

21st BOARD OF DIRECTORS MEETING

Tuesday 23rd of June 2009 at 6.00pm

At Napiershall Street Centre

39 Napiershall Street

Glasgow, G20 6EZ

DIRECTORS ONLY

1st Meeting after AGM

PRESENT

Board of Directors

Bailie Hanzala Malik, Vincent Chudy, O S Jandu,
Bilal Ahmed, Harriette Campbell, Brij Gandhi MBE,
Dr Malcolm Green, Haji Munir, Atif Naim, O P
Khanna, Rashid Hussain

Observers

This was a closed meeting and no observers were in attendance.

In attendance

Staff
Mohammed Razaq

Mohammed Razaq chaired the meeting for agenda items 1 and 2a thereafter Hanzala Malik the newly elected chair took over proceedings.

1. APOLOGIES

Sharon Schlesinger

2. ELECTION OF OFFICE BEARERS

a. Chair

Hanzala Malik elected – proposed by Mr Jandu and seconded by Brij Gandhi

b. Vice Chair

Dr Malcolm Green elected-proposed by- Hanzala Malik and seconded by Bilal Ahmed

c. Treasurer

Harriette Campbell elected- proposed by Hanzala Malik and seconded by Brij Gandhi

d. Company Secretary

Sharon Schlesinger elected- proposed by Hanzala Malik and seconded by Mr Jandu

3. CO-OPTIONS TO THE BOARD OF DIRECTORS

Chair informed the Board that there are 6 places available on the Board for co-options; this included 3 place not filled at the AGM through the election process.

The following were agreed as co-optees for 2009/10:

- Syed Jafri- proposed by Hanzala Malik and seconded by Brij Gandhi
- Stephani Mok- proposed by Hanzala Malik and seconded by Malcolm Green
- Rajender Aggarwal- proposed by Hanzala Malik and seconded by Mr Jandu
- Dr Cheif Merrouche a member of Algerian Community agreed in principal but require to ascertain if he was still wishing to come on board

4. FORMATION Of COMMITTEES

Chair briefly explained that he wished to reduce the committees to 5 plus the Membership Panel, formation of committees were agreed as follows: -

Personnel Committee

Vincent Chudy (Chair), O P Khanna, Haji M Munir, Harriette Campbell and Rashid Hussain

Finance Committee

Harriette Campbell (Chair), Vincent Chudy, Sharon Schlesinger Atif Naim, O S Jandu

Marketing & Training Committee

Dr Malcolm Green (Chair), O P Khanna, Rashid Hussain, Co-optee1 and Co-optee2

Strategy Committee

Sharon Schlesinger (Chair), Dr Malcolm Green, O S Jandu and Co-optee

Social Work Issues Committee

Brij Gandhi (Chair), O S Jandu, Sharon Schlesinger and Harriette Campbell

Membership Panel (3 Board Members and 3 Community Member Representatives)

O S Jandu (Chair), Atif Naim and Bilal Ahmed & Mr Mirza

Chair is by default member of all WSREC committees.

Chair stated that these committees had been put together bearing in mind of each individual's expertise. It was agreed that the co-optees would be allocated committee membership in consultation with chairs of the various committees.

5. Previous Minutes (20th Meeting of WSREC on 20th April 2009)

Agreed as correct

6. Matters Arising

Actions Points from last meeting

- **BI – to provide more info on Roshni/WSREC partnership**
MR reported that he was still working on this point and would report at the next meeting
- **HM/MR – to contact chairs of SAREC** (to ascertain if SAREC was consulted on the issue of research mentioned by Police report). HM apologies for not bringing information on this point but would make sure he reports at the next meeting
- **MR – Distribute Statistic Bulletin at AGM**: MR reported that the report was made available at WSREC's AGM as requested
- **FR – Add Mr Jandu as signatory for Cheques**: Mr reported this had been carried out and Mr Jandu was now a signatory for cheques.
- **MR – Charity Challenge – Email affiliated organisations**: MR reported this item was still to be carried out

7. LEGAL IMPLICATIONS FOR CHANGE OF WSREC VISION AND OBJECTIVES

MR reported that at WSREC's Board of Director and Staff 'AWAY DAY' the vision and objectives were discussed, new ones merged and agreed. To make the changes legally certain steps have to be taken to adopt the changes in Objectives and these are as follows:

1. WSREC Board of Directors to agree changes
2. Consent form for amendments to OSCR
3. Special General meeting of WSREC to agree changes
4. Officially have the change implemented from 1st September 09

Existing Objectives

The objects of the company shall be:

- to work towards the elimination of racial discrimination in the West of Scotland; and
- to promote equality of opportunity, and good relations, between people of different ethnic and religious groups living in the West of Scotland;
- to provide training towards the elimination of racial discrimination and the promotion of equality of opportunity and good relations between people of different ethnic and religious groups.

Revised Objectives

The objects of the company shall be:

- to work towards the elimination of discrimination in all of its forms in the West of Scotland.
- to reduce inequality and promote a culture of human rights
- to promote good community relations, between people of all communities living in the West of Scotland;
- to provide training towards the elimination of discrimination in all of its forms.

The revised objectives were agreed by the Directors also agreed was to take forward amendment in relation to recommendation from our solicitors TC Young (a requirement for Charities incorporated as Companies new rules for board members) Board of Directors 'conflict of Interest' regulations.

8. A.O.C.B

- GARA proposal

MR appraised the committee in relation to a proposal from GARA for a member of staff transferring to WSREC from August to March 2010.

GARA has to make compulsory redundancies as a result of a cap placed on its staffing budget.

Therefore it wishes to transfer one of its employees who is currently working part-time at GARA as a Strategy/Mainstreaming Officer and has a academic/policy/research background.

The proposal from GARA is that it would offer funds to WSREC to cover this individuals salary costs (including employer's NIC and pension costs) for the period August 2009 till March 2010 if WSREC would take him on as an employee.

GARA and WSREC would agree a joint work plan for the employee, which could largely involve doing a piece of work that would be a partnership effort between WSREC and GARA. GARA would pay the salary (and NIC/pension) costs on a three-monthly basis in advance.

After some deliberation it was agreed that the Executive Director continue negotiations and make necessary decisions for this to be taken forward, ensuring legal protection for WSREC

- Annual Accounts
OPK raised the issue of printed annual accounts being sent out to Board members, it was agreed that in future only the **one page summary** be sent out and the full accounts made available **only** on request.
- BG raised the issue about the social work case that she was dealing with. It was agreed that BG and the Chair HM would meet up after the meeting to discuss.

9. ACTION POINTS

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- HM – to contact chairs of SAREC (to ascertain if SAREC was consulted on the issue of research mentioned by Police report). HM apologies for not bringing information on this point but would make sure he reports at the next meeting
- MR – Charity Challenge – Email affiliated organisations: MR reported this item was still to be carried out

10. DATE AND TIME OF FUTURE MEETINGS

Wednesday 26th of August 09	at 6.00pm
Wednesday 28 th of October 2009	at 6.00pm
Wednesday 16 th of December 2009	at 6.00pm
Wednesday 10 th of February 2010	at 6.00pm
Monday 19 th of April 2010	at 6.00pm

All the above meetings will be held at the Napiershall Street Centre, Glasgow, G20 6EZ, unless otherwise communicated.