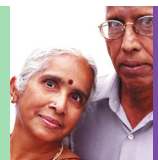
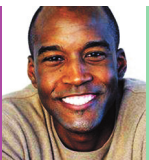


Poverty and Ethnicity

Agenda and Policy Development in Scotland—
Lived experience of Ethnic and Cultural
Minority Communities.

January 2016



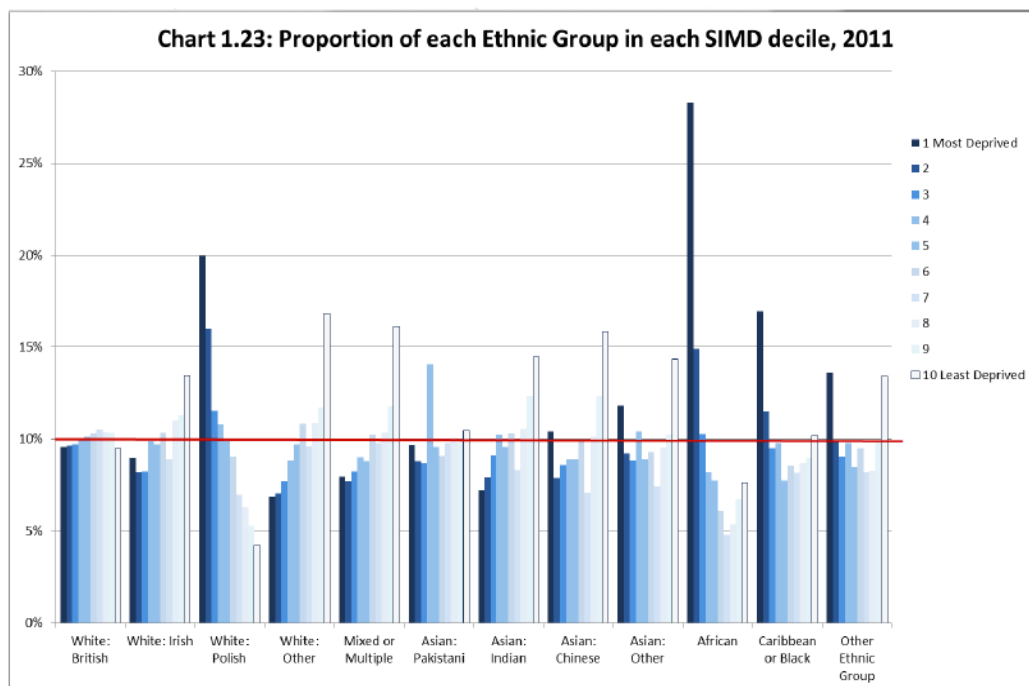
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EXECUTIVE SUMMARY

Too many people in Scotland across all ethnicities continue to experience poverty on a daily basis. People from Polish, African, Asian Chinese, Asian Other, African, Caribbean or Black and other Ethnic Group (e.g. Gypsy Traveller) reside disproportionately in the most deprived circumstances.



1

Following the democratic success of the 2014 Independence Referendum BEMIS Scotland were committed to ensuring that the fundamentals of that debate such as, but not reserved to: safe, adequate and affordable housing; representative employment; fair pay; cultural recognition; community safety and cohesion; and public representation were maintained as areas of focus and discussion.

While the Smith Commission exercise reflected a macro-led elite driven process as opposed to micro-led grass roots delivery of substantive change we must endeavour to utilise the potential inherent in the forthcoming Scotland Bill to tackle socio and economic disadvantage.

¹ <http://www.gov.scot/Publications/2014/03/7340/17>

These basic fundamental social, economic, democratic and cultural objectives can be enhanced by embedding social, economic and cultural rights into our decision making processes.

Our ability to fulfil our potential as diverse active communities and citizens is undermined significantly for those across all ethnicities who reside in socio and economic disadvantage.

BEMIS Scotland recognise however that additional, local, informed responses may be necessary for the varying circumstances of Ethnic Minority communities.

A socio/economic equality duty will enhance our ability to enforce a statutory duty on those covered by the Public Sector Equality Duties, including the Scottish Government, to challenge socio and economic disadvantage through an equitable dissemination of public funds. The implementation of a socio / economic duty however must be accompanied with additional intelligence on the experiences of Scotland's diverse communities.

Who are Scotland's ethnic minority communities?

By diverse ethnic and cultural minority communities and citizens we allude to the 8.2% (432,616)² of Scotland's population who recognised their ethnicity as being independent of the Scottish / Other British characteristics of 2011 Scottish census.

Who participated in our engagement?

91 individuals from a number of self-identified ethnic and religious minority groups, including, African, Afghan, Nepalese, Indian and Muslim women

Where were they located?

Consultations were held in Glasgow, Dundee, Aberdeen and Inverness.

KEY RECOMMENDATIONS

- **The Scottish Government, Local Authorities and Public Bodies must recognise the validity of the diverse ethnic and cultural minority communities of Scotland.** To analyse the relationship between poverty and ethnicity and equalities duties via a 'white/black' binary is insufficient and not reflective of the lived experience of the various and diverse ethnicities of Scotland.

² <http://www.scotlandscensus.gov.uk/ods-web/area.html>

- The Scottish Government should continue to lead in supporting the payment of the **Scottish Living Wage** across all sectors *in which it has influence*. For example ‘The Agricultural Sector’ where pay is administered by the ‘Agricultural Wages Board’. While the board is an Independent body with statutory authority Scottish Ministers appoint 4 independent commissioners to sit alongside representatives from Farmers unions and Trade Unions. We know this sector employs significant numbers of Polish citizens and others who reside disproportionately in Poverty despite being the most economically active.
- **The Modern Apprenticeship Programme should continue to receive focus in relation to equalities objectives.** Continual and potentially broadened strategic intervention across both marketing leading to successful applicants and integration to the world of work must be analysed over a 3-5 year period.
- **The coherent provision of ESOL classes must be tackled as a priority** in the forthcoming period and distinction made in relation to ring-fenced ESOL budgets administered by Scottish Government to Local Authorities and additional dimension of impact of Further Education Cuts. Pilot projects by ‘**Glasgow ESOL Access Programme**’ are to be welcomed however a clear picture of ESOL provision and combined national budgetary implications of protected grant and further education budget stagnation is unclear. Examples of good practice should be shared between local authorities.
- **While stagnation in local authority recruitment accompanies budget restrictions and re-organisation national infrastructure projects and procurement such as Housing provision and potential forthcoming development of 50,000 new homes³ should be subject to an EQIA** within all facets of their development to maximise potential in both location, allocation, sustainability and procurement. Companies with accessible and transparent evidence of equalities training, representative workforce targets and commitment to positive action in apprenticeships targets and employment as part of the tendering process. Green, clean, affordable and representative fulfilling our obligations to progressing economic, social and cultural rights in public life and decision making.
- **That the Scottish Government, Education Scotland and key stakeholders recognise the critical value of Ethnic Minority parental engagement within the broad School community.** That this necessity is increased in

³ <http://www.independent.co.uk/news/uk/politics/nicola-sturgeon-pledges-to-build-50000-affordable-homes-in-next-parliament-a6695101.html>

relation to all ethnic minority communities who reside in acute poverty deciles with particular emphasis on African, Polish, Caribbean and Black and Other ethnic categories. That it is unclear whether positive action measures to increase parental involvement have been appropriately embedded into the education culture across Local Authorities. That raising attainment for all includes EM children, whose families, guardians and parents may require additional help and how this will be progressed as part of our national objective to raise attainment in our most disadvantaged communities, both of place and ethnicity is outlined transparently and as a priority.

- **Local Authorities and ALEO's should process the provision of premises and lets for cultural services via an equalities framework**, including a socio/economic duty, particularly for those most vulnerable to social isolation. Some communities cannot afford at present to use public venues and community assets.
- **The Scottish Government should consider as a priority the potential inherent in the devolution of further social security powers⁴** particularly via the prism of our objective to embed socio/economic and cultural rights in decision making.

Case Study Example

The Nepalese Community in Aberdeen have identified '**no recourse to public funds**' as a primary variable in their mitigation of community susceptibility to in work poverty. This is despite many being in full-time employment. They have identified that access to 'Child Tax Credits' to those most vulnerable would have a significantly beneficial impact. With the ability to 'create new benefits'⁵ and under our obligations under the 'United Nations Charter on the Rights of the Child' we should give serious consideration to those who currently reside in this immigration 'grey area' to ensure that all of the Children of Scotland have an equal chance in life at the earliest stage.

- **The Scottish Government should commence Section 1 of the Equality Act covering the Socio and Economic Equality Duty⁶ when it has the new powers to do so.** This would cover in the first instance areas of devolved governance including but not reserved too Education, Health, National Infrastructure Projects and Procurement.

⁴ <http://news.scotland.gov.uk/News/Scotland-s-social-security-principles-208c.aspx>

⁵ <http://news.scotland.gov.uk/News/Scotland-s-social-security-principles-208c.aspx>

⁶ <http://bemis.org.uk/wp/wp-content/uploads/2013/10/bemis-smith-commission.pdf>

BACKGROUND

The objective of our consultations was to maintain participation within an enhanced democratic environment of active, participative democratic citizenship.

To fulfil our principle to facilitate an engagement in relation to policy discussions inherent in the referendum period, not adequately conveyed within the Smith Commission process, and via this medium to gather a snapshot of experience in relation to community experience in Scotland.

To focus on the relationship between 'Poverty and Ethnicity', our objective of progressing social justice and generate suggestions to solutions in a local and where relevant national context.

Consultations were held in Glasgow, Dundee, Aberdeen and Inverness.

Given the range of experience and issues, a finding in itself, we have been unable to offer suggestions to every issue identified. As a principle though, we are keen to discuss and engage with relevant organisations to address gaps identified but not embellished in this document. For example, homelessness/addiction/cultural stigmas and culturally sensitive support.

METHOD

This study engaged over two consultation periods (Summer 2015 and Winter 2015/16) with 91 individuals from a number of self-identified ethnic and religious minority groups, including, African, Afghan, Nepalese, Indian and Muslim women.

These consultations took place in community hubs or meeting venues utilised by respective groups. Glasgow consultations were held in BEMIS offices.

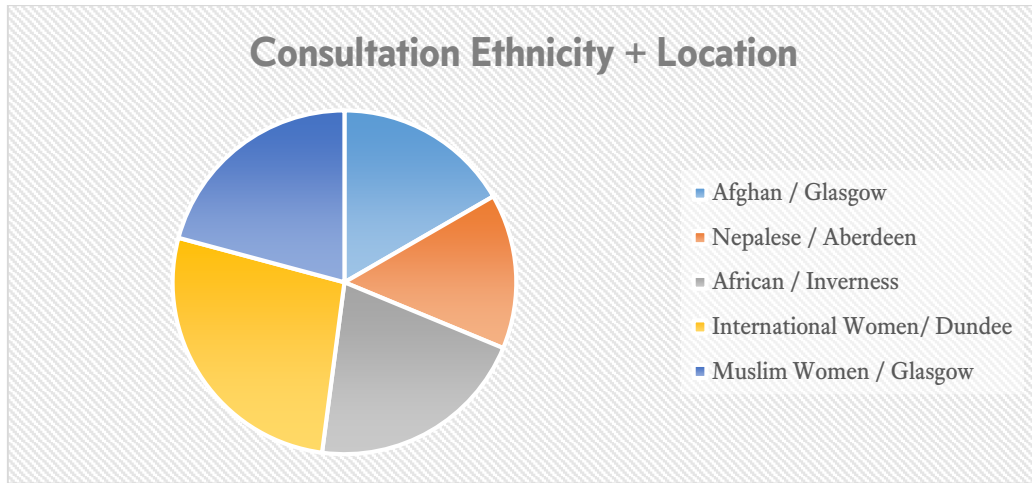
Initially communities were asked to identify what they considered to be the primary barriers to progressing via key indicators of alleviating or escaping poverty.

Following the initial consultations BEMIS and community organisations reflected on the current and potential future policy landscape, discussed and made recommendations in relation to the issues identified in consultation 1.

The reporting structure represents the focus of two consultations with each group and is delivered in the following format:

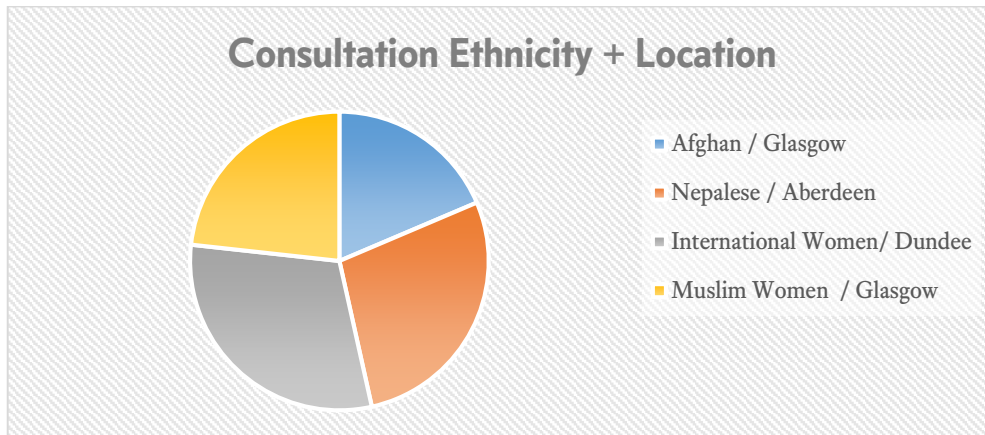
- (i) Consultation 1 - Community issues identified
- (ii) Consultation 2 - Responses developed in conjunction between community and BEMIS

Consultations Round 1: June 2015–September 2015



Organisation	Date	No. of attendees
Glasgow Afghan United	03/06/15	8
ONCW (Nepalese Aberdeen)	30/06/15	7
AMINA Muslim Women	27/05/15	10
International Women (Dundee)	02/06/15	13
Inverness African Community	01/05/15	10

Consultations Round 2: September 2015–January 2016



Organisation	Date	No. of Attendees
ONCW (Nepalese Aberdeen)	25/11/15	12
AMINA (Glasgow)	02/12/15	10
International Women (Dundee)	08/12/15	13
Glasgow Afghan United	11/01/16	8

Afghan Community, Glasgow: Round 1 Consultations – Key themes Identified



Afghan Community: The Afghan community in Scotland is est. 200 families and around 600 interpreters. These figures, not easily discernible or identifiable in any current publicly available record is based upon the communities interaction and understanding of its own networks. The Afghan community have come to Scotland due to well-versed geopolitical issues and have risen in numbers since the UK/US/Taliban conflict. The diverse Afghan population encompasses young families, groups and unaccompanied minors. The community is largely based in Glasgow and Fife.

Employment: The majority of the Afghan community according to this consultation are self-employed. Two particularly common themes of self-employment included but were not reserved to Taxi driving and small business holdings, i.e. small takeaway restaurants and shops. There is little to no employment in the Public sector. The community is particularly susceptible to ‘in-work’ poverty and poverty in general due to immigration status limbo and lack of access therefore to key social security interventions. For those in work, lack of savings and assets leaves them vulnerable to illness, unemployment and underemployment.

Housing: Critical lack of adequate housing was voiced by all attendee’s as a contributing factor to ill-health both physically and mentally. Attendees were particularly critical of the system for housing provision and these complications are exacerbated as housing provision differs depending on Immigration status. Asylum seekers are in a particularly vulnerable situation, while they have the right to apply for housing, applications are suspended until Home Office officials evaluate requests. For the Afghan community a significant number of these individuals are unaccompanied minors or young adults placing significant strain on individuals and the community in general. Housing provision is a complex administrative area with no uniformed approach to ‘individuals’ or families. This complexity has led to allegations of

discrimination in housing provision by Housing Associations. For those allocated housing they generally consider aspects of them 'unfit for human habitation' with some examples of repair works being done by individuals out of health necessity with no recourse for reimbursement from housing authorities.

ESOL Cuts: Lack of ESOL class provision for those with acute and general additional language needs was identified as a fundamental barrier for individuals to progress as active citizens. Some individuals have been required to wait between 6-18 months to access this key educational pathway. During this time period people are susceptible to desperation, hopelessness and isolation. Cuts in further education funding has had a dangerous impact on some of Scotland's most vulnerable communities.

Premises: Lack of premises for development of culturally sensitive community services in addition to statutory public services was highlighted as a barrier to tackling isolation and community cohesion. Current premises arrangements are provided on an ad-hoc basis in conjunction with private businesses or Local Authority ALEO's. The ability of a community hub to act as a self-sustaining mechanism for community engagement and service provision is incoherent as a result.

Cultural Sensitivities: Delegates highlighted instances in which language barriers, misunderstandings between individuals and service providers and cultural sensitivities have interlinked to create acutely challenging experiences for individuals and family groups. In relation to 'housing unfit for purpose' one delegate recanted an experience in which a household appliance (Gas Cooker), 'not fitted properly' had resulted in a burning incident with a minor. The family had been under the impression that had they called an ambulance they would be arrested for negligence due to a previous experience/understanding with another statutory service. Following an intervention and translation from community members the situation was resolved safely. This anecdote serves to illustrate the challenges facing diverse communities in standard engagements due to acute language needs and the gaps existent within additional community led support mechanisms.

Isolation: Unaccompanied minors with acute language needs are particularly vulnerable to isolation and associated pressure on physical and mental health. Unable to fully participate in society due to immigration status / language barriers / lack of social hub – community connections pushes individuals into a cycle of disengagement and acute vulnerability to poverty and isolation. A convergence of Home Office bureaucracy and cuts in ESOL classes leaves these individuals on the absolute margins of society.

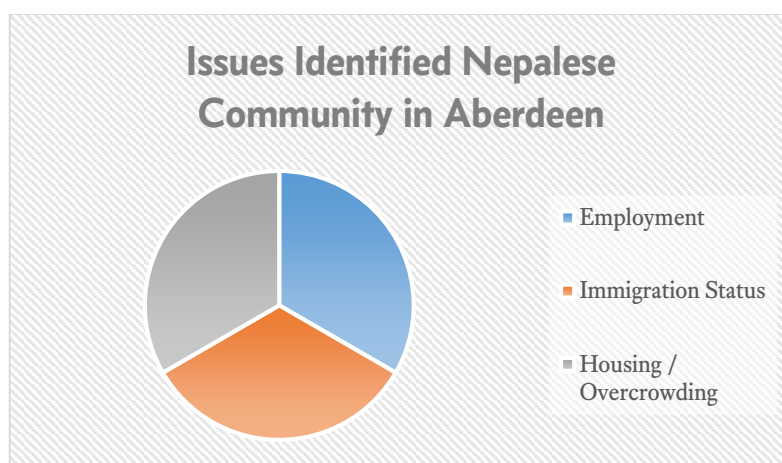
Afghan Community, Glasgow: Round 2 Consultations – Responses and Opportunities

ISSUE IDENTIFIED	POTENTIAL SOLUTIONS	KEY STAKEHOLDERS	LEGISLATIVE / STATUTORY AUTHORITY	ACTION
<p>Employment 1 (16-24): Community members outlined that they had little to no understanding of the Modern Apprenticeships Programme. That this employment pathway was of particular importance given the increasing number of 16-24 year olds in the community.</p>	<p>BEMIS to work directly with community to highlight Modern Apprenticeships programme and engage youth directly into their MA programme. (see also premises + relevant services)</p>	<ul style="list-style-type: none"> • Skills Development Scotland • BEMIS M.A Programme • Glasgow Afghan Community 	<ul style="list-style-type: none"> • SDS • Scottish Government 	<p>Immediate</p>
<p>Employment 2 (24+ Graduates): Particular difficulties continue to persist for Graduates trying to access work.</p>	<p>Re-conveying of the Scottish Government's Equalities Graduate Internship or new programme 'Graduate Equalities Apprenticeship and Training' Programme with particular focus on Race/Ethnicity. This could help to increase representative employment in Public Sector and be utilised under Positive Action schemes.</p>	<ul style="list-style-type: none"> • Scottish Government • SDS • Academic Institutions • Public Bodies • Local Authority 	<ul style="list-style-type: none"> • Scottish Government • Local Authority 	<p>Medium – Long term initial view to pilot project in 2017</p>
<p>Housing: Adequate, community centred housing was identified as an issue given the variable circumstances and immigration status of community members.</p>	<p>Allocation of housing should seek to ensure that individuals or those in different immigration channels are not isolated from other community members. This is not</p>	<ul style="list-style-type: none"> • Housing Association • Local Authority • Glasgow Afghan United 	<ul style="list-style-type: none"> • Local Authorities 	<p>Immediate consultations on community needs + clarify housing allocations.</p>

	create 'clusters' of communities but ensure that individuals are connected by appropriate transport links and social spaces. See also Premises + relevant services)			Response on allocation – medium / long term
ESOL Class Provision: Severe and acute need for immediate progression and positive action in ESOL class provision. Community members outlined 6month – 3 years waiting list for ESOL Provision.	Direct engagement with new Pilot 'Glasgow ESOL Access Project' bringing together ESOL providers with aim of bring cohesion to waiting lists and services. Analysis of Further Education cuts on ESOL provision via lens of Socio/Economic Equality Duty (<i>see also Eisenstadt 2016 / new powers, poverty and inequality</i>) ⁷	<ul style="list-style-type: none"> • Scottish Government • Local Authorities • ESOL Providers • Community Organisations 	<ul style="list-style-type: none"> • Scottish Government • Local Authorities 	Immediate engagement with 'Glasgow ESOL Access Project' Medium term analysis of ESOL / Further Education and Socio / Economic Equality
Premises / Services/ Isolation: A lack of premises to ensure development of community cohesion across various policy areas and tackle community isolation was reinforced in both consultations. The ability to 'bolt on' culturally sensitive services and inform statutory services.	Review of LA community assets and building to ensure increasingly diverse population is enabled to engage directly with community members, bolt onto statutory services and engage directly with key stakeholders i.e. SDS / Modern Apprenticeships. Housing Associations – Tackling isolation.	<ul style="list-style-type: none"> • Scottish Government • Local Authorities • Community Planning Partnerships • Community Councils 	<ul style="list-style-type: none"> • Scottish Government • Public Bodies / agencies and Local Authority 	Immediate scoping exercise under terms of 'Community Empowerment Act' + 'Land Reform' to identify assets of interest to be used adequately for 'modern, diverse community needs'

⁷ <http://www.gov.scot/Publications/2016/01/1984>

Nepalese Community, Aberdeen: Round 1 Consultations – Key Themes Identified



Nepalese Community: The Nepalese community in Scotland are predominantly located in Aberdeen although there are pockets of the community in all major urban environments. The *'Organisation for Nepalese Culture and Welfare'* estimate that there are 400 Nepalese families in the Aberdeenshire area and about 3,000 people nationally (Scotland). They place a significant emphasis on internal community cohesion and resilience and placed their emphasis on integration via education and employment. When prompted to elaborate on issues of racism/prejudice and/or discrimination they identified individual cases but were hesitant to allow these experiences to set the agenda for their interactions in Scotland. Incidents had been dealt with by the community in conjunction with relevant authorities.

Employment: The Nepalese community in Aberdeen are predominantly employed in either the public sector (NHS) or small business holders i.e. restaurants and takeaways. Within the NHS attendee's identified that community members are employed across all sectors of that organisation from consultants / surgeons to facilities management. The NHS are an accredited living wage employer via the *'Scottish Governments Public Pay Policy'*. Although this is an irrelevance for those on upper salary scales the community has identified that significant numbers are also employed at the lower end of the salary scale. Delegates were unsure as to instances of individuals working for facilities companies providing services for the NHS and if employees were subsequently recipients of the living wage.

Immigration Status: Due to community members immigration status individuals identified perceived unequal relationships with social security support. Those

potentially being paid on the lowest end of salary scales, within zero hours contracts or below the living wage are particularly vulnerable to 'in work poverty'. For significant numbers of workers their immigration status bars them from accessing 'Child tax credits' despite paying necessary taxation and national insurance contributions. This has additional influence on housing circumstances, community/social cohesion and physical and mental health.

Housing / Overcrowding: Consultee's identified anecdotal evidence of overcrowding within the community in Aberdeen. The resilience and self-sufficiency of the community facilitated internal community responses to housing needs. Further information is required from within the community to ascertain their ability/motivation to pro-actively engage with statutory services in relation to housing and emphasis on internal community support.

Nepalese Community, Aberdeen: Round 2 Consultations – Response and Opportunities

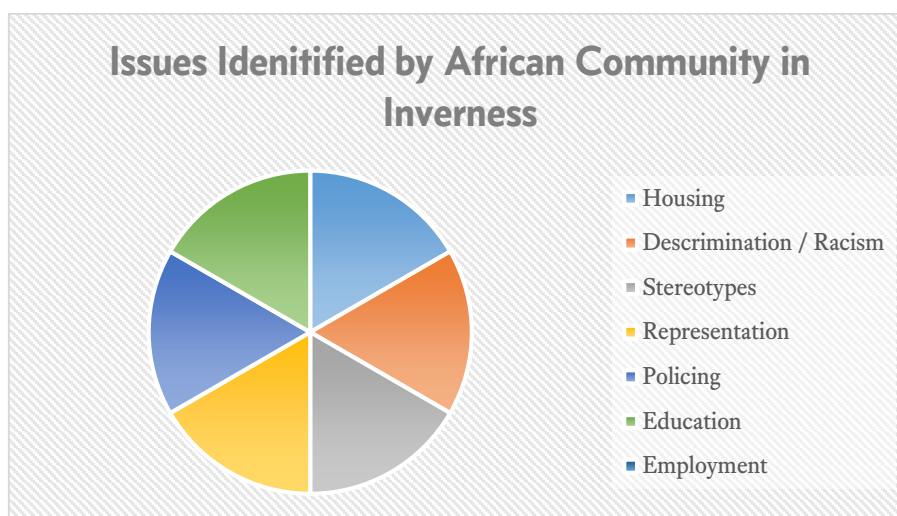
ISSUE IDENTIFIED	POTENTIAL SOLUTIONS	KEY STAKEHOLDERS	LEGISLATIVE / STATUTORY AUTHORITY	ACTION
<p>Employment: Recognition from community participants that two main employment sectors are Public (NHS) and self-employment. Young demographic in community and issues in relation to employment pathways such as M.A. or post graduate destinations unknown. Data gap in relation to broad employment experience across age groups.</p>	<p>In depth research led by Nepalese community into experience, destinations and circumstances of community in Aberdeen and across Scotland.</p>	<ul style="list-style-type: none"> • Nepalese Community • BEMIS Scotland (strategic support – i.e. research funding proposal) • Funders TBC 	<ul style="list-style-type: none"> • N/A 	<p>Immediate</p>
<p>Immigration Status 1) ‘No recourse to public funds’: Key concern highlighted by community and identified in community experience in Aberdeen is threat of poverty due to low wages and ‘no recourse to public funds’ immigration status.</p>	<p>Review by Scottish Government into potential opportunities inherent in future ‘Scotland Bill’ to ‘Create New Benefits’⁸ Particularly in relation to United Nations Convention on Rights Child and provision of child tax credits. Educational attainment linked to parental involvement / including access to extra-curricular activities⁹.</p>	<ul style="list-style-type: none"> • Scottish Government • BEMIS Scotland • Local Authorities • EHRC • SHRC 	<ul style="list-style-type: none"> • Scottish Government 	<p>Immediate review of possibilities inherent in Scotland Bill / New Benefits in relation to UNCRC and child tax credits</p>

⁸ <http://news.scotland.gov.uk/News/Scotland-s-social-security-principles-208c.aspx>

⁹ <http://gatheredtogether.bemis.org.uk/publications/>

<p>Housing and Overcrowding: Anecdotal evidence from community of examples of overcrowding in Aberdeen. Given unique economic circumstances Aberdeen to what extent is housing development and allocation ‘Equality Impact assessed’?</p>	<p>Scottish Government commitment to build 50,000 new homes if re-elected in cycle of the new parliament.</p>	<ul style="list-style-type: none"> • Scottish Government • Housing Associations • Local Authority 	<ul style="list-style-type: none"> • Scottish Government • Local Authorities 	<p>Medium – Long term Engagement with SG housing officials on implementation of ‘Housing allocation equation’ and economic variables across communities and Scotland</p>
<p>VISA experience and family connectedness: Significant frustration within community as to VISA system implementation. Disproportionate restrictions on family travel, i.e. visiting - creating pressure and impact on health and wellbeing</p>	<p>Development of culturally sensitive events and engagement to ensure community connectedness, cohesion and develop sense of ‘home’ in Scotland.</p> <p>Ongoing discussions between Scottish + UK governments on Immigration and Visa requirements.</p>	<ul style="list-style-type: none"> • BEMIS Scotland • Local Authorities • Scottish Government • Creative Scotland • Scottish Government • UK Government 		<p>Ongoing / Immediate</p> <p>Immediate:</p> <p>Nepalese Community to meet write to SG officials and request meeting with relevant minister to discuss specific VISA issues</p>

African Community, Inverness: Round 1 Consultations – Key Themes Identified



African Community: Nationally Scotland's African community have seen the largest increase in numbers between the censuses of 2001 and 2011. The census figures for 2011 while being a useful guide will already be an underestimate of the national population which has continued to grow in the intervening years. The community size in the City of Inverness is between 500–1200, this takes into consideration the datasets of the census and continued population trends. While Inverness is a relatively large urban environment in its own right it has challenging transport restrictions in relation to the main populace of the central belt where the majority of the diverse African communities are located. Rail travel between these large urban environments is particularly expensive and bus and car journey times can be taxing due to weather and the nature of the main road link the A9. To highlight, diverse African communities make up 11% of the total population of the Springburn Ward and 2.5% of the total population of Glasgow. These are all significantly higher than the national African population of 0.5%. This may in part lead to a sense of greater isolation and acute community needs for the African community in Inverness.

Housing: All participants articulated issues with regards to allocation of housing and access to private tenancies. Community members articulated what they felt were clear issues of discrimination on housing allocation and negative interactions with the private housing sector in which African communities were expected to provide additional / over the top accreditation to prospective landlords.

Discrimination / Racism / Stereotypes / Public services: In addition to issues outlined in the provision of housing attendees articulated widespread, overt and pernicious experiences of racism in public environments, in the workplace and in

relationships with critical public services such as schools the NHS and Police Scotland. Stereotypes permeating from the general public and in professional environments ranged from assertions that '*All Africans are Poor*' / *All Africans are thieves to All Africans are dirty*'. These experiences have encapsulated a sense of hopelessness, isolation and abandonment within participants. Deep concerns reside within participants as to the nature of their 'place' in the UK and future ability to engage with critical public services – i.e. 'These things are not for Africans'

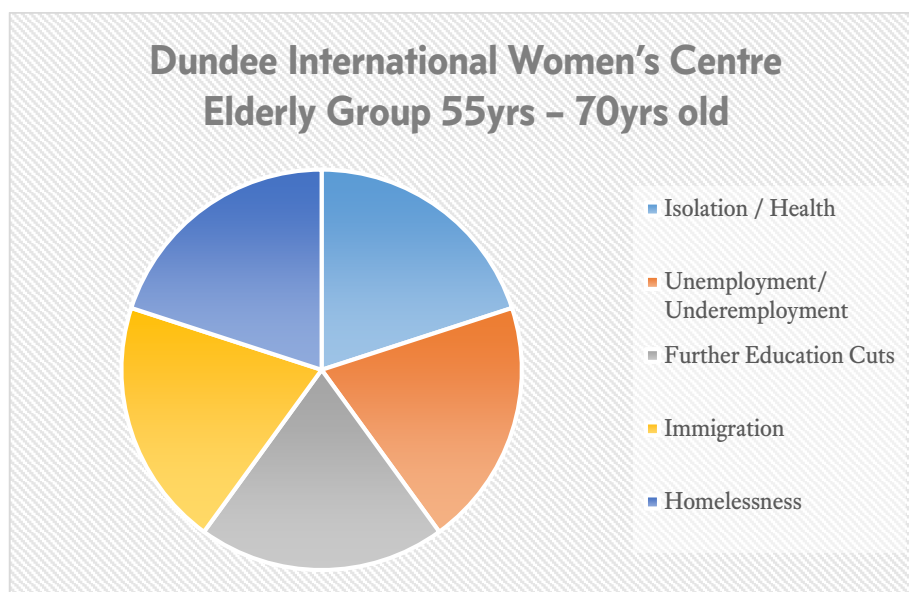
Employment + Education: Participants articulated that there is a significant deficit in educational attainment within the older African community in Inverness. This has negative consequential outcomes for employability, positive access and engagement with public services. In addition low educational attainment within the adult population can have negative connotations for children in relation to their own prospects. Lack of understanding of the curriculum, broader school community and expectations can negatively impact on future educational destinations. For example all participants had never heard of the 'Modern Apprenticeships Program'. **Attendees were unaware of any CPD courses available via further education establishments.** These experiences correlate with national trends that cuts in college funding disproportionately disadvantage vulnerable groups alongside lack of engagement with key employability programmes.

* Following initial consultation (01/05/15) with African community in Inverness we were unable to re-engage them in this piece of research. As such we have to refer to our initial interim-recommendations. BEMIS Scotland acknowledge that the acute needs identified in initial research may in themselves prevent these communities engagement. We have written to the Local Authority to inform them of initial research and request additional information as too diverse community engagement and if we can support in any relevant way.

Interim Recommendations:

- Critical breakdown in community capacity to engage with basic public services must be addressed. BEMIS can support via capacity development support.
- Further information needed on employment destinations and current realities for African community in Inverness. Census figures indicate that African community most likely to be economically inactive, reside disproportionately in areas of multiple deprivation and overcrowding. Low wages, unemployment, underemployment.
- Create formal representative body to challenge real or perceived discrimination and racism. Create structures for positive manifestations of African culture alongside communication conduit with key public services.

International Women/Variou, Dundee: Round 1 Consultations – Key themes Identified



Ethnic Minority Communities in Dundee: There is a substantial and diverse ethnic minority population in Dundee encompassing 10.7% (15,757) of the city's population. Within this group the largest group by census indicator is the diverse Asian community encompassing 4% (5,890) of the population. The communities are multi-generational and we can assume have grown in number in the intervening period 2011–2015. This consultation focussed on the experience of the elderly EM population and their experiences, observation and perceptions of issues in relation to poverty and ethnicity and potential solutions.

Isolation / Health: Language barriers have created acute problems in relation to individual's ability to access health services. Delegates outlined that it is common practice for parents / grandparents to rely on interpretation support from children within the family/community. This leads to frustration/miss information and miss diagnosis placing additional strain on participants. This is more acutely felt when health issues are gender specific and cultural sensitivities exist between health practitioners and patients. Individuals outlined that people are not aware of the statutory service provisions such as translation support.

Unemployment / Underemployment: Attendees articulated that they and their children have faced significant barriers in gaining fulfilling and reflective employment in relation to skills and academic qualifications. There was a narrative agreed by the group that *'There is a law that foreigners don't get the priority in relation to employment'*. This narrative was replicated in engagement with statutory services.

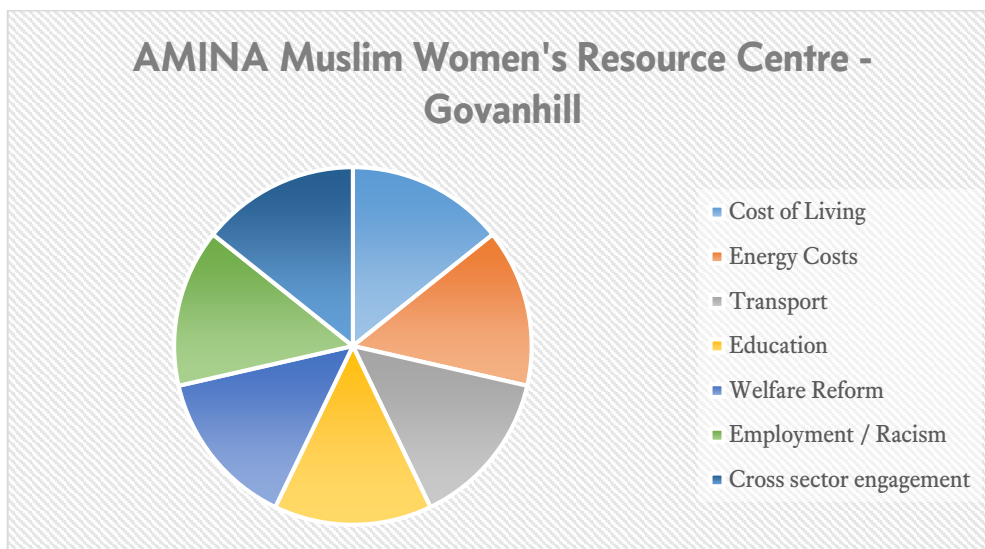
There is also chronic lack of employment for those not academically driven with large scale re-location of the manufacturing sector from Dundee to international countries.

Further Education Cuts: Lack of clarity in ESOL class provision and general college courses have led to large scale community disengagement from further education. Attendee’s articulated that despite significant community numbers of community members applying for further education courses that demand currently outstrips supply. All agreed that there has been ‘too much cutback in education’

Immigration: Current Home Office rules for immigration for spouses and families to accompany relatives in Britain places significant financial strain on individuals and families. Bureaucratic costs for elementary administrative mistakes are overwhelming and there is no recourse to recover funds. Elderly parents in country of origin are barred either through financial accessibility or failed applications from moving to live with settled families in Dundee. This adds additional financial strain to families and the community and can have an adverse effect on physical and mental health.

Homelessness: Homeless and destitution is a real issue facing the communities in Dundee however this is not largely talked about or internally dealt with in a culturally sensitive environment.

AMINA/Various, Glasgow: Round 1 Consultations – Key themes Identified



Amina Muslim Women’s Resource Centre: Amina MWRC works with mainstream agencies and policy makers, to enhance their understanding of the Muslim community and of barriers that prevent Muslim women from accessing services and participating in society.

Cost of Living: Attendees were clear that the rising cost of living places vulnerable communities in precarious situations. The participants were aware of several anecdotal instances of families struggling to provide food and basic necessities.

Energy Costs: The rising costs of energy were additionally identified as a critical variable in pushing families into debt and/or increasing vulnerability to ill-health.

Transport: Market models of public service provision place individuals at significant disadvantage in relation to social connectedness and economic mobility. High transport costs in the city of Glasgow and across the central belt increase isolation and ability to access jobs out with immediate locations. I.e. commutes between large urban environments and areas of economic activity Glasgow – Falkirk / Edinburgh / Livingstone are not financially viable for those on mid-low wages.

Education Costs: Basic education costs such as uniform, lunch, travel, school trips, utensils and accompanying youth environment of social events – cinema etc... pushes parents in debt and unaffordable living costs for basic necessities.

Welfare Reform: The implementation of welfare reform has locked individuals and families into a spiral of debt and unmanageable situations. For those on critical benefits deemed ‘fit for work’ the additional financial burden on families to maintain those evidently ‘unfit for work’ has isolated as well as socially and financially constrained those most vulnerable.

Employment / Further Education: A chronic lack of resources was identified as being a key contributing factor to economic inactivity. Cuts in language class provision have left the most vulnerable critically unskilled for ‘mainstream’ world of work. This disables them from accessing key employment pathways and/or further education courses. Clear examples of discrimination were outlined by delegates. One case resulted in an out of court settlement between a major institution and the individual concerned. On another occasion a highly skilled / highly professional individual with years of professional experience was required to answer during an interview if ‘she was in the Taliban’.

Cross Sector engagement: Participants were unaware of any anti-poverty initiatives and had no formal engagement with forums or cross-sector organisations set up to inform and engage on these key issues.

DIWC/AMINA: Round 2 Consultations – Opportunities and Responses

Both Dundee International Women’s Centre and the AMINA Muslim Women’s Resource Centre run a number of key programmes in relation to health, language, integration, employability, social inclusion and community cohesion. In that context they are expertly placed and informed to reply directly to nuanced issues within their diverse membership. In relation to this consultation we have chosen to consider recommendations based upon general, ethnic minority gender issues and barriers to key conduits out of poverty, language, integration, transport, child care and employability.

ISSUE IDENTIFIED	POTENTIAL SOLUTIONS	KEY STAKEHOLDERS	LEGISLATIVE / STATUTORY AUTHORITY	ACTION
<p>Transport and Isolation: Raised by delegates that transport infrastructures do not adequately serve needs of community in rural and certain areas of the city’s leading to isolation and impact on health and wellbeing.</p>	<p>Transport provision should be subject to an EQIA where provided by L.A. and sub-contracting of service to private contractor i.e. FirstGroup should include commitment to fulfilling service to key communities of interest. IE Rural, socio/economic disadvantage and demographics including age and ethnicity.</p>	<ul style="list-style-type: none"> • Scottish Government • Transport Scotland • Local Authorities • Transport Providers / IE FirstGroup • 3rd Sector providers IE. DIWC / AMINA 	<ul style="list-style-type: none"> • Scottish Government • Local Authorities 	<p>Immediate research and engagement with communities of interest into impact of inadequate service provision including key stakeholders.</p>

<p>Childcare: Many women were restricted in their ability to access work due to significant costs of childcare disproportionate to earning ability. In addition a lack of clarity as to implementation of ‘Childcare Pledge’ from Scottish Government to Local Authorities.</p>	<p>Increase availability and hours of childcare from 2 – 5 years old</p> <p>Specific employment schemes / positive action and support for those from communities of interest who face employment barriers in ‘mainstream employment’ – This is likely to be exacerbated for single parents, equalities characteristics and areas of socio / economic disadvantage.</p>	<ul style="list-style-type: none"> • Scottish Government • Skills Development Scotland • Local Authorities • 3rd Sector (i.e. BEMIS / DIWC / AMINA / WESREC) 	<ul style="list-style-type: none"> • Scottish Government • Public Bodies 	<p>Immediate increase in available childcare provision in cycle of new parliament. 16-21hrs</p> <p>2) Immediate Pilot employment / training programme for covered by equality characteristics and socio / economic disadvantage</p>
<p>Employment 1 (16–24): Community members outlined that they had little to no understanding of the Modern Apprenticeships Programme. That this employment pathway was of particular importance given the increasing number of 16-24 year olds in the community.</p>	<p>BEMIS to work directly with DIWC (12 PENDING) / AMINA (2/3 PENDING) to highlight Modern Apprenticeships programme and engage youth directly into their MA programme.</p>	<ul style="list-style-type: none"> • Skills Development Scotland • BEMIS M.A Programme • DIWC / AMINA 		<p>Immediate / Ongoing</p>
<p>Employment 2 (24+ Graduates): Particular difficulties continue to persist for Graduates trying to access work.</p>	<p>Re-conveying of the Scottish Government’s Equalities Graduate Internship or new programme ‘Graduate Equalities Apprenticeship and Training’ Programme with particular focus on Race/Ethnicity. This could help to increase representative employment in Public Sector, via national infrastructure project and be utilised under Positive Action schemes.</p>	<ul style="list-style-type: none"> • Scottish Government • SDS • Academic Institutions • Public Bodies • Local Authority 		<p>Medium – Long term initial view to pilot project in 2017</p>

CONCLUSION AND MOVING FORWARD

BEMIS Scotland welcome the broader viewpoint outlined by Maggie Kelly as part of the Joseph Rowntree Foundation's review and update of 'Poverty and Ethnicity – Key Messages for Scotland'¹⁰.

Our input has been to provide a snapshot of diverse community experience across Scotland and examples of how statistics meet reality in Scotland.

Over the coming period, post 2016 parliamentary elections and in the cycle of the key Scottish Government strategy dates of 2016-2030 we believe that there is significant opportunity to progress issues identified in the JRF Poverty and Ethnicity – Key Messages for Scotland Report.

The input of the following key stakeholders provides renewed emphasis to our shared objectives to make Scotland a fairer, responsive and inclusive society:

- 'Policy Advisor on Tackling Inequality' Naomi Eisenstadt,
- 'The Equal Opportunities Committee Review into Race, Ethnicity and Employment'
- Equality and Human Rights Commission 'Is Scotland Fairer'
- Fair Work Convention
- 'Social Justice action Plan' Spring 2016
- 'Race Equality Framework' (Scottish Government/CRER) Spring 2016

Allied to our vision of a 'Fairer Scotland' viewed via the prism of Race Equality and associated policy dimensions, recommendations, strategies and reports we would acknowledge that further national conversations are required in relation to issues which effect all of the people of Scotland and particularly our diverse communities, including the disproportionate number from Ethnic and Cultural Minority communities who live in poverty. We look forward to this future discussion and dialogue.

These may include but are not reserved to;

- Education and raising attainment
- Lack of understanding of 'Who are ethnic minority communities?'
- Socio and economic disadvantage and the 'Austerity' effect
- Multigenerational communities experience and prospects
- Access to Key Employment Pathways and Post Graduate Jobs

¹⁰ <https://www.jrf.org.uk/report/poverty-and-ethnicity-key-messages-scotland>

- Lack of available premises for the creation and implementation of culturally sensitive services in addition to statutory service and as a hub for community connectivity
- Lack of uniformity, understanding, accountability and implementation of Equalities Duties and responsibilities across Local Authorities and Public Bodies
- Discrimination / Racism – The impact on life chances and opportunities
- Adequate, safe and affordable housing
- Lack of sufficient, affordable and culturally sensitive childcare
- Cultural barriers and lack of understanding of systems of delivery (e.g. DWP) and public services
- Gender discrimination and segregation across and within ethnicities
- More recent migrant communities experience and prospects
- Recognition of ‘diversity of diversity and poverty’ within ethnicities – SIMD indicates that all ethnic groups have concerning numbers of citizens resident in most acute deciles. Particularly acute for African / Polish / Caribbean or Black / Other ethnicities
- Market based models for public services – i.e. ‘Transport; Public service or Public luxury?’ Regional variations – Urban vs. Rural
- Council Tax Freeze – Progressing a Fair and Equitable Tax System
- Use of Procurement Hubs and the impact on rural economies
- Use of Procurement in relation to PSED’s and representative work-forces

Finally, we would like to thank the Glasgow Afghan Society, The Organisation for Nepalese Culture and Welfare, AMINA – The Muslim Women’s Resource Centre, Dundee International Women’s Centre, Helen Barnard, Jim McCormack and Maggie Kelly from the Joseph Rowntree Foundation and all of the individuals who participated in this snapshot of community experience in Scotland.

BEMIS Scotland welcome discussion and engagement in relation to their ongoing work and future objectives. For further information please contact:

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