

Minority Ethnic Matters Overview

*MEMO is produced by the **Scottish Council of Jewish Communities** 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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Immigration and Asylum

Holyrood Parliamentary Questions

Sandra White: To ask the Scottish Executive whether private contractors operate under Scots Law in relation to their involvement in the practice of dawn raids. (S4W-06888)

Reply from Kenny MacAskill: Individuals in Scotland are subject to Scots criminal law. They may also, depending on the facts and circumstances of a particular case, owe civil law obligations to other persons.

Asylum and Immigration regulations are reserved matters and decisions relating to the use of private contractors in dawn raids undertaken in the enforcement of those regulations, are for the UKBA. However, anyone involved in dawn raids and present in Scotland is subject to Scots Law.

<http://www.scottish.parliament.uk/parliamentarybusiness/28877.aspx?SearchType=Advance&ReferenceNumbers=S4W-06888&ResultsPerPage=10>

Sandra White: To ask the Scottish Executive what discussions it has had with the UK Border Agency regarding the awarding of the contract for the provision of accommodation for asylum seekers in Scotland to Serco. (S4W-6885)

Immigration and Asylum Holyrood Parliamentary Questions (continued)

Sandra White: To ask the Scottish Executive what representations it has made to the Home Office regarding concerns that families may become destitute as a result of the award of the contract for the provision of accommodation for asylum seekers in Scotland to Serco. (S4W-6886)

Reply from Michael Matheson: The responsibility for the award of this contract is a reserved matter. However, Scottish Government officials have been kept informed by UKBA officials during the tendering process and initial roll out of the contract for the provision of accommodation for asylum seekers which was awarded to Serco earlier this year.

In December 2011, the Cabinet Secretary for Culture and External Affairs wrote to Home Office Minister, Damian Green MP expressing her concerns that the change in contract would not adversely affect the lives of asylum seekers living in Scotland, and noting that she wished to be kept fully informed of any developments.

The Scottish Government remains clear that whilst asylum seekers are in Scotland they must be welcomed and supported.

<http://www.scottish.parliament.uk/parliamentarybusiness/28877.aspx?SearchType=Advance&ReferenceNumbers=S4W-06885&ResultsPerPage=10>

and

<http://www.scottish.parliament.uk/parliamentarybusiness/28877.aspx?SearchType=Advance&ReferenceNumbers=S4W-06886&ResultsPerPage=10>

Westminster Parliamentary Questions

Entry Clearances: Overseas Students

Julian Huppert: To ask the Secretary of State for the Home Department what route visa regulations provide for a non-EU citizen who is (a) an academic at a foreign university and (b) employed by a foreign company to (i) be paid to teach on a specific week-long university course and (ii) act as a PhD examiner and be paid an honorarium for doing so in the UK. [104481]

Reply from Damian Green: A new visitor route for “permitted paid engagements” (PPE) was introduced on 6 April 2012 to provide greater flexibility for non-EU professionals coming to the UK to undertake specific pre-arranged paid activities for up to one month, without requiring a formal sponsor.

Academics working at an overseas university and/or employed by a foreign company can use this route to give paid lectures in their field of expertise as part of a short university course, as long as this does not constitute a full-time teaching role, and to examine PhD students. They would need to satisfy all the requirements of the PPE visitor route including providing evidence which demonstrates they have been formally invited by a UK higher education institution to carry out the engagement; and that it relates to their area of expertise and/or qualifications and full-time occupation overseas. The PPE visitor route does not replace any of the existing work routes under the points based system, which continue to be the most appropriate for those undertaking employment in the UK.

Caroline Lucas: To ask the Secretary of State for the Home Department how many and what proportion of applications for leave to remain as a student under Tier 4 of the Points Based System have been completed in under four weeks from the date biometric data is taken in the latest period for which figures are available; and what the average time has been

(a) between initial submission of an application and an applicant's biometric data being taken,

Immigration and Asylum Westminster Parliamentary Questions (continued)

(b) between an applicant's biometric data being taken and notification of the final decision and

(c) for processing applications fast-tracked on compassionate grounds. [105986]

Reply from Damian Green: This information is not held in a format compatible with National Statistics protocols.

However, published statistics are available on a quarterly and annual basis, that report on Tier 4 applications received. This publication is available from the Library of the House and from the Home Office Science website at:

<http://www.homeoffice.gov.uk/publications/science-research-statistics/research-statistics/immigration-asylum-research/immigration-q4-2011>

In addition, data relating to the number of decisions made within service standards for financial year 2010-11 and the first two quarters of 2011-12, is available from the UK Border Agency website at:

<http://www.ukba.homeoffice.gov.uk/sitecontent/documents/aboutus/percentage-of-migration>

<http://www.publications.parliament.uk/pa/cm201212/cmhansrd/cm120430/text/120430w0001.htm#12043018000027>

Migration: University-sponsored Students

Lord Clement-Jones: To ask Her Majesty's Government what consideration they have given to excluding university-sponsored students from the United Kingdom's net migration statistics.

Reply from the Minister of State, Home Office (Lord Henley): My Lords, the UK uses the internationally agreed definition of a migrant, which is someone coming to or leaving the United Kingdom for a period exceeding 12 months. It is right that students intending to stay for that period should be counted because during their stay they are part of the resident population and contribute to pressure on public services infrastructure. It is not appropriate to discount them from net migration statistics.

Lord Clement-Jones: My Lords, the department makes no distinction between temporary and permanent migration. Many other countries do, and still fall within the UN definitions. That means that the Home Office is targeting net migration figures that include overseas students, which is directly contrary to the policy of the Department for Business, Innovation and Skills. Surely now that the e-Borders system will be able to track very closely non-EEA students and other citizens coming into this country, it is time to exclude those students from the net migration figures and have a unified government policy.

Reply from Lord Henley: My Lords, I am afraid that in terms of migration my noble friend has got it right. I do not think he would want me to adjust the figures purely to achieve the ends that he suggests, as there might be complaints from the House that we were fiddling the figures, and I do not want to be accused of that. We stick by the long-standing international United Nations measure that students who come to the UK for more than a year are counted as migrants.

Lord Bilimoria: ... Why cannot the Government exclude foreign students from the target? Foreign students bring up to £8 billion of revenue into this country. In fact, the Government should be trying to double the number of foreign students from 440,000 to 800,000, bringing in another £8 billion. ...

Reply from Lord Henley: My Lords, I totally agree with the noble Lord in that I accept that students coming to universities-and I stress that the Question is purely about students coming to universities-provide very great value to this country, and we want to see their numbers increase in many areas. They have increased over the past year or so, as I understand it, but we want to get rid of some of the bogus

Immigration and Asylum Westminster Parliamentary Questions (continued)

students who come here not to study but to work-and that is what we are doing.

Lord Howarth of Newport: My Lords, if the Government were to accept the proposal put to them by the noble Lord, Lord Clement-Jones, would they not thereby confer a great benefit on UK universities and on bona fide international university students, as well as on our international standing, and at the same time be able to hit their own immigration target figures, which they have otherwise not a hope of achieving?

Reply from Lord Henley: ... the definition of migrants is that they are people staying for over a year. We welcome students and do what we can to get them, but we are not going to fix the figures in the manner that he suggests.

Baroness Knight of Collingtree: My Lords, is it not the case that the situation has been made very much worse by the numbers of students who have come here from foreign countries and not left but remained here, making great difficulties? Is not that point at the heart of this difficulty?

Reply from Lord Henley: My noble friend is right to point out that quite a large number of students stay on, but the other point to make to her is that quite a number of people coming over in the past-not the university students that we are talking about-were coming over to colleges that did not really exist and were there purely as a scam to get around migration statistics. That is what we have been trying to deal with.

Lord Morgan: My Lords, is this policy not the result of a basic intellectual confusion that has very serious and harmful effects? First, it distorts the statistics on immigration, which causes concern. Secondly, as we have heard, it is extremely harmful to universities and deters many would-be bona fide students from overseas countries, with a great loss of revenue. Thirdly, it seriously imperils relations with Commonwealth countries such as Malaysia, Singapore and India. Should we not think again?...

Baroness Brinton: My Lords, if the Government are not happy to change the system of permanent and temporary migration figures, and given that in the past they have said that they cannot always track students leaving the country, will they please consider using the HESA statistics, which record students when they leave the country-or, even better, get the border agency to ask students as they leave whether they have completed their studies rather than just where they are going?

Reply from Lord Henley: My noble friend goes on to a somewhat more detailed point, which I will have to look at. I would certainly be more than happy to do that and write to her.

Baroness Afshar: My Lords, as a student who stayed and was educated at school and university here, I have to say that many of us do not come here just to work but to contribute. We have a lot to contribute, and the current limitations mean that students from the Middle East, particularly from countries such as Iran but also elsewhere, cannot get access any more because the limits are so tight that anyone from outside the Commonwealth has enormous difficulty getting in. Some of us do make good.

Reply from Lord Henley: My Lords, I think the whole House is grateful that the noble Baroness came and stayed here, and for the contribution that she has made to the House, but she will also recognise that we have a duty to make sure that we have some control over our migration figures. We are trying, as I was trying to make clear earlier, to get some control over some of the more bogus applicants who claim that they were coming in to study, whereas in fact they were coming in for other purposes.

<http://www.publications.parliament.uk/pa/ld201212/ldhansrd/text/120430-0001.htm#1204304000473>

Immigration and Asylum Westminster Parliamentary Questions (continued)

Immigration Controls: X-rays

Lisa Nandy: To ask the Secretary of State for Education (1) whether his Department has raised concerns with the UK Border Agency about its trial of dental x-rays for age assessment purposes; [105992]

(2) when his Department was first notified about the trial of dental x-rays for age assessment purposes being conducted by the UK Border Agency; [105993]

(3) with reference to the UK Border Agency's trial of dental x-rays for age assessment purposes, what assessment his Department has made of the acceptability of exposing children to ionising radiation for non-medical purposes; [105994]

(4) whether his Department gave permission for the age assessments dental x-ray pilot currently being conducted by the UK Border Agency. [106038]

Reply from Sarah Teather: As Minister for Children and Families I have a responsibility to ensure that the rights of all children are respected, and that their health and wellbeing is protected. The views of the Royal College of Paediatrics and Child Health, and others, on the use of ionising radiation on children for non medical purposes is well documented. The DFE has had ongoing discussions with the Home Office regarding the policy to trial the use of dental x-rays to determine the age of a young person. I can confirm that no x-rays have taken place and that the trial has stopped. Discussions are currently taking place with the National Research Ethics Service.

<http://www.publications.parliament.uk/pa/cm201212/cmhansrd/cm120430/text/120430w0006.htm#12050114000016>

Immigration

Kate Hoey: To ask the Secretary of State for the Home Department what the average time is for security checks undertaken by the Case Assurance and Audit Unit before granting leave to remain. [104966]

Reply from Damian Green: Security checks are specific to individuals and depending on results further inquiries may be required. Due to the importance of such checks and any subsequent issues that may require investigation, an average waiting time is not held.

Roger Gale: To ask the Secretary of State for the Home Department if (a) she and (b) the Minister for Immigration will visit the UK Border Agency website and test themselves against the Life in the UK or knowledge of language test. [105125]

Reply from Damian Green: There is no test on the UK Border Agency (UKBA) website. The Life in the UK test is administered for UKBA by Ufl (university for Industry) and can be taken only at one of their test centres.

Neither I nor the Secretary of State for the Home Department, my right hon. Friend the Member for Maidenhead (Mrs May) have any plans to sit the test at the current time. However, we are aware of the content, which is why we are currently reviewing the test to put British culture and history at its heart.

<http://www.publications.parliament.uk/pa/cm201212/cmhansrd/cm120430/text/120430w0001.htm#12043018000040>

Asylum

Andrea Leadsom: To ask the Secretary of State for the Home Department (1) how many asylum seekers have been transferred from the UK to each other EU member state under the provisions of the Dublin II Regulation in each year since the Regulation took effect; [105594]

(2) how many asylum seekers have been transferred to the UK from each other EU member state under the provisions of the Dublin II Regulation in each year since the Regulation took effect. [105599]

Immigration and Asylum Westminster Parliamentary Questions (continued)

Reply from Damian Green: The information requested is shown in the following tables:

| Asylum seekers transferred from the UK to other EU member states | |
|--|---------------|
| | <i>Number</i> |
| 2003 | 1,377 |
| 2004 | 1,904 |
| 2005 | 1,924 |
| 2006 | 1,663 |
| 2007 | 1,157 |
| 2008 | 1,246 |
| 2009 | 1,005 |
| 2010 | 1,162 |

| Asylum seekers transferred to the UK from other EU member states | |
|--|---------------|
| | <i>Number</i> |
| 2003 | 100 |
| 2004 | 105 |
| 2005 | 156 |
| 2006 | 399 |
| 2007 | 401 |
| 2008 | 413 |
| 2009 | 368 |
| 2010 | 268 |

Note: The figures are based on management information data that is not quality assured under National Statistics protocols. The figures do not constitute part of National Statistics and should be treated as provisional. Figures for 2011 are not currently available, nor has it been possible within the timeframe to provide a breakdown by member state.

<http://www.publications.parliament.uk/pa/cm201212/cmhansrd/cm120430/text/120430w0001.htm#12043018000009>

Asylum: Young People

Lisa Nandy: To ask the Secretary of State for the Home Department (1) what discussions she has had with the (a) Equality and Human Rights Commission, (b) Secretary of State for Health, (c) Secretary of State for Education and (d) National Ethics Research Service about the age assessments dental x-ray pilot; [106034]

(2) what representations she has received from (a) medical experts, (b) children's welfare organisations and (c) other Government Departments about the age assessments dental x-ray pilot; [106035]

(3) whether she has sought legal advice on the age assessments dental x-ray pilot. [106036]

Reply from Damian Green: No discussions have been held with the Equality and Human Rights Commission on this issue. The UK Border Agency has engaged with the Department for Education and the Department of Health. Agency officials have also met with representatives of the National Research Ethics Service. The agency has received correspondence from the Chief Medical Officer, the British Dental Association and the Children's Commissioner for England. The agency has sought legal advice on the legality of the trial.

<http://www.publications.parliament.uk/pa/cm201212/cmhansrd/cm120430/text/120430w0001.htm#12043018000013>

Immigration and Asylum Westminster Parliamentary Questions (continued)

Immigration: Detention Centres

Baroness Stern: To ask Her Majesty's Government what plans they have to improve the healthcare provided at Harmondsworth Immigration Removal Centre, following the report of HM Chief Inspector of Prisons published on 11 April that "the approach and attitude of some staff and the overall standard of care were unacceptable".[HL16880]

Reply from the Minister of State, Home Office (Lord Henley): We are considering the recommendations made in the inspection report and will respond within two months in line with the protocol agreed with Her Majesty's Inspectorate of Prisons. Overall, the report acknowledges that Harmondsworth is a reasonably safe institution with reasonable staff engagement between staff and detainees. The UK Border Agency takes its responsibilities towards detainees' health and welfare seriously. Harmondsworth, like all immigration removal centres, provides primary healthcare services broadly equivalent to those available in the community and arranges access to secondary healthcare services as needed. All detainees are seen by a nurse within two hours of arrival for a health screening and a GP within 24 hours. Detainees can then access healthcare services on demand, subject to a triage system similar to those found in GP surgeries in the community. As part of our commitment to continuous improvement, responsibility for healthcare commissioning in the UK Border Agency detention estate is in the process of transferring from the Agency to the Department of Health.

<http://www.publications.parliament.uk/pa/ld201212/ldhansrd/text/120430w0001.htm#1204307000652>

Deportation: EU Action

Gareth Johnson: To ask the Secretary of State for the Home Department how many cases of deportation from the UK were halted by the European Court of Human Rights in each of the last five years. [105487]

Reply from Damian Green: Where an individual makes an application to the European Court of Human Rights (ECHR) challenging their removal, the Court may issue a Rule 39 Interim Measure to postpone removal while it considers the admissibility and/or merits of the case. Statistics published by the ECHR on the use of Rule 39 Interim Measures will be placed in the Library and are available at:

http://www.echr.coe.int/NR/rdonlyres/91C30C84-EFAF-4979-BBD6-C730D6380196/0/Stats_Rule_39_20082011_RETOUICHE.pdf

The UK Border Agency is aware that individuals may seek to frustrate their imminent removal or deportation by way of an application to the ECHR and will challenge a negative decision made by the Court. Where appropriate the UK Border Agency takes action specifically to alleviate the Court's concerns, which has in a number of cases resulted in the European Court lifting its Rule 39 Interim Measure.

<http://www.publications.parliament.uk/pa/cm201212/cmhansrd/cm120430/text/120430w0001.htm#12043018000024>

Immigration: Deportation

Lord Beecham: To ask Her Majesty's Government whether the contract between the Home Office and Reliance for the deportation of foreign nationals differs from its previous contract with G4S "in its requirement to balance the welfare of detainees with a more stringent approach to costings and creating more value for money for the taxpayer" as described by Reliance in a statement in April 2012; and, if so, what assessment they have made of the implications of such an approach for the welfare of detainees.[HL16834]

Reply from the Minister of State, Home Office (Lord Henley): The UK Border

Immigration and Asylum Westminster Parliamentary Questions (continued)

Agency's contract with Reliance Secure Task Management (Reliance) for the provision of escorting services commenced on 1 May 2011, replacing the previous service provider G4S.

The new contract with Reliance has detailed requirements upon the management of detainee welfare, and welfare requirements are more exactly defined in the current contract when compared to the previous G4S contract. Throughout the time that a detainee is in the custody of the escort service provider they are required to monitor and record all events in respect of a detainee's welfare.

Additionally in comparison with the G4S contract, the new contract focuses on continuous improvement of detainee welfare provision during the life of the contract, including obtaining detainee's views on their conditions, welfare and services, and reporting all improvements made and proposals for future improvements on a yearly basis.

Whilst the cost of the current contract with Reliance offers better value for money than the previous G4S contract, this has been achieved through innovation rather than any reduction in the quality of service. The contract with Reliance is robustly contract managed to ensure that service standards are maintained.

<http://www.publications.parliament.uk/pa/ld201212/ldhansrd/text/120430w0001.htm#1204307000651>

Human Trafficking: Asylum

Stephen Phillips: To ask the Secretary of State for the Home Department what the average waiting time was for the conclusion of asylum applications of victims of human trafficking in each of the last three years. [103559]

Reply from Damian Green: The requested data are shown in the following table.

Table 1: Average asylum case conclusion timings for Victims of Trafficking, 2009 -2011

| <i>Year of conclusion</i> | <i>Number of cases</i> | <i>Average days</i> |
|---------------------------|------------------------|---------------------|
| 2009 | 12 | 163 |
| 2010 | 60 | 234 |
| 2011 | 59 | 350 |
| Total | 131 | 280 |

Notes: 1. All figures quoted are management information which has been subject to internal quality checks. 2. Data relates to 1^(st) time asylum applications and main applicants only. 3. Average days refers to calendar days.

Press Releases

Research into the experiences of pregnant asylum seeking women

http://www.migrantsrights.org.uk/files/news/Call_for_participants_final.doc

Situation of refused asylum seekers facing eviction attracts concern from various organisations

http://www.scottishrefugeecouncil.org.uk/news_and_events/latest_news/1592_situation_of_refused_asylum_seekers_facing_eviction_attracts_concern_from_various_organisations

Scottish Refugee Council welcomes halt to age-assessment X-rays

http://www.scottishrefugeecouncil.org.uk/news_and_events/latest_news/1591_scottish_refugee_council_welcomes_halt_to_age-assessment_x-rays

Immigration and Asylum (continued) New Publication

Forced labour in the UK: the business angle

<http://www.jrf.org.uk/sites/files/jrf/forced-labour-and-business-full.pdf>

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Race Relations

Westminster Parliamentary Questions

Communities: Integration

Lord Lester of Herne Hill: To ask Her Majesty's Government ... whether they intend to consult on and publish a specific strategy to tackle racial injustice and inequality.[HL16970]

To ask Her Majesty's Government, further to the Written Answer by Baroness Hanham on 22 March (WA 185-86), what mechanisms and methodologies they intend to use to evaluate the success of their strategies on equalities, social mobility and integration, both individually and cumulatively.[HL16971]

Reply from Baroness Hanham: The Government are tackling the specific issues associated with racial discrimination through their single equality strategy, social mobility strategy and integration policies. It is not our current intention to have a separate strategy for race equality.

An Inter-Ministerial Group on Equalities was set up to drive work across Government to support the Equality Strategy. The Government will report progress on the Equality Strategy shortly.

The Government have two key mechanisms to measure the success of the social mobility strategy. The independent Social Mobility and Child Poverty Commission will report annually to Parliament on progress on both social mobility and child poverty. We have also placed leading indicators of success in improving social mobility for each life stage in departmental Business Plans. These ensure the public have the information necessary to hold the Government and other institutions to account.

Specific projects in our policy approach to integration, *Creating the Conditions for Integration*, will be monitored and evaluated against their objectives. Integration is predominately a local issue which requires a local response, and therefore further evaluation is a matter for local areas.

Lord Lester of Herne Hill: To ask Her Majesty's Government ... whether they intend to issue guidance to local authorities on how to facilitate integration.[HL16972]

Reply from Baroness Hanham: Integration is a local issue, and local communities and public and private services are usually best placed to take action. We are committed to rebalancing activity from centrally led to locally led action.

Action is most effective when it is led locally, but where there is a clear case for the Government to act we will do so. For example, through our work to review barriers to black and minority ethnic access to finance; through the DCLG-led Ministerial Working Group on Gypsies and Travellers, which published a progress report on 4 April 2012; and through projects such as our work with Youth United to encourage volunteer-led youth groups for young people.

<http://www.publications.parliament.uk/pa/ld201212/ldhansrd/text/120430w0001.htm#1204307000640>

Race Relations (continued) Press Release

Integration of Roma stalled by EU financial climate, study finds

<http://www.salford.ac.uk/home-page/news/2012/integration-of-roma-stalled-by-eu-financial-climate,-study-finds>

New Publication

Roma SOURCE: Interim Research Report

<http://t.co/D6XQVP20>

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Equality

Westminster Parliamentary Questions

Employment Tribunals

Lord Ouseley: To ask Her Majesty's Government, further to the Written Answer by Baroness Verma on 12 March (WA 8), what arrangements are being made to secure black and minority ethnic representation in their early conciliation proposal to ensure that potential claimants who allege racial and religious discrimination have confidence that the system will treat them fairly. [HL16873]

Reply from the Parliamentary Under-Secretary of State, Department for Business, Innovation and Skills (Baroness Wilcox): The Government want to encourage all parties to resolve their disputes at the earliest opportunity where possible, without the need for determination by tribunal. The introduction of early conciliation will allow parties the opportunity to settle the matter before a claim is made to tribunal. ACAS conciliators will attempt to resolve the dispute but, where parties do not wish to engage in conciliation or it is unsuccessful, a claimant will be able to choose to submit a claim to an employment tribunal.

We will engage with a range of stakeholders, including equalities groups, as we develop the process to ensure that early conciliation is fair and accessible for all parties. We will also be issuing a public consultation once we have drafted the regulations that will underpin the process.

Lord Ouseley: To ask Her Majesty's Government how race equality will be achieved in employment tribunals when the proposal to remove lay members from employment tribunal panels is implemented; and what are the ethnic and other diversity demographic data on existing chairs of employment tribunals, who will in future be conducting hearings alone. [HL16874]

Reply from the Minister of State, Ministry of Justice (Lord McNally): Employment tribunal proceedings are heard by a tripartite panel, including an employment judge and two members, unless statute permits otherwise. Employment judges have been permitted to hear certain proceedings alone since 1996, in line with the relevant criteria, and as set out in Section 4 of the Employment Tribunals Act 1996. From 6 April 2012, the list of proceedings that an employment judge is permitted to hear and determine alone has included proceedings relating to unfair dismissal.

The Government published a final impact assessment, including an equality impact assessment, alongside their response to the Resolving Workplace Disputes consultation in November 2011. Draft statutory instruments were subsequently affirmed after debates in both Houses. The equality impact

Equality

Westminster Parliamentary Questions (continued)

assessment is available at the following site (see in particular Annex 3, pages 130 to 148 of the final impact assessment document)

<http://www.bis.gov.uk/assets/biscore/employment-matters/docs/r/11-1381-resolving-workplace-disputes-final-impact-assessment.pdf>. It concludes that there

will be no adverse impact on any of the protected characteristic groups as a result of the proposal to allow employment judges to sit alone in a wider range of cases.

Among other things, employment judges receive training aimed at developing their awareness of, and sensitivity to, the wide range of diversity, disability, and particular needs of people appearing before the employment tribunals, be they parties, witnesses, representatives or otherwise.

As to the diversity characteristics of the 401 salaried and fee-paid employment judges currently in post:

35% are female and 65% male; 92% are white and 8% from another ethnic origin; 4% are under the age of 40; 26% are aged between 40 and 49; 36% are aged between 50 and 59, and 34% are over 60 years of age.

* Providing a more detailed analysis of the ethnic origin of employment judges would involve analysis of small cohorts of individuals and would enable individual judges to be identified.

<http://www.publications.parliament.uk/pa/ld201212/ldhansrd/text/120501w0001.htm#12050150000857>

New Publication

Over-looked Communities, Over-due Change: how services can better support BME disabled people

<http://www.scope.org.uk/drupal-fm/213/download>

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Racism and Religious Hatred

Holyrood Parliamentary Motion

S4M-02766 Anne McTaggart: Show Racism the Red Card's Campaign Film Premiere—That the Parliament welcomes Show Racism the Red Card Scotland's premiere of its latest campaign films, Homophobia: Let's tackle it and Talking About Homophobia, which took place at Hampden Stadium on 1 May 2012; recognises that the campaign is designed to combat homophobia and discrimination based on sexual orientation in society by using well-known footballers and other sports professionals as role models speaking out against such discrimination; understands that the films are accompanied by educational packs designed to support and inform educators through a variety of activities; acknowledges that the campaign aims to allow young people to explore these issues further, dealing with frequently asked questions, supporting materials, discussion points, learning outcomes and links to other resources and websites; congratulates Show Racism the Red Card on its latest campaign against discrimination; commends the sportspeople, actors and members of the public who contributed to the films on what it considers to be an extremely important issue, and looks forward to the day when all forms of discrimination have been eradicated not just from sport but from all parts of society.

<http://www.scottish.parliament.uk/parliamentarybusiness/28877.aspx?SearchType=Advance&ReferenceNumbers=S4M-02766&ResultsPerPage=10>

Racism and Religious Hatred (continued)

Westminster Parliamentary Questions

Police: Race Relations Policies

Baroness Howells of St Davids: To ask Her Majesty's Government whether they will encourage HM Inspectorate of Constabulary to undertake a thematic review of race relations policies within police forces in the United Kingdom.

Reply from the Minister of State, Home Office (Lord Henley): My Lords, the Government take recent allegations of police racism very seriously. The firm actions taken by the Commissioner of the Metropolitan Police are exactly those that we would expect other service leaders to take if faced with similar issues. We do not believe that a thematic inspection by Her Majesty's Inspectorate of Constabulary is necessary at this stage.

Baroness Howells of St Davids: ... He will recall that on 29 November he assured the House that there was no racism in the police force. Circumstances have shown that he was wrong. Will he consider again encouraging the police force to begin racism awareness training among the constabulary? We need to get rid of the Aryan myth of white superiority once and for all and I believe that it is necessary that we should all understand what that is.

The Commissioner's statements were very encouraging. Is the Minister able to arrange a meeting between those of us who are very interested in this subject and the commissioner so that we can explain to him what is really meant by institutional racism and the recommendations in Macpherson can be acted on?

Reply from Lord Henley: My Lords, I owe the noble Baroness an apology if I suggested that there was no racism within the Metropolitan Police. It is obviously wrong to suggest that any organisation has no racism within it. What I was trying to get over on that occasion, and on the two occasions last week when I dealt with questions of this sort, was that institutional racism within the Met has largely been dealt with. It was encouraging that the most recent cases of racism were reported by the police themselves and therefore this was a strong sign that these matters were being dealt with.

I would be more than happy to assist in arranging a meeting between the noble Baroness and others and either the Commissioner or the Deputy Commissioner, whomever she considers the most appropriate person to deal with these matters. Meanwhile, as I made clear on the Question from my noble friend Lord Sheikh and the Statement that I made on another occasion when I believe the noble Baroness was present, I believe that the Met is making considerable strides in this area.

Lord Condon: My Lords, does the noble Lord agree that the wider police service must show great vigilance and endeavour to respond well to race and diversity issues? They must not become complacent and somehow see race as yesterday's problem or yesterday's issue. This is an ongoing challenge that the service must respond to well at all times.

Reply from Lord Henley: My Lords, the noble Lord, Lord Condon, with his great experience, is absolutely correct to express those points. I fully agree with him. I remind him and the House that an important part of the regular reviews by HMIC—the inspectorate of the constabulary—is that any force inspections should always include some detail of an assessment of equality, diversity and those matters.

Lord Dholakia: My Lords, at least 27 police officers are under investigation for racist behaviour. ... While we appreciate the action taken by the Commissioner of the Metropolitan Police, is it not right that we should have a thematic inspection of racial issue policies, particularly in relation to training, recruitment and retention, bearing in mind that the cuts to police expenditure are likely to impinge on these areas?

Reply from Lord Henley: ... I stress that I did not rule out a thematic review—I just said that I did not think it necessarily appropriate at this stage. ... Also, on the very unfortunate recent cases that have appeared in the Met, the great thing is that

Racism and Religious Hatred Westminster Parliamentary Questions (continued)

such cases are at least being reported by their fellow police officers. That is a sign that something is being done. It is progress.

Lord Soley: Does the Minister agree that, over the years, training of the police on racism has improved dramatically but there is a real problem when they then finish their training and join forces which are not representative of the diversity of this country? Should we not put all the emphasis on recruitment and retention of people from across the range so that our police forces represent this country? In that way, you would do far more to resist racism in a force than you would simply in the classroom alone.

Reply from Lord Henley: My Lords, I fully agree with the noble Lord. Training is very important but it is also important to make sure that recruitment and retention continue so that all police forces can represent the appropriate diversity of their individual areas. That is the important thing: to make sure that they can then continue to police their area with the proper consent of those being policed.

Baroness Afshar: My Lords, in the current atmosphere of Islamophobia, could we have an assurance that race includes religion? It seems to me that Muslims are becoming disproportionately targeted. They are of many races and can come in all colours and shades, but because of their religion they are being singled out.

Reply from Lord Henley: My Lords, the noble Baroness makes a very valid point and one that I am sure is taken into account in initial and all further ongoing training.

Lord Elystan-Morgan: My Lords, does the Minister agree that successive Governments, probably over the last 40 years, have found it extremely difficult to recruit the maximum number of officers from among ethnic minorities? Can he assure the House that the greatest effort will be made and the heaviest emphasis placed upon this crucial factor?

Reply from Lord Henley: My Lords, I can say that great progress has been made over the last 40, 30, 20 and even 10 years on increasing the diversity of the police force so that it better represents the areas that it covers. That will obviously vary from Wales to the Met. I can also tell the noble Lord-and this is important-that the figures from black and ethnic minority communities on their satisfaction and confidence in our police forces seem very similar to figures from white communities.

<http://www.publications.parliament.uk/pa/ld201212/ldhansrd/text/120430-0001.htm#1204304000472>

Press Releases

Man Fails to Overturn Conviction for Flag Desecration

<http://www.crownoffice.gov.uk/News/Releases/2012/05/Man-Fails-Overtun-Conviction-Flag-Desecration>

Europe's governments urged to act as economic gloom prompts rise in racism

http://www.coe.int/t/dghl/monitoring/ecri/Library/PressReleases/109-03_05_2012_AnnualReport2011_en.asp

Advertising campaign reaches out to people experiencing discrimination

http://ec.europa.eu/justice/fdad/cms/stopdiscrimination/news_events/news048.html?langid=en

Racism and Religious Hatred (continued)

New Publications

European Commission Against Racial Intolerance: Annual Report 2011

http://www.coe.int/t/dghl/monitoring/ecri/activities/Annual_Reports/Annual%20report%202011.pdf

Generation 3.0: Learning Resource

<http://www.runnymedetrust.org/uploads/publications/pdfs/Generation3-0LearningResource-2012.pdf>

News

Israel flag racism student Paul Donnachie loses appeal

<http://www.bbc.co.uk/news/uk-scotland-edinburgh-east-fife-17908938>

Student fails to overturn conviction for racially abusing Jewish colleague

<http://news.stv.tv/scotland/97571-student-fails-to-overturn-conviction-for-racially-abusing-jewish-colleague/>

Hate crime crackdown as visitors flock to city

<http://www.scotsman.com/edinburgh-evening-news/edinburgh/hate-crime-crackdown-as-visitors-flock-to-city-1-2271173>

Woman admits racist rant on Tube train

<http://www.bbc.co.uk/news/uk-england-london-17906435>

Sectarian Facebook chat could cost employers

<http://www.scotsman.com/scotland-on-sunday/scotland/sectarian-facebook-chat-could-cost-employers-1-2277754>

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Other Westminster

Prorogation

Prorogation marks the end of a parliamentary session. It is the formal name given to the period between the end of a session of Parliament and the State Opening of Parliament that begins the next session.

Prorogation usually takes the form of an announcement, on behalf of the Queen, read in the House of Lords. Following this both the House of Commons and House of Lords are officially prorogued and will not meet again until the State Opening of Parliament.

Prorogation brings to an end nearly all parliamentary business. However, Public Bills may be carried over from one session to the next, subject to agreement.

The Queen's Speech

<http://www.publications.parliament.uk/pa/ld201212/ldhansrd/text/120501-0001.htm#12050153000332>

Other Westminster (continued) Parliamentary Questions

Diamond Jubilee 2012: Religion

Gareth Thomas: To ask the Secretary of State for Communities and Local Government what funding he has allocated to encourage faith communities in the UK to organise services to celebrate HM the Queen's diamond jubilee; for what purposes; and if he will make a statement. [105689]

Reply from Andrew Stunell: No funding has been allocated to faith communities to organise services to mark the diamond jubilee, as it is not the role of Government to fund religious worship. However, we are keen to see people from all faiths and those of no religious beliefs coming together to mark this landmark in our country's history. My Department is facilitating A Year of Service, a programme that is celebrating and linking up faith-based volunteering throughout the year. This is enabling people of different faiths to join together to mark the jubilee through practical action to benefit their communities. Ministers are also strongly encouraging support for the many local and neighbourhood celebrations being organised, including the big jubilee lunch, a large number of which have the active participation of faith communities.

<http://www.publications.parliament.uk/pa/cm201212/cmhansrd/cm120501/text/120501w0003.htm#12050242000007>

Halal Meat: Labelling

Andrew Rosindell: To ask the Secretary of State for Environment, Food and Rural Affairs what assessment she has made of the extent to which Halal products are sold without being labelled as such in (a) supermarkets and (b) restaurants and cafes. [104281]

Reply from James Paice: There is no legislative requirement for products to be labelled as Halal, so no formal attempt has been made to collect data on the extent to which Halal products are sold without being labelled as such. In principle we support the need for accurate information for consumers, but there are real practical difficulties in establishing traceability to identify method of slaughter to the point of consumption.

Andrew Rosindell: To ask the Secretary of State for Environment, Food and Rural Affairs what recent discussions she has had on the compulsory labelling of halal products. [104431]

Reply from James Paice: I met with members of the food and food processing industries in early 2011 to discuss method of slaughter labelling. We are currently reviewing the way the welfare of animals is protected during religious slaughter as we make preparations to implement EU Regulation 1099/2009 on the protection of animals at the time of killing, from 1 January 2013. Meetings with members of the Jewish and Muslim communities took place during 2011 and the early part of 2012 in this context.

In principle we support the need for accurate information for consumers but there are real practical difficulties in establishing traceability to identify method of slaughter for all meat and meat products from the point of slaughter to the point of consumption. An amendment to require food labels to indicate whether an animal has been stunned before slaughter was proposed last year by the European Parliament in the context of proposals for an EU Food Information for Consumers Regulation. This proposal was not taken up but, in subsequent discussions, a compromise agreement was reached which highlighted the importance of this issue. This proposed that the issue should be considered by the EU Commission in a welfare context as part of the anticipated discussion on the EU welfare strategy. The Commission has recently published a communication on the Strategy for the Protection and Welfare of Animals 2012-15 which confirms the

Other Westminster (continued) Parliamentary Questions

Commission will be studying labelling as provided for in the agreement reached on the Food Information for Consumers Regulation. We look forward to early consideration of the Commission's proposals.

<http://www.publications.parliament.uk/pa/cm201212/cmhansrd/cm120501/text/120501w0001.htm#12050228000020>

Press Release

Scotland Bill receives Royal Assent

<http://www.scotlandoffice.gov.uk/scotlandoffice/16981.html>

New Publication

Annual Human Rights and Democracy Report 2011

<http://fcohrdreport.readandcomment.com/wp-content/uploads/2011/02/Cm-8339.pdf>

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Other News

Council Elections

Election results

<http://www.bbc.co.uk/news/special/vote2012/council/gb.stm>

Salmond claims win but Labour lands big prizes

<http://www.heraldscotland.com/politics/political-news/salmond-claims-win-but-labour-lands-big-prizes.17505610>

Scottish council elections: Labour revival as it takes major prizes

<http://www.scotsman.com/the-scotsman/politics/scottish-council-elections-labour-revival-as-it-takes-major-prizes-1-2275679>

Scottish council election: SNP and Labour to look at coalition deals

<http://www.bbc.co.uk/news/uk-scotland-scotland-politics-17973927>

Scottish council elections: Apathy in the UK as 'two thirds' snub poll

<http://www.scotsman.com/the-scotsman/politics/scottish-council-elections-apathy-in-the-uk-as-two-thirds-snub-poll-1-2271034>

Other News

Halal row as leading vet condemns rise in slaughter

<http://www.heraldscotland.com/news/home-news/halal-row-as-leading-vet-condemns-rise-in-slaughter.17495543>

Other News (continued)

Halal row as leading vet condemns rise in slaughter

<http://www.heraldscotland.com/news/home-news/halal-row-as-leading-vet-condemns-rise-in-slaughter.17495543>

Growth in slaughter of non-stunned animals is 'unacceptable'

<http://www.independent.co.uk/news/uk/home-news/growth-in-slaughter-of-nonstunned-animals-is-unacceptable-7715790.html?origin=internalSearch>

Religious butchering now commonplace in Britain, leading vet claims

<http://www.telegraph.co.uk/foodanddrink/foodanddrinknews/9245850/Religious-butchering-now-commonplace-in-Britain-leading-vet-claims.html>

Forced marriage campaign targets mosques in Scotland

<http://www.bbc.co.uk/news/uk-scotland-17908548>

Two men held over genital mutilation

<http://www.heraldscotland.com/news/home-news/two-men-held-over-genital-mutilation.17500600>

West Midlands police question two men over female genital mutilation

<http://www.guardian.co.uk/uk/2012/may/04/west-midlands-police-female-genital-mutilation>

Muslim students condemn 'divisive and irresponsible' university alcohol ban

<http://www.telegraph.co.uk/education/universityeducation/9235874/Muslim-students-condemn-divisive-and-irresponsible-university-alcohol-ban.html>

'It is only a matter of time before a Muslim student is physically assaulted' - Muslim students condemn university alcohol ban

<http://www.telegraph.co.uk/education/universityeducation/9235996/It-is-only-a-matter-of-time-before-a-Muslim-student-is-physically-assaulted-Muslim-students-condemn-university-alcohol-ban.html>

Parents 'not being told' of religious education opt-out

<http://www.bbc.co.uk/news/uk-scotland-17886181>

Religious symbols banned from London Olympics faith badge

<http://www.telegraph.co.uk/sport/olympics/london-2012/9248071/Religious-symbols-banned-from-London-Olympics-faith-badge.html>

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Bills in Progress

** new or updated this week

Holyrood

**** Police and Fire Reform Bill**

<http://www.scottish.parliament.uk/parliamentarybusiness/Bills/45701.aspx>

Justice Committee: Stage 1 Report

<http://www.scottish.parliament.uk/parliamentarybusiness/CurrentCommittees/50170.aspx>

Bills in Progress

Holyrood (continued)

**** Social Care (Self-directed Support) Bill**

<http://www.scottish.parliament.uk/parliamentarybusiness/Bills/48001.aspx>

Scottish Parliament Information Centre Briefing

http://www.scottish.parliament.uk/ResearchBriefingsAndFactsheets/S4/SB_12-32.pdf

**** Welfare Reform (Further Provision) Bill**

<http://www.scottish.parliament.uk/parliamentarybusiness/Bills/48804.aspx>

Stage 1 evidence from the Black Triangle Campaign, BMA Scotland, Scottish Financial Enterprise, Scottish League of Credit Unions, the Wise Group, and Nicola Sturgeon, Cabinet Secretary for Health, Wellbeing and Cities Strategy

<http://www.scottish.parliament.uk/parliamentarybusiness/28862.aspx?r=7000&mode=pdf>

Westminster

**** Scotland Bill**

<http://services.parliament.uk/bills/2010-11/scotland.html>

House of Lords: The Bill was returned from the Commons with the Lords amendments agreed to.

<http://www.publications.parliament.uk/pa/ld201212/ldhansrd/text/120430-0004.htm#120501800011>

Royal Assent

<http://www.publications.parliament.uk/pa/cm201212/cmhansrd/cm120501/debtext/120501-0001.htm#12050149000006>

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Consultations

**** new or updated this week**

**** closes this week!**

Your Scotland – Your Referendum (closing date 11 May 2012)

<http://www.scotland.gov.uk/Resource/0038/00386122.pdf>

**** closes this week!**

Draft Career Management Skills Framework (closing date 11 May 2012)

<http://www.skillsdevelopmentscotland.co.uk/news/cms-survey.aspx>

Regulation of immigration advice and services (closing date 24 May 2012)

http://www.legalservicesboard.org.uk/news_publications/latest_news/pdf/20120301_immigration_discussion_doc_1_1_final.pdf

United Kingdom Plan for rare diseases (closing date 25 May 2012)

http://www.dh.gov.uk/en/Publicationsandstatistics/Publications/PublicationsPolicyAndGuidance/DH_132880

**** European Commission's Communication on a Global Approach to Migration and Mobility**

<http://www.parliament.uk/business/committees/committees-a-z/lords-select/eu-home-affairs-sub-committee-f/inquiries/parliament-2010/global-migration-and-mobility1/>

Consultations (continued)

Personal beliefs and medical practice (closing date 13 June 2012)

https://gmc.e-consultation.net/econsult/consultation_Dtl.aspx?consult_Id=268&status=2&criteria=

International Migration Statistical Outputs (closing date 5 July 2012)

<http://www.ons.gov.uk/ons/about-ons/consultations/open-consultations/international-migration/international-migration-statistical-outputs---consultation-document.pdf>

Where Gypsy/Travellers Live (closing date 13 July 2012)

<http://www.scottish.parliament.uk/parliamentarybusiness/CurrentCommittees/49027.aspx>

Responsible officers in the new health architecture: Amendments to the Medical Profession (Responsible Officers) 2010 Regulations (closing date 25 July 2012)

http://www.dh.gov.uk/en/Consultations/Liveconsultations/DH_133601

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Job Opportunities

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

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Funding Opportunities

Volunteering Development Grant

Deadline for applications 8 June 2012

The Volunteering Development Grant is a small grant of up to £10,000 available to charities that want to improve and develop their capacity to involve volunteers.

This grant is available to registered charities working in Scotland who: do not currently involve volunteers to any significant extent but who want to add value to their existing services or develop new ones that can involve volunteers, or already involve volunteers but want improve and develop their capacity to deploy and support volunteers.

http://www.voluntaryactionfund.org.uk/5,1298/grants/volunteering_development_grant/

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Events/Conferences/Training

** new or updated this week

** *this week*

Northern Lights

5 – 6 May 2012 in Dumfries (10.00 – 4.00)

9 – 10 May 2012 in Glasgow (10.00 – 4.00)

12 – 13 May 2012 in Glasgow (10.00 – 4.00)

19 – 20 May 2012 in Glasgow (10.00 – 4.00)

26 – 27th May 2012 in Dunoon (10.00 – 4.00)

Diversity Films are a delivery partner for an exciting new mass participation documentary film project for Scotland. To encourage and support filmmakers, Northern Lights will make £10,000 of awards to the filmmakers they feel have made the most compelling contributions to the project. For information see

<http://diversityfilms.org.uk/index.php/northern-lights/>

Events/Conferences/Training (continued)

An introduction to working with asylum seekers and refugees

18 May 2012 in Glasgow (9.15 – 4.30)

24 July 2012 in Glasgow (9.15 – 4.30)

Scottish Refugee Council training to identify fundamental issues facing asylum seekers and refugees today, and highlighting current legislation and entitlements. Reduced fees available for small voluntary organisations. For information see <http://tinyurl.com/7rl85rl> or contact Jamie Spurway 0141 248 9799 / train@scottishrefugeecouncil.org.uk

Scottish apprenticeship week

21 – 25 May 2012

Scottish Apprenticeship Week celebrates the value that Modern Apprentices bring to employers and the local economy enabling people to learn a skill while making a positive contribution to the business. For information see www.sds.co.uk/saw2012

Race Equality in Scottish Modern Apprenticeships

22 May 2012 in Glasgow (12.00 – 4.30)

CRER seminar to discuss the participation of minority ethnic people in Modern Apprenticeships, and approaches to encouraging participation. For information contact Nadia Rafiq nadia@crer.org.uk / 0141 418 6530.

The asylum process

14 June 2012 in Glasgow (1.00 – 4.45)

Scottish Refugee Council course to explore the UKBA asylum process and its current implementation in Scotland, including the interviews, reporting and the decision to grant or refuse asylum. Reduced fees available for small voluntary organisations. For information contact Jamie Spurway 0141 248 9799 / train@scottishrefugeecouncil.org.uk or see http://www.scottishrefugeecouncil.org.uk/training/1568_the_asylum_process.

UKBA Asylum Support

28 June 2012 in Glasgow (9.15 – 4.30)

Scottish Refugee Council course to explore the support arrangements available to asylum seekers from the beginning to the end of the asylum process. Reduced fees available for small voluntary organisations. For information see http://www.scottishrefugeecouncil.org.uk/training/1576_ukba_asylum_support or contact Jamie Spurway 0141 248 9799 / train@scottishrefugeecouncil.org.uk

The needs and experiences of refugee women

20 July 2012 in Glasgow

Scottish Refugee Council training to provide an understanding of fundamental issues affecting women seeking asylum in Scotland. It is appropriate for those working in social work, housing, welfare, education, employment, health, community development or the justice system. Reduced fees available for small voluntary organisations. For information contact Jamie Spurway 0141 248 9799 / train@scottishrefugeecouncil.org.uk or see http://www.scottishrefugeecouncil.org.uk/training/1578_the_needs_and_experiences_of_refugee_women

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Useful Links

Scottish Parliament <http://www.scottish.parliament.uk/home.htm>

Useful Links (continued)

Scottish Government <http://www.scotland.gov.uk/Home>

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

Directgov (links to UK Government Departments)

http://www.direct.gov.uk/DI1/Directories/AToZOfCentralGovernment/fs/en?CONTENT_ID=10013528&chk=8b2gQw

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

One Scotland Many Cultures <http://www.scotlandagainstracism.com/>

Scottish Refugee Council www.scottishrefugeecouncil.org.uk

Scottish Inter Faith Council <http://www.scottishinterfaithcouncil.org/>

Equality and Human Rights Commission <http://www.equalityhumanrights.com/>
Scotland Helpline 0845 604 5510

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

ACAS www.acas.org.uk

SCVO <http://www.scvo.org.uk/scvo/Home/Home.aspx>

Volunteer Development Scotland www.vds.org.uk

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

Central Registered Body for Scotland (CRBS) <http://www.crbs.org.uk/>

Disclosure Scotland <http://www.disclosurescotland.co.uk/>

BBC News24 <http://news.bbc.co.uk/1/hi/default.stm>

BBC Parliament online

http://news.bbc.co.uk/1/hi/programmes/bbc_parliament/default.stm

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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) <http://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. <http://www.bemis.org.uk/index.html>



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.scotlandagainstracism.com/>

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