

**West of Scotland Regional Equality Council Ltd**  
**69<sup>th</sup> Meeting of the Board of Directors**  
Wednesday 19th November 2018 at 6.00pm  
WSREC Offices, 39 Napierhall Street, Glasgow, G20 6EZ

**Minutes**

**PRESENT****Board of Directors**

1. Harriette Campbell (HC)
2. Dr Malcolm Green (MG)
3. Onkar Singh Jandu (OSJ)
4. Dr. Javed Gill (JG)
5. Sharon Schlesinger (SS)
6. Tunweer Malik (TM)
7. Sheela Mukherjee (SM)
8. Antony Kozlowski (AK)

**Observers**

Non

**In attendance**

Mohammed Razaq (MR)  
Ghzala Khan

**Welcome**

The Chair welcomed everyone to the meeting.

**1. Apologies****Board of Directors**

1. Cllr Hanzala Malik (HM)
2. Munir Choudry (MC)
3. Cllr Anne McTaggart (AM)
4. Syed Jafri (SJ)
5. Vince Chudy (VC)
6. Cllr Rashid Hussain (RH)

**Observers**

1. Cllr Junaid Ashraf NLC
2. Cllr Caroline McAllister WDC
3. PC Graeme Stirling, Police Scotland
4. Stuart Cassidy COPFS

**2. Presentation**

A presentation on "Equality Performance Observed in the Workplace" (E-POW) WSREC's new project was made by Ghzala Khan; Project Lead the presentation was a quick summary of project outcomes.

The project is funded by the Scottish Governments workplace Equality Fund till 30/06/2019. To work with mainstream private employers and their employees to improve knowledge, skills and practices to address employment inequalities within the workplace whilst creating a more inclusive working environment. Ghzala advised that we already have positive response from Rolls Royce and Lambert Smith Hampden Estate Agents who are willing to work with the project however; the project still needs identifying other private businesses to work with and would welcome support from Board members pointing her in the right direction.

**Project outcomes**

- a) Employment opportunities and progression in the workplace are improved for participant groups and consideration is given to how this can be embedded into the workplace to ensure lasting change.
- b) Knowledge, skills, policies and practices are improved in order to address employment inequalities, discrimination and barriers/challenges within the workplace.
- c) A more inclusive working environment is created and continued through employees and employers working in partnership.

After a number of questions and answers the Board thanked Ghzala Khan for the presentation.

**3. Minutes of the previous meetings**

Minutes of 10<sup>th</sup> September 2018 were approved as a true and accurate record

**4. Matters Arising**

There were none

**5. Conflicts of interest**

There were none

**6. For discussion  
Reports**

 a) Finance – Variance statement for month of October 2018

**Expenditure:** actual **£43,452** and budgeted **£49,463** with a variance of **-£6,010**

**Income:** actual **£54,974** and budgeted **£145,311** with a variance of **-£90,336**.

After MR explained the main variances and that the figures would align themselves at the end of the year the Board noted the report

 b) Executive Director

MR was requested to go through briefly of the report headings which he did and the report was noted

 c) Partner Reports

There were none

**For decision**
**7. Correspondence**

There were none

**For more information**
**8. WSREC Board Membership**

MR reported that John Service (co-opted member) had resigned along with Haji Mohammed Munir both citing family commitments. MR advised that WSREC Chair had accepted both resignations.

The Board noted both resignations and wished to thank both members for their long service and support for WSREC.

Action: A letter to be sent to John Service and Mr Haji Munir on behalf of the Board thanking both for their support over the many years.

**9. Update: Napiershall Street Centre:** MR stated that WSREC staff was actively searching for suitable locations and have arranged appointment to visit McCafferty House in Firhill. JG suggested that the old NHS building (Dalian House) in St. Vincent Street has lain empty for a while that may suit WSREC. MR thank Mr Gill and advised that this will be looking into

Action: It was agreed by the Board for written criteria for suitable premises for WSREC to be provided to the Board.

**10. Report SAREC**

MG (Chair of SAREC) reported that there organisation had its AGM on the 12<sup>th</sup> November 2018 with the following Office Bearers elected:

Chair:	Malcolm Green	WSREC
Vice Chair:	Shami Khan	ELREC
Treasure:	Sikander Malik	CSREC
Secretary:	Arun Gopinath	CSREC

This was followed by an ordinary meeting

MG also reported that joint funding bid with Mental Health Foundation had been put on hold after a meeting with the Big Lotteries (BL) as the direction BL wished the application to take was not what SAREC could support at this moment and time. However, it has been agreed to pursue funding for Victims of Hate crime from another source. In this regard the 4 CEOs have been requested to gather further information that makes our case in relation to the work SAREC endeavour to carry out and update the SAREC 'position paper' and request a meeting with Justice Minister Humza Yousaf in view to garner support from him and possible identification of funding for SAREC to execute this work.

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

TM requested Information about SAREC which Malcolm Green provided in the makeup/membership of the SAREC Board its background and how the 4 REC's work jointly to progress the work of the REC's and share good practice. TM thank MG for this.

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

Future meetings at 6.00pm meeting room ground floor, WSREC offices agreed as follows:

Monday 11<sup>th</sup> February 2019

Monday 29<sup>th</sup> April 2019