

**West of Scotland Regional Equality Council Ltd**  
**23<sup>rd</sup> Meeting of the Board of Directors**  
Wednesday 28<sup>th</sup> October 2009 at 6.00pm  
WSREC Offices, 39 Napierhall Street, Glasgow, G20 6EZ

**Minutes**

**Present**

**Board of Directors**

Hanzala Malik (Chair)  
Vince Chudy  
O S Jandu  
Sharon Schlesinger  
Haji Munir  
Atif Naim  
Malcolm Green  
Harriette Campbell  
Rashid Hussain  
Cherif Merrouche

**Observers**

John Service (COPFS)  
Brian Gibson (Strathclyde Police)

**In attendance**

Mohammed Razaq,  
Kenny Wong

**1. Apologies**

Bilal Ahmed, Stephani Mok, Rajender Aggarwal, Patricia Ferguson, Elaine Gerrard.

**2. Minutes of the previous meeting (26th Aug 2009)**

Rashid Hussain noted that his name did not appear in the apologies. MR noted this for amendment.

Previous minutes were approved

**3. Matters Arising**

- MR reported that Cherif Merrouche had attended the WSREC offices on the 11<sup>th</sup> November 2009 for an introduction on the organisations work and met the staff. Stephanie Mok was also due to visit but had to postpone because of work commitments. If any other board members wishes to visit WSREC to meet the staff and find out more about ongoing work/ projects then contact MR who will be more than happy to arrange.
- MR reported that no Board members had asked for a presentation at the board meeting there no arrangements had been made. This can still be organised for the next meeting.

SS suggested that the board ask the newest WSREC project to come and give a presentation at the next meeting.

- HM noted that we should ask the volunteer centre to come in and give the Board a presentation. So that we can to learn a bit more about volunteers and how to recruit more to assist the work of WSREC.

## 4. Reports

### a. Chair's Report

- HM reported on his visit to Grampian REC on their AGM recently and said that it was important to keep in contact and mix with the other RECs. This also applies to Board members and he encouraged other Board members to make some time and visit the other RECs to get to know them better.

### b. Executive Director's Report

#### 1. Projects and Contracts

##### Projects

##### 1. Community to Community (C2C)

##### 2. Good Community Relations Project

Interim monitoring reports were completed and forwarded to Volunteer Action Fund (VAF) on the 1<sup>st</sup> of October 09 before the deadline of 7<sup>th</sup> October 09 for the two Projects mentioned above funded through Race, Religion and Refugee Integration Fund (RR&RI).

##### 3. Challenging Racist Behaviour and Attitudes

The main Race Equality Programme will be wound down by the end of March 09, however, meetings are taking place with GCC/ CPP in relation to what strands of the programme could possibly be continued.

##### 4. Equality Advice and Information funded by the EHRC has come to an end in September 09.

##### 5. Roma Youth Project

I am happy to report that we have successfully recruited Katarina Simonovicova as Development Officer for this project and she started employment on Monday 19<sup>th</sup> October 09.

The project over 3 years will work at a community level with migrant Roma young people from Central and Eastern Europe living in Glasgow to address issues of isolation, deprivation and discrimination.

##### 6. Research work

I am pleased to report that the 1<sup>st</sup> piece of work by our Research Officer Vit Novotny is nearing completion draft reports have been circulated to organisations that had been consulted. The full report will be complete by Mid November 09

Work will commence on larger joint work with GARA on a research in relation to equality. WSREC's role will be to carry out literature review on Mainstreaming equality.

##### Contract

Diversity Services Contract 2008/10 - Crown Office and Procurator Fiscal Service Strathclyde. All contract outcomes are on target to be met by deadline of 27<sup>th</sup> April 2010

- Meetings attended
- Wednesday 26th August 09 Strathclyde Diversity Forum (Chair) and Interpreting Forum (Chair)

**2. Strathclyde Fire and Rescue - update (27/10/09)**

Further to my report last meeting I had a meeting with ACO Lewis Ramsay with Mr Smith and Elaine Gerrard present on Wed 21<sup>st</sup> October 09. ACO Ramsay reiterated the commitment made by his predecessor Neill Turnbull, Depute Chief Fire Officer to a secondment to WSREC and wished it to be a long term relationship which would benefit both organisations and the individual who was to undertake the work. It was discussed and agreed that liaison work would commence within 2/3 weeks which would eventually lay down the job description and guidance for a full secondment in March/April 2010.

**3. Black History Month 24/10/09**

Assisted staff with 'Taste of Africa' event as part of black History month in Renfrewshire partnership work between WSREC and Karibu. Good event with quite a large number of attendees (150-200) people of African ethnic origin. Very successful event with Cllr Liz Cameron Renfrewshire Council and WSREC's Chair Bailie Hanzala Malik providing the speeches.

**4. Funding**

a. Equality and Human Rights Commission (EHRC) 2009/12

We applied for priority one of the EHRC funding criteria (**Providing guidance, advice and advocacy services; infrastructure development and capacity building**). The 1<sup>st</sup> Stage application was completed sent to EHRC on Thursday 11<sup>th</sup> June 09

I have to report the we were unsuccessful in moving to the 2<sup>nd</sup> round

b. Social Enterprise

As reported in the last meeting we submitted our completed application on 1<sup>st</sup> October 09 to the Scottish Government for Scottish Enterprise funds.

A full business plan along with projected budget for 3 years was submitted with the application. A lot of hard work (including week-ends) was put in by staff to have this completed. Thanks goes to all staff in particular Michael Wilson.

**5. CEMVO - European Foundation for Quality Management (EFQM) 20/10/09**

I attended on behalf of WSREC to receive training on the above quality mark. It is hoped that WSREC will in 2010 be assisted in working towards obtaining level 1 of the model.

Background Information on the quality mark

**EFQM is widely used organizational framework in Europe and has become the basis for series of national and regional Quality Awards (the Excellence model is considered an over – arching framework that can be used alongside other tools and standards such as IIP).**

*Whilst Quality Awards are a focus for some users, the true measure of the EFQM Excellence Model's effectiveness is its use as a management discipline and organisational self- assessment.*

*The EQMF Excellence Model is a **practical tool** to help organizations to do this by measuring where they are on the path to Excellence, helping them understanding gaps; and stimulating solutions. It is applicable to organisation irrespective of size and structure, and sector.*

**6. Joint WSREC/ University of the West of Scotland course**

Final agreement has been reached with the SPS to provide the course in house at SPS College. The course will start in the first week of November 09. This will be the second time the course has been provided at the college for SPS staff.

**7. SAREC Strategic Development Officer recruitment/interview**

WSREC Chair and I assisted SAREC Panel of interviewers with shortlisting process and interviews on the 19<sup>th</sup> August and 3<sup>rd</sup> of September respectively at City Chambers.

**8. Glasgow Cultural Heritage Trust**

Provided Equality training to the trust with assistance of Magda Nieradko our development officer for C2C project.

**9. Training received/Attended**

- 9<sup>th</sup> September 09, VAF trainings on 'Analysing and reporting outcomes'.
- 26<sup>th</sup> October 09, VAF trainings on 'SAREC outcomes and Indicators'- Perth.

**10. Meetings/ events attended since the last Board meeting on 26<sup>th</sup> August 09**

Meetings attended

- Wednesday 26<sup>th</sup> August 09 WSREC Special + Ordinary meeting
- Thursday 27<sup>th</sup> August 09 GARA meeting- Business Plan
- Wednesday 2<sup>nd</sup> September 09 SAREC (VAF outcomes meeting) Perth
- Wednesday 16<sup>th</sup> September 09 Police advisory Support Group
- Wednesday 16<sup>th</sup> September 09 CAB AGM
- Tuesday 22<sup>nd</sup> September 09 SAREC Board meeting
- Wednesday 23<sup>rd</sup> September 09 Scottish Parliament Cross party Group on Equality
- Thursday 24<sup>th</sup> September 09 WSREC Strategy Committee
- Wednesday 30<sup>th</sup> September 09 'Scotland's future and EM Communities' conference
- Wednesday 28<sup>th</sup> July 09 Attended meeting in relation to the launch of COPFS interpreting DVD

**c. Partners Reports**

**Strathclyde Police**

BG said there was no specific report from the Police on this occasion. He invited any questions.

HM mentioned the upcoming demonstration from the 'Scottish Defence League' and suggested that the best thing to do was not to get involved and see how it pans out. BG noted that this would be the best idea and that the police will be monitoring before and during the event to ensure there is no trouble.

BG also noted that there was the potential of the group not even turning up at all.

**COPFS**

This was John Service's first meeting so no report was presented. JS invited any questions about the COPFS service. HM mentioned that WSREC were

always looking to work with others and were glad that COPFS is working alongside us.

## 5. WSREC Organisational Outcomes

WSREC's organisational outcomes were presented to the board.

MR spoke about how the outcomes were a direct result of our Strategy Away Day. These outcomes were put to the Strategy Committee who confirmed as the way forward for WSREC.

MG asked how WSREC would measure to see whether we achieve the outcomes.

HM responded by saying that it would be down to the Strategy Committee to determine how we measure to see whether we achieve the outcomes.

MG suggested that we should contact our partner organisations and find out what tools they use to measure their outcomes.

CM mentioned that we need to know what the process is and how we are going to achieve things and then see what the outcomes are.

MR responded to this by saying the outcomes are the final result that WSREC would be working towards and we have to work backwards and determine what will be the indicators/processes to achieve the outcomes.

BG asked if any other RECs are doing something similar at the moment. HM noted that WSREC are so far the only ones and usually lead the way when it comes to making on changes.

**Action: MR to see what our partner organisations are doing in regards to Outcomes.**

## 6. Correspondence

	Received From	Subject	Accepted By / Response
1.	<b>Scottish Government</b>	<b>Invite</b> – Scottish Government Race Equality Conference 15 Dec 2009	It was agreed that Harriette Campbell would represent WSREC.
2.	<b>GCVS</b>	Training and Learning at the Albany – August to December 2009	Any members wishing to go on training WSREC will cover the training costs
3.	<b>Glasgow Old Peoples Welfare Association</b>	61 <sup>st</sup> Annual Report	Presented to the board
4.	<b>Inspectorate of Prosecution in</b>	Annual Report 2008-09	Presented to the board

	<b>Scotland</b>		
5.	<b>Crown Office and Procurator Fiscal Service</b>	Strategic Plan 2009-2012	Presented to the board
6.	<b>TC Young Solicitors</b>	Amendment of Memorandum and Articles	Presented to the board
7.	<b>GCC Education Services</b>	Samir Sharma, Quality Improvement Officer will attend WSREC Board meetings as a representative from Education Services	Presented to the board

## 7. SAREC

MR reminded the Board that the SAREC launch was being held on the 11<sup>th</sup> Nov 09. So far 3 people had confirmed attendance. If other Board members can attend can they please contact WSREC office and let staff know.

Also he mentioned that Victoria Jamieson was the new Strategic Development Officer for the Scottish Alliance of Regional Equality Councils (SAREC) and based at WSREC.

## 8. A.O.C.B.

- MR tabled to the Board a copy of the 'West Dunbartonshire Focus' magazine which contained WSREC's Equality Advice Project poster.
- MR mentioned to the Board about an article published by The Herald newspaper. The article was about a 'Racism Sting' on employment. MR will email the link to board members.  
**Action: MR to email link to article to board members.**
- MR mentioned that any new Board members or even present ones who haven't completed the Equality training need to attend an event. WSREC staff will be doing training in the near future and we will endeavour to slot in board members if they are available. We will provide upcoming dates to members.

## 9. Close

The Chair thanked all for attending and closed the meeting.

## 10. Date & time of Next Meeting

Wednesday 16<sup>th</sup> December 2009 at 6.00pm

Wednesday 10<sup>th</sup> February 2010 at 6.00pm

Monday 19<sup>th</sup> April 2010 at 6.00pm