

West of Scotland Regional Equality Council Ltd
45th Meeting of the Board of Directors
Monday 9th of December 2013 at 6.00pm
WSREC, 39 Napiershall Street, Glasgow, G20 6EZ

Minutes

Present

Board of Directors

1. Hanzala Malik (HM) **Chair**
2. Dr Malcolm Green (MG)
3. Harriette Campbell (HC)
4. Sharon Schlesinger (SS)
5. Rashid Hussain (RH)
6. O S Jandu (OJ)
7. Tunweer Malik (TM)
8. Haji M Munir (HMM)
9. Neil Johnston (NJ)

Observers

None

In attendance

Mohammed Razaq (MR)
Penelope Cole (PC)
Joanna Kieran (JK)
Shahbaz Mahmood (SM)

1. **Apologies**

Board of Directors

1. Syed Jafri
2. Vince Chudy
3. Anne McTaggart MSP

Observers

Sean Burke (Police Scotland)
Cllr Bob Chadha
John Service (COPFS)

2. **Welcome**

The Chair welcomed everyone to the meeting including Penelope Cole who is working on the "Fitter for Purpose" project as a Consultant.

3. **Minutes of the previous meeting**

Minutes of the 44th meeting on 2nd September 2013 were approved as a true and accurate record.

4. **Presentation**

WSREC's Fitter for Purpose project by Penelope Cole, This was well received with a number of questions being asked and ably answered by Penelope. This was followed by a workshop on what WSREC has to offer its affiliated organisations

The Board approved the 'communication report' and thanked Penelope for an excellent presentation.

5. **Matters Arising**

Actions:

- MR to write and request Police Scotland's attendance at future meetings
(MR reported that a letter had been written and a response was received with Sergeant Sean Burke being nominated as an Observer)
- HM to obtain the report and make arrangements to invite/co-opt NHS and Authors of the report to a future board meeting of WSREC.
(HM advised that he had decided to take this item through his role as an MSP to the parliament)
- MR to write to JCS accordingly to see if there was any assistance that WSREC could provide.
(MR reported that a letter had been written and no response has been received to date)

- MR to have the message distributed to all WSREC contacts on receiving information from HC, of ACWA Seminars.(MR reported)
(MR reported that information had been received and would form part of the correspondence for the meeting today)

For discussion

6. Reports

Finance (Variance statement 31st October 2013/14)

MR presented the Variance statements till 31st October 2013 prepared by Farrah Rashid the Office Manager which showed the following:

	Period Actual	Period Budget	Period Variance	% Variance	Cumulative Actual	Cumulative Budget	Cumulative Variance	% Variance
Expenditure	35826.42	23430.75	-12395.67	-161.32%	254740.61	215512.65	-39227.96	29.21%
Income	43559.91	76013.75	32453.84	397.42%	220864.09	236893.25	16029.16	-96.41%

For the month of October 2013 there was an overspend in expenditure of **£12395. 67** than budgeted and income **£32453.84** less than budgeted

The variance for the 2013/14 year so far is as follows:

There was an overspend in expenditure of **£39,214.96** than budgeted and income **£16,029.16** than budgeted

All Staff

Mohammed Razaq – Executive Director

It has been busy recent months for WSREC with organising the Board and Staff 'Away Day' on the 9th September 2013. It has also been very busy with high profile events by our funders and partners. WSREC and its projects have also been busy organising and putting on events.

➤ **Projects**

Ongoing

1. Good Community Relations Project
2. Roma Youth Project (changes to funder and outcomes)
3. Roots
4. Qurbani (sacrifice) Food Initiative
5. Embrace project
6. Living Equality
7. Stepping into Diversity Project

Project ended since 1st April 2103

1. Not in Our name (July 2013)
2. Warm N' Dry (May 2013)
3. Helping Hands (September 2013)

New project/s starting or started since April 2013

1. **'Silver Surfers Project'** WSREC has been successful in obtaining funding from Transformational Fund (£25,000) for 1 year November 2013 to October 2014.

Project outline

The project aim is to work towards reducing isolation for older people and increase their chances of living a more independent life through our support. We will do this by

- increasing the confidence of older people in accessing modern day technology in its simplest form;
- provide assistance in helping isolated individuals connect better with their families in the wider world using technology, learning and befriending;
- reducing costs for individuals through identifying products and services using search engines;
- bespoke one to one training for individuals especially those with mobility and access difficulties and also provide a platform to meet others in a similar environment and also identifying and training volunteers from the communities to work with the older people thus increasing communication through intergenerational activities.

2. **Cook, Grow, Sew & Save Project**- WSREC has been successful in obtaining funding from the Climate Change Fund of £99,000 for the period 2013 to 31st March 2015 (1.33 years)

Project outline

'Cook, Sew and Grow' project will provide support for minority ethnic households and individuals to reduce their carbon emissions.

Minority ethnic communities are better engaged in the issue of climate change through increased understanding and awareness. Minority ethnic individuals have used their new skills to alter their behaviour and are taking the lower carbon route

Project outcomes

- Cut CO₂e by 32.567 tonnes by supporting minority ethnic households and individuals to save energy inside and outside the home by learning new skills and encouraging reduced carbon behaviour.
- Minority ethnic communities are better engaged in the issue of climate change through increased understanding and awareness
- Minority ethnic individuals have used their new skills to alter their behaviour and are taking the lower carbon route

3. **'Branching Out Project'** - WSREC has been successful in obtaining funding totalling **£99,000** this will be for 2 years 2013 to 2015 from the following: -
 Natural Heritage Fund £49,992; Heritage Lottery Fund £37,300; Gannochy Trust £12,000; JYH Charitable Trust £00,250; other £00,372

Project outline

The project will be based in the urban and rural natural environment of Scotland and will be the setting for our project activities.

The primary aim of our project is to reach out to minority ethnic individuals in particular young people and women from migrant, refugee and asylum seeking backgrounds and to improve their quality of life through a programme of interactive learning and confidence building.

4. **Welfare Advice Works**- in partnership with Queens Cross Housing Association we have secured £15,000 to work with minority communities to provide welfare advice in particular Central Eastern European community living within the QC area of Glasgow.

GREAT EFFORT BY 'TEAM WSREC'

➤ **Scottish Alliance of Regional Equality Council (SAREC)**

I continue to support WSREC's chair and vice chair at the Board meetings of SAREC. WSREC hosted the last meeting of the Alliance on 16th September 2013.

➤ **Funding**

The following are 'live' bids

- Applications (3 out of 13) still to continue for Roma Youth project
- Application (1st Stage) for new generic employment project to Big Lottery Fund
- Application for new employment project for EM disabled (not successful but exploring other funders)
- Discussions with Scottish Minister in relation to EM's and Apprenticeship schemes.

➤ **PHF- Fitter for purpose support**

WSREC was successful in apply for support to assist with 'Communication Evidence of effectiveness'. The work has begun with Consultant Penny Cole assisting with this work as the Consultant. An action plan has been formulated and work will begin in earnest. Within the Action plan is a presentation and group session with WSREC's Board on 9th December 2013 meeting

➤ **Away Day- WSREC Board and Staff Away Day 9th September 2013**

We finally managed an away day with 25 members of staff and 4 Board of Directors being able to attend. We had Gillian Neish of Neish Consultants as facilitator for the workshop of 'Strategic vision for WSREC's Equality characteristics and Services' and facilitated the workshop on 'Ensuring Good Governance and Managing Risk' for Board of Directors in the afternoon, while Ghzala and I facilitated the workshop on 'Internal Communications methods' with staff.

Learning and **Action Points** from the 'Away Day' will be made available to all staff and Board of Directors

➤ **Staff**

Secondment of Michael Wilson to Interfaith Scotland

Michael's secondment to Interfaith Scotland as the Project manager interfaith Glasgow started on the 26th August 2013 for 13 months (maternity cover) is going well. He is very happy there and is settling in well, we at our end are settling in I with Ghzala Khan and Joanna Kieran having to step up to cover some extra tasks..

I would like to report that WSREC has the following complement of staff as 21st November 2013: Total of **25** (**23** paid + **1** Placement and 1 Intern) and **25** Volunteers

Breakdown

4 full time staff, **11** part-time staff, **8** Sessional workers, **1** Placement (Paid)
1 Intern (Paid), **25** volunteers (4 within WSREC office)

New work placement

We have Jordan Mains from GCIL (18 months) to assist with administration work

Interns

We have 2 new (short term) paid Interns since the last report in Katy Mitchell who is assisting to update WSREC's website (completed mid October 2013) and Mohith Lakhanpal to assist with Enterprise.

➤ **Training received**

Equality Act 2010 training with City of Glasgow-13/09/13

➤ **Events**

Since the last report WSREC had or presence at the following events.

1. Common Purpose- 06/09/13
Hosted conversation café table on 'welfare reform'
2. East Dunbartonshire Ethnic Minority Form annual dinner- Milngavie Town Hall 07/09/13
Attended this event on behalf of WSREC
3. Glasgow Central CAB AGM- 11/09/13 city centre
Attended this as representative of wsrec on the board and vice chair of the CAB
4. Hate Crime Stakeholders Consultation 12/09/13, Caledonian University
Made input into this in groups on hate crime generally and also on 3rd party reporting
5. Queens Cross Housing Association- AGM 17/09/13
Attended this event and represented WSREC.
6. FRAE Fife- Hate Crime Conference- 19/09/13

➤ Events/Meetings attended

- | | |
|---|--|
| ○ Monday 22 nd April 13 | Greater Maryhill Food Bank Mtg- Burgh Halls, Maryhill |
| ○ Wednesday 24 th April 13 | attended CAB meeting- Glasgow City Centre |
| ○ Sunday 28 th April 13 | attended the opening ceremony of the South Side Gurdawara |
| ○ Tuesday 7 th May 13 | Attended the CEO meeting for SAREC- Dundee |
| ○ Tuesday 14 th May 13 | attended meeting with Renfrewshire Council and Renfrew IPC- Paisley |
| ○ Wednesday 29 th May 13 | attended CRER Mainstreaming Equality Work Mtg - Glasgow |
| ○ Thursday 30 th May 13 | assisted with judging 'Embracing Diversity' competition CGC |
| ○ Friday 31 st May 13 | attended CGC 'Embracing Diversity' competition awards event |
| ○ Tuesday 4 th June 13 | attended CEMVO Equality awards Ceremony- Glasgow |
| ○ Wednesday 5 th June 13 | attended Scottish Parliament CPG on Racial Equality- Edinburgh |
| ○ Thursday 6 th June 13 | attended Glasgow Action Group mtg- Glasgow |
| ○ Monday 10 th June 13 | attended Deaf Connections for announcement of grant awards-GLW |
| ○ Saturday 15 th June 13 | assisted with WSREC stall at Glasgow Mela |
| ○ Sunday 16 th June 13 | assisted with WSREC stall at Glasgow Mela |
| ○ Monday 17 th June 13 | Hosted and supported WSREC reps at SAREC meeting |
| ○ Wednesday 19 th June 13 | attended CAB meeting- Glasgow city centre |
| ○ Monday 24 th June 13 | attended Police Scotland National Stakeholder Conference- Fife# |
| ○ Friday 28 th June 13 | attended QCHA Tackling Inequalities event- Glasgow |
| ○ Friday 28 th June 13 | meeting with Steve Plummer of Common Purpose- WSRC offices |
| ○ Wednesday 3 rd July 13 | WSREC AGM |
| ○ Thursday 4 th July 2013 | attended CEMVO event on Community Safety- Glasgow |
| ○ Thursday 4 th July 2013 | Hosted VAF event on Transformation Fund- WSREC offices |
| ○ Tuesday 23 rd July 13 | supported Board at WSREC Board meeting |
| ○ Saturday 27 th July 13 | assisted with WSREC Information stall at Paisley Carnival- Paisley |
| ○ Friday 2 nd Aug 13 | attended retirement doo of Joe O'Donnell, Inspectorate COPFS- GLW |
| ○ Wednesday 14 th Aug 13 | attended flag hoisting event at Pakistani consulate in GLW |
| ○ Thursday 15 th Aug 13 | attended 3 rd Party Reporting meeting in the City Chambers, GLW |
| ○ Friday 20 th Sept 13 | attended annual ethnic minority awards- Thistle Hotel, GLW |
| ○ Tuesday 24 Sept 13 | attended ACWA conference on Sickie Cell, GLW |
| ○ Wednesday 25 th Sept 13 | attended WSREC conference on Public Procurement, GLW |
| ○ Thursday 3 rd Oct 13 | Glasgow Action Group meeting, GDA, GLW |
| ○ Friday 4 th Oct 13 | Input into Common Purpose 'café conversations, GLW |
| ○ Wed 9 th 10 th & 12 th Oct | AWAZFM awareness raising of WSREC Qurbani Project, GLW |
| ○ Saturday 26 th Oct | attended AGM of Pollokshields Development Agency, GLW |
| ○ Saturday 26 th Oct | attended Great Scot Awards, Thistle Hotel, GLW |
| ○ Monday 28 th Oct | attended Employability Conference for EM Young People, GLW |
| ○ Thursday 31 st Oct 3 | attended 'Communicating with COPFS in Investigation of Deaths, GLW |
| ○ Thurs/Fri 1 st & 2 nd Nov | attended BLN residential at New Lanark |
| ○ Friday 15 th Nov 13 | meeting with Romanian Consul, with JK, EK in Edinburgh |
| ○ Tues 19 th Nov 13 | Maryhill Integration Network event, GLW |
| ○ Wednesday 20 th Nov | attended Launch of 'Colorful Heritage project', City Chambers |

Ghazala Khan, Project Coordinator/Manager

Roots Scotland

Funded through Historic Scotland until Mar 2014, the project so far has:

A total of **174** individuals have been engaged so far through various community visits such as:

- Eglinton Park and Visitor Centre on 30th June 2013.
- Loch Katrine on 4th August 2013 (A visit for older South Asian Community)
- Summerlee Museum on 7th September 2013
- St Mungo Museum – 10th Sept 2013

- Highland Folk Museum – 14th August 2013
- St Andrews Cathedral – 17th August 2013
- National Museum – 24th August 2013
- Caerlaverock Castle – 22nd September 2013

Partnership working identified with Minority Ethnic Access Development (MEAD) and Dumfries and Galloway Multicultural Association (DGMA) were made and a total of 4 visits were organised as shown above.

- **WSREC** has carried out 3 presentations by Community champions at YMCA Glasgow, Polish School in Coatbridge and also Al Meezan
- A further 2 presentations have been delivered by MEAD and DGMA as part of their trips outwith the West of Scotland
- 2 Bulletin have been created (spring/summer and was sent out to all contacts (including members added to database last year) the number of individuals/community organisations that bulletin was sent to exceeded **150**

Good Community Relations Project – Capacity Building for ME Communities in Inverclyde and Renfrewshire.

- Ethnic Minority Network Forum has been set up with workshops planned for Dec 2013
- Continuous involvement in the Diversity and Equality Alliance Groups in Renfrewshire
- Participated in local events such as the Summer Carnival and Black History Month
- Offered grant opportunity of £1,100 to ethnic minority groups in Renfrewshire to engage with local community on Scottish History and its environment.
- Research underway into the capacity building of older people and social work services.

Projects Manager Duties

I have recently undertaken additional duties as Projects Manager since Michael Wilson has taken up secondment. Some main areas of work in last few months have included:

- Application and success for Transformation Fund (Minority Ethnic Silver Surfers Project) £25,000
- Application and Success for OFF-sales Campaign – Roma Youth £2,850
- Full 3 year application to Historic Scotland sent at end of Sep 2013
- Projects Progress and input into Finance claims: GCRP, Roots Scotland and Final Reports for Helping Hands and Roma Youth Project
- Assist in recruitment of Community Jobs Scotland Post for RYP project
- Returning of successful applications forms for Esmee Fairbairn and Cook Grow and Sew Project
- Assist in recruitment for new projects, Cook, Grow and Sew, Branching out, IT officer, RYP and Transformation Fund
- Attended various funders training with VAF and CCF
- Responded to small funding grants from various trustees to compliment RYP work. (acknowledgement and thank you letters etc)
- Supported Executive Director on Staff and Board away day (mini WSREC video)
- Supported new applications such as Generic Unemployment to Big Lotteries Fund
- Managing Project Staff on a regular basis
- Any other tasks as directed by Executive Director.

Bushra Iqbal, Development Officer, Living Equality Project

Equality Response Forum (ERF)

- 10th October 2013- Response made to Police Scotland Consultation on Adult Support and Protection Policy procedure.

- 20th November ERF meeting held to respond to the COPFS consultation on information booklet for 'Bereaved Relatives in the Investigation of Deaths'.
- Impact assessment template has been prepared for members to use for response to any public sector consultation request.

Public Sector Equality Duty and Procurement (buying equality based services and goods)- Conference: On 25th September Embedding Equality in Procurement

Conference was held involving Public, Private and voluntary sector stakeholders. The aim of the event was to facilitate awareness amongst all stakeholders and share good practice in order to advance equality in PSED and procurement. The conference was well attended, productive and received an excellent feedback. The Conference report has been prepared and shortly be uploaded on WSREC web-site

Public Sector Equality Duty Assistance

- 10/10/13- PSED assistance info letters, 'Menu of Services' and application form for assistance from WSREC has been sent out to some Public Sector organisations.

Partnership work with GCVS/CRER has been discussed through meetings and correspondences regarding impact assessment training and information to the community and voluntary sector on PSED"

Recruitment of community champions

- **17th October** constructed Volunteer job description and Volunteer Application Form and sent to Volunteer Glasgow for advertisement and some other contacts
- .Received interest from a large number of people. 2 Volunteers have been selected and work on their Personal Development/ capacity building will continue in order for them to attend Third Sector Forum and Community Planning meetings and influence the public sector policies.

Attended' Discrimination Law in 2013 Conference -'31st October 2013-

Ben Williams, Development Officer

GCRP

- The twice weekly youth work sessions have been continuing in partnership with LINKES
- These sessions bring together young people from a diverse range of cultures to participate in activities together
- An extended programme was organised for the young people during the October holidays
- A significant amount of work has been carried out developing a hate crime training pack
- This was piloted with teachers and youth workers in East Dunbartonshire in October
- Further resources are now being developed to cover a broader range of hate crime topics and further pilots will take place in the New Year

Stepping into Diversity

- Research was carried out into all the places of worship and made into a training pack
- Two different sets of training was established – one covering a Synagogue, Church and Mosque and the other covering a Buddhist Centre, Hindu Mandir and Gurdwara
- A team of 10 heritage walk volunteers was recruited and they have now participated in three training sessions – half covering one route and half covering the other
- The first walks have been organised and are taking place on the 25th and 28th of November
- A separate team of 8 oral history volunteers are currently carrying out interviews and building the oral history archive
- A follow up training session has been organised for the oral history volunteers to take place in December
- Planning work has started on the book and video that are being produced as part of Stepping into Diversity

- The youth interfaith film project is continuing in partnership with Interfaith Glasgow. A core group of young people meet regularly to work on two short films

Javed Sattar- Coordinator - Minority Ethnic Silver Surfers (MESS Project)

Collating information for MESS project, drafting marketing strategy on all Social media and Radio Platform (Awaz FM), also ID Magazine Scotland. aim to attend ACE IT training to embed this into future volunteers either to attend or custom design course material for in-house volunteers with one to one support.

- Sourcing out project IT equipment for delivery by 1st week of December.

Giving Support to South Asian Older People in Renfrewshire (GSPR Project)

Ongoing –

- Visiting individuals and carers, additional outstanding questionnaires given and collecting ongoing basis.
- Volunteer collecting some questionnaires from individuals at Glasgow Central Gurdwara of those attendees living in Renfrewshire.
- Handing forms into Glasgow Gurdwara in Albert Drive for additional families living in Renfrewshire who may not go to other Gurdwaras.

Events –

- Preparing to plan an ‘Engagement and Awareness’ Event with possibly Reaching Older Adults in Renfrewshire (ROAR) hopefully 2nd week of December (around 9th Roar Lunch Club) - TBC

In progress –

- Mid-Term report for funder complete and sent
- Inputting data in spreadsheet for (midterm report already done) final report.
- Starting to draft PowerPoint presentation for event.
- Starting to plan for ‘Engagement and Awareness’ event.

Eva Kourova, Development Officer, Embrace Project

Embrace Project has successfully engaged with Romanian Roma mothers through cookery classes which had been run in Hidden Gardens between September and October. The classes lasted 2hours each Tuesday and engaged regularly with 5 Romanian mothers but attracted 11 mothers and 15 children. The purpose of this was to give Romanian mothers an opportunity to learn about healthy eating especially with regards to salt usage which is a predominant issue in East and Central Europe. The mums enjoyed the sessions and as a result some have been asked to join the Hidden Gardens Cookery Class which started shortly after ours finished. Embrace project received additional funding from South East Integration Network (SEIN) to support the Romanian Roma mums in this group (childcare).

The follow up class last for 9 weeks and finished just before Christmas. The follow up group attracted 7 mums from the Romanian community and engages regularly with 3 mums. This follow up group gives the Romanian mums to meet other than Roma people in their neighbourhood, get to know each other’s culture, exchange recipes which positively contributes to the integration of the Roma people in the area.

Embrace project also secured additional small funding from SEIN to create a poster to support a campaign against gender violence. The poster that our young people put together with a local artist will be shown on SEIN 16 days action against gender violence event that will

take place on the 5th December 12noon – 2pm in Victoria Halls, Govanhill. Our young people will introduce their poster there.

Embrace project is in the process of making a short horror movie done by young people with a topic of alcohol awareness. The aim of this is to teach young people new skills and enhance their confidence while in the same time showing the rest of society that they too can create rather than as they are often described as destroy. The music in the film will be done by young people from a music group that Embrace project supported between spring and autumn 2013. The film will be finished by the end of December and shown at our Christmas social event. It will be made solely by young people with support of a local film teacher and an artist.

Embrace project is currently working on a cultural Christmas event for all the young people that we have engaged with in the past year. The event will show their work and will be followed with DJ music and refreshments. It will take place in Govanhill Baths with which Embrace project established lasting positive relationship and where Roma people feel welcome.

Additionally, Embrace project made a short documentary with one of our young Roma girls about her life. This has been done by a BBC film producer, however the young person decided not to have the film shown as it is her personal story. We also supported Holyrood School in their video project when they decided to make a short film about a local charity and choose WSREC for this. The film will be sent to a competition so the young people will have a chance to win some prizes.

Tiff Griffin, Project Co-ordinator, Challenging Sectarianism Across Generations

The CSAG project has been:

- Developing interactive learning resources for anti-sectarian workshops- these are adapted to range from P4 age groups through to S4-S5
- Producing a video about sectarianism in a global context covering Intra-Christian Sectarianism, Partition in India and Islam. This context allows people of all faiths and ethnicities to participate in activities and discussions on the topic of sectarianism
- Managing a research project into sectarianism in communities and family life in the West Of Scotland
- Delivering pilot workshops in 3 different council areas in the West Of Scotland
- Attending networking meetings to share and develop practice in this area at a national level

Joanna Kieran, Development Officer, Good Community Relation Project – Central and Eastern European Migrant Support

Advice surgeries for migrant communities are delivered on weekly basis in Glasgow. Project provides advice in following languages: Croatian, Hungarian, Lithuanian, Polish and Romanian. Table below presents advice delivery rota.

	Telephone Helpline 0141 337 6626	Advice Surgery (Drop In)
EVA (Hungarian) EKilborn@wsrec.co.uk	Monday 12.00-14.00	Monday 15.00 -17.00 WSREC Office*

OVIDIU (Romanian) OTaurnau@wsrec.co.uk	Tuesday 9.30 – 11.30	Tuesday 15.00 -17.00 Govanhill Baths Community Trust 99 Calder Street, Glasgow, G42 7RA
KASIA (Polish) kprochalska@wsrec.co.uk	Tuesday 12.00-14.00	Tuesday 16.00 -18.00 WSREC Office*
JURATE (Lithuanian) JPiepolyte@wsrec.co.uk	Wednesday 12.00-14.00	Wednesday 15.00-17.00 WSREC Office*
ANA (Croatian) APirc@wsrec.co.uk	Thursday 10.00 – 12.00	N/A

- Project enquiries target which is **250** already exceeded and so far have generated **312** enquiries.
- **2** Central and Eastern European Migrants e-bulletins have been produced and disseminated. Bulletin provides information about project activities and trends in advice delivery.
- Project organized **2** information sessions on “Welfare System Reform”. Sessions were prepared in partnership with Maryhill and Possilpark CAB and delivered to Polish and Lithuanian Communities.
- Project organized a Community Event for Romanian Community. At the event presentation about changes to Accession Right after 2014 was delivered. Event was attended by over 70 people and proved to be a success. Project had a great opportunity to engage with members of Romanian community, and is looking forward to further partnership work.
- **3** volunteers were recruited and are currently supporting the project. Volunteers help with events, bulletin and clip production.
- Project recruited and is supporting **1** community champion. Community champion is from Lithuanian background and is working towards organizing information session for this community. Session will provide information and support on how to set up a community group.
- Project is currently working on production of ‘Bedroom tax ‘clip for Polish community. Clip will be downloaded on You Tube and community websites.

Partners Reports

- **Police Scotland-** apologies received and no written report received
- **Scottish Fire and Rescue-** apologies received and written report received

Local Initiatives

The Scottish Fire and Rescue Service (SFRS) contributed to the WSREC Equality in Procurement event delivering a presentation.

The SFRS has participated in a range of initiatives in the Service Delivery Area West targeting minority and vulnerable groups, including:

- In addition to the SFRS national TV and radio media campaigns on fire safety we have recently used our partnership with Polish language local radio to air a Polish language advert promoting the take-up of home fire safety visits.

- We have established a partnership arrangement with McGill's buses in East Renfrewshire, Renfrewshire and Inverclyde to display vital information about the SFRS Home Fire Safety Visit programme on-board.
- Crews from Ardrossan Community Fire Station are working in partnership with Alzheimer Scotland to provide awareness training to key workers from the organisation who deliver services to the elderly. The training has been tailored to the needs of the care workers, allowing them to identify fire-related risks within clients' homes. If issues are identified and concern is raised about a client's safety, Alzheimer Scotland will contact local crews to request a Home Fire Safety Visit.
- East Dunbartonshire crews have now received informed dementia training thanks to partnership working with The Dementia Network.
- SFRS has contributed to a partnership created show flat in Bishopbriggs that has been designed to showcase the range of assisted living resources that are available to East Dunbartonshire residents. The flat is fitted with the most up to date technology including telecare sensors, panic buttons, personal alarm pendants and hard-wired smoke detectors - all tools that can assist vulnerable people to live at home safely and independently.
- Go Safe Scotland, launched by SFRS and Glasgow City Council in September 2013, is a new national education resource which offers school pupils across Scotland safety lessons from a range of partners including fire, police, road, rail and water safety.
- East, South and North Ayrshire are working with Royal National Institute for the Blind on a training programme.

National Initiatives

Commonwealth Games Team has been assigned an E&D practitioner to assist with their programme of work in the run up to the Games and during the event itself.

SFRS continues to progress its Equality Outcomes and will publish an update by 30 April 2014 in the Mainstreaming Report

Equality and Human Rights Commission report Measuring Up? Identifies the SFRS along with Police Scotland as amongst the best performing public sector organisations in meeting the conditions of the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012.

- **Procurator Fiscal Service** -apologies received and no written report received

For decision

6. Correspondence

- There was a letter from Ann McKechin advising that she has been informed about the money awarded to WSREC for the cook, grow, sew and save project.
- Stow College sent a letter informing of their merger with North Glasgow College and John Wheatley College, and together will become Glasgow Kelvin College on the 1st of November 2013. They also thanked WSREC for its support over the years.

For information

7. SAREC- t Malcolm Green as chair of SAREC reported that the organisation was committed to a national conference in April 2014 with the subject matter of Hate Crime.

SAREC Board will take guidance from the CEO's of the 4 REC's in relation to Key Speaker; Sub themes. Also SAREC through its members supported the SOPA event in Edinburgh although the days activities were cut short due to the bad weather.

8. AWAY DAY- Board and Staff Monday 9th September 2013

MR provide draft outcome with action points for the away day. MG asked if anything from points which need to be taken up short-term? MR responded and advised that the actions points which can be dealt with are

- Improve the 'diversity of WSREC's Board' rest of the action points are long term. He also advised that 'Web presence' is also being worked on.
- OJ asked for update on MESS project for which a funding application had been made, MR responded and advised WSREC had been successful however the amount awarded was only 50% of requested, further that a project co-ordinator Javed Sattar had been appointed for the project and he was in the process of purchasing equipment for the training provision.

9. A.O.C.B.

- HM advised that he abstained from the same sex marriage vote in Scottish Parliament.
- Cycle to support Yorkhill Children's Charity half completed (Glasgow to Edinburgh), next stage will be in Lahore in February 2014.
- MR provided a one page copy of the 2011 Census for EM minority communities in Scotland

10. Date and Times of future meetings

Monday 3 rd February 2014	6.00pm WSREC offices
Monday 21 st April 2014	6.00pm WSREC offices