

ITEM No 3.1(a)

From: Nina Giles
Sent: 22 April 2010 16:57
To: Carmel Riley
Cc: Shami Khan; Angela Blacklock
Subject: Deputation to Full Council Meeting 29 April 2010

Dear Carmel

On behalf of Edinburgh & Lothians Racial Equality Council, we would like to request a deputation to the Full Council Meeting on 29 April 2010 regarding ELREC's funding situation. We will be submitting a written report which we hope to make it available to you by Monday.

Thank you for your assistance.

Regards

Nina

Nina Giles, Director
Edinburgh & Lothians Racial Equality Council, 14 Forth Street, Edinburgh EH1 3LH

Highlights of Recent ELREC's Work with City of Edinburgh Council

Background

Edinburgh and Lothians Racial Equality Council was established in 1971. It has 39 years of experience of assisting individuals who have been racially discriminated against or harassed, and promoting good relations and community cohesion. It is also an expert on community development with excellent track record. Many projects exist in Edinburgh and Lothians are originally projects developed by ELREC's Management Committee and staff. For example, Edinburgh Chinese School, Milan (Asian Older People's Project), Skillnet (employment & training organisation), Saheliya (women and mental health organisation), Minority Ethnic Learning Disability Initiative (MELDI) and Edinburgh Racist Incidents Monitoring Project (ERIMP). ELREC also played a vital role in establishing other organisations such as Minority Ethnic Carers of Older People Project (MECOPP), Africa Centre, Linknet (mentoring project), Edinburgh VTO (befriending project) and Edinburgh Youth Social Inclusion Partnership (youth service).

Every year, ELREC engaged with in total approximately 1500 individuals and 300 services through our various services such as capacity building, community development, community planning and youth development.

Over the last 4 years, ELREC has published many reports raising a variety of needs expressed by BME communities, e.g:

- Lack of appropriate emotional and psychological support services for individuals who experience racial discrimination and harassment
- Lack of BME representation in media and decision making structures
- Lack of culturally sensitive services in health and leisure activities
- Lack of access to information and services
- Lack of consistent approach in engaging with BME communities
- Lack of infrastructure in rural parts of Lothian for BME communities

With the funding from City of Edinburgh Council, ELREC was able to generate an additional 70% of its income in the last financial year.

Below are some of key areas where we have supported the individual Council Service:

Community Planning

- ELREC was a founding member of Community of Interest Support Network – we were instrumental in encouraging other equality representatives to participate in this network and provide support to the single equality representative on Edinburgh Partnership
- Participation in developing a new model for Edinburgh Partnership and other structures under community planning.
- Unfortunately COISN was disbanded due to difficulty in identifying an agreed accountable model connecting COISN with Edinburgh Partnership and Equalities Network.

Corporate Services

- Involvement in Equality Impact Assessments
- Development of Single Equality Scheme
- Provide capacity building support to smaller voluntary organisation such as Africa Centre, Pakistan Society, Bangladeshi Samity, Connolly Foundation and so on.
- Key member of Race Equality Forum before it was replaced with Equalities Network

Children and Families Services

- Member of Equalities Implementation and Monitoring Group (EMIG)
- ELREC works with 500 young people annually through one to one support, drop-in sessions at Youth Zone, talent show for primary school children, anti-racism conference for S3 pupils and deliver workshops at schools and youth groups.
- ELREC organised the show racism the red talent show over the last three years. Each year 100 young people took part with 13 schools represented.
- Anti-Racism conference for S3 pupils has also been running for three years consecutively. Similarly 100 pupils took part each year representing 15 schools. An attitude survey was carried each year and data would inform the planning conducted by EMIG.
- ELREC conduct on average 10 workshops annually at schools and youth organisations.
- ELREC Youth Zone acts as a gateway for services to engage with minority ethnic young people between the ages of 12 to 21.

Health and Social Care

- ELREC was commissioned to conduct a comprehensive review of a minority ethnic voluntary organisation. The review enabled the organisation to attract more funding and expand its services.

Services for Communities

- ELREC was formerly the Chair of BME Community Safety Consultative Group
- ELREC was the leading organisation in developing the Tackling Hate Crime Multi-Agencies Strategy. The strategy was launched on 8 January 2009.
- ELREC chairs the Hate Crime Operational Group. The group is also showing results in raising public awareness of hate crime, developing a training programme for front line staff and bringing agencies together to develop joint action.
- ELREC supported the development of City Centre Neighbourhood Partnership. It plays a key role in the annual open day. ELREC is currently the voluntary sector representative of the City Centre Neighbourhood Partnership and we support the voluntary sector forum.

In ELREC's funding application we have outlined the targets in accordance with individual service plan and single outcome agreement. Some of the targets are already being undertaken with individual service, they are in bold.

Outcome: Our young people are successful learners, confident individuals, effective contributors and responsible citizens

ELREC's Targets:

- **To improve the equality performance of Children & Families Services and assist with the implementation of Equality, Diversity and Human Rights Scheme by providing equality input to Equality Implementation and Monitoring Group – attend and provide professional equality input at 4 meetings per year, disseminate information to BME voluntary sector, participate in any joint action and partake any equality impact assessment**
- **To tackle racial bullying and help young people to become confident individuals by delivering anti-racism and anti-bullying workshops to a minimum of 5 schools enabling the schools to achieve positive inspection reports and reduce number of children and young people experience bullying and harassment**
- **To enable young people to become effective contributors and responsible citizens by organising and deliver the annual show racism the red card talent show to primary school pupils with 100 pupils participating and the annual THINK SM:ART anti-racism conference for third year pupils with 100 pupils participating**
- **To enable BME young people to become successful learners, confident individuals, effective contributors and responsible citizens by providing a chill out space for BME young people where they can access one to one support on education and employment with 50 young people benefiting and providing confidential support to young people who experience bullying, racial harassment or discrimination with 20 young people benefiting**
- **To improve BME young pupils' attainments by providing a study buddy club to BME young people with 10 young people benefiting, particular attention will be paid to those who are studying standard grades, highers or equivalents**

Outcome: We live our lives safe from crime, disorder and danger

Your Targets:

- **To improve the equality performance of Services for Communities and assist with the implementation of Equality, Diversity and Human Rights Scheme by providing equality input to Edinburgh Community Safety Partnership – attend and provide professional equality input at 4 meetings per year, disseminate information to BME sector and participate in any joint action**
- **To provide a long term strategy in tackling hate crime by leading the Hate Crime Operation Group - chair 6 meetings per year, monitor patterns of hate crime, promote remote reporting centres, address under reporting, develop public awareness campaign, prepare training package to enable front line officers to support hate crime victims, disseminate information to voluntary sector, lead on any joint action and participate in subgroup meetings**
- **Deliver support / referral service to 50 BME individuals who experience racial harassment or discrimination**
- **Deliver training / information sessions to 3 groups of 10 individuals on rights under equality legislations**

- **As part of Counter Terrorism Prevent Strategy, provide equality input to local Delphinus group, attend 4 meetings per year, dissemination information to members of ACT Network and support any joint action**

Outcome: We have strong, resilient and supportive communities where people take responsibility for their own actions and how they affect others

Your Targets:

- To ensure BME residents are satisfied with neighbourhoods and decision making, improve the equality performance of local neighbourhood partnerships and assist with the implementation of Equality, Diversity and Human Rights Scheme by:
 - **facilitating engagement with BME communities by community planning partners, participation of 2 events per year**
 - **providing race equality perspective to Edinburgh Equality Network – attend and provide professional equality input at 4 meetings per year, disseminate information to BME individuals/groups**
 - **Promoting BME community involvement in local neighbourhood partnerships – actively work with 3 local neighbourhood partnerships including City Centre**
 - **Provide equality input in local action plans and assist with any equality impact assessment**
 - **Continue to act as voluntary sector representative at City Centre Neighbourhood Partnership – attend and provide professional equality input at 4 meetings per year, organise meetings for voluntary sector forum**
- To enable BME voluntary/community sectors participate in the wider voluntary sector and improve the equality performance of the voluntary sector by:
 - **providing equality input to Voluntary Sector Strategic Group (Edinburgh Compact) – attend 4 meetings per year, disseminate information to BME voluntary sector and participate in any joint action**
 - **providing equality input to Volunteer Strategy Group (Edinburgh Compact) – attend 4 meetings per year, assist with the production of annual performance report and participate in any joint action**

ELREC’s core staff members are Director and Administrator. The funding from City of Edinburgh Council is instrumental in enabling the targets being achieved as well as establishing new projects to meet the needs of communities living, working and studying in Edinburgh and attracting investments from other funders. Project staff members that are not funded by CEC include 2 Community Development Officers, 3 Community Development Assistants and 3 Youth Workers.

The total of ELREC’s core costs for this financial year is estimated as **£101,539**. (The total expenditure of the organisation is projected as £204,108.) The breakdown of the core costs is as follows:

Salary Costs	68,939
Rent	12,000
Rates & Taxes	3,000
Heating & Lighting	1,500
Accountancy Fees	4,000

Insurance	1,000
Maintenance & Cleaning	1,500
Telephones / Internet / IT Support	4,000
Printing & Stationery	1,500
Postage	1,000
Travel Expenses	500
Events / Activities	1,000
Resources	1,000
Interpreting / Translation	300
Subscription	300

The funding from City of Edinburgh Council has not been increased since 2004. Taking into account of inflation rates between 2004 and 2010 (Consumer Prices Index), the grant has been cut by a further 12%. Effectively adding to the 14% cut, ELREC is facing 26% cut in real terms.

Over the past 6 years, ELREC has been resourceful in managing our grants and bringing in additional funding to ensure organisations such as City of Edinburgh Council is supported adequately in promoting equalities across the City. With a shortfall of £41,539 (101,539 minus 60,000), we are concerned that promoting racial equality and multi-equality agendas will be put at risk especially during the economic downturn when racial tensions are heightened.

We would urge the Council to consider the potential risks and assist us with preparing our services for better alignment with Council's single outcome agreement.

Nina Giles, Director
23 April 2010