

**West of Scotland Regional Equality Council Ltd**  
**75<sup>th</sup> Meeting of the Board of Directors**  
 Monday 18<sup>th</sup> November 2019 at 6.00pm  
 WSREC Offices, 39 Napierhall Street, Glasgow, G20 6EZ

**MINUTES**

**PRESENT**

<u>Board of Directors</u>	<u>Observers</u>	<u>In attendance</u>
1. Cllr Hanzala Malik (Chair)		Mohammed Razaq (MR)
2. Dr Malcolm Green (MG)		Ghazala Khan (GK)
3. Onkar Singh Jandu (OSJ)		
4. Haroun Malik (HM)		
5. Cllr Rashid Hussain (RH)		
6. Cllr Anne McTaggart (AM)		
7. Dr. Javed Gill (JG)		
8. Sheela Mukherjee (SM)		
9. Vince Chudy (VC)		
10. Sharon Schlesinger (SS)		

**WELCOME**

The Chair welcomed everyone to the meeting and also welcomed Haroun Malik as new co-opted member on the Board at his first meeting also distributed 2020 pocket diaries to all members who wished one.

**1. APOLOGIES**

<u>Board of Directors</u>	<u>Observers</u>
1. Antony Kozlowski (AK)	Stuart Cassidy (COPFS)
2. Syed Jafri (SJ)	Imran Bashir (COPFS)
3. Harriette Campbell (HC)	

**2. MINUTES OF THE PREVIOUS MEETINGS**

Minutes of 74<sup>th</sup> meeting 4<sup>th</sup> October 2019 were approved as a true and accurate record

**3. MATTERS ARISING**

- Police Scotland- Digital Device examination consent event  
ACTION: It was agreed by the board that this report and the guidance alluded to it should be acquired and forwarded to Board members. The Chair suggested that this matter may be taken up by SAREC. MR reported that this was duly carried out and information passed on to SAREC Sectariat.
- Reports: b) Executive Director  
 SS asked if funders gave reasons for the unsuccessful applications.  
ACTION: MR to forward to SS feedback received on the unsuccessful Young Start funding application. MR reported that funder feedback was forwarded to SS.

**4. CONFLICTS OF INTEREST**

There were none

**5. FOR DISCUSSION**

**Reports**

- a) Finance – Variance statement for month of October 2019  
**Expenditure:** actual **£35,487** and budgeted **£42,575** with a variance of **£7,087** over spend  
**Income:** actual **£49,102** and budgeted **£64,228** with a variance of **-£15,125** under budget

The Board was content with explanation of under/over budget spends/income and noted the report

b) Executive Director

The Chair asked for any questions on the Executive Directors report. There were none however, the Chair said that it was good report and pointed out that he felt that the Director was still working too hard as has previously mentioned at Board meetings and again suggested that Director may wish to delegate more of his duties to other staff and in relation attending meetings and events he also requested some of these should be delegated to Board Directors.

The Board noted the report and comments made by the Chair

c) Partner Reports

Stuart Cassidy (SC) COPFS

SC advised that he did not have anything new to report however, in relation to hate crime there is still a strong presumption to prosecute instead of diversionary approaches. He advised that MR is still invited to attend events at COPFS. SC further reported that recently he had been invited by Giffnock Synagogue to an event by the Jewish community in relation to anti-Semitism/hate crime.

The Chair suggested that there was an issue about the speedy release of deceased bodies back to the families. He wished to have some sort of document/letter from COPFS in relation to this subject which then can be distribute amongst Imams and individuals and organisations dealing with death both from the Jewish and Muslim bereavements. Also there is some issue in relation to the 'out of hours' (after 5.00pm and weekends) contact which is no longer available to the communities and this is causing some difficulties and a challenge which needed to be addressed.

Imran Bashir who accompanied SC was working within the Health and Safety and FIU comes under that department however, he used to work within the FIU but not any longer.

Action Point: MR to correspond with Stuart Cassidy formally on this matter so a formal response can be obtained from Fatalities Investigations Unit (FIU). SC advised that this may an opportune time as Dr David Green who was overall in charge of the FIU has moved on.

There were no other partners present and no written/verbal reports were received.

**FOR DECISION**

**6. CORRESPONDENCE**

There was only 1 pieces of correspondence and that was from Stuart Aiton and Co WSREC's Auditor who had forwarded for agreement and signature a working agreement for the coming year. This was duly agreed and the Chair provided his signature.

**FOR INFORMATION**

**7. Board and Staff Away Day.**

The Chair spoke on this subject and advised the event was held on 19<sup>th</sup> September in Perth, 3 Board members and a large number of staff were present.

There was a presentation from Alex Rooney from CEiS especially brought in to assist with WSREC's next 5 year Business Plan 2020-25. A workshop with Board staff was undertaken by Alex and a lot of information was gathered for the business plan. There was a presentation on work place and mental health from Chris White from the Mental Health Foundation. The Chair suggested that he would wish an event for Board members who were unable to attend, so that they can be apprised of what the Away Day was and the work that was carried out.

**8. UPDATE: 'Office Move'**

The Chair reported that information exchange was ongoing with City Properties in relation to a building on which we have had Lambert Smith and Hampton (pro bono for WSREC) for a property that met most of the criteria WSREC Board agreed to previously. The report has been studied and was provided to the landlord and clarification has been received on responsibility for repairs within the

report. On another note a rent invoice has been received suggesting that VAT will be charged on rent from September 2019 on our present office space this will significantly increase costs to WSREC we are in discussions with the landlord and will keep you posted.

The Board noted the report.

**9. REPORT SAREC**

MG (Chair of SAREC) reported that the CEO's had meeting on the 5<sup>th</sup> of November and discussed joint work between the REC's that they wished to carry out and recently met with Victim Support in relation to supporting victims of Hate Crime and MR attended that meeting he may be able to report on it.

MR advised that he was the only one that attended the meeting at Victim Support (VS) offices in Glasgow with Calum Ogden and Mike Finley from National Support Team. He advised that he did not obtain any information (requested by SAREC Sectariat pre meeting) that would take us any further as he was not provided with any data or what work they had or were carrying out however, it was mentioned that VS had restructured and had a strategy on unmet need.

MG commented that it was not good that only one CEO was present making it difficult to judge or come to a conclusion on VS service for victims of hate crime as MR has been sceptical of VS being able to provide the service or that victims from ethnic minorities having the confidence to go to VS for assistance in the first place. MG advised that he would look into the reasons for non attendance of other CEO's as a commitment was required by SAREC from all of the SAREC members and their CEO's.

The Board noted the report.

**10. WSREC Business plan 2020-25**

MR advised there has already been discussion and gathering of information via the Board and Staff Away Day and that WSREC was working towards the new business plan 2020-25, Board members will be receiving request for ideas and thoughts for certain areas of the business plan going forward.

The Board noted the report

**11. Presentation of Certificates- Recognition of Service to WSREC Governance**

The following were recognised with a certificate

10 years of service: Sharon Schlesinger, Dr Malcolm Green; Cllr Rashid Hussain and Haji Mohammed Munir;

15 years service: Harriette Campbell; Onkar Singh Jandu and Syed Jafri

20 years service: Hanzala Malik

25 years service: Vince Chudy

**12. AOCB**

The Chair advised that WSREC has been supporting ASRA an organisation for the elderly in the same building at Napiershall Street office for many years and that we now have the issue of office move he requested the agreement of the Board to continue supporting ASRA and in particular with their search for new office space.

The Board agreed with the Chair's request.

**13. DATE AND TIMES OF FUTURE MEETINGS**

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

Monday 10<sup>th</sup> February 2020

Monday 27<sup>th</sup> April 2020