

Edinburgh and Lothians Regional Equality Council



Annual Report 2013-2014

Introduction

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:

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- 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

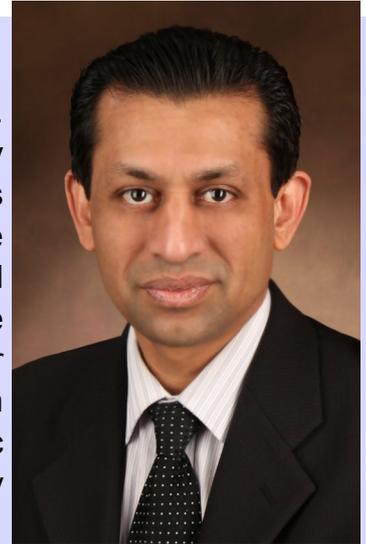


Picture: Black History Month Event October 2013

Foyso Choudhury MBE

Chair

I am pleased to be writing to you as ELREC's Chair in my fourth term. The financial year April 2013 to March 2014 has been a particularly encouraging one for ELREC. We have experienced growth in programs and our staff team which has helped us to be better linked with the communities we serve. Through the continuation of older programs and the introduction of new projects, especially around volunteering, the environment and conservation projects we have strived to strengthen our service delivery mechanism and deepen our relationship with communities. Our partnerships have broadened to include newer public sector partners, voluntary sector agencies, as well as smaller community groups.



The focus for this year has been around: i) ensuring that ELREC's activities and initiatives reach out to communities in the three Lothian's Councils adequately and ii) ensuring that ELREC bolsters its capacity to deliver as a pan equalities organisation working with issues to address concerns of each of the protected groups as mentioned in the Equality Act 2010. Further, as the secretariat for the Scottish Alliance for Regional Equality Council (SAREC) this year, we were also able to champion for the Equality agenda at a national level.

The Hate Crime Awareness Campaign has been at the forefront of ELRECs work, this is best exemplified in Midlothian and East Lothian. ELREC has worked in partnership with Police Scotland, Midlothian Council and East Lothian Council; facilitating the Midlothian Mela with the Midlothian People's Equality Group; as a part of the Myths about Migration Project, ELREC organised the Celebration for Midlothian People: One Scotland. ELREC helped to celebrate Black History Month, with 300 people attending the event in West Lothian; commemorating fifty years of the historic March in Washington by Martin Luther King. We were also honoured to be involved in LGBT History Month, celebrating by hosting the hugely successful LGBT History: Past, Present and Future event.

With events and campaigns as the medium, ELREC not only made direct contact with over 100 community groups but also advocated for mainstreaming equality and inclusion as a policy priority. A few examples of this is the Seminar on Equality and Rights which was in partnership with RNIB/Deaf Action, Edinburgh Interfaith Association, People's First Scotland and the City of Edinburgh Council ; and the 'Right to Know' event which took place in March this year and was in partnership with the Scottish Information Commissioner.

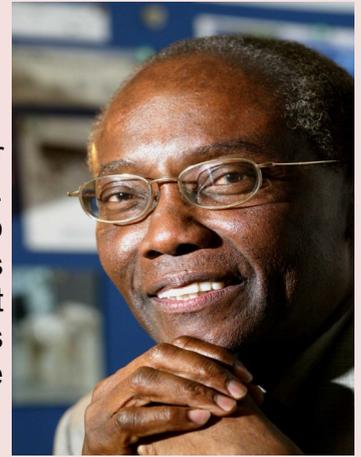
ELREC's Support and Advice service has continued to provide support for individuals who come through our door looking for help and assistance. The Equality Engagement program, Young People Against Hate project and TRUE Colours have all had success engaging with individuals, young people and groups from all the protected characteristics. We have been able to widen our membership base as well as circulation base for our newsletter.

Despite these milestones, challenges over funding persist. Noting the challenge of funding, this year, we prioritised diversifying our funding sources, The Communities for Conservation project which will be funded by the Climate Challenge Fund which is part of Keep Scotland Beautiful is just one such project. However funding for our core funds remains a problem that the Board and staff team are working hard to address.

ELREC is committed to growing its service provision and with the support of our dedicated staff, our wonderful volunteers and our supportive funders and partners; we hope that ELREC can continue to develop.

Professor Sir Geoff Palmer OBE President

ELREC is not far from being 50 years old, older than similar organisations, not only in Edinburgh and the Lothians but in Scotland. The City of Edinburgh Council has been the main source of funding to ELREC over this period, an important feature of ELREC's survival. Has ELREC paid its way? If ELREC has changed one life for the better, it has paid its way and I know that, as one of its older members, it has changed many lives for the better, in addition to meeting the Service Level Agreements of the Council.



I have lived in other parts of the United Kingdom before I came to Edinburgh in 1964. There were few community events or people partnerships in Edinburgh then. Such cultural isolation is no longer dominant in our society because organisations like ELREC have forged partnerships and have linked-up with anyone who wishes to join, take part or needs help. Many community organisations similar to ELREC have closed for various reasons but ELREC has survived by helping people and should be supported, bearing in mind that it is easier to break than make.

Many years ago Diversity was a dirty word. Today it is the corner stone of any enlightened society. Over the past year ELREC has been involved in supporting many of the protected people (see Equality Act 2010) of our society. I was involved in many of these events and it was a delight to meet and work with good people who are committed to the concept of Equality.

I would like to thank all those who have worked to improve ELREC and keep it useful such as: the Service user, the Board, the Volunteers, the Staff, People of good will, the City of Edinburgh Council and the Councils of Midlothian, West Lothian and East Lothian. A good society cares in special ways for the defenceless, ELREC is a small but long-serving part of that caring that one finds in Edinburgh and the Lothians. What works today is better than what *may* work tomorrow.

The problems of the people of our diverse community require immediate attention. With or without my small input in the future, ELREC and the people it serves deserve fair support from every quarter. The social consequences of not giving this support are self-evident. The evidence that ELREC works is clear, it is important that it continues to work for the community in the future.

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

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

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



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

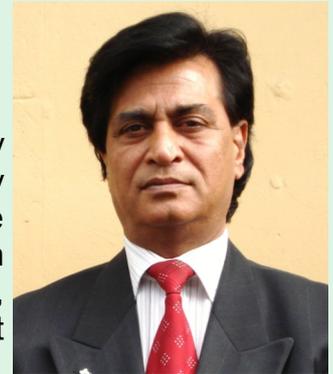
The Capital Coalition's ambition to develop a more cooperative council and to tackle the persistent inequalities that still exist in Edinburgh is at the heart of its Contract with the Capital. No one organisation can successfully tackle inequality by itself. It is only by working in partnership with organisations such as ELREC that the Council can hope to achieve that ambition.

I would like to thank all at ELREC – Board Members, staff and volunteers – for their contribution to helping reduce inequality in Edinburgh.



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

Within my role as the Vice- Chair of ELREC, I have maintained my commitment to working towards and promoting the Equality Act 2010 by ensuring as an organisation that we work to deliver and provide a service provision across the protected characteristics. We have worked with various organisations to promote and diversify our work, including LGBT, RNIB/Deaf Action, Edinburgh Interfaith Association, People's First Scotland Midlothian People's Equality Group just to mention a few.

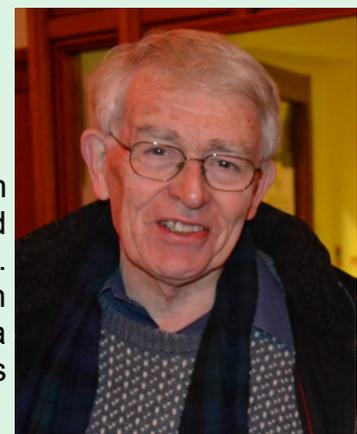


Over the past year, the dedication and commitment by the previous Manager Mona Adhikari and the staff team at ELREC has allowed us to establish greater and new working relationships across public sector and third sector organisations. ELREC has also broadened its membership base, which saw a substantial increase in numbers to represent the diverse communities we serve across Edinburgh and the Lothians. We have also had some new members to the team in recent months, with the recruitment of Ekta Marwaha as the Manager and Neil Ogilvy as the Office and Project Co-ordinator.

I would like to thank our funders, The City of Edinburgh Council, The Scottish Government, Police Scotland and Big Lottery for their continued support. I also want to thank our volunteers, staff, members and Board members for their contribution to ELREC.

Dr John Christopher Wigglesworth **Treasurer**

The 2013-14 financial year shows increased resource expenditure, in achievement of the Service Level Agreements, in spite of reduced income. The total funds of ELREC at the end of the year have reduced. Whilst we are duly grateful to our funders, especially City of Edinburgh Council, Police Service Scotland, and Scottish Government, there is a clear need for assurance of adequate forward funding if ELREC's valuable work is to continue.



Mohamed Amjad Chaudhry **Company Secretary**

The Organisation, ELREC, had her core funding reduced by the City of Edinburgh Council for year 2013 /2014; this made a life bit difficult. The additional funds by the Police helped to some extent, funds from the Police Scotland may also be reduced or stopped altogether.



ELREC's Management Board has been debating whether ELREC should move towards working in the multi-equalities arena, and this has been achieved somewhat. ELREC has delivered projects that highlight many of the cross strands issues, e.g. race and age, race and gender or race and mental health. We as a Board feel we need to change our purposes in order to truly reflect the range of work ELREC is engaged in. The Board Members had been reviewing ELREC's Memorandum and Articles of Association to ensure it is current and able to address any internal difficulties effectively, NO amendments were required at present time.

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

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

Kenny MacAskill MSP **Cabinet Secretary for Justice**

"I'm delighted that Edinburgh and Lothians Regional Equality Council have been working hard for another year to promote race equality and to challenge all forms of racism.

For the Scottish Government, equality and human rights are at the heart of everything we do. People are our greatest asset and this was never truer than the overwhelming recent democratic participation in Scotland's future. However, to reach our full potential, we must eliminate the barriers of prejudice and discrimination and make sure that everyone has the chance to succeed in our modern and dynamic country, regardless of background.

We all have a duty to challenge discrimination and racism, not just as a government, but also as individuals. We share the responsibility for challenging racism, behaviours and attitudes that sustain it. This is why we are continuing our highly successful One Scotland awareness raising campaign 'Scotland believes in Equality', which was prominent throughout the Commonwealth Games.

I look forward to continuing to work with ELREC in the promotion of race equality and wish you every success for the year ahead."



Paul Wheelhouse MSP Minister for Environment and Climate Change



As Minister for Environment and Climate Change I was grateful indeed to be invited to make a contribution to Edinburgh and Lothians Racial Equality Council's annual report. The timing of the invitation was fitting too as just recently, on 3 November, I was in Falkirk to announce a further twenty-one awards from the Climate Challenge Fund to community groups who have elected to voluntarily take action against climate change. This is great news for the communities of course but it is better news for the environment.

Those additional awards mean that the total number of communities supported by the Fund, including ELREC, has increased to 512. Put another way, over 500 urban, rural and island communities across Scotland have, or are, taking direct action to mitigate the impacts of climate change and to build more resilient communities. That translates to a phenomenal amount of people and households in Scotland changing their behaviours because they realise it is good for the environment. It also demonstrates a strength and commitment to tackle climate change because it is real and because it matters to and affects ordinary people.

Reaching the total of 500 communities is a landmark of national significance; Internationally too because, by the actions of those groups, including your own, we are sending the most compelling statement that the people and communities of Scotland are committed to tackling climate change. A new global treaty on climate change will be signed, in Paris, at the 2015 United Nations Climate Change Conference. This new treaty is important not just for Scotland, or Europe, but for the world and its environment as a whole. It represents an opportunity to get a legally binding agreement that will help limit global temperature increase to less than 2 degrees Celsius by 2050.

Last month, the Intergovernmental Panel on Climate Change met to agree its Synthesis Report, the last stage of its Fifth Assessment Report to provide policymakers across the world with a comprehensive assessment of the risks of climate change. Rajendra K. Pachauri, the Chair of IPCC says it will give us the knowledge to build a brighter, more sustainable future. This is not to say it will be easy. It won't. He went on to say: "A great deal of work and ..hurdles lie ahead. But it can be done. We still have time to build a better, more sustainable world. We still have time to avoid the most serious impacts of climate change," he said. "But we have precious little of that time."

It is a fact of climate change that those who have done least to damage the global environment are often those that suffer most from its impacts. Scotland has been championing climate justice and, in December 2012, we took a decision to broaden the Climate Challenge Fund so that it reached disadvantaged communities and young people. Since then, grassroots demand for support from the Climate Challenge Fund is such that the 2014-15 budget is all but exhausted. Moreover, I expect the remaining funding for 2015-16 to be allocated soon.

Nevertheless, based on the available evidence, I have every confidence that the £60 million provided to date has been money well spent and a good investment in our future. Looking ahead, we'll review what we have learned to date from the Fund and how it might best support communities and our transition to a low carbon Scotland in future.

Inspector Tom Galbraith Police Scotland, Divisional Coordination Unit

Police Scotland is committed to keeping people safe, and by working with partner agencies we aim to improve the quality of life for all local residents. One such partner is the Edinburgh and Lothians Regional Equality Council (ELREC).

2014 has been a challenging year for Police Scotland both at a local and national level. The summer months were very demanding with Glasgow hosting the Commonwealth Games and Perthshire hosting the Ryder Cup golf. The eyes of the world were on Scotland and the diversity of the competing countries and subsequent visitors were there for all to see. Scotland demonstrated that we are a nation focused on people.



There have also been a number of key incidents and events in Edinburgh that ELREC have worked together with Police Scotland on, such as the disappearance of Mikaeel Kular, and a number of marches and demonstrations by organisations who have a variety of views and ideologies. Police Scotland always aim to facilitate peaceful protests, however recognise that these events can affect wider communities, and so we work together with ELREC and other relevant partner organisations in order to monitor community impact and ensure public confidence is maintained.

ELREC has an important role to play in the community engagement and citizen focus approach, and as an organisation seek to promote equality of opportunity for all. This can be illustrated in the joint working initiatives they have undertaken alongside Police Scotland:

- A public transport charter is being initiated with the aim of tackling hate crime committed on public transport. ELREC along with Police Scotland and other partners share the vision that we all have a responsibility to speak out against hate crime whether you are the victim or a witness.
- Young People Against Hate are in the process of producing a video that highlights the impact of hate crime and its affect on victims and their communities. This is an ELREC service that could prove to be a valuable resource as we seek to raise awareness around hate crime particularly with younger members of our communities.
- Third Party Reporting remains an important facility for reporting hate crime by members of our communities. ELREC were one of the first organisations in Edinburgh to receive enhanced training so that staff can take accurate reports of hate crime and can assist victims at their initial point of need. ELREC continue to support Police by providing education to residents of Edinburgh regarding hate crime and general equality and diversity awareness.



ELREC is a 3rd Party Reporting Centre

To find out more about 3rd Party Reporting and Hate Crime please contact our office (details on the back of this Report) or visit Police Scotland's website on:
<http://www.scotland.police.uk/contact-us/hate-crime-third-party-reporting/>

Mona Adhikari

Manager's Report 2013-2014

The financial year 2013-2014 was a year of changes, consolidation and efforts to strengthen ELREC's core work around equality. It has been a year where we have worked to strengthen our work with different equality groups. I was appointed as the Manager in June. I want to thank the Board, my predecessor and the wonderful staff, who despite the changes have continued to ensure the depth and breadth of the work of ELREC. The strategic priorities set out were to embrace the organisation's identity as a pan-equalities organisation, to ensure that we continue to strengthen partnerships with organisations and community groups, to diversify sources of funding, to consolidate our work in the Lothians, to systematise volunteering practises, and to draft a long term strategy for the organisation.

During the financial year, we continued to receive funding from the City of Edinburgh Council, Police Scotland and the Scottish Government, Voluntary Action Fund, Keep Scotland Beautiful, LGBT History Month Cultural Events Fund, West Lothian Council, and Awards for All. Through the core funding from the Council and the Equality Engagement project, we continued to work around different aspects of equality.

Community Engagement:

In line with the spirit of engaging with equality groups and working to advance Public Sector Equality Duty in Edinburgh and the Lothians, over the year 2013-2014, we have worked to engage with community and broaden the work on equality and Inclusion. In Midlothian, ELREC carried out significant works around the Hate Crime Awareness Campaign in collaboration with Midlothian and East Lothian Councils and Police Scotland; in partnership with Midlothian People's Equality Group we facilitated Midlothian Mela, Equal Midlothian Week, Seminar on Facts & Fears about Islam; and as a part of the Myths about Migration Project we organised the Celebration for Midlothian People: One Scotland, Many Cultures event. To mark LGBT History Month, we hosted the LGBT History: Past, Present and Future – the first time such an event was ever celebrated such in Midlothian. ELREC also partnered with McDonald Road library to host a Holocaust Memorial Day commemoration event on 27 January. To work on issues of access to health related initiatives, ELREC in collaboration with Living it UP organised a number of focus groups to increase participation of the BME community in health initiatives in Edinburgh.

ELREC supported family fun day at Livingston Mosque, West Lothian with local residents and key service providers. In West Lothian, we organised a Multicultural event to celebrate Black History, which was held on 26th October 2013 at the Civic Centre, Livingston, and which was attended by over 300 people. ELREC in partnership with different African organisations and community groups also organised the Africa Day celebrations at Craigroyston Community High School under the theme "African Union @50 and Exploring the voice of the African Diaspora Child". The event was attended by about 180 people and the celebrations were launched by Mr Kenny MacAskill MSP, Cabinet Secretary for Justice. Commemorating fifty years of the historic March on Washington by Martin Luther King, ELREC in partnership with RNIB/Deaf Action, Edinburgh Interfaith Association, People's First Scotland and the City of Edinburgh Council organized a Seminar on Equality and Rights to commemorate the 50th anniversary of the historic march on Washington on October 7th 2013 at Edinburgh City Chambers. With the increase of Spanish Speaking people in Edinburgh, ELREC helped facilitate a Meet UP event that enabled the local Spanish speaking community to interact with key public service agencies including Edinburgh Council, Police Scotland & many other organisations. In partnership with the Scottish Information commissioner, an event – 'Right to Know' took place in March this year.

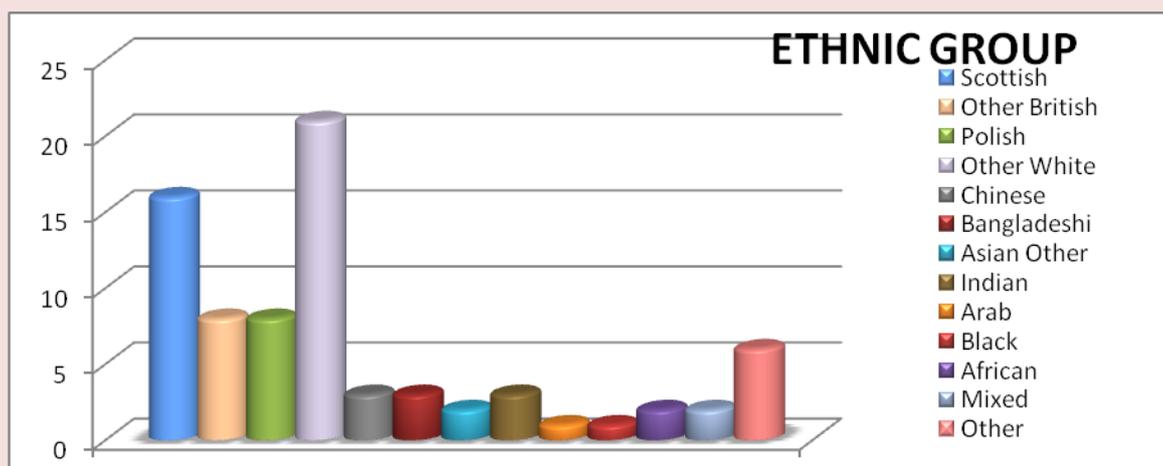
ELREC also participated in several other events, forums and networks in partnership with organisations in Edinburgh and the council areas of East Lothian, Midlothian and West Lothian to deliver on the partnership agenda that we have valued. We have worked with partners in the public sector, voluntary organisations and community groups which have helped us deliver across different strands of the Equality Act 2010. Through these events ELREC made direct connections with over 100 community groups, organisations and institutions.

'Communities for Conservation' Development grant: I

In line with the strategic decision that we would continue to work with communities, but we will diversify the projects, ELREC applied for the Climate Challenge Fund. To gauge the need for the project, we received a smaller development grant by CCF. The grant allowed us to design, disseminate and analyse a simple survey to gauge the current knowledge base and practices of different ethnic communities on issues of climate change and energy efficiency. We targeted the African, Chinese, South Asian and Polish communities. We assessed the degree of fuel poverty of our community groups as well as the behaviour and the degree of climate change awareness of community members. In a sample of the 40 people surveyed, 45% of the people surveyed spent 10% of their income on energy. In addition, we held informal discussions and focus groups to meet with different organizations and delivery partners that would work with us during our Communities for Conservation project. The findings from this grant gave us insights to design a larger project titled Communities for Conservation, which includes aspects of energy efficiency, cooking and gardening workshops, and food growing. This helped us to prepare the ground for our current Communities for Conservation project which is a 2 year long project with elements of climate change, energy efficiency, food growing and carbon discussions.

Inclusive Volunteering:

In the last year, we hosted over 80 volunteers committing at least 7 hours a week during the entire year. Diversity and mainstreaming equality through our volunteering program is a priority for the organisation. Last year's ethnic composition of our volunteers was as follows:



Based on our work with volunteers and the desire of ELREC to systematise and strengthen our volunteering practises, in February 2014 we applied for the Volunteering to Achieve grant to the Voluntary Action Fund. We were successful and have started a more structured volunteering program at ELREC, which includes Induction, trainings, databases of volunteering, exit surveys etc.

Young People Against Hate:

The YPAH project focused heavily on developing community partnerships and the training of volunteers as peer educators. Strong partnerships were formed with the Wester Hailes Youth Agency, Broomhouse Centre, LGBT Youth Scotland, Gate 55 in Sighthill, Edinburgh Libraries and FIXERS (sub-group of STV). The groups helped provide YPAH with venues and experts to help with training sessions.

The YPAH program recruited 20 young peer educators from the communities between the ages of 16-25. These members met weekly for workshop training and to discuss ideas and conduct research regarding the 9 protected characteristics, intersectionality, and hate crimes. Since September the YPAH volunteers have facilitated a variety of workshops in the community. In January the YPAH began facilitating weekly creative arts workshops at Portobello Library and continued into April. In March eight of our young peer educators facilitated workshops at the Festival of Participation, organised by Edinburgh Council's Youth Participation team. The YPAH volunteers were rewarded at the ceremony for all their hard work and effort. YPAH members conducted a discussion based workshop for Westerhailes Women's Group encompassing equality, cultural awareness and myth busting. This was deemed a success and more workshops are planned.

Since September 2013 the YPAH volunteers had been working on an action survey and educational package in partnership with FIXERS. The action survey which was completed in February 2014 and contains 120 completed surveys which addressed community perceptions on hate crime and how to tackle them. The information from the action survey will feed into the educational package.

TRUE Colours:

After a successful launch in late 2012, the last one year, the TRUE Colours group has been working to recruit TRUE Colours Ambassadors in different schools along with conducting peer education workshops. The Group also launched a video to call for Ambassadors to join the Group. TRUE Colours were also awarded funding by Awards for All to continue with their peer education workshops in schools. The Group has continued to work with EAL service along with other partners. The Group last year was nominated for the Young Ethnic Awards-Young People's Champion Awards and Ms. Ezgi Denli of the Group also won the Young Scott award.

Direct Approach:

2013-2014 was a year for consolidation for the Direct Approach project. It designed disseminated and analysed a survey on the implication of the concept on individuals and communities with a focus on women and girls.

On 11 October, in celebration of the International Day of the Girl Child, ELREC, in association with the Edinburgh College Students' Association, Direct Approach, and Edinburgh University, hosted a screening of the film *Girl Rising*, featuring a panel discussion on issues of gender and gender-based violence in Scotland. Through the movie, the event aimed at contextualising issues of honour based violence (HBV) in Scotland. Speakers involved in the panel discussion included Mukrami McCrumb, Policy Director on Gender and LGBT Equality and Violence Against Women for the Scottish Government; Douglas Moran, of Police Scotland, who discussed the prevalence of honour-based violence in Scotland and the strategies currently employed by the police to combat it; and Katy Nixon, from Edinburgh College Students' Association. The speakers' comments were followed by a brief period of general discussion in which members of the audience were invited to ask the panel questions about their areas of expertise and on HBV in general.

Support/ Advice:

During the financial year, the Support and Advice Service provided over 100 sessions to 89 cases who believed they had been discriminated against in workplace or wider society, harassed and also to those affected by the changes brought about by reforms to the welfare system. ELREC also actively promoted and worked on helping people make Third party reports. In July 2014, all ELREC staff members were trained on Third party reporting by Police Scotland.

LGBT History Month:

Funded by the LGBT History Month Cultural Events Fund, ELREC along with Midlothian Council and organised an event themed- LGBT History: Past, Present and Future. This event aimed to highlight LGBT identities, arts and culture, and used music and dance as a way to bring together different communities. As the first LGBT History celebration organised by ELREC, the event focused on providing a focal point for meeting other LGBT people and LGBT allies, and building community capacity within an otherwise geographically dispersed population. The event was not only a success but also highlighted on the need to take events to areas where there have not been such celebrations in the past. The celebration brought together communities to increase awareness of different identities and cultures.

Publication and Dissemination

ELREC's newsletter has expanded in terms of content, delivery and circulation. The newsletter, produced quarterly, covers items of interest and relevance to all equality strands. ELREC newsletters also have been able to help us get new members, volunteers, and inform communities of the services we provide. It has been also used to promote the work and initiatives of varied different community groups, and inform people about newer services by other public and third sector bodies amongst others.

SAREC (Scottish Alliance for Regional Equality Councils) Secretariat

As the secretariat of SAREC, ELREC helped in co-producing and facilitating support for the running of the Scottish Older People's Assembly (SOPA) which took place in December 2013. Further joint work is planned with SOPA.

SAREC was funded by Awards for All from June 2014. The funding has helped consolidate SAREC's existing work on equality and diversity, aided in the building of new partnerships and the strengthening of current ones, and has also served to raise the profile of equality-related work undertaken by members of SAREC.

SAREC also hosted a national seminar on removing barriers to reporting Hate Crime/incidents titled- "National Conference on Hate Crime in Scotland: Removing Barriers to reporting prejudice incidents/ hate crime." Baroness Doreen Lawrence was the conference's keynote speaker and other speakers from prominent organisations like CEMVO (Council of Ethnic Minority Voluntary Sector Organisations), BEMIS, People's First and Police Scotland were present too. The Conference was attended by over 150 people (full details in the report attached) representing over 72 different stakeholders from across Scotland. The Conference was covered widely in print and electronic media, clearly showcasing the work of SAREC and the problems surrounding the reporting of Hate Crime.

SAREC also worked to build newer partnerships and worked to expand the Alliance.

Financial

During the financial year, ELREC has made considerable improvement in its financial stability. It has also been able to diversify its funding sources and move to a stable position. However, with the funding from Police Scotland not continuing post April 2014, the lack of core funds continue to be a problem. To make our office accessible to disabled people, ELREC completed the building of a disabled-accessible bathroom on its premises, which was allocated funding from the reserves of the organisation.

Lastly, I would want to thank all the Board members, staff, funders, members and the wider community who have contributed to the work of ELREC.

Ekta Marwaha

Manager August 2014– Present

For those of you, who have not managed to read our newsletter, I was recruited in August 2014 as the Manager for Edinburgh and Lothians Regional Equality Council. I have been working for the company for about three months. The main focus of the work that I have been involved in thus far has been the implementation of our Service Level Agreement with the City of Edinburgh Council, ensuring that we are working towards compliance and familiarising myself with the staff and projects that are currently funded within ELREC.



In order to provide you all with a little bit of insight of what has been happening since the start of this financial year, ELREC has undergone substantial changes with a number of new staff members as well as it developing its services to now encompass our Communities For Conservation Project which obtained funding from Keep Scotland Beautiful in June 2014, with this projects focus being on energy efficiency, community gardening and reducing carbon footprint. Further to this, over the years, ELREC has actively had volunteers from all walks of life participating in the delivery of its service, this year saw an extension and commitment to the value of the work that volunteers do with us by us obtaining money from the Voluntary Action Fund for our 'Volunteering to Achieve' project, which has allowed us to provide a more systematic approach to ensuring that volunteers are matched to a role based on their individual interests and needs.

Since I have come into post we have received confirmation of funding from the Big Lottery for a new research project to look at Poverty and Inequality and are waiting to hear from the Big Lottery Young Start Fund for a funding application submitted to continue our work on the 'Young People Against Hate' project. Over the next few months I will be continuing to apply for funding as well as work with the City of Edinburgh Council to meet the obligations of our service level agreement and look to secure further funding for the company.



ELREC's Stall at the East Lothian Multicultural Day September 2013



LGBT History Month Event February 2014

Neil Ogilvy—Office and Program Coordinator

Since November 2013 I have been working for ELREC in various capacities. Starting as a Research Volunteer I have moved on to work as the Sessional Program Coordinator and in August I took over the administration of the organisation to create the joint role that I am currently working in.



Since April I have been working to support ELREC's manager in ensuring that the Service Level Agreement we hold with Edinburgh Council is implemented throughout our work. ELREC's work through the SLA has been on a much more strategic planning level than the organisation has done previously and has focused on ensuring that equality forms a significant part of the voluntary sector in the city. Through this work we have collaborated with a number of public and voluntary sector organisations and partnerships across the city to deliver awareness events, training sessions and workshops.

This being the seventh month of the twelve month contract we have completed a number of initiatives but still have a number to come both before and after the new calendar year. This includes a number of workshops on equality that I have been working to implement with both the Community Learning and Development Partnership and the Edinburgh Voluntary Organisation Council.

Communities for Conservation

At the beginning of April 2014, ELREC received funding from the Climate Challenge Fund to run a two years project called Communities for Conservation. The project started in June and opened 5 positions within ELREC.

Communities for Conservation works at bringing diverse communities together to tackle climate change. The aim is to reduce carbon emission and raise awareness of climate change within the ethnic minority communities of Edinburgh.



As part of the project, we offer home visit to help people lower their gas and electricity bills, get a warmer home, and access grants for a new boiler, insulation or draught proofing. As of now, we have completed above 30 home visits where we have given energy advice and helped people become more energy efficient. One of our clients has seen their bill reduced by £300 in a single month due to the support and advice that we have given. In addition, four people have been successfully referred to different grant schemes. One of them has recently qualified for free loft insulation, new combi-boiler and draught proofing worth over £4,000.

In addition to the energy advice that we give, we run community gardening groups at the Royal Botanic Garden of Edinburgh, Niddrie, Wester Hailes & Milton Road Edinburgh College. Those gardening groups currently involve around 20 people and they are an opportunity for people to learn new gardening skills, grow their own food together and meet new people who have the same interest. We have had a harvesting and cooking festival and a few other events that were delightful.

Last but not least, we organize regular activities and workshops to raise awareness of climate change in a fun and interactive way. We screen movies, run quizzes, and organize workshops on different topics including energy efficiency, gardening, cooking, draught proofing, nutrition, etc. Everyone is welcome to join our activities. Any enquiries, please contact Jean-Matthieu: jGauand@elrec.org.uk

Young People Against Hate (YPAH)

The Young People Against Hate (YPAH) is funded by the Equality Fund 2012-2015 from the Scottish Government. The key aim of the (YPAH) project is to bring young people from across Edinburgh together to raise awareness about the damage of hate crime in their community and encourage others to do more to tackle the problem collectively. The project has worked with young people across Edinburgh and the Lothian's but specifically operates in a few key areas of Edinburgh: Craigmillar/ Portobello, Broomhouse/ Saughton and Gracemount.



The YPAH project aims to empower our volunteers by helping them develop the skills and tools which are required to deliver workshops on a variety of issues such as gender equality, racism, homophobia and cultural awareness, with them all relating to two key topics, the 2010 Equality Act and Hate Crimes. Since the beginning of May 2014 the YPAH volunteers and the Youth Development Officer have facilitated workshops across Edinburgh and the Lothian's, which has reached over 250 young people in the community.

The project continues to grow into new areas, in partnership with organisations such as FIXERs, which has helped us develop an educational package, we will continue to provide interactive, fun and educational workshops for young people.

Nicholas Greener (Youth Development Office) Email: NGreener@elrec.org.uk

TRUE Colours

In the last year TRUE Colours have been focusing on 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 of racism, homophobia, gender equality, cultural awareness, peer education and violence and young people. The workshops have been developed by the volunteers and adjusted according to the audience's needs and ages. Since April 2014, the group reached over 190 students, teachers and youth workers. In addition the volunteers attended the trainings in peer education, cultural awareness and Equality Act 2010.

In September TRUE Colours took part in the Scottish Learning Festival in Glasgow. The seminar highlighted the importance of promoting equality and diversity through peer education across Scottish schools, and challenging discrimination and sectarianism.

By the end of the year TRUE Colours will have a chance to participate in Diversity Day in Firrhill High School - the event is focused on celebrating diversity and inclusion, and is one of the school's events leading up to the holocaust Memorial Day. Moreover, TRUE Colours in collaboration with YPAH will do a range of workshops on the topic of Islamophobia in James Gillespie's High School covering the whole third year.



The Ambassadors programme has been launched in September, and has been received very well, with 5 schools already interested in forming their own group of TRUE Colours ambassadors. The Ambassadors programme and the TRUE Colours project are being promoted with the help of the City of Edinburgh Council and Edinburgh EAL service.

Una Dosen (TRUE Colours Co-ordinator) Email: UDosen@elrec.org.uk

Equality Engagement Project

Over the year 2013-2014 the Equality Engagement Project facilitated a number of initiatives to foster engagement with the diverse communities and groups within Edinburgh and Lothians to positively advance the Public Sector Equality Duty. To conduct effective engagement the project has built up partnerships with various community groups/ organisations and service providers. The major works carried out under the EE project are, completion of the Hate Crime Awareness Campaign & Surveys in collaboration with Midlothian, East Lothian Council and Police Scotland, with the final event taking place on the 10th of September this year at East Lothian Indoor Bowling Centre. In collaboration with the MPEG, ELREC facilitated the Midlothian Mela; as part of Equality Midlothian Week, a seminar on Facts & fears about Islam, Myths about Migration Project, A Celebration for Midlothian People: One Scotland, Many Culture; and as part of LGBT History Month an event was hosted in Midlothian – this is the first time that such an event has been celebrated in Midlothian. These events took place over the month of January - March 2013.

ELREC has partnered with McDonald Road library to host a Holocaust Memorial Day commemoration event on the 27th January this year. A number of focus groups were held to increase participation of BME communities within health initiatives in collaboration with Living it UP in Edinburgh. ELREC supported the hosting of the family fun day at Livingston Mosque, West Lothian where local residents and key service providers (i.e fire service) had an opportunity to liaise with members of diverse communities.

A Multicultural event with the theme of Celebrating Black History was held on 26th October 2013 at the Civic Centre, Livingston, attended by over 300 people.

Spanish Meet UP event enabled local Spanish speaking community to interact with key public service agencies; Edinburgh council, police Scotland & many other organisations. In partnership with the Scottish Information commissioner, an event – ‘Right to Know’ took place in March this year.

ELREC in partnership with RNIB/Deaf Action, Edinburgh Interfaith Association, People’s First Scotland and the City of Edinburgh Council organized a Seminar on Equality and Rights to commemorate the 50th anniversary of the historic march in Washington on October 7th 2013 at Edinburgh City Chambers.

Over the years, the EE project has liaised with a number of organisations to facilitate networking and raise key issues which may have concern for diverse communities, some of these events are; Migrant Voice OUR DAY, West Lothian Race Forum anniversary, East Lothian Multicultural Family fun day, Scottish Community Development Centre Support Packages and West Lothian Milan Women Group – Typhoon Appeal.

From March 2014, to date, there were many key events that took place. There was a hate crime national conference, “Removing the barriers to reporting prejudice incidents/hate crime” which was a landmark event, which enabled wider partnership and collaboration with other Regional Equality Council’s. An event was facilitated on ‘**Speak Up for Safety on Public Transport: A Charter on Mainstreaming Equality**’ hosted by ELREC on the 24th September 2014 in collaboration with the Community Safety Partnership and the Hate Crime Strategic Development Group at the City of Edinburgh Council in association with transport providers. Another event that was facilitated was the Celebrating Africa event in June, which was a great achievement which brought together local African communities and provided a platform for further engagement, over 250 people attended the event in partnership with grass-root community groups. Recently, we celebrated Black History Month by organising an event with partners in Midlothian on the 29th October 2014.

I would like to thank to ELREC users, members, board members and volunteers for their kind support over the last year. Overall, I had enjoyed a great time.

Volunteering to Achieve

Since April 2014 the Volunteer to Achieve programme has been continuously developing with a noticeable increase in individuals applying to volunteer with ELREC. As a team, there has been a focus on ensuring volunteers are matched to a role that specifically aligns with their interests in order to ensure personal and professional development. This to date has been extremely successful, with 47% of volunteers who leave heading off to employment and 27% entering into full time education.

There has also been a focus on facilitating a mixture of trainings available to volunteers and staff and we have had a number of incredibly educational workshops. In September, the Equality Network provided a basic LGBTI training to which 9 volunteers attended. In October ELREC hosted a funding workshop in order to give volunteers training on how to contrast a funding proposal. This workshop in particular was a training that was hugely popular with 12 volunteers attending. For the remainder of 2014, there are a further two trainings which will be provided for staff and volunteers.

My role as Volunteer Coordinator is continuously developing. 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. I have been able to use the skills learned at the workshops and bring them into use within ELREC.

ELREC is further promoting volunteering opportunities and with this, adding new roles to our volunteer programme. 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, which were previously unavailable. In the next few months, I hope to identify and place Volunteers in new roles which will help with the running of the organisation.

Alex Murray—Volunteer Coordinator



YPAH Volunteers Filming a hate crime awareness advert with Fixers



YPAH Volunteers

EDINBURGH AND LoTHIANS REGIONAL EQUALITY COUNCIL LIMITED
STATEMENT OF FINANCIAL ACTIVITIES
(Incorporating Income & Expenditure Account)
YEAR ENDED 31 MARCH 2014

	Unrestricted funds	Restricted funds	Total funds	Total funds
	Year ended 31 March 2014	Year ended 31 March 2014	Year ended 31 March 2014	Year ended 31 March 2013
	£	£	£	£
Incoming resources				
Incoming resources from generated funds:				
Voluntary income	86,480	50,750	137,230	153,522
Investment income	59	-	59	16
	-----	-----	-----	-----
	86,539	50,750	137,289	153,538
Incoming resources from charitable activities	4,191	4,631	8,822	15,600
	-----	-----	-----	-----
<i>Total incoming resources</i>	90,730	55,381	146,111	169,138
	-----	-----	-----	-----
Resources expended				
Charitable activities	85,293	58,401	143,694	130,875
Governance costs	4,862	-	4,862	5,410
	-----	-----	-----	-----
<i>Total resources expended</i>	90,155	58,401	148,556	136,285
	-----	-----	-----	-----
<i>Net incoming /outgoing resources before transfers</i>	575	(3,020)	(2,445)	32,853
Transfers				
Gross transfers between funds	(2,724)	2,724	-	-
	-----	-----	-----	-----
<i>Net movement in funds</i>	(2,149)	(296)	(2,445)	32,853
	-----	-----	-----	-----
Reconciliation of Funds				
Total funds brought forward	52,703	2,757	55,460	22,607
	-----	-----	-----	-----
<i>Total funds carried forward</i>	50,554	2,461	53,015	55,460
	=====	=====	=====	=====

The results for the year derive from continuing activities and the company had no recognised gains or losses in the two years ended 31 March 2014 other than those recorded in the Statement of Financial Activities.

EDINBURGH AND LOTHIAN REGIONAL EQUALITY COUNCIL LIMITED
BALANCE SHEET
31 MARCH 2014
Company No: SC183419

	2014	2013
	£	£
Fixed assets:		
Tangible assets	-	126
	-----	-----
Current assets:		
Debtors	2,806	3,704
Cash at bank and in hand	88,502	88,059
	-----	-----
<i>Total current assets</i>	91,308	91,763
Liabilities:		
Creditors: Amounts falling due within one year	(38,293)	(36,429)
	-----	-----
<i>Net current assets</i>	53,015	55,334
	-----	-----
<i>Net assets</i>	53,015	55,460
	=====	=====
The funds of the charity:		
Unrestricted income funds	50,554	52,703
Restricted income funds	2,461	2,757
	-----	-----
<i>Total charity funds</i>	53,015	55,460
	=====	=====

EDINBURGH AND LoTHIANS REGIONAL EQUALITY COUNCIL LIMITED
NOTES TO THE ACCOUNTS
YEAR ENDED 31 MARCH 2014

MOVEMENT OF FUNDS

	Opening Balances	Income	Expenditure	Transfers	Closing Balances
	£	£	£	£	£
Unrestricted income funds					
Core Costs	25,665	90,730	87,047	(2,724)	26,624
Designated income funds					
Future Costs – Designated	27,038	-	3,108	-	23,930
	-----	-----	-----	-----	-----
<i>Total unrestricted income funds</i>	52,703	90,730	90,155	(2,724)	50,554
	-----	-----	-----	-----	-----
Restricted income funds					
Equalities Engagement	47	25,000	27,081	2,034	-
Young People Against Hate	2,553	25,000	28,243	690	-
Scottish Community Development Centre	16	-	-	-	16
Voluntary Action Fund – Anti-Sectarianism	141	-	-	-	141
SAREC	-	4,631	2,807	-	1,824
Climate Change Fund	-	750	270	-	480
	-----	-----	-----	-----	-----
<i>Total restricted income funds</i>	2,757	55,381	58,401	2,724	2,461
	-----	-----	-----	-----	-----
<i>Total funds carried forward</i>	55,460	146,111	148,556	-	53,015
	=====	=====	=====	=====	=====

Current Board Members

Honorary Patron:	Rt Hon. Donald Wilson Lord Provost of Edinburgh
Honorary President:	Prof. Sir Geoff Palmer OBE
<u>Management Board:</u>	
Chair:	Foyso! Choudhury MBE
Vice Chair:	Shami Khan DL Convenor Personnel Subcommittee
Treasurer:	Dr. John Christopher Wigglesworth
Company Secretary:	Mohamed Amjad Chaudhry
Board Members:	Melanie Vanita Maria Beaumont Convenor Membership Subcommittee
	Irina Lazarenko Convenor Finance and General Purposes Subcommittee
	Azra Sharif-Qayyum Convenor Education Subcommittee
	David Ng Hop Convenor Volunteering Subcommittee
	Cllr. Carl John
	Ijaz Nazir
	Parmjit Singh
	Cllr. Norma Austin Hart
	Maja Gorazdowska

Management Board Meeting Attendance Register 2013/2014

	08/05/13	03/07/13	18/09/13	06/11/13	15/01/14	19/03/14
Sir Professor Geoff Palmer OBE	Apologies	Present	Present	Present	Present	Present
Foyso! Choudhury MBE	Present	Present	Apologies	Present	Present	Present
Ehtisham Khan	Present		Present	Present	Present	Apologies
Irina Lazarenko	Apologies	Present	Apologies	Present	Present	Present
Melanie Vanita Maria Beaumont	Present	Present		Present	Apologies	Apologies
Azra Sharif-Qayyum	Apologies	Present	Apologies	Present	Present	Apologies
Mohammed Amjad Choudhry	Present	Present	Present	Present	Present	Present
Dr. John Christopher Wigglesworth	Present	Present	Present	Present	Apologies	Present
David Ng Hop	Present	Present	Present	Present	Present	Present
Cllr. Carl John	Present	Present	Present	Present	Present	Present
Ijaz Nazir	Absent	Present	Apologies	Present	Present	Apologies
Parmjit Singh	Present	Present	Apologies	Present	Present	Present
Maja Gorazdowska						Present
Cllr. Norma Austen Hart					Present	Present

Photographs 2013-Present



Jean Matthieu enjoying a well earned break at the Niddrie growing plot—CfC Project



Victoria Anderson speaking at the ELREC/Equality Network demonstration against the anti-homosexuality bill in Uganda, March 2014



RNIB/Deaf Action Sensory Mela May 2014



Communities for Conservation Launch Event September 2014



LGBTI Workshop January 2014



Jean Matthieu and Antonia at the Volunteer Christmas Lunch 2013

Staff 2013/2014

Manager	Monalisa Adhikari (until August 2014)
Administrator	Antonia Gianniou (until August 2014)
Equalities Engagement Worker	Alexa Anderson (until July 2013)
Youth Development Officer	Victoria Anderson (until April 2014)
Support and Advice Worker	Jacqueline McWilliams (until December 2013)
Cleaner	Suda Mitchell

Current Staff

Manager	Ekta Marwaha (from August 2014)
Office & Program Coordinator	Neil A.D. Ogilvy (from August 2014)
Equalities Engagement Worker	Mizan Rahman
Youth Development Officer	Nicholas Greener (from April 2014)
Support and Advice Worker	Alice Musamba (from December 2013)
TRUE Colours Coordinator	Una Dosen
Volunteer Coordinator	Alex Murray
Cleaner	Suda Mitchell

Communities for Conservation:

Project Coordinator	Jean Matthieu Gaunand
Chinese Link Officer	David Tai
Polish Link Officer	Ewelina Lukaszek
South Asian Link Officer	Parveen Isaq
African Link Officer	Metlha Brown

Current Volunteers

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

Our Funders:



Edinburgh and Lothians Regional Equality Council
14 Forth Street, Edinburgh, EH1 3LH
Tel: 0131 556 0441
Fax: 0131 556 8577
Email: Admin@elrec.org.uk
Web: www.elrec.org.uk

