



EDINBURGH AND LOTHIANS REGIONAL EQUALITY COUNCIL

Annual Report 2018-2019



Edinburgh and Lothians Regional Equality Council (ELREC), founded in 1971, is a company limited by guarantee and 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.

Our Mission

- To work towards 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 and 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.

Foysol Choudhury MBE, The Chair

The 2018-2019 financial year was another productive and successful one for ELREC. We continued all our existing projects as well as recruited an Administrator and an Office Manager in this period. The year was filled with events and activities by our projects which you can read more about later in the report.

The Support and Advice pilot service with The Forth Neighbourhood partnership ended on the 31st June 2018 which was for outreach work in the Pilton area. The support and advice service at ELREC has always been popular with 60 cases between August 2018 and March 2019, which required advice on issues such as housing, discrimination, hate crimes and accessing services.



Our Routes to Roots–Adopting Scotland as Homeland project funded by the Heritage Lottery Fund came to an end on the 31st October 2018 and proved to be quite the success. The project exhibition was displayed at central library and a book was produced which can be picked up from ELREC, for free, if you want to read more about this wonderful heritage project. Thank you to the Heritage Lottery Fund for this opportunity.

Our other projects, Communities for Conservation, TRUE Colours, Bright Choices, and Young People against Hate, Open Arms and Equalities Engagement have continued to grow and have supported many service users in the Edinburgh and Lothians. We have been glad to welcome many new volunteers and are grateful to our existing volunteers for their continued dedication.

ELREC is also a UK partner organisation for Eurodesk which is a free information service to help young people experience international opportunities. Mitra is the contact for Eurodesk so get in touch if you are interested in this opportunity.

I also want to thank our partners, supporters, and local people for being a part of ELREC and supporting our projects and the work we do.

Sincerely,
Foysol Choudhury MBE

A handwritten signature in black ink, appearing to read "Foysol Choudhury".



Frank Ross, The Rt Hon Lord Provost of the City of Edinburgh

As Edinburgh's first citizen, I will continue to promote social inclusion across our city and beyond, as I feel that everyone should feel a sense of belonging to their community, our diversity should be celebrated, and that we each have the opportunity to play a full part across our communities.

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



Cammy Day, Depute Leader of City of Edinburgh, Council Leader, Edinburgh Labour Group

I am hugely proud of the work ELREC do in our wonderful Capital City and the wider region, to promote fairness, equality and fight against discrimination in all its forms.

I know the values of ELREC are respected throughout the region, and the City of Edinburgh Council is a positive supporter of the work ELREC do on a daily basis.

Sadly I can't be with you in the AGM, but be assured you have the full support of the Edinburgh Labour Councillors in all of the work you do.



We look forward to continuing our positive and constructive relationships in the coming years

Donald Wilson BA (Hons), MSc, OStJ, Convener of Culture and Communities

The work of ELREC embraces not just the community of the city as a whole , but also the communities within the City . From addressing issues like climate change and racial discrimination to help for individual people with advice and support.

Elrec is about action not just words . From producing a new magazine on climate change to cycle rides which bring people together in a way which is fun but with a message. This is a trusted organisation giving practical help in the City as well as providing a forum to educate and inform.



Working with volunteers from across the many cultures and groups (including from the BAME community) is a testament to the central vision of promoting equality and understanding across the Lothians.

Elrec is a force for good in very many ways and the city should recognise this and be grateful.

Jeremy Balfour, MSP for the Lothian Region

I, like most people across the country, hope for Scotland to be a place where everyone has equal opportunities and we no longer need to worry about discrimination. I am pleased by the steps that we have taken towards greater equality over recent years. In particular, I find myself celebrating situations where people with disabilities are given the same opportunities as those without disabilities (although, I believe there is much more to be done until we achieve true equality in this area).

However, more generally speaking I do wonder if as a society we have gotten into the habit of valuing the equality of some groups more than we do others.



Therefore, I leave you with the question: are we fighting for true equality of ALL groups within society, instead of continuing to prioritise certain characteristics?

Chief Supt Sean Scott Divisional Commander, Edinburgh

As the Edinburgh Divisional Commander, it has been my pleasure to work alongside and get to know the staff and service users of ELREC, as well as other key partners. Together we work towards the shared goal of promoting diversity across the Capital and celebrating all of the cultures that make up our communities.

Ensuring equality and diversity for the population of Edinburgh is a priority for Edinburgh Police Division and we are working with our partners to raise awareness of the harmful effects of hate crime and and are building relationships to ensure all voices are heard from across our diverse communities.



By working in partnership we bring a wide range of skills, experience and cultures together to work towards reducing inequality, eliminate discrimination and to promote a human rights culture. These aims and objectives are reflected in both ELREC's and Police Scotland's values and mission statements and I look forward to working with ELREC and our other partners to achieve them."

Prof. Sir Geoff Palmer OBE, Honorary President of ELREC

Speech by Sir Geoff Palmer at International Mother Language Day 2020, City Chambers. Before i begin, i would like to Thank our Lord Provost, Frank Ross for mentioning Edinburgh Mela. I completely agree with him that these community events are vital in promoting community cohesion and multiculturalism.

Languages help us to relate with each other in many different ways. They facilitate our education and help us to defend ourselves. I was born in Jamaica and our language is described as Jamaican Patois. Prejudices against this language when I was a boy in London in the 1950s lead to the mistaken beliefs that it limited education.



The Jamaican language is an important part of popular music and is recognised in parts of the world where Jamaican culture exists. The Scottish poet Robert Burns mixed the languages of local culture with English to give cultural authenticity to his great work.

The Jamaican language is derived from British slavery in the West Indies and I have mixed it with English to try and capture parts of the history and consequence of British chattel slavery in the West Indies...

A special poem by Prof Sir Geoff Palmer:

Suggar Coffee Cotton

And who fi plant and cut di sugar cane?
Why me?
And who fi plant and pick di coffee?
Why me?
And who fi pland and pick di cotton?
Why me?
But who den tek di benefits?
Why you?

Past to present
Let's plant and tek together in a New World.

#poem #slavery #justice #humanity #freedom

Ehtisham Ullah Khan DL (Shami Khan), Vice Chair

Welcome to another exciting year from ELREC. The projects have all done well this year and I want to send my warm regards to the new staff in ELREC.

Our projects, Young People against Hate has done invaluable work within schools on combating Hate and prejudices and enabled young people to be confident and able to stand up to Hate in their schools and communities.

Both Jackie and Anna have done a great job this year, well done ladies.

Our Roots to Routes project came to end on the 31st June 2018 and had been very successful, with not only the work involved but in producing the final book. Well done to Neil for this and his team. All the projects have done well this year and I want to thank the staff, volunteers and our funders for this.



Cllr Carl John, Treasurer

ELREC has once again achieved a wonderful service to all branches of Diversity on a greatly reduced budget. As Treasurer I must congratulate our paid staff and our volunteers for managing to work wonders with the monies that they and the Directors have managed to raise.

Next year will continue to be hard as world economies contract to way beyond 2008 levels due to virus problems both health wise and economic. I know that the spirit of all involved in

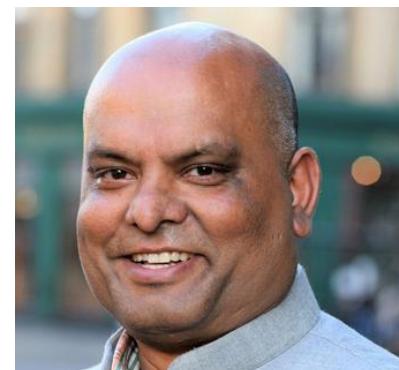
ELREC is strong and that we will continue to fight for justice and equality thru 2020 and beyond. Yours for peace and understanding thru out the World.



Rajnish Singh, Company Secretary

It is the end of another year for ELREC in trying to make a difference in the Edinburgh and Lothian region that it had been doing for more than 40 years. We have continued to successfully execute multiple projects to reduce discrimination in all forms and promote equality and diversities within the region. It is credit to the staff, volunteers and board members to work as one team in a very challenging environment especially when it comes to funding.

I would urge all the public bodies to put additional funding into the



area considering the Brexit's potential impact on different communities . As a board member I would continue to support the organisation to the best of my ability. I would take this opportunity to thank all the staff, volunteers, funders and fellow board members for their continued support to ELREC as an organisation.

Manager's Report 2018-2019

The 2018/19 financial year was another productive and successful one for ELREC. We continued all our existing projects and recruited an Administrator through Community Jobs Scotland, funded for a year. ELREC has been providing the meeting space to Edinburgh College for ESOL classes from Monday to Thursday 9-12pm.

The projects have done well in 18/19 such as the 'Routes to Roots: Adopting Scotland as a Homeland' project proved a success in the two years that it took place between 2016 and 2018.



We were able to explore the heritage of many of the communities in Edinburgh that are underrepresented and bring this information to new audiences. The project brought together people from a wide variety of backgrounds that do not often interact with each other in a meaningful way.

Working with the African, Chinese, Spanish, Polish, and South Asian communities provided a fantastic variety in the communities' cultures as well as establishment in Edinburgh with some communities being more established than others. The project also dealt with a very pertinent topic in immigration. Several participants approached us to say that they were delighted to be able to share their stories and to hear that of others. They said that it let them know that they were not alone.

The project came to an end on the 31st October 2018 and proved to be quite the success. The exhibition of the book we produced was displayed at Ocean Terminal at the Living Memory in November 2018.

Young people against Hate project started in April 2018 aimed at delivering workshops on how to prevent and report hate crime to community centres and schools in Edinburgh. Some of the topics covered were a focus on Peer education, Hate Crime, Disability, LGBTQ+. Race, Religion, Culture and Islamophobia.

Once more this year, Bright Choices, the Crown Office and Procurator Fiscal Service, Sacro, the Edinburgh and Lothians Regional Equality Council and numerous partners within statutory services, the third sector and the community,

have worked together to bring a number of events to this year's 16 Days of Activism campaign. Events organised by the partnership as well as independent events, have been compiled into an events calendar for the City of Edinburgh, East and Midlothian.

Bright Choices submitted a response to the Scottish Government consultation on 'strengthening protections for girls and women at risk of FGM' .

The Support and Advice service funding from The Forth Neighbourhood partnership ended on the 31st December 2018 which was for £786.00 doing outreach work in the Pilton area.

The Support and Advice service at ELREC provides advice on all matters in specific to do with Discrimination, inequality, fair access to services, housing and benefits help. We continue to work with Local authorities and the police on these cases as well as helping each other with incidents of hate crimes and community issues. This is a vital part of what ELREC does and we will continue to develop it in partnership with our partners and communities.

Open Arms project which aims to deal with isolation and loneliness amongst bme women by providing physical and mental health services and socialising activities and workshops, celebrated their first year with a cultural event in October 2018 with its partners, Sikh Sanjog, Linknet, and Saheliya. Aim of this event was to raise the profile of the project as well as celebrate all the women who work and volunteer with Open Arms.

Our other projects, Communities for Conservation, TRUE Colours, and Equalities Engagement have continued to grow and have supported many service users in the Edinburgh and Lothians. We have been glad to welcome many new volunteers and are grateful to our existing volunteers for their continued dedication.

Throughout the year we have been supported in our work by the generosity of the Voluntary Action Fund/Impact Funding, the Scottish Government, the Climate Challenge Fund, the Robertson Trust, the Heritage Lottery, the Big Lottery, Community Jobs Scotland and Forth Neighbourhood Partnership as well as other Trusts and Foundations.

Edinburgh's Preventions, Interventions and Partnerships Department August 2019



Edinburgh Policing Division's Preventions, Interventions and Partnerships Department is responsible for the delivery of equality and diversity issues across Edinburgh. Our aim is to increase awareness of what a hate crime is, why you should report it, how you can report it and what action and support will then be undertaken. If you don't report hate crime, we won't know about it and can't bring the offender/s to justice. As part of this role we carry out regular engagement with minority communities across Edinburgh, covering all the protected characteristics of disability, race, religion, sexual orientation and transgender identity.

Some of the recent activities we have been involved in include the following:

- Work with our partners, the City of Edinburgh Council and Community Justice Scotland, to create a Restorative Justice Programme for persons harmed by hate crime. This project is initially aimed at cases that have been through the criminal justice system where the offender/s have been convicted of a hate crime offence.
- Delivery of hate crime awareness training to key student support staff at Edinburgh College
- Work with Transport Scotland and Disability Equality Scotland to pilot their hate crime transport charter.
- Training of 55 police officers as hate crime champions across Edinburgh. These officers have enhanced knowledge of hate crime and can act as experts for front line officers dealing with such incidents, offering advice and guidance.
- Increasing the number of third party reporting sites, with staff now trained at Score Scotland and Victim Support Scotland. Napier University staff are due to be trained in the near future.
- Bystander training has commenced at Heriot Watt University and a large media campaign has recently been undertaken around not being a bystander to incidents including hate crime.
- Engagement with members of the Chinese community around hate crime and personal safety awareness.
- New Syrian refugees were given a hate crime and crime prevention input at their welcome meeting recently at the City Chambers, as part of an ongoing resettlement programme undertaken by Edinburgh Council.
- Working with our partners as part of Inclusive Edinburgh to improve the mental health of the homeless community.
- A week long hate crime campaign was launched as part of Edinburgh Festival, where we invited along groups and representatives from each of the protected characteristic groups for "themed" days of action.
- We were actively involved in the Edinburgh Pride parade and held a stall at Edinburgh University afterwards, engaging with the community and providing assistance and support.

Communities for Conservation



Funded by the Scottish Government's Climate Challenge Fund, the Communities for Conservation project aims at inspiring Ethnic Minority (EM) communities in Edinburgh and Livingston to reduce their carbon footprint through saving energy at home, cycling instead of driving, growing food and zero waste activities. The project won the Climate Challenge Fund Award for the Energy Category in November 2017 and CEMVO's Environmental Impact Award in 2016. The current funding runs until 2020. In 2018-19, the Communities for Conservation project engaged with over 1,500 people from Ethnic Minority communities on climate change activities.

Activities

Our activities aimed at encouraging people to use low carbon transport instead of their cars. Activities included cycle rides, cycling classes, bike give away, bike repairs, and a walking group.

Cycle rides: engaging with 85 people.

Over the year, we delivered 6 led cycle rides organised and led by volunteers trained as cycle ride leaders amongst our different communities. The rides varied in length but were mostly suited for complete beginners. We engaged with 85 people. In May, we led a cycle ride to Portobello beach (8 people). In June, we organized 2 rides to Cramond Island with different groups of 16 and 21 people. In July, we led a cycle ride to the Scottish National Gallery mostly attended by beginners. In October, we organised a cycle ride in partnership with Woodland Wheels Cycles attended by 16 people. The day included foraging and Bushcraft activities. In November we organised another cycling ride to raise fund for Rohingya attended by 10 riders. We raised £300 for Rohingya.



Management

Former Spanish Community Link Officer (CLO), Irene Alvarado resigned in June 2018. We recruited and inducted a new Spanish CLO, Laura Alvarado. Laura passed her performance appraisal on 25/09/18. Regular team meetings have helped the team stay on track, share case studies / knowledge, reflect and better the approach and methodology of the project.

Energy

The aim of the project is to help 340 EM households to reduce energy consumption by 10% through home energy visits saving 135.2 TCO2e. 5 Community Link Officers have helped South Asian, African, Chinese, Spanish and Polish households with:

- Energy tips to lower energy consumption and bills.
- Switching to a cheaper and green energy supplier.
- Reviewing energy contract and getting a cheaper tariff.
- Helping and advising with bills (estimated bill, submitting meter reading, etc.).
- Setting up an online account.
- Switching from prepayment meter to normal meter or smart meter.
- Helping with purchasing LED light bulbs.
- Using an energy monitor
- Financial help with energy debt (British gas trust, E.On trust, etc).
- Checking eligibility for a new boiler, loft insulation, cavity wall insulation, draught proofing, and other energy efficiency measures through referral to Home Energy Scotland.
- Applying to the £140 Warm home discount.
- Sign-posting to relevant agencies.
- Thermal Imaging to see heat loss spots and cold spot in the house, and how to reduce heat loss
- Renewable energy advice.

With increasing demands from families and local organisations such as Multi Cultural Family Base, Shakti Women's Aid, Feniks, Health All Around, Vivid Accounts, Edinburgh Council and West Lothian Council resettlement officers, Changeworks, Citrus, Citizens Advice and community organisations, in 2018-19, CLOs have helped 226 new EM households to save energy and recycle more. During visits, by discussing news on extreme weather events from the households' home country, we explained how energy usage impacts on the environment and how positive individual actions snowball and benefit the whole society. By engaging families with games, saving tips, advice and pledges, we are effecting behaviour changes which will have a lasting impact on the households' consumption and recycling habits.

Transport

The demand for our greener travel activities has grown with word of mouth. The aim of the project is to help 200 EM people to reduce car travel by 15% and travel by public transport through cycling and walking activities - saving 36.72 TCO2e. In 2018-19, over 150 new participants have taken part in

our cycling classes, cycle rides, bike repairs or bike/ebike loans. We have influenced people's driving habits by giving them the skills, confidence and means with which they will be able to replace car use with cycling, thus reducing emissions.

We also aimed to help 100 EM drivers to reduce their fuel consumption by 10% through fuel efficient driving sessions savings 11.82 TCO2e. 50 participants have taken part in the driving efficiency training with courses ahead of us.

Waste

The aim of the project is to help people reduce textile and food waste, increase composting and recycling, and repair clothes through swap shops/events, repair/reuse and upcycling workshops, and home waste visits saving 95.8 TCO2e. We have run a sewing club for participants to repair their clothes, sewing repairs, sewing workshops, organised big swap events, upcycling and sewing workshops, recycling advice, and sustainable food workshops with Food Sharing Edinburgh. We have talked about the environmental impact of waste in different contexts.

Awareness

In order to inspire climate action, we aimed to organise 4 large community events and 20 climate change sessions within EM communities over the duration of project. In 2018-19, we have organised 5 swap shop events; 12 environmental film screenings: Chasing Coral (35 attendees), Blue (80), Cowspiracy (15), Plastic Ocean (38), Are you listening (70), Under the dome (20), Cowspiracy (20), Tomorrow (154 attendees), Blue (140), Climate Change: the facts (200), Plastic Ocean (128), Living the change (58); 15 workshops with diverse groups on upcycling, climate change, energy efficiency, sewing and other themes attended by 125 people; 3 community garden events attended by 170 people; 2 volunteers' celebrations. Our events have consolidated the sense of community action and, because of the diverse audience they attract, have fostered community integration and reduced isolation.

Volunteering

The project currently involves 35 volunteers in various aspects of the project. Many volunteers have earned awards and employment by volunteering with us.

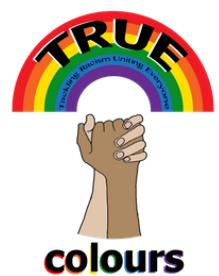


Food

We aimed to help communities to set up community food growing spaces and to support our 5 existing community growing groups. In 2018-19, we have facilitated 6 volunteer-led community garden groups where participants have learnt food growing skills. Under the project's umbrella, we have also started a 3 years project in partnership with Edinburgh Garden Partners called Befriending through Gardening where volunteers matched with elderly EM garden owners to grow food.

True Colours

True Colours is a volunteer led project funded by Impact Funding Partners, that brings young people together to raise awareness about prejudice based bullying and hate crime in schools and communities in Edinburgh. The group aim is to provide young people with tools and skills to recognise and challenge bullying behaviour. TRUE Colours volunteers come from various backgrounds and ages and help to create materials, draft reports and design and present interactive workshops for young people in schools.



The workshops are focusing on stereotypes, racism, discrimination, disability, islamophobia, LGBTi, immigration and refugees and misconceptions of different cultures; raising awareness about different equality issues and hate crime.



The TRUE Colours project is in its last year of funding from the Impact Funding Partners' (formerly known as Voluntary Action Fund) Promoting Equality and Cohesion Fund. We will be applying for further funding from June 2020.

Between March 2018 and March 2019, the project recruited and trained 16 volunteers. Our volunteers help to create workshop material and develop content. The project has engaged with 754 young people and delivered 32 interactive workshops on hate crime, racism, disability, islamophobia and

cultural awareness. The creative outputs from the students are displayed in ELREC offices and on social media. In addition to the sessions in mainstream schools, the group delivered activity group workshops for young people who attend in community centres and afterschool clubs.

True Colours project welcomes volunteers from different backgrounds. The project also accommodates work placement students and interns from a number of colleges and universities. In the last year, the project took part in various community events, fresher's weeks, volunteer recruitment events and in career fairs in order to raise awareness on hate crime and prejudice based bullying
and to engage young people to be part of our work.



Open Arms

Open Arms is a collaboration project with Saheliya, LINKnet and Sikh Sanjog to set up an innovative programme providing vulnerable BME women living in Edinburgh with a wide range of activities to develop a pathway of support to integrate into the local community and become active citizens. The project will challenge the violation of basic human rights by addressing issues of discrimination, domestic abuse, gender oppression, mental health and emotional issues and confusion about sexual identity.



The aim of the project is to reduce isolation and loneliness, increase confidence, and develop interpersonal skills enabling BME women and their families to become an accepted part of the wider community. Through Open Arms at ELREC we have conducted a range of services for the women including Squash, gym memberships, counselling/ one on one support, talks and workshops based on different topics, and a film club. We have tailored the services offered based on what the women are interested in taking part in.



The activities currently listed are: Physical health classes, mental health services, arts and crafts classes, personal development courses, Girl's Rock School, Creative writing course, socialising activities, and outdoor activities. 60 beneficiaries have participated this year as well as 10 volunteers.

Equalities Engagement



Equality engagement project has carried out number of activities/initiatives aiming to increase participation and representation of BME communities in the public life and the democratic process in 2018/19. We hosted series of engagement events, workshops, training sessions, information stalls, awareness meetings, voter registration surgery, presentation at the party branch meeting and outreach in collaboration with other government agencies and key stakeholders i.e. political parties. In total, 14 such events have taken place in collaboration with other agencies.

Throughout these events and activities, over 550 BME individual has been involved directly with the project. We have organized two specialized training sessions for our PLC members; Building confidence in public life and Communication skills in public life. Targeting BME women, we hosted a workshop on how to get involved into politics and public life on 01 Dec 2018.

We hosted a joint multicultural event at Craig Royston Primary School to celebrate diversity and Black History Month. The event took place on 4 Oct 2018 in collaboration with the school, Edinburgh council CLD and parents group. Over 100 pupils and parents took part and learned about other culture and diversity.

Over the reporting period, we have facilitated the PLC (public life champion) mentoring scheme to provide one-2-one support and assistance to the member of BME community interested in public life. In total, 24 participants have enrolled to the scheme. Half of them are BME women.



We have undertaken special campaign ahead of the Leith walk by-election and the European Election earlier this year. In collaboration with local group and Lothian Joint Valuation board, 3 workshops have been hosted to raise awareness and support BME members to register their votes and encourage them to get involved in the Leith walk by election as this ward is the most diverse neighborhood in Scotland.

We have worked in collaboration with Job Centre in relation to raising awareness among the BME people on universal credit. A special program was designed in collaboration DWP to encourage BME claimants to get more involved into employment-focused activities and increase networking among the organization work with the diverse communities.

We have supported the special initiatives undertaken by the public agencies to promote diversity within the employment and recruitment. in recruitment/graduation/apprenticeship program of the police Scotland, Scottish Parliament, Scottish Government and others' circulated among over 600 BME audiences via email network and social media.

Routes to Roots

'Adopting Scotland as a Homeland' overall proved a success in the two years that it took place between 2016 and 2018. We were able to explore the heritage of many of the communities in Edinburgh that are underrepresented and bring this information to new audiences. The project brought together people from a wide variety of backgrounds that do not often interact with each other in a meaningful way. Working with the African, Chinese, Spanish, Polish, and South Asian communities provided a fantastic variety in the communities' cultures as well as establishment in Edinburgh with some communities being more established than others. The project also dealt with a very pertinent topic in immigration.

The projects approved purposes were, rightfully, ambitious and the project succeeded in fulfilling the majority of them. Volunteer recruitment was a particular success with the project involving a total of 39 volunteers, 19 of them coming from local BAME communities. This was well above the target of 10 for the project. The work contributed by the volunteers was also a huge success. All of the filming and video editing, accounting for some 160 days of volunteering time through the course of the project, was completed by a total of 10 volunteers, for example.

One volunteer, who came to us through the Duke of Edinburgh program, had little experience of filming and editing videos has since gone on to work with a number of other organisations and groups and is working on making a career in the industry.

The podcast videos were also very successful with a number of different topics covered. Of particular note are the interviews with Prof. Robert Frost of Aberdeen University and Dr. David Worthington of the University of the Highlands and Islands who gave very informative interviews about the historical connections between Scotland and Poland.

The book that was created has been very successful and has proved very popular with 500 (half of all those printed) distributed within 3 weeks of our book launch. We purposefully kept the text in the book to a minimum and designed it to follow the topics covered in the interviews. This was done to allow readers to easily compare and contrast the different experiences and heritage uncovered in the interviews. It also allowed the book to be dipped in and out of and returned to on a regular basis which it has done. The verbal feedback that we got from people who had read the book has been very positive and has reflected these goals. The book printing was a smooth process having completed all of the transcriptions prior to starting compiling.

Overall, the heritage site visits were very successful. The trips to various religious sites and locations outside of Edinburgh, such as the Great Polish Map of Scotland and the Jute Museum, proved the most popular. Each trip had good attendance and fascinating discussions were had by each group about the different aspects of the religions and cultures we were focusing on. The trips to the National Galleries proved a little more difficult. A total of three visits had to be postponed or cancelled at the Portrait Gallery. Having spoken to participants there was a feeling of going to the same location too many times, although the trips were to different exhibits. While we were able to go to any of the National Galleries in Edinburgh it was only in the Portrait Gallery that there were exhibitions that had a link to the themes of the project which limited the choice. However, with adjustments to the advertising and timing of the trips we were able to attract different audiences to the trips and the ones that took place got very high feedback from participants.

Ocean Terminal Route to Roots Exhibition



The project was also able to do additional activities which enhanced the impact of the project which was a fantastic outcome. The volunteers played a large part in contributing to this and making it possible which is another great result of our large group of volunteers. For example, the project co-hosted two large multicultural events in Edinburgh. An Africa Day Celebration event brought together the various African communities in Edinburgh to celebrate the continent and also bring the different groups together with the aim to working together in the future. The International Mother Language Day celebrated diverse languages in the city and has been the catalyst for the formation of the International Mother Language Group to plan future events, workshops and events in the future. Finally, the project also conducted three workshops with young people exploring the history of migration and the impact on migration on Scotland's heritage and culture.

Bright Choices



Bright Choices started to operate in Edinburgh in June 2015 with funding from the Big Lottery for four years until May 2019. The project has been run in partnership with SACRO and Multi-Cultural family Base. The service was created to offer a wide range of support services to people affected by what is known as 'Honour Abuse' or 'Honour-Based Violence' (HBV), which includes coercive control, forced marriage and Female Genital Mutilation (FGM). Bright Choices directly helps Edinburgh's minority communities, through emotional and practical support; mediation, conflict resolution and communication support. 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.

ELREC provided training to 207 professionals working in the NHS, Education, Police Scotland, Social Work, the Third Sector, as well as social work students on placement. The training provided is tailored to the specific responsibilities and work remits of different professionals and covers the warning signs of different forms of Honour-Based Violence—how to address it with individuals and families accessing services—as well as relevant legislation and appropriate responses according to the work remits of different professionals.

One of the most significant achievements of the project has been to be tasked by the City of Edinburgh Council Child Protection Committee to develop and deliver FGM Level 2 training based on the Edinburgh and the Lothians Inter-Agency Procedures for the Protection of Girls and Women at Risk of Female Genital Mutilation (FGM). In 2018, 4 sessions, as whole-day training, were delivered to front-line staff from the third and statutory organisations in Edinburgh.

In 2018, Bright Choices received an offer for collaboration from East and Midlothian council to provide 2 HBV awareness and inter-agency response training sessions to the professionals from statutory and third sector organisations in East and Midlothian in December in Musselburgh. The trainings were also regarded as special activities included in the program for marking the "16 days of activism against Gender-Based Violence Campaign" which is run from 25 November, the International Day for the Elimination of Violence against Women, to 10 December, Human Rights Day, every year.



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

Bright Choices continued its prevention work by raising awareness of human rights and Honour-Based violence with young people, who can be the most vulnerable to being victimized by forced marriage and female genital mutilation and who might be experiencing or witnessing abuse in their own or their friends' lives, through provision of 'My life, my choices' program to secondary school pupils.

In 2018, the course delivered to over 346 pupils from the ages of 12 to 16.

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

In 2018, Bright Choices delivered 5 sessions of "Women's Health" workshops to 51 women from ethnic minority background and also Deaf community.

Young People Against Hate

Young People against Hate Crime is funded by Aspiring Communities until September 2019. Young People against Hate has delivered sessions on how to prevent and report Hate crime to community centres and schools. We have done 8 week training session with peer educators who now support in Hate crime awareness sessions as well as develop program, attend promotion sessions.



In 2018/19 we trained 12 peer educators, 7 of whom have found employment. We have now delivered 130 sessions each with an empathy element.

We have delivered sessions to 1231 young people.

Our sessions have focused on Peer education, Hate Crime, Disability, and LGBTQ+, Race, Religion, Culture and Islamophobia.

We worked with Police Scotland on Hate Crime Awareness week in the West Edinburgh area and developed the hash tag #NoHateMate.

- A total of 20 tweets, the analytics show that these tweets made an impression on 3776 people. 28 retweets 44 likes all with the hashtag #NoHateMate
- Engaged with over 60 young people at Tynecastle High School. We held a stall promoting the event on the 30th of Nov 18, on how to better report Hate Crime, and supplied booklets explaining what Hate Crime is and how to report it.



Project Outcomes:

- Organisations can address issues regarding hate crimes independently.
- Lower reoffending rates amongst young people who are already implicated in hate crime/antisocial behaviours in the target - areas.
- Lower rates of hate and youth crime in the targeted areas
- Lower reoffending rates amongst young people who are already implicated in hate crime/antisocial behaviours in the target areas.

Project Outputs:

- 20 YPAH volunteers have increased their confidence; and now feel more prepared for employment or for further education.
- 210 workshop participants now feel more confident in identifying and responding to hate crime and antisocial behaviour.

- 140 Young people implicated in antisocial behaviour developed more empathy and understanding of the impact of their behaviour through empathy development programs.
- Organizations and youth workers now feel more confident about engaging young people on issues relating to hate crime and multiculturalism.

By delivering sessions for young people aged 14-24, the themes covered were, What is Hate Crime, What do we do if we see Hate Crime, the Equality Act 2010, What are the protected characteristics within this Act that protects you, What to do if you see discrimination or bullying and how to prevent it.

EDINBURGH AND LOTHIANS REGIONAL EQUALITY COUNCIL LIMITED

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2019

	Notes	Unrestricted funds 2019	Restricted funds 2019	Total 2019	Total 2018
<u>Income and endowments from:</u>					
Donations and legacies	2	5,545	-	5,545	2,391
Charitable activities	3	33,242	298,584	331,826	282,954
Investments	4	7	-	7	10
Other income	5	8,716	-	8,716	-
Total income		47,510	298,584	346,094	285,355
<u>Expenditure on:</u>					
Charitable activities	6	87,363	226,087	313,450	287,213
Net (outgoing)/incoming resources before transfers		(39,853)	72,497	32,644	(1,858)
Gross transfers between funds		(3,509)	3,509	-	-
Net (expenditure)/income for the year/ Net movement in funds		(43,362)	76,006	32,644	(1,858)
Fund balances at 1 April 2018		(181,286)	155,768	(25,518)	(23,660)
Fund balances at 31 March 2019		(224,648)	231,774	7,126	(25,518)

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

EDINBURGH AND LOTHIANS REGIONAL EQUALITY COUNCIL LIMITED

BALANCE SHEET

AS AT 31 MARCH 2019

	Notes	2019 £	2018 £
Fixed assets			
Tangible assets	10	5,220	-
Current assets			
Debtors	11	1,333	1,333
Cash at bank and in hand		40,136	22,767
		41,469	24,100
Creditors: amounts falling due within one year	12	(10,853)	(9,496)
Net current assets		30,616	14,604
Total assets less current liabilities		35,836	14,604
Creditors: amounts falling due after more than one year	13	(28,710)	(40,122)
Net assets/(liabilities)		7,126	(25,518)
Income funds			
Restricted funds	14	231,774	155,768
Unrestricted funds		(224,648)	(181,286)
		7,126	(25,518)

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2019.

The trustees acknowledge their responsibilities for ensuring that the charity keeps accounting records which comply with section 386 of the Act and for preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its incoming resources and application of resources, including its income and expenditure, for the financial year in accordance with the requirements of sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the company.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

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 Trustees on 23 December 2019

Mr F Choudhury M.B.E.
Trustee

EDINBURGH AND LOTHIANS REGIONAL EQUALITY COUNCIL LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2019

14 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds				Balance at 31 March 2019
	Balance at 1 April 2018	Incoming resources	Resources expended	Transfers	
	£	£	£	£	£
Edinburgh Equality	6,764	12,422	(4,198)	-	14,988
Young People Against Hate	4,634	42,158	(36,576)	-	10,216
True Colours	15,646	10,000	(3,357)	-	22,289
Edinburgh Climate Festival	-	10,000	(3,618)	-	6,382
Santander	1,400	-	-	-	1,400
Forestry Commission	2,398	-	-	-	2,398
Cycling for Scotland	1,641	800	(600)	-	1,841
Bright Choices	37,400	54,058	(25,175)	-	66,283
Your Network	4,413	-	-	-	4,413
Cycling UK	1,739	-	-	-	1,739
Climate Change Foundation	23,092	104,468	(85,715)	-	41,845
Routes to Roots	36,652	5,245	(13,512)	-	28,385
VAF Micro Grant	449	-	-	-	449
Volunteer to Achieve	2,618	22,500	(28,627)	3,509	-
No Hate Here	1,410	-	-	-	1,410
Hate Crime	588	-	-	-	588
Eurodesk	4,854	2,002	(424)	-	6,432
Open Arms	7,793	34,931	(22,960)	-	19,764
Support & Advice	2,277	-	(1,325)	-	952
	155,768	298,584	(226,087)	3,509	231,774
	=====	=====	=====	=====	=====

VOLUNTEER WITH ELREC

As a volunteer you can give your time and skills and get something back in return, whether it is learning new skills, helping to build confidence, having the chance to meet new people, or gaining the satisfaction of helping a cause you believe in.

WHATEVER YOUR REASON IS, WE WOULD LOVE TO HEAR FROM YOU!



**Big Thank You
to all volunteers that
contributed to
ELREC for last
months.
Your involvement in
ELREC's is very
much appreciated.
We are very proud
and greatful to have
you in our
organisation.**

You rock!



Room Hire @ ELREC

You can book our 20-seat meeting room on an hourly basis for £20 per hour (reduced rate for small charities and community groups) Tea & coffee £1 per head Please contact ELREC office for additional information or to make a booking.

For more info, contact us:
admin@elrec.org.uk

Please support our work

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

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

This service is available for a contribution of £50-£150 depending on the size and placement of the advertisement.

To find out more, please contact the Administrator on:
admin@elrec.org.uk

Our newsletter is published every quarter in March, June, September and December of each year.

Calling for new members at ELREC!

ELREC strives to embody the principles of transparency; integrity; equity; mutual cooperation; and participatory democracy. ELREC welcomes all individuals and organisations who share our aims, visions, and values to join us as members. As a member you will have the opportunity to shape ELREC policy direction; participate in ELREC's annual Management Board election; and attend ELREC events and lectures. Our members also act as links to various communities. We welcome membership from individuals

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

Please contact our office: <http://www.elrec.org.uk/join-elrec-member/>

Board Members (2018-2019)

Chair:	Foysol Choudhury MBE
Vice Chair:	Shami Khan DL
Treasurer:	Cllr Carl John
Company Secretary:	Rajnish Singh
Convenor - Membership:	Jessica Young
Convenor- Finance and General:	Irina Lazarenko
Convenor - Education Subcommittee:	Magdalena Sajnaga
Convenor -Volunteering Subcommittee:	Azra Sharif-Qayyum
Board Members:	Ijaz Nazir
Co-opted Board Member:	Shahid Riaz, Irshad Ahmed, Jing Si
Honorary Patron:	Rt. Hon Frank Ross, Lord Provost
Honorary President:	Prof Sir Geoff Palmer DSc OBE

Staff Members (2018-2019)

Project Lead Officer/Fundraiser:	Parveen Ishaq
Administrator:	Aleksandra Szczygielska
Finance Officer:	Adrian Barbascumpa
Equalities Engagement Project Coordinator:	Mizan Rahman
Support and Advice:	Parveen Ishaq
True Colours Project Coordinator:	Didem Kaner Ural
Open Arms Project Coordinator:	Mitra Rostami
Communities for Conservation:	Communities for Conservation:
Project Coordinator:	Jean- Matthieu Gaunand
Link Officers:	Ewelina Lukaszek, David Tai, Dina Ahmed, Fahmida Huczewska, Mariana Diaz, Irene Alvarado
Work Space Maintenance:	Agnieszka Wojtkowiak
Young People Against Hate	Jackie Massie
Youth Development Officer:	Anna Baran
Youth Engagement Officer:	

Current Staff Members

Office Manager:	Parveen Ishaq
Administrator:	Franciele Sobierai
Finance Officer:	Adrian Barbascumpa
Bright Choices Project Officer:	Mitra Rostami
Communities for Conservation:	Communities for Conservation:
Project Coordinator:	Jean- Matthieu Gaunand
Link Officers:	Ewelina Lukaszek, David Tai, Dina Ahmed, Fahmida Huczewska, Laura Alvarado
Equalities Engagement Project Coordinator:	Mizan Rahman
Open Arms Project Coordinator:	Mitra Rostami
Support and Advice:	Parveen Ishaq
True Colours Project Coordinator:	Didem Kaner Ural

Board of Directors



Foysol Choudhury MBE
Chair



Shami Khan DL
Vice Chair



Cllr Carl John
Treasurer



Honorary Members



Rajnish Singh
Company Secretary



Irina Lazarenko
Convenor- Finance and
General Purposes
Subcommittee



Azra Sharif-Qayyum
Convenor - Volunteer
Subcommittee



Rt Hon Frank Ross
Lord Provost of the City of Edinburgh
Honorary Patron



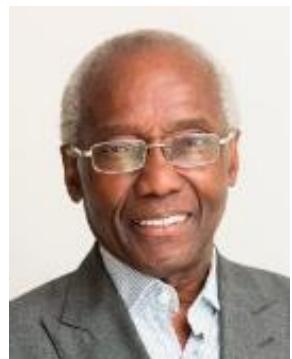
Jessica (Zonghong) Yang
Convenor -
Membership
Subcommittee



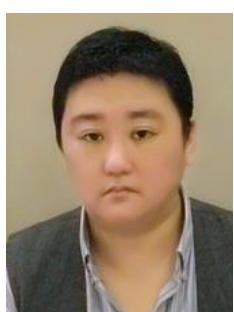
Magdalena Sajnaga
Convenor -
Education
Subcommittee



Ijaz Nazir
Board Member



Prof Sir Geoff Palmer DSc OBE
Honorary President



Jing Si
Co-opted Board Member



Mr Irshad Ahmed
Co-opted Board Member

Contact us:

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(E) admin@elrec.org.uk
(W) www.elrec.org.uk
Charity Number: SC007896
Company Number: SC183419



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Our Funders:

