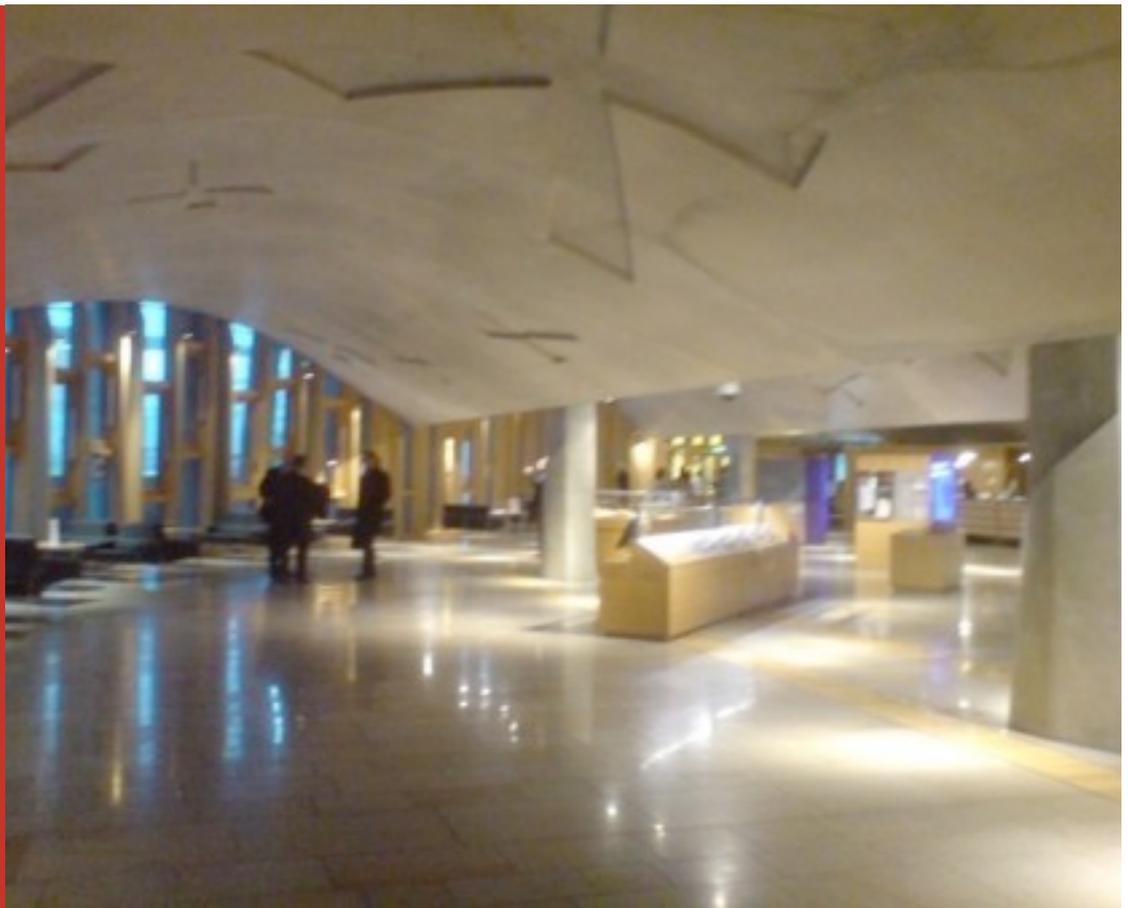


ROSHNI ANNUAL REPORT

2008-2009



The launch of "Who's Right?" production held in Scottish Parliament (May 2009)

Survival of the Fittest

By Ali Khan

It would be remiss of me not to take this opportunity to voice what I imagine are shared concerns as to the viability and sustainability of small charitable organisations such as roshni. The global economic climate is affecting all of our economies and filtering down into our individual lives. Large commercial organisations are scrambling to recover, putting together strategies to contend with difficulties from the fallout of the recession. Commercial organisations have their shareholders to protect, and their profit margins to maintain.

This of course has a negative financial effect on charities, such as roshni. We must take steps to ensure that we can survive the lean years ahead.

I strongly feel that unless we start to join hands and share both resources and personnel, there will begin the downfall of many small excellent charitable and voluntary organisations.

I have been holding a series of meetings with decision makers in organisations both small and large, and it is unfortunate that there still seems to be an element of working in silos and compartmentalization amongst some organisations that I have approached, we all must now consider working closer together and forming joint partnerships in order to survive.

On a more positive note roshni forges ahead with our limited resources. We have mapped out our strategy for 2010 and are constantly striving to improve

our services and work alongside our continuing and new partners.

It just remains for me to thank our funders, our volunteers, without whom we could not deliver, the Board of Trustees and our Advisory Group for the expert advice and guidance they provide.



Disclosure Scotland

Why is there such a lack of awareness amongst small ethnic minority organisations and faith groups regarding their obligations towards ensuring the safety of children within their reach?

It would be extremely unfair to lay the blame entirely on the small groups. These small groups are devoted to their causes, and are constantly struggling to deal with their workloads and continued survival.

roshni, bearing in mind that our remit is the safety of children - is constantly devising new and innovative methods to work toward its main objective. After carrying out research, the above issue, was highlighted as one of our immediate concern.

We have developed a programme to ensure that where adults are working with children, that each and every one of these adults has been vetted through CRBS to ensure that they are suitable for their role.

roshni will assist any organisation with carrying out Disclosure Scotland checks at no financial cost. We will visit the premises of the organisation, meet the relevant decision makers, complete all application forms ensure all ID checks are carried out and work with both organisation and CRBS/Disclosure Scotland to alleviate any problems and issues arising during the process.

We utilise our staff, our resources and our efforts.

Why?

"We were unaware of Disclosure Scotland , with roshni's advice we've been able to vet our volunteer teachers and ensure that we are meeting our obligations towards the children coming to our Arabic classes"

Mr Rabbani, Madrassa Zia UL Quran, Glasgow

Why are roshni putting in so much effort, you may ask?

Well, the answer is two fold.

Firstly as mentioned earlier: we must keep sight of our objectives. By assisting organisations in this way, we are minimising the risk to children left in the care of individuals who may not have their best interests at heart.

Secondly, roshni ensures that organisations who have received our assistance must allow roshni to deliver free workshops to the children, in order to broaden their knowledge as to the awareness and issues surrounding abuse, how to identify abuse and ways in which to report suspected cases.

This project will remain as a priority area in 2010.

I would thank our partners at CRBS for their assistance and contribution.

Shaukat Sultan,
works exclusively
on our Disclosure
Scotland project.



Volunteering at Roshni

Volunteering is perhaps one of the most important avenues open to roshni in working towards achieving our objectives.

Volunteers, by its meaning are committed individuals who do not seek immediate financial gain of their efforts. So, why volunteer?

There are many reasons, ranging from social responsibility, to joining a larger organisation, so that they can contribute towards making a difference in other people's lives.

The current economic climate, and factors such as an increase in unemployment levels, have contributed towards the interest in volunteering. Individuals realise that by staying at home, they are losing skill sets which have been developed within their previous working environments and these individuals value the importance of volunteering with local projects, as they do not wish to lose these skills, and also appreciate the importance if staying active.

Also for many, volunteering with organisations such as roshni, allows them an opportunity to network and meet new friends; broaden their contacts and develop knowledge in news areas of work.

Volunteering at roshni, allows our volunteers the opportunity in meeting and mixing with cultures and individuals from diverse and various backgrounds.

We are extremely fortunate to have a constant flow of volunteers coming through our doors.



“Volunteering at roshni has given me a whole new range of skills and confidence. Working with Ali, was itself an unnerving yet really enjoyable experience. If anyone out there wants to find out if they can cope with hard work, pressure and all for no pay then Ali is your man. I am motivated and really focused with goals. I will always remain with roshni as a volunteer.

Fraser, Roshni Volunteer

I wish to sincerely give a heartfelt thank you to all our volunteers at roshni.

This report is an ideal opportunity to highlight a few of our dedicated team members, not taking way from any of our other members.

Fraser, has been one of the most instrumental of our volunteers. I personally feel that roshni has gained immensely from Fraser's involvement, and just as importantly, Fraser has developed into an extremely passionate, articulate and committed individual. Fraser's confidence is at a new high, and he has stated that volunteering with roshni has opened a new window in his life, and he has set his aspirations of starting a career with the Police.

Shaukat, started his role as a volunteer and is now our Disclosure Scotland Project Coordinator. Shaukat, is partially sighted, however does not view his disability, as an obstacle to carrying out excellent work. Indeed Shaukat has moved from being a volunteer to a paid employee. What a success story, not only for Shaukat, but for roshni and other individuals seeking similar opportunities

Unfortunately, there is not enough space to individually thank all of our volunteers; but you know who you are - thank you.

Run for Roshni

We are all excited in preparing for the Great Scottish Run (10k) this year, and hope to have a team of around 50 individuals running for roshni. Our runners ages range from 17 years old to over 60. Running will become an annual event for roshni, this is not only great exercise, but a

positive team event and an excellent promotional tool for raising the awareness of roshni and the work which we do. If you would like to join the 2010 roshni run, please contact us through our website.



Reaching out to Children and Young People

roshni have been involved in carrying out a series of workshops directly with children and young people. Part of our project was carried out with the assistance of our partners, Glasgow The Caring City.

We are looking for individuals to host interactive, fun sessions with children and young people. Sessions may include games, poster competitions and creative workshops, ensuring that the young people walk away understanding what constitutes as abuse, where to access support services and be empowered to talk about this sensitive subject.

Over the next year, due to the ground work having been carried out, roshni would hope to reach out to at least 1000 children in Scotland.

The demographics of ethnicity would primarily be children and young people from the BME communities, as our research has shown that it is more likely for children from an ethnic minority background to be least likely in coming forward to report issues of abuse and suspected abuse.

roshni are constantly looking for enthusiastic individuals to become involved in such projects. If you feel that you

"Delivering to young people in schools was a great experience for me. Knowing that we helped to empower these children to discuss a sensitive topic, such as child abuse - is crucial to the work which we do"

Tom Harrigan, Chief Executive



Abuse, Culture and Child Protection

Our bespoke training programme

Our Abuse, Culture and Child Protection Training Programme, has been delivered to a range of organisations including The Scottish Association for Mental Health, University of the West of Scotland, NHS Scotland, local authority departments, such as, Community Education and Social Work.

This training programme covers topics ranging from internal obstacles to reporting abuse, such as honour, shame, cultural/religious barriers, family structure, and fear to external obstacles to reporting abuse, including language difficulties, lack of knowledge (law and services), isolation, fear of the known, racism and lack of resources. Our training programme has generated a considerable amount of interest, participants have acknowledged the need for our bespoke training programme given the absence of such issues within the mainstream training provision.

Our aim is to provide a high quality training service, targeted at statutory and public sector bodies and beyond, as well as with community and voluntary organisations. The emphasis is on providing targeted courses and briefings on areas directly related to the work of roshni and ethnic minority communities, building on our expertise and experience.

Our trainers are highly experienced and knowledgeable in the areas in which they train. Importantly, they are aware of the challenges, background and practicalities of the subject areas where training is delivered.

Our intention is to deliver information in such a way that it has a resonance with the day to day world and work of participants attending each course. We aim to ensure that our training courses are participative, though provoking, practical, stimulating and even fun.

Roshni Training Programmes; Include

An Introduction to Child Protection Procedures

Abuse, Culture and Child Protection

The Specific Forms of Child Abuse within Black and Ethnic Minority Communities

Managing Behavior, Reducing Limiting Beliefs with Young People

For more information please call or email: info@roshni.org.uk



Plans for the future

Our 2010 Development Strategy

roshni must strive to move further forward in the coming years, not only in terms of project delivery, but also national growth

We are continuing to strengthen our Board of Trustees. 2010 will see three new Board members joining roshni. We would hope to have a total of seven Board members by the end of 2010, the overall target would be nine Board members. This would ensure that the Board is effective, yet not too cumbersome as to slow down decision making processes.

The roshni advisory group also continues to grow. These individuals offer a great benefit to the organisation.

We will be announcing new strategic partnerships over the coming months, these partners whilst benefiting from the expertise of roshni, will also allow roshni to move further afield with our work and ensure that roshni are involved in decision making process both at a local and national level. Processes which affect the future of our children, with particular emphasis on incoming communities from the rest of the world.

As an organisation, we must remain fully focused on the year ahead, given the current economic climate, it is unlikely that there is going to be any let up in the financial difficulties which we all face. As such we have to find innovative ways of raising funds, we need to work alongside corporate sponsors, philanthropists and our



roshni's work is of a strategic and sensitive nature. Our children hold the peace of the world in their hands, we must nurture them to ensure that as they grow into adulthood, they are aware of their future responsibilities to the next generations.

Ali Khan, Chairman

partners to ensure that our work continues with vigour and strength.

Although a charitable organisation, roshni has to assume models used by businesses, we cannot hope that whenever we put out our hands, that monies will be forthcoming, as such we are in the process of setting ambitious targets of self raising finances to ensure our future.

2010 should see roshni working not only in Scotland, but moving south of the border into England. roshni has launched a series of pilot projects, these are now being turned into full blown projects, which we expect to not only be successful, but an additional measure of their success be shown in replication across the UK.

We at roshni are always interested in welcoming new individuals and organisations to become involved with us. If you feel this may of interest,

please do contact me personally ether by phone or email: ali@roshni.org.uk

Thank you:

We would like to express our gratitude to all the individuals and organisations who have assisted roshni, and indeed commit to roshni now and into the future.

A personal thank you also to roshni staff, volunteers, trustees, and friends for their hard work and contribution. Thank you also to our funders for believing in the work of roshni.



Working together, we can give people the confidence to give - more money, more often, to more good causes

Professional Advisors:

Haines Watts 231-233 St Vincent Street, Glasgow, G2 5QY

J&H Mitchell, 51 Atholl Road, Pitlochry, Perthshire, PH16 5BU.

OSCR, Quadrant House, Riverside Drive, Dundee, DD1 4NY.



Abuse, Culture, Religion & Education (A.C.R.E.)

Roshni, sponsored by the late Bashir Ahmad MSP launched our A.C.R.E project at Holyrood.

The event was the culmination of an idea by our Chair Ali Khan, who is always interested in finding new and innovative ways of engaging audiences.

We produced three short scenarios which highlighted not only various forms of abuse, but also the varied responses from diverse ethnic communities.

These short scenarios were performed by young actors from The Royal Scottish Arts Music and Drama (RSAMD).

The response to the issues raised were extremely varied and thought-provoking, providing an insight as to the different understandings surrounded by child abuse.

Our aim now, is to roll out the drama production Scotland wide. We intend to visit local community groups, play our scenarios and open up to a Q&A session, with a panel of well informed guests.

A.C.R.E is a return to the old-style town hall meetings, where you stand up in front of a crowd and answer questions from local residents on issues around child abuse. The core premise is very simple: roshni and its partners visit a community centre and anyone who wants to come

is invited to attend and take turns to ask roshni and our partners about whatever's on their mind

regarding child abuse issues and areas of child protection. There are no scripts or planted questions, and the events, which will take place throughout Scotland, are open to everyone who lives in the local area, no matter what their residency status, culture, age, gender, background.

This platform allows both roshni and our partners the chance to discover the mood and thoughts of the local and national communities. It also gives the people of Scotland the chance to meet both teams and ask questions about the issues and concerns that matter most to them.

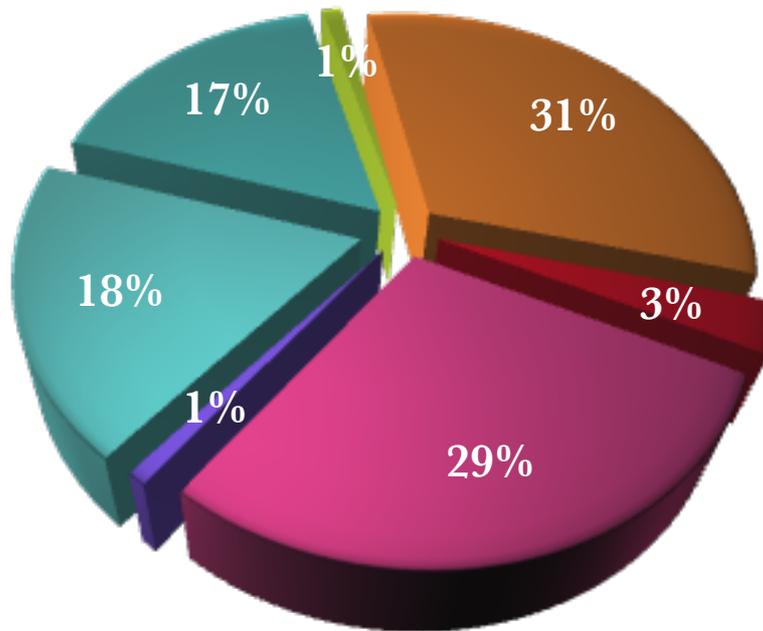
Culture, no matter which it is, is not an excuse for hurting children.

In every culture, members of the community have a responsibility to intervene when children are being hurt. However, what behaviour we label as abusive or neglectful, how we go about intervening, how we understand the causes of problems, and what we do to help alleviate the stresses, have much to do with our understanding of the family's culture and what is normal or acceptable within that culture. Roshni remains the only charity of its kind in Scotland, working to implement evidence-based initiatives at a local level in ethnic minority communities.



Financial Activities

- Training & Project Costs
- Salaries & Recruitment
- Consultancy Funding Apps, Legal & Acc
- Core Costs
- General Expenses
- Web & Marketing
- Travel & Subs



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A company registered in Scotland No. SC 232767 and
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SC 033217

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