee: Mrs Azra Sharif-Qayyum

Board Members:

Mr Ijaz Nazir, Dr John Christopher Wigglesworth and Mrs Neena Agarwal

---

## **Current Board Members (2017 - 2018)**

Honorary Patron: Lord Provost of Edinburgh Rt Hon Frank Ross

Honorary President Prof Sir Geoff Palmer DSc OBE

### **Management Board**

Chair: Mr Foysol Choudhury MBE

Vice Chair and Convenor of Personnel Subcommittee: Mr Shami Khan DL

Treasurer: Cllr Carl John

Company Secretary: Mr. Rajnish Singh

Convenor Membership Subcommittee: Ms Melanie Vanita Maria Beaumont

Convenor Finance and General Purposes Subcommittee: Mrs Irina Lazarenko

Convenor Education Subcommittee: Mr Mohamed Amjad Chaudhry

Convenor Volunteering Subcommittee: Mrs Azra Sharif-Qayyum

Board Members:

Mr Ijaz Nazir, Magdalena Sajnaga



*Image: Celebration of Chinese Autumn Lights event in Edinburgh, 05 Nov 2016, Central hall, Edinburgh*

## Staff Members (2016 - 2017)

Project Lead Officer/Fundraiser: E. Spano, Rachel Vette  
Administrator: D .Kaner Ural  
Finance Officer A Barbascumpa  
Equalities Engagement Project Coordinator: Mizan Rahman  
Support and Advice: M. Krumins  
Youth Development Officer: N. Greener  
True Colours Worker: U. Dosen  
Volunteer Coordinator: U. Dosen  
Youth Zone Coordinator: C. Nicoletti  
Bright Choices Officer: M. Rostami  
Routes to Roots Project Coordinator: Neil Ogilvy  
Work Space Maintenance: D. Panton

Communities for Conservation:  
Project Coordinator: J M Gaunand  
Link Officers: D. Tai, E. K. Lukaszek, D. Ahmed, F. Huczewska, M. Diaz

---

## Current Staff Members (2017- 2018)

Project Lead Officer/Fundraiser: Rachel Vette  
Administrator: D Kaner Ural  
Finance Officer: A Barbascumpa  
Equalities Engagement project coordinator: Mizan Rahman  
Support and Advice: M. Krumins  
True Colours Worker: U. Dosen  
Bright Choices Officer: M. Rostami  
Routes to Roots Project Coordinator: Neil Ogilvy  
Work Space Maintenance: G. Davis

Communities for Conservation:  
Project Coordinator: J M Gaunand  
Link Officers: D. Tai, E K Lukaszek, D. Ahmed, F. Huczewska, M. Diaz

Midlothian Hate Crime: Sana Zia (Project ended 01.02.2018)



*Image: The Multicultural Eco Celebration, 08 Oct 2016, St Thomas of Aquin's High School, Edinburgh*

## ELREC Volunteers

Abood Anderson  
Alberto Alvarez  
Alex Rainbow  
Alexandra Szczygielska  
Alice Barker  
Alysha Somani  
Aileas Pringle  
Andrew Murray  
Arran Imrie  
Cameron Burgess Smith  
Ceri Strang  
Choi Lin Lzung  
Chris Morris  
Connie Yeung  
Daniel Robertson  
David Panton  
Denisa Ana Constantinescu  
Diline Abushaban  
Duncan Howard  
Elisabetta Spano  
Fernando Agra-Lorenzo  
Gabrielle Cathala  
Gregor Hardie  
Grey Davis  
Hazel Kapepala Makunku  
Inma De Reyes  
Jana Malecka  
Jenny Scholtysik  
Katerina Apostolou  
Katerina Taliatzi  
Kirsty Landale  
Larissa Engelmann  
Lauren Bradley  
Madhavi Lathha  
Marylin de Santos  
Marta Gordon  
Matilda Marshall  
Michael Pearce  
Miklos Schiszler  
Mina Omarchevska  
Nagat Hamed  
Natalia Budzowska  
Pawel Bladocha  
Pawel Kopec  
Persefoni Kalatzi  
Rebecca Hutchison  
Romina Mazzotta  
Ron Evans  
Russell Marlborough  
Ryan Whyte  
Silvia Porcel  
Stuart Black  
Tamsyn Lonsdale-Smith  
Thomas Sutcliffe  
Timea Havran  
Timothy Walker  
Troy Mills  
Wendy Tsang  
Yordan Popov  
Yuklan wong  
Zach Allan  
Ahana Zaman  
Marta Michalska



*Image: ELREC Communities for Conservation project received CEMVO - Ethnic Minority Impact Awards, 12 November 2016, Glasgow*

**Equality Champions' Awards and Gala Dinner 2016**  
20th Nov 2016 at the James Watt Centre, Heriot Watt University





The Scottish Government



PART OF THE Keep Scotland Beautiful CHARITY



Midlothian



Edinburgh & Lothians Regional Equality Council (ELREC)  
14 Forth Street, Edinburgh EH1 3LH  
(T) 0131 556 0441  
(E) admin@elrec.org.uk  
(W) www.elrec.org.uk  
Charity Number: SC007896  
Company Number: SC183419

find us on: [facebook.com/ELRECUK](https://www.facebook.com/ELRECUK) | [twitter.com/ELRECUK](https://www.twitter.com/ELRECUK)  
[instagram.com/ELRECUK](https://www.instagram.com/ELRECUK)

