As I approach the end of my second two-year term as Chairperson of CSREC I am delighted by and extremely proud of the progress the organisation has made over the past four years, due mainly to the hard work and commitment of the current Manager, his staff and band of volunteers as well as the selfless input into shaping and strategically managing of CSREC by our Board of Directors who freely give of their time and more importantly, in my view, their experience and expertise.

CSREC now carries a higher profile for good work in the three Local Authorities – Clackmannanshire, Falkirk and Stirling. Our efforts at partnership working are being reciprocated and we are being approached for partnership work by third sector organisations. I think, too, that our value as equalities service delivery organisation now recognised by the Scottish Government.

It is unfortunate that we live and operate at a time when funding to carry out our goal to ensure that everyone has equal opportunities in life and can lead a life free from discrimination and harassment is harder to find. We continue to look for ways to keep our services sustainable and help others to live happy and peaceful lives, no matter their social status, their origin, culture and beliefs, the chance to live a full, fruitful and happy life here in Scotland.

If we can maintain the current staffing, with their commitment and with the support of our band of loyal hard working volunteers and Board members, I can see no reason why CSREC cannot continue to develop and prosper, but more importantly provide assistance and guidance to a fuller and happier life to those disadvantaged in our communities.

I wish CSREC – its staff, volunteers, Directors and members; and all its service users all the best for the future.

Michael Giannandrea
Chairperson, CSREC.
Central Scotland Regional Equality Council (CSREC) was established in 1984. We are a voluntary sector organisation, registered as a charity and a company limited by guarantee consisting of individual members and representatives from a wide range of organisations. CSREC has a remit to work across the areas of Clackmannanshire, Falkirk and Stirling Councils. It was set up to eradicate all forms of discrimination under the Race Relations Act 1976. Following the introduction of the Equality Act 2010 and in recognition of intersectionality, we widened our remit to work with all nine protected characteristics. The main aims of CSREC are:

- to work towards the elimination of discrimination in all its forms
- to reduce inequality and promote a culture of human rights
- to promote good relations between persons of protected characteristics without distinction on grounds of age, disability, marital status, pregnancy/maternity status, race, religion/belief, sex, sexual orientation and gender reassignment
- to promote, build and work in partnership

CSREC is a Scottish Charity registered with The Office of the Scottish Charity Regulator (OSCR) with registration number SC010373. We are also a Scottish Company Limited by Guarantee registered with Companies House with registration number SC208570.
Brian Combe has been appointed as the Volunteer Coordinator for our Volunteering for All project which is funded by the Scottish Government’s Volunteering Support Fund which is managed through the Voluntary Action Fund. His role is to recruit and support a diverse range of volunteers and provide inclusive opportunities for volunteers across the Forth Valley to help develop the skills of all of our volunteers.

Prior to him taking up this post at CSREC, Brian was the Peer Support Coordinator for the Time and Space project for carers of persons with mental health conditions. This was run in partnership between the Mental Health Foundation and Action in Mind which operated across Stirling and Clackmannanshire.

Brian's experience ranges from volunteering with ACT India, a Sussex based charity that helped with the educational expenses of underprivileged children; The Sussex Beacon, a care centre for people with HIV/AIDS; and the Anglo-Austrian Society as part of their work with physically disabled persons.

He also bakes bread, grows vegetables and has a keen interest in cinema and fine art production.

If you would like to volunteer with CSREC please visit: [https://www.csrec.org.uk/volunteer/](https://www.csrec.org.uk/volunteer/) or contact Brian at [volunteer@csrec.org.uk](mailto:volunteer@csrec.org.uk) or call 01324-610950

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**Central Scotland Regional Equality Council**  
**33rd Annual General Meeting**

**Date:** Thursday 23rd November 2017  
**Venue:** Forth Valley Sensory Centre, Redbrae Road, Camelon, Falkirk, FK1 4DD  
**Time:** 6.00-8.00pm (Registration from 5.45pm)

This event is open to CSREC members, community members and organisations who have an interest in equality work.

You can also register online at: [https://csrec33agm.eventbrite.co.uk](https://csrec33agm.eventbrite.co.uk) or by getting in touch with the office on: 01324 610950 or [admin@csrec.org.uk](mailto:admin@csrec.org.uk)
Tuesday 10 October 2017 marked World Mental Health Day 2017, an opportunity for us all to reflect on our own mental health, to consider what life challenges and events may be impacting on us, and to offer support to those who may be struggling with their own mental health.

We all have mental health. But just as our bodies can become unwell or injured, so too can our minds. And when we have poor mental health, this can present itself in many different ways. We may experience more anxiety than we have been used to. We may start to have panic attacks. We might feel that our mood is lower than usual for a longer time, which might mean that we’re starting to experience depression. And there are a number of other, different, ways that poor mental health can show itself in us.

At a time when suicide remains one of the biggest killers of men under the age of 45 in the UK, it is important that we all reflect on our mental health, and how life’s ups and downs can affect our ability to have good and balanced mental health.

The theme of this year’s World Mental Health Day is Workplace Wellbeing. A large number of us will spend at least one third of our day in the workplace, and so it is vital that we reflect upon how our working lives can affect our ability to have a good balance in our mental health.

Here are our top tips for looking after your mental health in the workplace:

1) **Talk to your employer or a trusted colleague if you feel that a mental health challenge is getting in the way of carrying out your work**

There is nothing worse than the anxiety that comes from hiding a mental health condition, and the fear that an employer or colleague will find out and will judge you harshly. This will only create more anxiety within you. Talk to a trusted colleague or Manager and you will probably find that you will be met with kindness and compassion. An understanding employer will also make sure that the right adjustments are made to support you and to allow you to do your job well.

In addition, it’s important to feel that you can talk to someone if you feel you aren’t coping with the amount of work you have to do. Trying to do it all yourself will only heighten your anxiety, and an understanding Manager will help make sure you receive the support you need to complete your work.

2) **Take regular breaks to recharge your batteries**

It’s important for us all to take time away from our desks and computers to recharge our batteries. Even better still, why not go for a walk on your tea and / or lunch break? Research has shown that physical activity, including walking, can help reduce rates of depression and anxiety.
3) Keep a ‘To-do’ list
Not only will doing this keep you organised and remove any anxiety about remembering and getting through all the tasks you need to do on a particular day, but the sense of satisfaction you will get from crossing each item off your list when it’s been completed will help you create a good sense of mental wellbeing.

4) Connect with your colleagues
A sense of connection is vital for good mental health, and in the workplace we are surrounded by colleagues to whom we can connect, and in turn, improve our own mental wellbeing. Having a chat with a colleague in person or over the phone instead of by email, asking how someone’s weekend was and really listening, grabbing a chat over your tea break and taking time to find out how someone is are all excellent ways of creating a sense of connection and boosting your own mental wellbeing.

Of course, for some of us, there will be times when our mental wellbeing won’t be as good as we either expect or hope it to be, and we will sometimes require a little bit of extra support to help get our mental health back into good shape.

There are a range of mental health organisations, both locally and nationally, who can help at times when you feel you might be struggling. These are listed below:

**FDAMH – Falkirk’s Mental Health Organisation**
Telephone: 01324 671 600
Website: [https://www.fdamh.org.uk/](https://www.fdamh.org.uk/)

**Falkirk and Central Scotland Samaritans**
Telephone: 01324 622 066 or 116 123

**Action in Mind (Stirling)**
Telephone: 01786 451 203

**Breathing Space**
Telephone: 0800 83 85 87
Website: [http://breathingspace.scot/](http://breathingspace.scot/)

**NHS 24**
For urgent health advice when your doctor’s practice is closed, on telephone number 111
The autumn months have been keeping the FVC4C (Forth Valley Communities for Conservation) team busy across the Forth Valley area! In this segment we will aim to bring you some of the highlights of recent events!

As part of our eco themed Black History Month event, quizzes, electric bike demonstrations, energy and upcycling advice and more was on offer at the Mayfield Centre in Stirling which managed to attract over 120 people on a cold Saturday afternoon in October. People from all walks of life came together to learn more about climate change issues and ways in which we can combat these problems in a fun and informative way!

Our Community Link Officers have been busy delivering free home energy advice to communities across Central Scotland, helping to educate people on climate change issues as well as encouraging the reduction of carbon emissions in households.

To encourage more energy efficient driving, we have held 3 ‘Fuel Good’ sessions which has given 18 members of the community the opportunity to learn ways in which they can reduce the amount of carbon emissions generated when driving. The initiative has proven to be popular and we still plan to run 4 more sessions, so anyone interested please contact us on the details below.

We have also been busy speaking with the general public, about climate change and more, at various events, across Falkirk, Stirling and Clackmannanshire over the past couple of months. In the past three months Our staff and volunteers have held information sessions at Stirling Bus Station, Eid in The Woods, Forth Valley College (Stirling, Falkirk and Alloa campuses), Falkirk High Train Station, Stirling Train Station, Falkirk Grahamston Train Station, Pakistan Day, Forth Valley Indian Association’s annual Diwali celebration, Forth Valley Black History Month Event and more, resulting in over 3,500 people receiving information and advice and tips on how to reduce energy usage.

As well as this we have been able to deliver four energy awareness sessions to various community groups in the Central Scotland area including local ESOL classes, Forward in Faith church, Rainbow Muslim Women’s Group and Al-Masaar. These sessions allowed attendees to receive expert advice, from the FVC4C team, on ways in which they can help to stop the problem of climate change by using eco – friendly transport and being more energy efficient in the household.

If you are interested in taking part in any of the aforementioned initiatives or volunteering with the FVC4C project then please contact us by telephone on 01324610950 or email us on admin@csrec.org.uk Alternatively, you can check us out on www.facebook.com/fvc4c or twitter.com/fvc4c

The Climate Challenge Fund is a Scottish Government grant programme, managed and administered by Keep Scotland Beautiful, which provides funding and support for community groups that are tackling climate change through local community-led projects. Since the Fund was launched in 2008, 622 communities across Scotland have benefitted from CCF grants totalling £85.8 million.
Introduction to Policing Programme

Police Scotland is running a 4 day course open to people from minority ethnic communities and is designed to provide an insight into being a police officer / special constable.

Over the 4 days attendees will receive inputs from specialist departments, try the fitness test, visit the unique training facility and learn about the recruitment process.

The dates are:
George Watson’s College,
Colinton Road, Edinburgh
Sat. 04 Nov. / Sat. 18 Nov. / Sun. 26 Nov.

Scottish Police College, Tulliallan
Sun. 12 Nov.

For more information and to reserve a space please email recruitmentpositiveactionteam@scotland.pnn.police.uk providing your name and contact number or request to join our closed Facebook page at ‘Police Scotland Positive Action’

scotland.police.uk @PoliceScotland PoliceScotland
National Hate Crime Awareness Week 2017 took place between 14 and 21 October 2017. To mark the occasion, Central Scotland Regional Equality Council was at various locations in the Forth Valley area to provide information to community members on hate crime and hate crime reporting, including at Falkirk High train station on Tuesday 17 October, and at Stirling bus station on Friday 20 October.

Do you know what a hate crime is? Or how to report it if you have been a victim of or witness to a hate crime?

**What is a hate crime?**

A hate crime is an act of violence or hostility directed at a person or group because of who they are or who someone thinks they are, on the basis of their **race, sexual orientation, religion/faith, disability** or **transgender identity**.

**Do I have to be hit for it to be a hate crime?**

No, you don’t need to be hit for it to be a hate crime. A hate crime can also be **verbal abuse**, **swearing**, **threats**, **intimidation**, **harassment**, **bullying**, **physical abuse**, **graffiti**, **vandalism** or **online abuse**.

**How do I report hate crime?**

You can report hate crime either as a victim or as a witness.

There are a number of ways you can do this. You can report hate crime in person at your local police station, or by calling 999 in an emergency or 101 for a non-emergency incident.

CSREC also operates as a **free and confidential** Third Party Reporting Centre, which means you can tell us about the incident and we will report this to Police Scotland on your behalf. The benefit of this is that, when you might not feel comfortable speaking to the police about what happened directly, you can do this through a Third Party Reporting Centre which can offer you support and advice at the same time.

**Scottish Government review of hate crime legislation**

The Scottish Government has appointed Lord Bracadale to lead a review into hate crime legislation, which is currently underway. This is looking at whether hate crime legislation needs to cover more characteristics (such as age, gender, socio-economic status and refugee status), and whether legislation can be made simpler, including possibly replacing the various pieces of current hate crime legislation with a single hate crime act.

A consultation exercise has been launched for members of the public to provide their thoughts on these points, which you can respond to any time up until 23 November 2017 here: [https://consult.scotland.gov.uk/hate-crime/independent-review-of-hate-crime-legislation/](https://consult.scotland.gov.uk/hate-crime/independent-review-of-hate-crime-legislation/)

If you would like to get in touch with Central Scotland Regional Equality Council as a Third Party Reporting Centre to report a hate crime, please call us on 01324 610 950 or email us at [admin@csrec.org.uk](mailto:admin@csrec.org.uk) and we will get straight back to you.
16 DAYS OF ACTION FOR THE ELIMINATION OF VIOLENCE AGAINST WOMEN

In Forth Valley we celebrate 16 Days of Action every year as part of the international campaign to highlight and eradicate violence against women and children. The campaign starts on 25th November (International Day for the Elimination of Violence against Women) and runs through to 10th December (International Human Rights Day). The three councils in Clackmannanshire, Stirling and Falkirk join forces with Police Scotland (Forth Valley Division), NHS Forth Valley, the Scottish Prison Service, Forth Valley College and a range of other local partnerships and organisations, including CSREC, to raise awareness of issues such as domestic abuse, human trafficking, rape and sexual assault, consent and healthy relationships and childhood sexual abuse.

A range of interesting events and initiatives will be held this year.

- Our opening event will be held in Forth Valley College (Alloa Campus) and will explore ‘Prevention through Education’. Guest speakers will speak on topics including:
  - How the Rape Crisis Scotland sexual violence prevention programme is having an impact in local schools
  - The importance of taking a whole schools approach to preventing gender based violence and the importance of young people’s participation
  - Work being done by CEA in partnership with the Scottish Prison Service in Polmont YOI to raise awareness of domestic abuse, sexualisation, gender and understanding consent
- The Forth Valley Rape Crisis Centre is planning a ‘Reclaim the Night’ march in Stirling and will also be hosting an exhibition of local artwork which will be displayed across two venues in Alloa – ‘Reachout With Arts in Mind’ and the Speirs Centre.
- A conference for young people on the subject of ‘Consent and Healthy Relationships’ will be held in Queen Victoria School in Dunblane and will include an input from the Scottish Government.
- A screening of the documentary ‘Hidden in Silence’ will be held in Alloa Cinema. This will explore the experiences of BME survivors of childhood abuse in Scotland
- Additional initiatives include a human trafficking seminar, training on domestic abuse, internal awareness raising events for Council Staff, book displays in local libraries, school based activities, awareness raising in health settings and within HM Prisons Glenochil, Polmont and Cornton Vale.

For more detailed information about this year’s campaign please look on your Council’s website nearer the time.

If you have concerns that you, or someone you know, is experiencing any form of violence or abuse you can get help. Contact Police Scotland on 101 (or 999 in an emergency). You can also contact Scotland’s Domestic Abuse and Forced Marriage Helpline on 0800 027 1234. This number is free, confidential and available 24 hours a day, 7 days a week. Workers here can help to direct you to local services.
**HATE CRIME LEGISLATION REVIEW**

I have been appointed by the Scottish Ministers to undertake a review of hate crime legislation in Scotland. The review will take me around twelve months during which time I will seek to recognise and understand the impact that hate crime has on individuals and communities.

Please take the time to respond to my consultation exercise which is running until 23 November 2017. The questions I am asking explore the issues that I have been told matter most to people. To make the content as accessible as possible there are three versions of the paper. I have also published the academic research on hate crime legislation that I commissioned and the findings report from the questionnaire that I produced in April: you'll find these below the consultation papers under the heading "Related". You can decide which version you would prefer to read and which questions you would like to answer. Your response will help ensure that the recommendations I make to Scottish Ministers in Spring 2018 are meaningful and fully informed.

My team can be contacted at secretariat@hatecrimelegislationreview.scot

Lord Bracadale

**More information on the Independent Review of Hate Crime legislation in Scotland**

This independent review was announced on 26 January 2017 by Annabelle Ewing, Minister for Community Safety and Legal Affairs. The review is chaired by Lord Bracadale, a senior member of the judiciary.

The remit for this review is:

To consider whether existing hate crime law represent the most effective approach for the justice system to deal with criminal conduct motivated by hatred, malice, ill-will or prejudice. In particular, Lord Bracadale will consider and provide recommendations on:

- Whether the current mix of statutory aggravations, common law powers and specific hate crime offences is the most appropriate criminal law approach to take
- Whether the scope of existing laws should be adjusted, including whether the religious statutory aggravation should be adjusted to reflect further aspects of religiously motivated offending
- Whether new categories of hate crime should be created for characteristics such as age and gender (which are not currently covered)
- Whether existing legislation can be simplified, rationalised and harmonised in any way, such as through the introduction of a single consolidated hate crime act
- How any identified gaps, anomalies and inconsistencies can be addressed in a new legislative framework, ensuring this interacts effectively with other legislation guaranteeing human rights and equality

# Save Energy

(And save money!)

| Turning your thermostat down by one degree can reduce your annual heating bill by 10% | One minute less in the shower each day can save up to £10 a year per person |
| Switch lights off when not in use | Turn switches off at the wall when not using appliances |
| Dry your clothes naturally | Insulate your home |
| Use lids on pots and pans when cooking | When making a cuppa, only boil the water you need. |
| Draught-proof windows and doors to save up to £25 from your annual heating bill | Replace standard light bulbs with CFL or LED bulbs and save up to £35 per year |

For more information on any of these energy saving tips, or if you would like to find out more about Forth Valley Communities For Conservation, please contact us:

**Phone:** 01324 610950

**Email:** info@csrec.org.uk

[www.csrec.org.uk/fvc4c](http://www.csrec.org.uk/fvc4c)
Stirling based environmental charity, Transition Stirling opened the doors to the tool library in June 2016. A tool library works very much like an ordinary library only instead of borrowing books, individuals and community groups can borrow all sorts of equipment, for free. Our catalogue includes over 300 items which members can borrow; from sewing machines, drills, and saws to mechanical tools, gardening tools, events equipment and cooking equipment.

The tool library was initially set up as a way to make the wide range of tools and equipment from previous Transition Stirling projects accessible to the community. While it is possible to hire some bigger tools, these tend to be at a high daily rate, making this an unattractive option for many. Smaller items and hand tools are simply not available to hire, leaving people to purchase often poor quality tools in order to do one job before they are unfortunately resigned the garden shed or sent to landfill. Kind donations of unwanted or unused tools and equipment enable us to continually build the tool library and offer second hand equipment to people who do chose to buy.

This year, we have been able to expand our services to make the library more accessible to those without transport or living in rural areas. Our delivery service covers all of Stirling Council area and anywhere within a 10 mile radius of Stirling city centre. We continue to host a wide range of workshops including sewing and mending workshops, upcycling workshops and a programme of growing, cooking and foraging workshops.

We have also begun to focus on making repairs to items, making good use of our skills and our 3D printer which we use to print parts which are not otherwise available. We have introduced ‘repair café’ events, bringing individuals with skills together with those wishing to learn how to mend broken items, in order to give tired tools a new lease of life. Following the success of our first event in July our next repair café is set for the 28th October. We are always looking for volunteers who have skills they are willing to share, anyone interested in doing so can get in touch by contacting us via info@transitionstirling.org.uk.

To find out more about Transition Stirling, view upcoming events, the full tool library catalogue and become a member visit www.transitionstirling.org.uk.
Victim Support Scotland is the largest charity in Scotland supporting people affected by crime.

There are free and confidential services offered:-

Victim Service is community based and provides a listening ear to any person who has been affected by crime whether it is reported or unreported to the police. The service also provides emotional support and practical information and details of other agencies that may be able to offer further help. This support can be provided by telephone, by office appointment or by a home visit (if deemed appropriate).

Witness Service is court based and offers support to any victim, any witness (both prosecution and defence) and their family or friends who attend the Sheriff Court trials. The service offers a familiarisation visit, before the day of the trial, to talk through the procedure and show a courtroom to prepare the witness to give evidence. The service also provides on the day support in the witness room and where measures have been granted for in-court support, a Witness Service volunteer can provide this support.

If you would like further information please contact Allison McKenna on 01324 639130 or email: WitnessService.Falkirk@victimsupportsco.org.uk

DONATE TO CSREC

You can support our work by making a donation. The money you donate to CSREC will make a huge difference in allowing us to carry out our work to promote equality, fight discrimination and improve community cohesion. You can make the donation online by following the link below:

https://mydonate.bt.com/donation/start.html?charity=159027

To find out more about other ways of donating or about our please contact our Administration Officer Gillian Currie on 01324 610950 or email admin@csrec.org.uk.

ADVERTISING

We welcome organisations to advertise in the CSREC Community Newsletter. This service is available for a contribution of £100 or £250 depending on the size and placement of the advertisement. To find out more, please contact Gillian Currie on 01324 610950 or email admin@csrec.org.uk.

Our newsletter is published every quarter in January, April, July and October of each year.
JOIN CSREC AS A MEMBER

Membership of CSREC is open to any individual or organisation who is interested in supporting our work, and who believes in our aims and objectives, which are:

- To promote equality & equal opportunities
- To fight discrimination
- To foster good relations in our communities
- To build partnerships with likeminded organisations & public bodies

You may join CSREC regardless of where you live, or are based, although to be eligible to vote you must reside in the Central Scotland area, our "area of benefit".

We welcome membership from diverse groups so we are better represented, especially by those protected characteristics and organisations that represent them. We would be much obliged if you would consider joining us and also help us by encouraging individuals and organisations known to you to join CSREC.

In return for your support, you will be invited to attend any CSREC meetings or events, will be eligible to vote, providing you have been a member for six months, and providing you reside in CSREC's "area of benefit", you are eligible to nominate and be nominated to membership of the Board of Directors, and will receive copies of CSREC News, Annual Report and other publications.

To become a member, simply complete:
1. Membership Application Form
2. Equal Opportunities Monitoring Form

These can be collected from our office or on our website www.csrec.org.uk/about-us/join-us-as-a-member

Completed applications should be returned to us by either:
Email: admin@csrec.org.uk
Or post to: CSREC, Community Education Centre, Park Street, Falkirk FK1 1RE

FAMILIES OUTSIDE

When an individual is arrested, found guilty and sent to prison society breathes a sigh of relief – the perpetrator is being punished and the people are being protected.

But what about the families that are being left behind? The parents, partners, siblings and, perhaps most importantly, the 20,000 (estimated) children in Scotland who have a parent in prison.

They are innocent, but are often treated as though they are guilty. They feel stigma, rejection, victimisation and rarely know who to turn to for help.

At Families Outside, the only charity in Scotland to support families affected by imprisonment, we speak to thousands of these families providing information and support on issues such as housing, finance, anxiety and depression.

Our Helpline, 0800 254 0088, provides impartial advice and support and is often the first port of call for families looking for help.

If family members require more in-depth support our Regional Family Support Team are on hand throughout Scotland and can offer direct, face to face support until a positive outcome is reached.

We also provide tools, resources and training to those individuals and groups who come into contact with families affected by imprisonment. From prison staff and social workers to health care professionals and teachers our bespoke training sessions increase the awareness of the issues and challenges faced by families and ensure that they continue to receive the support they need.

For more information, or to speak to someone who can help please call our helpline on 0800 254 0088 or visit www.familiesoutside.org.uk
Forth Valley Sensory Centre has provided sensory awareness training to staff at Solicitors for Older People Scotland (SOPS) as part of a new partnership which aims to let people know about their rights regarding access to legal services.

Following requests from Centre Users, representatives from SOPS were invited to come and speak to various groups about different legal topics, especially Power of Attorney and Will Making. It quickly became clear that many Centre Users did not have this vital protection in place or, if they had, many had been charged large fees to carry out the work when they may have been entitled to Legal Aid.

As a result, Forth Valley Sensory Centre and SOPS are working together to improve access to legal services for people with sensory loss and help inform the different communities of the options open to them.

Vivienne Malcom from SOPS said:

“We set up our service to help more people understand the key services they can and most importantly should access to make sure their wishes are followed and families are looked after as they grow older. Many older people rely on a spouse, friend or family to help them but in Scotland they would have no legal powers to help out should the person they care for become incapacitated.

“This is why making sure you have key documents in place is so important. Having in particular a Power of Attorney in place is critical. This will save a lot of problems, should someone fall ill and be unable to look after themselves. For many people over 65 Legal Aid is available to prepare powers of attorney and indeed wills.”

As part of the agreement, seven members of staff from SOPS, based at the Later Life Centre in Falkirk, have undergone sensory awareness training with Forth valley Sensory Centre. The training covered how to speak to someone who has a hearing loss and tips for helping them lip read, as well as basic guiding and assistance for those with sight loss.

Centre Manager Jacquie Winning commented:

“It is great to see an organisation like SOPS taking steps to make their services more accessible to people with a sensory loss and their offices as welcoming as possible. We understand that many people don’t seek legal advice until after the effect so it can often be a difficult time for them. By making people with sensory loss feel more relaxed and welcome, customer service can be improved and we would ask any business that is looking to be more accessible to speak to us.”

Forth Valley Sensory Centre provides support and advice to people with visual or hearing loss living in the Forth Valley area. For more information on the Centre and the various partners, see www.forthvalleysensorycentre.org or follow @FVSensoryCentre on Twitter and Facebook. The next event will be the FREE Winter Fair on 25th November at 11am – 2pm keep an eye on the Centre social media pages for more information.
Follow our recruitment updates:
#PeopleLikeYou
firescotland.gov.uk
myjobscotland.gov.uk
TEA PARTIES ALLEVIATING LONELINESS FOR OLDER PEOPLE IN CENTRAL SCOTLAND

A charity which has had a presence in Central Scotland for more than 20 years has pledged to increase the support it offers older people who live alone in the region.

Contact the Elderly organises free monthly Sunday afternoon tea parties.

It currently has six groups in the Central Scotland area covering Falkirk, Stirling, Kippen and Clackmannanshire which offer a vital lifeline of friendship to more than 30 older people at risk of social isolation.

The charity is currently developing two new groups targeted at Falkirk and Clackmannanshire as part of its pledge to offer the benefits of baking and a blether to 1000 older people in Scotland by summer 2018.

Janice Kerr, Central Scotland Development Officer at Contact the Elderly, said:

“Social isolation in older age is one of society’s greatest challenges but it is one that can, in part, be rectified with the simplest of solutions – friendship.

“Our tea parties offer a very easy, very tangible way to break the cycle of loneliness. An afternoon enjoying a bit of baking and a blether boosts self-esteem, purpose and enjoyment of life. This in turn improves the mental and physical health of our guests.

“Guests and volunteers thoroughly enjoy their get togethers and loneliness is quickly replaced with friendship.

“We ask volunteers for a very small time commitment, a few hours once a month or even just once a year, to make an immeasurable difference to the lives of older people living alone in their communities.”

A volunteer driver collects one or two guests and accompanies them to a volunteer host’s home. A volunteer host welcomes groups of between six and eight people to their home once or twice a year, providing an afternoon tea and a welcoming atmosphere.

To establish the new groups in Central Scotland, Contact the Elderly needs to attract at least 20 new volunteers. To find out more, please contact Janice.kerr@contact-the-elderly.org.uk or 01236 898613.

With a Modern Apprenticeship you learn on the job, and get the experience you need. Plus, you work towards a qualification while getting paid. Whether you’re thinking about the future, job hunting, or want to learn new skills, a Modern Apprenticeship could be for you.

There are more than 80 types of Modern Apprenticeship (MA) across hundreds of jobs, so you can find one that suits you. You get the experience employers are looking for – from skills for work, to handy things like timekeeping, taking responsibility and teamwork. It’s a real alternative to full-time college or uni. By learning on the job, you get to put your skills to the test right away.

MAs are designed with employers and industry in mind, so that you get the best possible training. Your qualification is accredited by the Scottish Qualifications Authority. Skills Development Scotland will contribute to the costs of training for apprentices aged 16-24, and 25+ for some frameworks. Skills Development Scotland are committed to improving representation on Modern Apprenticeships from underrepresented groups, including; Ethnic and Cultural Minority communities, Care Experienced, Disabled People and improving the gender gap.

For more information on Modern Apprenticeships, eligibility and how to apply please check out our website www.apprenticeships.scot or email one of our Equality Executives at maequality@sds.co.uk.

LGBT Helpline Scotland

Tuesdays and Wednesdays 12-9pm
0300 123 2523

Email Support: helpline@lgbthealth.org.uk

Information and support for lesbian, gay, bisexual and transgender people, those questioning their sexual orientation or gender identity and their families, friends and supporters.
Help Promote Equality and Fight Discrimination

Volunteering is a great way to get involved, give something back to your local community, and make a difference.

We need volunteers to assist us with:

- Administration
- Research and Fundraising
- Community Engagement
- Events
- Graphics
- Media and communications
- Experienced Law Volunteers who can assist our Support and Advice Service

For more information go to: www.csrec.org.uk/volunteer
Are you looking for rewarding volunteer opportunities? OR

Are you looking to be become fitter, compete in a fantastic sport and make new friends?

If you have answered yes to either of the above, then Falkirk Victoria Harriers may be the answer. We are an athletics club based in Grangemouth with members aged from nine to ninety-two!

Falkirk Victoria Harriers have many exciting opportunities for volunteers – many with no athletics experience needed, including coaching, officiating, admin, planning and social media. Full training and support will be provided to our volunteers and it is possible to try it out before you finally decide, we can fund most training costs.

We see volunteering as being mutually beneficial. As well as the chance to give something back to your community or make a difference to the people around you, it can provide opportunities to develop new transferable skills or build on existing experience and knowledge. Regardless of your motivation, we hope to provide you with a volunteering experience which is challenging and rewarding.

Falkirk Victoria Harriers have recently become one of the first organisations in the Scotland to be awarded Volunteer Friendly accreditation. The Volunteer Friendly Award is a quality national standard to support, recognise and reward groups who are good at involving volunteers.

We are holding two drop-in sessions in Park Street Community Centre, Falkirk on Wednesday 22nd November. These are for individual volunteers, organisations with service users who may benefit by volunteering or for those wishing to become an athlete.

The first session is at 14.30hrs with others at 18.45hrs. If you are interested in either session can you please register here please also complete the registration if you are unable to attend but still want to get involved.

If you wish to try our training sessions as an athlete, we have an extensive Community Athletics Pathway – more info here. All sessions are led by qualified, and PVG-certified coaches and helpers.

Focus group on consultation on review of hate crime legislation in Scotland

Central Scotland Regional Equality Council (CSREC) in partnership with Stirling Gender Based Violence Partnership, COPFS and Police Scotland are holding a focus group session with Forth Valley stakeholders on the ongoing Independent Review of Hate Crime Legislation in Scotland by Lord Bracadale from 2pm-4pm on Thursday 9th November 2017 at Old Viewforth, 14-20 Pitt Terrace, Stirling FK8 2ET. The focus group is to allow a broader understanding of issues relating to hate crime and the criminal justice process from different perspectives so as the inform the response to the ongoing consultation, before it concludes on 23 November 2017. One of the considerations is if new categories of hate crime should be created for characteristics such as age and gender, which are not currently covered. More information on the consultation is available at www.gov.scot/About/Review/Hate-Crime-Legislation.

Professor James Chalmers, a member of Lord Bracadale’s reference group and co-author of the academic report that has been published in association with the consultation paper, will speak at the event, and there will also be inputs from COPFS, CSREC and Police Scotland. To book please contact Gillian Currie at admin@csrec.org.uk or book directly at: https://stirling-hatecrime-consultation.eventbrite.co.uk
Support and Advice Service

FREE SERVICE for help with:

- Discrimination
- Hate Crime
- Accessing public services
- Employment
- Education
- Housing
- Welfare

We’re here to help

Contact us

Central Scotland Regional Equality Council (CSREC)
Community Education Centre, Park Street, Falkirk, FK1 1RE
By telephone: 01324 610 950
By email: admin@csrec.org.uk

Our Service is available in your language
The awareness session will be delivered by Fiona Panetta, Enforcement Officer, Gangmasters and Labour Abuse Authority (GLAA)

The following topics will be covered:

- What the Gangmasters and Labour Abuse Authority does
- What are the signs of trafficking to be aware of
- If you suspect trafficking or poor employment practices experienced by service users, what is the procedure for reporting
- What can be reported
- Who and how to report
- Dos and don’ts in reporting and working with victims

There will also be a session on Hate Crime Reporting delivered by CSREC

This session is being delivered in partnership by Central Scotland Regional Equality Council (CSREC) and Clackmannanshire’s Violence Against Women Partnership.

Places are limited BOOK NOW!

To reserve your place please book using the link below:
https://trafficking-session-clacks.eventbrite.co.uk

Or call us at 01324 610950 or email: info@csrec.org.uk
CSREC Newsletter

PHOTO GALLERY

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Intersectionality Training at the Albert Halls in Stirling on 31st August 2017

Shifting Normal session at Park Street Community Education Centre, Falkirk on 22nd August 2017

FVC4C Fuel Good Session in Falkirk on 1st August 2017

Ethnic Minority Environmental Network Meeting at Falkirk Town Hall on 16th August 2017

CSREC staff and volunteers creating awareness at Stirling Train Station on 24th August 2017

Eid in the Woods event at Callander Woods on 3rd September 2017
Energy Awareness Session at FMCC 55s and over Pakistan Independence Day Celebrations on 3rd September 2017

GLAA Trafficking and Exploitative Employment Practices Awareness Session in Stirling on 5th September 2017

CSREC’s Board, Staff & Volunteers at Falkirk Grahamston Train Station raising awareness partnership with BTP & Scotrail on 12th September

CSREC Staff at Falkirk Fresher’s Fayre at Forth Valley College on 19th September 2017

CSREC Staff & Volunteers at Alloa Fresher’s Fayre at Forth Valley College on 21st September 2017

CSREC Board, Staff and Volunteers at Away Day at in Falkirk on 2nd October 2017
PHOTO GALLERY

CSREC Staff at Falkirk High raising awareness for National Hate Crime Awareness Week in partnership with BTP and Scotrail on 17th October 2017

Hate Crime Awareness Session at Marshill in Alloa on 19th October 2017

Diwali Celebrations by Forth Valley Indian Association at Town Hall, Alloa, where CSREC had an information stall on 22nd October 2017

Bailie Tollemache addressing the participants at the Forth Valley Black History Month Environmental themed Event on 28th October 2017

Participants at the Forth Valley Black History Month Environmental themed event held in Stirling on 28th October 2017

CSREC delivered a session Equality, Diversity & Religion in partnership with Edinburgh Interfaith at SQA’s Equality Day on 30 October
REPORT HATE

Verbal Abuse
Swearing
Threats
Intimidation
Harassment
Bullying
Physical Abuse
Graffiti
Vandalism
Online Abuse

You don't have to be hit for it to be hate crime.

Contact Central Scotland Regional Equality Council (CSREC) if you require assistance with reporting a hate crime or hate incident. You can also choose to report anonymously to the police through CSREC.

Call 01324 610950, email admin@csrec.org.uk or visit us at: Community Education Centre, Park Street, Falkirk FK1 1RE

CSREC
Central Scotland Regional Equality Council

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