

**West of Scotland Regional Equality Council Ltd**  
**55th Meeting of the Board of Directors**  
 Monday 25<sup>th</sup> April 2016 at 6.00pm  
 WSREC, 39 Napiershall Street, Glasgow, G20 6EZ

**Minutes**

**Present**

**Board of Directors**

1. Hanzala Malik (HM)
2. Harriette Campbell (HC)
3. Onkar Singh Jandu (OSJ)
4. Sheela Mukherjee (SM)
5. Vince Chudy (VC)
6. John Service (JS)
7. Tunweer Malik (TM)
8. Haji Mohammed Munir (MM)
9. Munir Choudry (MC)

**Observers**

1. Stuart Cassidy (COPFS)
2. B Chadha  
(North Lanarkshire Council)
3. PC Magdalena Ross  
(Police Scotland)

**In attendance**

- Mohammed Razaq (MR)  
 Monique Campbell (MQ)  
 Caroline McKoen (CM)  
 Ghzala Khan (GK)  
 Tauseef Khan (TK)  
 (Minute Taker)

**1. Apologies**

**Board of Directors**

1. Malcolm Green (MG)
2. Javed Gill (JG)
3. Antony AC Kozlowski (AK)
4. Anne McTaggart MSP (AM)
5. Sharon Schlesinger (SS)
6. Rashid Hussain (RH)
7. Mr S Jafri (SJ)

**Observers**

- Janice Boyd (JB)

**2. Welcome**

Chair Hanzala Malik welcomed everyone to the meeting.

**3. Presentation on one of WSREC's projects**

A presentation on WSREC's project 'Connecting Communities & Challenging Hate' (3CH) formally known as 'Challenging Sectarianism Amongst Generations' (CSAG) was made by Monique Campbell (Project Co-ordinator). The presentation was a quick summary on what the project has done so far and what the project will be doing in the future.

The presentation was well received and after some questions the Board thanked Monique Campbell for the presentation. PC Magdalena Ross offered Monique help with her hate crime workshops as Police Scotland deliver similar workshops already to school children. Stuart Cassidy made a similar offer from the COPFS in assisting Monique on her workshops.

**4. Minutes of the previous meeting**

Minutes of the 54<sup>th</sup> meeting held on 15<sup>th</sup> February 2016 were approved as a true and accurate record.

**5. Declaration Interest**

There was no declaration of interest made

## 6. **Matters Arising**

### Actions

- MR to write to Scottish Prison Service to take up the issue of finding out about current numbers, support and inviting them to come along to the next meeting.

MR reported that a letter had been sent but no response had been received as yet. If no response is received in the next week or so then a reminder letter will be sent.

- HC reminded the board about Many Cultures Make Glasgow event organised by the Glasgow City Council on Saturday 27<sup>th</sup> February. MR to forward information on this to all Board members.

MR stated that an email was sent out to everyone with regards to information on the event.

## 7. **For discussion**

### a. Draft Accounts

The Chair advised the meeting that the draft accounts for 2015/16 were not ready as yet.

### b. Executive Director's Report

At 15<sup>th</sup> April 2016, WSREC and most of its projects have completed another full year and end of year reports and finances have been prepared and forwarded to funders.

#### ➤ Projects -Ongoing

1. Embrace
2. Living Equality (LE)
3. Roots Scotland (ROOTS)
4. Qurbani (sacrifice) Food Initiative
5. Lets Cook, Grow, Sew together (CGS)
6. Good Community Relations Project (GCRP)
7. Minority Ethnic Silver Surfers Project (MESS)
8. Minority Ethnic Employment and Training Support Project (MEETS)
9. Money Advice Works (MAW) in partnership with Queens Cross Housing Association

#### New project/s

Our new project 'Connecting Communities & Challenging Hate' (3CH) started 1<sup>st</sup> April 2016 for one year funded by Scottish Government and in a way replaces our Challenging Sectarianism Across Generations project which ended 31<sup>st</sup> March 2016.

#### Outcome

*'Young people have increased knowledge of the negative influences that prejudice in all forms has on their communities; Youth and Community practitioners have increased skills and confidence to effectively deliver anti-sectarian/hate behaviour work in schools and community settings and diverse communities across the West of Scotland have increased opportunities to work together, to instigate community dialogues and form a community-led network*

#### ➤ WSREC AGM 2016

Pleased to report that we have secured the City Chambers for AGM for Wednesday 13<sup>th</sup> July 2016 at 5.00pm. The Lord Provost's office has agreed to host the event.

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

I continue to support WSREC's Board members at SAREC Board meetings. Also WSREC being the Sectariat for SAREC I am the named individual at WSREC. I have in consultation with other REC CEO's submitted an application to Awards for All for £10,000 to carry out a piece of research to ascertain the support or lack of to victims of Hate Crime across the areas served by SAREC partners.

➤ Funding

1. Extension of 3 months to 30/06/16 for GCRP, Living Equality and MESS projects have been provided by the funders
2. GCRP/Living Equality for year 2016/17, applications were submitted and await the funder for the outcome.
3. We have a **new** project 'Connecting Communities and Challenging Hate (3CH) which replaces the Challenging Sectarianism Amongst Generations as we successfully bid for 2016/17
4. In discussions with a national organisation to work in partnership in relation to honour based work.
5. Working up an Advocacy project and have identified a funder for this and hope to apply for a 3/5 year project.
6. We will hope to seek funding for a Grants Officer and possibly a Volunteer Coordinator

➤ Staff Pensions automatic enrolment

Automatic Enrolment

The law on workplace pensions has changed. Under the **Pensions Act 2008**, every employer in the UK must enrol all staff who fit the criteria into a pension scheme and contribute towards it. This is called 'automatic enrolment'

WSREC has enrolled as an employer with 'The Pensions Trust' - the Flexible Retirement Plan. This will allow WSREC to meet its obligations in relation **Pensions Act 2008**. Our auto enrolment start was 1<sup>st</sup> January 2016. All eligible employees were auto enrolled however, individual staff member is able to opt-out or opt-in. WSREC's contribution as an employer will be 1% in this scheme.

➤ Board and Staff Away Day

The Board and Staff away was organised and took place in 29<sup>th</sup> February 2016 at the Welling ton Church near Glasgow University. The subject matter was as agreed 'social enterprise' for WSREC. we had Ayesha Khan, Social Enterprise Academy Edinburgh as the facilitator.

➤ Twining of Board members to projects- update

Project name	Staff details	Twinned member	dates
Branching Out	Javed Sattar	Hanzala Malik	02/14
Roots Scotland	Ghazala Khan	Malcolm Green	02/14
Minority Ethnic Silver Surfers (MESS)	Javed Sattar	Harriette Campbell	04/14
Lets Cook, Grow, Sew Together (CGS)	Dilraj Kaur	Sharon Schlesinger	
Embrace project	Eve Kourova	<b>Not twinned</b>	
Good Community Relations Project (GCRP) Eastern European community	Joanna Kieran	John Service	03/16
GCRP working with community Groups in Renfrewshire	Johannes Gonani	Harriette Campbell/Anne McTaggart	03/16
GCRP Hate Crime workshops In Schools	Monique Campbell	Antony Kozlowski	11/15
Challenging Sectarianism Across Generations (CSAG)	Monique Campbell	Antony Kozlowski	11/15
Minority Ethnic Employment and Training Support (MEETS)	Nadeem Hanif	Tunweer Malik	11/15
Qurbani (sacrifice) Food Initiative	Mohammed Razaq	<b>Not twinned</b>	
Living Equality	Bushra Iqbal	<b>Not twinned</b>	
Connecting Communities and Challenging Hate (3CH)	Monique Campbell	Antony Kozlowski	04/16

➤ IIP

A meeting with Carol Arnot consultant for IIP was held on 7<sup>th</sup> March and discussed and agreed the way forward in relations to the recommendations in April 2014 i.e. Staff structure and succession planning for Board and staff. Carol was happy that succession planning for Board had been undertaken. That the staff structure with existing Deputy Director with the added Projects Managers role being made permanent would positively strengthen the staff structure.

➤ Staff Annual Appraisal

This process has been completed and a report will be provided to the Board at a future meeting.

➤ Staff

WSREC staff compliment as at 29<sup>th</sup> February 2016

- CORE staff (full/part-time contracted staff ) 21
- Sessional Workers: 17
- Volunteers and Placements 06

**TOTAL 44**

Community Jobs Scotland

We successfully recruited into the 2 posts, IT Support and Project Assistant (MEETS project). Both posts are for 6 months and started in December 2015 paid by Community Jobs Scotland at the living wage.

 ➤ Events/Meetings attended since last WSREC Board meeting

- Mon 22<sup>nd</sup> Feb 15 attended Glasgow Kelvin College Board meeting
- Tue 23<sup>rd</sup> Feb 15 represented WSREC at QXHA Celebration event
- Thurs 25<sup>th</sup> Feb 15 attended LGBT Intersectionality training at WSREC
- Sat 27<sup>th</sup> Feb 15 represented WSREC at multicultural event at City Chamber
- Mon 29<sup>th</sup> Feb 15 Attended WSREC Board and staff Away Day
- Wed 2<sup>nd</sup> Mar 15 represented WSREC and provided input at VAF storytelling event
- Tue 8<sup>th</sup> Mar 15 Attended VAF Islamic Charity consultation in Glasgow
- Wed 9<sup>nd</sup> Mar 15 Cross Party Group on RE at Scottish Parliament
- Fri 11<sup>th</sup> Mar 15 attended Common Purpose mtg as Advisory Group member
- Mon 14<sup>th</sup> Mar 15 attended Glasgow Kelvin College Board meeting
- Tue 15<sup>th</sup> Mar 15 supported as panel member for CSAG project event on Hate Crime
- Fri 18<sup>th</sup> Mar 15 Attended Glasgow Equality Forum at Albany
- Wed 23<sup>rd</sup> Mar 15 Attended Pakistan National Day at the Consulate offices in Glasgow
- Wed 30<sup>th</sup> Mar 15 attended GVSREN meeting at CRER offices
- Wed 30<sup>th</sup> Mar 15 attended COPFS school debating competition at Legal College
- Fri 8<sup>th</sup> Mar 15 Attended 3<sup>rd</sup> Part reporting network at Victim Support offices
- Fri 15<sup>th</sup> Mar 15 Attended Common Purpose CSC Leaders Civic reception in City Chambers

The Board noted the report

## c. Partner reports

 • Police Scotland

PC. Magdalena Ross reported that Police Scotland have been going out engaging with young and older people. Recently police Scotland have been participating in a few events in the Southside and the North of Glasgow. Furthermore, Police Scotland has a new inspector in place from yesterday and advised WSREC to get in touch with him so that he can introduce himself.

HM asked Magda if they had any data on where these visits took place. Magna advised they have a spreadsheet with all that information but does not currently have it with her. HM asked Magda if she could obtain a copy for the next meeting especially in regards to what they have learnt from these visits.

 • Crown and Procurator Fiscals Service (COPFS)

Stuart Cassidy advised that COPFS position remains largely the same as before; they still have a strong policy presumption to prosecute against hate crime. COPFS are continuing to engage with previous community groups. John Kyle, a member of the COPFS department has been in touch with MR in regards to COPFS engagement and is happy to be contacted if anyone wants to be engaged. A Hate Crime conference was held in Hampden in partnership with Police Scotland. The Cyber Crime awareness campaign that is targeting people over 50 in relation to being given advice on cyber/computer crime and what to watch for hasn't taken place yet for a number of reasons. Dates are still being looked at but Glasgow City Chambers has been set as the location and MR will advised on the date of this event when it is set. Stuart also reported that due to different organisational changes COPFS haven't been

able to make contact with the Sikh community and are hoping to do so along with engaging them and making them more aware of their work.

HM advised both partners that currently Glasgow Central Mosque has been going through a troubling time along with bad publicity. HM wishes both partners keep in mind the sensitivity of the issue and its community. HM went on to say WSREC was not wanting any information but at this stage passing on communities concerns. PC Magda Ross stated that senior members of Police Scotland are in touch with the leaders of the mosque and are monitoring the situation. (Both agencies took note of the communities concerns)

HC made a comment on the hate crime conference in regards to the lack of diversity at the top table and the lack of diversity of students who were involved in the 'Welcome to Glasgow' booklet. JC advised that he will pass on the comments to the organisers.

- Scottish Prison Service (no representation or report provided)

#### **8. WSREC Annual Report 2015/16**

MR reported that WSREC are now in the process of designing the 2015/2016 annual report. MR requested for Board members to provide a new photo or come along to the office to get a new photo taken. In addition to that MR asked the Board to send along a short biography of themselves as they are often asked by our funders and for the WSREC website. WSREC will be writing out to businesses and offer a chance to them to place adverts on the annual report for a fee which will go towards the cost of the annual report.

#### **9. Correspondence**

WSREC's auditor Stuart Aiton forwarded a Letter for Board in regards to the audit if the Board or observers had any concerns then they can contact him directly.

#### **10. For Information**

##### Staff and Board Away Day

WSREC's annual Board and Staff 'away day' was held on the 29<sup>th</sup> Feb. MR was pleased with the number of Board members that were able to attend. The subject matter for this year's away day was for WSREC to build a social enterprise to bring in money to support the core element of the organisation. A report will be put together in terms of outcomes of that day. WSREC are trying to address those outcomes and have two university student placements coming in to see what WSREC can provide. WSREC have also started to look at raising funds from other avenues and have sent funding application for core funding.

#### **11. SAREC**

MR reported Malcolm Green is not present and that no meeting has taken place in the last 6 months. The SAREC chair, Malcolm Green was concerned that SAREC had no work or projects that could be taken forward. WSREC were put in charge in applying for resources to help towards finding out whether victims of hate crime had any support from agencies / organisations. A funding application was sent to Awards for All for £10,000 and was successful. A meeting will be arranged soon of the Board to discuss how the work will be taken forward and about SAREC in general.

#### **12. DRAFT minute of the Finance Committee (29/03/16)**

Minutes not approved by the committee yet and hopefully presented at the next meeting.

**13. Summary of funding activity (1<sup>st</sup> April 2015 to 23<sup>rd</sup> March 2016)**

MR reported that in the last year, **16** funding applications were made for the total of £884,211. At the time of writing we have had **5** successful applications bringing in a total of £177,752, **6** unsuccessful and **5** still currently live applications. **6** applications are still being prepared that would bring in over a million pounds in funding for the coming years. Since the report we have had **2** more successful applications bringing the number of current live applications from 5 to **2**. We applied for £5000 to a funder for core funding and received £4000. The Chair congratulated MR on the success and asked MR to keep up the good work.

**14. A.O.C.B**

- The board congratulated Ghzala Khan on her new position as Deputy Director.
- MR reported that a staff colleague is looking at partners and other organisation that would possibly give WSREC core funding. If any Board members know of any organisations that can be approached, can they please email the information to MR.
- The Chair reminded the meeting that failure to attend 3 consecutive meetings of the Board without good reason can lose their place on the Board

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

WSREC AGM 5.00pm 13<sup>th</sup> July 2016 in City Chambers