

Minority Ethnic Matters Overview

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

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

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Immigration and Asylum

Scottish Parliament Oral Answers

Migration Advisory Committee Report

Gordon MacDonald (SNP): To ask the Scottish Government what its position is on the recent Migration Advisory Committee report and its implications for Scotland. (S5T-01225)

Reply from the Minister for Europe, Migration and International Development (Ben Macpherson): ... Before I answer Gordon MacDonald's question directly, it is important for me, as a new minister, to say that inward migration is crucial to Scotland's growth and prosperity. People who choose to make Scotland their home provide a vital contribution to our country's economy, they enhance our collective social and cultural wellbeing, and they help to make Scotland the open and forward-looking nation that it is today. Since the Brexit vote, the Scottish Government has been consistently clear that we unequivocally value and welcome the positive contribution that migrants make to our country. As a new

minister, I want to make that affirmation absolutely clear.

The Migration Advisory Committee report that was published this morning will be deeply disappointing to businesses and employers across Scotland. Employers want a system that recognises the importance of European Economic Area citizens; that is simple and low cost; and which meets their sectors' needs. As the British Future report showed yesterday, people across Scotland also want a system that gives the Scottish Government more responsibility. Today's report acknowledges none of that.

The Scottish Government will continue to listen to business. We need to ensure that we will have enough healthcare professionals, teachers and other professionals working in Scotland, that we will have the workers for a thriving rural economy, and that our universities will be able to attract and retain talent from around the world.

The Migration Advisory Committee was not asked to consider those issues, and it did not fully consider the social and cultural benefits that come from being an open and connected European nation. The Government will therefore consider whether to commission further research and independent expert advice, where that is necessary to ensure that Scotland's needs are taken into account.

Gordon MacDonald: Do the recommendations in the MAC report—for example, the idea that Scotland's demographic issues, including its ageing working-age population, can be solved by raising the retirement age—completely misunderstand much of the Scottish context? Surely there are simpler and more effective ways of tackling a shortfall of workers in our public services, such as attracting more migrants of working age to live here.

Reply from Ben Macpherson: Absolutely. Gordon MacDonald has raised important points about demographics that the MAC report did not consider appropriately or fully. According to official statistics, all of Scotland's population increase in the next 25 years is due to come from migration. However, the MAC report did little to consider Scotland's needs; instead, it suggested—remarkably—that increasing the pension age would be a preferable approach for managing demographic change. That is a completely unsustainable position that many people across Scotland will reject, as we in the Scottish Government do.

Yesterday's British Future report, which was based on ICM polling, showed that there is clear public support in Scotland for giving more powers to the Scottish Government, which is accountable to this Parliament, to develop a tailored approach to migration that would meet Scotland's distinct needs and which the Parliament would endorse.

Gordon MacDonald: The MAC report acknowledges that the devolution of immigration powers is ultimately a political choice. The Scottish Government's outward-looking, welcoming and positive approach to immigration could not be further removed from the right-wing rhetoric that emanates from the United Kingdom Government in the Brexit context. The poll in yesterday's *Herald* showed that two thirds of Scots want immigration powers to be devolved. Is it not high time that Westminster listened to that demand?

Reply from Ben Macpherson: Absolutely. It is important to reiterate that paragraph 7.72 of the MAC report acknowledges that devolution of immigration powers is ultimately a political choice. Gordon MacDonald is right to say that the Scottish Government's "outward-looking, welcoming and positive approach to immigration could not be further removed from the right-wing rhetoric that emanates from the United Kingdom Government".

A year ago, the migration observatory at the University of Oxford published a report that specifically considered a regional migration system. It concluded that the arguments against a regional visa system are not about practicalities, but about politics.

As has been mentioned, the British Future report that was published yesterday provided clear messages. First, it made it abundantly clear that people do not trust

the UK Government to manage immigration. It said that only 15 per cent of the people whom ICM surveyed think that the UK Government has “managed immigration into the UK competently and fairly.”

The report also said: “The current immigration system does not command public trust and support.”

Secondly, and very importantly to us in this Parliament, people were also clear in the poll by ICM about the sort of change that they want to see. Sixty-four per cent of people in Scotland agreed with the proposal that the Governments in Scotland, Wales and Northern Ireland should have the power to decide how many visas are issued to people who want to work in those parts of the UK.

There is a clear, building and growing consensus that in order to meet Scotland’s economic and demographic needs, we need more powers to come to this Parliament so that we can create tailored solutions. It is time for the UK Government to listen to the calls from business, universities and across civic society, and to listen to the people of Scotland, of whom two thirds believe that more powers should come to this Parliament, so that we can manage our migration system in a more humane and forward-looking manner.

Pauline McNeill (Labour): Does the minister agree that we should end the discrimination against European Union workers that is mentioned in the report? The report’s authors say that they “are not convinced” that a route should be created for low-skilled workers. The minister will be aware that tier 2 visas currently apply to a list of occupations in which there are shortages, including in cybersecurity, paediatrics and games design.

I agree that Scotland should have a say in an immigration policy that is fit for the whole UK, and I have argued that consistently, but I would like to know what list of occupations the Scottish Government has put forward for tier 2 visas, and precisely what dialogue ministers have had to make the case for Scotland’s interests to be addressed in that list of occupations. Surely there must be a case for low-skilled workers to be on that list.

Reply from Ben Macpherson: I thank Pauline McNeill for that important question. There is an interesting balance between high-skilled and low-skilled workers. The way that the report prefers some people over others is disappointing, and will be disappointing to industries across Scotland, including tourism and hospitality, agriculture and social care, which rely on low-skilled workers.

We welcome the fact that the report argues for a lifting of the cap for tier 2, but that will not be a substantial enough change to bring to the Scottish economy the number of workers that we need to fulfil the demands that exist in the public and private sectors.

With regard to the occupations list, there is reference to the matter in paragraph 7.73 of the report, in which there is acknowledgement that there is a difference between the shortage occupation list in Scotland and the other devolved areas and that of the UK. As minister, I have pressed the UK Government on that. I met Caroline Nokes, the Minister of State for Immigration, in the summer and pressed her on that point, and she gave me an undertaking that the UK Government would look at how there could be Scottish Government input and, potentially, wider input from Scottish civic society and business to that occupation list in order to make sure that it is fit for purpose.

I am pursuing a follow-up meeting with the secretary of state in order to continue to press the point. I will also meet the chairman of the MAC and will take up the matter with him, in due course.

Neil Findlay (Labour): I say to the minister that social care workers are not “low-skilled”, in my opinion.

Social attitudes to immigration in Scotland are very similar to those across the rest of the UK. Does the minister agree that putting limits on the number of people migrating to the UK is arbitrary, and that what we need is a fair, humane and non-discriminatory policy

that meets the needs of the nations and regions of the UK in an inclusive way?

Reply from Ben Macpherson: I thank Neil Findlay, too, for that important question. I share much of the sentiment in it.

First, I absolutely value all skills in our economy. The point that I was making is that one of the problems with the MAC report is that it includes a hierarchy that stresses some skills more than others. I deeply value the commitment of social care workers in my constituency and throughout Scotland. That is also the view of other Scottish Government ministers. Our social care sector is highly regarded, and we want the people who work in it to stay and continue to contribute, and to take care of the people whom we know—our neighbours, friends and people in our communities.

Neil Findlay was absolutely right to bring up the wider point about the UK Government's arbitrary, insensitive, unhelpful, inflexible and unworkable commitment to bringing migration down to the tens of thousands. He was right to point out the wrong-headedness of that approach, both logically and in principle. The fact that the report asks for a lifting of the cap for tier 2 suggests that there should be a shift in thinking on that point across the board. I share the sentiment in Neil Findlay's question on that point.

<http://www.parliament.scot/parliamentarybusiness/report.aspx?r=11671&i=105719#ScotParlOR>

The Migration Advisory Committee report referred to above can be read at

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/741926/Final_EEA_report.PDF

The British Future report referred to above can be read at

<http://www.britishfuture.org/wp-content/uploads/2018/09/Final-report.National-Conversation.17.9.18.pdf>

The Migration Observatory report referred to above can be read at

<https://migrationobservatory.ox.ac.uk/resources/reports/location-location-location-different-parts-uk-different-immigration-policies/>

Scottish Parliament Written Answers

Residency for EU citizens in Scotland

S5O-02396: Clare Adamson (SNP): To ask the Scottish Government what discussions it has had with the UK Government regarding residency for EU citizens in Scotland.

Reply from Graeme Dey: The Scottish Government values the contribution that the 235,000 EU citizens in Scotland make to our economy and the diversity they bring to our communities. Our priority is ensuring that those EU Citizens who have chosen to make Scotland their home are able to keep the rights they currently have.

In June, the Cabinet Secretary for External Affairs Fiona Hyslop and Welsh Cabinet Secretary for Finance Mark Drakeford wrote a joint letter to the Home Secretary setting out our shared concerns around the EU Settlement Scheme and the need to urgently provide clarity to EU citizens about their rights. Last month, Mr Macpherson met with the UK Immigration Minister, Caroline Nokes, to highlight these concerns and reiterate our argument that EU citizens should not have to pay to apply to retain rights they already have. While this Government fundamentally disagrees with the UK Government's policy on this issue we have reiterated our willingness to work collaboratively to safeguard the interests of EU citizens in Scotland.

<http://www.parliament.scot/parliamentarybusiness/28877.aspx?SearchType=Advance&ReferenceNumbers=S5O-02396>

Human Trafficking

S5W-18569 Neil Findlay (Labour): To ask the Scottish Government how many children have been identified as victims of human trafficking in each of the last 10 years.

Reply from Maree Todd: The [Council of Europe Convention on Action against Human Trafficking](#) came into force on 1 February 2008 and the Convention was ratified by the UK Government in December 2008.

Prior to 2009, potential victims of human trafficking under the age of 18 were identified by local authorities and Police Scotland. The number of children who have been identified as victims of human trafficking are not held centrally by the Scottish Government for this period.

In 2009, as part of its implementation of the Convention, the UK Government set up the National Referral Mechanism (NRM), a procedure for identifying victims of trafficking and providing support. The NRM is operated by the Home Office. Potential victims of human trafficking under the age of 18 are automatically referred into the NRM process.

NRM statistics on the number of children identified as victims of human trafficking from 2009 are available at:

<http://webarchive.nationalarchives.gov.uk/20130812095745/http://www.soca.gov.uk/about-soca/about-the-ukhtc/national-referral-mechanism/statistics>.

NRM statistics on the number of children identified as victims of human trafficking from 2012 until present are available at:

<http://www.nationalcrimeagency.gov.uk/publications/national-referral-mechanism-statistics>.

<http://www.parliament.scot/parliamentarybusiness/28877.aspx?SearchType=Advance&ReferenceNumbers=S5W-18569>

Human Trafficking

S5W-18570 Neil Findlay (Labour): To ask the Scottish Government what support it gives to children who are victims of trafficking.

Reply from Maree Todd: Tackling human trafficking is the joint responsibility of the Scottish Government, the UK Government, the police, local authorities and support agencies.

A child victim of human trafficking is a victim of child abuse and the child's safety remains the principal consideration. Potential victims of trafficking under the age of 18 will automatically be entered into [the National Referral Mechanism](#) process.

Support and protection for child victims in Scotland is provided by local authorities through child protection processes and the Getting It Right for Every Child approach to improving outcomes for children and young people.

Where a child victim or suspected child victim arrives in Scotland unaccompanied and separated from their family, they will receive additional support from the Scottish Guardianship Service. The [Human Trafficking and Exploitation \(Scotland\) Act 2015](#) placed the Scottish Guardianship Service into law and a duty for public bodies to refer to it.

Scotland's first [Human Trafficking and Exploitation Strategy](#), published in May 2017 sets out how we will improve the identification and support for victims. Section 4 of the Strategy sets out 18 child specific actions. The [Human Trafficking and Exploitation Strategy: first annual progress report](#), which was published in June 2018, sets out progress during the first year of implementation.

The Scottish Government continues to take forward the [Child Protection Improvement Programme](#), of which child trafficking is a specific work stream.

<http://www.parliament.scot/parliamentarybusiness/28877.aspx?SearchType=Advance&ReferenceNumbers=S5W-18570>

Human Trafficking

S5W-18571 Neil Findlay (Labour): To ask the Scottish Government what educational

(a) support and (b) rights trafficked children have.

Reply from Maree Todd: All children in Scotland have the right to an education, whether that be in a school or another setting. Within schools, each local authority is responsible for the care, safety and welfare of their pupils. All adults who work in schools have a responsibility to ensure the mental, emotional, social and physical wellbeing of the children and young people in their care. The guidance document for schools, [‘Health and Wellbeing - Responsibility of All’](#) is in place to ensure each practitioner fulfils their role in promoting open, positive, supportive relationships across the school community.

Education authorities must ensure that all children and young people are supported to reach their full learning potential. Under the [Additional Support for Learning Act 2004](#) (as [amended in 2009](#)), education authorities have duties to identify, provide for and review the additional support needs of their pupils, including those who are victims of trafficking. Under the Act, looked after children and young people are deemed to have additional support needs, unless they are assessed otherwise, and education authorities must consider whether they require a co-ordinated support plan, to ensure that support is provided if it is needed.

<http://www.parliament.scot/parliamentarybusiness/28877.aspx?SearchType=Advance&ReferenceNumbers=S5W-18571>

Human Trafficking

S5W-18572 Neil Findlay (Labour): To ask the Scottish Government what access to translation services are available to trafficked children.

Reply from Maree Todd: In accordance with [Human Trafficking and Exploitation \(Scotland\) Act 2015](#) language translation and interpretation assistance is provided to victims of trafficking through local authorities.

<http://www.parliament.scot/parliamentarybusiness/28877.aspx?SearchType=Advance&ReferenceNumbers=S5W-18572>

UK Parliament, House of Commons Written Answers

Immigration

Stephen Doughty (Labour Co-op) [140740] To ask the Secretary of State for the Home Department, how many people have been wrongfully (a) detained, (b) deported, (c) denied British citizenship and (d) denied a passport on application in each of the last six years.

Reply from Caroline Nokes: Information on the number of people wrongfully deported and detained is set out in Sir Philip Rutnam’s letters to the Rt Hon Yvette Cooper MP, dated 14 May 2018 and 25 June 2018 that are deposited in the House Library.

Information on individuals wrongfully denied a passport and British citizenship in the last 6 years is not readily available and could only be obtained at disproportionate cost.

<https://www.parliament.uk/business/publications/written-questions-answers-statements/written-question/Commons/2018-05-02/140740/>

The letters referred to above can be read at

http://data.parliament.uk/DepositedPapers/Files/DEP2018-0477/PR-YC_HASC_chair-Immigration_Enforcement.pdf

and

http://data.parliament.uk/DepositedPapers/Files/DEP2018-0622/Sir_Philip_Rutnam_to_HASC_Chair-Immigration_Enforcement.pdf

Tourism: Migrant Workers

The following two questions both received the same answer

Tom Brake (Liberal Democrat) [167829] To ask the Minister for the Cabinet Office, what figures the Government holds on the number of EU citizens working in the UK tourism industry in (a) 2015, (b) 2016, (c) 2017 and (d) 2018.

Tom Brake (Liberal Democrat) [167841] To ask the Minister for the Cabinet Office, what information the Government holds on the number of non-UK EU citizens working on seasonal work contracts in the UK tourism sector in (a) 2015, (b) 2016, (c) 2017 and (d) 2018 to date.

Reply from Chloe Smith: The information requested falls within the responsibility of the UK Statistics Authority. I have asked the Authority to reply. ...

Estimates of the number of people in employment by nationality and country of birth are available from the Annual Population Survey (APS), which is a survey of people resident in households in the UK. The APS does not include most communal establishments (managed accommodation such as halls of residence, hostels and care homes) with students resident in communal establishments only included in APS estimates if their parents (resident in a household) are sampled and include the absent student. The APS will include long-term migrants (migrants are defined as people not born in the UK or not having a UK nationality) and some short-term migrants; however, it is unlikely to sample short-term migrants living in the UK for very short periods of time.

To be classified as being in employment in the APS, respondents have to complete at least 1 hour of paid work in the survey reference week, or be temporarily away from a job that they will return to. Estimates of employment are presented as the number of people in employment over a 12-month reference period, and it is under this basis that these estimates have been provided.

In the APS industries are classified using the Standard Industrial Classification (SIC) 2007, which is a 5-digit classification system providing the framework for collecting and presenting a large range of statistical data according to economic activity. SIC 2007 does not contain a specific code or set of codes for the UK tourism industry. However, the Tourism Satellite Account (TSA), which is a standard statistical framework and the main tool for the economic measurement of tourism, uses an aggregation of 43 5-digit SIC codes¹ to define the tourism industry. The same definition has been used to produce these figures. It should be noted that this definition can only be considered a proxy for the tourism industry as there will be other activities included in these codes which do not relate specifically to tourism.

Table 1 presents the number of UK and non-UK EU nationals in employment in the UK tourism industry (as defined in the TSA). Table 2 presents the same information on a country of birth basis. For both tables, the figures are presented separately for (a) all workers and (b) seasonal workers, which are defined as those workers who said that one of the reasons that their main job was not permanent was that it was seasonal work. Please note that for seasonal workers all figures in the non-UK EU category are suppressed as the sample sizes are too small to provide a reliable estimate. It should also be noted that the latest available APS dataset is for the financial year ending March 2018, so figures have been provided on a consistent basis for each year back to the year ending March 2015.

Table 1: Number of people in employment aged 16 years and over in the tourism industry^{2, 3}; by nationality; all workers and seasonal workers; year ending March 2015 to year ending March 2018; UK

Thousands, not seasonally adjusted

Year ending March	All workers				Seasonal workers			
	UK		Total EU (excluding UK)		UK		Total EU (excluding UK)	
2015	2,384	*	263	**	38	***	–	****
2016	2,438	*	267	**	38	***	–	****
2017	2,466	*	318	*	41	***	–	****
2018	2,527	*	318	*	38	***	–	****

Source: Annual Population Survey, Office for National Statistics

Table 2: Number of people in employment aged 16 years and over in the tourism industry^{2, 3}; by country of birth; all workers and seasonal workers; year ending March 2015 to year ending March 2018; UK

Thousands, not seasonally adjusted

Year ending March	All workers				Seasonal workers			
	UK		Total EU (excluding UK)		UK		Total EU (excluding UK)	
2015	2,159	*	262	**	37	***	–	****
2016	2,191	*	262	**	37	***	–	****
2017	2,200	*	302	**	40	***	–	****
2018	2,257	*	294	**	37	***	–	****

Source: Annual Population Survey, Office for National Statistics

¹ The 43 5-digit SIC codes aggregate up to the following broader industry categories: accommodation for visitors, food and beverage serving activities, railway passenger transport, road passenger transport, water passenger transport, air passenger transport, transport equipment rental, travel agencies and other reservation activities, cultural activities, sporting and recreational activities and conference activities.

² As defined in the Tourism Satellite Account.

³ As with any sample survey, estimates from the APS are subject to a level of uncertainty. A guide to the quality of the estimates is included in the table.

The estimates in the table are given a star ranking, with the most certain estimates given one star (*), and the least reliable four stars (****). The degree of statistical robustness or certainty is set out in the table below.

Key	Coefficient of variation (CV) %	Statistical robustness
*	0 > CV < 5	Estimates are considered precise
**	5 > CV < 10	Estimates are considered reasonably precise
***	10 > CV < 20	Estimates are considered acceptable
****	CV > 20	Estimates are considered too unreliable for practical purposes

<https://www.parliament.uk/business/publications/written-questions-answers-statements/written-question/Commons/2018-07-24/167829/>

and

<https://www.parliament.uk/business/publications/written-questions-answers-statements/written-question/Commons/2018-07-24/167841/>

Immigration: Windrush Generation

Afzal Khan (Labour) [165708] To ask the Secretary of State for the Home Department, pursuant to the Answer of 10 May 2018 to Question 136120 on UK Visas and Immigration: Management, how many individuals are assigned to the dedicated taskforce; how many of the 50 senior caseworkers will be in new positions; and what the timeframe is for the conclusion of his Department's review.

Reply from Caroline Nokes: The dedicated Taskforce consists of approximately 150 staff can be flexibly deployed as the need arises.

Of the network of 50 senior caseworkers, 22 are new positions within the Chief Casework Unit. The remainder of the unit is made up of existing senior caseworkers embedded within business areas, to support colleagues in making

complex case decisions.

The terms of reference and methodology for the lessons learned review were published on 19 July. The terms, which have been approved by the review's independent adviser Wendy Williams, also state that the intention is for the report to be published by 31 March 2019.

<https://www.parliament.uk/business/publications/written-questions-answers-statements/written-question/Commons/2018-07-18/165708/>

The answer referred to above can be read at

<https://www.parliament.uk/business/publications/written-questions-answers-statements/written-question/Commons/2018-04-17/136120/>

The Terms of Reference referred to above can be read at

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/727184/WLLR_Terms_of_Reference_vn_5.0_003_.pdf

The Methodology referred to above can be read at

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/727185/WLLR_Methodology_vn_6.pdf

Immigrants: Caribbean

Stephen Doughty (Labour Co-op) [137181] To ask the Secretary of State for the Home Department, how many inquiries about issues relating to the immigration status of members of the Windrush generation have been received by her Department (a) on the Windrush helpline and (b) from people in Wales in 2018.

Reply from Caroline Nokes: On 16 April, The Home Office established a Taskforce to ensure that members of the Windrush generation were able to evidence their right to be in the UK.

Individuals considered as possible Windrush are referred for a call back from an experienced caseworker. To the end of August, 6,564 individuals have been referred for a call back.

Callers are not required to provide a correspondence address when calling the helpline and information relating to the geographic location of callers is not available.

<https://www.parliament.uk/business/publications/written-questions-answers-statements/written-question/Commons/2018-04-23/137181/>

Refugees: Families

The following three questions all received the same answer

Angus Brendan MacNeil (SNP) [172476] To ask the Secretary of State for the Home Department, how many (a) decisions on, and (b) grants of, applications for refugee family reunion were made at (i) Istanbul Clearance, (ii) Amman Clearance, (iii) Pretoria Clearance and (iv) Sheffield Decision Making Centre in 2017.

Angus Brendan MacNeil (SNP) [172477] To ask the Secretary of State for the Home Department, from which countries are applications for refugee family reunion designated to be decided by the Sheffield Decision Making Centre.

Angus Brendan MacNeil (SNP) [172478] To ask the Secretary of State for the Home Department, with reference to the Independent Chief Inspector of Borders and Immigration's report, A re-inspection of the family reunion process, focusing on applications received at the Amman Entry Clearance Decision Making Centre, published on 5 September 2018, for what reason the proportion of refugee family reunion applications being decided at the Sheffield Decision Making Centre has increased.

Reply from Caroline Nokes: Statistics on refugee family reunion can be found in Home Office Asylum tables volume 5, table as_21_q –

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/734178/asylum5-jun-2018-tables.ods

Information can also be found in the Independent Chief Inspector of Borders and

Immigration report: A re-inspection of the family reunion process, focusing on applications received at the Amman Entry Clearance Decision Making Centre: https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/737724/Final_Artwork_Reinspection_Family_Reunion_Amman.pdf
UK Visas and Immigration are currently in the process of consolidating Family Reunion applications so that decision making is carried out by one specialist team based in the UK.

<https://www.parliament.uk/business/publications/written-questions-answers-statements/written-question/Commons/2018-09-10/172476/>

and

<https://www.parliament.uk/business/publications/written-questions-answers-statements/written-question/Commons/2018-09-10/172477/>

and

<https://www.parliament.uk/business/publications/written-questions-answers-statements/written-question/Commons/2018-09-10/172478/>

UK Parliament, House of Lords Written Answers

Visas: Skilled Workers

The following two questions both received the same answer

Lord Allen of Kensington (Labour) [HL10233] To ask Her Majesty's Government when they expect the independent Migration Advisory Committee to complete its review of the shortage occupation lists; whether they will publish the findings of that review once it has been completed; and whether they intend to implement its recommendations in full.

Construction: Migrant Workers

Lord Allen of Kensington (Labour) [HL10234] To ask Her Majesty's Government, following the State of Trade Survey: Q3 2017 by the Federation of Master Builders, whether they intend to add carpenters and joiners to the shortage occupation list; and what action they intend to take to address the skills shortage of carpenters and joiners.

Reply from Baroness Williams of Trafford: In July, the Government has commissioned the Migration Advisory Committee (MAC) to review the full composition of the Shortage Occupation List. The MAC has been asked to report by Spring 2019. The review will begin shortly and the MAC will publish its findings and recommendations. The Government will consider all recommendations made by the MAC.

<https://www.parliament.uk/business/publications/written-questions-answers-statements/written-question/Lords/2018-09-11/HL10233/>

and

<https://www.parliament.uk/business/publications/written-questions-answers-statements/written-question/Lords/2018-09-11/HL10234/>

Visas: Migrant Workers

Lord Allen of Kensington (Labour) [HL10235] To ask Her Majesty's Government when they intend to introduce the Tier 3 visa for unskilled migrants in order to meet labour shortages.

Reply from Baroness Williams of Trafford: The precise way in which the Government will control migration to the UK following exit from the EU is yet to be determined.

In July 2017, the Government commissioned the independent Migration Advisory Committee (MAC) to advise on the economic and social impacts of the UK's exit from the European Union and also on how the UK's immigration system should be aligned with a modern industrial strategy. The MAC's final report is due later this month.

We will build a comprehensive picture of the needs and interests of all parts of the

UK, taking account of the evidence from the MAC, and look to develop a system which works for all.

<https://www.parliament.uk/business/publications/written-questions-answers-statements/written-question/Lords/2018-09-11/HL10235/>

Visas: Doctors

The following two questions both received the same answer

Baroness Northover (Liberal Democrat) [HL10268] To ask Her Majesty's Government what consideration they have given to making more Tier 5 visas available for the Medical Training Initiative.

Baroness Northover (Liberal Democrat) [HL10269] To ask Her Majesty's Government what cross-governmental discussions have taken place with regard to making more Tier 5 visas available for the Medical Training Initiative.

Reply from Baroness Williams of Trafford: The Medical Training Initiative is a Government Authorised Exchange scheme, a sub-category of our Tier 5 (Temporary Worker) route. None of our Tier 5 (Temporary Worker) sub-categories, including Government Authorised Exchange sub-category, impose a cap. The numbers of participants on each scheme, including the Medical Training Initiative, are however monitored in line with the scheme proposal agreed with the Home Office.

The Home Office is in regular contact with all government departments regarding the operation of the UK's immigration system.

<https://www.parliament.uk/business/publications/written-questions-answers-statements/written-question/Lords/2018-09-11/HL10268/>

and

<https://www.parliament.uk/business/publications/written-questions-answers-statements/written-question/Lords/2018-09-11/HL10269/>

Agriculture: Seasonal Workers

The Lord Bishop of St Albans [HL10222] To ask Her Majesty's Government what steps they are taking to provide visas for seasonal agricultural workers and to ensure that there will be a sufficient number of such workers to meet harvest need.

Reply from Baroness Williams of Trafford: I refer the Noble Prelate to the Written Ministerial Statement (HLWS911) my Rt. hon friend the Home Secretary made on 6 September 2018. A copy of which is attached for your reference.

The pilot will mean fruit and vegetable farmers are able to employ migrant workers for seasonal work for up to six months. 2,500 workers from outside the EU will be able to come to the UK each year, alleviating labour shortages during peak production periods.

The Seasonal Workers pilot will be run by two scheme operators, who will oversee the placement of the workers. The arrangements for selecting these will be announced in due course. The pilot will run until the end of December 2020 and will be monitored closely by the Home Office and the Department for Environment, Food & Rural Affairs.

[HLWS911 \(Written Ministerial Statement\)](#)

<https://www.parliament.uk/business/publications/written-questions-answers-statements/written-question/Lords/2018-09-10/HL10222/>

Refugees: Children

Lord Dubs (Labour) [HL10142] To ask Her Majesty's Government how many children in total have been transferred to the UK to date under section 67 of the Immigration Act 2016; and of the remaining places, how many children in total have been allocated a place but have not yet been transferred to the UK.

Reply from Baroness Williams of Trafford: We remain fully committed to delivering our commitment to transfer the specified number of 480 children under

Section 67 of the Immigration Act 2016 and are working very closely with participating States, to deliver the scheme in line with their national laws. Over 220 children are already in the UK. We will not provide a running commentary on numbers and will publish the details once all children are in the UK.

<https://www.parliament.uk/business/publications/written-questions-answers-statements/written-question/Lords/2018-09-06/HL10142/>

Deportation: Sudan

Baroness Cox (Crossbench) [HL10063] To ask Her Majesty's Government whether they consider Khartoum to be a safe place to which to deport non-Arab Sudanese migrants.

Reply from Baroness Williams of Trafford: The Home Office's assessment of the situation for Sudanese asylum seekers is set out in the relevant country policy and information notes, which are available at

<https://www.gov.uk/government/publications/sudan-country-policy-and-information-notes>.

As they set out, a consideration of whether it is safe for a person to return to Khartoum will depend on the individual facts of their case.

Country analysis and general guidance for Home Office decision makers on handling particular types of protection and human rights claims. This includes whether claims are likely to justify granting asylum, humanitarian protection or discretionary leave, and whether – if a claim is refused – it is likely to be certifiable as 'clearly unfounded' under section 94 of the Nationality, Immigration and Asylum Act 2002.

<https://www.parliament.uk/business/publications/written-questions-answers-statements/written-question/Lords/2018-09-05/HL10063/>

Press Releases

White Helmets resettlement

<https://www.gov.uk/government/news/white-helmets-resettlement>

Progress made in actions protecting refugee and migrant children in Europe

<https://www.coe.int/en/web/portal/-/progress-made-in-actions-protecting-refugee-and-migrant-children-in-europe>

New Publications

EEA migration in the UK: Final report

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/741926/Final_EEA_report.PDF

EEA migration in the UK: Annexes

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/740992/Final_annexes_to_go_to_WEB.PDF

The Impact of Migration on Productivity and Native-born Workers' Training

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/740983/Campo_Forte_Portes_2018_.pdf

Examining the Link between Migration and Productivity

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/740984/Costas_2018_.pdf

The Impact of Immigration on the Well-being of UK Natives: Report prepared for the Migration Advisory Committee

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/740985/Giulietti_2018_.pdf

The fiscal impact of immigration on the UK: A Report for the Migration Advisory Committee

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/741274/20180917_Fiscal_impact_migrants_final_report_.pdf

Migration, Productivity and Firm Performance: A Report for the Migration Advisory Committee

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/740988/Smith_2018_.pdf

Jumping Someone Else's Train? Does Immigration Affect the Training and Hiring of Native Born Workers (and Are There Different Effects From EEA and Non-EEA Migrants)? A Report for the Migration Advisory Committee

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/740989/Wadsworth_Mountford_2018_.pdf

National Conversation on Immigration: Final report

<http://www.britishfuture.org/wp-content/uploads/2018/09/Final-report.National-Conversation.17.9.18.pdf>

Migrant Labour in Northern Ireland Agriculture

<https://www.daera-ni.gov.uk/sites/default/files/publications/daera/Migrant%20Labour%20in%20NI%20Agriculture.pdf>

Periodic data collection on the migration situation in the EU - September 2018 Highlights

http://fra.europa.eu/sites/default/files/fra_uploads/fra-2018-september-periodic-migration-report-highlights_en.pdf

News

Majority of Scots want Holyrood to control immigration

<https://www.heraldscotland.com/news/16882564.majority-of-scots-want-holyrood-to-control-immigration/>

'No need to devolve migration', say UK advisers

<https://www.heraldscotland.com/news/16886511.no-need-to-devolve-migration-say-uk-advisers/>

Scotland does not need separate immigration system, migration report finds

<https://www.telegraph.co.uk/politics/2018/09/18/scotland-does-not-need-separate-immigration-system-migration/>

Low-skilled and EU migration will fall, Theresa May promises

<https://www.scotsman.com/news/politics/low-skilled-and-eu-migration-will-fall-theresa-may-promises-1-4808353>

Theresa May confirms high-skilled migrant workers to be given priority post Brexit
<https://www.heraldsotland.com/news/16954231.theresa-may-confirms-high-skilled-migrant-workers-to-be-given-priority-post-brexit/>

Brexit: EU migrants won't get special treatment, May says
<https://www.bbc.com/news/uk-politics-45714413>

Theresa May backs immigration plan that favours skilled workers
<https://www.theguardian.com/politics/2018/sep/24/theresa-may-calls-for-immigration-based-on-skills-and-wealth>

Britain set for tough new curbs on low-skilled immigrants
<https://www.thetimes.co.uk/past-six-days/2018-09-19/news/no-need-for-low-skilled-workers-after-brex-it-says-migration-report-jhvsj87b2>

UK immigration: No post-Brexit preference for EU workers, cabinet agrees
<https://www.bbc.com/news/uk-politics-45634901>

Immigration myths that fuelled Brexit blown apart by major government-commissioned report
<https://www.independent.co.uk/news/uk/politics/immigration-myths-brex-it-leave-government-report-eu-citizens-migrants-tax-income-a8543121.html>

UK should not give preference to EU workers after Brexit, migration report finds
<https://www.telegraph.co.uk/politics/2018/09/18/eu-workers-should-not-have-special-access-uk-brex-it-says-government/>

EU migrants worth more to public finances than UK-born, study claims
<https://www.telegraph.co.uk/business/2018/09/18/eu-migrants-worth-public-finances-uk-born-study-claims/>

Three quarters of EU workers currently in UK would not be eligible under proposed immigration shake-up
<https://www.independent.co.uk/news/business/news/immigration-european-union-workers-migration-advisory-committee-ippr-hospitality-transport-a8545301.html>

Instead of immigration myths we now have facts. But will we act upon them?
<https://www.theguardian.com/commentisfree/2018/sep/23/instead-of-immigration-myths-we-now-have-facts-will-we-act-upon-them>

We've just completed the largest ever survey into British attitudes to immigration – and this is what we found
<https://www.independent.co.uk/voices/uk-immigration-british-people-racism-xenophobia-multiculturalism-a8540951.html>

Immigration has made the UK more productive and prosperous - and will again in the future
<https://www.independent.co.uk/news/business/comment/immigration-migration-advisory-committee-productivity-skill-gdp-brex-it-a8542851.html>

UK's Windrush scheme begins refusing people deemed ineligible for citizenship
<https://www.theguardian.com/uk-news/2018/sep/21/uk-windrush-scheme-begins-refusing-people-ineligible-for-citizenship>

Don't let the Windrush outrage die while the scandal continues

<https://www.theguardian.com/commentisfree/2018/sep/20/windrush-scandal-outrage-justice>

Windrush generation members to be refused UK citizenship, government announces

<https://www.independent.co.uk/news/uk/home-news/windrush-citizens-latest-citizenship-refused-home-office-sajid-javid-a8549101.html>

Children as young as 10 denied UK citizenship for failing 'good character' test

<https://www.theguardian.com/uk-news/2018/sep/21/children-as-young-as-10-denied-uk-citizenship-for-failing-good-character-test>

Refugee children face long delays accessing education in UK

<https://www.theguardian.com/education/2018/sep/20/refugee-children-face-long-delays-accessing-education-in-uk>

Backlash as Scots farmers attack migration report that "talks down" fresh fruit industry

<https://www.heraldscotland.com/news/16887199.backlash-as-scots-farmers-attack-migration-report-that-talks-down-fresh-fruit-industry>

Supporting Syrian families in Dundee

http://www.scottishrefugeecouncil.org.uk/news_and_events/news/3345_supporting_syria_n_families_in_dundee

Britain grants asylum to 100 White Helmet rescuers and relatives after Syria evacuation

<https://www.telegraph.co.uk/news/2018/09/24/britain-grants-asylum-100-white-helmet-rescuers-relatives-syria/>

Illegal migrant population rising by 70k annually

<https://www.thetimes.co.uk/article/illegal-migrant-population-rising-by-70k-annually-mnzz96w35>

Politicians not trusted to tell truth on immigration

<https://www.thetimes.co.uk/article/politicians-not-trusted-to-tell-truth-on-immigration-03p7xczx>

UBS 'rogue trader' gets last-minute reprieve from deportation

<https://www.theguardian.com/business/2018/sep/17/uk-deportation-ubs-kweku-adoboli-ghana>

Why does the government want to punish Kweku Adoboli twice?

<https://www.theguardian.com/commentisfree/2018/sep/17/government-punish-kweku-adoboli-theresa-may-hostile-environment>

Rogue trader wins deportation reprieve

<https://www.thetimes.co.uk/article/rogue-trader-wins-deportation-reprieve-33hpnwgrn>

Former UBS trader to remain in detention as he fights deportation

<https://www.theguardian.com/business/2018/sep/25/former-ubs-trader-kweku-adoboli-remain-detention-fights-deportation>

Home Office failed Windrush victim up to her death, says her MP

<https://www.theguardian.com/uk-news/2018/sep/26/home-office-failed-windrush-victim-sarah-oconnor-her-death-says-mp-margaret-hodge>

Windrush victim and campaigner Sarah O'Connor dies aged 57

<https://www.theguardian.com/uk-news/2018/sep/19/windrush-victim-campaigner-sarah-oconnor-dies-aged-57>

Escaped human trafficking victim found 'in a distressed state' in Dunblane

<https://www.heraldscotland.com/news/16900047.escaped-human-trafficking-victim-found-in-a-distressed-state-in-dunblane/?ref=mr&lp=15>

Escaped trafficking victim found in Dunblane street

<https://www.scotsman.com/stirling/escaped-trafficking-victim-found-in-dunblane-street-1-4804697>

Human trafficking victim from Vietnam found in Dunblane after escaping captors

<https://www.dailyrecord.co.uk/news/scottish-news/human-trafficking-victim-vietnam-found-13300805>

Human trafficking: is our system for combating it fit for purpose?

<https://ukhumanrightsblog.com/2018/09/28/human-trafficking-is-our-system-for-combating-it-fit-for-purpose/>

TOP

Community Relations

UK Parliament, House of Commons Written Answer

Ethnic Groups

Steve Reed (Labour Co-op) [173620] To ask the Secretary of State for Housing, Communities and Local Government, what the Government's policy is on the establishment of an official Mixed Race Day in the UK to celebrate the heritage and contribution of British citizens of mixed race.

Reply from Heather Wheeler: Britain is one of the world's most successful multi-ethnic and multi-faith societies. We are proud of this diversity which has contributed so much to our culture and our economy and has made us the strong, vibrant nation we are today.

Our nation already celebrates many events, religious festivals and anniversaries where people from diverse backgrounds can come together to celebrate their culture and 'Britishness', including the Notting Hill Carnival, the 'Great Get Together', National Windrush Day and St George's Day. We believe these provide a sufficient platform to celebrate the heritage and contribution of British citizens of mixed race.

<https://www.parliament.uk/business/publications/written-questions-answers-statements/written-question/Commons/2018-09-11/173620/>

News

40% of Britons do not think diversity benefits UK culture, poll reveals

<https://www.independent.co.uk/news/uk/home-news/uk-immigration-diversity-migrants-brexite-hope-not-hate-economy-culture-a8541066.html>

Four in 10 think British culture is undermined by multiculturalism

<https://www.theguardian.com/uk-news/2018/sep/17/four-in-10-people-think-multiculturalism-undermines-british-culture-immigration>

Multicultural Britain: learning to live together

<https://www.theguardian.com/commentisfree/2018/sep/17/the-guardian-view-on-multicultural-britain-learning-to-live-together>

Equality

Scottish Parliament Written Answers

Social Security Charter Core Group

S5W-18434 Mark Griffin (Labour): To ask the Scottish Government what the black and minority ethnic (BME) membership of the social security charter core group is.

Reply from Shirley-Anne Somerville: The Scottish Government received more than 300 applications for the core group but, unfortunately, none of these were from black or minority ethnic communities.

Despite this, we remain committed to ensuring that the perspectives of seldom heard and hard to reach groups, including people from BME communities, are strongly reflected in the social security charter. To that end, we are working with stakeholders to run targeted focus groups in September to seek detailed feedback on the work completed to date. We will then invite representatives from each of the groups who participate in these sessions to join the core group.

<http://www.parliament.scot/parliamentarybusiness/28877.aspx?SearchType=Advance&ReferenceNumbers=S5W-18434>

Social Security Scotland

S5W-18564 Mark Griffin (Labour): To ask the Scottish Government, further to the answer to question S5W-17179 by Derek Mackay on 21 June 2018, how many Social Security Scotland staff have a protected characteristic, broken down by characteristic.

Reply from Shirley-Anne Somerville: As at 7 September 2018, 163 staff were employed in Social Security Scotland.

The breakdown of protected characteristics are as follows:

Diversity breakdown of current Social Security Scotland staff		
Gender	N	%
Female	100	61.35%
Male	63	38.65%
All	163	100.00%
Sexuality	N	%
1. Gay, Lesbian, Bi-sexual and other sexual orientations	8	4.91%
2. Heterosexual/straight	125	76.69%
3. Prefer not to say	4	2.45%
4. Unknown	26	15.95%
All	163	100.00%
Disability Status	N	%
1. Disabled	9	5.52%
2. Not disabled	56	34.36%
3. Prefer not to say	1	0.61%
4. Unknown	97	59.51%
All	163	100.00%

Ethnicity	N	%
1. Ethnic minority	6	3.68%
2. White	134	82.21%
3. Prefer not to say	2	1.23%
4. Unknown	21	12.88%
All	163	100.00%
Religion	N	%
1. None	73	44.79%
2. Church of Scotland	24	14.72%
3. Roman Catholic	25	15.34%
4. Other Christian	7	4.29%
5. Other Religion or Belief	5	3.07%
6. Prefer not to say	4	2.45%
7. Unknown	25	15.34%
All	163	100.00%

<http://www.parliament.scot/parliamentarybusiness/28877.aspx?SearchType=Advance&ReferenceNumbers=S5W-18564>

The answer referred to above can be read at

<http://www.parliament.scot/parliamentarybusiness/28877.aspx?SearchType=Advance&ReferenceNumbers=S5W-17179>

Social Security Scotland

S5W-18565 Mark Griffin (Labour): To ask the Scottish Government, further to the answer to question S5W-17179 by Derek Mackay on 21 June 2018, how many people who (a) applied, (b) interviewed and (c) were appointed for positions at the social security agency had a protected characteristic (i) since 1 May 2018, and (ii) in total since recruitment began, broken down by characteristic.

Reply from Shirley-Anne Somerville: Not all of the data requested is available. We hold a record of agreed interview dates and agreed start dates but we have no way to confirm whether a candidate actually attended the interview or ended up taking up the post.

Table A: Breakdown of diversity characteristics for candidates who applied for a vacancy in Social Security Scotland.

All candidates who applied				
Protected Characteristic	All Data from 2015 to date		Data since 1st May 2018	
	N	%	N	%
Gender				
1. Female	2333	49.32%	1002	51.36%
2. Male	2312	48.88%	928	47.57%
3. Prefer not to say	58	1.23%	19	0.97%
4. Unknown	27	0.57%	2	0.10%
All	4730	100%	1951	100%
Ethnic Group	N	%	N	%
1. White	4328	91.50%	1760	90.21%
2. Black, Asian and Minority Ethnic	280	5.92%	148	7.59%
3. Prefer not to say	95	2.01%	42	2.15%
4. Unknown	27	0.53%	1	0.05%
All	4730	100%	1951	100%

Protected Characteristic	All Data from 2015 to date		Data since 1st May 2018	
	N	%	N	%
Disability				
1. Disabled	119	2.52%	65	3.33%
2. Not disabled	2551	53.93%	1363	69.86%
3. Prefer not to say	1120	23.68%	46	2.36%
4. Unknown	940	19.87%	477	24.45%
All	4730	100%	1951	100%
Sexual Orientation	N	%	N	%
1. Lesbian, gay, bisexual and other	262	5.54%	125	6.41%
2. Heterosexual	4189	88.56%	1723	88.31%
3. Prefer not to say	252	5.33%	101	5.18%
4. Unknown	27	0.57%	2	0.10%
All	4730	100%	1951	100%
Religion	N	%	N	%
1. None	2499	52.83%	1079	55.30%
2. Christian Denomination	1737	36.72%	674	34.55%
3. Other Religion or Belief	203		97	4.97%
4. Prefer not to say	263	5.56%	97	4.97%
5. Unknown	28	0.59%	4	0.21%
All	4730	100%	1951	100%

Table B: Breakdown of diversity characteristics for candidates who have an interview date recorded for a vacancy in Social Security Scotland.

All applicants with an interview date in the system				
Protected Characteristic	All Data from 2015 to date		Data since 1st May 2018	
	N	%	N	%
Gender				
1. Female	436	54.50%	164	57.54%
2. Male	354	44.25%	120	42.11%
3. Prefer not to say	8	1.00%	0	0.00%
4. Unknown	2	0.25%	1	0.35%
All	800	100%	285	100%
Ethnic Group	N	%	N	%
1. White	769	96.13%	276	96.84%
2. Black, Asian and minority ethnic	17	2.13%	6	2.11%
3. Prefer not to say	12	1.50%	2	0.70%
4. Unknown	2	0.25%	1	0.35%
All	800	100%	285	100%
Disability	N	%	N	%
1. Disabled	28	3.50%	8	2.81%
2. Not disabled	521	65.13%	190	66.67%
3. Prefer not to say	24	3.00%	5	1.75%
4. Unknown	227	28.38%	82	28.77%
All	800	100%	285	100%

Protected Characteristic	All Data from 2015 to date		Data since 1st May 2018	
	N	%	N	%
Sexual Orientation				
1. Lesbian, gay, bisexual and other	41	5.13%	17	5.96%
2. Heterosexual	713	89.13%	255	89.47%
3. Prefer not to say	44	5.50%	12	4.21%
4. Unknown	2	0.25%	1	0.35%
All	800	100%	285	100%
Religion				
1. None	430	53.75%	158	55.44%
2. Christian Denomination	312	39.00%	105	36.84%
3. Other Religion or Belief	21	2.63%	6	2.11%
4. Prefer not to say	35	4.38%	15	5.26%
5. Unknown	2	0.25%	1	0.35%
All	800	100%	285	100%

Table C: Breakdown of diversity characteristics for candidates who have a start date recorded for a vacancy in Social Security Scotland.

All applicants with an agreed start date in the system				
Protected Characteristic	All Data from 2015 to date		Data since 1st May 2018	
	N	%	N	%
Gender				
1. Female	215	55.70%	54	62.07%
2. Male	164	42.49%	32	36.78%
3. Prefer not to say	3	0.78%	0	0.00%
4. Unknown	4	1.04%	1	1.15%
All	386	100%	87	100%
Ethnic Group				
1. White	371	96.11%	84	96.55%
2. Black, Asian and minority ethnic	5	1.30%	1	1.15%
3. Prefer not to say	6	1.55%	1	1.15%
4. Unknown	4	1.04%	1	1.15%
All	386	100%	87	100%
Disability				
1. Disabled	12	3.11%	1	1.15%
2. Not disabled	250	64.77%	52	59.77%
3. Prefer not to say	22	5.70%	4	4.60%
4. Unknown	102	26.42%	30	34.48%
All	386	100%	87	100%
Sexual Orientation				
1. Lesbian, gay, bisexual and other	21	5.44%	3	3.45%
2. Heterosexual	339	87.82%	78	89.66%
3. Prefer not to say	22	5.70%	5	5.75%
4. Unknown	4	1.04%	1	1.15%
All	386	100%	87	100%

Protected Characteristic	All Data from 2015 to date		Data since 1st May 2018	
	N	%	N	%
Religion				
1. None	237	61.40%	54	62.07%
2. Christian Denomination	122	31.61%	27	31.03%
3. Other Religion or Belief	6	1.55%	*	*
4. Prefer not to say	17	4.40%	4	4.60%
5. Unknown	4	1.04%	*	*
All	386	100%	87	100%

<http://www.parliament.scot/parliamentarybusiness/28877.aspx?SearchType=Advance&ReferenceNumbers=S5W-18565>

The answer referred to above can be read at

<http://www.parliament.scot/parliamentarybusiness/28877.aspx?SearchType=Advance&ReferenceNumbers=S5W-17179>

UK Parliament, House of Commons Written Answers

Travellers: Caravan Sites

Andy Slaughter (Labour) [173544] To ask the Secretary of State for Housing, Communities and Local Government, with reference to the recommendations of the July 2018 report of the Equalities and Human Rights Commission entitled Pressing for Progress, if he will take steps to (a) replace the current definition of Gypsies and Travellers in the Government's policy paper Planning policy for traveller sites with the definition in the Housing Act 2004 and (b) reintroduce the duty on local authorities to provide sites for Gypsies and Travellers.

Reply from Heather Wheeler: The Ministry of Housing, Communities and Local Government published a consultation earlier this year alongside the Home Office and Ministry of Justice, in order to seek views on the effectiveness of powers for dealing with unauthorised development and encampments. Views were sought on a range of related issues, including planning for travellers and site provision. The consultation closed on 15 June, with over 2,000 responses received. We are currently considering the responses to this consultation, alongside those submitted in response to the recent consultation on the National Planning Policy Framework, before deciding on next steps. We will announce a way forward in due course.

<https://www.parliament.uk/business/publications/written-questions-answers-statements/written-question/Commons/2018-09-11/173544/>

The report referred to above can be read at

<https://www.equalityhumanrights.com/sites/default/files/pressing-for-progress-womens-rights-and-gender-equality-in-2018-pdf.pdf>

New Publication

10 Keys to effectively communicating human rights

http://fra.europa.eu/sites/default/files/fra_uploads/fra-2018-effectively-communicating-human-rights-booklet_en.pdf

News

Three in four London students 'from ethnic minorities by 2030'

<https://www.bbc.com/news/education-45576261>

My life as a black student at Cambridge

<https://www.thetimes.co.uk/edition/university-guide-2019/good-university-guide-2019-life-as-a-black-student-at-cambridge-06gn5brth>

Cambridge University exhibition celebrates black graduates

<https://www.theguardian.com/education/2018/sep/25/cambridge-university-exhibition-celebrates-black-graduates>

I didn't feel like a minority until I became an actor

<https://www.theguardian.com/stage/2018/sep/21/i-didnt-feel-like-a-minority-until-i-became-an-actor>

TOP

Racism, Religious Hatred, and Discrimination

Scottish Parliament Written Answer

Sectarian Hate Crime

S5O-02376 Mark Griffin (Labour): To ask the Scottish Government what its position is on the Police Scotland response to sectarian hate crime.

Reply from Humza Yousaf: Sectarian hate crime - like any hate crime - has a hugely damaging effect on victims and communities so it is important that everybody plays their part to challenge it. That is why we fully support Police Scotland in taking robust action to both tackle hate crime and increase the confidence of victims to report incidents either directly to them or to a Third Party reporting centre.

<http://www.parliament.scot/parliamentarybusiness/28877.aspx?SearchType=Advance&ReferenceNumbers=S5O-02376>

New Publications

Scottish Government Campaign: Hate crime. Report it to stop it.

<https://onescotland.org/campaigns/hate-crime-campaign/>

Video: Hate Crime – Aneel's Story

https://www.youtube.com/watch?v=F3Y_H1CDKE4&feature=youtu.be

News

End Everyday Hate Competition

Young people aged 16-25 can win an iPad by sharing their experiences of hate crime, prejudice, or when a bystander has stepped in to help. The entries should be an image and/or caption which can be shared on Twitter and Instagram. Closing date for applications: 12 October 2018.

<https://actiononprejudice.info/2018/09/end-everyday-hate/>

Humza Yousaf savages Jeremy Corbyn over Labour racism probe

<https://www.heraldscotland.com/news/16895621.humza-yousaf-savages-jeremy-corbyn-over-labour-racism-probe/>

'P**d off' SNP minister brands Jeremy Corbyn 'hypocrite' and 'duplicitous' over Labour racism rammy**

<https://www.dailyrecord.co.uk/news/politics/pd-off-snp-minister-brands-13284984>

Theresa May vows to root out anti-Semitism 'scourge'

<https://www.bbc.com/news/uk-politics-45553746>

You're not tackling racism if you're not tackling anti-Semitism, Theresa May warns Jeremy Corbyn

<https://www.telegraph.co.uk/politics/2018/09/17/not-tackling-racism-not-tackling-anti-semitism-theresa-may-warns/>

Theresa May sickened that British Jews fear for their future

<https://www.thetimes.co.uk/past-six-days/2018-09-18/news/may-sickened-that-british-jews-fear-for-their-future-cf8xzzklb>

Jeremy Corbyn defends Labour racism inquiry

<https://www.bbc.com/news/uk-scotland-scotland-politics-45596272>

Labour official 'sorry' for anti-Catholic comment

<https://www.bbc.com/news/uk-scotland-scotland-politics-45625635>

Labour official sorry for 'sectarian' joke branded 'appalling' by Nicola Sturgeon

<https://www.scotsman.com/news/politics/labour-official-sorry-for-sectarian-joke-branded-appalling-by-nicola-sturgeon-1-4804457>

Labour hit by sectarianism row over anti-Catholic 'joke'

<https://www.heraldscotland.com/news/16898692.labour-hit-by-sectarianism-row-over-anti-catholic-joke/?ref=mr&lp=6>

Labour Party conference hit by anti-Catholic sectarian row after delegate mocked for crossing herself

<https://www.dailyrecord.co.uk/news/politics/labour-party-conference-hit-anti-13297625>

Scottish Labour official apologises for 'mocking' Catholic

<https://www.thetimes.co.uk/past-six-days/2018-09-24/scotland/scottish-labour-official-apologises-for-mocking-catholic-sb6vz0wwb>

Donald Trump poster left on lawn of Labour antisemitism activist

<https://www.thetimes.co.uk/past-six-days/2018-09-17/news/donald-trump-poster-left-on-lawn-of-labour-antisemitism-activist-j5dksjskv>

We can't halt the spread of hate unless we get tough with technology giants

<https://www.theguardian.com/commentisfree/2018/sep/30/we-cant-stop-spread-of-hate-get-tough-with-technology-giants-jo-cox>

Raab applauded after telling how he would fight anti-Semitism 'until my last breath'

<https://www.heraldscotland.com/news/16952717.raab-applauded-after-telling-how-he-would-fight-anti-semitism-until-my-last-breath/>

Tory MP Nadine Dorries deletes misleading tweet about Muslims claiming benefits for multiple wives

<https://www.independent.co.uk/news/uk/politics/nadine-dorries-islamophobia-muslims-benefits-multiple-wives-muslim-council-britain-mcb-a8541176.html>

Boris Johnson facing a ticking off over burka jibe

<https://www.thetimes.co.uk/edition/news/boris-johnson-facing-a-ticking-off-over-burka-jibe-2003xwp0d>

'Racist' troll who sent rape tweet addresses Ukip members

<https://www.thetimes.co.uk/edition/news/racist-troll-who-sent-rape-tweet-addresses-ukip-members-8tdvlp6qj>

The NHS is 'subconsciously racist' says head of doctors' union

<https://www.telegraph.co.uk/news/2018/09/18/nhs-subconsciously-racist-says-head-doctors-union/>

'Urgent' need to tackle racism in schools

<https://www.bbc.com/news/uk-scotland-highlands-islands-45692101>

Campaign to eliminate race hate targets the classroom

<https://www.heraldscotland.com/news/16915058.campaign-to-eliminate-race-hate-targets-the-classroom/>

Call to include anti racist education across curriculum

<https://www.thetimes.co.uk/edition/scotland/call-to-include-anti-racist-education-across-curriculum-9bn5mmnms>

Use mosque visits to tackle Islamophobia, schools told

<https://www.thetimes.co.uk/past-six-days/2018-09-17/news/use-mosque-visits-to-tackle-islamophobia-schools-told-xvg6v5jxz>

Hate-crime campaign 'erasing sectarianism'

<https://www.thetimes.co.uk/past-six-days/2018-09-27/scotland/hate-crime-campaign-erasing-sectarianism-b2k7fj0ww>

Mosque attack: three injured as car thugs shout anti-Islamic abuse while mowing down pedestrians

<https://www.dailyrecord.co.uk/news/uk-world-news/mosque-attack-three-injured-car-13271147>

Cricklewood mosque crash: Car 'drove into pedestrians' outside north London Muslim centre, causing multiple injuries

<https://www.independent.co.uk/news/uk/crime/cricklewood-mosque-crash-latest-updates-met-police-anti-islamic-slogans-injured-muslim-brent-a8544246.html>

Cricklewood mosque 'hate crime' crash: Three hurt as car hits crowd after 'tirade of racist abuse'

<https://www.telegraph.co.uk/news/2018/09/19/cricklewood-mosque-hate-crime-crash-three-hurt-car-swerves-crowd/>

Three hurt in mosque hit and run

<https://www.thetimes.co.uk/edition/news/three-hurt-in-mosque-hit-and-run-ppdnk9rrm>

Normalising racism in our politics really does lead to hate crime on our streets – here's how

<https://www.independent.co.uk/voices/hate-crime-politics-brexit-eu-referendum-identity-facundo-albornoz-a8549051.html>

'I'll stop talking about race when I stop experiencing racism'

<https://www.theguardian.com/culture/2018/sep/29/romesh-ranganathan-talking-about-race-experiencing-racism>

Your 'jokes' about Indian people aren't funny – they're racist and the reason for the hostility in Britain towards people like me

<https://www.independent.co.uk/voices/racism-islamophobia-migration-diversity-language-a8550451.html>

Woman put beef in Hindu ex's letterbox

<https://www.thetimes.co.uk/edition/news/woman-put-beef-in-hindu-ex-s-letterbox-gtzkm3h6c>

Banned Scots Big Brother contestant says sorry for offensive tweets but says she is no racist

<https://www.heraldscotland.com/news/16887224.banned-scots-big-brother-contestant-says-sorry-for-offensive-tweets-but-says-she-is-no-racist/?ref=mr&lp=13>

Lyon vow to ban supporter for Nazi salute at Manchester City

<https://www.bbc.com/sport/football/45584404>

Scottish Water warns Ferrier Pumps boss that he risks losing contracts over 'racist' rant

<https://www.thetimes.co.uk/edition/scotland/scottish-water-warns-ferrier-pumps-boss-that-he-risks-losing-contracts-over-racist-rant-ldllvflch>

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Other Scottish Parliament and Government

Scottish Parliament Motion

S5M-13956 Jeremy Balfour (Conservative): Shakti Women's Aid – That the Parliament congratulates Shakti Women's Aid on receiving £386,132 from the Big Lottery Fund Scotland, which it will use to deliver a three-year outreach service in Tayside, Perthshire, Forth Valley and the Lothians that will provide specialist support to BME women and their children and young people who are experiencing and/or fleeing domestic abuse, forced marriage or honour-based violence, and wishes it success with this work.

<http://www.parliament.scot/parliamentarybusiness/28877.aspx?SearchType=Advance&ReferenceNumbers=S5M-13956>

New Publications

Recorded Crime in Scotland, 2017-18

<https://www.gov.scot/Resource/0054/00540695.pdf>

Plans for Scotland's Census 2021

https://www.scotlandscensus.gov.uk/documents/census2021/Plans_for_Scotlands_Census_2021.pdf

Scotland's Census 2021 Ethnic Group Topic Report

https://www.scotlandscensus.gov.uk/documents/census2021/Ethnic_Group_Topic_Report.pdf

Scotland's Census 2021 Religion Topic Report

https://www.scotlandscensus.gov.uk/documents/census2021/Religion_Topic_Report.pdf

Scotland's Census 2021 Migration Topic Report

https://www.scotlandscensus.gov.uk/documents/census2021/Migration_Topic_Report.pdf

Scotland's Census 2021 National Identity Topic Report

https://www.scotlandscensus.gov.uk/documents/census2021/National_Identity_Topic_Report.pdf

Video animation: What happens at First Minister's Questions

<http://www.parliament.scot/visitandlearn/109677.aspx>

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Other UK Parliament and Government

UK Parliament, House of Lords Written Answer

Marriage: Young People

Baroness Hayman (Crossbench) [HL10145] To ask Her Majesty's Government, further to the reply by Baroness Williams of Trafford on 5 September (HL Deb, col 1787), what plans they have to review the minimum age of marriage in England and Wales.

Reply from Baroness Williams of Trafford: The UK is a world-leader in the fight to stamp out the brutal practice of forced marriage, with our joint Home Office and Foreign and Commonwealth Office Forced Marriage Unit (FMU) which leads efforts to combat it both at home and abroad. We made forced marriage a criminal offence in 2014 to better protect victims and send a clear message that this abhorrent practice is totally unacceptable and will not be tolerated in the UK. Forcing someone into marriage is an offence regardless of whether the marriage is legally binding.

We are aware of concerns over the use of parental consent in relation to U18 marriages such marriages and will continue to keep this under review.

<https://www.parliament.uk/business/publications/written-questions-answers-statements/written-question/Lords/2018-09-06/HL10145/>

The answer referred to above can be read at

<https://hansard.parliament.uk/lords/2018-09-05/debates/B37A2480-F389-4B03-8E72-D8FD9B049BF4/VisasForcedMarriages#contribution-017A2B3E-7251-4DCA-85EC-C1C45E32335E>

Press Release

New measures announced to combat forced marriage

<https://www.gov.uk/government/news/new-measures-announced-to-combat-forced-marriage>

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New Publications

Court of Justice of the European Union: ... products from animals that have been the subject of ritual slaughter without prior stunning can be issued the European 'organic farming' label

<https://curia.europa.eu/jcms/upload/docs/application/pdf/2018-09/cp180136en.pdf>

To read the full Opinion see

<https://tinyurl.com/y84tb5uk>

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Bills in Progress ** new or updated this week

Scottish Parliament

Human Tissue (Authorisation) (Scotland) Bill

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

Vulnerable Witnesses (Criminal Evidence) (Scotland) Bill

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

UK Parliament

Immigration Control (Gross Human Rights Abuses) Bill

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

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

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

EEA Nationals (Indefinite Leave to Remain) Bill

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

Holocaust (Return of Cultural Objects) (Amendment) Bill

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

Human Trafficking (Child Protection) Bill

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

Immigration Control (Gross Human Rights Abuses) Bill

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

Modern Slavery (Transparency in Supply Chains) Bill

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

Modern Slavery (Victim Support) Bill

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

Online Forums Bill

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

Refugees (Family Reunion) Bill

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

Refugees (Family Reunion) (No. 2) Bill

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

Unaccompanied Asylum Seeking Children (Legal Advice and Appeals) Bill

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

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Consultations

** new or updated this week

**** closes this week!**

A re-inspection of the Home Office's application of the good character requirement
(closing date 4 October 2018)

<https://www.gov.uk/government/news/call-for-evidence-a-re-inspection-of-the-home-offices-application-of-the-good-character-requirement>

Windrush compensation scheme (closing date 11 October 2018)

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

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

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

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

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

**** Historic Environment Scotland draft Corporate Plan** (closing date 2 November 2018)

<https://tinyurl.com/y8b6tpeu>

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

<https://consult.gov.scot/social-security/statutory-guidance-on-funeral-costs/>

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

<https://consult.gov.scot/family-law/the-future-of-civil-partnership-in-scotland/>

Police Scotland: Your view counts (open all year)

<http://www.scotland.police.uk/about-us/decision-making/public-consultation/local-policing-consultation>

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Job Opportunities

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

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

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Funding Opportunities

** new or updated this week

Year of Young People

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

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

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

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

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

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

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

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Events, Conferences, and Training

** new or updated this week

** *this week!*

Pit Stop: RESPECT Think Equality

3 October 2018 in Aberdeen (9.00-10.30)

This Pit Stop is centred around a video called 'Respect' which features various scenarios in which 'normal' behaviour at work may constitute discrimination and/or harassment. For information see <https://tinyurl.com/y8j3ay2w>

**** this week!**

Meet the Scottish Charity Regulator

3 October 2018 in Oban (9.45-12.30)

Scottish Charity Regulator (OSCR) events to give charity trustees and staff the opportunity to hear about latest developments, meet OSCR staff and ask questions. Topics will include the role of the charity trustee, and guidance on safeguarding. For information and to book see <https://www.oscr.org.uk/news/meet-the-scottish-charity-regulator>

**** this week!**

Barriers to making use of the Equality Act 2010

3 October 2018 in Kirkcaldy (12.00-1.30)

Fife Centre for Equalities workshop to learn about the Equality Act 2010, how it applies to yourself or your organisation, and discuss the issues of Enforcing the Equality Act. For information and to book see <https://tinyurl.com/ydbsc6kh>

**** this week!**

GRAMNet and BEMIS Film Series 2018/2019 Launch

3 October 2018 in Glasgow (6.00)

This year's film series focuses on the often arduous journey of overcoming difficulty through art, solidarity and storytelling. The opening film, "Even When I Fall" uses the visual power of the circus, to give a unique perspective into the way survivors of child trafficking reach new heights and a brighter future through reclaiming their past and transforming it into art. For information see <http://bemis.org.uk/event/gramnet-film-series-oct-2018/>

**** this week!**

Mainstreaming Anti-Sectarianism in Equalities Toolkit

4 October in Edinburgh (1.00-4.30)

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

Working with people from Diverse Religion and Belief backgrounds

9 October 2018 in Glasgow (1.00-4.30)

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

Bullying – It's never acceptable

10 October 2018 in Edinburgh (9.30-4.30)

12 October 2018 in Dundee (9.30-4.30)

8 November 2018 in Glasgow (9.30-4.30)

28 November 2018 in Inverness (9.30-4.30)

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

Festival of Politics

10-13 October 2018 at the Scottish Parliament in Edinburgh

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

Prejudice: Free Your Mind!

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

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

Freedom to Offend

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

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

Common Cause Networks

17 October 2018 in Glasgow (2.00-6.00)

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

Modern Slavery, Trafficking and Exploitative Employment Practices Session

23 October 2018 in Stirling (9.30-11.30)

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

Multicultural Football Festival

27 October 2018 in Glasgow (10.00-4.00)

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

Introduction To Policing – Recruitment

27 October 2018 in Broxburn

3 November 2018 in Kincardine

10 November 2018 in Broxburn

17 November 2018 in Broxburn

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

Holocaust Memorial Day Trust Glasgow Workshop

30 October 2018 in Glasgow (10.00-1.00)

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

Tackling Prejudice and Building Connected Communities

31 October 2018 in Glasgow (9.30-3.30)

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

Upping Our Game: Can Communities Take the Lead?

Politics as Though People and Planet Matter

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

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

Three Mottos for Excellence in Equality, Diversity and Inclusion

7 November 2018 in Glasgow (1.00-4.30)

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

Scottish Interfaith Week

11-18 November 2018

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

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Useful Links

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

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

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

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

UK Government Honours system <https://www.gov.uk/honours/overview>

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

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

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

Interfaith Scotland <http://www.interfaithscotland.org/>

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

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

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

ACAS www.acas.org.uk

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

Volunteer Development Scotland <http://www.volunteerscotland.net/>

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

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

Central Registered Body for Scotland (CRBS) www.volunteerscotland.net/disclosure-services

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

BBC News <http://www.bbc.co.uk/news/>

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



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



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

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