

WORKING FOR A FAIR AND JUST SCOTLAND

January – December 2000

Encouraging steps have been taken in Scotland over the past year to outlaw discrimination, prejudice and racism, and to lay solid foundations for racial equality.

The Scottish Parliament and Executive have shown themselves ready to work in partnership with CRE Scotland, setting an example to the rest of the country.

Other influential groups have also welcomed our guidance. Many are implementing equal opportunity initiatives and helping to ensure a better life for Scottish people through enlightened education, sensible leadership and the impetus provided by the Race Relations (Amendment) Act 2000.

Much remains to be done, but we are committed to remaining at the heart of the challenge of ensuring racial equality in Scotland.

Working with the Scottish Parliament and the Scottish Executive

As the new Scottish Parliament approached its first anniversary, CRE officers in Scotland worked tirelessly with members and the Scottish Executive to ensure that racial equality was high on the nation's legislative and policy-making agenda.

The year was a defining one for Parliament and the CRE in Scotland – with major steps being made in education, housing, enterprise and criminal justice.

The death of First Minister Donald Dewar, in October, represented the loss of a champion of social inclusion and equality issues. Nevertheless, throughout the year, we maintained and built strong relationships with MSPs of all parties to promote racial equality.

Scottish Executive's Equality Strategy

The Equality Strategy, the Scottish Executive's response to the challenge of mainstreaming equal opportunities, was

launched in November by Social Justice Minister Jackie Baillie.

The aim of the strategy is to make sure that an equality perspective is integrated into the Executive's work and activity – in policy and programme development, legislation and spending plans, and service design and delivery.

The commitments given in the Equality Strategy include reporting annually to the Scottish Parliament on equality issues, with details of key milestones and outcomes. The strategy should prove to be a template of good practice on equality issues for the wider public sector.

We played a key role in assisting the Executive's public consultation exercise around this document, including facilitating workshops and conferences in the lead-up to the publication of the strategy.

On the whole, we welcomed the strategy, but raised concerns that many of the targets relating to racial equality were subject to further consultation, and many of the dates for achieving outcomes were delayed until 2002/03.

Report card

As parliament approached the end of its first year in July 2000, we decided to review the progress made against the targets which the CRE had set in the joint CRE/REC parliamentary agenda, *Racial Equality Matters*, in 1999.

To gauge awareness among MSPs, stimulate closer self-examination of their decision-making process in parliament, and promote the targets set out in *Racial Equality Matters*, we produced 'report cards' to help them to assess their progress. The responses were varied. Particularly pleasing, however, was the fact that we received responses from MSPs with whom we had had no previous contact, as well as those more closely involved in equal opportunities issues.

CRE Scotland was represented at all the party political conferences.



Responding to legislation and consultation exercises

We put considerable effort into responding to consultation exercises on aspects of the Scottish Executive's legislative and policy proposals, across the whole range of devolved subject areas.

Ethical Standards in Public Life

CRE Scotland continued to monitor the progress of the Ethical Standards in Public Life Bill, in particular the Scottish Executive's response to our submission on the Bill.

We sought ministerial assurances that the proposed statutory codes of conduct, which will govern the conduct of local councillors and members of public bodies, would incorporate racial equality issues.

The Local Government Committee of the Scottish Parliament subsequently supported CRE Scotland's recommendation to include equality of opportunity into the proposed codes of conduct. In March, the Scottish Executive published draft versions of these codes and continued to monitor the implications for equal opportunities in this area of work.

Public appointments

We made a written response to the Executive's consultation on public appointments and offered to facilitate a meeting between all relevant parties, in order to develop strategies for engaging ethnic minority communities in public life.

CRE representatives discussed with ministers the under-representation of ethnic minority communities in the public appointments process. It appears that the Scottish Executive is keen to go beyond developments south of the border and a range of options is currently being considered to address our concerns.

Standards in Scotland's Schools Act 2000

Following on from our response to the Scottish Executive's consultation document,

Improving Our Schools, and evidence we gave to the Parliament's Equal Opportunities Committee, the CRE proposed various amendments to the Standards in Scotland's Schools Bill.

During the committee stage of the Bill, we concentrated on amendments placing a positive duty on education providers to promote equal opportunities – as well as requiring education authorities to report on what they were doing to comply.

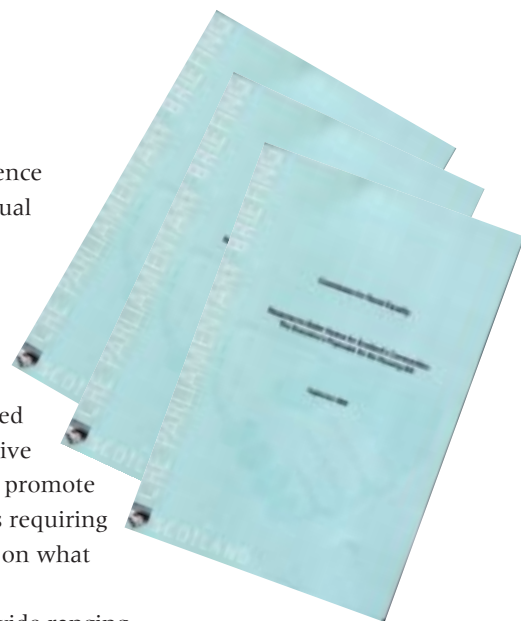
This proposal gave rise to wide ranging discussion within the Executive as to the nature of equality of opportunity and devolution in Scotland. The debate centred on whether Westminster or the Scottish Parliament had jurisdiction to place equal opportunities duties on devolved education authorities in Scotland, as the former is a reserved matter and the latter devolved.

Close negotiations between CRE officers and senior civil servants resulted in agreement that the Scottish Parliament could legitimately place equal opportunities duties on devolved public bodies. This could have implications for the whole public sector.

We also worked closely with the Equal Opportunities Commission (EOC) to pursue amendments to the Bill, with support from organisations such as The Equality Network, the Educational Institute for Scotland, Save the Children, and the Scottish Secondary Teachers' Association.

Malcolm Chisholm, MSP MP, tabled the joint CRE/EOC amendments and, following discussions between the CRE and the Scottish Executive, and intense lobbying of MSPs, the Executive tabled its own amendments to place such duties on education authorities in Scotland.

As a result of these amendments, the Standards in Scotland's Schools Act ensured that all education authorities – in the words of Deputy Minister Peter Peacock – 'are transparent about what they are doing to promote equal opportunities in schools.'





▲
Improving Our Schools:
the CRE made a major
contribution to
Scotland's Schools Bill.

The Act specifies that all 'Annual Statements of Improvement Objectives' prepared by Scottish education authorities must include objectives relating to the promotion of equal opportunities and the prevention of unlawful discrimination.

The CRE will continue to work with the Scottish Executive to ensure that effective guidance is given to education authorities on this new duty.

Housing Bill

In our response to 'Better Homes for Scotland's Communities' – the Executive's proposals for consultation on the Housing Bill in September – we welcomed the general tenor of the document, but stressed our disappointment that equality issues were not mainstreamed.

The CRE made six recommendations to the Executive – ranging from strengthening the individual's right of appeal against decisions not to register them on a housing list, to ensuring that the Executive Agency due to regulate Scotland's housing sector should be under a legislative duty to promote equal opportunities and report progress annually.

In response to this submission, Minister for Social Justice Jackie Baillie wrote to us: 'As your response rightly recognises, the implementation of the Bill's provisions by the new Executive Agency, local authorities and registered social landlords will be crucial in achieving our shared objective of promoting racial equality in housing in Scotland.'

The Bill introduced in December reflected a number of our recommendations. We

subsequently provided oral evidence to the Scottish Parliament's Equal Opportunities Committee and continued to work with the Executive to ensure that the legislation ultimately enables housing needs within Scotland's ethnic minority communities to be addressed.

Proposals for Best Value legislation

The CRE's response to this consultation exercise welcomed the intention to put Best Value at the heart of Scotland's public services. However, we stressed that while the Best Value framework has the potential to modernise Scotland's public services to the benefit of all stakeholders, unless the Executive sets out clearly the purpose and aims of that framework, it could become meaningless in practice. Among other things, we recommended the explicit mention of equality issues within any Best Value duties imposed on local authorities and a revisiting of the Best Value framework in the light of the Race Relations (Amendment) Act.

Lifelong learning: training for the long-term unemployed

Our response to this consultation exercise focused on the need for robust labour market information and analysis, disaggregated by ethnic origin. We also stressed that existing labour market data is either outdated or only allows high level or aggregate analysis of racial inequalities. Through improved monitoring arrangements, the Executive are seeking to ensure that access to, and provision of, training takes account of the specific needs of all ethnic groups, and that individuals of ethnic minority origin are equally likely to benefit from programme participation.

Enterprise Network Review

The Executive's review of the Enterprise Networks generated a significant programme of work for the CRE on economic development.

In our response to the Enterprise Network Review, we urged the minister to

issue strategic guidance to the Enterprise Networks which would have the effect of imposing annual equal opportunity reporting duties on them.

In turn, we recommended that Local Enterprise Companies should be bound by the Enterprise Networks (their key funders) to undertake the same task.

CRE Scotland followed these submissions with discussions with leading figures in parliament, senior civil servants and senior members of Scottish Enterprise.

The Executive incorporated one of our key recommendations – the nomination of a named Equality Champion to the Local Economic Forums, to keep equality high on the agenda of these new quangos.

The CRE continues to work closely with partners in Scotland's economic development agenda to promote racial equality.

Scottish Household Survey

In our response to the August consultation on the content of the Scottish Household Survey, we made three major recommendations for changes to the survey. These were:

- to mainstream the wording of the ethnic origin question, in line with the parliamentary-approved census question
- to include a question on respondents' religion
- to include a question on respondents' English language ability.

Our insistence on the inclusion of these questions stems from the fact that existing demographic data, which are often used to make decisions on funding or provision of services, are either not disaggregated for ethnicity or are not statistically reliable for Scotland. We welcomed the decision to include questions on ethnic origin and religion in the Scottish Household Survey, from 2001 onwards.

We continued to work closely with the Scottish Executive to ensure that all statistical exercises it is involved with incorporate equality considerations.

Equal consultation

In this response, we recommended that racial equality should be mainstreamed across each of the seven themed areas for action, tackling the traditional and emerging barriers to full participation by people from ethnic minorities in Scotland's labour market. We also recommended that consideration be given to ensuring that voluntary sector funding applicants for EQUAL funding should not undertake tasks that ought to fall to publicly-funded bodies under the Race Relations (Amendment) Act.

The CRE will continue to work closely with the representatives of the EQUAL programme in Scotland in the course of the six-year programme.

European charter on human rights

In our response to the call for evidence from Dennis Canavan, MSP, on the implications of a proposed European Charter on Human Rights, we stressed that a key principle of the charter should be that all individuals, regardless of the racial group to which they belong, are free to live, work and learn in an environment free from racial discrimination, harassment and violence. We pointed out that this would reinforce and consolidate existing rights as specified in the Race Relations Act (1976), the Human Rights Act (1998), the Scotland Act, and a range of European legislation and policy documents.

Rural poverty and inclusion

In our response to the Social Inclusion Committee's call for submissions on inclusion issues in rural Scotland, we focused on the barriers or difficulties in addressing issues of rural racism and exclusion. We stressed the fact that, occasionally, the CRE has encountered a reluctance to engage fully in a dialogue on racial discrimination, often emerging where partners do not consider the local ethnic minority population sufficiently large to merit targeted resources. We also pointed out that the biggest barriers confronting ethnic minority populations in rural

areas arise from isolation, coupled with lack of recognition on the part of service providers that issues such as discrimination and marginalisation may in fact be exaggerated in rural areas. We note the establishment by Scottish Ministers of the Rural Poverty and Inclusion Working Group, and look forward to seeing the group's report.

Race Equality Advisory Forum

The CRE continued to be represented on the Race Equality Advisory Forum (REAF), chaired by Social Justice Minister Jackie Baillie.

We proposed a set of key, cross-cutting strands which could usefully frame discussion within which each of the specialised sub-groups could operate: accountability, engaging communities, planning tools, planning cycle, and training, as well as a framework for progressing group work.

Stephen Lawrence steering group

Throughout the year, we continued to be represented on the Stephen Lawrence Steering Group, headed by Deputy First Minister and Minister for Justice Jim Wallace.

Following public criticism by the CRE of progress made by the steering group around the Stephen Lawrence Action Plan, Dr Moussa Jogie, Deputy Chair of the CRE, met the Deputy First Minister in December to discuss our concerns.

We played a full part in the group's scrutiny of progress, and on work to revise the Scottish Executive's draft action plan. The plan has now been revised and, significantly, a timetable has been produced for achieving progress.

Ministerial group on community legal services

We were invited to join a ministerial group responsible for advising on setting up a community legal service for Scotland. The group met for the first time in early December and will meet monthly before reporting to the minister by the end of 2001.

Equality proofing of budgets

The Scottish Executive initiated a new programme of work with partners, including the CRE, to develop mechanisms for equality-proofing government expenditure. We are represented on the Executive's Advisory Group, which will develop a work programme to meet the Executive's commitment to have a mechanism in place by 2002.

We suggested that an initial scoping study should be undertaken, to gauge the appropriateness of current data for analysis of race, and to complete a 'snapshot' study of public authorities' views on the equality implications of their spending plans. The latter recommendation was agreed.

Research

During 2000, CRE officers continued to support a number of Executive-led research initiatives, undertaken following CRE proposals made in its response to the Stephen Lawrence Report Action Plan and our Parliamentary Agenda from 1999.

A scoping study has been undertaken to map options for a proposed new survey of ethnic minorities. Further scoping work to inform the design and content of the survey, and to illuminate the circumstances, opportunities and barriers facing Scotland's ethnic minority communities is being developed.

Schedules have been produced for two pieces of research – one into the experience of ethnic minority and white young people regarding police stop and search powers, and the other on the experience of, and responses to, racist crime. The contract for research on stop and search was awarded in November.

A framework group involving all relevant Executive departments, local government, health, and voluntary sector interests has been set up – with the remit of establishing a national strategy for the provision and delivery of effective and professional interpreting and translating services.

In addition, the Executive has also initiated the first comprehensive literature review of research studies and project work

impacting on ethnic minority communities in Scotland.

Work has also started on assessing the current financing of the ethnic minority voluntary sector – with a view to creating a strategic and sustainable approach to local racial equality work.

Assisting complainants

Overview of complaints

In the course of the year, CRE Scotland received 285 enquiries from people who believed they might have been discriminated against on racial grounds. Fifty applications were received for assistance from the CRE, equally divided between employment and non-employment matters. Of these, 12 applicants were offered legal representation, 11 by the CRE and one by a trade union. One case was out of scope and six were carried over to the following year.

A total of 615 racist incidents were reported to racial equality councils during the year (see box).

Complainant aid pilot project

Funding was agreed for a pilot project on complainant aid. The proposal focused on forming a group of trained and skilled individuals committed to delivering discrimination casework within a range of organisations. This transfer of expertise into public, private, and voluntary organisations will be achieved through a combination of legal and advocacy skills training and the establishment of a support network.

Working with the public sector

Number and range of policy inquiries

The year saw a significant increase in the number of enquiries about good practice from organisations working in the public sector in Scotland. Many of these enquiries were about the implications that the Race Relations (Amendment) Act 2000 would have for this sector. But there were also other questions

EMPLOYMENT TRIBUNAL ACTIVITY BY RECS

Central Scotland	1	preliminary hearing time-barred
Edinburgh & Lothians	1	preliminary hearing on-going
Fife	1	preliminary hearing settled through ACAS
	1	preliminary hearing on-going
	1	settlement prior to preliminary hearing
	1	postponement
Grampian	1	preliminary hearing on-going
Tayside	1	full hearing case lost
West of Scotland	1	preliminary hearing appeal rejected
	1	preliminary hearing case settled

relating, for example, to ethnic monitoring procedures, positive action measures, and building racial equality considerations into customer complaints or consultation procedures.

Almost two-thirds of the public sector policy enquiries received by the CRE in Scotland dealt with either local government work or the work of education providers. However, the CRE continues to provide tailored packages of advice and guidance to stakeholders from across the sector, including, among others, enterprise agencies, NHS bodies, housing providers, and non-departmental public bodies.

Beyond Rhetoric

The *Beyond Rhetoric* conference in November 2000 was organised by the CRE, with support from the Scottish Executive, the City of Edinburgh Council and the Convention of Scottish Local Associations (CoSLA). It focused on the delivery of racial equality by the public sector – using as its cornerstone the implications of the (then) Race Relations (Amendment) Bill for the public sector. The event was organised to look at the practical application of policy and at achieving meaningful outcomes for organisations, in line with the new duties.

Alongside Gurbux Singh, Chair of the CRE, and Dr Moussa Jogee, CRE deputy chair, keynote speakers included Jackie Baillie, MSP, Minister for Social Justice; Neil Davidson, QC, Solicitor General; Muir Russell, Permanent Secretary at the Scottish Executive; Robert Black, Auditor General for Scotland; Lord McCluskey; Adrienne Kelbie,

RACIST INCIDENTS REPORTED TO RECS IN 2000

Central Scotland	211
Edinburgh & Lothian	91
Fife	25
Grampian	33
Tayside	77
West of Scotland	178
TOTAL	615

▶ The Beyond Rhetoric conference focused on the delivery of racial equality in the public sector.



Director for Scotland of the National Lottery Charities Board; Sir Roy Cameron, Chief Constable of Lothian and Borders Police; and Margaret Curran MSP, Deputy Minister for Social Justice.

The calibre of speakers and delegates reflected the high level of interest in racial equality in Scotland's public sector, and the need for us to continue to provide tailored packages of advice and guidance to these stakeholders. *Beyond Rhetoric* became a template for promotional work with the public sector throughout Britain.

On the back of the conference, detailed programmes of work have been developed with a number of key stakeholders mentioned elsewhere in this report. A conference report is being prepared.

Criminal justice

The year saw a wealth of work around criminal justice – not least in relation to investigations into the possibly racist murder of Surjit Singh Chhokar.

Throughout the court case, and subsequent investigations, we consistently drew parallels with the inquiry into the death of Stephen Lawrence and highlighted the need to examine the extent to which racism might

have been a factor in this case.

We also continued to work with HM Inspectorate of Constabulary in Scotland, as a result of the Deputy First Minister's agreement to hold a thematic inspection of race relations across Scotland's police authorities. At the request of Scottish Ministers, a draft report, *Without Prejudice?*, was prepared for comment by the HMIC Scotland Advisory Group – reflecting a number of our concerns – and was expected to be available early in 2001. The approach adopted by HMIC Scotland, and supported by the CRE, has been highlighted as a model for other inspectorates. It included: proposing guidance on overall structure, process and protocol, training the inspection team, sampling inspections, commenting on initial reports, and the draft final report.

Our work with the Association of Chief Police Officers in Scotland (ACPOS) produced views on their guidance on recruitment and selection. In essence, our response suggested that the document lacked a strategic element – a reflection of the voluntary nature of all ACPOS guidance – and failed to link specific actions to broader force objectives.

We helped the Scottish Police College to develop, implement and evaluate its National

Equal Opportunities Training Strategy. Following submissions on the draft strategy document, an initial meeting took place in December with representatives of the college.

Meetings also took place between CRE officers and the newly appointed Lord Advocate and Solicitor General, the Chair of the Judicial Studies Committee, and the Secretary of the Faculty of Advocates. One of the principal aims was to ensure consistency of approach to racial equality matters by key players in the justice system. It was agreed that the CRE would facilitate a round-table discussion of training principles and approaches.

In the meantime, we were pleased that the Crown Office continued to respond positively to the question of developing a wider racial equality strategy. This included: setting up a strategic group chaired by the Solicitor General; forging training links with RECs; making contact with local groups; focusing on recruitment and selection; and conducting reviews of past cases to inform practice within the Crown Office.

Racial harassment caseworkers' handbook

Our publication, *Tackling Racial Harassment in Scotland: A caseworker's handbook*, was launched in December by Deputy First Minister and Minister for Justice Jim Wallace. It is a practical guide to people at the front line of racist incident casework.

The handbook gives guidance on the effective management of casework and outlines the various civil and criminal laws under which perpetrators can be brought to book. It also explains the role of other agencies, so that caseworkers can ensure that they take their responsibilities seriously and act on them without delay.

The launch at the Maxwelltown Information Centre, in the heart of Dundee's ethnic minority community, was well attended by councillors, police, and officials, as well as members of the community. The guidance has been well received by Victim Support Scotland, Citizens Advice Scotland,

HM Inspectorate of Constabulary Scotland, and advice and support agencies across Scotland.

Enterprise and lifelong learning

As reported above, the Scottish Executive's review of Scottish Enterprise, Highlands and Islands Enterprise, and their network of Local Enterprise Companies, dominated Scotland's economic development agenda during the year.

Following Henry McLeish's announcement of *The Way Forward: A Framework for Economic Development in Scotland*, before the parliamentary recess, a major Scottish Executive conference was held in November to discuss the future of the Enterprise Networks.

There was discussion at that event as to whether social justice should be plotted as central to the economic development agenda, and to what extent the new structures should engage in consultation with non-traditional enterprise stakeholders, such as ethnic minority entrepreneurs.

In the aftermath of the conference, we asked the First Minister to take into account the recommendations we submitted to the Executive in May, as our response to the Enterprise Network Review.

By anticipating the coverage of the Enterprise Networks by the Race Relations (Amendment) Act 2000, the CRE was keen to engage the Enterprise Networks in a period of critical reflection on how they would meet their new obligations.

We continue to work on our policy framework, regarding racial equality in enterprise, in preparation for the development of a mainstreaming toolkit for Scottish Enterprise which should be completed in early 2001.

Health

A contract was issued to the University of Paisley to carry out research into organisational barriers and ethnicity in the NHS in



Scotland. The work will examine issues around access, quality of care, corporate governance, and employment.

The research will assess:

- the impact and influence of national health priorities on care available to ethnic minorities
- systems for ethnic monitoring data collection and use
- impact of current equal employment opportunities
- implications for clinical governance of the above.

Networking with the public sector

The first of a series of policy lunches took place with key leaders in Scotland – to improve awareness of the CRE's work, promote joint initiatives, and discuss how the policy agenda on racial equality can be influenced.

Among those joining in were the Chief Executive of CoSLA, the General Secretary of the Scottish Trades Union Congress (STUC), the President of the Association of Directors of Education, the Federation of Small Businesses, and the Chair of the Parliament's Equal Opportunities Committee. The lunches

proved extremely useful in terms of providing opportunities for joint work, access to networks, and raising our profile within the social policy scene in Scotland.

Working with the private sector

Number and range of policy inquiries

Over the course of the year, CRE Scotland policy officers responded to some 200 enquiries from private sector employers requesting advice on matters ranging from how to establish ethnic monitoring schemes to encouraging applicants from ethnic minority communities. The majority of the policy enquiries came from small and medium-sized enterprises, with approximately 25 per cent from companies with more than 200 workers.

Employment research

The first major piece of research into private sector employment and equality of opportunity was published by the CRE in September.

It consisted of interviews with 500 private sector employers and 500 private sector job seekers or employees. The main findings pointed to a significant gap between policy and practice in the private sector and a widespread perception among employees and job seekers that employers in Scotland lack commitment to equality of opportunity. It also revealed that, while 86 per cent of employers in Scotland have an equal opportunities policy in place, more than two-thirds have done nothing more than that.

The research was launched at an event hosted by CBI Scotland, at which there was a public discussion between the Director of CBI Scotland, the General Secretary of STUC, and representatives of the Federation of Small Businesses. Representatives from the EOC, Fair Play, a number of RECs, and ethnic minority voluntary sector projects posed questions to the speakers.

A series of recommendations stemming from the report were made for key stakeholders in Scotland's private sector. These recommendations subsequently formed the basis for

▶ Bill Spiers, General Secretary of the Scottish TUC, at the launch of the CRE's report on private sector employment





◀ Nicol Stephen, Deputy Minister for Enterprise and Lifelong Learning, launching CRE Scotland's guidance to SMEs.



programmes of work with various agencies and informed the CRE's national strategy for work with the private sector during the year.

Small and medium-sized firms

The Scottish version of an equal opportunities guide for small and medium-sized firms (SMEs) on race, sex, and disability equality was launched in Edinburgh in April. The event was chaired by Iain McMillan and the keynote speaker was Nicol Stephen, Deputy Minister for Enterprise and Lifelong Learning.

The leaflet, which constituted the first joint publication of the CRE, the EOC and the (then) National Disability Council, aimed to explain to SMEs key considerations in relation to equality and employment, setting out in simple terms the business case for equality and the nine straightforward steps required to integrate equality into the work of a small organisation.

Some 4,000 copies have since been distributed from our offices to SMEs, while the Federation of Small Businesses pledged to distribute the guide to its 14,000 members in Scotland. Further copies were distributed through leading business advisory institutions – including Scottish Enterprise, Highlands and Islands Enterprise, and various financial institutions.

Work with unions

Much of our work with unions resulted from the publication of the CRE research into equality of opportunity in the private sector.

Following that research, and productive meetings with Bill Spiers (General Secretary,

STUC) and Eddy Reilly (Scottish Secretary, PCS), we developed a trade union strategy for Scotland. The aim was to create a nationwide consensus on mainstreaming racial equality issues into union work, led and supported by the unions themselves.

Our proposals include the development of a Scottish trade union 'centre of expertise' on tackling racial discrimination and harassment cases, and the development of innovative means of shifting the burden of racial equality issues from ethnic minority workers committees to the mainstream union agenda. This strategy is currently being taken forward, together with officers of the STUC and affiliated unions.

Changing public attitudes

Threads in the Tartan

This year saw a major festival, funded by a Millennium Commission grant and supported by the Uniting Britain Trust and the CRE, which paid tribute to the rich tapestry of communities that make up Scottish society today.

The festival showcased the cultures and communities that make up Scotland, challenged existing stereotypes about Scotland's different communities, and demonstrated how diversity has enriched and broadened Scotland's heritage.

There were four main elements to the festival:

- Connecting Cultures – in June 2000, an exhibition of work by significant Scottish artists from different ethnic backgrounds was opened by Wendy Alexander, then Minister for Communities, at The Lighthouse in Glasgow
- a Schools Competition, sponsored by *The Herald*, inviting every school pupil in Scotland to submit a painting, poem, essay, or video celebrating Scotland's diversity.



▲ Threads in the Tartan: The festival celebrated the rich tapestry of communities living in Scotland.



threads in the tartan

A nation's diversity - past and present



▲
CRE commissioner
and deputy chair
Dr Moussa Jogee,
presenting the
Diversity Charter to
National Museums
of Scotland.

Winning entries were displayed in The Lighthouse and prizes were awarded to the category winners

by Sam Galbraith MSP, Minister for Education and Children

- a Diversity Charter sponsored by Polaroid UK – a photographic record of all the visitors to the Connecting Cultures exhibition, which was subsequently presented to the Royal Museum of Scotland by Nora Radcliffe MSP, the Scottish Liberal Democrats' Equality Opportunities spokesperson
- a programme of events organised by various community groups and organisations, which concluded with a finale event in the City Halls, Glasgow. This event brought together people from different ethnic groups in Scotland to share elements of their cultures with a large audience
- a Threads in the Tartan website was developed and work on it will continue next year.

Leadership Challenge

Throughout the year we consolidated our programme of work on the Leadership Challenge, in order to engage more actively with signatories.

There was early publicity to promote the

Challenge among new and existing signatories and, in the summer, the launch of our quarterly newsletter, *The Leading Edge*, helped to facilitate the exchange of good practice.

Six new signatories accepted the Leadership Challenge and several individuals accepted in the wake of their

predecessors. Notably, the signing up of Adrienne Kelbie (Director for Scotland) and Kay Hampton (Chair of the Scotland Committee, National Lottery Charities Board) at their first ethnic minority conference in November created widespread publicity for the Challenge (see below). Their involvement has also served to trigger discussions between the CRE and the National Lottery Charities Board (NLCB) nationally.

Preliminary meetings with potential Challengers such as Bronwen Cohen, Chief Executive of Children in Scotland, and Frank Pignatelli, Chief Executive of the Scottish University for Industry, have also paved the way for new signatories, once a revised Leadership Challenge framework is in place.

We continue to work closely with Leadership Challengers, and many of them spoke at the *Beyond Rhetoric* conference in November. As expected, many Scottish Challengers were unable to attend the CRE's national breakfast relaunch of the Leadership Challenge, but videos and promotional material were distributed to all Scottish Challengers for their written contributions.

In the coming year, we aim to present the new face of the Challenge to existing and potential Challengers, and to engage them in a constructive and sustainable dialogue.

Working with the voluntary sector

Executive funding review

In the middle of the year, the Scottish Executive announced that the provision of funding to the voluntary sector was a Ministerial priority, and that a review of funding issues, for ethnic minority organisations in particular, would be carried out. This reflected a recommendation in the CRE's *Racial Equality Matters*. The review began with a research project exploring existing literature on funding for ethnic minority organisations, and the issues currently affecting the voluntary sector. Data was collected on sources of funding to supplement this



research, and detailed qualitative information was also sought from funding providers and ethnic minority organisations.

The CRE was represented on the review's Research Advisory Group, which considered the findings of this research, and made a series of recommendations to the Executive. As a major finding, the group pointed out that the commitment to tackle discrimination and exclusion was failing to 'trickle down' into grant provision to ethnic minority groups. The recommendations of the report are currently the subject of consultation.

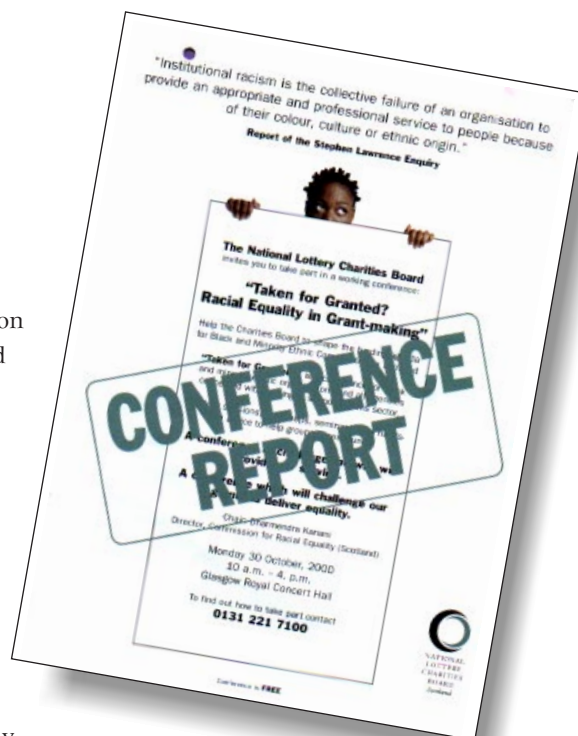
National Lottery Charities Board Conference

As part of an ongoing programme of work with the National Lottery Charities Board (NLCB), the head of CRE Scotland chaired the NLCB's first conference on tackling racial inequality through its grant-making process and organisational procedures.

The conference, *Taken for Granted?*, in October was the culmination of six months of partnership work to develop best practice in the area of grant-making – and aimed to start a process of effective dialogue between the NLCB and ethnic minority voluntary sector and community groups.

Kay Hampton, Chair of NLCB Scotland Committee, and Adrienne Kelbie, NLCB Director for Scotland, signed up to the Leadership Challenge at the conference and established a firm programme of action over the coming year, with clear targets for developing racial equality work. The approach adopted by this partnership between NLCB, the CRE, and representatives of key sectors, represents a model of good practice in managing organisational change for racial equality.

Discussions have taken place within the NLCB to examine how best it can develop the work initiated in Scotland, and both its Chair and Chief Executive at Great Britain level have expressed interest in signing up to the Leadership Challenge.



Work with RECs

The CRE continued to work in partnership with racial equality councils in Scotland, to improve standards through the introduction of core standards. From April 2000, RECs began formally to work towards compliance on the first seven quality areas that were introduced.

Following the appointment of the new Chair, and with the agreement of CRE commissioners, CRE Scotland initiated discussion with REC directors about widening access and improving services.

Working with other equality commissions

Following a range of joint initiatives with the Equal Opportunities Commission (EOC) and the Disability Rights Commission (DRC), it was agreed that a joint protocol should be established to formalise and facilitate future joint working.

A joint CRE/EOC staff away-day focused on when and how staff felt they should work together, and a draft joint protocol was negotiated and subsequently agreed with EOC Scotland. This sets out a procedure for closer cooperation and joint working between agency staff in the coming year.

The final document is likely to continue to act as the framework for CRE and EOC cooperation, as well as to inform future work with the DRC and other equality organisations.

SCOTTISH RACIAL EQUALITY COUNCILS

EDINBURGH & Lothian REC

In October 2000, ELREC joined forces with Lothian and Borders Police to mount a major conference on institutional racism at the Edinburgh International Conference Centre. The conference was sponsored by the Scottish Executive. Over 200 delegates attended, drawn from a variety of institutions, including the five local councils, representatives from all the Lothian and Borders Police Divisions, education providers, and the uniformed services.

The highlight of the conference was the performance of a specially commissioned play about the effects of racism, as perceived by young people. Keynote speeches were made by Professor Gus John and Sir Roy Cameron, before the delegates dispersed into workshops.

The main aim of the conference was to produce a declaration, which ELREC and Lothian and Borders Police would promote as widely as possible.

Fife REC

2000 was the year of Fife's first big anti-racism campaign, developed by Fife Community Safety Partnership: A Mixed Fife – A Richer Life.

The campaign was launched with a series of striking images, illustrating the reality of 'neighbourly' behaviour for Fife's ethnic minority communities. The pictures were displayed everywhere – as posters, in newspaper articles, in radio adverts, on bus shelters, via a three day ad-trailer campaign, and on beer mats – and a black and white tartan was used to drive home the message that all Fifers benefit from cultural diversity.

Preliminary results of an evaluation showed that the campaign had a real impact – awareness of racial violence as a serious problem in Fife rose by 22 per cent. The partnership is hoping to use the campaign's success to encourage people to come forward and report racist incidents.

CENTRAL SCOTLAND REC

In May 2000, 18 organisations from public and private sectors took part in Engage & Embrace, an ethnic minority careers fair, which over 60 people attended. The aim of the event was:

- to invite organisations to promote work and training opportunities to people from ethnic minorities
- to encourage employers to take proactive steps to recruit people from ethnic minorities
- to promote positive action.

The initiative was an unqualified success and 32 employers and training providers gave their backing for another similar event in May 2001.

TAYSIDE REC

A complaint by a student that she was being racially harassed by a fellow student was not satisfactorily investigated by the university, with consequences for her academic work. It became clear that the university had made procedural mistakes and Tayside REC succeeded in persuading them to put matters right. This included the introduction of a proper harassment policy, backed by clear procedures; the appointment of harassment advisers, who would be trained within the university; and publication of these developments, so that all staff and students were aware of them.

GRAMPIAN REC

Thirty volunteers helped out at GREC during 2000. Unlike many voluntary organisations, GREC encourages volunteers to use their time with the REC to sharpen their skills and build up the confidence to move on. GREC wrote over ten references and eight volunteers found jobs.

WEST OF SCOTLAND REC

Financial backing from all four health boards and the Scottish Office was won for a three-year health project. The aim of the project is to mainstream racial equality and to develop strategies for the boards' local ethnic minority populations, as part of the new general duty placed on all public authorities by the Race Relations (Amendment) Act 2000. NHS trusts and other health providers will be drawn into the project at a later stage.

CRE COMMISSIONERS IN SCOTLAND

The Scotland Committee comprised three CRE commissioners, who met five times in the course of the year.



DR MOUSSA JOGEE MBE JP

Deputy Chair, Commission for Racial Equality (December 1998 –) and CRE commissioner (September 1994 –); former president, Edinburgh Indian Association; patron, Positive Action in Housing; former deputy chair, Edinburgh MELA; member, Hospitality Committee, Commonwealth Games; director, Ethnic Enterprise Trust; vice-convenor, Children in Scotland; director, Scottish Refugee Council; patron, Scottish Refugee Survival Trust; patron, Thistle and Protea Trust; member, Centre for Scottish Public Policy; trustee, Uniting Britain Trust; board member, Scottish Working People's History Trust; fellow, Royal Society of Arts; member, Advisory Committee, Threads in the Tartan Festival; honorary president, Marchmont Cricket Club



MOHAMMED AMRAN

CRE commissioner (April 1998 –); qualified youth and community worker; outreach manager, Prince's Trust; European representative, Prince's Trust, Bradford Committee; member, Department of Culture, Media and Sports policy action team; member, Bradford Police Ethnic Minorities Liaison Committee; member, Criminal Justice Forum; member, New Deal Strategic Partnership Committee (Bradford); steering group, Home Office Holocaust Memorial Day; board director, Bradford Youth Partnership; member, board of directors, Single Regeneration Board, Manningham and Girdlington (1998 – 2000); former founding member and chairperson, Young People's Forum; former member, European Commission Anti-Racism Project (1995 – 1997); former treasurer, Manningham Drugs Forum (1993 – 1997)



SHAHID MALIK

CRE commissioner (April 1998 –); chief executive, Haringey Heartlands Partnership, which is responsible for an £80 million regeneration programme in Wood Green and Tottenham; chair, board of directors, Urban Forum; member of government's policy action team on jobs; independent governor, Sheffield Hallam University; independent assessor, DETR; member, National DfEE Out of School Regeneration Initiative; fellow, Institute of Management; fellow, Royal Society of Arts; former head of policy and development, GNTEC (Nottingham); former group chief executive, PMC Group (Sheffield); former general manager, KYP Ltd (Rochdale); former chair, board of directors, VONEF Yorkshire and Humber region; former non-executive director, Sheffield Careers Company; former member, English Advisory Committee on European Funding

PICTURE CREDITS

- 4 Levi Pay / CRE
- 8 Douglas Robertson
- 10 Baillie Nicholas
- 11 Dundee Press Agency
- 11 Levi Pay / CRE
- 12 Sue Osmond