
Edinburgh & Lothians
Regional Equality Council



ANNUAL REPORT 2019-2020



ELREC's aims:

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.

The main objectives of ELREC are:

- 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.*



Foyso! Choudhury MBE, The Chair

2019/2020 was another typical year for us until March 2020 when the country went into a national lockdown due to Covid-19. However, we were glad to have had a 'normal' year up until this point. ELREC had six ongoing projects in 2019-2020, however the Bright Choices project which did a lot of work in schools and the community on the issue of Female Genital Mutilation (FGM) ended in May 2019. Also, our Young People Against Hate project ended in September 2019 due to the end of its funding period. This project specifically worked with young people and schools on bullying and hate. Our plan is to develop further projects aimed at young people in the coming years.



Due to these two projects ending, two of our staff moved on to pastures new, we wish them well and glad to have had them as part of ELREC. Mitra Rostami was redeployed to the Open Arms project this year as Hannah Lawrence left to focus on her PHD. We also welcomed Franciele Sobierai to the team as our new Administrator in November 2019.

All the projects worked very hard this year as they always do, to deliver the best services to our communities, as well as working in partnerships on many events, workshops, and public awareness sessions. At ELREC we value volunteers and have always provided opportunities for anyone seeking work experience to improve or gain further skills. Each year we welcome over 150 volunteers through our doors who work on our projects and help with events, gaining many skills and experience along the way.

Finally, we want to thank our funders for supporting our work, and by the generosity of Impact Funding Partners, the Scottish Government, the Climate Challenge Fund, the Robertson Trust, Community Jobs Scotland, Aspiring Communities Fund (The Lottery), Peoples Postcode Lottery, Edinburgh Airport, and other Trusts and Foundations.

Sincerely,

Foyso! Choudhury MBE

*Nicola Sturgeon MSP
First Minister of Scotland*

I want to take this opportunity to congratulate ELREC for another busy year, and the continuation of its proud history of challenging discrimination in all its forms across our local communities.

After an extremely tough year, and as we move through the pandemic and towards recovery, the work you do to tackle prejudice and further equality is more important than it ever has been.

My commitment is clear - to put equality and human rights at the heart of everything we do, and to do all I can to remove societal disadvantage and promote human rights at every opportunity.

Our vision is unashamedly international - we want to use all the tools at our disposal to make Scotland a global leader in diversity and inclusion, and to remove racism, prejudice or inequality in our society. We all have a part to play in achieving that goal.

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



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.

The pandemic has dramatically affected everyone's lives over the past year and I send my deepest condolences to those who have lost loved ones, and my best wishes to all who have been affected and are fighting the virus right now.

As Lord Provost, I've always been proud to represent our diverse and vibrant city. I've never been prouder than this year. A year when essential services had to be adapted in double-quick time to support the city's most vulnerable residents. A year when communities across the city grew closer than ever in response to the crisis. And a year when residents' commitment to helping each other get through the difficult times saw the Citizens of Edinburgh crowned winners of the Volunteer of the Year Awards in tribute to their efforts. 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 hard work over the past 12 months and wish them all the very best for the year ahead.



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

Whist the previous 12 months (and more) has been one of the most challenging times of our lives, I want to put on record our thanks to the immense work of ELREC, and your continued support to many many families across our city, and the wider region.

ELREC, along with the City of Edinburgh Council and our many partners have undoubtedly saved lives, providing essential food, support and care to those that have struggles during the challenges of covid and lockdowns. The continued support from ELREC in diversity and racial equality in our capital city, is to be commended.

I look forward to another positive year and ELRECs work growing across the region, supporting all communities

Thank you for all your support to our city and beyond.



Douglas Ross MP

Leader of the Scottish Conservative Party

Thank you for inviting me to contribute to the Edinburgh and Lothian Regional Equality Council's AGM. The Scottish Conservatives are committed to tackling prejudice and discrimination in all forms. Equality of opportunity is central to our values.

In our 2021 Scottish Parliament election manifesto, we have pledged to work with schools to emphasise the importance of respect, tolerance and equality in an age appropriate way. We would also ensure frontline responders are trained to support victims of hate crime and work with the UK Government to end conversion therapy in Scotland.

In addition, we would work with community representatives to develop a targeted approach to tackling poverty amongst ethnic minorities and take forward work to tackle poor health outcomes amongst ethnic minority groups.

No one should be denied opportunities or held back from succeeding due to their race, sexuality, gender, religion or disability. We are committed to embedding the removal of barriers into all our policies and promoting equality within our party.



Anas Sarwar MSP

Leader of the Scottish Labour Party

Congratulations to the Edinburgh and Lothians Regional Equality Council on another year of crucial and effective work to tackle prejudice. Scottish Labour stand side by side in the fight to end prejudice in all its forms.

Tackling racism and promoting equality are at the heart of our manifesto for May's election and Scottish Labour MSPs will make sure they run through everything we do. We want to focus on what unites us, not what divides us, and deliver a national recovery plan so we can build a fairer and stronger Scotland together.



At the centre of this is a jobs recovery plan that tackles the inequality that currently exists in our economy and works for everyone including our diverse minority communities. And we will work across all policy areas, including housing, employment, education, safety and the digital divide, taking preventative action to reduce inequalities

Ehtisham Ullah Khan DL (Shami Khan)

Vice Chair

Welcome to ELREC's 2020-2021 Annual Report, a year goes by so fast and it certainly has been a good one for ELREC.

Firstly in regards to staffing, some changes, Jackie and Anna left ELREC due to the end of the funding period for our Young People Against Hate project in September 2019 and Hannah left to focus on her post graduate work but I want to thank them on behalf of ELREC for being part of the team and doing such amazing work. And we wish you all the best for the future.

Mitra's project Bright Choices came to an end in May 2019 so she was redeployed to the Open Arms project which works with women in Edinburgh who are facing isolation and loneliness and engage them via various activities, classes and workshops.

We also welcomed a new admin staff, Franciele in November 2019, welcome to the team.

A year of changes and new challenges but that's inevitable, but all the projects are doing well and ELREC has always welcome volunteers and this year was no not an exception. We had many volunteers this year who joined us on our projects as well as took part in other activities and events.

I want to thank all our funders and partners for your continuous support.

Chief Supt Sean Scott Divisional Commander, Edinburgh

Over the past 12 months, my officers and staff have worked tirelessly to support the collective effort to tackle coronavirus and save lives. Against the backdrop of these unprecedented times the continued partnership with ELREC, their staff and key partners has been a constant source of encouragement.

Promoting diversity across the Capital and celebrating all cultures within our communities has never been more important and remains a priority for Edinburgh Division. Our focus on hate crime is

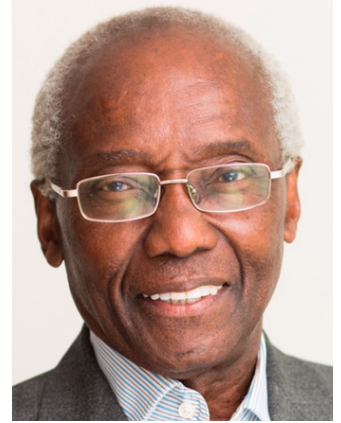
unwavering. We continue to work in conjunction with our partners to highlight its effects and strengthen our response at a time when communities find themselves under the increased strain of the pandemic.

Our partnership with ELREC is key to protecting the most vulnerable in our society, eliminating discrimination and encouraging inclusion within our communities. I welcome the continued support of ELREC and our other key partners over the next 12 months as we support the Capital through the easing of lockdown restrictions and return to a semblance of normality.



Prof. Sir Geoff Palmer OBE, Honorary President of ELREC

The last year has been associated with large changes. The sad killing of George Floyd and the Covid-19 pandemic have influenced many of these changes. I extend sincere sympathy to all those who have suffered and thank those, such as NHS staff, who have helped to reduce this suffering. I had the honour and privilege to speak at a Black Lives Matter event in Edinburgh in 2020. The people that attended supported the fight against racism and I referred to the Henry Dundas statue which stands in St Andrew Square in Edinburgh. I stated that statues should not be toppled, they should carry plaques which state the truth. The 200 years old plaque



on Henry Dundas' statue did not state the truth as regards his involvement in prolonging the abolition of the slave trade (1792 to 1807). Also, when I was asked what the public could do about reducing racism, I said that when faced with racism, it should be called out and rejected.

Soon after the Black Lives Matter event in Edinburgh, Edinburgh Council reconvened the Dundas plaque committee and a new narrative was produced for the statue of Henry Dundas. For the first time in 200 years, the evil deeds of powerful politician Dundas in prolonging the abolition of the slave trade were recorded on the plaque that would be attached to this statue. Various pro-Dundas people have made invalid complaints against the new narrative but in March 2021 the Council confirmed the new narrative for Dundas' plaque. This narrative outlines his role in "gradually" abolishing the slave trade. "Gradually" really meant an 'indefinite delay' in order to maintain the profits from the slave trade and the enslavement of African people. The new plaque will commemorate the sufferings of the millions of Black African people who were made property (chattel slaves) by British law. As a result, slave owners were given £20m then (about £17b now) as compensation for 'their property' when the slaves were emancipated in 1833. Many people in Edinburgh received compensation for their West India (Caribbean) slaves. Sir John Gladstone from Leith, the father of William Gladstone, the Prime Minister, received about £83m in today's money for his slaves. ELREC is located on Forth Street in Edinburgh and two addresses on Forth Street received slavery compensation money.

Dundas was not only a slaver; he was also President of the Board of Control. He controlled the East India Company which made profits for Britain at the expense of Asian people. It is astonishing that the pro-Dundas people who have criticised the Council and I, as regards the new plaque, supplied no valid evidence to support their complaints. This kind of racist attitude to our history must change. Their attitudes confirm why the truth should be placed on the plaques of historical objects. Such plaques educate the public and will help to remove prejudices which sustain racism. As an extension of this work on slaver Dundas' plaque, I had the great honour of accepting to chair a new Edinburgh Slavery & Colonisation Review for Edinburgh Council; a new Empire, Slavery & Scotland's Museums Steering Group and a new Historical Review Steering Group of Edinburgh University. It is hoped that the outcomes of these activities will educate children and adults about our history and will improve inclusion and remove racism.

See BBC 1, [Antiques Road Show programme](#) (4/4/2021): Professor Sir Geoff Palmer's comments on Henry Dundas' "gradual" abolition of the slave trade and the indifferent public's response at the time. Articles (6/4/2021) in the [Edinburgh Evening News](#) and [The Scotsman](#) regarding Professor Sir Geoff Palmer's comments on the Antiques Road Show (4/4/2021).

Cllr Carl John, Treasurer

Dear Members, as you will be aware the year 2021 has been a year like no other that I have lived thru. Being over 70 years old and having underlying health issues I have been in isolation for over a year now with only a few outings to my local health centre and trips into the ERI and Western General Hospitals delivering and picking up my wife who has been undergoing cancer operations.

I like many have been able to keep in touch with ELREC thru social messaging and technology and can't wait to get back into our office in Forth Street to be able to play a full role again.

I have looked over the books and once again I am amazed to find we are achieving an increasing amount of project work on less money and thanks must go to our hard working and loyal staff and my fellow board members.

When things return to closer to normal I know that ELREC has many new initiatives that are the pipeline to make 2021/2022 a time to remember not least helping with many ideas out in West Lothian so West Lothian can play a fuller part in the good works that we do.

I send my regards to all out members and staff and I am happy to put my name to agreeing our accounts. Keep safe, Carl.



Rajnish Singh, Company Secretary

Another year completed for ELREC but the year turned out to be an unforgettable one for all the wrong reasons. It all started around our last AGM which had to be rescheduled and moved to online and we have to hold this one again online due to the same reason – never expected that it would last so long and still continuing. The impact of the pandemic on the entire world is huge and long lasting but we have seen that the disadvantaged ones were hit hardest. Therefore, the organisations like ELREC becomes much more relevant, to help address the issue related to inequalities and racism with much more vigour.

I am proud of the way ELREC has reacted to the situation and actively participated in a number of initiatives, to address the impact of poverty & hunger, through its food items distribution, and raised racism & bullying issues whenever required. It supported the government initiatives throughout the year in whatever form possible with the latest being promoting the vaccination programme amongst different ethnic minority communities. I would take this opportunity to extend a big thank you to all the staff and volunteers who helped ELREC in fulfilling its objectives effectively. I am also grateful for all my fellow board members to steer the organisation through this challenging time.

Would urge everyone to please continue to follow the applicable guidelines and help keep yourself and your surroundings safe. Best wishes for a better future for ELREC and everyone associated with it.





Police Update

As you will know our Equality and Diversity team at the Prevention, Intervention and Partnerships Team carry out a wide range of work in relation to hate crimes and in the supporting people who have been the victims of hate crime in Edinburgh. Our team monitor all recorded hate crimes and incidents in Edinburgh every morning and ensure that contact is made with every victim, to offer advice and guidance from an E&D officer, along with the offer of referral or signposting to appropriate support service or partner organisation. This work transcends all protected groups and in some cases ELREC staff have been able to offer that assistance.

Much work has been carried out in recent weeks, further to our last update. This has revolved around supporting families who have been victims of race-related anti-social behaviour and the provision of inputs and training to partners and stakeholders in relation to hate crime.

We became aware of a family in the north of the city who have been victims of racially motivated anti-social behaviour. The support from an E&D officer, along with community officers, quickly instigated a multi-agency meeting which has resulted in a high level of support being put in place and actions carried out, which has provided reassurance to the family and addressed the problem, thereby having a positive impact on their quality of life.

Following a hate crime input delivered to the Thrive Edinburgh network, the issue of hate crime perpetrated towards the Gypsy Traveller community was raised. Following this our team have delivered Third Party Reporting training to MECOPP staff in an effort to raise awareness of hate crime within the community and to provide encouragement and accessibility of reporting to those who have been the victims of crime. Our team will be providing ongoing support to MECOPP to maximise the awareness of this facility and provide advice and guidance. Following this training our officers facilitated an input from the Gypsy Traveller Liaison Procurator Fiscal Depute to staff from MECOPP. This was aimed at addressing queries around the processes of the criminal justice system and the potential outcomes following a court case.

During the course of the COVID-19 pandemic we have provided significant focus on our Chinese and South East Asian communities, raising awareness of hate crime and offering support. This saw the emergence of a valuable partnership with East and Southeast Asian Scotland (ESAS). The culmination of this new partnership saw members of the group being trained in Third Party Reporting which, although Edinburgh based, has provided a national mechanism for members of the community to report hate crimes and incidents.

An officer from the department has recently provided an input to the Syrian Refugee Men's Group in Edinburgh and has also been on touch with a representative from the Sudanese community with the intention to provide an input on hate crime.

Our team facilitated several question and answer sessions with staff and young people connected to LGBT Youth Scotland. This was highly successful and was replicated with groups supporting young people with learning disabilities. This has allowed young people from our communities to speak with police officers in an informal setting and allow them to set the agenda and lead the conversation. This is intended to break down barriers, build confidence and trust, raise awareness of hate crime and encourage reporting.

We are proud to announce that we are the first division within Police Scotland to sign up to the LGBT Charter, facilitated by LGBT Youth Scotland. Over the next 12-18 months we will be working towards achieving the charter award and will keep you updated on any significant work that may be of interest.

Our team recently visited Craighour Park Primary School to meet with their newly formed Equalities Group. We were shown round the school and the surrounding area by pupils involved in the group and have confirmed dates for hate crime inputs to be delivered to their P5, p6 and p7 pupils in May.

As you may know, we have community officers throughout the city who are designated single points of contact for places of worship. These officers have been engaging with mosques during Ramadan ensuring that the offer of support and guidance has been made.

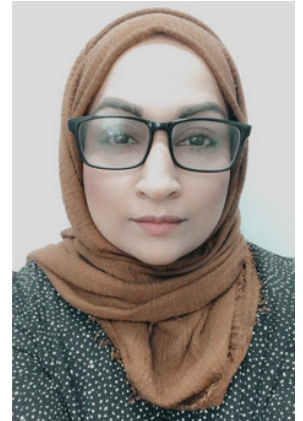
Looking forward, we have plans in place for more third party reporting training, hate crime awareness inputs and will be commencing our work on the LGBT Charter which we will tell you more about on our next update. We are also excited about joining in Upmo student workshops, meeting adults with learning disabilities and autism.

Parveen Ishaq

Manager

The 2019-2020 financial year was another productive, challenging, and successful one for ELREC. There were six ongoing projects this year, Communities for Conservation, True Colours, Equalities Engagement, Bright Choices, Open Arms and Young People against Hate.

However, the Bright Choices project funding ended in May 2019 and Young People against Hate project came to an end in September 2019. Both projects did very well, and we hope to secure future work in similar areas due to the success and demand for this work.



With the end of two projects and other changes, three staff members left this year, and one staff member redeployed in ELREC. We welcomed a new admin staff member in November 2019 with a 52-week contract.

ELREC received a grant for £2,000 from Edinburgh Airport for office maintenance, the funds were used to for new flooring. ELREC's support and advice service run by volunteers had 42 queries between April 2019 and March 2020. The queries were on housing, discrimination, legal matters, and benefits advice.

During the year we worked with many partner organisations and groups on issues of hate crimes, awareness sessions and public events. We continue to host many volunteers over the year working on our projects, helping with events, gaining skills and experience.

Throughout the year we have been supported in our work by the generosity of the Voluntary Action Fund/Impact Funding Partners, the Scottish Government, the Climate Challenge Fund, the Robertson Trust, Community Jobs Scotland, Aspiring Communities Fund (The Lottery), Peoples Postcode Lottery, Edinburgh Airport, and other Trusts and Foundations.

Communities for Conservation

Funded by the Scottish Government's Climate Challenge Fund until March 2022, 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. Activities included home energy visits, cycling classes, cycle rides, a bike library, food growing workshops, climate change workshops and training and community events to mainstream climate action.



Energy Advice

With increasing demands from families and local organizations such as Multi Cultural Family Base, Shakti Women's Aid, Feniks, Health All Around, Vivid Accounts, Edinburgh Council and West Lothian Council resettlement officers, Change works, Citrus, Citizens Advice and community organizations, 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 affecting 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. During our activities we discuss the environmental cost of driving and encourage people to cycle for commuting by advising on where to buy second hand bikes, what to look for in a bike and bike routes.

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. We have worked with our eco-driving instructor to ensure that participants understand the link between consuming fuel and climate change. By building capacity, we expect to effect lasting behaviour changes in community members' commuting habits.

In October 2019, we were awarded the Cycling Friendly Employer with support from The Bike Station demonstrating our commitment to increase levels of cycling and walking for transport and leisure.



Bike Library

During the project, we lent Ebikes to 29 participants and standard bikes to 23 participants. The free loans lasted for up to three weeks for Ebikes or 2 months for standard bikes. When requested, we advised participants on what to look for when buying a bike and helped participants make a purchasing decision on several occasions. Edinburgh ABC kindly donated two bikes to us. In November 2018, we received £6,553.40 from the Energy Saving Trust's Ebikes grant fund of to purchase Ebikes and encourage the uptake of Ebikes in EM Communities. The 5 Ebikes have been very popular since. Thanks to the success of the 'EBikes for All' project, we received another grant £4,985 from the Ebikes Grant Fund for 4 extra Ebikes in March 2020.

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, organized 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.

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.

Awareness

To inspire climate action, we aimed to organize 4 large community events and 20 climate change sessions within EM communities over the duration of project. In 2018-19, we have organized 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.

Volunteering opportunities

We have recruited 52 volunteers, with volunteering being one of the key aspects of the project. Volunteers have helped the project tremendously as well as benefitting from it by developing skills and competences.

We also employed 5 project volunteers trained as cycle ride leaders. We were very proud when 3 volunteers credited ELREC for getting a job after their volunteering experience with us.

True Colours

TRUE (Tackling Racism, Uniting Everyone) Colours is a group founded by young people to challenge bullying and discrimination in Edinburgh. We want young people to have their voices heard and to promote a regime which addresses the important issues like bullying, discrimination, racism, homophobia, biphobia, transphobia and gender equality. Our aim is to raise awareness of human rights, equality and diversity in schools and communities in the Edinburgh & Lothians area. The project has a peer education program and

delivers workshops in schools, youth clubs and community centres. We provide young people with tools and skills to recognise and challenge bullying behaviour. Our workshops are on topics such as hate crime, racism & discrimination, cyberbullying, Equality Act 2010, LGBTI+, bi/transphobia, islamophobia, disability and gender representation. We organise events in schools and help young people and their schools to work towards awards.



Volunteering

Between March 2019 and March 2020, the project recruited and trained 22 volunteers. Our volunteers help to develop workshop content and to create workshop material. True Colours project welcomes volunteers from different backgrounds as well as work placement students and interns from all schools, colleges and universities. Until the Covid lockdown period in March 2020, the project took part in various community events, fresher's weeks, volunteer recruitment events and in career fairs to recruit volunteers. We also continuously advertise on Volunteer Edinburgh website. All volunteers take part in the peer education program to increase their awareness of prejudice based bullying. They can participate and help deliver our workshops and develop their skills for employability.



Workshops and peer education program

Over the last year, the group delivered 40 workshops in 5 schools and reached to over 700 young people. In addition to the sessions in mainstream schools, the we delivered activity group workshops for young people who attend in community centres and afterschool clubs. The creative output from young people who attended in our workshops are displayed in ELREC offices and on True Colours project social media.

Funding

True Colours Project is being funded by the Scottish Government through Inspiring Scotland (former Impact Funding Partners, former Voluntary Action Fund). The project has been awarded with an additional 15 months of funding from June 2020 till Sept2021 through Promoting Equality and Cohesion Fund.

No Hate Network

This project is created based on "Peer-based learning". It is also inspired by the success of a European funded project in Portugal, MOVIMENTO CONTRA O DISCURSO DE ÓDIO (Movement Against Hate Speech).

The projects main objective is to combat prejudice and hate. Expression of hate encompasses all forms of expression which propagate, incite, promote or justify any form of intolerance-based hatred.



We know that internet gives us the ability to create, publish, distribute and consume content thus providing a space for complete participation, commitment and free personal expression. With the development of social networks we can all participate in cyberspace in many different ways, from permanent contact with our friends and developing new contacts to sharing content and exploring our ability to express ourselves. This online space gives us

new opportunities such as joining with others in causes we want to engage in and care about.

But we can also be victims and agents of human rights abuses and violations, including hate speech in various formats and cyberbullying.

The online world nevertheless has values. Hate speech, as such, is not a new subject, but its online dimension and the potential damage it can cause to relationships and communities gives us a reason to act!

No Hate Network project aims to tackle online hate speech. Young people create social media posts to challenge the arguments that fuel hate speech.



Uber

Funded by the Uber Moving Forward Grants Programme, administered by Foundation Scotland

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: Body Maintenance classes, Cooking and Healthy Eating sessions, arts and crafts classes, Squash courses, Women's Health workshops and Free Style song and Dance.

We have made formal and informal partnerships and collaborations with a range of organizations including Scottish Squash Association, Projekt 42, Herriot Watt University, Strathclyde University, Sustrans, SACRO, Foundation Scotland, Pilton Community Health Project.



In 2019, through Open Arms at ELREC we have continued with the provision of services for the women including Squash, gym memberships, counselling/ one to one support, talks and workshops based on different topics, and a film club. These were the primary activities undertaken last year.

This year has been incredibly rewarding and challenging. One of the biggest successes that we did not anticipate was the Squash sessions. This was one of the services that was not based on the suggestion or direction of the Open Arms women. The original pilot session was meant to test the waters and see how the women responded and the overwhelming positive reaction was a huge shock to me. Therefore, we are formalized our Partnership with the Scottish Squash Association and are aiming to offer a more structured and consistent Open Arms Squash experience. 62 beneficiaries have participated this year as well as 10 volunteers.

Equalities Engagement

Equality Engagement project has delivered number of activities which aims to increase participation and representation of BME communities in the public life and the democratic process.

Over the period of 2019 and 2020, the project has facilitated activities across the four Lothians local authorities. Diversity in Public Life project has carried out a mentoring program named Public Life Champion (PLC). One-to-one support provided to the scheme participants, who are interested to make progression into various level of public life. The project has supported to 32 BME individual, all are from BME communities, who enrolled into the PLC scheme. Half of them are BME women.



We have hosted series of engagement events, workshops, training sessions, information stalls, awareness meetings, presentation at the party branch meeting and outreach in collaboration with other government agencies and key stakeholders i.e. political parties. In total, 11 of the events hosted over the period, in collaboration with other agencies.

We have carried out awareness raising campaign, BME communities Voter registration drop-in surgery, community events across the Lothians ahead of UK General Election took place on 12 December 2019 and European Election took place in 23rd May 2019. We have promoted hustings events, polling information and other useful information among the BME community to increase their engagement with these democratic events.

Over the month of September – October 2019, the community council election took place in Edinburgh council. Our project has undertaken intensive promotion and awareness raising activities to increase involvement of BME communities within the community councils. We have directly supported BME candidates with their nominations process onto community council election via events and workshops. We have hosted an event: Diversity in Community Council in partnership with the Leith Links Community Council on 18 Sept 2019. Around 25 prospective candidates from BME community were attended to the event. By the end of the election process, 18 community councilors from BME community were duly elected in Edinburgh



The joint diversity networking event took place in Wester Hailes job centre on 24 July 2019 and at the Leith Job centre on 23 October 2019. Key theme of these events was increase employability and build up networking. We have supported with the promotion of diversity recruitment initiatives run by public agencies, police Scotland and Scottish Government. One to one support was given to the PLC scheme members those who participated with these programs.

Over the period, we have disseminated public appointment vacancies among the BME communities and provided support with the relevant information, advice, and signpost. We have also promoted vacancies from the Scottish Parliament, employments at the office of the MP and MSPs and political parties.

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. We have provided support out PLC members those who took part on politics day event run by MSPs at the Scottish Parliament.

Overall, throughout the events, campaign, promotional activities, we have reached over 700 BME individuals in relation to equality engagement project activities. Our joint work carried

out with Midlothian Peoples Equality Group (MPEG) and West Lothian Race Forum, Electoral Commission, Local councils, and many other agencies.

Past Projects

Young People Against Hate

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 sessions with peer educators who now support hate crime awareness sessions as well as develop programs, attend promotion sessions.

Since the project started, we have trained 12 peer educators, 7 the whom have found employment We have now delivered 130 session each with an empathy element. We have delivered sessions to 1231 young people. The project ended September 2019.

Bright Choices

Bright Choices started to operate in Edinburgh in June 2015 with funding from the Big Lottery for four years until the 30th 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 'Honor Abuse' or 'Honor-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 organizations, the NHS, community organizations, community members and the City of Edinburgh Council.

Hate Crime Midlothian

The Hate Crime has created awareness and training project for young people, youth workers and teachers. The project was youth focused, and it involved recruiting young people and youth worker volunteers from Midlothian to help other young people develop greater awareness about the effects of Hate Crime.

Routes to Roots

The project aimed to explore the intertwining shared heritage of Scottish and diverse communities and mainstream the histories of minority ethnic communities in Edinburgh and the Lothians. The project was working mainly with the South Asian, African, Polish, Spanish and Chinese communities.

Youth Zone

Was a space created for all young people in Edinburgh with different cultural backgrounds who were looking for employment, higher education, or volunteering opportunities. The project provided support and advice every step of the way in: improving, developing or perfecting employment skills (communication, critical thinking, confidence or self-esteem), learning how to improve your CV, learning what to do and not to do at a job and much more.

EDINBURGH AND LOTHIAN REGIONAL EQUALITY COUNCIL LIMITED

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2020

Current financial year

	Notes	Unrestricted funds 2020 £	Restricted funds 2020 £	Total 2020 £	Total 2019 £
Income from:					
Donations and legacies	2	810	-	810	5,545
Charitable activities	3	8,332	281,038	289,370	331,826
Investments	4	12	-	12	7
Total income		9,154	281,038	290,192	337,378
Expenditure on:					
Charitable activities	5	56,088	216,519	272,607	313,450
Net (outgoing)/incoming resources before transfers		(46,934)	64,519	17,585	23,928
Gross transfers between funds		281,763	(281,763)	-	-
Net income/(expenditure) for the year/ Net incoming/(outgoing) resources		234,829	(217,244)	17,585	23,928
Other recognised gains and losses					
Actuarial gain on defined benefit pension schemes	18	1,011	-	1,011	8,716
Net movement in funds		235,840	(217,244)	18,596	32,644
Fund balances at 1 April 2019		(224,648)	231,774	7,126	(25,518)
Fund balances at 31 March 2020		11,192	14,530	25,722	7,126

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 LOTHIAN REGIONAL EQUALITY COUNCIL LIMITED

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2020

Prior financial year

	Notes	Unrestricted funds 2019 £	Restricted funds 2019 £	Total 2019 £
Income from:				
Donations and legacies	2	5,545	-	5,545
Charitable activities	3	33,242	298,584	331,826
Investments	4	7	-	7
Total income		38,794	298,584	337,378
Expenditure on:				
Charitable activities	5	87,363	226,087	313,450
Net (outgoing)/incoming resources before transfers		(48,569)	72,497	23,928
Gross transfers between funds		(3,509)	3,509	-
Net income/(expenditure) for the year/ Net incoming/(outgoing) resources		(52,078)	76,006	23,928
Other recognised gains and losses				
Actuarial gain on defined benefit pension schemes	18	8,716	-	8,716
Net movement in funds		(43,362)	76,006	32,644
Fund balances at 1 April 2018		(181,286)	155,768	(25,518)
Fund balances at 31 March 2019		(224,648)	231,774	7,126

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 LOTHIAN REGIONAL EQUALITY COUNCIL LIMITED

BALANCE SHEET

AS AT 31 MARCH 2020

	Notes	2020		2019	
		£	£	£	£
Fixed assets					
Tangible assets	9		3,915		5,220
Current assets					
Debtors	10	8,131		1,333	
Cash at bank and in hand		49,766		40,136	
		<u>57,897</u>		<u>41,469</u>	
Creditors: amounts falling due within one year	11	<u>(7,943)</u>		<u>(6,651)</u>	
Net current assets			<u>49,954</u>		<u>34,818</u>
Total assets less current liabilities			<u>53,869</u>		<u>40,038</u>
Provisions for liabilities	12		<u>(28,147)</u>		<u>(32,912)</u>
Net assets			<u>25,722</u>		<u>7,126</u>
Income funds					
Restricted funds	13		14,530		231,774
Unrestricted funds	14		11,192		(224,648)
			<u>25,722</u>		<u>7,126</u>

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 2020.

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 7 December 2020

Mr F Choudhury M.B.E
Trustee

Company Registration No. SC183419

EDINBURGH AND LOTHIAN REGIONAL EQUALITY COUNCIL LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2020

13 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.

Following a review of the restricted funds, historical costs borne by the unrestricted fund during previous years were identified and, upon completion of these projects, balances have been transferred back to the unrestricted fund.

Current year	Movement in funds				Balance at 31 March 2020 £
	Balance at 1 April 2019 £	Incoming resources £	Resources expended £	Transfers £	
Edinburgh Equality	14,988	25,000	(17,665)	(22,323)	-
Young People Against Hate	10,216	30,790	(18,964)	(22,042)	-
True Colours	22,289	20,000	(15,460)	(26,829)	-
Edinburgh Climate Festival	6,382	6,806	(15,051)	1,863	-
Santander	1,400	-	-	(1,400)	-
Forestry Commission	2,398	-	-	(2,398)	-
Cycling for Scotland	1,841	-	-	(1,841)	-
Bright Choices	66,283	27,798	(8,532)	(85,549)	-
Your Network	4,413	-	-	(4,413)	-
Cycling UK	1,739	-	-	(1,739)	-
Climate Change Foundation	41,845	101,564	(97,501)	(45,908)	-
Routes to Roots	28,385	-	-	(28,385)	-
VAF Micro Grant	449	-	-	(449)	-
No Hate Here	1,410	-	-	(1,410)	-
Hate Crime	588	-	-	(588)	-
Eurodesk	6,432	2,316	(194)	-	8,554
Open Arms	19,764	46,347	(28,711)	(37,400)	-
Support & Advice	952	-	-	(952)	-
SCVO	-	10,735	(10,209)	-	526
Edinburgh Garden Partners	-	2,750	(2,280)	-	470
Edinburgh Airport	-	2,000	(1,852)	-	148
Foundation Scotland	-	4,932	(100)	-	4,832
	<u>231,774</u>	<u>281,038</u>	<u>(216,519)</u>	<u>(281,763)</u>	<u>14,530</u>

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!



A huge thank you to all volunteers that contributed to ELREC in the last months.

Your involvement in ELREC is very much appreciated.

We are very proud and grateful to have you in our organisation.

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 (2019-2020)

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: Shahid Riaz, Irshad Ahmed, Rana Shams

Honorary Patron: Rt. Hon Frank Ross, Lord Provost

Honorary President: Prof Sir Geoff Palmer DSc OBE

Staff Members (2019-2020)

Project Lead Officer/Fundraiser: Parveen Ishaq

Administrator: Franciele Sobierai

Finance Officer: Adrian Barbasumpu

Equalities Engagement Project Coordinator: Mizan Rahman

Support and Advice: Parveen Ishaq

True Colours and No Hate Network Project Coordinator: Didem Kaner Ural

Open Arms Project Coordinator: Mitra Rostami

Communities for Conservation Project Coordinator: Jean-Matthieu Gaunand

Link Officers: Ewelina Lukaszek, David Tai, Diline Abushaban, Verena Aedo, Fahmida Huczewska

Current Staff Members

Project Lead Officer/Fundraiser: Parveen Ishaq

Administrator: Franciele Sobierai

Finance Officer: Adrian Barbasumpu

Equalities Engagement Project Coordinator: Mizan Rahman

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True Colours and No Hate Network Project Coordinator: Didem Kaner Ural

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Link Officers: Ewelina Lukaszek, David Tai, Diline Abushaban, Verena Aedo, Fahmida Huczewska

Board of Directors



Foyso Choudhury MBE
Chair



Shami Khan DL
Vice Chair



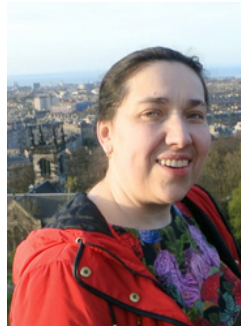
Cllr Carl John
Treasurer



Honorary Members



Rajnish Singh
Company Secretary



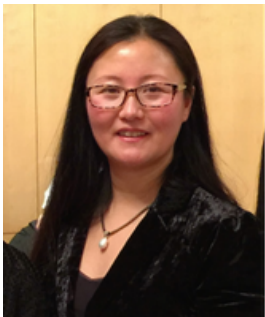
Irina Lazarenko
Convenor- Finance and
General Purposes
Subcommittee



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



Mr Irshad Ahmed
Board Member



Prof Sir Geoff Palmer DSc OBE
Honorary President



Shahid Riaz
Board Member



Rana Shams
Board Member

Contact us

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Charity Number: SC007896
Company Number: SC183419



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Our Funders



EUROPE & SCOTLAND
European Regional Development Fund
Investing in a Smart, Sustainable and Inclusive Future