

West of Scotland Regional Equality Council Ltd
82nd Meeting of the Board of Directors
8th February 2021 at 6.00pm

Via ZOOM

MINUTES

PRESENT

Board of Directors

1. Hanzala Malik Chair
2. Dr Malcolm Green (MG)
3. Vince Chudy (VC)
4. Antony Kozlowski (AK)
5. Sharon Schlesinger (SS)
6. Harriette Campbell (HC)
7. Cllr Anne McTaggart (AM)
8. Dr. Javed Gill (JG)

Observers

None in attendance

In attendance

Mohammed Razaq (MR)
Ghzala Khan (GK)
Anana Kayani (AA)

WELCOME

Malcolm Green in the absence of Hanzala Malik chaired the meeting
The Chair welcomed everyone to the meeting.

1. APOLOGIES

Board of Directors

1. Onkar Singh Jandu (OSJ)
2. Sheela Mukherjee (SM)
3. Haroun Malik (HM)
4. Syed Jafri (SJ)

Observers

None

2. Presentation

Presentation was provided by Anana Kayani, Project Coordinator, New Moves (WSREC's Volunteer and training Project).

Project is funded by Awards for All for the period May 2019 to June 2021, to date the project has made **1840** individuals aware of the opportunities available within diverse sectors, **131** individuals supported through skills and development training, **56** individuals successfully fulfilled their potential by participating in volunteering roles and **17** volunteers supported for capacity building from diverse communities. GK pointed out that the project has obtain such good results with a grant of £10k per year which is not a great deal of money in the scheme of things.

On behalf the Board the Chair thanked Anana for the excellent presentation and he pointed out the amount of hard work that goes into projects to obtain positive results/outcomes as shown.

At this point it was agreed that MR update and re-vitalise the twining of Board members to Projects.

3. MINUTES OF THE PREVIOUS MEETINGS

Minutes of 80th (2nd November 2020) & 81st (5th November 2020) were approved as a true and accurate records

4. MATTERS ARISING

There were no action points or matters arising from both minutes

5. CONFLICTS OF INTEREST

There were none

6. FOR DISCUSSION

Reports

a) Finance – Variance statement for month of December 2020

Expenditure: actual £34,486 and budgeted £30,713 with a variance of £3,772 overspend
Income: actual £38,513 and budgeted £9,625 with a variance of -£3,243 under budget

The Board was content with explanation provided under/over budget expenditure/income and noted the report.

b) Executive Director

MR pointed to the report that had been forwarded to Board of Directors and asked for any questions. There were no questions however MR pointed out to the section on funding thanking staff for the hard work and reiterated that since the last report at the 2nd of November 2020 Board meeting a total of **£374,665** grant money has been offered with 10 applications being successful. The Chair noted the Boards ‘thank you’ to staff for their hard work in particular Ghzala Khan, Deputy Director

AM raised the issue of Hate Crime figures and the previous difficulty in obtaining these from Police Scotland and WSREC’s input around hate crime MR advised that this this has not changed. Although Police Scotland publish Hate Crime figures they are annual and in total take 15 months to get to organisations. This is not helpful for the purpose of service delivery as minimum quarterly figures are needed to direct finite resources to the most challenged characteristic or geographical area. MR also reported that WSREC was involved in many groups and for a in relation to tackling and raising awareness of hate crime i.e., WSREC has input directly to the Justice team’s consultation on the Bill along with collective response via groups and organisations such as MEND, CRER, Hate Crime Reporting Network and Glasgow City Council Hate Crime Working Group. He further advised that WSREC is represented by staff on the Scottish Governments Cross Party Group on Anti-Sectarianism, Islamophobia and on Race Equality and have been the Secretariat since 2019 for the Race Equality Cross Party Group.

The Board noted the report and agreed that a letter be written to the Scottish Police Authority about this unsatisfactory situation with copies to the Chief Constable and local Glasgow Commander.

c) Partner Reports

No reports were received, or partners were in attendance.

d) WSREC’s 50th Anniversary

MR reminded the Board that June 2021 would be WSREC’s 50th year and that the Away Day agenda item will discuss and capture everyone’s idea of how we can celebrate this. The Chair suggested booking the Banqueting Hall in the city chambers, inviting key people to the event. MG suggested having a display WSREC’s work and changes over the years and advised it may be problematic in relation to access archived material during the pandemic lockdown.

The Chair advised that he would discuss the use of the Banqueting Hall with the Lord Provost of Glasgow.

The Board noted the comments and suggestions

FOR DECISION**7. CORRESPONDENCE**

There was non

8. PROPERTY SUB-COMMITTEE

MR reported that the draft Terms of Reference for this Sub-committee will be put to the committee itself which hopes to have its meeting soon. Once the Property Subcommittee has agreed the draft it will come to the full Board for adoption.

The Board noted the report

FOR INFORMATION**9. UPDATE: 'Shuna Street'**

GK reported that our solicitor Graham Wilson from Addelshaw Goddard LLP has made contacted with Hugh Blake of City Property and started the formal negotiations with a number of questions which Hugh Blake has already replied to for the temporary month to month and the long-term lease for Shuna Street along with WSREC's furniture etc. All staff have cleared their desks and office plants have been given homes. Meetings are being organised with various other organisations to obtain assistance. GK also advised the Board the £10k has already been diverted (with the funder agreement) to this work from a previous successful application and has identified 'The Robertson Trust' as another source to apply for funding. The Chair advised that he has been proactive and spoke to a construction company who will be able to assist in identifying support also has spoken with Councillor Rashid who has himself been involved in obtaining resources for energy saving materials

The Board noted the report.

10. Covid-19

MR reported to the Board that there has been lot about ethnic minorities not taking up the opportunity to have the vaccine and reports at the moment suggest take up by Asian community of twice less and African/Black community 3 times less likely than the majority community. This is very concerning as % larger numbers of ethnic minority communities catch the virus and larger numbers die from it, but the take up the vaccine is low. WSREC is attempting send information within its Bulletins and social media that would be positive in assisting people within the communities to take up the vaccine, for example re-posting a visual of an Imam in Glasgow taking the vaccine, this would allay any faith related fears of Muslim community may have. The Chair also advised that there could be 'danger' in this negative community relations issues arising if some communities are seen to be not taking the vaccine and therefore, spreading the virus to others.

Board noted the verbal report

11. BOARD AND STAFF AWAY DAY

MR reminded the abord of the Board and Staff Away day on 11th February 2021. The programme is ready with a start of 10.00am and finish at 2.00pm. members were advised to join 1 minutes earlier so that the formal meeting could begin at 10.00am sharp. MR further advised that there will be breakout for the Board to receive Governance related training from Civicus Training while Senior staff will provide in-house training to all staff on mental health and flexible working.

12. REPORT SAREC

MG (Chair of SAREC) reported that the AGM was conducted in December 2020 with annual accounts being approved and all Office Bearers being returned. This was followed by an ordinary Board meeting. The substantial items being **1.** the ongoing project looking at the effects of Covid 19 in relation hate crime incidents towards Chinese and East Asian communities **2.** CEO's looking ahead in terms of the work they wish to carryout in the future in the area of Advocacy, Casework and Volunteering most importantly there was good exchange of ideas between the 4 CEO's. MR added that the draft report was discussed by the CEO's recently and the final draft is lying in my emails which I need to check and make a response however, from the initial draft it is an excellent report/work considering the very small amount of grant received from Awards For All to do this work.

The Board noted the report.

13. AOCB

AM asked when the Chinese New Year (year of the Ox) was being celebrated the Chair advised that it was from Friday 12th February and that he had been invited by Chinese Community Development Partnership (CCDP) to their celebration event.

HC asked if a book produced by the African Caribbean Womens Association had been received at WSREC. The Chair advised that he had and thank Harriette for the book and reported that book had been left in WSREC's Docket at Reception for others to borrow and return.

HC asked Board members if they had seen Panorama programme about the death of Sheku Bayoh and the role of the Scottish Government some discussion followed, and views exchanged.

14. DATE AND TIMES OF FUTURE MEETINGS

AGM in June 2021 (TBC)

All meetings will be held at 6.00pm and (due to Covid 19 restrictions) via Zoom until further notice