
Edinburgh & Lothians
Regional Equality Council



ANNUAL REPORT 2021-2022



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 MSP, The Chair

Time really is flying by and it's that time of the year again, ELREC AGM 2020/2021.

Majority of this year was still under Covid and Lockdown restrictions, so we like many organisations, continued to adapt our activities and projects. I also want to take a moment to reflect on this year, many things happened, many lives changed but we all continued to work together and strive and, in some cases, thrived. So well done to everyone, our national services, agencies, and organisations who kept the country going.



This year ELREC had four existing projects, Communities for Conservation, True Colours, Equalities Engagement, and Open Arms. However due to the pandemic and changing needs of our local communities, ELREC designed and carried out further three small projects aimed at meeting the needs around Food poverty, digital poverty, and information dissemination specific to BAME communities but aimed at all.

During this year, ELREC supported schools with issues around Racism, and worked with communities and Police to tackle issues of unsocial neighbour behaviours and racial abuse in certain parts of Edinburgh. There will always be new problems and challenges, but we must work together to tackle these and ensure our communities are safe and inclusive. I want to take this opportunity to Thank all our funders for supporting our work and providing these opportunities for us to serve the needs of local people.

Sincerely,

Foyso! Choudhury MBE

Azra Sharif-Qayyum
Co-Chair

I have been Co chairing this year to help the Chair and his other commitments. 2020-2021 was a busy one for ELREC, we managed to secure new covid specific small projects as well as various fundings to help the organisation meet the covid rules and safe working guidelines such as safe distance measures, extra hygiene etc. We were also able to upgrade the office IT equipment and donate the old equipment to local groups or recycle.



There has also been some maintenance work done on the office premises with new flooring and heating system.

The organisation has been running smoothly this year despite the new challenges, so well done to everyone.

Ehtisham Ullah Khan DL (Shami Khan)
Vice Chair

I welcome you to ELREC's 2021-2022 Annual Report, it's been a very busy one for the organisation despite a national lockdown. So let me start my thanking all the staff present and ones who have recently left, for all their hard work and efforts during this year. Regarding staffing, there were no changes in 2020-2021, we had 4 existing projects and 3 covid specific projects.



This was the first year of the lockdown, so ELREC dealt with Covid specific work mainly relating to food poverty, digital poverty, and mis information on Covid and lockdown restrictions. We were able to get small grants for this work to support the local communities. During this year, staff was mainly working from home, so all staff were made aware of the new guidelines and best practices to continue working safely.

*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

“During my time as Lord Provost I have aimed to promote social inclusion across our city and beyond. I have always felt that everyone should feel a sense of belonging to their community, that our diversity should be celebrated, and that we each have the opportunity to play a part in our great city. The One City Trust, of which I am President, is based upon ‘community foundation’, giving people and organisations a means to reach across divides and support those who are excluded from the community. Everyone in Edinburgh should have the opportunity to participate in civic life and I believe this should include influence over the decisions made about their city.



“The pandemic has dramatically affected everyone’s lives over the past two years and as we continue to face some uncertainty as we look to the tear ahead we must remain proud of what we’ve achieved while we remain resilient, continuing to support our family, friends, neighbours and communities as we face the challenges that still lie ahead.

“The input of Edinburgh’s interfaith groups has remained central to this and in this, the final months of my time as Lord Provost I would like to take this opportunity to thank all ELREC staff, its board members and volunteers for all their hard work over the past five years and wish them all the very best for the future.”

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



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.

Hate crime.
Report it to stop it.



If you have been subjected to any form of hate crime and need help reporting it, please contact ELREC and a member of our staff can help you do this.

Prof. Sir Geoff Palmer OBE, Honorary President of ELREC

I was very honoured to have been appointed the chair of a new independent steering group that will recommend how Scotland's existing and future museum collections can better recognise and represent a more accurate portrayal of the nation's colonial and slavery history.

*The steering group, which is sponsored by the Scottish Government and co-ordinated by Museums Galleries Scotland, forms part of the recently launched *Empire, Slavery & Scotland's Museums: Addressing Our Colonial Legacy* project.*

"The outcome of the activities of our steering group, will be to enable museums to use their collections to give an accurate account of Scotland's involvement in slavery and colonialism. This new educational resource will improve race and community relations within our diverse society."

The steering group line-up has been selected to be diverse in its membership and representative of relevant expertise and community interests spanning museums, equalities and rights, and education. ELREC has also been a part of this work.

The Scottish Government unveiled plans to implement change within the country's museum collections in last month's 2020-21 Programme for Government. Museums Galleries Scotland will co-ordinate a national consultation, in collaboration with Glasgow Life, to compile and collate the perspectives of public and experts alike.

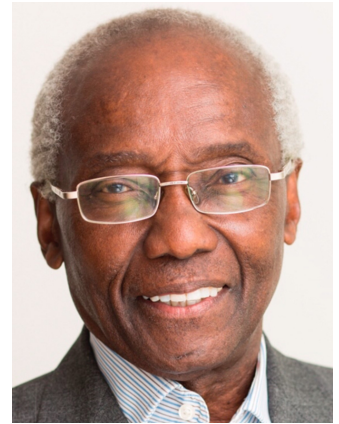
"Scotland's museum sector is increasingly vocal in its commitment to use collections to acknowledge and confront Scotland's role in slavery and colonialism, and the social, economic, and cultural impacts of it," says Lucy Casot, CEO of Museums Galleries Scotland.

"We look forward to the recommendations from the steering group, which will deepen our learning so we can further support museums to challenge and critically interrogate their own practices and collections."

Once the process is at an end in 2021, the steering group will make recommendations to the Scottish Government on how museum collections and spaces be used to explore slavery and colonialism.

Equalities minister Christina McKelvie says the consultation is an important step in recognising the "indelible contribution" to the nation made by "those who came to Scotland through the slave trade and empire, and their descendants".

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

Firstly, I would like to Thank our local communities for coming together to keep our country and cities moving, especially the NHS staff. I, like many others was glad to see the easing of measures and getting back to the 'new' normality. Again, this year, I continued to work from home mainly but look forward to attending in person soon. Our last AGM was online, but it's been nice to stay informed via digital ways as it's been another busy one for ELREC.

I know that we did various covid specific projects in 2020/2021 with various small funds but again, a lot was achieved, not to mention the impact it had on so many lives.

Finance team have done well in keeping the reserves topped up. I was also able to sign off the Accounts on behalf of the company. I send my best regards to the staff and volunteers for all their hard work and time.



Rajnish Singh, Company Secretary

Another year completed for ELREC but the last one year has seen so many positive changes in terms of world slowly and steadily getting back to normal. Year 2022 has given us great hopes in terms of world getting out of the two year plus of pandemic. With the focus on vaccination around the world, we are getting ready to live with Covid virus, with UK being one of the leading players in it.

I am proud of the work ELREC did during the times of pandemic and now. I am hopeful that key people within Scottish decision making bodies took the notice and would extend more meaningful support to ELREC in expanding its reach in addressing the inequalities and discrimination within the wider society. 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.

I am looking forward to the in-person AGM after two years and hope we will never be forced to go back to other ways. Best wishes for a better future for ELREC and everyone associated with it.



Police Update



Police Scotland has continued to meet the needs of our communities during a demanding and difficult period for the people of Scotland. Understanding the views and priorities of Scotland's diverse communities is fundamental to how Police Scotland responds to the needs of the public. Our public engagement activities help us improve how we deliver our policing services in local communities, ensuring they are accessible for everyone. Our 2021-2022 campaigns:

Hate Crime

Police Scotland takes hate crime very seriously. We will take appropriate action and do everything we can to bring those responsible to justice.

Everyone in Scotland has rights that protect them from hate crime. Whether you live in Scotland, are here to work, or are visiting Scotland, you are protected by law from hate crime. This includes if you are currently seeking asylum or refugee status.

If English is not your first language, we will seek the assistance of an interpreter/BSL interpreter for you. This is to help you give us your report in your first language.

We want you to feel safe and comfortable when speaking to us. Where possible we will arrange to speak with you at a place you feel comfortable. You can also have a support person present.

Labour Exploitation

Labour exploitation is a form of modern slavery and it's happening today all over Scotland.

The motivation for offenders is financial gain, regardless of the human cost to victims.

Any business can be affected, although those with high ongoing or seasonal labour needs will always be at higher risk. It's the responsibility of owners, managers and employees to make sure their business does not become involved in the exploitation of people, either intentionally or through poor practice.

Our brand new End Labour Exploitation microsite explains everything you need to know about labour exploitation, including the ways people are exploited, recognising the signs, how to ensure your business is not part of the problem and ways to get help if you are a victim.

Police Scotland saw a 135% increase in labour exploitation case referrals in 2019.

We can all help to #EndLabourExploitation by staying alert and knowing what to look out for.

Get Consent

Our Get Consent 2021 campaign focuses on sex and consent within relationships. Being in any form of relationship, whether it's a first date or long-term partnership, does not give you the right to sex without consent.

We are committed to supporting victims of rape and sexual crime regardless of when the incident happened. We have specially trained officers who are here to help and support you.

We work closely with partners to provide a service that meets the needs of victims and to encourage victims of rape and sexual crimes to report offences.

Call Police Scotland on 101 or contact the Rape Crisis Scotland National Helpline on 08088 01 03 02 (daily 6pm-12 midnight). In an emergency always call 999.

Disability Hate Crime

1 in 5 people in Scotland identify as having a disability but only 4% of reported hate crime is disability hate crime. We know that it's under-reported. Our #DontTolerateHate campaign encourages both victims and witnesses to report all incidents and help stamp out disability hate crime.

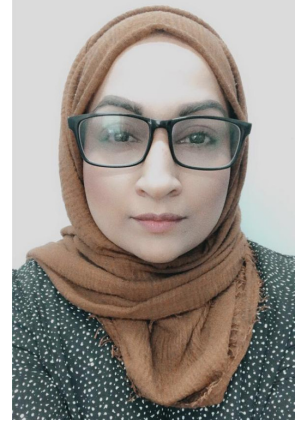
Child Sexual Abuse

Help us to keep children safe and protect them from harm. Learn about the signs to look for that suggest a young person might be experiencing abuse online, how to get help and how to report any concerns you have.

We continued to host and support many volunteers and university placements both within the UK and overseas. 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, Community Jobs Scotland, Aspiring Communities Fund (The Lottery), Peoples Postcode Lottery, Leith Decides, Foundation Scotland/Wellbeing Fund, Connecting Scotland and other Trusts and Foundations.

Parveen Ishaq

Manager



2020-2021 financial year was slightly different due to the lockdown and pandemic starting in March 2020. ELREC had four existing projects, Communities for Conservation, True Colours, Equalities Engagement, and Open Arms. For most of if not all of 2020 and 2021, staff worked from home which meant our projects had to be adapted slightly. Our workshops had to be done online but not all of them were suitable to be digitalised. It has been a challenging year to say the least. But we were able to secure small amounts of funding for Covid specific projects to meet the needs of our local communities during this difficult time.

We started a food project in June 2020 thanks to funding from Leith Decides. The objective of this project was to provide food boxes to BAME families living in Edinburgh in need of food support due to the challenges of the pandemic for example, job losses, furlough not meeting the family's needs, children home full time or generally unable to purchase extra food.

During the lockdown we received many enquiries from BAME communities asking for help with devices since schooling, exams, socializing and everything else had been digitalised. Many families had one device per household which wasn't sufficient to meet their needs. As a result, we made a grant to Connecting Scotland and were able to secure and provide 85 devices to families in need in Edinburgh.

Finally, we were also able to secure a grant from the wellbeing fund for a small project to provide accessible information to minority communities in Edinburgh and Lothians in relation to the Covid-19 pandemic. This included information on health and safety, national and local regulations and measure, and available support services. The main target groups were people from migrant and refugee background with no or low English language abilities living in Edinburgh and Lothians.

Global response plans for COVID-19 identified risk communication and community engagement as a priority. That requires all respondents to communicate effectively with communities, counter misinformation, and make sure people can hold them accountable.

In other work, ELREC was able to support some schools with tackling racism, these included both public and private schools. We provided guidance and feedback on their proposals as well as diversity and equality trainings. We also hope to provide kickstart placements for young people aged 16-24 with work experience lasting 6 months with many opportunities within the projects as well as creating new ones. We continued to host and support many volunteers and university placements both within the UK and overseas. 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, Community Jobs Scotland, Aspiring Communities Fund (The Lottery), Peoples Postcode Lottery, Leith Decides, Foundation Scotland/Wellbeing Fund, Connecting Scotland 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.



Partnership:

Our significant partners included: The Royal Botanic Garden with whom we organised bi-weekly online food growing educational sessions. Home Energy Scotland to whom we refer clients to the Warmer Home Scotland scheme as well as to their other programs. The Citizens Advice Bureau with whom we work closely for energy-related issues. Edinburgh College with whom we run a community garden. Iqra Academy Mosque which hosts one of our community gardens. Many other community groups and organisations with whom we deliver workshops, activities and events.

Energy Advice

With the lockdown, we conducted most audits over the phone, zoom or WhatsApp. We followed HES's lead in terms of delivering home visits and following a risk assessment. Home energy visits: Our 5 community link officers helped over 155 South Asian, African, Chinese, Spanish and Polish to save energy at home with:

- Switching to a cheaper and green energy supplier. Reviewing energy contracts 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, EON 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. Signposting to relevant agencies.
- Thermal Imaging to see heat loss spots and cold spots in the house, and how to reduce heat loss Renewable energy advice

We helped BAME families to get 5 installations of 5 combi-boilers and 32 radiators at no cost under the Warmer Home Scotland scheme. A total of 26 BAME families were assisted in switching to green suppliers saving a total of £4,968. 61 BAME families were referred to Home Energy Scotland. 36 BAME families were referred to other agencies for further support, such as MCFB, Chai, Changeworks, money matters, ELREC's food support, Shakti Women's Aid etc.

Food Growing:

A big part of our project consists in running 6 community gardens in Granton, Milton Road (in partnership with the Edinburgh College), Wester Hailes (in partnership with the Whale Arts Centre), in Iqra Academy, Drumbrae and at the Royal Botanic Garden. We also offered

veggie garden visits as a result of which 48 BAME families started growing food at home.

Bike Library

Bike Library:

We now have 19 ebikes and 15 normal bikes. All bikes are lent out, and the waiting list is growing. In total, we lent 78 ebikes and 14 bikes to members of the BAME communities. 122 participants signed our Low Carbon Transport pledge.

Sewing repair service:

Our sewing repair service offers clothing repair and alteration services on a donation basis. 14 people used the service to repair 30 items, including coats, dresses, trousers, tops, jackets, jumpers, shirts and jeans.



Waste

On average, 7,000 kilograms were donated and saved from landfills. In January 2021, ELREC purchased an electric van, thanks to the Communities Climate Asset Fund, to deliver service users and reduce its carbon emissions. Outcome This year has been incredibly rewarding and challenging for us. Throughout the year, ELREC provided on average 35 to 60 food parcels per week. Around 180 people were helped on a weekly basis. Over 2,000 parcels have been delivered to vulnerable people living in Leith and Edinburgh.



Food Support

The lockdown and Covid 19 have been particularly difficult on many BAME, low income and isolated families in Edinburgh. In order to help these families in need, in June 2020, ELREC started a food project to help bridge the gap between BAME people and food poverty and access to free food services such as food banks. This came about after ELREC was contacted by many community members asking for food support due to job losses, furlough, redundancies, and benefits income not being sufficient to live on for many families and children being at home full time. The Food Support Project distributed food parcels to the community, especially to disadvantaged BAME people. The food parcels were tailored to attend their needs with items like rice, lentil, halal meat, milk, eggs, fresh fruits, and vegetables. When requested, nappies, and formula milk were also provided.





Others:

We have received £10K from the National Lottery Fund's Awards for All for the Edinburgh Climate Festival. We have agreed with the funders that the fund can be spent in 2021. ELREC has received 222,525 EUR funding for the SOMRA Erasmus + funding for 2 years. SOMRA is a project to encourage green entrepreneurship across Europe and will fall under the umbrella of Communities for Conservation. 6/11/20: SOMRA warm-up meeting. SOMRA is a project to encourage green entrepreneurship across Europe and will fall under the umbrella of Communities for Conservation. 9/12/20 and 10/12/20: SOMRA kick-off meeting

Volunteering opportunities

The work was utterly volunteer led, and these included ELREC staff, board members and our other volunteers who gave up their time to help us deliver this project. Over the project, we have worked with approximately 30 volunteers, they helped design and deliver all the activities, and this project could not have succeeded without them. With varying tasks, volunteers helped with box organising, pickups of food, delivering food parcels, fundraising, and attending service users. In addition to this, ELREC has partnered with Unity, who helped deliver the parcels to families who could not collect them.



True Colours

TRUE Colours project 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.



Volunteers and Student placements

More than 10 volunteers were recruited and we hosted work placement students from different universities. Our volunteers and interns came from different faiths, colours, genders and backgrounds.

The volunteers and student interns benefitted from different trainings, learning opportunities and skills; workshop facilitating, social media marketing & public speaking. All this helped in reducing barriers in their future careers and job hunting. They also contributed to some of our workshops, sharing their own perspectives on discrimination and supported in tackling the issue more effectively amongst the young people.

Workshops, events and resources by the project

More than 10 online workshops were delivered which helped in tackling hate crime by raising awareness and understanding amongst young people, these workshops were with high school students mainly Drummond High.

10 face-to-face workshops on different topics were delivered to students at The Mary Erskine High school. Those were on different topics including Islamophobia, Cultural awareness, stereotypes and Immigration. This benefitted in raising awareness on these issues amongst 230 students as well as the teachers who attended those sessions gave feedback that they were benefitted from these sessions and made them aware of many issues that they did not have enough knowledge about. This means that those teachers will pass this to more students and will help in a lasting impact in tackling hate crime and raising more compassion and understanding amongst young people.

A couple of online workshops on gender inequalities and how sexism is a form of discrimination were delivered to refugee girls attending a group at Multicultural Family Base. The project also delivered different workshops and online events that tackled different types of discrimination including islamophobia, cultural awareness and immigration. Those empowered young people to speak up about their experiences and made them feel at ease to express who they are.

The project produced an anti-bullying toolkit which aims to reduce discrimination through raising awareness on bullying and prejudice bullying in particular. This was shared widely and will help in raising awareness about the issue and in reducing discrimination against young people who are from the protective characteristics. The toolkit also has a few strategies in tackling bullying those help in empowering young people feel more in control if ever faced any kind of bullying.

In November 2021 the project marked the Anti-Bullying Week with an online event which was organised in partnership with Children in Scotland & Respect me. We had two guest speakers; Katie Ferguson the director of Respect me and Billy Anderson who shared Children in Scotland's work on Bullying & Additional Support for Learning. The event was attended by young people from different ages and by a few teachers. It helped in raising awareness about the wider definition of Bullying, ways of tackling it and the services available for young people and schools that support to challenge this issue and empower young people.



The TRUE Colours Anti-Bullying research covers the topic of bullying and associated behaviour, produced in collaboration with schools across the Edinburgh. Its aim is to provide teachers and students with the tools to tackle and raise awareness about bullying behaviour in schools.

Please download: [True colours Anti bullying toolkit updated](#)

Equalities Engagement (Diversity in Public Life) and BAME-RECAP

Equalities Engagement/ Diversity in Public Life

It was the final year of the Equalities Engagement (EE) project funded by the Scottish Government. The funding of the project ended in October 2021.

Over the reporting period, significant tasks were carried out under the PLC (Public Life Scheme), mainly one-to-one mentoring support. We have supported members of the PLC scheme who are interested in becoming a councillor candidate at the Local authority election 2022. The project has supported 05 BME candidates who enrolled their candidacy with the major political parties across Edinburgh and Lothian.

We have supported BME candidates to enrol on the Police Scotland recruitment campaign under the positive action initiative. Information about recruitment events has been circulated, and one to one support has been given to register for the event.

The diversity in public life project has actively worked in promoting the Scottish Government Graduate Development Programme among the BME candidates. We have supported interested candidates from the BME community in applying to this program.

We have undertaken a particular campaign to raise awareness among the BME communities on public sector recruitment and public appointments. We have provided support in the application process to our PLC members who applied for those posts. Information circulated across the different networks via email networks and social media. We have also promoted vacancies in the Scottish Parliament and employment opportunities at the office of the MP and MSPs, and political parties.

We have facilitated a number of workshops and coaching sessions on various themes such as public speaking, confidence building and the council election nomination process. A significant amount of promotional work has been carried out to raise awareness among the BME communities about registering to vote prior to the oncoming Scottish Local Authority election. One to one support has been given to the BME individual about voter registration and change of details in the electoral roll during the support and advice sessions.

Over the last two years, the EE project has been challenging because of Covid 19 lockdown.

Most of the work under this project has been delivered remotely. Members of the BME community living across Edinburgh and Lothian, who were key beneficiaries of the EE project, has badly affected by the coronavirus.

In addition to the regular delivery of the project activities, we have also delivered support and advice services over the reporting period. It has been beneficial for the BME people living across the area. We have directly supported 137 families over the reporting period until October 2021.

BAME-RECAP (Restoring the Livelihoods of BAME Communities Affected by the COVID-19 Pandemic)

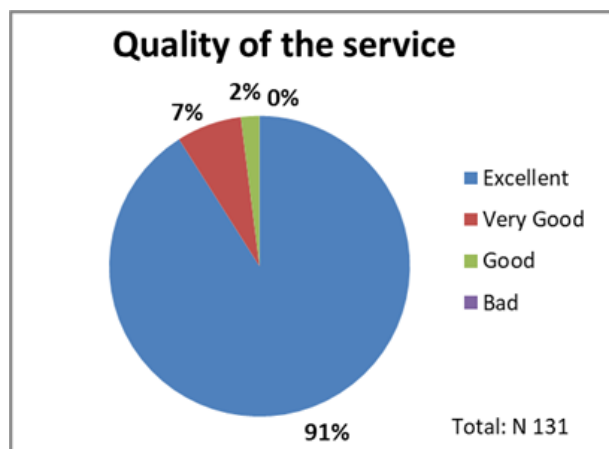


Figure 1 : BAME-RECAP Project Launch (ELREC, Oct 2021)

ELREC launched a new project in Sept 2021 to support people from BAME communities affected by Covid-19. The BAME RECAP has been working towards restoring the livelihoods of BAME communities affected by the COVID-19 pandemic in Edinburgh and the Lothian.

The project is supported by the Global Majority Fund and financed by Comic Relief in partnership with the National Emergencies Trust (NET). In Scotland, CRER is an Intermediary Partner for the funder.

Since September 2021, the BAME-RECAP has delivered among the BME communities affected by the pandemic. It has proven an excellent demand for the services provided under this project.



Support and advice surgery:

The key service under the RECAP project was the weekly support and advice surgery. The surgery aims to help the Covid victim families from the BME background access critical public services they require to restore their livelihoods aftermath of the pandemic.



Over the period September 2021 and March 2022, we hosted 21 surgeries, where 141 BME individuals took direct support. Types of help and advice provided during the multilingual surgeries, such as below:

- Accessing Vaccine Proof
- Booking of Vaccine Appointment
- Most recent Covid update about travelling
- Benefit and income maximization
- Jobs and Self-employment
- Housing and essential council services
- Applying for the Self-isolation grant and Council's Crisis Grant
- Providing information for EU migrants about rights and entitlement
- Signposting and referral (Foodbank, Legal Services & Energy etc.)

Male Physical activity group

In February 2021, a BME Male physical activity group set up the project. By the end of March 2022, four sessions of Badminton sports have taken place at Royston Wardieburn Community Centre. About 15 BME male participants attended the badminton workshop every Tuesday afternoon, and it has enabled an opportunity for physical activities for the local BME males.

NRFP Support

Under the RECAP project, support has been given to the 03 families who have Home Office NRFP (no recourse to public fund) status on their immigration status. Various advice and information were provided to them about covid, and support was also given to access their immigration solicitors.

Open Arms Champions of Health

Project overview

In May 2021, the vital second round of funding for our most impactful Open Arms project, by The National Lottery Community Fund, enabled us to improve and carry on with providing our wellbeing support services to migrant women in our community for another two years.



We made a pledge to actively involve our service users, use their feedback to shape and adapt our activities, and all together, make a synergy to help us be healthier, happier, and also stronger against coronavirus. We have also been keen to facilitate the integration of our women into British society by providing activities for them within a non-formal, non-classroom environment, to assist English language learning. We have been particularly proud for doing this together with our women who have eventually been recognised as "Champions of Health".



Open Arms service

The service officially started in May 2021 and will continue until April 2023. Our women have had free access to the following regular activities:

1. Exercise classes including Body Maintenance, Calorie Burner, Yoga, Face yoga, and Qigong/Tai Chi (Online)
2. Upcycle arts & crafts workshops (online and in-person)
3. Pain relief class (online)
4. Health forums (online)
5. English classes (online)
6. Sewing club (in-person)
7. Socialising events (in-person get-togethers)
8. Reflexology (individual treatment) sessions

We have also offered the following activities on a one-off or short-term basis:

- Cooking (online)
- Bread making (in-person)
- Mental health discussion (online)
- Skin health and care (online and in-person)
- Multicultural cooking (kit posted) (in partnership with Feniks and Pilmeny Project) (online)
- Multicultural Art (kit posted) (in partnership with Feniks and Pilmeny Project) (online)

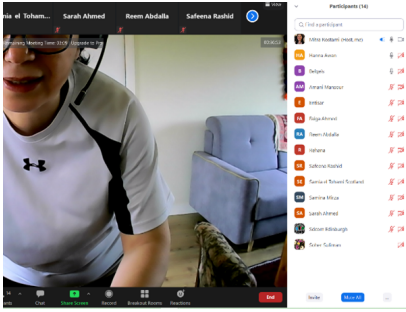


Figure 1. Body Maintenance Exercise

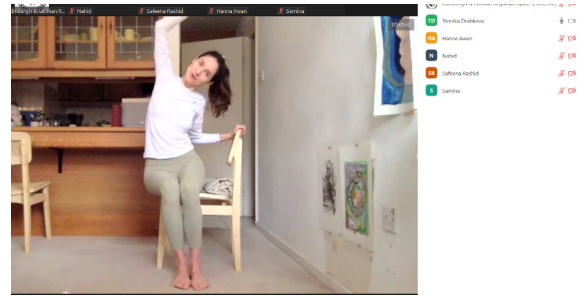


Figure 2. Yoga class



Figure 3. Socialising. Rewarding Champions



Figure 4. Thai Chi/Qigong Class

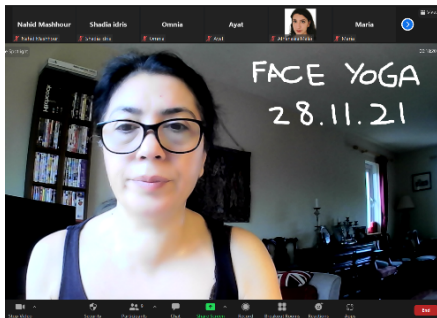


Figure 5. Online Face Yoga class



Figure 6. Online English class



Figure 7. Socialising- Bread Making



Figure 8. Upcycle craft workshop

Open Arms service-users

To this date, we have registered 96 women and over 100 women have used our funded activities.

The most prominent feature and significant development in our new project compared to the previous run is the active involvement of the service-users in shaping the service and their strive in becoming champions of health. As we promised, we are happy to have been able to recognise 10 of our clients achieving that title and being rewarded by us. In the "Case Study" part, you can find out more about their journeys with us in their own words.

Delivery

The mode of delivery has mainly been online. We made sure that our clients had no barrier in accessing online activities. We did this by acquiring a matching fund from the Scottish refugee council and purchasing 25 electronic tablets, so far, 19 of which have been allocated to clients who needed a device. We also offered 2 hours of one-to-one in-person training to each client who received a tablet to make sure they can use the device.

However, in line with the national actions and measures regarding the low level of threat of Coronavirus, we started moving our activities to in-person settings. We have done this gradually since December 2021, while having a pause in January and February 2022 due to the surge of infection rates of Omicron variant. Since March 2022, with the help of the grant raise we thankfully received from the NLCF, we organised more in-person activities by renting rooms of suitable sizes from venue providers in Edinburgh and invited our women to socialise, participate in an activity, and have lunch together.

Removing barriers

We have provided our activities on a variety of online platforms, considering the health and safety of our clients. We made sure the online provision is accessible to all the service users. Based on the results of a survey we conducted in May 2020, we estimated between 20 to 25% of our women might not have access to suitable electronic devices. Therefore, we did forward planning and successfully secured funds to provide our service users with electronic devices and one-to-one digital training as the preparatory phase before the kick-off of the service.

The service-users role in the run of the service

We have recruited professionals from BME communities, on paid as well as volunteering basis, to run some of our activities. Our yoga class, upcycle craft workshops, exercise classes, and sewing club has been run by people from migrant and refugee backgrounds. Furthermore, amongst the women who registered as service-users initially, we have 10 who have taken up more proactive roles and have eventually helped with the delivery of the service in many areas including transferring their artistic skills through workshops, helping out at events, cooking and sharing food, sharing their personal items with the others, helping with translations, outreach and referrals, and offering help with the run of the face-to-face activities. We have recognised the proactivity and extra efforts of those members with the "Champions of Health" titles and material rewards.

Open Arms Service-Users Testimonials

"I am so grateful to have had the chance to join open arms. It's a good way to connect with other ladies and do lots of interesting things that are focused on a healthy lifestyle. My mum attends the online classes and this has been a hugely positive addition to her life. The group helped us a lot through lockdown because it was a way of connecting with the outside world and keeping active. I hope more people will be able to take advantage of the services offered. "

S. R. one of the champions

"Open Arms project is a great project that I heard about from a friend so I joined the project's What's App group and I'm glad I did as it really has made a huge difference and has taken some of the stress and strain away from me, especially during the pandemic. I take part in the body maintenance and face yoga classes which is a great way to maintain my physical and mental health, just checking the what's app group every day to read all the positive messages and keep in touch with the other ladies gives me a real boost in my day as well as taking part in all the gatherings or any other opportunities. Mitra is a wonderful and inspiring lady, I cannot thank her enough for all her advice and support"

R. S.

"I am S. E., I have been with Open Arms for a while now. The beginning was with body maintenance exercises, which was really a first step on the ladder of so many other things that did follow.

I am terminally ill, but the support and help from Open Arms seem endless.

I participated in so many projects that really helped me physically and mentally to get over my illness and get involved with other ladies, with whom I have now a good relationship. Also, getting into different workshops physical activities to cookery classes has really helped to enjoy different aspects of skills in me I wasn't aware of, building my confidence and having a completely different style.

On the other hand, we get offered nice treats like massage or face yoga sessions and so many different things. Mitra has gone the extra mile with such lively and lovely ladies-only activities that for sure have made a difference in all of us."

SOMRA, our European Funded Project



SOMRA – Supporting meaningful Occupations for low-qualified Migrants, Refugees, and Asylum seekers using the Green Entrepreneurship Model is a new Erasmus+ project [Project number: 2020-1-UK01-KA204-079165] that offers an innovative approach to tackle two major challenges of the 21st century, namely climate change and refugee crises, by engaging refugees, asylum seekers and migrants in meaningful occupations that transform them into environment role models with a sustainable impact in their new and previous home. The main idea of the SOMRA approach is to enable these main target groups to become true factors of change that influence positive environmental habits that are first established on a local and regional level, and eventually beyond the borders of the EU.

To achieve these aims, the SOMRA consortium will develop three main intellectual outputs:

- The SOMRA Holistic Study Report (IO1)
- The SOMRA Green Entrepreneurship Model (IO2)
- The SOMRA Green Entrepreneurship Training (IO3)

For our Intellectual Outputs please visit our website and social media.

THE CONSORTIUM

The project is developed by six partners from six different EU countries:

- Edinburgh and Lothians Regional Equality Council Limited (UK)
- Verein Auxilium (Austria)
- The Rural Hub CLG (Ireland)
- INNOVENTUM OY (Finland)
- PLAYSOLUTIONS (Portugal)
- CARDET – CENTRE FOR ADVANCEMENT OF RESEARCH AND DEVELOPMENT IN EDUCATIONAL TECHNOLOGY (Cyprus)

THE SOMRA GREEN ENTREPRENEURSHIP TRAINING

The consortium is currently developing the SOMRA Green Entrepreneurship Training which aims to foster environmental competences as well as green entrepreneurship and civic competences of migrants, refugees, and asylum seekers. The training focuses on how current and local/regional environmental issues can be identified and solved in an innovative and cost-effective way as well as necessary skills for successful green entrepreneurship in NGOs. The training also aspires to foster relevant competences of the target group with the aim to enhance their employability potential as they gain localised experiences that can be transferred and validated in a broad manner.

The SOMRA Training is a blended-learning training, combining face-to-face lessons and online self-directed learning activities.

ELREC’s contribution to the training course has been the development of 3 training modules, equivalent to 9 hours of face-to-face, and 4.5 hours of self-learning time. The modules include how to set up an NGO in the UK, Green lifestyle, collaboration, and community building. The training modules has been designed and developed for in-person, as well as online platforms. The in-person version has been complemented with a trainer’s handbook.

SOMRA INDUCTION TRAINING, GRAZ, AUSTRIA

This SOMRA Induction Training was held in Graz, Austria, in February (23-25) 2022. At the training were staff from all the consortia. The main objective was to prepare the project partners for the implementation of the testing phases in their respective partner countries and with the imminent target group of migrants, refugees and asylum seekers. During this event, partners tested learning activities, exchanged professional and didactic know-how as well as best practice strategies for getting and keeping the target group of low-qualified migrants, refugees and asylum seekers engaged in the training activities. The participants also provided valuable feedback on the SOMRA Green Entrepreneurship training. The event had 3 full days of training.



NEXT STEPS...

In the following weeks, we will host SOMRA partners for the 4th transnational partners meeting on the 20th of June. Also, ELREC will organise an event, “Handmade Stories” and host the partners in the Refugee Festival Scotland event in Edinburgh, June, 21st.

HOW TO FIND US

Visit our website:
<https://somra.eu/>

Follow our Facebook page:
<https://www.facebook.com/SOMRAEU/>

Follow our Instagram page:
<https://www.instagram.com/somraeu/>



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 of whom have found employment. We have now delivered 130 sessions 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.

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.

EDINBURGH AND LoTHIANS REGIONAL EQUALITY COUNCIL LIMITED

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2021

Current financial year

	Notes	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £	Total 2020 £
Income from:					
Donations and legacies	2	31,960	454	32,414	810
Charitable activities	3	5,043	278,092	283,135	289,370
Investments	4	11	-	11	12
Total income		37,014	278,546	315,560	290,192
Expenditure on:					
Charitable activities	5	50,145	216,410	266,555	272,607
Net (outgoing)/incoming resources before transfers		(13,131)	62,136	49,005	17,585
Gross transfers between funds	13	8,554	(8,554)	-	-
Net (expenditure)/income for the year/ Net (outgoing)/incoming resources		(4,577)	53,582	49,005	17,585
Other recognised gains and losses					
Actuarial (loss)/gain on defined benefit pension schemes	18	(1,154)	-	(1,154)	1,011
Net movement in funds		(5,731)	53,582	47,851	18,596
Fund balances at 1 April 2020		11,192	14,530	25,722	7,126
Fund balances at 31 March 2021		5,461	68,112	73,573	25,722

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 2021

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

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 2021

	Notes	2021		2020	
		£	£	£	£
Fixed assets					
Tangible assets	9		32,946		3,915
Current assets					
Debtors	10	10,157		8,131	
Cash at bank and in hand		75,382		49,766	
		85,539		57,897	
Creditors: amounts falling due within one year	11	(19,276)		(7,943)	
Net current assets			66,263		49,954
Total assets less current liabilities			99,209		53,869
Provisions for liabilities			(25,636)		(28,147)
Net assets			73,573		25,722
Income funds					
Restricted funds	13	68,112		14,530	
Unrestricted funds		5,461		11,192	
		73,573		25,722	

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 2021.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

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 29 March 2022

Cllr C John
Trustee



Company Registration No. SC183419

EDINBURGH AND LoTHIANS REGIONAL EQUALITY COUNCIL LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

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.

Current year	Movement in funds				Balance at 31 March 2021 £
	Balance at 1 April 2020 £	Incoming resources £	Resources expended £	Transfers £	
Equalities Engagement	-	25,000	(13,647)	-	11,353
True Colours	-	20,000	(16,091)	-	3,909
Cycling UK	-	2,000	(2,000)	-	-
Climate Challenge Fund	-	110,534	(95,742)	-	14,792
Eurodesk	8,554	-	-	(8,554)	-
Open Arms	-	33,669	(33,134)	-	535
SCVO	526	10,732	(11,258)	-	-
Edinburgh Garden Partners	470	-	(470)	-	-
Edinburgh Airport	148	-	(148)	-	-
Foundation Scotland	4,832	2,600	(2,394)	-	5,038
The Food Support Project	-	23,454	(12,920)	-	10,534
The Hunter Foundation	-	13,955	(13,186)	-	769
National Lottery Community Fund	-	10,000	(5,141)	-	4,859
The Energy Saving Trust	-	22,009	(5,686)	-	16,323
Scottish Refugee	-	4,593	(4,593)	-	-
	<u>14,530</u>	<u>278,546</u>	<u>(216,410)</u>	<u>(8,554)</u>	<u>68,112</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 (2020-2021)

Chair: Foyso Choudhury MBE

Co-Chair: Azra Sharif-Qayyum

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

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 (2020-2021)

Project Lead Officer/Fundraiser: Parveen Ishaq

Administrator: Franciele Sobierai

Finance Officer: Adrian Barbascumpa

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

Administrator Assistant (Kickstart): Basimah Nadeem

Finance Officer: Adrian Barbascumpa

Equalities Engagement Officer: Mizan Rahman

Support and Advice: Parveen Ishaq

Open Arms Project Coordinator and SOMRA: Mitra Rostami

True Colours: Diline Abushaban

Communities for Conservation Project Coordinator: Jean-Matthieu Gaunand

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

Marketing and Engagement Assistant: Iman Nadeem

Digital Champion (Kickstart): Hasan Alaiban

Digital Champion (Kickstart): Mohammad Alzaim

Digital Champion (Kickstart): Martha Ryrko

Volunteers Co-ordinator (Kickstart): Pryde Baxter

Project Assistant (Kickstarter): Medine Yaser

Project Assistant (Kickstart): Maria Raza

Project Assistant (Kickstart): Athanassia Malaj

IT Assistant (Kickstarter): Danyal Iqbal

Fundraising Assistant (Kickstart): Aidan Pinkerton



MANAGEMENT BOARD



Foysool Choudhury MBE MSP
Chair



Azra Sharif-Qayyum
Co-Chair



Shami Khan DL
Vice Chair

Honorary Members



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



Cllr Carl John
Treasurer



Rajnish Singh
Company Secretary



Irina Lazarenko
Board Member



Jessica Yang
Board Member



Magdalena Sajnaga
Board Member



Shahid Riaz
Board Member



Sir Geoff Palmer DSc OBE
Honorary President



Rana Shams
Board Member



Irshad Ahmed
Board Member

Contact us

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



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Our Funders



EUROPE & SCOTLAND
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