

GREC's Services and Contribution towards National Outcomes and Single Outcome Agreements.

Single Outcome Agreements continue to be the main driver for the delivery of services in Scotland. Single Outcome Agreements focus upon the achievement of key strategic objectives. They set out how the Scottish Government, Local Authorities and stakeholders will work together towards national outcomes in a way that reflects local circumstances and priorities which make a real, meaningful difference to people and our communities.

GREC's services make a significant contribution towards the achievement of key outcomes set out in the Single Outcome Agreements of Aberdeen City, Aberdeenshire and Moray and we continue to work closely with Community Planning Partners to achieve outcomes and the best services for the North East's diverse communities. Below is a summary of how we are progressing this:

**Overarching Scottish Government Purpose:
 ‘To focus government and public services on creating a more successful country, with opportunities for all of Scotland to flourish, through increasing economic sustainable growth’**

Outcome	Key GREC Services which contribute towards this outcome
<p>1. We live in a Scotland that is the most attractive place for doing business in Europe.</p>	<ul style="list-style-type: none"> -Casework -Hate/Prejudice Incident Monitoring -Overall work of GREC in working for equality of opportunity for all and promoting diversity e.g.: Richard Florida, Professor of Business and Creativity at Toronto University and author, highlights the link between diversity & business achievement -GREC contributes to meeting the UNESCO 10 commitments. -Grampian has a highly internationalised economy, not just in terms of the oil and gas sectors but also through defence (RAF bases in Moray), tourism and links to the royal family, University research and development (University of Aberdeen and RGU). Therefore the region has to be seen as an attractive place where people from all over the world can stay without being racially harassed. -GREC Graphics designs for CPPs (Community Planning Partnerships) & external clients which creates awareness of the regions’ commitment to eliminating discrimination and promoting equality of opportunity for all. -Companies are likely to be put off coming to the North East if there is a perception that there is tension between different ethnic groups. GREC helps to promote good relations between and within different ethnic groups. -GREC has provided specific support and advice to companies e.g.: through training, supporting recruitment of Polish bus drivers, interpreting etc.
<p>2. We realise our full economic potential with more and better employment opportunities for our people.</p>	<ul style="list-style-type: none"> -GREC undertakes work as part of Aberdeen Works and a new post at GREC funded through Aberdeen Works/Fairer Scotland Fund will specifically focus on employability. -GREC contributes at Employment Briefings and Jobs Fairs e.g.: Jobs for U, Torry Works etc. - Casework Service e.g.: work regarding the integration of Central and East European workers is a regular feature. -Quiet Cup Café supports people in improving their employability. -Casework briefings sent to bodies such as the Chamber of Commerce and Business Gateway. Presentation undertaken with relevant groups e.g.: Balgownie Rotary Club. -Training to public and private sector organisations on the legislation and the provision of mediation when required.

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<p>3. We are better educated, more skilled and more successful, renowned for our research and innovation.</p>	<ul style="list-style-type: none"> -GREC provides training to both staff, pupils and students at educational establishments e.g. Banff and Buchan College, Moray College and Aberdeen College. -The annual Anne Frank Award given to a school within the Grampian region in recognition of their good work in promoting racial harmony and good relations. -GREC’s employability/Aberdeen Works project will assist people to develop greater skills and employability potential. -Casework Service e.g.: in providing presentations to primary and secondary school pupils on diversity and integration e.g Torry Academy and Speyside High School. -GREC’s overall work in tackling discrimination and promoting equality for all e.g.: the existence of racism acts as a brake on attainment as it disrupts cooperation and increases tensions which prevent the actualisation of individual potential. -The collection and analysis of patterns of hate incidents in educational establishments helps build a picture of the relationships between pupils/students. This is necessary if we are to address and resolve racism in schools and colleges. -GREC’s research e.g. “Social Cohesion in Moray (2008) and “Action Speaks Louder than Words” (2007) and for the NHS. -The depth and quality of the regions’ “intellectual capital” will be enhanced if we can attract talented individuals from across the world. This is more likely if there are harmonious relationships between the ethnic groups making up the regions’ population. -GREC’s Counselling Service for adults, children and young people helps individuals recover from the affect of hate incidents and achieve their educational goals.
<p>4. Our young people are successful learners, confident individuals, effective contributors and responsible citizens.</p>	<ul style="list-style-type: none"> -Young people whose confidence has been affected by harassment and/or discrimination can be helped to overcome this by GREC’s counselling service. -Understanding and addressing patterns of hate/prejudicial incidents and crimes will help inform interventions which will help create an optimum educational environment. -GREC services work with children and young people to build confidence and opportunities for all e.g.: Anne Frank Award, Holocaust Memorial Day, Casework, counselling, The Quiet Cup etc. -Young volunteers (age 16-25 years) receive MV Awards for 50, 100 hours volunteering and an Award of Excellence from the First Minister on achieving 200 hours volunteering. This promotes aspects such as citizenship, learning and cv development.

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5. Our children have the best start in life and are ready to succeed.	<ul style="list-style-type: none"> -Casework-including the Case Conference approach to resolving incidents. -Schools training inputs - With respect to the problem of prejudice bullying in schools, the GREC counselling service can provide a counsellor who has particular skills and experience in working with children. -GREC is part of strategic partnerships for children & young people. -GREC supports school pupils on work experience placements. -GREC’s advice and information service assists and provides a range of advice and information to parents. -GREC regularly provides advice in terms of ensuring the best outcomes for children and young people e.g. advice on fostering etc -Training to educational establishments. -GREC work with NHS Grampian/children’s health services e.g.: Health Visitors etc.
6. We live longer, healthier lives.	<ul style="list-style-type: none"> -GREC work extensively with NHS Grampian. -GREC has further assisted with aspects such as interpreting for patients of GPs/hospitals, trained interpreters specifically for NHS work, training for health sector staff, general advice to health workers, community planning research, encourage immunisation (awareness-raising), sitting on health committees. -GREC have undertaken research for NHS Grampian helping build up a picture of the health needs of minority ethnic and migrant communities. -GREC’s Counselling Service supports and encourages improved mental health and wellbeing for people who are experiencing harassment and/or discrimination.
7. We have tackled the significant inequalities in Scottish society.	<ul style="list-style-type: none"> -Casework Service -Aberdeen Works/Fairer Scotland Fund. Assisting to reduce barriers and inequalities in employment and improve people’s employability potential. -GREC carry out research and help organise focus groups e.g. “Social Cohesion in Moray” (see www.grec.co.uk). -GREC works closely with Community Planning -GREC is establishing, developing and co-ordinating the new North East Scotland Equality Network (NESEN), a user-led, user-useful network which aims to keep members informed about news, events and requests of assistance etc, across the equality spectrum, allowing material to be shared more widely and holistically rather than being disseminated in specific fields of interest and operation. - GREC distributes by neighbourhood and patterns of reported hate/prejudice incidents reports to help inform interventions into the most deprived areas. -GREC provide interpretation and translation services that help reduce inequalities and barriers due to language. -GREC’s overall work is focused on tackling inequalities and striving for equality of opportunity for all.

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8. We have improved the life chances for children, young people and families at risk.	<ul style="list-style-type: none"> -GREC engages with policy makers at a strategic level i.e. we sit on the Aberdeen City Children & Young People's Strategic Planning Group and the Aberdeenshire Childcare Partnership. -The Casework Service responds and reacts in situations of risk (where the matter concerns faith or belief or race). -Counselling Service (specific service is available for children and young people). -GREC's training of Children & Family Social Workers and new counsellors feeds through to better services and improved life chances for children and families.
9. We live our lives safe from crime, disorder and danger.	<ul style="list-style-type: none"> -GREC Casework Service. -The analysis of reported hate incidents helps inform strategies to identify areas of concern and reduce the likelihood of further incidents taking place. -GREC participation and GREC Graphic Design of ARIP/GRIP (Aberdeen Racist Incident Partnership/Grampian Racist Incident Partnership) campaign with Posters & Stickers throughout the Grampian region. -GREC participates in Community Safety Partnerships.
10. We live in well-designed, sustainable places where we are able to access the amenities and services we need.	<ul style="list-style-type: none"> -GREC feeds knowledge into policy makers' decisions, i.e.: Committee work, NESTRANS, Buchan Community Planning Group, Civic Forum, Aberdeen Works, Equality Action Network, Moray Equality Forum. - GREC responds to consultations on Local Structural Plans, NESTRANS, Race Equality Schemes, Single Equality Schemes, etc.
11. We have strong, resilient and supportive communities where people take responsibility for their own actions and how they affect others.	<ul style="list-style-type: none"> -GREC's Community Planning work helps build strong, resilient and supportive communities e.g. the Ethnic Minority Forum public engagement event held in Peterhead, June 2008. -GREC participates in and encourages involvement of Grampian's diverse population in school boards, Ethnic Minority Forum, Civic Forum, North East Scotland Equality Network etc. -GREC's volunteering programme has helped build greater community involvement and participation.
12. We value and enjoy our built and natural environment and protect it and enhance it for future generations.	<ul style="list-style-type: none"> -GREC has a policy of recycling paper, cardboard, cans, plastic bottles, glass etc. - GREC Graphic Design Service uses paper/ materials supplied by the Forest Stewardship Council (FSC) and re-cycles wherever possible.
13. We take pride in a strong, fair and inclusive national identity.	<ul style="list-style-type: none"> -GREC's overall work promotes a strong, fair and inclusive national identity where everyone can participate equally. -A strong confident national identity is more likely if Scotland has a good reputation for inter-ethnic relationships. GREC's work helps build and sustain this. -GREC's Graphic Designer attends 'Creative Cultures Scotland' networking events which have a direct link to local amenities such as Peacocks Art Centre etc.

Outcome	Key GREC Services which contribute towards this outcome
14. We reduce the local and global environmental impact of our consumption and production.	<ul style="list-style-type: none"> -GREC sits on NESTRANS (North-East of Scotland Transport Partnership). -As an organisation GREC actively encourages staff to use public transport, cycle to work, turn off electrical equipment when not in use, lights, heaters, computers, etc. -People from minority ethnic and migrant communities are more likely to use public transport if they perceive it as safe. The collection and analysis of hate incidents is important to ascertain if there is a problem and can help in planning to address any issues.
15. Our public services are high quality, continually improving, efficient and responsive to local people's needs.	<ul style="list-style-type: none"> -GREC feedback the views of people from minority ethnic and migrant communities regarding public services and any ideas how services can be improved. -GREC engage with a wide range of groups and partnerships and acts as a link between them, helping ensure high quality public services e.g.: GREC sits on and contributes to Aberdeen City's Children & Young People's Strategic Partnership, Aberdeen City Racist Incidents Partnership, Aberdeen City Multi-Ethnic Carers Strategy Working Group, Aberdeen Works, Aberdeenshire Child Care Partnership, ACVO (Aberdeen Council of Voluntary Organisations)/Volunteer Forums, Aberdeenshire Community Safety Partnership, Aberdeenshire Racist Incidents Partnership, Buchan LCPG, Civic Forum, Equalities Action Network, Ethnic Minority Forum, Grampian Police Lay Advisors Group, Grampian Police Race Relations Liaison Officers, Grampian Racist Incidents Partnership, Gypsy/Traveller Inter-Agency Group, Holocaust Memorial Day Planning Group, In-Migration Working Group, Integrate Aberdeenshire Forum, Joint Racist Incidents Partnership Group, Lead group for the Civic Forum, Moray Equality Forum, Moray Racist Incidents Partnership, NHS Spiritual Care Committee, North East Transport Consultative Forum, Patient Focus Public Involvement with NHS Grampian/Scottish Health Council, Peterhead Prison Race Relations Committee, Race Equality Working Group with NHS Equality & Diversity Office, Grampian Police Lay Advisors Group.