



*MEMO is produced by the **Scottish Council of Jewish Communities (SCoJeC)** in partnership with **BEMIS - empowering Scotland's ethnic and cultural minority communities**. It provides an overview of information of interest to minority ethnic communities in Scotland, including parliamentary activity at Holyrood and Westminster, new publications, consultations, forthcoming conferences, and news reports.*

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Note that some weblinks, particularly of newspaper articles, are only valid for a short period of time, usually around a month, and that the Scottish and UK Parliament and Government websites have been redesigned, so that links published in previous issues of MEMO may no longer work. To find archive material on these websites, copy details from MEMO into the relevant search facility.

Please send information for inclusion in MEMO to MEMO@scojec.org and [click here](#) to be added to the mailing list.

The Scottish Parliament is in recess until 22 October.

Immigration and Asylum

Scottish Parliament Oral Answers

United Kingdom Immigration Minister (Meetings)

Rona Mackay (SNP): To ask the Scottish Government when it last spoke to the United Kingdom immigration minister. (S5O-02443)

Reply from the Minister for Europe, Migration and International Development (Ben Macpherson): During summer recess, the Cabinet Secretary for Communities and Local Government and I had introductory meetings with the UK immigration minister, Caroline Nokes, and I expressed my concerns to her about UK policy on immigration. Although we hold profoundly different positions, I hope to work professionally and constructively with Ms Nokes to ensure that the rights of EU citizens in Scotland are protected and that Scotland's needs on migration and population are met in future policy.

Rona Mackay: Does the minister agree that the fees that are charged to UK-born children of migrants who register as British citizens should be scrapped or drastically reduced? The current fee is £1,012, with £372 going on administrative costs, leaving a £640 profit for the Home Office. Is that not simply immoral profiteering?

Reply from Ben Macpherson: It is clear that current UK immigration policy is simply not appropriate for Scotland. The current costs are prohibitively expensive, as has been articulated, preventing eligible children for applying for British citizenship. Indeed, Stuart McDonald MP highlighted that very issue in a Westminster debate last month. The immigration system should be easy to access and focused on what a prospective migrant will contribute, not on their ability to pay. As a result, any fees and charges should be proportionate.

People who choose to make their lives in Scotland are our friends and neighbours. They strengthen our society, and we welcome them. We need an immigration system that values their contribution to Scotland, is fair and compassionate and puts people first, and this Government will continue to argue for that in stark contrast and opposition to the United Kingdom Government's hostile environment policy.

<http://www.parliament.scot/parliamentarybusiness/report.aspx?r=11710&i=106056#ScotParlOR>

Scottish Parliament Motion

S5M-14235 Kenneth Gibson (SNP): New Salary Threshold for EU Migrants – That the Parliament condemns the UK Government's recently announced proposal to end freedom of movement and introduce new immigration rules, which would be in effect from January 2021 and set a salary threshold of £50,000 for EU nationals wishing to live and work in the UK; believes that this could prevent many skilled workers, including teachers, pharmacists and electricians, from entering the country as they might not meet the income threshold; acknowledges what it sees as the negative impact that this will have on the economy as it could exacerbate a skills shortage and provoke a response from EU countries that could make it difficult for UK citizens to work in the EU, and calls for this proposal to be scrapped.

<http://www.parliament.scot/parliamentarybusiness/28877.aspx?SearchType=Advance&ReferenceNumbers=S5M-14235>

UK Parliament, House of Commons Written Answer

Asylum: Housing

Alex Cunningham (Labour) [172534] To ask the Secretary of State for the Home Department, what provisions are included in the new asylum accommodation contracts to ensure that people granted asylum who are required to share a bedroom are able to adhere to personal religious practice.

Reply from Caroline Nokes: The forthcoming contracts will provide eligible asylum seekers with accommodation, transport and related support services and will continue to permit the use of room sharing for some service users providing it complies with the strict criteria set out in the contracts and with relevant national and local housing regulations, including advice from social services and primary and secondary care bodies on whether room sharing is inappropriate for individual cases.

In addition all accommodation providers will be required to continue to ensure that they take into account a service users individual characteristics and provide them with appropriate accommodation reflective of any changing needs, including adherence to religious practice.

<https://www.parliament.uk/business/publications/written-questions-answers-statements/written-question/Commons/2018-09-10/172534/>

Press Releases

Advice service for EU citizens

<https://news.gov.scot/news/advice-service-for-eu-citizens>

Supporting asylum seekers

<https://news.gov.scot/news/supporting-asylum-seekers>

Home Secretary announces plans for citizenship reforms

<https://www.gov.uk/government/news/home-secretary-announces-plans-for-citizenship-reforms>

More must be done to help women and girl refugees and migrants

<https://www.coe.int/en/web/portal/-/more-must-be-done-to-help-women-and-girl-refugees-and-migrants-conference-in-athens>

People traffickers jailed after exploiting vulnerable and homeless people

<https://www.cps.gov.uk/yorkshire-and-humberside/news/people-traffickers-jailed-after-exploiting-vulnerable-and>

New Publication

Equality Impact Assessment: New Scots refugee integration strategy 2018-2022

<https://www.gov.scot/Resource/0054/00541240.pdf>

News

EU migration: Which industries employ European workers?

<https://www.bbc.com/news/business-45720390>

Sajid Javid backs plans for stricter citizenship rules after Brexit

<https://www.theguardian.com/uk-news/2018/oct/02/immigrant-language-criteria-to-harden-after-brexit-says-sajid-javid>

UK immigration: what is the government proposing?

<https://www.theguardian.com/uk-news/2018/oct/02/uk-immigration-what-is-the-government-proposing>

Q&A: What is the government proposing on immigration?

<https://www.thetimes.co.uk/past-six-days/2018-10-03/news/q-a-what-is-the-government-proposing-on-immigration-mfnc7gfr3>

May, the enforcer, continues to blame Windrush victims for their fate

<https://www.theguardian.com/commentisfree/2018/oct/01/may-windrush-victims-hostile-environment>

Home Office unlawfully detained asylum seekers in immigration removal centres, rules landmark case

<https://www.independent.co.uk/news/uk/home-news/uk-asylum-seekers-home-office-immigration-removal-centres-illegal-court-case-duncan-lewis-dublin-a8568601.html>

UK asylum seekers may have been detained unlawfully, rules court

<https://www.theguardian.com/uk-news/2018/oct/04/uk-asylum-seekers-may-have-been-detained-unlawfully-rules-court>

Court upholds UK cap on number of child refugees

<https://www.theguardian.com/world/2018/oct/03/court-upholds-uk-cap-on-number-of-child-refugees>

Government's treatment of child refugees under Dubs scheme broke law, Court of Appeal rules

<https://www.independent.co.uk/news/uk/home-news/dubs-child-refugees-home-office-immigration-home-office-supreme-court-a8566191.html>

It's time for ministers to abandon their hostile approach to child refugees

<https://www.thetimes.co.uk/past-six-days/2018-10-05/news/it-s-time-for-ministers-to-abandon-their-hostile-approach-to-refugees-x623jr59m>

Rejection of unaccompanied asylum seeking children unlawful for lack of reasons – Court of Appeal

<https://ukhumanrightsblog.com/2018/10/04/rejection-of-unaccompanied-asylum-seeking-children-unlawful-for-lack-of-reasons-court-of-appeal/>

Home Office splash over £16m on deportation flights in just 19 months

<https://www.dailyrecord.co.uk/news/scottish-news/sajid-javids-home-office-splash-13375328>

Plans for new ways to beat migrants being smuggled to UK in lorries

<https://www.telegraph.co.uk/news/2018/10/06/plans-new-ways-beat-migrants-smuggled-uk-lorries/>

Does low-skilled immigration really hurt the UK economy?

<https://www.independent.co.uk/news/business/analysis-and-features/low-skilled-immigration-uk-economy-brexit-eu-freedom-of-movement-business-theresa-may-a8564641.html>

Promises, promises: the reality of migration is always rather different

<https://www.thetimes.co.uk/article/promises-promises-theresa-may-knows-reality-of-immigration-is-always-rather-different-njwf06md9>

UK threatens to deport grandchildren of evicted Chagossians

<https://www.theguardian.com/uk-news/2018/oct/02/uk-threatens-to-deport-grandchildren-of-evicted-chagossians>

Home Office decision to refuse man entry to visit newborn grandson because he didn't send 1975 wedding photo is overturned

<https://www.independent.co.uk/news/uk/home-news/home-office-wedding-photo-uk-permit-refused-newborn-grandson-immigration-russia-eu-a8569831.html>

Surrey doctor Shashi Awai faces deportation after 16 years

<https://www.bbc.com/news/uk-england-surrey-45764290>

Engineer deemed security threat over tax error gets visa in Home Office U-turn

<https://www.theguardian.com/uk-news/2018/oct/01/engineer-deemed-security-threat-over-tax-error-gets-visa-in-home-office-u-turn>

Former prisoner turned reformer and talkshow host faces deportation

<https://www.theguardian.com/uk-news/2018/oct/04/former-prisoner-turned-reformer-and-talkshow-host-faces-deportation>

The end of free movement means the end of families like mine – and that's why I'm so angry about it

<https://www.independent.co.uk/voices/free-movement-eu-brexiteurope-theresa-may-final-say-a8568016.html>

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Equality

Press Release

Historical notes on Black, Asian, and Minority Ethnic (BAME) staff working in the Foreign Office

<https://www.gov.uk/government/news/historical-notes-on-black-asian-and-minority-ethnic-bame-staff-working-in-the-foreign-office-published>

New Publications

Black Skin, Whitehall: Race and the Foreign Office 1945–2018

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/745663/Race_and_FCO_History_Note.pdf

Occupational aspirations of children from primary school to teenage years across ethnic groups

<https://www.runnymedetrust.org/uploads/Occupational%20aspirations%20of%20children.pdf>

News

BME people get worse mental health service

<https://www.bbc.com/news/uk-scotland-45565034>

'I was Scotland's first Asian paramedic'

<https://www.bbc.com/news/uk-scotland-glasgow-west-45746282>

How we can reduce racial bias in the workplace

<https://news.sky.com/story/how-we-can-reduce-racial-bias-in-the-workplace-11507587>

This Black History Month, let's teach young people how slavery interrupted a rich and powerful black history

<https://www.independent.co.uk/voices/black-history-month-2018-slavery-interrupted-history-windrush-african-caribbean-heritage-a8571591.html>

Pioneering black MD honoured

<https://www.scotsman.com/news/uk/pioneering-black-md-honoured-1-4811169>

University learning hub named after first African American medical graduate

<https://www.heraldscotland.com/news/16966135.university-learning-hub-named-after-first-african-american-medical-graduate/>

Glasgow honours James McCune Smith, its former student and black reformer
<https://www.thetimes.co.uk/edition/scotland/glasgow-honours-james-mccune-smith-its-former-student-and-black-reformer-lqxpbtgnt>

Why don't angels have black faces, asks Play School presenter Floella Benjamin
<https://www.thetimes.co.uk/edition/news/why-dont-angels-have-black-faces-asks-play-school-presenter-floella-benjamin-dp52sqw6h>

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Racism, Religious Hatred, and Discrimination

Scottish Parliament Oral Answers

Bullying in Schools (Monitoring)

Linda Fabiani (SNP) (S5O-02428): To ask the Scottish Government what progress it is making with implementing the universal monitoring approach that was recommended by the short-life working group on recording and monitoring of bullying incidents in schools.

Reply from the Deputy First Minister and Cabinet Secretary for Education and Skills (John Swinney): The universal monitoring approach is being delivered through the operational support group, which supports local authorities in the implementation work that is involved. In addition, improvements have been made to the SEEMiS schools management information system, which allows schools and local authorities to record and monitor any instances of prejudice-based bullying that are reported. As part of the first phase, six local authorities are now using the updated system across all their schools and 18 local authorities will start this week, with the remainder starting early in 2019. The new system will be fully implemented by August 2019.

Linda Fabiani: The young women lead inquiry, as well as experience, have made it clear to me that there is inconsistency in approach, practice and reporting in and across local authorities. I am glad to hear from the cabinet secretary that this roll-out is taking place, and I ask that he take all steps to ensure that all victims of bullying have their experiences investigated and dealt with appropriately.

Reply from John Swinney: I can give Linda Fabiani that assurance. Some swift work has been undertaken to revise SEEMiS to ensure that that information can be recorded in a comparable and readily accessible fashion in individual schools. Obviously, changes to management systems take time to be applied. I am deeply grateful to those who run the SEEMiS system for the fact that they have given additional priority to advancing this work amongst the other reforms that they have undertaken.

We will ensure that the information is available. I hope that that will improve the culture in a way that ensures that bullying is tackled more visibly and actively in our society, so that young people do not have to experience these dreadful situations.

<http://www.parliament.scot/parliamentarybusiness/report.aspx?r=11709&i=106016#ScotParlOR>

Scottish Parliament Motion

S5M-14209 Monica Lennon (Labour): Show Racism the Red Card's Wear Red Day – That the Parliament recognises 5 October 2018 as Wear Red Day, a national day of action held by the UK's anti-racism educational charity, Show Racism The Red Card (SRTRC); notes that schools, businesses and individuals are encouraged to wear red and donate to help facilitate the delivery of anti-racism education for young people

throughout Scotland and the UK; commends SRTRC for its approach to education and engaging young people through the utilisation of role models, such as high-profile footballers, to help spread its anti-racism message; agrees that there is no place in Scottish society for racism, and urges people across central Scotland and beyond to proudly wear red on 5 October and show support for SRTRC and the positive work that it does to contribute to educating young people and wider society.

<http://www.parliament.scot/parliamentarybusiness/28877.aspx?SearchType=Advance&ReferenceNumbers=S5M-14209>

News

'Dear Bigots' poster upsets Christian

<https://www.thetimes.co.uk/edition/scotland/dear-bigots-poster-upsets-christians-h97hxsxvn>

Tory deputy chairman defends Shaun Bailey over multiculturalism remarks

<https://www.theguardian.com/politics/2018/oct/04/tory-concerns-shaun-bailey-remarks-london-mayoral-race>

Staff accuse Lambeth council of institutional racism

<https://www.theguardian.com/society/2018/oct/01/staff-accuse-lambeth-council-of-institutional-racism>

Parliamentary candidate who ran antisemitic campaign to 'bring white supremacy back' jailed

<https://www.independent.co.uk/news/uk/crime/antisemitism-mp-campaign-nazi-hitler-white-supremacy-barbara-fieldingmorriss-stoke-a8570441.html>

'Disturbing' number of Britons open about Muslim prejudice

<https://www.thetimes.co.uk/past-six-days/2018-10-06/news/disturbing-number-of-britons-open-about-muslim-prejudice-bhvz2vnvm>

Funding for Gaelic 'discriminates against Muslims'

<https://www.thetimes.co.uk/past-six-days/2018-10-06/scotland/funding-for-gaelic-discriminates-against-muslims-qsd702gkd>

As a black nurse, I see the crushing racial inequality across the NHS. This has to stop

<https://www.theguardian.com/commentisfree/2018/oct/01/black-nurse-nhs-doctors-nurses-prejudices>

'Cyber-racism': UK Black History Month website attacked

<https://www.theguardian.com/world/2018/oct/02/cyber-racism-uk-black-history-month-website-attacked>

How the 'natural talent' myth is used as a weapon against black athletes

<https://www.theguardian.com/sport/2018/oct/02/athletes-racism-language-sports-cam-newton>

Tory students face suspension from party over offensive T-shirts

<https://www.thetimes.co.uk/article/tory-students-face-suspension-from-party-over-offensive-t-shirts-s5t5sp9t7>

Eight decades after the Battle of Cable Street, unions must mobilise to defeat the far-right again

<https://www.tuc.org.uk/blogs/eight-decades-after-battle-cable-street-unions-must-mobilise-defeat-far-right-again>

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Other Scottish Parliament and Government

Scottish Parliament Written Answer

Female Genital Mutilation

S5W-19179 Gillian Martin (SNP): To ask the Scottish Government whether it will provide an update on its plans to bring forward a Female Genital Mutilation Bill.

Reply from Christina McKelvie: Work is underway to develop legislation, for introduction during the Parliamentary year. The Scottish Government has today published a consultation paper on strengthening protections around Female Genital Mutilation, which seeks views from stakeholders on what further steps we can take to ensure that no-one is ever subject to this most fundamental breach of human rights.

<http://www.parliament.scot/parliamentarybusiness/28877.aspx?SearchType=Advance&ReferenceNumbers=S5W-19179>

Press Releases

Victims Task Force

<https://news.gov.scot/news/victims-task-force>

Tackling misogyny

<https://news.gov.scot/news/tackling-misogyny>

Ending Female Genital Mutilation

<https://news.gov.scot/news/ending-female-genital-mutilation>

New Publication

Strengthening protection from Female Genital Mutilation (FGM)

<https://www.gov.scot/Resource/0054/00541289.pdf>

News

Digital-first census for 2021

<https://www.nrscotland.gov.uk/news/2018/digital-first-census-for-2021>

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Other UK Parliament and Government

Press Release

Ending FGM campaign posters

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/745947/10889025_FGM_Posters_420x297_A_LowRes.pdf

News

MPs are failing victims of forced marriage, says charity

<https://www.theguardian.com/society/2018/oct/07/british-government-failing-victims-of-forced-marriage-says-charity-founder>

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New Publication

Finding Common Cause: Building research collaborations between universities and Black and minority ethnic communities

<https://www.runnymedetrust.org/uploads/publications/Runnymede%20Common%20Cause%20briefing%20FINAL.pdf>

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Other News

Forced marriage victims get protection after Times investigation

<https://www.thetimes.co.uk/past-six-days/2018-10-03/news/forced-marriage-victims-get-protection-after-times-investigation-5xkrxxtwd>

How The Times exposed the forced-marriage scandal

<https://www.thetimes.co.uk/past-six-days/2018-10-03/news/how-the-times-exposed-the-scandal-fw0nztqxv>

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Bills in Progress

** new or updated this week

Scottish Parliament

Human Tissue (Authorisation) (Scotland) Bill

<http://www.parliament.scot/parliamentarybusiness/Bills/108681.aspx>

Vulnerable Witnesses (Criminal Evidence) (Scotland) Bill

<http://www.parliament.scot/parliamentarybusiness/Bills/108702.aspx>

UK Parliament

Immigration Control (Gross Human Rights Abuses) Bill

<http://services.parliament.uk/bills/2017-19/immigrationcontrolgrosshumanrightsabuses.html>

Children Act 1989 (Amendment) (Female Genital Mutilation) Bill

<http://services.parliament.uk/bills/2017-19/childrenact1989amendmentfemalegenitalmutilation.html>

EEA Nationals (Indefinite Leave to Remain) Bill

<http://services.parliament.uk/bills/2017-19/eeanationalsindefiniteleavetoremain.html>

Holocaust (Return of Cultural Objects) (Amendment) Bill

<https://services.parliament.uk/Bills/2017-19/holocaustreturnofculturalobjectsamendment.html>

Human Trafficking (Child Protection) Bill

<http://services.parliament.uk/bills/2017-19/humantraffickingchildprotection.html>

Immigration Control (Gross Human Rights Abuses) Bill

<http://services.parliament.uk/bills/2017-19/humantraffickingchildprotection.html>

Modern Slavery (Transparency in Supply Chains) Bill

<http://services.parliament.uk/bills/2017-19/modernslaverytransparencyinsupplychains.html>

Modern Slavery (Victim Support) Bill

<http://services.parliament.uk/bills/2017-19/modernslaveryvictimsupport.html>

Online Forums Bill

<https://services.parliament.uk/Bills/2017-19/onlineforums.html>

Refugees (Family Reunion) Bill

<http://services.parliament.uk/bills/2017-19/refugeesfamilyreunionbill.html>

Refugees (Family Reunion) (No. 2) Bill

<http://services.parliament.uk/bills/2017-19/refugeesfamilyreunionno2.html>

Unaccompanied Asylum Seeking Children (Legal Advice and Appeals) Bill

<http://services.parliament.uk/bills/2017-19/unaccompaniedasylumseekingchildrenlegaladviceandappeals.html>

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Consultations

** new or updated this week

**** closes this week!**

Windrush compensation scheme (closing date 11 October 2018)

<https://www.gov.uk/government/consultations/windrush-compensation-scheme>

**** closes this week!**

Impact of Brexit negotiations on Scotland (closing date 12 October 2018)

<http://www.parliament.scot/newsandmediacentre/109633.aspx>

Windrush: lessons learned review (closing date 19 October 2018)

<https://www.gov.uk/government/publications/windrush-lessons-learned-review/windrush-lessons-learned-review>

Historic Environment Scotland draft Corporate Plan (closing date 2 November 2018)
<https://tinyurl.com/y8b6tpeu>

Draft Statutory Guidance on Funeral Costs (closing date 8 November 2018)
<https://consult.gov.scot/social-security/statutory-guidance-on-funeral-costs/>

The future of civil partnership in Scotland (closing date 21 December 2018)
<https://consult.gov.scot/family-law/the-future-of-civil-partnership-in-scotland/>

Police Scotland: Your view counts (open all year)
<http://www.scotland.police.uk/about-us/decision-making/public-consultation/local-policing-consultation>

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Job Opportunities

[Click here](#) to find out about job opportunities.

[Click here](#) to find out about Graduate, Modern, and Foundation Apprenticeship opportunities.

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Funding Opportunities

** new or updated this week

Year of Young People

There is no closing date – the fund will remain open until all money has been distributed. Year of Young People 2018 celebrates everything that makes Scotland's young people incredible. As a nation proud of our young people, the Year of Young People puts the spotlight on the contributions and achievements of eight to 26 year olds, while giving them a stronger voice on issues that matter to them, and aims to inspire Scotland through its young people, celebrating their achievements, valuing their contribution to communities and creating new opportunities for them to shine locally and on a global-stage.

BEMIS Scotland, in collaboration with the Scottish Government, is providing grants of between £250 and £1,000 for constituted charitable and non-profit organisations, and community groups.

For full information see <http://bemis.org.uk/wp/wp-content/uploads/2018/05/yoy-p-grant-guidelines.pdf> and to apply see <http://bemis.org.uk/wp/wp-content/uploads/2018/05/yoy-p-application-form.docx>

Scotland's Winter Festivals, and St Andrew's Fair Saturday

There is no closing date – the fund will remain open until all money has been distributed. Scotland's Winter Festivals aim to mobilise the people of Scotland and those with an affinity to Scotland to join in the St Andrew's Day, Hogmanay, and Burns celebrations, boosting Scotland's key tourism and events sectors and the wider economy, enhancing community engagement and raising Scotland's international profile. Our diverse ethnic and cultural minority communities are key elements of Scotland's past, present and future so we want to ensure that your story, history, and narrative plays a full part in Scotland's Winter Festivals.

BEMIS Scotland, in collaboration with the Scottish Government, is providing grants of between £250 and £1,000 for constituted charitable and non-profit organisations, and community groups.

Events, Conferences, and Training

** new or updated this week

**** this week**

Black History Month

October 2018, Scotland-wide

Black History Month provides an opportunity to recognise the struggles and successes of Black people throughout history. It is a time to mark the sacrifices, acknowledge the contributions, and to celebrate the achievements of African, Caribbean and Asian people and communities in Scotland's heritage and history. In particular, it is an opportunity to apply the lessons of the past to build a better future for all of us. To read the full programme of events see <https://tinyurl.com/ybccqdna>

**** this week!**

Working with people from Diverse Religion and Belief backgrounds

9 October 2018 in Glasgow (1.00-4.30)

Interfaith Scotland course to learn about the core beliefs and cultural practices of the main faiths, the individual needs that may arise from a person's faith or belief identity, and where unintentional discrimination may occur in organisations. For information and to book see <https://tinyurl.com/yb6z5afa>

**** this week!**

Bullying – It's never acceptable

10 October 2018 in Edinburgh (9.30-4.30)

12 October 2018 in Dundee (9.30-4.30)

8 November 2018 in Glasgow (9.30-4.30)

28 November 2018 in Inverness (9.30-4.30)

RespectMe training on bullying behaviours and practical strategies which can be used to address bullying behaviour wherever it occurs. For information see <https://actiononprejudice.info/events/bullying-never-acceptable-multiple-dates-locations/>

**** this week!**

Festival of Politics

10-13 October 2018 at the Scottish Parliament in Edinburgh

The Festival of Politics covers a range of topics, including major social, cultural and political anniversaries and movements that have swept the globe. To read the full programme see <https://festivalofpolitics.scot/>

**** this week!**

Prejudice: Free Your Mind!

11 October 2018 at the Scottish Parliament in Edinburgh (1.15-4.45)

Festival of Politics discussion about why some people are deemed viable targets of abuse on the basis of faith, race, sexual orientation, disability and gender, and how political organisations and civil society can challenge institutionalised discrimination when it pervades public bodies from schools to the labour market? For information see <https://festivalofpolitics.scot/events/prejudice-free-mind/>

**** this week!**

Freedom to Offend

11 October 2018 at the Scottish Parliament in Edinburgh (5.45-7.15)

Festival of Politics panel discussion: free speech was once an unquestionable virtue but now it is explicitly queried. With universities potentially fined if they don't allow freedom of speech on campus, how do we navigate this right with that of the freedom to offend? For information see <https://festivalofpolitics.scot/events/freedom-to-offend/>

**** Hate Free Highland**

15 October 2018 in Inverness (1.00-4.00)

To mark the start of Police Scotland Hate Crime Awareness Week, Police Scotland is running a Hate Free Highland Conversation Café including a market place of stall holders offering information on support available to victims of hate crime, awareness raising via workshop and information sessions, and networking opportunities. For more information see https://www.scojec.org/memo/files/ads/18x_ps.pdf

Common Cause Networks

17 October 2018 in Glasgow (2.00-6.00)

Runnymede Trust support network for Black and Minority-Ethnic individuals and groups (and/or for People of Colour) actively leading and developing their own projects and ideas, or founding their own organisations. For information contact commoncause@runnymedetrust.org / 0207 377 9222 or see <https://tinyurl.com/y7os4lyu>

Modern Slavery, Trafficking and Exploitative Employment Practices Session

23 October 2018 in Stirling (9.30-11.30)

CSREC awareness session to cover what the Gangmasters and Labour Abuse Authority does, the signs of trafficking, procedures for reporting, and dos and don'ts in reporting and working with victims. There will also be a session on Hate Crime Reporting. For information see <https://tinyurl.com/y7jux6a3>

Multicultural Football Festival

27 October 2018 in Glasgow (10.00-4.00)

SFA and BEMIS festival bringing together teams from across Scotland celebrating diversity and inclusion across the country. The 2018 event will support the Year of Young People 2018 and celebrate the contribution of young people within Football. Open to Men's, Women's, Youth and Junior teams. For information see <http://bemis.org.uk/event/multi-cultural-football-cup/>

Introduction To Policing – Recruitment

27 October 2018 in Broxburn

3 November 2018 in Kincardine

10 November 2018 in Broxburn

17 November 2018 in Broxburn

Police Scotland Introduction to Policing Programme, a 4-day course, spread over 4 weeks, to encourage people from minority ethnic communities to apply for positions with Police Scotland. The course is designed to provide an insight into being a police officer or special constable. Over the 4 days attendees will receive input from specialist departments, try the fitness test, visit the unique training facility and learn about the recruitment process. For information and to book a place, see https://www.scojec.org/memo/files/ads/18xi_ps.png or contact recruitmentpositiveactionteam@scotland.pnn.police.uk

Holocaust Memorial Day Trust Glasgow Workshop

30 October 2018 in Glasgow (10.00-1.00)

Through an exploration of the theme for Holocaust Memorial Day (HMD) 2019: *Torn from*

home, this Holocaust Memorial Day Trust workshop will provide you with practical help, advice and free resources to enable you to create a meaningful Holocaust Memorial Day activity of your own. For information see <https://tinyurl.com/ybnwysxc>

Tackling Prejudice and Building Connected Communities

31 October 2018 in Glasgow (9.30-3.30)

Conference organised by Bemis, Police Scotland, and the Scottish Government to discuss how effectively to challenge hate and prejudice through collaborative working. For information and to book see <https://tinyurl.com/y7gqfh8z>

Upping Our Game: Can Communities Take the Lead?

Politics as Though People and Planet Matter

3 and 4 November 2018 in Glasgow (10.00-4.30)

Scottish Communities CAN and Ethnic Minority Environmental Network course to discuss a fresh way to look at how we do politics, including place planning; community empowerment; alternative decision making models. For information see <https://tinyurl.com/y9ydb7s6>

Three Mottos for Excellence in Equality, Diversity and Inclusion

7 November 2018 in Glasgow (1.00-4.30)

Interfaith Scotland course to consider why some people ignore or deny the disadvantages that others experience; how to respond to misunderstandings or offence; and the impact of our inner narratives on our interactions. For information and to book see <https://tinyurl.com/y8eyezz2>

Scottish Interfaith Week

11-18 November 2018

Scottish Interfaith Week provides an opportunity for interfaith groups, faith communities, schools, organisations and local communities across the country to celebrate Scotland's religious diversity. For information see <http://scottishinterfaithweek.org/>

Mainstreaming Anti-Sectarianism in Equalities Toolkit

15 November 2018 in Glasgow (1.00-4.30)

WSREC training for public / third sector organisations, students and individuals interested in unravelling the meaning of sectarianism as an 'equalities' issue and its impact on the wellbeing, safety and opportunities of those affected, and on society as a whole. For information and to book for 13 Sept see <https://tinyurl.com/ydh74vrg>, for 4 Oct see <https://tinyurl.com/y9muw7pm>, and for 15 Nov see <https://tinyurl.com/y7cmj54e>. Other venues may be available by request – for information contact kperezp@wsrec.co.uk

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Useful Links

Scottish Parliament <http://www.parliament.scot/>

Scottish Government <https://www.gov.scot/>

UK Parliament <http://www.parliament.uk/>

GovUK (links to UK Government Departments) <https://www.gov.uk/government/organisations>

European Parliament <http://www.europarl.europa.eu/portal/en>

One Scotland <http://onescotland.org/>

Scottish Refugee Council <http://www.scottishrefugeecouncil.org.uk>

Interfaith Scotland <https://interfaithscotland.org/>

Equality and Human Rights Commission <https://www.equalityhumanrights.com/en>

Equality Advisory Support Service <http://www.equalityadvisoryservice.com/>

Scottish Human Rights Commission <http://www.scottishhumanrights.com/>

ACAS <http://www.acas.org.uk/>

SCVO <https://scvo.org.uk/>

Volunteer Scotland <https://www.volunteerscotland.net/>

Office of the Scottish Charity Regulator (OSCR) <https://www.oscr.org.uk/>

Scottish Fundraising Standards Panel <https://www.goodfundraising.scot/>

Disclosure Scotland <https://www.mygov.scot/working-jobs/finding-a-job/disclosure/>

Volunteer Scotland Disclosure Services <https://www.volunteerscotland.net/for-organisations/disclosure-services/>

BBC News <https://www.bbc.com/news>

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The **Scottish Council of Jewish Communities (SCoJeC)** is the representative body of all the Jewish communities in Scotland. It advances public understanding about the Jewish religion, culture and community, and also works in partnership with other organisations to promote good relations and understanding among community groups and to promote equality. (Scottish Charitable Incorporated Organisation SC029438) <https://www.scojec.org/>



BEMIS is the Scottish national Ethnic Minorities led umbrella body, supporting, empowering, and building the capacity of minority third sector community organisations. As a strategic partner with Government, it is proactive in influencing the development of race equality policy in Scotland, and helps develop and progress multicultural Scotland, active citizenship, democracy, and Human Rights Education at the Scottish, UK, and European levels. (Scottish Charity, no. SC027692) <http://www.bemis.org.uk/>



The **Scottish Government** is committed to promoting equality of opportunity and social justice for all those who live in Scotland. **One Scotland** is the Scottish Government campaign designed to tackle racism. It aims to raise awareness of racist attitudes, highlight its negative impact and recognise the valuable contributions that other cultures have made to our society – and make Scotland no place for racism. <http://www.gov.scot/>

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