



EQUALITY FULL STOP

# EDINBURGH & LOTHIAN REGIONAL EQUALITY COUNCIL

ANNUAL REPORT 2015-2016

## 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

## Prof Braj Sinha

Braj Sinha sadly passed away in February 2017.

Braj was Professor of Civil Engineering at the University of Edinburgh and Visiting Professor at the University of Ancona (Italy) and Florianopolis (Brazil). Besides his academic interests, Braj was active in the community and in promoting equality, as Director of ELREC from 2004 to 2009 and serving as its Chairman from 2004 to 2007.

ELREC has appreciated the contribution that Prof Sinha has brought to the organisation. He will be sadly missed.



## From the Chair



ELREC has had a busy financial year in 2015-2016 as usual. Our organisation adapted to changing circumstances once again.

This year we had the pleasure of a new Project Lead Officer/ Fundraiser joining our team in August 2015. Dr Elisabetta Spano has dedicated herself to the organisation and our various projects by giving so many extra hours to work. She went to great lengths to achieve our objective to serve our community.

We have once again expanded our projects, as well as managed to renew the current ones. TRUE Colours, Young People Against Hate and Equalities Engagement have proved to be very successful and our funders have rewarded our hard work and passion by funding them for another year. Communities for Conservation project has entered his second and final year, and the whole team keeps doing a great job. All our projects managed to answer to the changing needs of the various communities and vulnerable individuals across Edinburgh and Lothians by arranging events, delivering workshops and trainings helping to tackle challenges. As always, we are proud of our staff and volunteers who allow us to achieve our objectives and widen our scope as an equality organisation.

This year we have also started three new projects: Bright Choices, Barriers of Poverty and Inequality and the Youth Zone. Bright Choices is a 4-year partnership project with Sacro and Multicultural Family Base, funded by Big Lottery - Investing in Communities and aiming at raising awareness on honour-based violence among minority communities in Edinburgh and the Lothians. Barriers of Poverty and Inequality was a research project, funded by Big Lottery Investing in Ideas, on the reasons why the African, Bangladeshi and Pakistani communities are more affected by poverty and inequality than other groups. This research ended in November 2015 and we produced an important report that can be viewed in our website. Finally, the Youth Zone is a two-year project funded by the Robertson Trust that supports young people from BME background in finding job opportunities or further their education. Thanks to the funding we have received, staff at ELREC has increased again this year, as well as our volunteer base.

This year we also had our first Equality Champions Gala Dinner on the 31st of January 2016, which aimed to recognise the contribution of individuals who have distinguished themselves for their work to promote equality. It was a great success and brought people and communities from across the equality spectrum together. A number of people were recognised for their hard work in the equality field. I would like to congratulate them all again and am sure that they will continue their great work.

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

Chair

## Donald Wilson

### The Rt Hon Lord Provost of the The City of Edinburgh

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

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



## Nicola Sturgeon MSP

### First Minister of Scotland

This annual report highlights another busy year for ELREC, with the start of three new projects and the continuation of existing projects to improve outcomes for Scotland's ethnic minority communities.

In a year that has been marked by signs of creeping intolerance and division both in the UK and beyond, the values that ELREC put into practice – of solidarity, co-operation and generosity – are the same values the Scottish Government hold dear and want to promote in Scotland.

For us, equality and human rights are at the heart of everything that we do. People are our greatest asset. 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 their background. Recently we have appointed an independent Race Equality Framework Adviser to help take forward the actions in our Race Equality Framework to improve race equality in Scotland.

I would like to congratulate everyone at ELREC on behalf of the Scottish Government, for all the work the organisation does for the local communities in Edinburgh and the surrounding regions, and also for the example you set for the wider community in Scotland. I wish you all the best for 2017.



## Cllr. Andrew Burns

### Council Leader, The City of Edinburgh Council

Tackling inequality has rarely been more important than it is now. In Edinburgh, addressing inequality of all kinds has been – and continues to be – one of the key aims of the capital coalition.

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



## Kezia Dugdale MSP

### Leader of the Scottish Labour Party

On behalf of the entire Scottish Labour Party, I would like to warmly congratulate the volunteers, staff and board members of Edinburgh and Lothians Regional Equality Council on another fantastic year of hard work in promoting racial equality and challenging all forms of racism within our local communities.



The 2010 Equality Act was one of my Party's greatest achievements and organisations such as yours do so much across Scotland to can tackle inequality in Scotland. One organisation cannot do it by itself, it needs a concentrated effort from everyone to raise the issue and challenge racism when we see it.

The only way we can rid our country of discrimination and prejudice is by working together. Scotland is a strong diverse nation, its citizens everyday promote a sense of civic inclusion and is ready to stand united against prejudice.

As a Member of the Scottish Parliament for the Lothian Region and as leader of the Scottish Labour Party I promise that I will be ready to work alongside ELREC and anybody who wants to create a more inclusive society.

## Ruth Davidson MSP

### Leader of the Conservative Party

I would like to congratulate ELREC on another year of excellent work. I'm proud to join you in the fight against discrimination in all its forms.

In May, I had the privilege of being elected as the MSP for Edinburgh Central and, over the coming years, I'm committed to working with you to build on what is already a strong relationship.

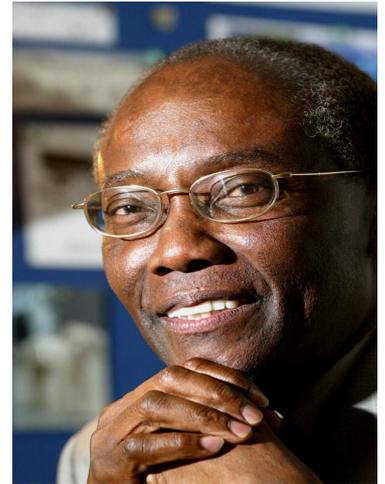
ELREC is a vital part of our community and the work you do to tackle prejudice and further equality is as important today as it ever has been.



On behalf of me and everyone associated with the Scottish Conservative party – thank you for all your hard work.

## Prof. Sir Geoff Palmer OBE

The presenter said: “Hello, and welcome to the podcast of ‘**The Life Scientific**’. First Broadcast on BBC Radio Four. I’m Jim Al Khalili and my mission is to interview the most fascinating and important scientists alive today, and to find out what makes them tick. If my guest today had been just one month older when he arrived in London as a teenager from Jamaica in 1955, he almost certainly wouldn’t be the world renowned professor of brewing and distilling that he is today. Geoff Palmer’s research has earned him the brewing equivalent of a Noble Prize. He is one of only four people ever to receive it and the first ever European. He says he became obsessed with finding out how different grains work and his discoveries about barley and how to improve malt production have saved the brewing industry Millions. But his route into science wasn’t a conventional one. He was classed by his first London school as educationally subnormal. Despite this, he went on to climb the ranks of academia and in 1990, became Scotland’s first black professor. As he says, one of his great joys is looking at rows of beers in shops across the world and knowing who brewed each bottle, because he was the one who taught them. Despite being retired, he’s still carrying out research but now he makes his discoveries in his kitchen. Geoff Palmer, welcome to ‘**The Life Scientific**’.



A summary of Prof. Palmer’s response is as follows:

‘My mother left Jamaica for London in 1948 where she worked in a factory **for £5 per week** in the East end of London. I joined her in 1955. I had to return to school because I was 1 month short of my 15<sup>th</sup> birthday. The school leaving age then was 15 years of age. I was designated Educationally Sub-Normal (ESN) and was sent to a Secondary Modern School. Later, I was transferred from the Secondary Modern School to a Grammar School because I was **fairly** good at cricket. I left the Grammar School in 1958 and secured a job at Queen Elizabeth’s College as a junior technician with responsibility for cleaning up after students. The Professor did two things: First, he changed my name from Godfrey to Geoff which my mother never understood, and he encouraged me to attain university entrance requirements for O levels and A levels. However, all the universities I applied to in 1961 turned me down and the Professor managed to get me a place at Leicester University where I gained an Hons degree in Botany in 1964. In passing, in 2016 Leicester University gave me an Honorary Doctor of Science.

After Leicester University, I returned to London in 1964. The only job I could get was a job of peeling potatoes in a restaurant. At that time, race relations were difficult because there were no race relation laws. BME people were attacked on the streets and even had to pay higher insurance premiums and politicians gained parliamentary seats by expressing negative attitudes about BME people. In late 1964, I attended an interview at Heriot Watt University and started my PhD in 1965 on the science and technology of barley and malt. After securing my PhD in 1967, I worked at the Brewing Research Foundation in England. At the Brewing Research Foundation, I developed the use of the Scanning Electron Microscope to study the structure of cereal grains, including barley, and developed the barley abrasion technique which led to an acceleration of the malting process. In general, my work led to a better understanding of the structure and function of cereal grains. I returned to the Heriot Watt as a lecturer in 1977 where I taught and supervised the research of a large number of students at MSc and PhD levels. I retired in 2005. During this period, I was involved in the setting up of ELREC and have served on the Boards of various

charities and community organisations.

I was fortunate enough to have travelled abroad and was involved in the selling of the first consignment of British barley to China. I also helped to develop the use of sorghum grains for use as brewing and food materials in Nigeria, India and other countries. The honours, such as Professorship, OBE, Honorary degrees and Knighthood relate to the help and support I have had from the good people that I have met. Prof. Palmer has published over a hundred scientific papers on brewing, distilling and cereal grains, including a textbook on cereals. He has also published two books about history and community relations.'

## Ehtisham Ullah Khan DL (Shami Khan)

### Vice Chair

I have been ELREC Vice-Chair for a while, always maintaining my commitment to working towards the promotion of the Equality Act 2010 through our projects. Within the organisation we ensure that we always deliver our services across the 9 protected characteristics, fulfilling the principles of equality and social justice.

This year has been a year of changes but also consolidation. We have successfully continued our projects Communities for Conservation, True Colours, Young People Against Hate, Equality Engagement and Support and Advice Service.

In 2015 we had a turnover of managers, with Ekta Marwaha leaving and Dr. Elisabetta Spano joining us as the new Project Lead Officer/Fundraiser from August 2015. I would like to thank her for her commitment and hard work. With new projects starting in 2015, we have had new staff joining our team. Nicole Currie and Mitra Rostami joined us for Bright Choices, Hannah Lawrence worked with us for the research project Barriers of Poverty and Inequality until November 2015. Our Youth Zone project saw a turnover in staff after Gabriela Lobo, and now we have Cristiana Nicoletti supporting young people find employment.

I would like to thank our funders, The Scottish Government, Big Lottery, the Robertson Trust, the Heritage Lottery Fund, Leith Neighbourhood Partnership and Climate Challenge Fund for their support. I also would like to thank our staff, volunteers and board members for their work and their dedication to ELREC.



## Cllr Carl John

### Treasurer

Once again we have to be realistic in these times of austerity. The 2015—2016 financial year report shows increasing expenditure but thanks to the work of the staff in fundraising we live to fight another year. The year ended with a closing balance of £49,536, compared to last year's £69,061. We are again grateful to our main funders The Scottish Government, Big Lottery, the Robertson Trust, the Heritage Lottery Fund, Leith Neighbourhood Partnership and Climate Challenge Fund and to the board members and staff who work tirelessly for ELREC.



## Rajnish Singh

### Company Secretary

I was elected on the Board of ELREC in its last AGM. It is a privilege to serve as the Secretary and be a part of the Board from such diverse background. ELREC continued to work on a wide variety of projects in line with its core objective of making Edinburgh and Lothian a fairer and equal society, in a challenging funding environment. In 2015 it started recognising the contribution of different persons from ethnic minority communities who have championed the cause of Equality through ELREC Equality Champion Dinner. This was continued in 2016 in bigger and grander event with recognition of the people championing the cause. We aim to expand this further in 2017 and hope it would motivate people to contribute more in the area.



The staff and volunteers worked extremely hard to manage wide range of projects from financials to delivery. I would like to extend a big thank you to all of them.

I am looking forward to coming years with lot of hope and enthusiasm in terms of bigger success to ELREC in making Edinburgh and Lothian a fairer and equal society.

## Manager's Report 2015-2016

The 2015-2016 financial year was a busy and progressive period for ELREC. Three new projects have started while the others were successful in secure funding for another year. One is Bright Choices, a four-year project in partnership with SACRO and Multicultural Family Base that aims to raise awareness on honour based violence and to support people who experience difficult relationships with their families or communities. The second one is Barriers of Poverty and Inequality, a six month-research project that aims to shine a light on barriers that might be perpetuating the experience of poverty for ethnic minorities in Edinburgh. The third one is the Youth Zone, a two year project funded by the Robertson Trust that aims to support young people from different backgrounds who are looking for employment, higher education or volunteering opportunities.

Despite not being able to secure funding for our Volunteering to Achieve project, we have welcome many new volunteers. Our other projects, TRUE Colours, YPAH, Equalities Engagement and Communities for Conservation have grown and supported a high number of service users across Edinburgh. After Ekta Marwaha left, Elisabetta Spano was appointed as the new Project Lead Officer/Fundraiser. Elisabetta, together with the whole team, is working very hard to secure funding for current and new projects.

Throughout the year we were supported in our work by the Voluntary Action Fund, Scottish Government, Climate Challenge Fund, Big Lottery and the Robertson Trust.

### Communities for Conservation

The **Communities for Conservation** project was funded initially for two years, from 2014 to March 2016, by the Climate Challenge Fund. The project aims to inspire people from diverse communities to make the necessary changes in order to live in a world of equality, collaboration and sustainability. We aim to help people from Polish, South Asian, African and Chinese backgrounds by providing a number of services that span from energy efficiency and reduction of carbon emissions, to cycle training and climate change. These services and activities we offer are free of charge.

**Free energy advice:** We helped households change their behaviours to reduce energy consumption through a comprehensive and professional energy advice service which included: energy saving tips and tailored energy advice to reduce energy consumption while keeping warm; help with dampness issues, help to find a cheaper energy supplier. One of our African clients has received a new boiler, radiators, pipes and thermostat. One of our Chinese clients was granted £4000 for energy improvement. One Polish client was granted £4,000 grant to cover boiler replacement through the Energy Assistance Scheme.

**Community events:** In March 2015, we have organized a large community event named 'Spring Celebration'. It was attended by over 200 participants from all ages and diverse backgrounds, particularly from the Chinese, Polish, South Asian, and African communities. As a result of the event the great majority of participants felt more aware of climate change issues. In October 2015 we organized a large Community Event attended by 180 adults and 60 children. 14 volunteers were involved in organising and running the event. In March 2016 we have co-organised CCF joint event Multicultural Eco-Celebration, the event was attended by a diverse audience of 330 people.

**Food growing sessions:** With the Edible Gardening Project, Wester Hailes Allotment Association, the Rannoch Community Centre, Hunters Hall Cooperative and the Edinburgh College we have set up food community growing groups and organized food growing sessions at Niddrie, Wester Hailes, Milton Road Edinburgh College, and the "Greenkeepers" at Royal Botanic Garden, to enable community groups to learn food growing techniques and grow their own food. The skills gained have inspired many attendees to start growing their own food at home.

**Climate Change awareness:** Trainings, workshops, trips, discussions and a range of activities tailored to the different audiences that we engaged with. We raised awareness of environmental initiatives and climate change particularly amongst group who tend to be less exposed to the message of climate change. In June 2015, we organised a trip to Whitmuir Organic Farm for 37 people from the Polish community, Chinese Community Link officer coordinated an excellent event to raise awareness of climate change amongst 30 people from Chinese background. We organized a family friendly environmental day at Corstorphine Hill in April with the gardening group from Drumbrae. After visiting the Lord Ancrum's Wood in July, we organized a trip to Queen Elizabeth Forest Park with a group of 15. We have run climate change and energy efficiency awareness sessions with Sikh Sanjog, I-Women, Chinese Church in Fife, and SACRO and in partnership with the Himalayan Centre and the Greatway Foundation, we screened the award winning documentary Chasing Ice to an audience of around 50 people.

**Volunteering opportunities:** Volunteers have gained numerous skills including facilitation skills, people skills, group management skills, research skills, presentation and public speaking skills, etc. 5 volunteers got jobs in environmental related fields after volunteering with us. Another volunteer went to University to pursue a Master degree in environmental science.

In March 2016 ELREC successfully applied to fund the project for one more year, expanding it to include the Spanish community.

### **Bright Choices**

Funded by Big Lottery – Investing in Communities programme, Bright Choices service, which has been operational since June 2015, is a partnership between ELREC, SACRO and Multicultural Family Base. The project provides intense emotional and practical assistance to individuals and families in Edinburgh to overcome problems arising from honour abuse.

Honour abuse or Honour-Based Violence (HBV) is any kind of abusive or violent behaviour against an individual by a member of their family or their community. This type of violence can take place when the individual is perceived to have 'transgressed' the family's and/or the community's acceptable codes of behaviour. Such behaviour is deemed to be 'dishonourable' and people can be subjected to violence or abuse to prevent them from behaving in this way in the future, or to punish them for their transgression and to restore their 'honour'.

The project has filled the gap in services by offering support to both male and female victims of honour-based violence, while endeavouring to stay an impartial provider of information to the communities and the service providers in Edinburgh.

In the first year of the project, Bright Choices has received referrals from partner organisations, the NHS, community organisations, community members and the City of Edinburgh Council.

The outreach part of the project is based at ELREC. Bright Choices' outreach strategy consists of a variety of educational and practical programs and trainings, working with organisations, professionals, community groups and youth. The aim is to raise awareness about the impact of HBV and explore the best methodologies for intervention and prevention.

We have developed and delivered comprehensive free training on how to engage effectively with the victims of honour-based violence to all agencies working in the field of community human rights, as well as running HBV prevention workshops for youth. In the first year, we trained over 250 professionals to understand, recognise and respond to the issues we are addressing. Bright Choices has also engaged with dozens of individuals from affected communities. This has been done through both awareness raising and ground-breaking applications of mediation which support safe and meaning conversations between those affected by HBV. We have received overwhelmingly positive feedback for the work carried out both with individuals accessing the service as well as professionals attending outreach and training workshops.

### **TRUE Colours**

TRUE Colours is a one year-project funded by the Scottish Government – Equality Fund and Voluntary Action Fund. From April 2015 until March 2016 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, 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 first 12 months of the project we have recruited and trained 14 new volunteers as peer educators (ranging from 14 to 36 years old). 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.

Overall, during the year we reached just over 1000 students, teachers and youth workers in Edinburgh and visited 8 schools and community centres with the goal of addressing inequality in society. We delivered 18 workshops in total. Moreover, volunteers attended trainings in peer education, cultural awareness and Equality Act 2010, therefore increasing their own knowledge regarding discrimination and equality. The number of volunteers increased from 3 to 14 by the end of March 2016.

TRUE Colours also delivered follow-up workshops. After each workshop we wanted to evaluate students' knowledge and discuss the topic through the follow-up activities. The way this was implemented depended on the time available with the group.

The main goal of these follow-up activities was designed so that students could demonstrate and share their knowledge and opinions and ask additional questions about a certain topic. With the exception of two month summer break, 15 follow-up workshops were delivered for the duration of the project.

The TRUE Colours volunteers gathered a group of people of different ages, backgrounds and education, which proved critical when designing workshops and gathering input about issues facing young people today. Our audience was mainly primary and secondary school students, ranging from 10 to 18 years old, which we believe is the crucial age to address the importance of tolerance, good relations and tackling inequality.

TRUE Colours also conducted a research on how bullying policies are implemented within Edinburgh schools. The aim is to review existing procedures in schools to manage bullying incidents and to identify best practices and any gaps that may exist between policy and practice. As part of this stage, data collection was primarily taken the forms of survey and semi-structured interviews with school management, teachers and students. The intended outcome was to obtain findings which would help develop an educational toolkit which teachers, students, parents and youth workers can use to promote social inclusion in schools and the wider local community. The toolkit provides practical insights, strategies, activities and resources to address bullying and discrimination. The research findings culminated in a report for the reference of

<b>AVERAGE FEEDBACK SCORES April 2015—June 2016</b>	
<b>It was fun I enjoyed it</b>	<b>4.4</b>
<b>It made me think about my own views</b>	<b>4.2</b>
<b>I learned something new</b>	<b>4.3</b>
<b>It made me more aware of the other people</b>	<b>4.2</b>
<b>Number wanting to know more or have similar workshops in the future</b>	<b>28.5</b>

interested institutions and individuals in the field. The toolkits were published in June 2016.

The project has been supported by the City of Edinburgh Council and Edinburgh EAL service which enabled us to reach diverse groups of students and volunteers.

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

The TRUE Colours project received an additional 3 months extension, and the official project year ended in June 2016.

### **Young People Against Hate**

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 community and encourage others within the community to do more to tackle problems such as racism, homophobia and islamophobia. The original target areas were Gracemount, Saughton, Westerhailes and Craigmiller; this was expanded to include North Edinburgh where a high level of hate crimes had been identified. Our aim is provide the tools and develop the skills for young people in these areas so they are equipped to challenge discrimination.

Between the period of April 2015 to April 2016 the Young People Against Hate project has recruited and trained 21 young people who have helped create materials and presented them to young people. The project volunteers undertook 6 weeks of training developing, improving their legal understanding of human rights, knowledge on equality issues, the nine protected characteristics, and hate crime.

The project engaged with over 530 young people in the target areas, and 445 young people through small interactive workshops. These workshops were facilitated by the Youth Development Officer and the peer volunteers. Due to negative media portrayals of migrants, asylum seeker, refugees and Muslims, the workshops have focused on racism and Islamophobia. The project facilitated specific Islamophobia programs: 4 week programs with small groups of young people in areas of high levels of hate crime. These interactive workshops, designed by our volunteers, have challenged stereotypes, engaged young people on community tensions, and challenged media portrayal through critical thinking activities.

The project has expanded its early intervention sessions and more requests are coming in for one on one restorative justice sessions for young offenders. In partnership with local area organisation, the project facilitated 22 restorative justice sessions, which have been very successful. These 3 – 5 week restorative justice programs have been designed and implemented by our volunteers. The Young People Against Hate project worked with 9 young people who have been perpetrators in race-related crimes. All participants that started the short restorative justice programme completed it with the allotted time.

The project has also looked into how it can support youth workers and community workers, and has facilitated 10 workshops for youth workers and community workers. These have all been on equality related issues, giving people working in the community more knowledge and tools to deal with discrimination and prejudice. These workshops allowed ELREC to engage with 133 Edinburgh based workers.

### **Barriers of Poverty and Inequality**

Barriers of Poverty and Inequality is a research project that ELREC undertook for six months in 2015 and that was funded by Big Lottery – Investing in Ideas programme. This study was based on work conducted by the Joseph Rowntree Foundation which tells us that some ethnic minorities are disproportionately and consistently experiencing economic poverty. Barriers of Poverty and Inequality ended in November 2015 with a final report that highlighted the findings as well as recommendations. The report is accessible through ELREC website.

This report is a preliminary study on the barriers that may perpetuate poverty and inequality among three BME communities in Edinburgh – Bangladeshi, Pakistani and African. This report is based on a variety of qualitative research methods: online survey, semi-structured interviews, unstructured discussions and participation in community meetings, events, government consultations and conferences. The findings of this research have identified a number of elements in UK and Scottish policy that may adversely affect BME people's integration and their potential. These elements include lack of proper support for those wishing to understand and access benefits and pension schemes, lack of proper advertisement of childcare subsidies, lack of interpreting services, minimal cultural awareness and sensitivity in employment and health centres, and unnecessarily complex paths to escape abusive or detrimental situations. In addition, this report gives voice to issues and needs of community organisations that struggle to provide efficient support to BME people. Finally, the report acknowledges the limitations of this research, but also provides recommendations of possible steps that could be taken to improve BME's livelihood, as well as the services offered by the governments and community organisations, and opens up new lines of enquiry for further work and research in this area.

### **The Youth Zone**

The Youth Zone is a two year-project funded by the Robertson Trust and match-funded by the Big Lottery – Young Start. Within the general aim of ELREC, the Youth Zone aims to tackle discrimination against young BME people. By providing support, advice, training opportunities and a safe space where they can meet, the Youth Zone wants to help them engaging in mainstream services and to facilitate their inclusion especially in employment, volunteering and higher education.

During the first project year (01/07/2015 – 30/06/2016), the following activities have been implemented:

- A room has been arranged in the ELREC offices to provide a safe and comfortable environment for the Youth Zone group.
- Advertising material has been created and widely distributed and social media accounts have been opened (Facebook: [www.facebook.com/youthzoneedinburgh](http://www.facebook.com/youthzoneedinburgh), Twitter: <https://twitter.com/youthzoneedin>).
- Extensive outreach with schools and Youth Organisations has been implemented (e.g. with Multi-Cultural Family Base, Community Renewal, Gracemount High School). The cooperation with these organisations includes mutual referrals and the delivery of the workshops

developed by the Youth Zone Coordinator in their premises for their youth groups.

- A drop-in session has been activated 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, research of further education opportunities.
- A programme of activities and workshops concerning self-esteem, CV-writing, interview skills, communication, problem solving and emotional intelligence have been collected and/or developed.
- Contacts between young people and potential employers have been activated in order to start internships and guidance activities.
- As outreach activities, a training workshop on self-branding, CV-writing and interview preparation, a digital and street photography workshop and a public-speaking training with external speakers have been organised.

6 volunteers have been involved in the activities of this project.

The Youth Zone engaged with a total of 38 users, of which:

- 12 for the group sessions,
- 22 for individual support and
- 4 for both group and individual activities.

15 of them came regularly to ELREC, 23 only came ones to the drop-in or to the Youth Zone's one-off events. Out of these 38 users:

- 5 got a job,
- 8 engaged in volunteering activities and
- 2 got involved in mainstream services (ESOL courses).

This means that a total of 15 young people (39.5% of the total amount of participants) accessed employment, higher education or voluntary activities.

11 out of these 15 belong to the group of regular users; the other 4 only came to ELREC once to have their CV reviewed.

The Youth Zone participants improved their self-esteem and gained confidence in applying for jobs, higher education courses and volunteering activities. They felt supported during the application process and this helped them take some steps to overcome their shyness and external difficulties, like complicated paperwork and lack of understanding of what they needed. Through the Youth Zone, more BME young people could access information about some services that they were not aware of, as e.g. ESOL courses, sport teams, Citizens' Advice Bureau's services.

All participants provided a positive feedback and evaluated as useful or very useful all the workshops and training which were organised within the framework of the Youth Zone project.

### **Equalities Engagement – Diversity in Public Life**

Equalities Engagement project was funded for one more year by the Scottish Government – Equality Fund and Voluntary Action Fund in March 2015. The project aimed to increase engagement of under-represented minority communities in public life and the democratic process across Edinburgh and Lothians. The project identifies relevant actions that can be taken in order to enhance the engagement of the BME community and women in public life and the democratic process. The project works with the wider community and key stakeholders to address the issues identified. At the same time, various activities are conducted to remove those barriers that prevent or reduce the engagement in public life and to allow diverse communities to access the democratic process.

A survey to determine the level of representation, organised in the first few months of the project, reached around 500 people. The findings identified a number of barriers that restrict BME people and women entering into public life and recommendation to increase their participation.

The project also engaged with a number of stakeholders among other organisations, public agencies and political parties, which have offered their commitment to further support and working in partnership to implement the project's aims.

Throughout the year, Diversity in Public Life has hosted community engagement events to raise awareness about engagement in public life and the democratic process. These events have been attended by local BME role-models (Councillors, Community Councillors, MSPs, MP and Public Appointees) and have enabled BME communities to directly interact with them and share personal experiences. Information about different levels of public life, political parties and key public agencies (Electoral Commission, Community Councils, Public Appointment Commissioner) have been disseminated to encourage the BME community to become more engaged. During these events, the project has distributed information at 15 information stalls and it has helped reach out over 500 community members.

After 31st March 2016 the project was granted 3 month extension until 30th June, which allowed us to continue the outreach activities and events. For instance, the project raised awareness among BME community on voter registration before the Scottish Parliament Election on 05 May 2016 and the EU Referendum. Different activities have been carried out in partnership with key agencies, community groups and political parties, to increase engagement of diverse communities on both the Scottish Parliament and the EU Referendum .

In this last quarter the project supported 8 interested BME individuals who wished to be involved in the community council elections that took place in September/October 2016. They have been helped build up their portfolio through one-to-one meetings, through the supply of information on community councils and provision of training (more specifically on community activism and public life). Further to the promotion of Public Life Champion (PLC) scheme throughout events and outreach, a total of 20 people have enrolled into the scheme.

### **Support and Advice Service**

In the financial year 2015-2016 the Support and Advice Service supported 92 individuals, despite being available only once a week. The majority of the cases we supported were discrimination cases, involving Race and Employment and Human Rights. Other cases involved housing, benefits and welfare advice.

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

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

Throughout the year, the caseworker benefitted from the support and expertise of some volunteers.

### **Publication and Dissemination**

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

## Dr. Elisabetta Spano

Project Lead Officer/Fundraiser, August 2015 – Present

Last year (2016) has been a busy year for ELREC, which has seen the organisation growing in terms of projects and staff. The whole team has worked really hard to secure more funding. We have seen our successful projects being funded for one more year (True Colours, Communities for Conservation, Young People Against Hate and Equalities Engagement); our most recent projects getting consolidated and becoming stronger (Bright Choices and Youth Zone); new applications being successful and turning into promising projects (Routes to Roots and Hate Crime Campaign in Leith).



Since I have been in post, I have focused my efforts on funding applications as well as on supporting existing projects and staff. New applications have been filled in and we are waiting for the outcome. In view of the current political climate, our work to fight hate crime has considerably grown in the past 12 months, with a number of small projects that will focus on training and raising awareness on hate crime, with the purpose of enhancing a culture of solidarity and community cohesion.

ELREC has also organised a number of successful events throughout the year, which have attracted people from diverse communities and have highlighted the great work that the organisation has been doing to strengthen and promote equality in Edinburgh and Lothians. In 2015-16 we have also organised our first Equality Champions Gala Dinner, in order to give recognition to those who have distinguished themselves for their hard work in promoting equality and human rights throughout their lives.

I would like to take this opportunity to thank all staff and volunteers for their incredible work and dedication. It is a great pleasure and privilege for me to work with them.



ELREC AGM 2015—City Chambers

## Project Updates to 2016

### TRUE Colours

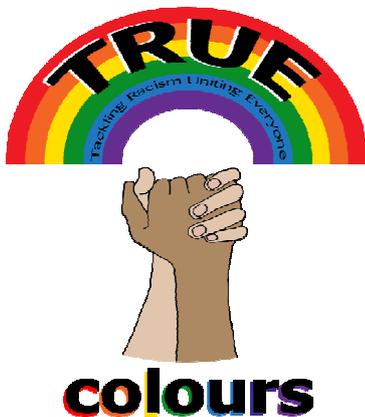
From April 2016 until March 2017 TRUE Colours have been creating and delivering the peer education programme. Since July 2016, when the new project year has started, TRUE Colours have delivered workshops on the topics of racism and Islamophobia, focusing on stereotypes and misconceptions of different cultures and bursting stereotypes; and on the refugee crisis and topics such as refugees and immigrants, the challenges refugees face throughout their journeys and in their final destinations, and the contribution of immigration.



The feedback we got from the workshops was overall very positive. Schools and organisations we have worked with in the past have been very keen to renew our collaboration, and most of our new contacts have come to us through word of mouth which is a great indicator of the quality of our work.

During the first 6 months of the project we have recruited 6 new volunteers as peer educators. This includes 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.

Our project has made a difference in developing volunteers' transferable skills. The volunteers have improved their research skills and how to present the findings in an innovative and fun way, accessible to a range of different ages and backgrounds. They have also learned how to adapt different contents depending on the audiences' needs and interests. Considering that team work is a big part of the TRUE Colours work, this experience helps the individuals to be more confident and gain skills which will be useful in their future employment or further education. In addition, the volunteers have facilitated workshops designed by previous volunteers, again helping current volunteers to learn and understand the subjects more clearly. Our volunteers have a chance to work with each other, which is a great opportunity to exchange knowledge and experiences.



ELREC is a 3rd Party Reporting Centre

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

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

## Equality Engagement

ELREC-Equality Engagement (EE) project, funded by Scottish Government Equality, has undertaken various initiatives over the last year. The EE project has been running for the last few years with a specific focus on increasing participation of the BME communities in Public Life and the Democratic Process. In order to identify the barriers that limit the participation of BME people into public life, a survey was conducted at the beginning of the project in 2015.



The findings show that the survey participants (N= 185) are generally interested (68%) in politics but only a few (9%) of them belong to any Scottish political party. Also most of the people (68%) show less enthusiasm about joining in any political party. The majority of the respondents are active into charities, in campaigning over international human rights issues, and they hold memberships of community groups related to their country of origin. The survey has identified major barriers such as lack of awareness, support, confidence of the BME individuals and prejudice within the key institutions and political organisation. It has been well noted that BME communities are underrepresented in public life across Edinburgh and the Lothians as well as in the rest of Scotland.

Based on the findings from the survey, in 2016 the project has launched a target-oriented mentoring program, the Public Life Champions (PLC) scheme, which aims to provide support to BME individuals who are interested in getting involved in various levels of public life. This project has been promoted under the name of 'Diversity in Public Life' to attract more BME individuals across Edinburgh and the Lothians.



### EU Referendum Discussion with BME Communities

we have hosted a number of events, workshops and seminars to increase BME participation in collaboration with the Electoral Commission, Edinburgh Council Election Team, the Lothian Electoral Registration office and BME community groups. Few BME individual have worked as polling assistants and counting assistants at the last elections.

During autumn 2016, we have focused on Community Council elections in Edinburgh and East Lothian. We have raised awareness and provided support to BME individuals via the PLC scheme. In total, 15 BME individuals have submitted their nominations, 13 of which have been successful.

At the wake of Scottish Parliament election 2016 and the Referendum on the EU,



### Diversity in Community Council Event

## BME Community Councillors in Edinburgh



Neena Agarwal  
Craiglockhart CC



Junaid Ahmad  
Drylaw/Telford CC



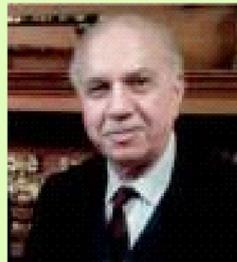
Kashif Ather  
Granton CC



Darius Garab  
Leith Central CC



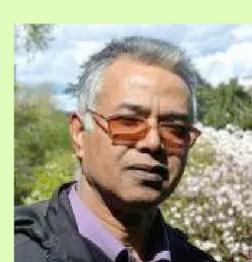
Johura Khatun  
West Pilton CC



Bashir Malik  
Currie CC



Abu Meron  
Leith Links CC



Mustafizur Rahman  
Leith Links CC



Ishrat Measom  
Craigmillar CC



Fahmida Huczewska  
Broomhouse CC



Khayrun Shah  
Gilmerton CC



Abdul Mukit  
Drylaw/Telford CC

### Some of the Community Councillors from BME Community

Further to the ongoing support and mentoring, we are currently working in partnership with all Lothian MSPs for a shadowing program for the PLC scheme's participants.

Over the year, we have co-hosted many community events with diversity in public life across the Lothians as special theme. These events include "Celebrating Diversity in Community Council" in partnership with Granton and District Community Council in August 2016, "Facts and Fears about Islam and Muslim People in Midlothian" in partnership with Midlothian Peoples Equality Group (MPEG) and Midlothian Council and the "Black History Month Celebration" in Midlothian in October 2016 and finally "Celebrating Chinese Autumn Lights" in Edinburgh in partnership with the Edinburgh Chinese Arts Association (ECAA) in November 2016. Diversity in Public Life project is currently focusing on the next local authority election. A presentation was delivered at the West Lothian Race Forum event on 13 December 2016 on "How BME Community gets involved in the Council Election 2017". Similar activities and training events are scheduled over last phase of the project at the end of June 2017.

**ELREC supports and encourages applications of individuals from the BME Community to become Community Councillors. If you are interested, please contact ELREC.**

## Young People Against Hate

Young People Against Hate (YPAH) is funded by the Big Lottery: Young Start. It brings young people in Edinburgh together to raise awareness about hate crime in their community and to encourage others within the community to do more to tackle problems such as racism, homophobia and islamophobia. The projects-target areas are Gracemount (South Edinburgh), Saughton, Westerhailes (West Edinburgh) and Pilton/ Granton (North Edinburgh), where a high level of hate crime had been identified. Our aim is to provide the tools and develop the skills for young people in these areas so that they are equipped to challenge discrimination



Between the period from April 2016 to January 2017 the Young People Against Hate project has recruited and trained 14 young volunteers who have helped to create materials, draft reports, produce online content and presented workshops for young people. The YPAH has engaged with 686 young people in the same time period and has facilitated equality and diversity training for over 190 community workers. The YPAH has also facilitated 18 workshops for 90 young people with a history of anti-social behaviour. As of January 20<sup>th</sup> 2017 the Young People Against Hate project has worked with over 776.

The Big Lottery: Young Start also supports our partner project Youth Zone. Over the last 6 months the Youth Zone has supported over 60 participants who came in for individual employability support, group advice sessions and training workshops.



## Youth Zone

The Youth Zone Project is funded by The Robertson Trust and match-funded by the Big Lottery – Young Start and the second project-year has started in July 2016.

During the last 6 months we had over 60 participants who came in for individual employability support and/or group session and training workshops. For example, we organised a training workshop on goal-setting and one on listening skills. At the end of July we hosted a workshop delivered by Police Scotland to explain their recruitment procedures and required skills.

A group of Youth Zone users met several times to work on social media skills.



### Facilitation Skills Training: Introductory Workshops in Deep Democracy, 12<sup>th</sup> and 19<sup>th</sup> October 2017.

Partnership also benefits the Youth Zone, because during the drop-in sessions the participants have the chance to find plenty of information on opportunities for young people at European level.

The drop-in sessions are held on Wednesdays from 4 to 7 pm. Everyone is welcome. Young people can have a chat and some fun in a relaxed atmosphere and those who wish can get some support in looking for a job, higher education or volunteering opportunities.

More information and updates on the project can be found on Twitter (<https://twitter.com/youthzoneedin>) or Facebook ([www.facebook.com/youthzoneedinburgh](http://www.facebook.com/youthzoneedinburgh)).

During two more training workshops, we also worked on our facilitation skills.

Most of the young people who came to us for individual support asked for help in brushing up their CVs.

Since August 2016, ELREC is now Eurodesk UK Partner. Eurodesk UK is an information and support service that helps young people and youth organisations find out about opportunities in Europe.

On the 8<sup>th</sup> of November we organised our first public information session on Eurodesk and Erasmus+ funding opportunities for youth. The Eurodesk UK



European Opportunities for Youth: Eurodesk Event, 08<sup>th</sup> November 2016

## Routes to Roots

Our “**Routes to Roots: Adopting Scotland as a Homeland**” project is funded by the Heritage Lottery Fund and has begun in July 2016. The project has a strong focus on volunteers and aims to mainstream the heritage of minority ethnic communities in Edinburgh, the Lothians and wider afield and explore the shared heritage of the diverse people that call Scotland home.

The project works with members of the South Asian, African, Polish, Spanish and Chinese communities in the area by conducting interviews and recording individual stories and experiences of heritage through film that will be distributed online. A selection of these interviews will be made into a book that will be published at the conclusion of the project as well as exhibited around the city. The project is also creating weekly video podcasts on various heritage related topics and organising a number of trips to heritage sites and religious centres for groups of up to 15 people throughout the two year period.

In the first six months, a total of 26 volunteers have worked with the project with representation from all five of the communities that we are engaging with. 14 volunteers were trained in Reminiscence and Recording skills by the Living Memory Association in September. Volunteers have been involved in all aspects of the project from planning trips, podcasts and interview questions to researching information about various communities as well as helping to run various events. The total includes 6 volunteers from Napier University’s Community Media course with whom we partnered with to work on podcast videos. Through this partnership we have produced 8 videos with the Sikh and Polish communities which will be published weekly beginning in January 2017.

We have engaged with over 90 people over a series of events in the first quarter of the project. This includes our launch event, two heritage trips and one workshop.

Routes to Roots has undertaken two trips to heritage sites. In October we visited the Edinburgh Sikh Gurdwara. The trip saw a group of 12 participants experience the Bandi Chhor Divas ceremony and given an introductory talk on Sikhism by Wege Singh, the Gurdwara General Secretary. Feedback for the trip was positive with many remarking that it was their first experience of Sikhism. In November we visited the National Portrait Gallery to see an exhibition of landscape photography entitled The View from Here. The group of 10 viewed the exhibition



and then took part in a 1 hour workshop to discuss the impact landscape has on heritage and what influence it has had on their own heritage and culture.

In partnership with the Polish Cultural Festival Association, ELREC hosted a family workshop on Wojtek the Soldier Bear. The event was aimed at children to learn about the bear and its shared heritage connection to Scotland and Poland. 32 children attended the event accompanied by parents.



## Support and Advice

The Support and Advice Service has started the New Year with a new volunteer, Tiffany. She and the caseworker are working hard to digitise the Service to increase the efficiency and applicability of how we organise our data. This will help us represent the work we do to external organisations and understand where we can expand our services. For this reason the way we will represent the data for the report will change. Presently we are only counting individual clients in the table to the right which explains the drop in figures from last year's 75 to the current year's 47. We will continue with this approach but will add time worked on each case in the future. This is important as it will indicate exactly how much time is spent on each client through interview time and research/work done. We desperately need this to understand how best to allocate our time.

The figures in the table opposite represent clients from the 1<sup>st</sup> of April 2016 to the 1<sup>st</sup> of January 2017. The cases are fairly evenly distributed through the categories with housing being our most common enquiry type at 19% of the total. The categories themselves do not illustrate adequately the variety of each case and this is also a reason for creating a computerised data base system so that we can readily check our past responses.

Type	Male	Female	Total
Benefits	4		4
Discrimination Race	3		3
Discrimination Employment	5	1	6
Discrimination Age- Disability	2		2
Housing Issues	7	2	9
Family Issues		1	1
immigration			
Welfare Advice		1	1
Uncategorical Issues	2	1	3
Hate crime	2	5	7
Racial Harassment	5	1	6
Harassment religion/ nationality/ social identity	1	4	5
Total	31	16	47

In the past months we have had a few notable successes. We are supporting a couple who have received extreme racial harassment from a neighbour and we have supported them through the legal process. We have supported a case of discrimination at work through recurrent review of the case itself and how the client was approaching legal support. We also gave emotional support through his very tiring and long legal process and the client was very grateful.

We are working close with Police Scotland to mediate between the victims of racial hate crimes and bullying. We feel confident that our work in this regard is growing in strength and is producing satisfying results. We have direct access to Police Scotland representatives, we can ask them questions presented from clients and help to build bridges with the police and the community.

We have also worked on a very alarming case of school bullying, which is yet to be resolved. We received outside help from the director of Respect Me, a bullying support charity who helped illuminate the situation and offered his help for future cases.

We are also looking into data protection and how it affects the service and also we are looking to expand into reporting to the Human Rights Commission.

Finally I would like to say the future is looking bright for ELREC's Support and Advice team.

## Communities for Conservation

### Ethnic minority communities take action on Climate Change.

Since June 2014, the Communities for Conservation project has been funded by the Scottish Government's Climate Challenge Fund (CCF) - managed by Keep Scotland Beautiful. Communities for Conservation helps people from diverse communities in Edinburgh to reduce their carbon emissions through home energy efficiency advice, cycle training and food growing activities. The project also organizes workshops, training and events around climate change. In 2016-17, the team has reached over 800 people, and conducted 160 home energy visits helping people to save energy, find cheaper suppliers, and get grants for home improvement measures, etc. They also delivered many cycling training sessions and activities, food growing workshops, climate change discussions, and community events. The project is supported by 20 committed volunteers whose help is invaluable.

The ELREC cycling club started this year and was supported by different grants. In addition to the CCF, a £5000 grant from Cycling Scotland enabled 16 volunteers to be trained, and the purchase of a shipping container and 20 bikes forming our bike library. A grant of £2600 from Forestry Commission Community Fund enabled us to empower volunteers and organize cycling trips to different woodland areas encouraging people to discover local woodlands. Cycling UK granted Telugu Association of Scotland and ELREC £2000 to take part in the Big Bike Revival, reviving bikes and putting people back to cycling: we collected incredible stories like [Chhaya's](#) who had not cycled in 20 years!

In November 2016, the hard work of the team was recognised at CEMVO's Environmental Award. It was a great honour to have Keep Scotland Beautiful CCF Manager, Mr David Gunn presenting ELREC with the Environmental Award at the CEMVO Scotland Ethnic Minority Impact. Keep Scotland Beautiful, which sponsors the CEMVO Scotland Environmental Award, said that they "were thrilled to see ELREC recognised this year for all they have achieved through their Communities for Conservation project".

Lastly, in September, a CCF development grant of £1500 enabled us to employ a community practitioner to do research. It helped us explore whether a project on 'switching to green energy suppliers' would have a good reception in the communities, and whether Communities for Conservation should be expanded to the Lothians.

We are thankful to our funders and our partners who make this successful project possible.



## No Hate Here!



Funded by Leith Decides, and run by Edinburgh and Lothian Regional Equality Council (ELREC), No Hate Here promotes an informative campaign on hate crime incidents in the Leith area. We aim to raise awareness on the level of hate crime in Edinburgh North, and Leith specifically, since this area has registered the highest levels of hate crime incidents in the whole of Edinburgh. We also aim to equip organisations working in this area with appropriate knowledge on how to respond to hate crime incidents and how to transfer that knowledge to community groups and individuals they work with, by running free T4T workshops.

To raise community's awareness on the impact of hate on individuals' lives and the ways to respond to hate incidents, we organise community events in collaboration with public and third sector organisations operating in Leith.

Through its projects and services, ELREC is already working to tackle hate crime and to offer support and advice to victims who have experienced these types of incidents. No Hate Here! will run for six months. Liaising with other organisations and institutions which also work in the area is very important to further promote the campaign, and to organise workshops on hate crime and equality which will be open to the public for free.

ELREC is a third party reporting centre, which means we work as an intermediary between the public and the police by providing a safe space where people can report hate crime to trained staff without talking directly to the police. As part of this project we would like to liaise with other third party reporting organisations in Leith in order to exchange good practice, discuss ideas for further and more efficient support and for joint workshops open to the public to explain the role of third party reporting organisations and their importance for the community.

Please contact us and register your interest in;

- Applying for **Hate Crime Training for Trainer\*** course.  
Whole day (10am-16pm) interactive workshop delivered at ELREC's offices. Free of charge. Dates TBC.
- Applying for **No Hate Here training** session for your staff\* .
- 2 hours interactive in-house training for at least 10 attendees.
- Collaborating in organisation of **No Hate Here Community Event** in Leith area.
- Organising **joint awareness raising workshops** on Hate Crime for your service users/ clients.



As part of the project, we have 2 training coming up:

### **Hate Crime Awareness Training**

**When:** Monday, 27 March, 10 -12

**Where:** Edinburgh & Lothians Regional Equality Council offices 14 Forth Street, EH1 3LH

Refreshments will be provided

Please note that places are limited and will be allocated on a first come first served basis.

Please confirm your attendance by **Thursday the 23rd of March.**

### **Hate Crime Training for Trainers**

**When:** Wednesday, 19 April, 10:00 - 15:00

**Where:** Edinburgh & Lothians Regional Equality Council offices, 14 Forth Street, EH1 3LH

Refreshment and light lunch will be provided.

At the end of the training, participants will receive a certificate of completion of the course.

Please note that places are limited and will be allocated on a first come first served basis.

Please confirm your attendance by **Friday the 24th of March.**

If you would like to participate in the training, to get involved at any capacity or to volunteer with us, please get in touch with the project coordinator, Mitra Rostami at [mrostami@elrec.org.uk](mailto:mrostami@elrec.org.uk)

### **Bright Choices**

In the past year, Bright Choices has received referrals from partner organisations, the NHS, community organisations, community members and the City of Edinburgh Council.

Bright Choices' outreach has been operating according to the outreach strategy, which consists of a variety of educational and practical programs and trainings, working with organisations, professionals, community groups and youth.

In the past year Bright Choices have delivered training to 110 professionals, through 13 sessions organised both in-house and at ELREC.

"My Life, My Choices" educational pack for youth was developed over the months of July, August and September. "My Life, My Choices", is Bright Choices' HBV prevention workshop program for young people, which has a human rights-based and conflict resolution approach. The course has been designed to be delivered to youth over 8 sessions of 50-60 minutes as part of Personal and Social Education (PSE) curriculum in secondary schools. A 2-session plan, which was an extract of the full course, was delivered to nearly 130 S3 pupils in Leith Academy in November. Young people had excellent participation and through group and individual exercises they explored and learned about the notions of forced marriage and Female Genital Mutilation. A single session plan has been designed and agreed to be delivered to S2 pupils in Drummond Community High School in late January 2017.

Nicole Currie, the project worker who went on maternity leave since January 2016, was back to work in the end of October 2016.





**EDINBURGH AND LoTHIANS REGIONAL EQUALITY COUNCIL LIMITED**

**Statement of Financial Activities**  
**(Including Income & Expenditure Account)**  
**for the Year Ended 31st March 2016**

	<u>Notes</u>	<u>Unrestricted</u> <u>Funds</u> £	<u>Restricted</u> <u>Funds</u> £	<u>Total Funds</u> <u>2016</u> £	<u>Total Funds</u> <u>2015</u> £
<b>Incoming and endowments from:</b>					
<i>Donations and legacies:</i>					
Donations	4	411	-	411	565
<i>Charitable activities:</i>					
Grants receivable	5	-	259,198	259,198	230,623
Sundry income		1,122	-	1,122	5,484
<i>Investment income:</i>					
Bank interest		27	-	27	34
<b>Total income</b>		<b>1,560</b>	<b>259,198</b>	<b>260,758</b>	<b>236,706</b>
<b>Expenditure on:</b>					
<i>Charitable activities</i>	6	38,534	241,749	280,283	220,660
<b>Total expenditure</b>		<b>38,534</b>	<b>241,749</b>	<b>280,283</b>	<b>220,660</b>
<b>Net income/(expenditure)</b>		<b>(36,974)</b>	<b>17,449</b>	<b>(19,525)</b>	<b>16,046</b>
<b>Transfers between funds</b>	13	<b>(12,977)</b>	<b>12,977</b>	<b>-</b>	<b>-</b>
<b>Net movement of funds</b>		<b>(49,951)</b>	<b>30,426</b>	<b>(19,525)</b>	<b>16,046</b>
<b>Reconciliation of funds</b>					
Fund Balance Brought Forward		60,638	8,423	69,061	53,015
Fund Balance Carried Forward	13	10,687	38,849	49,536	69,061

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 18 to 28 form part of these financial statements



**EDINBURGH AND LoTHIANS REGIONAL EQUALITY COUNCIL LIMITED**

**Balance Sheet**  
**As at 31st March 2016**

	<u>Notes</u>	<u>2016</u> £	<u>2015</u> £
<b>Fixed Assets:</b>			
Tangible assets	9	2,604	5,209
<i>Total fixed assets</i>		<u>2,604</u>	<u>5,209</u>
<b>Current Assets:</b>			
Debtors	10	30,194	13,220
Cash at bank and in hand		25,213	69,569
<i>Total current assets</i>		<u>55,407</u>	<u>82,789</u>
<b>Creditors:</b>			
Amounts falling due within one year	11	<u>(8,475)</u>	<u>(18,937)</u>
<b>Net Current Assets</b>		46,932	63,852
<b>Total Net Assets</b>		<u>49,536</u>	<u>69,061</u>
<b>The Funds of the Charity</b>			
Unrestricted Funds		10,687	60,638
Restricted Funds		38,849	8,423
<b>Total Charity Funds</b>	13	<u>49,536</u>	<u>69,061</u>

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 15 December 2016.

Mr Foyso Choudhury M.B.E.  
Director

The notes on pages 18 to 28 form part of these financial statements.

**Company Registration Number SC183419**



**EDINBURGH AND LOTHIAN REGIONAL EQUALITY COUNCIL LIMITED**

**Notes to the Financial Statements**  
**for the Year Ended 31st March 2016**

**13. Movements in Funds**

	Balance at 01/04/2015 £	Movement in Resources Incoming £	Outgoing £	Transfers £	Balance at 31/03/2016 £
<b>Unrestricted Funds</b>					
General Fund – Core Costs	36,708	1,560	(38,534)	(12,977)	(13,243)
Designated Fund – Future Costs	23,930	-	-	-	23,930
	60,638	1,560	(38,534)	(12,977)	10,687
<b>Restricted Funds</b>					
Equalities Engagement	-	25,000	(22,498)	-	2,502
Young People Against Hate	-	47,050	(38,757)	-	8,293
True Colours	3,214	24,358	(23,996)	-	3,576
Communities for Conservation	2,409	96,978	(109,033)	9,646	-
Santander Fund	2,800	-	(1,400)	-	1,400
Forestry Commission	-	895	(759)	-	136
Poverty & Inequality	-	9,700	(8,096)	-	1,604
Cycling for Scotland	-	5,000	-	-	5,000
Bright Choices	-	32,306	(20,707)	-	11,599
Your Network	-	9,911	(13,242)	3,331	-
Youth Zone	-	8,000	(3,261)	-	4,739
	8,423	259,198	(241,749)	12,977	38,849
<b>Total Funds</b>	69,091	260,758	(280,283)	-	49,536

Transfers of £12,977 were made from unrestricted to restricted funds to cover overspends on projects.

## Board Members 2015/2016

**Honorary Patron:** Rt Hon. Donald Wilson—Lord Provost of Edinburgh

**Honorary President:** Prof. Sir Geoff Palmer OBE

### Management Board:

**Chair:** Foyso! Hussain Choudhury MBE

**Vice Chair:** Ehtisham Ullah (Shami) Khan DL—Convenor Personnel Subcommittee

**Treasurer:** Rev. Dr. John Christopher Wigglesworth

**Company Secretary:** Mohamed Amjad Choudhry

**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 (deceased Dec 2015)

Cllr. Carl John

Ijaz Nazir

Parmjit Singh

Nila Joshi (until July 2015)

Rajnish Singh (from Feb 2016)

Neena Agarwal (from March 2016)

## Management Board Meeting Attendance Register 2015/2016

	20/05/2015	05/08/2015	15/12/2015	18/02/2016	17/03/2016
Sir Professor Geoff Palmer OBE	Present	Present	Present	Present	Present
Foyso! Choudhury MBE	Present	Present	Present	Present	Present
Ehtisham Khan	Present	Present	Present	Present	Apologies
Irina Lazarenko	Present	Present	Present	Present	Present
Melanie Vanita Maria Beaumont	Apologies	Present	Present	Present	Present
Azra Sharif-Qayyum	Apologies	Apologies	Present	Present	Apologies
Mohammed Amjad Choudhry	Apologies	Present	Apologies	Present	Present
Dr. John Christopher Wigglesworth	Apologies	Present	Present	Present	-
David Ng Hop	Apologies	Apologies	-	-	-
Cllr. Carl John	Present	Present	Present	Present	Present
Ijaz Nazir	Apologies	Present	Apologies	Apologies	Present
Parmjit Singh	Apologies	Present	Apologies	-	-
Nila Joshi	Apologies	-	-	-	-
Rajnish Singh	-	-	-	-	Present
Neena Agarwal	-	-	-	-	-

## Current Volunteers

Adithya Suriyapperuma	Ewan Logie	Mina Omarchevska
Aileas Pringle	Francisco Saura Carillo	Nagat Hamed
Alex Rainbow	Gregor Hardie	Neena Agarwal
Alexander Slowman	Hazel Kapepala Makunku	Paolo Cavaliere
Alice Barker	Henry Omorere	Pawel Bladocha
Arati Chavan	Holli Kerr	Ratiba Kabli
Arran Imrie	Holly Smith	Rebecca Hutchison
Barbara Ena Ostrowska	James McDonald	Roisin Bathe
Ceri Strang	Jenny Scholtysik	Rong Fu
Choi Lin Lzung	Katerina Taliatzi	Russell Marlborough
Christina Hellevik	Kirsty Landale	Ryan Whyte
Christophe Brogliolo	Larissa Engelmann	Sara Fitzsimons
Connie Yeung	Laura Sinclair	Sara Ridolfi
David Panton	Lauren Bradley	Stephanie Smith
David Weir	Leda Mappouridou	Tamsyn Lonsdale-Smith
Deborah Nombebe	Madhavi Lathha	Thomas Sutcliffe
Diline Abushaban	Marilyn de Santos	wendy tsang
Duncan Howard	Marta Gordon	Yueyue Fitzgerald
Elle Bain	Martina Massoli	Yuklan Wong
Emma Buchan	Matilda Marshall	Zach Allan



## Staff Members 2015/2016

**Manager** Ekta Marwaha (Aug. 2014 to March 2015)  
**Project Lead Officer/ Fundraiser** Dr. Elisabetta Spano (from August 2015)  
**Office and Program Coordinator** Neil A.D. Ogilvy  
**Equalities Engagement Worker** Mizan Rahman  
**Youth Development Officer** Nicholas Greener  
**Support and Advice Worker** Alice Musamba  
**TRUE Colours Coordinator** Una Dosen  
**Volunteer Coordinator** Una Dosen  
**Research Assistant** Hannah Lawrence  
**Bright Choices Project Officer** Mitra Rostami—Nicole Currie – Azita Arabzadeh (from Feb 2016)  
**Youth Zone** Gabriela Lobo (until Dec 2015) Andrew Camillieri (from Jan-March 2016)  
**Communities for Conservation:**  
**Project Coordinator** Jean-Matthieu Gaunand  
**Chinese Link Officer** David Tai  
**Polish Link Officer** Ewelina Lukaszek  
**South Asian Link Officer** Parveen Isaq—Asma (from Nov 2015)  
**African Link Officer** Adil Ibrahim  
**Office Maintenance Officer** David Panton

## Current Staff Members

**Project Lead Officer/Fundraiser** Dr. Elisabetta Spano  
**Administrator** Didem Kaner Ural  
**Finance Officer** Adrian Barbascumpa  
**Routes to Roots Project Coordinator** Neil A.D.Ogilvy  
**Equalities Engagement Worker** Mizan Rahman  
**Youth Development Officer** Nicholas Greener  
**Support and Advice Worker** Alice Musamba (until Oct 2016) - Martin Krumins (from Oct 2016)  
**TRUE Colours Coordinator** Una Dosen  
**Volunteer Coordinator** Una Dosen  
**Office Maintenance Officer** David Panton  
**Youth Zone Coordinator** Andrew Camillieri (until March 2016) - Cristiana Nicoletti (from April 2016)  
**Bright Choices Project Worker** Mitra Rostami—Nicole Currie  
**Communities for Conservation:**  
**Project Coordinator** Jean-Matthieu Gaunand  
**Chinese Link Officer** David Tai  
**Polish Link Officer** Ewelina Lukaszek  
**South Asian Link Officer** Parveen Isaq, Asma Kassim  
**African Link Officer** Adil Ibrahim  
**Spanish Community Link Officer** Mariana Diaz

With thanks to our funders



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