

**19<sup>th</sup> Board of Directors Meeting**  
**Wednesday 11<sup>th</sup> of February 2009 at 6pm**  
**Napiershall Street centre**  
**39 Napiershall Street, Glasgow, G20 6EZ**

**Attendance**

Bailie Hanzala Malik (HM), Dr Malcolm Green (MG), Brij Gandhi MBE (BG), Haji Munir, O S Jandu, Vince Chudy, O P Khanna MBE

**Observers**

Superintendent David Stewart (DS) (Strathclyde Police)  
Ms. Pauline Hallisam (East Dunbartonshire Council)  
Ms Fiona Millar (COPFS)

**In Attendance**

Mohammed Razaq, Michael Wilson (Minute Taker)

**Chair: Bailie Hanzala Malik**

**1. Apologies**

Bilal Ahmed, Harriette Campbell, Sharon Schlesinger

**2. Welcome**

Chair welcomed all those present to the 19<sup>th</sup> meeting of the WSREC Board of Directors

**3. Approval of previous minutes**

Minutes of the previous meeting on the 17<sup>th</sup> of December 2008 we accepted as true and accurate.

**4. Matters Arising**

None

**5. Reports**

**a. Chair**

Reported that the work of the Scottish Alliance of Regional Equality Councils (SAREC) continues to progress and currently a draft memorandum of association has been compiled but this document still requires to be reviewed

**b. Executive Director**

**1. Projects and Contracts**

Projects

All projects are on target to meet their individual outcomes.

1. Equality Advice and Information (EHRC funded to end of March 09)
2. Community to Community (C2C) project (RR&RI Funding Via SAREC 2008/11)
3. Good Community Relations Project (RR&RI Funding 2008/11)
4. Challenging Racist Behaviour and Attitudes (Glasgow CPP funded 2008/10)

### Contract

#### Diversity Services Contract 2008/10 -Crown Office and Procurator Fiscals Service Strathclyde

All contract outcomes are on target to be met by deadline

Meetings attended for the contract for 2008/09 are as follows:

- Friday 16<sup>th</sup> May Meeting with SP and JT- Gorbals
- Tuesday 27<sup>th</sup> May Interpreting and Translation Forum
- Tuesday 15<sup>th</sup> July meeting with Area PF's and Area BM
- Thursday 17<sup>th</sup> July Interpreting and Translation Forum
- Wednesday 27<sup>th</sup> August Strathclyde Diversity Forum (Chair)
- Thursday 23<sup>rd</sup> October meeting with Bill Comrie and C Briordan
- Wednesday 26 November Strathclyde Diversity Forum (Chair)

### **2. Strathclyde Fire and Rescue**

I am pleased to report that in the meeting between Neill Turnbull, Depute Chief Fire Officer and I on the 6<sup>th</sup> January 09 a secondment was agreed. It is hoped that secondment will be in place before the end of March 09

### **3. Robert Gordon University Aberdeen**

A meeting on the 6<sup>th</sup> January 09 with Dr John Love of the University culminated in agreement that WSREC would assist with a research project commissioned by NHS. This requires WSREC to assist with 2 focus groups and some 75 Questionnaires. The first of these focus groups took place on the 23<sup>rd</sup> January 09 and the second is due to take place February 17<sup>th</sup>.

### **4. WSREC/University of the West of Scotland**

The next Joint Racial Equality Course at the University began on the 4<sup>th</sup> February 09 new members of staff have started attending the course

### **5. Training**

Assisted Michael Wilson with a training session on Race Relations legislation provided to Deaf Connections (Wednesday 3<sup>rd</sup> December 08)

**6. Presentation at the University of the West of Scotland**

Provided presentation on 'Change Management' for the joint WSREC/ University of the West of Scotland (10 December 08)

**7. Training received/Attended**

InterAction Leadership Programme- British Council

Attended the first 3 days of this programme 12<sup>th</sup> to 14<sup>th</sup> November 08 in Falkirk and 4 days in Jordan where we were joined by Egyptian and Jordanian participants.

I have still to attend on the following days:

16<sup>th</sup>, 17<sup>th</sup> and 18<sup>th</sup> February 09

16<sup>th</sup>, 17<sup>th</sup> and 18<sup>th</sup> March 09

**8. Meetings/ events attended since the last Board of Directors meeting in October 2008**

Events attended

- Wednesday 3<sup>rd</sup> December 08 Reception by British Council at the Scottish Parliament for all participants on the various courses
- Friday January 09 CAB 70<sup>th</sup> Birthday celebrations
- Thursday 27<sup>th</sup> November Eastern Eye- Scottish Business Awards 2008

Meetings attended

- Monday 1<sup>st</sup> December 08 SAREC at ELREC Edinburgh.
- Tuesday 2<sup>nd</sup>, 5<sup>th</sup> and 9<sup>th</sup> Dec 08 GARA (HR)
- Thursday 11<sup>th</sup> December 08 Glasgow Race Equality Programme meeting
- Thursday 11<sup>th</sup> December 08 GARA meeting and AGM
- Friday 12<sup>th</sup> December 08 Casework meeting with Bridge Ghandi and others
- Wednesday 4<sup>th</sup> February 09 SAREC (I am also providing secretarial service to SAREC)
- Thursday 5<sup>th</sup> February 09 MARIM meeting
- Thursday 5<sup>th</sup> February 09 CAB meeting

**c. Partners & Strathclyde Police**

Superintendent David Stewart of Strathclyde Police delivered a presentation (handouts provided) on the current work of the Strathclyde Police in the field of equality and diversity. This presentation in particular highlighted the work being undertaken on by police forces on a national

level to combat terrorism and extremism. Also highlighted upon was the work of the Strathclyde Police Youth Engagement team and the partnership between Strathclyde Police and WSREC to complement the action plan for the Challenging Racist Behaviour & Attitudes strand of the Glasgow Race Equality Programme.

The following questions were taken on the presentation:

MG briefly spoke a recent meeting he had had with Assistant Chief Inspector John Neilson asked how the staff team of the Diversity Unit at Strathclyde Police were selected. DS responded that it is a section process where candidates obtain a position based on their experience.

Mr asked who sits on the diversity advisory board of the police. DS responded that the board was not for external (non-police associations) and was comprised of a number of associations including the Gay Police Officers Association and the Strathclyde Muslim Association.

MG asked if the police detailed their work in terms of equality and diversity in an Annual Report. DS responded that Strathclyde Police will be submitting a joint report to the diversity board.

Further to the content of the presentation where the CONTEST strategy and the PREVENT strand (preventing violent extremism with particular focus on Al-Qaeda style terrorism) HM offered that in terms of anti-terrorism the best intelligence can be obtained from communities and wanted to know how this will be taken forward. DS responded that this will be taken forward through good community policing but it would be helpful if support could be provided to the mosques and religious centres who may not be best equipped to challenge certain behaviour. In Glasgow the Youth Community Support Association has been identified by the Scottish Government for carrying out some initial work on the PREVENT strand.

HM mentioned that there is a forthcoming visit to Glasgow with fire officer from Lahore, Pakistan and would it be possible to arrange some training for police officers from Lahore is a similar visit was arranged. DS responded that he would welcome any offers of partnership.

MG thanked DS for attending and delivering the presentation which had been an agreed outcome of his recent meeting with Assistant Chief Inspector John Neilson and reiterated the importance of keeping communication open between WSREC and Strathclyde Police on their respective ongoing work.

## **ACTION POINTS**

- Members of the diversity recruitment team will attend a future meeting of the WSREC board.
- WSREC will assist in the dissemination of information for recruitment to Strathclyde Police.
- A copy of the end of year report to the diversity board is to be sent to WSREC
- WSREC to thank Assistant Chief Constable Neilson for meeting the request for a presentation from Strathclyde Police to the WSREC board.

**d. Sub Committee Reports**

- i. Social Work Issues: BG reported that WSREC was currently dealing with a case where a mother from a minority ethnic background is having difficulty in regaining custody of her children who are both in care. The mother is also concerned that while in care the cultural and religious needs of her children are not being met. BG advised that she would welcome support from other board members on moving this case forward. It was agreed that MG would be briefed on the background of the case to ascertain if he could assist.
- ii. Finance Committee  
A copy of the current variance statement was distributed for information. No questions on the figures shown were offered.
- iii. Miscellaneous  
MR advised that WSREC had been approached by an event management company headed by a former colleague who had proposed that they carry out a re-branding event for WSREC which would cost approx £18,000 with WSREC paying for 25% of this figure. HM felt that the company in question may not be developed enough to carry out such an exercise and WSREC will consider its options before carrying out an event on this scale.

**6. Social Enterprise**

MR advised that WSREC is currently seeking to establish part of its business as a self sufficient social enterprise. The Council for Ethnic Minority Voluntary Organisations (CEMVO) Scotland have offered to support WSREC in building a case for support which will culminate in WSREC applying to the Scottish Governments "Third Sector Enterprise Fund".

MG highlighted that MR will need to speak with Bushra Iqbal the staff member who services the Strategy Committee to ensure that the work of this committee reflects this move towards becoming a Social Enterprise.

The board agreed that this work of becoming a social enterprise can be taken forward.

## 7. Correspondence

	Received From	Subject
1	Ann McKechin MP & Phil Woolas MP	Eleven new bills outlined for the coming session of the UK Parliament.
2	TC Young Solicitors	New Rules for Board Members – Requirements for charities Incorporated as Companies.
3	First Travel	First's Approach to Racial Equality
4	Scottish Migrants Network	Networking Event to launch poster campaign and website - Nicola Sturgeon speaking - Wednesday 18 <sup>th</sup> February 2009, 5.15-6.30pm STUC Building, 333 Woodlands Road, G3 6NG
5	Equality & Human Rights Commission	Muslim Women Power List inaugural event – 24 <sup>th</sup> March 2009 in Manchester.
6	Equality & Human Rights Commission	Commission's Legal Strategy in Scotland. Opportunity to contribute.
7	Deaf Connections	Issues Around Forced Marriage for the Deaf BME Community – Event by Asian Deaf Club – 21/02/09 Poster attached.
8	East Ayrshire Council	Grant funding letter to be signed.
9	GCRP Project	Jordan would like to ask board members to fill in a simple questionnaire for his Civic project.

MR notified board members that as part of the civic participation strand of the Good Community Relations Project the project development officer, Jordan Martindale, has made up some questionnaires for board members to provide their stories of how they became involved in voluntary board work. This information will be used as a case study to encourage other to become involved in local civic structures. Questionnaires were distributed to board members present.

MR advised board members that as part of a current funding bid WSREC is urgently requiring up to date biographies from the Board of Directors. A previous attempt to obtain this information from board members drew only a few responses and Michael Wilson will be contacting board members for this information over the next couple of days.

**8. SAREC**

This item was covered both in reports of the Chair and the Executive Director

**9. Variance Statement – January 2009**

This item was covered under the report from the Finance Committee.

**10.A.O.C.B**

A strategic away day for WSREC staff and board members is being planned and board members will be contacted for advice on when they will be available. This will be an all day event which will take place in April 2009.

VC brought it to the attention of the board that a grievance was recently raised by a member of staff against new member of staff who has since subsequently resigned. VC wished to make the board aware that although the alleged perpetrator has left their employment before further action could be taken the grievance put forward was upheld.

DS wished to comment as an observer that there appears to be a number of opportunities for WSREC to branch out in its new role as a Regional Equality Council.

**11. Date & Time of Next Meeting**

**Monday 20<sup>th</sup> of April 2009 at 6pm at the WSREC Offices**

Brij Gandhi submitted her apologies ahead of this meeting.