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

**this week Please send information for inclusion in MEMO to MEMO@scojec.org and click here to be added to the mailing list.**

**The Scottish Parliament is in recess until 22 October.**

**Immigration and Asylum**

**Scottish Parliament Motion**

SSM-14282 Andy Wightman (Green) Golden Visas – That the Parliament welcomes the report, European Getaway: Inside the Murky World of Golden Visas, published by Transparency International and Global Witness, which highlights the corruption risks posed by the sale of citizenship and residency permits across Europe; understands that these investment migration schemes, known as “golden visas”, offer fast-track citizenship and/or residency to foreign nationals in exchange for substantial investments in the form of luxury property, a national development fund, government bonds or shares in an existing company; notes with concern that in the last decade, a lack of transparency and due diligence in the selling of passports and permits has, it understands, resulted in around €25 billion being exchanged to create 6,000 new EU citizens and nearly 100,000 new residents with Spain, Cyprus, Portugal and the UK financially profiting the most from
applicants; condemns what it sees as EU states consenting to wide-scale abuses of power by high net worth individuals with links to organised crime who employ intermediaries to act on their behalf, compromising the integrity of European security and justice; considers that current EU regulations, in the form of the 5th Anti-Money Laundering Directive, are insufficient in mitigating the extensive risks associated with the sale of golden visas, and calls on the European Commission to publish robust guidelines for member states to ensure that there are standardised processes in place to share information on rejected applicants, and to ensure that these schemes do not undermine the principle of sincere cooperation as established in Article 4(3) of the Treaty on European Union.


The report referred to above can be read at http://files.transparency.org/content/download/2321/14306/file/2018_report_GoldenVisas_English.pdf

UK Parliament Debate

Asylum Accommodation Contracts

https://hansard.parliament.uk/commons/2018-10-10/debates/18101068000002/AsylumAccommodationContracts

UK Parliament, Ministerial Statements

Immigration

The Secretary of State for the Home Department (Sajid Javid) [HCWS993] The Government deeply regret what has happened to the Windrush generation and are determined to right the wrongs they have experienced under successive Governments. The Home Office has put in place a series of measures to support those affected, one of which is the design of a compensation scheme to compensate those members of the Windrush generation who have faced difficulties in establishing their status under the immigration system.

On 19 July I published a consultation paper on the design of this compensation scheme for those who have suffered a loss as a result of these difficulties. This consultation was due to be open for a period of 12 weeks, closing today (11 October).

I am keen to ensure that the consultation exercise is thorough and allows sufficient opportunity for everyone who wants to respond, to do so. Martin Forde QC, the independent adviser appointed to oversee the development of the scheme, has written to me asking for the consultation period to be extended. This is based on his engagement with various community groups and the roadshows he has undertaken in recent weeks where people have said they need more time to respond. There are also a range of events over the coming weeks of Black History Month which would provide for a greater input into the consultation phase.

I have therefore agreed to extend the consultation by five weeks to 16 November. As I have said before I want to move quickly but carefully in establishing the scheme and this short extension balances the need to give people more time to respond to the consultation while minimising undue delay to the launch of the scheme.

Following the consultation my priority is to establish a scheme which will pay appropriate compensation as soon as possible. In the meantime, we will continue to offer people direct support to establish their immigration status.

My officials have already put several measures and initiatives in place to help those who are concerned about benefits, housing or employment. We believe that using established avenues of support is the best way of ensuring those in immediate need get the
necessary support right now. Additional measures for those in immediate need include a
dedicated team for vulnerable people within the Windrush taskforce, which has so far
assisted over 450 people where an urgent need for support or advice has been identified;
a “Fast-Track” service with the Department for Work and Pensions to confirm status and
residence and arrange access to benefits; steps to secure accommodation with local
authorities for those identified as homeless; and interim guidance to employers and
landlords. We have also reached an agreement with Citizens Advice to provide bespoke
professional advice, including debt advice, to anyone experiencing immediate financial
problems.

There may be some urgent and exceptional cases where it is right to consider whether
individual circumstances warrant a payment to be made before the compensation
scheme is in place. I have asked my officials to develop a framework for considering
such cases and I will publish that policy in due course.


The consultation referred to above can be read at
https://www.gov.uk/government/publications/windrush-lessons-learned-review/windrush-
lessons-learned-review

Immigration Rules

The Minister for Immigration (Caroline Nokes) [HCWS997] My right hon. Friend the
Home Secretary is today laying before Parliament a statement of changes in immigration
rules. This is the latest in the regular, half-yearly series of changes to the immigration
rules. The changes have three main purposes.

First, they implement the next phase of the roll-out of the EU settlement scheme for
resident EU citizens and their family members to obtain UK immigration status. The
immigration rules for the scheme, set out in appendix EU, came into force on 28 August
2018, for the purposes of an initial private beta test phase, involving 12 NHS trusts and
three universities in north-west England. This phase has enabled us successfully to test
some of the functionality and processes of the scheme in a live environment.

I have today written to the right hon. Member for Normanton, Pontefract and Castleford
(Yvette Cooper), the Chair of the Home Affairs Committee, with our early findings from
the initial private beta phase and I will place a copy of that letter in the Library of the
House. We will continue to monitor the findings from that phase and will publish a report
on those findings, including how they will inform the scheme’s development, as we move
into a second private beta phase in November.

Overall, the technology performed well, with some minor improvements identified to
improve the overall customer experience, and feedback from applicants on the speed
and ease of the application process has been very positive. The initial private beta phase
has enabled us to test components of the online application process. We now need to
test that online process as an integrated, end-to-end process.

We are therefore moving ahead with a second private beta phase, which, as set out in
this statement of changes, will run from 1 November to 21 December 2018. It will also
significantly scale up the testing, including, on a voluntary basis and with the agreement
of the devolved Administrations, staff in the higher education, health and social care
sectors across the UK. This phase will also include some vulnerable individuals being
supported by a small number of local authorities and civil society organisations so that
we can test the operation of the scheme for those with support needs. I am grateful to all
the organisations and their staff taking part in the testing and thereby helping us to
establish the EU settlement scheme as effectively as possible.

We currently expect that the further phased implementation of the scheme will be
secured through further immigration rules changes to be laid before Parliament in
December 2018 (for implementation in January 2019), and in early March 2019, so that
the scheme will be fully open by our exit from the EU.

Secondly, further to my written ministerial statement of 13 September 2018, Official
Report, column 36WS (HCWS961), this statement of changes introduces a form of leave to remain for those children transferred to the UK as part of the Calais camp clearance to reunite with family between October 2016 and July 2017 and who do not qualify for international protection (i.e. refugee status or humanitarian protection). It is our view that all those 549 children transferred from Calais to the UK to reunite with family should be able to remain here with their family members. We do not consider that it would be in their best interests as children to separate them from their families, having received significant support from the UK authorities to reunite and integrate here.

Thirdly, this statement of changes amends the immigration rules on the requirements for a valid application to support the operation of the new application process in UK Visas and Immigration, and specifies evidence for medical exemption from knowledge of language and/or life in the UK requirements. The new application process will mean that customers in the UK applying to extend their stay or apply for citizenship will be able to submit key documents and personal information in a more secure way with the support of designated staff. UK Visas and Immigration will no longer generally handle physical evidence when considering a case, so the majority of customers will be able to retain their passport, and all customers will be able to retain their supporting evidence as part of the application process. UK Visas and Immigration aims to deliver a world-class customer experience that is competitive, flexible and accessible; and the launch of these new, more efficient front-end services this November is a big step towards that goal.


The statement referred to above can be read at https://hansard.parliament.uk/Commons/2018-09-13/debates/18091329000017/Immigration

The letter referred to above is not yet available online.

Immigration Health Surcharge

The Minister for Immigration (Caroline Nokes) [HCWS995] Our NHS is always there when you need it, paid for by British taxpayers. We welcome long-term migrants using the NHS, but believe it is right that they make a fair contribution to its long-term sustainability. That was why we introduced the immigration health surcharge (IHS) in April 2015.

The IHS applies to non-European economic area (EEA) nationals subject to immigration control seeking to reside in the UK to work, study, or join family members for more than six months. Those who pay the charge may access the NHS on the same basis as UK residents for the duration of their lawful stay, i.e. they receive NHS care generally free of charge but may be charged for services a permanent resident would also pay for, such as prescription charges in England. The IHS has raised over £600 million and this money has been distributed to the Department of Health and Social Care and the health ministries in Scotland, Wales and Northern Ireland for health spending, in line with the Barnett formula.

The IHS is currently set at £200 per annum for most temporary migrant categories, with a discounted rate of £150 per annum for students and the youth mobility category. These rates have not changed since the IHS was introduced.

In February, the Government announced their intention to double the IHS. This followed a review by the Department of Health and Social Care of the evidence regarding the average cost to the NHS of treating surcharge payers. That review found that the average annual cost of NHS usage by those paying the surcharge is around £470 and that doubling the IHS could generate an additional £220 million a year for the NHS across the UK.

Today we have laid before Parliament in accordance with section 38 of the Immigration Act 2014, the Immigration (Health Charge) (Amendment) Order 2018. The order, which is subject to the affirmative procedure, seeks to double the IHS to £400 per annum. Students, as well as those on the youth mobility scheme, will continue to receive a
discounted rate of £300. The order also makes some minor technical amendments to provide greater clarity about exchange rates, when payments are made in foreign currencies. The proposed amount is still below full average cost recovery level and remains a good deal for those seeking to live in the UK temporarily. These changes do not affect permanent residents, who are not required to pay the IHS. Certain vulnerable groups such as asylum seekers and modern slavery victims are exempt from paying the IHS. Short-term migrants (including those on visitor visas) and those without permission to be in the UK are generally charged for secondary care treatment by the NHS at the point of access.

Ministers in the Home Office and the Department of Health and Social Care will shortly host information sessions for interested MPs and Peers. 

UK Parliament, House of Commons Oral Answer

Immigration and asylum first-tier tribunal
Stuart C. McDonald (SNP): People are still having to wait an average of 42 weeks to get a hearing before the immigration and asylum first-tier tribunal, which is a long time to be in immigration limbo. What steps are the Government taking to reduce that time and what do they regard as an unacceptable waiting time target?

Reply from Lucy Frazer: The hon. Gentleman is right to highlight that waiting times for tribunals could be reduced. We are recruiting new members of the tribunals; in February and March, we appointed 226 new medical members of the social security tribunal. I am also meeting, and have met twice, my counterpart in the Department for Work and Pensions to ensure that we can get those waiting times down.

https://hansard.parliament.uk/commons/2018-10-09/debates/6F70FC1A-EA01-4C49-A520-0C8E2E99EB39/TopicalQuestions#contribution-DE3426D6-B031-4311-92D4-720595C6F70A

UK Parliament, House of Commons Written Answers

Immigration: Appeals
Catherine McKinnell (Labour) [174051] To ask the Secretary of State for the Home Department, what assessment his Department has made of the reasons for the proportion of his Department's appeals against immigration rulings which are refused; and if he will make a statement.

Reply from Caroline Nokes: The Home Office carefully considers all allowed appeals and only challenges these in the Upper Tribunal where we believe there has been a material error of law.

https://www.parliament.uk/business/publications/written-questions-answers-statements/written-question/Commons/2018-09-12/174051/

Immigration Bail
Stephanie Peacock (Labour) [176553] To ask the Secretary of State for the Home Department, what recent steps he has taken to ensure that the provisions of immigration bail do not restrict the access to education of adult survivors of modern slavery.

Reply from Caroline Nokes: Immigration bail is a valuable tool which enables individuals who are liable to be detained to remain in the community, subject to certain conditions. All individuals on immigration bail will have a minimum of one bail condition, but study is just one of the available options. It is not mandatory to impose a restriction on study; it should only be imposed where appropriate.
Guidance for Home Office staff clearly sets out the circumstances in which restricting study as a condition of immigration bail may be appropriate. Any individual on immigration bail who is concerned that a study condition is inappropriate in their particular circumstances should be encouraged to contact the Home Office using the contact details on their Notification of Grant/Variation of Immigration Bail (BAIL 201) notice.

https://www.gov.uk/government/publications/offender-management
https://www.parliament.uk/business/publications/written-questions-answers-statements/written-question/Commons/2018-10-08/176553/

Immigration: Windrush Generation

David Lammy (Labour) [144786] To ask the Secretary of State for the Home Department, how many people who contacted his Department's Taskforce for Windrush subsequently experienced (a) immigrant enforcement and (b) police action.

Reply from Caroline Nokes: No one who has contacted the Department’s Taskforce for Windrush has subsequently experienced immigration enforcement action as a result of coming forward. We are very clear that information to taskforce will not be passed for enforcement.

As at 17 May 2018, 7 individuals who have contacted the Windrush Taskforce, have also been identified as being wanted in connection to an on-going criminal investigation and have been referred to the Police. How the Police then decided to handle the matter is for them, and not something that the Taskforce are involved in, as it is not related to an immigration matter.


Deportation: Windrush Generation

Kate Hollern (Labour) [156634] To ask the Secretary of State for the Home Department, how many of the Windrush generation his Department has identified to date as having been deported as a result of its immigration policies.

Reply from Caroline Nokes: The Department has been carrying out a review of all cases of Caribbean Commonwealth nationality, born before 1 January 1973, who have been removed and/or detained by the Home Office since 2002 (when the Casework Information Database (CID) was available across the immigration system) and sought to identify any individuals where there was an indication in the record that the individual could have been in the UK before 1973.

The Home Secretary wrote to the Chair of the Home Affairs Select Committee on 21st August to provide an update on this work. This letter outlined that, so far, this review has identified 164 people who were detained and / or removed who told the Home Office they came to the UK before 1 January 1973. Of these, we have identified 18 people who stayed here permanently and who are the people we consider most likely to have suffered detriment because their right to be in the UK was not recognised and where the Department is most likely to have acted wrongfully in removed or detaining them. Eleven of these left the UK voluntarily and seven were detained. Letters of apology are being sent from the Home Secretary. A copy of this letter has been deposited in the House Library. This work is ongoing and the Home Secretary has committed to regularly updating the Home Affairs Select Committee on progress.

These cases of removal and detention have happened over many years under successive governments, with cases spread roughly equally between 2002-2010, and from 2010 onwards. Of course, no matter how long ago the removal or detention case the Home Office will do whatever it can to address anything wrongful which has been done.

British Nationality: EEA Nationals

Layla Moran (Liberal Democrat) [176637] To ask the Secretary of State for the Home Department, how many applications submitted since 12 November 2015 for British citizenship submitted by EEA nationals have been (a) rejected and (b) refused because the applicant did not provide a permanent residence card or a document certifying permanent residence in each year for which figures are available.

Reply from Caroline Nokes: The available published information on the number of decisions to refuse applications for British citizenship by the main reason for refusal are published in Home Office’s Immigration Statistics, year ending June 2018, Citizenship table cz_09 (Refusals of citizenship by reason) and available from
Refusals and rejections on the specific grounds mentioned could only be identified at disproportionate cost.

https://www.parliament.uk/business/publications/written-questions-answers-statements/written-question/Commons/2018-10-08/176637/

Immigration: EU Nationals

Paul Blomfield (Labour) [173576] To ask the Secretary of State for the Home Department, how many people who have been invited to participate in the pilot of the application process for the EU Settlement Scheme had done so as of 11 September 2018.

Reply from Caroline Nokes: The private beta phase is entirely voluntary. EU citizens and non-EU citizen family members who are eligible do not need to apply now and can choose to apply after the scheme has rolled out fully. Given the voluntary nature of the private beta phase, we do not expect all eligible EU citizens and non-EU citizen family members to apply. We will provide further details in due course of these subsequent phases, and we will continue to update Parliament as part of that process.


Refugees: Employment

Preet Kaur Gill (Labour Co-op) [174135] To ask the Secretary of State for International Development, with reference to the study by the International Finance Corporation and the UN Refugee Agency on Kakuma Refugee Camp, Kenya, published on 4 May 2018, what assessment her Department has made of the economic gains to host communities if refugees are able to work.

Reply from Harriett Baldwin: DFID assesses that opportunities for refugees to work in Kakuma Refugee Camp in Kenya and other refugee camps, can provide considerable benefit for host communities. This includes through increased refugee spending on local goods and services and in some cases, the hiring of host community members to work in refugee owned businesses and homes. The findings of the International Finance Corporation (IFC) and the UN Refugee Agency (UNHCR) study on Kakuma, are consistent with DFID’s recent support to refugees in Kenya, which has helped build the self-reliance of refugees, including through livelihoods opportunities and greater integration with host communities. DFID Kenya has participated in a number of discussions with IFC/UNHCR, the private sector and other development partners on the findings of the study and its implications for donor programming in Kenya.
Asylum: Dunkirk

Jeff Smith (Labour) [173617] To ask the Secretary of State for the Home Department, what discussions his Department has had with their French counterparts on the forced eviction of asylum seekers at the Grande-Synthe camp in Dunkirk.

Reply from Caroline Nokes: Following the clearance of the ‘Jungle’ camp in Calais in 2016, French authorities have worked extensively to ensure that similar camps do not form across Northern France. This remains a domestic matter for the French and as such the British Government are not consulted prior to any clearances which take place. Following the closure of the Grande-Synthe camp, we were informed by French authorities that the migrants have been moved into asylum accommodation, where their claims will be considered and the necessary support will be provided.

In January 2018, the UK and France signed the Sandhurst Treaty, which demonstrates our ongoing commitment to prevent irregular migration and to the continued operation of the juxtaposed controls. Our cooperation with France includes joint work to improve security at the shared border in northern France; to reduce illegal migration flows towards northern French ports and to support France in returning migrants with no legal right to be in Europe.

Asylum: Housing

Caroline Lucas (Green) [174682] To ask the Secretary of State for the Home Department, what plans his Department has to grant local authorities more (a) flexibility and (b) powers in overseeing how and where asylum seekers are housed in their areas.

Reply from Caroline Nokes: The Home Office is committed to working cooperatively with local authorities and communities to ensure the sustainability of asylum accommodation contracts.

Since September 2016 the Home Office has actively and extensively engaged with local authorities with a wide range of stakeholders across local government, statutory and third sector as part of the development of the new asylum accommodation contracts and the information obtained through this process has influenced the design of the future service provision.

Currently, when properties are identified for procurement by one of the existing providers, we consult with LAs before asylum seekers are accommodated. A number of factors will be considered in terms of clustering the supported asylum population, such as cohesion and anti social behaviour. We will continue to engage with local authorities and the wider community throughout the procurement and implementation of the new contracts to offer flexibility where possible.

Deportation: West Africa

Caroline Lucas (Green) [174681] To ask the Secretary of State for the Home Department, how many of the 70 individuals on board the charter flight bound for Nigeria and Ghana on 28 March 2017 which was prevented by protesters from leaving Stansted airport (a) have been referred under the National Referral Mechanism for the identification of victims of trafficking, (b) have since been granted leave to remain in the
UK and (c) were a member of the Windrush generation.

Reply from Caroline Nokes: There were 60 people who were due to be returned on the charter flight to Nigeria and Ghana on 28 March 2017. Of the 60 and at the time of writing, 4 have been referred under the National Referral Mechanism for the identification of victims of trafficking. Of these 4, 2 were found not to be victims of trafficking (of which 1 has been removed) and 2 are still under consideration. 1 has been granted status as the family member of an EEA national. Any individual who believes they are protected under the provisions of the 1971 Immigration Act is able to contact the Windrush Taskforce, who will help to identify their current status. None of the individuals have contacted the Taskforce.

https://www.parliament.uk/business/publications/written-questions-answers-statements/written-question/Commons/2018-09-13/174681/

UK Parliament, House of Lords Written Answers

Refugees

The Lord Bishop of Durham [HL10407] To ask Her Majesty's Government whether they intend to announce any resettlement commitment through the Vulnerable Persons Resettlement Scheme beyond 2020; and if so, when.

Reply from Baroness Williams of Trafford: Work has begun with key stakeholders and international organisations on our future Asylum and Resettlement Strategy. This includes consideration of the UK’s resettlement offer beyond 2020.

https://www.parliament.uk/business/publications/written-questions-answers-statements/written-question/Lords/2018-10-01/HL10407/

Refugees: LGBT People

Lord Scriven (Liberal Democrat) [HL10429] To ask Her Majesty's Government what consideration they have given to including sexual orientation and gender identity as additional vulnerability criteria alongside UNHCR’s criteria for future resettlement programmes.

Reply from Baroness Williams of Trafford: We have confidence in UNHCR’s systems and the agreed submission categories upon which they refers cases to the UK government to be considered for resettlement. UNHCR is the internationally recognised and mandated agency for dealing with refugees: it has a global presence and 65 years’ experience in handling refugee crises, and is best placed to identify and refer the most vulnerable refugees for resettlement. Looking to the future, we have begun work with key stakeholders and international organisations on our future Asylum and Resettlement Strategy, which includes consideration of a future resettlement offer, post-2020.

https://www.parliament.uk/business/publications/written-questions-answers-statements/written-question/Lords/2018-10-01/HL10429/

UK Parliament, House of Commons Home Affairs Committee

Inquiry into Post-Brexit Migration: evidence session
http://data.parliament.uk/writtenevidence/committeeevidence.svc/evidencedocument/home-affairs-committee/postbrexit-migration/oral/91576.html
UK Parliament Early Day Motion

Peter Bottomley (Conservative) (1630) Kweku Adoboli – That this House knows of no proper purpose or value in deporting Kweku Adoboli; recognises that he was last ordinarily resident in Ghana aged four; notes that he has been resident in the UK since he was 12; and calls on Ministers to halt the deportation, to meet his supporters and to allow him to continue living in the UK.
https://www.parliament.uk/edm/2017-19/1630

Press Releases

Immigration Rules: Next phase of EU Settlement Scheme confirmed

Increase to Immigration Health Surcharge gives NHS extra funding

Humanitarian visas to avoid refugees’ deaths

Asylum applications remain stable in the EU throughout summer months

Open minds are needed to improve the protection of LGBTI asylum seekers in Europe

New Publications

Home Secretary’s commissioning letter to review the composition of the Shortage Occupation List, to the Chair of the MAC

Briefing: Asylum accommodation contracts

Compensation for victims of modern slavery and human trafficking

Government response to the report on Deportation with Assurances (DWA)
Working with communities across Scotland to welcome and support New Scots
http://www.scottishrefugeecouncil.org.uk/news_and_events/news/3352_working_with_communities_across_scotland_to_welcome_and_support_new_scots

No plans to drop visa exemption for medics, says Sajid Javid

Easing of visa rules for doctors is temporary, says Sajid Javid

EU citizen registration trial to be extended to 250,000 people

MPs 'informing' on immigration hotline
https://www.bbc.co.uk/news/uk-45825724

MPs criticised for calling immigration hotline 68 times in year

MPs must stop informing on migrants to the Home Office, charities demand

Government proposal to fast-track immigration detention appeals risks ‘riding roughshod’ over rights

Fast-tracked immigration appeals risk ‘trampling on rights’
https://www.thetimes.co.uk/article/fast-tracked-immigration-appeals-risk-trampling-on-rights-pvbms6nhl

Home Office agrees to inquiry into immigrant abuse allegations

Britain’s immigration detention: how many people are locked up?

Private contractors paid millions to run UK detention centres

Worse than prison: life inside Britain’s 10 deportation centres
Revealed: sick, tortured immigrants locked up for months in Britain

Revealed: two suicide attempts every day in UK deportation centres

Immigration detention staff ‘thought suicidal man had toothache’

Immigration staff decided suicidal man just ‘distressed by toothache’ days before he killed himself

Immigration detention: how the UK compares with other countries

Legal aid access and no family separations: an immigration detention wishlist

Immigration detention: don’t look away

Britain’s treatment of migrants is shameful. These detentions must end

For pity’s sake, let’s end the indefinite detention of immigrants now

As an ex-detainee, I’ve seen why these immigration centres have to close
https://www.theguardian.com/commentisfree/2018/oct/12/as-a-ex-detainee-ive-seen-why-these-immigration-centres-have-to-close

Don’t go to dangerous countries – unless the UK is deporting you
https://www.theguardian.com/uk-news/2018/oct/12/dont-go-to-dangerous-countries-unless-the-uk-is-deporting-you

WHO voices alarm as academics denied visas to visit UK conference

Charge for migrants to use NHS to double to £400, government announces
This is what the British public really think about migrant workers - it may surprise you

Kirk announces EU funding partnership to welcome and support refugees

The teenagers navigating the UK’s asylum system
https://www.bbc.co.uk/news/av/uk-england-london-45762851/the-teenagers-navigating-the-uk-s-asylum-system

Convicted former UBS trader on his way to Scottish home after being freed from UK immigration centre

Former financial trader fighting deportation left “broken” after being held in detention

Convicted former UBS trader to be freed from UK immigration centre

Adoboli bailed in deportation battle
https://www.thetimes.co.uk/article/adoboli-bailed-in-deportation-battle-mvl7kr8bq

My time in an immigration detention centre nearly destroyed my humanity

Man who grew up in UK wrongly told to leave country for second time

Finnish mother ‘humiliated’ by search at citizenship test
https://www.thetimes.co.uk/edition/scotland/finnish-mother-humiliated-by-search-at-citizenship-test-3gf780qmx

Man to be removed from UK so ill Home Office will send four medics on flight

Fish and chips but no passport: Windrush victim returns to UK

Church leaders unite in call to keep Pakistani family in Scotland

Scottish church leaders back brothers’ fight against deportation
https://www.bbc.co.uk/news/uk-scotland-glascow-west-45827065
Community Relations

New Publication

Northern Ireland Good Relations Indicators Annual Update

News

Dundee event will promote ‘honest conversations’ between Muslims and Christians

Britain’s black activists – you are not alone, not in the present or the past

Equality

UK Parliament Ministerial Statement

Race Disparity Audit

The Chancellor of the Duchy of Lancaster and Minister for the Cabinet Office (David Lidington) [HCWS996] At the publication of the race disparity audit a year ago, the Government committed to “explain or change” the issues highlighted on the audit’s website Ethnicity Facts and Figures.

Since October 2017 we have taken action in education, employment, health, criminal justice and:

Provided targeted employment supporting in 20 areas across the UK. The gap between employment rates of working age people in ethnic minority groups and in the whole population is now at a record low.

Taken action on the recommendations of the Lammy review including to increase diversity of prison officer intake; funded development of an education programme to prepare lawyers from a range of backgrounds to apply for judicial office; and extended the range of justice data we provide broken down by ethnicity.

Announced £90 million of funding from dormant bank accounts to support young people facing barriers to employment into work. Applications for the first allocation of this funding
are open today to support grass roots organisations in Bradford, Birmingham and Barking and Dagenham.
Started work to tackle disparities in the rate of exclusions in schools and the application of the Mental Health Act.
The audit’s website Ethnicity Facts and Figures has been continually updated and extended to allow the public to see if outcomes are getting better or worse across over 160 topics. We have taken a co-ordinated and strategic approach, led by the race disparity unit in Cabinet Office, which I oversee as chair of the inter-ministerial group.
Today, the Government are announcing further action to see employers adopting fair employment practices which ensure all staff, particularly those from an ethnic minority background, do as well as they are able in terms of recruitment and progression.
Specifically the Government are:

- Inviting employers to sign up to a Race at Work Charter, which sets out effective practices that support fairness at work;
- Setting new ambitions in key public services to increase the proportion of senior leaders who come from an ethnic minority background;
- Taking action through public procurement to encourage Government suppliers to adopt fair employment practices; and
- Consulting on how mandatory ethnicity pay reporting can best drive action without placing undue burdens on business.

Select Committees were notified of the publication of the consultation on ethnicity pay reporting and the update on the progress tackling racial disparity in the criminal justice system, and copies of relevant documents have been placed in the Library of the House.


Press Releases

**PM launches series of measures to tackle barriers facing ethnic minorities in the workplace**

**Britain's conflicting attitudes towards equality**

New Publications

**Race Disparity Audit**

**Developing a national barometer of prejudice and discrimination in Britain**

**Tackling racial disparity in the criminal justice system: 2018**
Race at work 2018: McGregor-Smith review - one year on

Statement of intent on the diversity of the teaching workforce – setting the case for a diverse teaching workforce

News

Ethnicity pay gap: Firms may be forced to reveal figures
https://www.bbc.co.uk/news/business-45818234

All large employers will be forced to publish their 'ethnicity pay gap' under Government plans
https://www.telegraph.co.uk/politics/2018/10/10/large-employers-will-forced-publish-ethnicity-pay-gap-government/

New law could force employers to reveal race pay gap figures

This commitment to race pay gap reporting is a landmark moment

Employers must reveal ethnic pay gap of staff
https://www.thetimes.co.uk/edition/news/employers-must-reveal-ethnic-pay-gap-of-staff-z3kw9f8zl

Top firms failing to increase number of ethnic minority directors

Calls for greater diversity among school governors
https://www.bbc.co.uk/news/education-45797283

Racism, Religious Hatred, and Discrimination

UK Parliament, House of Commons Oral Answer

Business of the House: Islamophobic hate crimes
Yasmin Qureshi (Labour): There has been a record number of Islamophobic hate crimes, a disproportionate number of which have been attacks on women with headscarves or on gentlemen with beards. We have seen the rise of populism and nationalism, with Muslims often being the target. May we have a debate in Government time not only to discuss this issue, but to seriously consider how to tackle it?

Reply from Andrea Leadsom: The hon. Lady raises an incredibly important issue. Any type of hate crime is absolutely unacceptable. We have to stamp out
all forms of discrimination that lead to hate crimes such as the ones to which she
is referring. I encourage her to raise this issue at the next Justice questions, a few
weeks from now, so that we can discuss how we address the issue of hate crimes
and Islamophobia.

https://hansard.parliament.uk/commons/2018-10-11/debates/984417A4-C8DF-499E-97D5-
F17D63F54142/BusinessOfTheHouse#contribution-7730E88C-9538-4984-B107-
3A6FD28FCC08

UK Parliament, House of Commons Written Answer

Schools: Hate Crime
Laura Smith (Labour) [176603] To ask the Secretary of State for Education, what
guidance his Department provides to (a) schools and (b) local education authorities on
dealing with race-related incidents and hate crime in schools.

Reply from Nick Gibb: Racism has no place in our schools and any incident is
unacceptable. All schools are required by law to have a behaviour policy which
outlines measures to prevent all forms of bullying.
The Department issues guidance to schools on how to prevent and tackle bullying.
This was last updated in July 2017 and outlines the Government’s approach to
bullying, the legal obligations and powers schools have, and the principles which
underpin the most effective anti-bullying strategies in schools. It provides
information on sources of support, including tackling bullying based on race,
religion and nationality. This guidance can be viewed here:
The Department has published a research report which details common strategies
that schools have found to be effective in combating bullying, along with more
detailed case studies showing practical measures taken by schools. The report is
available here:
https://www.gov.uk/government/publications/approaches-to-preventing-and-
tackling-bullying.
In January 2016, the Department launched the website
www.educateagainsthate.com, jointly with the Home Office, to provide schools
with practical advice on protecting children from extremism and radicalisation. The
website highlights the main routes to report a hate crime and includes our
guidance to schools on promoting the shared values of democracy, the rule of
law, individual liberty, and mutual respect and tolerance for those of different
faiths and beliefs.
The Department’s guidance is directed towards schools rather than on local
authorities, therefore guidance is only issued for schools.
https://www.parliament.uk/business/publications/written-questions-answers-
statements/written-question/Commons/2018-10-08/176603/

Press Release

Supreme Court Judgement: Lee v Ashers Baking Company Ltd …
Press release

Judgement
Humza Yousaf: I was searched by police when white friends were not
https://www.scotsman.com/news/opinion/humza-yousaf-i-was-searched-by-police-when-white-friends-were-not-1-4813344

Dame Margaret Hodge tells of ‘horrific’ letters after antisemitism claims

Labour rising star Mohammed Pappu shared antisemitic posts on Facebook

Institutional racism still plagues policing, warns chief constable

British police ‘still institutionally racist’, senior officer admits as new recruitment strategy launched

Racial hate crimes surpass sectarian ones in Northern Ireland

Microsoft Bing delivers racist search results

Barns Green anti-gypsy posters spark police probe
https://www.bbc.co.uk/news/uk-england-sussex-45786710

Nazi protest at Gypsies in Sussex village

Chelsea to send racist fans on Auschwitz trips instead of banning them

Chelsea want to send racist supporters to Auschwitz to combat antisemitism

‘Punish a Muslim day’ hoaxer who also threatened Queen in hate spree faces jail

GCSE book pulled after stereotyping Caribbean dads as 'largely absent'
https://www.bbc.co.uk/news/newsbeat-45784222

GCSE textbook condemned for racist Caribbean stereotypes
David Lammy: Crude, racist textbooks have no place in today’s education system

GCSE textbook claiming Caribbean men are ‘largely absent’ from families is withdrawn after outrage

Met police’s use of force jumps 79% in one year

May vowed to reform stop and search – but it’s getting worse for black Britons

Stop and search is inherently unfair, unjust and ineffectual

National Action trial: Dad ‘posed in KKK robes with baby’
https://www.bbc.co.uk/news/uk-england-oxfordshire-45814439

Neo Nazi couple named their child after Adolf Hitler, court hears

Racist thug slashed man while branding him a ‘p***’ in terrifying knife attack

Anti-fascists block route of Democratic Football Lads Alliance London march

Ashers ‘gay cake’ row: Bakers win Supreme Court appeal
https://www.bbc.co.uk/news/uk-northern-ireland-45789759

Christian bakers 'delighted and relieved' at court victory in 'gay cake’ case

UK supreme court backs bakery that refused to make gay marriage cake

Let Ashers bake what they want – gay people in Northern Ireland like me need marriage equality more than their cakes
https://www.independent.co.uk/voices/gay-cake-ashers-christian-bakery-belfast-same-sex-marriage-northern-ireland-a8577016.html

The Supreme Court got it wrong – refusing to bake a cake for a same-sex wedding should count as discrimination
Christian bakers win ‘gay cake’ battle at Supreme Court

 Judges’ ruling on gay marriage cake is victory for freedom
https://www.thetimes.co.uk/edition/comment/judges-ruling-on-gay-marriage-cake-is-victory-for-freedom-p0d2plfqb

'Bakers didn’t discriminate in gay cake case'

The Supreme Court’s ruling on the 'gay cake' row is a victory for common sense
https://www.telegraph.co.uk/opinion/2018/10/10/supreme-courts-ruling-gay-cake-row-victory-common-sense/

Bakers in gay cake case urge other Christians to ‘take their stand’

The Supreme Court got it wrong – refusing to bake a cake for a same-sex wedding should count as discrimination

Hate speech activists want to block debate
https://www.thetimes.co.uk/article/hate-speech-activists-want-to-block-debate-lprvwpkfp

Other Scottish Parliament and Government

Press Release
Progress hailed on justice priorities

New Publication
Justice Vision and Priorities Delivery Plan: Overview of Progress 2017/18 and New Activity for 2018/19

Video animation: There shall be a Scottish Parliament – Laws
https://www.youtube.com/watch?v=Rm6O8xsNXRw
Welsh Assembly

Welsh Assembly Oral Answers

Questions to the First Minister: Food Labelling

Gareth Bennett (UKIP): ... another related issue is the one of halal meat entering the mainstream food chain. As you know, halal meat, some 20 per cent of which comes from animals that are not stunned before they are slaughtered, is a growth industry in the UK. One issue related to this is that halal meat is only allowed for religious reasons, so that its consumption should be confined to those who have a religious belief that they need to eat halal meat. In other words, halal meat consumption should be confined to practising Muslims. But we know that, increasingly, food retailers are offering halal food as a normal part of their menu. Sometimes, it is hard even to see the labelling of halal food as such. So, you could enter a takeaway shop or a restaurant and find that you’re eating food that you later discover to be halal, which was not clearly labelled as such on the menu. Is there a case that we need to adopt much more stringent measures over food labelling here in Wales so that people who are not practising Muslims do not unwittingly end up eating halal food?

Reply from the First Minister (Carwyn Jones): Well, I think people do understand and are able to make a choice. What shall we have next then? Should we insist that food is labelled kosher in order for people who are not Jewish to avoid eating that food? Should we label food, for example, so that it is acceptable to those who are Hindus, those who are Buddhists? Well, yes, we need to label food as accurately as possible, but I certainly don’t take the view that, somehow, halal food should be singled out compared to other dietary regimes and other religions. If you’re going to suggest that about Muslims, are you going to suggest the same about Jews?

Gareth Bennett: I take the point that you raise, First Minister, but there is no evidence that kosher food is entering the mainstream food market, but there is some evidence that halal food is. So, that is the reason why I raised the issue specifically of halal food. Now, I don’t think we should be downplaying this issue. I remember that we had a scandal over horse meat a few years ago, and I think this lack of labelling of halal food has the potential to be, if anything, an even bigger scandal. ... The British Veterinary Association, the RSPCA and other organisations have called for an end to the non-stun slaughter of animals in the UK, which they say is cruel and painful for the animals being slaughtered. There has also been considerable academic research backing up this view. Now, it has already been banned in Denmark, Sweden, Iceland and New Zealand. It is now UKIP policy to ban the practice of non-stun slaughter entirely here in the UK. Would you agree that that is actually the best policy for the interests of animal welfare in Wales?

Reply from The First Minister: No, and I do regret the fact that he, again, singles out one religious group he particularly dislikes. He starts with Muslims, he will move on to the Jewish people, he’ll move on to Hindus, move on to Buddhists, because they’re not exactly like him, and thankfully they’re not ... The reality is that we are an open and tolerant society. We have in Cardiff one of the oldest mosques in Britain. The population that we have here of people who are Muslim has been integrated in our society for many, many, many decades and are respected for the contribution that they have made to Welsh life—a contribution, I have to say, that goes well beyond that which UKIP or the Member has made.

To read the full transcript see http://record.assembly.wales/Plenary/5355#C122510
New Publication

Walking on Treacle: Black and Minority Ethnic Groups’ Experiences of Community Capacity Building

Bills in Progress  ** new or updated this week

** Scottish Parliament

Human Tissue (Authorisation) (Scotland) Bill

Vulnerable Witnesses (Criminal Evidence) (Scotland) Bill

** UK Parliament

Immigration Control (Gross Human Rights Abuses) Bill
http://services.parliament.uk/bills/2017-19/immigrationcontrolgrosshumanrightsabuses.html

Children Act 1989 (Amendment) (Female Genital Mutilation) Bill
http://services.parliament.uk/bills/2017-19/childrenact1989amendmentfemalegenitalmutilation.html

EEA Nationals (Indefinite Leave to Remain) Bill
http://services.parliament.uk/bills/2017-19/eeanationalsindefiniteleavetoremain.html

Holocaust (Return of Cultural Objects) (Amendment) Bill
https://services.parliament.uk/Bills/2017-19/holocaustreturnofculturalobjectsamendment.html

Human Trafficking (Child Protection) Bill
http://services.parliament.uk/bills/2017-19/humantraffickingchildprotection.html

Immigration Control (Gross Human Rights Abuses) Bill
http://services.parliament.uk/bills/2017-19/humantraffickingchildprotection.html

Modern Slavery (Transparency in Supply Chains) Bill
http://services.parliament.uk/bills/2017-19/modernslaverytransparencyinsupplychains.html

Modern Slavery (Victim Support) Bill
http://services.parliament.uk/bills/2017-19/modernslaveryvictimsupport.html
Online Forums Bill
https://services.parliament.uk/Bills/2017-19/onlineforums.html

Refugees (Family Reunion) Bill
http://services.parliament.uk/bills/2017-19/refugeesfamilyreunionbill.html

Refugees (Family Reunion) (No. 2) Bill
http://services.parliament.uk/bills/2017-19/refugeesfamilyreunionno2.html

Unaccompanied Asylum Seeking Children (Legal Advice and Appeals) Bill
http://services.parliament.uk/bills/2017-19/unaccompaniedasylumseekingchildrenlegaladviceandappeals.html

Consultations

** new or updated this week

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

Draft Statutory Guidance on Funeral Costs (closing date 8 November 2018)

Windrush: lessons learned review (closing date extended to 16 November 2018)

** Census (Amendment) (Scotland) Bill (closing date 23 November 2018)
http://www.parliament.scot/gettinginvolved/109902.aspx

The future of civil partnership in Scotland (closing date 21 December 2018)

** Ethnicity pay reporting (closing date 11 January 2019)

Police Scotland: Your view counts (open all year)

Job Opportunities

Click here to find out about job opportunities.

Click here to find out about Graduate, Modern, and Foundation Apprenticeship opportunities.
**Funding Opportunities**

**Year of Young People**
There is no closing date – the fund will remain open until all money has been distributed. Year of Young People 2018 celebrates everything that makes Scotland's young people incredible. As a nation proud of our young people, the Year of Young People puts the spotlight on the contributions and achievements of eight to 26 year olds, while giving them a stronger voice on issues that matter to them, and aims to inspire Scotland through its young people, celebrating their achievements, valuing their contribution to communities and creating new opportunities for them to shine locally and on a global stage. BEMIS Scotland, in collaboration with the Scottish Government, is providing grants of between £250 and £1,000 for constituted charitable and non-profit organisations, and community groups.


**Events, Conferences, and Training**

**this week**

**Black History Month**
October 2018, Scotland-wide
Black History Month provides an opportunity to recognise the struggles and successes of Black people throughout history. It is a time to mark the sacrifices, acknowledge the contributions, and to celebrate the achievements of African, Caribbean and Asian people and communities in Scotland’s heritage and history. In particular, it is an opportunity to apply the lessons of the past to build a better future for all of us. To read the full programme of events see [https://tinyurl.com/ybccqdna](https://tinyurl.com/ybccqdna)

**this week**

**Hate Free Highland**
15 October 2018 in Inverness (1.00-4.00)
To mark the start of Police Scotland Hate Crime Awareness Week, Police Scotland is running a Hate Free Highland Conversation Café including a market place of stall holders offering information on support available to victims of hate crime, awareness raising via workshop and information sessions, and networking opportunities. For more information see [https://www.scojec.org/memo/files/ads/18x_ps.pdf](https://www.scojec.org/memo/files/ads/18x_ps.pdf)

**this week**

**Common Cause Networks**
17 October 2018 in Glasgow (2.00-6.00)
Runnymede Trust support network for Black and Minority-Ethnic individuals and groups (and/or for People of Colour) actively leading and developing their own projects and ideas, or founding their own organisations. For information contact [commoncause@runnymedetrust.org](mailto:commoncause@runnymedetrust.org) / 0207 377 9222 or see [https://tinyurl.com/y7os4lyu](https://tinyurl.com/y7os4lyu)

**Modern Slavery, Trafficking and Exploitative Employment Practices Session**
23 October 2018 in Stirling (9.30-11.30)
CSREC awareness session to cover what the Gangmasters and Labour Abuse Authority does, the signs of trafficking, procedures for reporting, and dos and don’ts in reporting and working with victims. There will also be a session on Hate Crime Reporting. For information see [https://tinyurl.com/y7jux6a3](https://tinyurl.com/y7jux6a3)
Prosecuting Racist & Religious Hate Crime - The Court System
26 October 2018 in Glasgow (10.00-12.30)
Crown Office & Procurator Fiscal Service, in partnership with Glasgow Hate Crime Working Group event to insight into the workings of the court system and victims’ and witness’ experiences of going to court. It will build staff and volunteer capacity to advise and support victims of all forms of hate crime but with a focus on a Racist & Religious hate crime for the mock trial. For information and to book see https://tinyurl.com/yat8rfu4

Multicultural Football Festival
27 October 2018 in Glasgow (10.00-4.00)
SFA and BEMIS festival bringing together teams from across Scotland celebrating diversity and inclusion across the country. The 2018 event will support the Year of Young People 2018 and celebrate the contribution of young people within Football. Open to Men’s, Women’s, Youth and Junior teams. For information see http://bemis.org.uk/event/multi-cultural-football-cup/

Introduction To Policing – Recruitment
27 October 2018 in Broxburn
3 November 2018 in Kincardine
10 November 2018 in Broxburn
17 November 2018 in Broxburn
Police Scotland Introduction to Policing Programme, a 4-day course, spread over 4 weeks, to encourage people from minority ethnic communities to apply for positions with Police Scotland. The course is designed to provide an insight into being a police officer or special constable. Over the 4 days attendees will receive input from specialist departments, try the fitness test, visit the unique training facility and learn about the recruitment process. For information and to book a place, see https://www.scojec.org/memo/files/ads/18xi_ps.png or contact recruitmentpositiveactionteam@scotland.pnn.police.uk

Holocaust Memorial Day Trust Glasgow Workshop
30 October 2018 in Glasgow (10.00-1.00)
Through an exploration of the theme for Holocaust Memorial Day (HMD) 2019: Torn from home, this Holocaust Memorial Day Trust workshop will provide you with practical help, advice and free resources to enable you to create a meaningful Holocaust Memorial Day activity of your own. For information see https://tinyurl.com/ybnwysxc

Tackling Prejudice and Building Connected Communities
31 October 2018 in Glasgow (9.30-3.30)
Conference organised by Bemis, Police Scotland, and the Scottish Government to discuss how effectively to challenge hate and prejudice through collaborative working. For information and to book see https://tinyurl.com/y7gqfh8z

Upping Our Game: Can Communities Take the Lead?
Politics as Though People and Planet Matter
3 and 4 November 2018 in Glasgow (10.00-4.30)
Scottish Communities CAN and Ethnic Minority Environmental Network course to discuss a fresh way to look at how we do politics, including place planning; community empowerment; alternative decision making models. For information see https://tinyurl.com/y9ydb7s6

Three Mottos for Excellence in Equality, Diversity and Inclusion
7 November 2018 in Glasgow (1.00-4.30)
Interfaith Scotland course to consider why some people ignore or deny the disadvantages that others experience; how to respond to misunderstandings or offence;
and the impact of our inner narratives on our interactions. For information and to book see https://tinyurl.com/y8eyezz2

**Bullying – It’s never acceptable**
8 November 2018 in Glasgow (9.30-4.30)
28 November 2018 in Inverness (9.30-4.30)
RespectMe training on bullying behaviours and practical strategies which can be used to address bullying behaviour wherever it occurs. For information see https://actiononprejudice.info/events/bullying-never-acceptable-multiple-dates-locations/

**Scottish Interfaith Week**
11-18 November 2018
Scottish Interfaith Week provides an opportunity for interfaith groups, faith communities, schools, organisations and local communities across the country to celebrate Scotland’s religious diversity. For information see http://scottishinterfaithweek.org/

**Mainstreaming Anti-Sectarianism in Equalities Toolkit**
15 November 2018 in Glasgow (1.00-4.30)
WSREC training for public / third sector organisations, students and individuals interested in unravelling the meaning of sectarianism as an ‘equalities’ issue and its impact on the wellbeing, safety and opportunities of those affected, and on society as a whole. For information and to book for 13 Sept see https://tinyurl.com/ydh74vrg, for 4 Oct see https://tinyurl.com/y9muw7pm, and for 15 Nov see https://tinyurl.com/y7cmj54e. Other venues may be available by request – for information contact kperezp@wsrec.co.uk

**Useful Links**
- Scottish Parliament http://www.parliament.scot/
- Scottish Government https://www.gov.scot/
- UK Parliament http://www.parliament.uk/
- GovUK (links to UK Government Departments) https://www.gov.uk/government/organisations
- One Scotland http://onescotland.org/
- Scottish Refugee Council http://www.scottishrefugeecouncil.org.uk
- Interfaith Scotland https://interfaithscotland.org/
- Equality Advisory Support Service http://www.equalityadvisoryservice.com/
- Scottish Human Rights Commission http://www.scottishhumanrights.com/
- ACAS http://www.acas.org.uk/
- SCVO https://scvo.org.uk/
Volunteer Scotland  https://www.volunteerscotland.net/
Office of the Scottish Charity Regulator (OSCR)  https://www.oscr.org.uk/
Scottish Fundraising Standards Panel  https://www.goodfundraising.scot/
Disclosure Scotland  https://www.mygov.scot/working-jobs/finding-a-job/disclosure/
Volunteer Scotland Disclosure Services  https://www.volunteerscotland.net/for-organisations/disclosure-services/

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

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

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

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