

**West of Scotland Regional Equality Council Ltd**  
**49<sup>th</sup> Meeting of the Board of Directors**  
Monday 8<sup>th</sup> September 2014 at 6.00pm  
WSREC, 39 Napierhall Street, Glasgow, G20 6EZ

**MINUTES**

**PRESENT**

Board of Directors

1. Hanzala Malik (HM) Chair
2. Vince Chudy (VC)
3. Harriette Campbell (HC)
4. Syed Jafri (SJ)
5. Malcolm Green (MG)
6. Sharon Schlesinger (SS)
7. Mr Onkar Singh Jandu (OSJ)
8. Dr J Gill (JG)
9. Haji Mohammed Munir (MM)

Observers

Helen Dunlop (Glasgow Kelvin  
College)  
John Service (COPFS)  
Caroline Harden (Police  
Scotland)

In attendance

Mohammed Razaq (MR)  
Tauseef Khan (TK)

**1. Apologies**

Board of Directors

1. Anne McTaggart MSP (AM)
2. Tunweer Malik (TM)
3. Rashid Hussain (RH)

Observers

Cllr B.S. Chadha (North Lanarkshire Council)

**2. Welcome**

The Chair welcomed everyone to the meeting including Helen Dunlop, Equalities Manager from Glasgow Kelvin College and Sergeant Caroline Harden from Police Scotland.

**3. Minutes of the previous meeting**

Minutes of the meeting on 11<sup>th</sup> August 2014 were approved as a true and accurate record proposed by OSJ and seconded by SJ.

**4. Presentation**

A presentation on two of WSREC's projects called 'Branching Out' and 'MESS' was made by Javed Sattar (Project Co-ordinator) and was a quick summary of what the projects are and their outcomes. This was well received with a number of questions being asked and ably answered by Javed. The Board thanked Javed for an admirable presentation.

The Chair volunteered to be twinned with the Branching Out project and HC was twinned with the MESS project so that they can act and support the project. The Chair encouraged other Board members to twin with at least one project each.

**5. Matters Arising**

- **ACTION:** MR to obtain figures when available from Police Scotland  
MR reported that he had met Inspector Alastair Muir and because of the changes he has had difficulty providing a breakdown of last year's 'hate crime' figures however he advised that once the present figures are obtained these will be provided as requested by the Board
- MR to write request information on where the nominations stood and advice.  
**ACTION:** MR to formally write request information  
MR reported that he still to write and will do so at the first opportunity

## 6. Reports

### a. Finance (Variance Statement July 2014)

This showed the following for the month of July 2014

**Expenditure** actual **£47,581** and budgeted **£36,152** with a variance of **-£11,429**. This was mostly due to a higher salary expenditure than budgeted due to an increase in staff members and certain projects taking on additional sessional support.

**Income** actual **£56,348** and budgeted **£69,505** with a variance of **+£13,157**

This was agreed

### b. All project and Executive Director's Report

#### Projects

##### Ongoing

1. Living Equality
2. Branching Out
3. Roots Scotland
4. Cook, Grow, Sew
5. Roma Youth Project
6. Stepping into Diversity
7. Qurbani (sacrifice) Food Initiative
8. Good Community Relations Project
9. Minority Ethnic Silver Surfers Project
10. Challenging Sectarianism Across Generations
11. Money Advice Works
12. Research 'Making a difference to disenfranchised Disabled BME's in Glasgow'

##### Projects ended since 1<sup>st</sup> April 2014

1. Embrace

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

I continue to support WSREC's Chair and vice chair at the board meetings of SAREC. WSREC has been working lately by supporting the completion of the financial accounts and Board of Directors report back to Companies House and also with end of year report and spend to Big Lottery's fund.

#### ➤ **Funding**

The following are 'live' Bids

- A 2<sup>nd</sup> stage application for the Minority Employment and Training Support (MEETS) to Big Lottery Fund was successfully submitted on 27<sup>th</sup> June 2014.
- An application for a full project to assist the EM disable community into employment to 'Awards for ALL' with the help from the work carried out by 'Research into employment for EM Disabled' project.

#### ➤ **Staff**

##### Secondment of Michael Wilson to Interfaith Scotland

Michael's secondment to Interfaith Scotland as the Project manager interfaith Glasgow (maternity cover) is in its 8<sup>th</sup> month (started on the 26<sup>th</sup> August 2013 for 13 months) is going well. The keepings in touch days for Michael are proving very beneficial to both him and staff at WSREC. However, after being advised that Interfaith had made an error we agreed that the secondments finishing date is 26<sup>th</sup> October 2014 instead of September 2014. It was also agreed that the secondment will continue till 31<sup>st</sup> March 2015 for 1 day per week.

I would like to report that WSREC has the following complement of staff as 31<sup>st</sup> August 2014: Total of **36 (35 paid + 1 Placement)** and **20** Volunteers

##### Breakdown

**5** full time staff  
**16** part-time staff  
**25** Sessional workers  
**1** Work placement (Paid)  
**20** volunteers (6 within WSREC office)

#### Work placement

Please to report that Jordan Mains from GCIL has successfully completed his 18 months placement as administration assistant at WSREC and has gone on to college to study.

#### ➤ **Events/Meetings attended**

- Tues 3<sup>rd</sup> July 14 attended WSREC AGM at City Chambers
- Thurs 4<sup>th</sup> July 14 Community Safety event at CEMVO office
- Thurs 4<sup>th</sup> July 14 VAF- Transformational Fund at WSREC offices
- Tue 15<sup>th</sup> July 14 meeting with Mr Jafri and Mr Lagoo re: Oness conference
- Wed 23<sup>rd</sup> July 14 Radio Ramadan Re: WSREC services
- Fri 25<sup>th</sup> July 14 Radio Ramadan Re: WSREC services
- Sun 27<sup>th</sup> July 14 attended Oness conference at GCH

The board noted the report

#### **c. Partners Report**

John Service (COPFS) provided figures for hate crime in Scotland 2013/2014.

Main Points:

- Racial crime remains the most commonly reported hate crime.
- Sexual Orientation aggravated crime is the second most common.
- Religiously aggravated charges and religious related charges are at their lowest level.
- No. of charges reported with disability or transgender identity aggravation remains low, but have increased compared to 2012-13.
- Offensive Behaviour at Football charges reported in 2013-2014 was 24% lower than in 2012-13.

JS noted that additional information can be found at the Scottish Government website and COPFS website under equality & diversity.

#### **For decision**

#### **7. Correspondence**

- Invite from Central Scotland Regional Council (CSREC) to join a 10 mile sponsored walk to raise money for Strathcarron Hospice on Saturday 20<sup>th</sup> September 2014 at Falkirk Helix 9.30am, Stirling University 12.15pm and Gartmorn Dam 2.45pm.
- Invite from CSREC to join the celebratory event to commemorate 30 years of central equality work on Sunday 5<sup>th</sup> October from 1.30 – 6pm. It will be at the Albert Halls, Dumbarton Road, Stirling, FK8 2QL.

Board approved representation to these event by 2 Board members, anyone interested to approach MR.

Invite from WSREC's project 'Stepping into Diversity' in partnership with Interfaith Glasgow presenting the "We Belong to Glasgow" film along with a vegetarian buffet on Friday 26<sup>th</sup> September 2014 from 7pm at the Glad Cafe, 1006A Pollokshaws Road, Glasgow G41 2HG.

#### **8. Board Co-options**

It was agreed that Neil Johnston, be re co-opted onto WSREC's Board.

**For information**

**9. SAREC (verbal report)**

MG reported that SAREC did not have a board meeting mainly because 3 of the 4 regional councils have recently appointed or are about to appoint replacement chief executives. It was also mentioned that it would be good if the 4 CEO's meet together to review the situation and give some guidelines for the future. The recently appointed CEO of CSREC had some doubts on the value of SAREC so it was suggested that the 4 CEO's meet together in an informal way to talk about the value of SAREC and what it might do in the future.

It was agreed that the CEO's meet initially and then a meeting to follow which WSREC will host before the end of the year

**ACTION:** MR to arrange initial meeting

**10. AWAY DAY**

MR reported that an away day is hopefully planned for November 2014 with a venue and a few dates to be put forward to the Board members to see what the most preferred date is. JG expressed whether it can be set on the weekend.

**ACTION:** MR to find suitable venue/ dates and consider weekend date.

MG pointed out that in the past Board member attendance for 'away days' has been poor and that for an effective away day more Board members need to be present.

**11. A.O.C.B.**

No other business to report.

**12. Date and Times of future meetings**

Monday 8<sup>th</sup> December 2014

Monday 19<sup>th</sup> January 2015

Monday 27<sup>th</sup> April 2015

All meetings are at 6.00pm meeting room ground floor, WSREC offices