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**POSITIVE  
ACTION**  
 **WORKING TOGETHER  
TO REBUILD LIVES**

2015-16

# LIVE LEARN WORK VISIT INVEST



## ONE VISION : New North Glasgow a great place to live, learn, work, visit and invest

- one of Scotland's largest community based housing providers
- manages and maintains around 7,000 properties
- operates an open housing list
- works with Positive Action in Housing
- works with PATH Scotland
- partnership with African Challenge Scotland
- addresses housing needs from any referrals
- supports ethnic minorities

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## 21ST ANNUAL REPORT 2016 POSITIVE ACTION IN HOUSING LTD

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Company No: SC158867

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## INTRODUCTION



I am proud to present Positive Action in Housing's 21st Annual report. The very first Report recalls a small charity with 1 and a half members of staff and a budget of £87,000. We have certainly come a long way. This year's report outlines some of the impact that Positive Action in Housing has on the lives of our beneficiaries and, in doing so, demonstrates the benefits of our profoundly human-centred ethos. All our frontline projects faced increased demand and exceeded their targets to overcome poverty, homelessness and destitution. In response to the

greater public awareness of the world's worst refugee crisis since World War 2, our Chief Executive worked extremely hard with staff and volunteers, members and supporters, to deliver extraordinary results – see pages 30-31, Our Year in Numbers. It is thanks to our members, donors and supporters that we are able to go that extra mile. I hope that what you read in this report will demonstrate that this charity continues to use resources wisely and effectively. I am very proud to chair this small, passionate and essentially pioneering charity. I would also like to thank my fellow office bearers and board members for their support, resilience and wisdom. Our Board has a passion for debating current affairs and determining strategies for us to deliver effectively. It is that passion and dedication that helps us deliver strong outcomes for people in multiple crisis situations in order that they may rebuild their lives. With the world changing in front of our eyes and the needs of refugees and migrants growing by the day, 2017 is set to be a year of even greater challenges. Thanks to your support, we are confident that there will be opportunities too and we look forward to continuing to work closely with you in the future.

Dr Chris Robinson  
Chair

## CHIEF EXECUTIVE'S REPORT



I want to start by thanking the many hundreds of people and organisations who stepped forward to help us help others overcome crisis situations and rebuild their lives.

Poverty, homelessness and inequality were consistent themes across all our activities<sup>1</sup>. Additionally, the refugee crisis saw this charity deliver its strongest humanitarian response yet.

We saw a 28% increase in the numbers<sup>2</sup> of families and individuals needing advice, representation or humanitarian support.

Our casework teams raised almost £1 Million in benefit entitlements, grants and savings for refugee and migrant communities - money that went straight back into Scotland's economy.

We distributed £42,200 in crisis payments to 372 families and individuals in order to prevent destitution or hunger.

Our Room for Refugees<sup>3</sup> hosting scheme provided 19,018 nights of shelter since September 2015. The scheme covers Scotland and the rest of the UK. We

have over 4,000 hosts, around a quarter of whom are ready to offer loving family homes to child refugees, but no one in government seems ready to take up the offer.

In September 2015, we brought together all Scottish Registered Social Landlords with the goal of contributing available housing stock to Syrian refugees brought in under the UK government's Vulnerable Persons Relocation Scheme.

We recruited 202 international medics, nurses and general volunteers to Lesbos, Greece, to support the wider humanitarian effort to assist 500,000 refugees who crossed the Aegean Sea from Turkey to Greece.

In 2017, things will get more challenging and we need to be prepared for that. People are ready to make refugees welcome, but our governments' responses to the refugee crisis are inhumane and badly out of touch with the views of their own citizens. We have observed the shameful way they have played short-term politics with the lives of people fleeing war and repression, by using xenophobic rhetoric to chase headlines. As part of our work we also seek to hold politicians to account and to correct the distorted media portrayals of refugees.

21 years on, we remain passionate about our cause, working for some of the most voiceless and disenfranchised people in our society. We will continue to strive to bring about substantive, permanent improvements in their lives – whether it is through providing food and shelter to the destitute; rehousing families who are homeless or overcrowded; or improving financial skills to help clients escape poverty.

Thank you for helping us make a difference.

Robina Qureshi

<sup>1</sup> See pp 30-31 – Our Year in Numbers  
<sup>2</sup> 1,114 families and individuals  
<sup>3</sup> [www.roomforrefugees.com](http://www.roomforrefugees.com)



"Gwen and Tony were very kind to my family. Tony and I went fishing some weekends and I forget for a few hours the stress of our situation. We caught a lot of fish! My wife felt safe to be herself in their home. I hope one day we can properly repay their kindness". Mohammed (35) and Fathima (33) and their 9-month old baby. They were referred for hosting by the British Red Cross. They are forbidden to work and not entitled to support. Social Services would not house the family but said they could take their baby. As a result, the family were frightened to approach social services again and remained destitute.

"Our family - myself, husband Tony, children Eve (15) and Luca (8) - got involved after increasing despair over how refugees were being portrayed in the media and our governments inaction. After Fatima and Mohammed moved in, any anxieties we had about hosting dissipated immediately. We bonded talking about food and cooking, our children and experiences of parenthood. They are kind and friendly and we have a lot in common - that was probably the most important lesson. My children got involved in helping another family, and it broadened their understanding of others' values and customs".  
Gwen, 34 years old.

## OVERCOMING POVERTY

The Money Skills Project offers multilingual advice, information and financial skills training through a multilingual staff team of four. The project tackles the root causes of homelessness and helps break the poverty cycle.

In 2015-16, the Project assisted 896 beneficiaries<sup>1</sup> from 48 countries of origin. The main beneficiaries were EU Nationals (40%), people from refugee communities (40%), and established Black and Minority Ethnic communities (18%). 86% of all beneficiaries were living in poverty<sup>2</sup>. The project received 158 (43%) external referrals.

As a result of the project's intervention, more than one third (129) of our service users reported an increase in income.

(17%) reported improved skills in budgeting, savings and income maximization and were able to resolve money issues independently.

The total income raised for all beneficiaries over a 12-month period was £561,609. This came from:

- Benefits entitlements and savings in outgoings (£479,000).
- Charity grants, Social Welfare Funds and Warm home discounts (£50,000)
- Debt reduction work (£32,000)

One in five service users (67) reduced their outgoings by switching to cheaper credit cards or utility providers.

17% (64) reported improved skills in budgeting, savings and income maximization and were able to take independent action to resolve money issues.

14% (50) had the cost of their debts reduced or written off.

13% (48) gained from charitable payments, grants and funds, insurance payouts, social welfare funds, and claims made to recover health and educational costs and tax rebates.

<sup>1</sup> 367 cases

<sup>2</sup> Based on the income bands of our service users compared to the poverty threshold calculations by household size as published by Scottish Govt. and Scottish Poverty Truth Commission paper, Poverty in Scotland June 2015.



"I had problems with my rent arrears and benefits. A friend suggested I go to Positive Action. I got a lot of help and things are much better for us. There is someone who understands and lightens the burden."  
Xiu and her little boy, Terence, aged 3, having fun with our photographer

## NEW MIGRANTS

Funded by the Scottish Government, the New Migrants Action Project plays a significant role in aiding Scotland's new migrants to secure paid work and know their rights. A diverse, multilingual team of four assist clients to make the right decisions for their future. The project also provides day to day advice to local authorities and registered social landlords about their rights and responsibilities.

The New Migrants Action Project assists Scotland's new migrants to secure paid work and know their rights. The project also advises local authorities and registered social landlords about their responsibilities. A diverse, multilingual team of four assist service users to make the right decisions for their future, the service is free.

In 2015-16, the Project assisted 715 beneficiaries<sup>1</sup> from 16 nationalities and 20 different preferred languages. This is a 26% increase compared with the previous year. The numbers of families needing assistance has gone up by 25%. Using the Scottish Government and Poverty Truth Commission's measure of relative poverty thresholds, we found that almost two thirds<sup>2</sup> of service users were living in poverty compared with the national figure of 14%.

Over half of the project's clients are Romanian Roma. 13% are Russian and 6% Latvian.

Romanian Roma service users need greater help due to low levels of English language, relatively low levels of literacy, numeracy and access to internet. The

community is less well established and therefore less able to access statutory services or help from within their own community.

The project generated £337,085 in income from benefits entitlements for clients - an 89% increase on the previous year. Many Romanian service users are accessing welfare benefits for the first time and are in minimum wage, part-time work. Tax Credits are vital in lifting families out of poverty, Housing Benefit also avoids the threat of rent arrears and homelessness.

The Roma remain one of the most marginalised and persecuted ethnic groups in Europe. Scotland has an estimated 5,000 Roma people with 3,500 in Glasgow, most of whom live in Govanhill. Sometimes problems emanate from cultural differences, principally the Roma tradition of congregating on street corners late into the night. Although no official health assessment has ever been carried out, life expectancy is 15 years lower<sup>3</sup> than the UK average. Employment is another issue, with large numbers of Roma uneducated and unaware of workers' rights.

"My debts are paid off. This winter I could heat our flat - last year we were choosing whether to pay rent, eat properly or pay for electricity. That worry has gone now because of your help." Virgil, 33 years old, Romanian Roma, lives with his wife and 3 children. He previously struggled to take care of his family in a low paid job without benefits.



<sup>1</sup> 254 cases

<sup>2</sup> 164 cases

<sup>3</sup> The Guardian, Saturday 16 Nov 2013; The real story of Britain's Roma: excluded, ignored and neglected <http://tinyurl.com/jv9abml>

“The place we are renting is not so good, there are bed bugs, and the wallpaper is falling off. The landlord knows we are desperate. But we prefer to be near our community where we are accepted. The staff at Positive Action helped my family a lot, with my Personal Independence Payment and then getting paperwork sorted for self-employment. Now, my husband and my daughter work as cleaners. My husband used to be a street singer; he has a beautiful voice, he still sings to me.”

Cornelia, 53, Romanian Roma, lives with her husband and extended family in Glasgow's Govanhill.



## HOUSING AND HOMELESSNESS

The Frontline Homelessness Advice Service offers essential advice and support to deal with the challenges for newly granted refugees having to rapidly move from one system of housing support to another. The Service also assists people to access social housing and challenge poor housing conditions and hate crime.

In 2015-16, the Service benefited 241 people (from 87 cases) and dealt with 15 different languages, including Mandarin and Arabic. 92% of service users were living in poverty. Over half (54%) of all service users were families with children, while over one third (37%) were single people. Two thirds of service users were newly granted refugees. The remaining one third were from established minority ethnic communities. The majority of cases (62%) concerned homelessness problems experienced by newly granted refugees residing in local authority temporary accommodation. 22% of cases concerned overcrowding and poor housing conditions. 10% concerned racially motivated hate crime. We suspect under-reporting of hate crime because of the competing problems that service users face elsewhere in their lives, for example, finding work and a decent home for the family. We challenged unfair decisions by local authorities who deemed victims of racism as intentionally homeless. These decisions were often overturned, and clients had a second chance at being rehoused in a more suitable location where they were less obvious targets for racist attacks.

Many service users also complained about the problems of serious disrepair in their accommodation as a result of inaction by the government sub contracted asylum landlord, Orchard & Shipman. We note that those who were dependent on the Home Office for their status were unlikely to complain to the Home Office about their accommodation. In our experience, the scale of the problems concerning severe disrepair and sudden evictions is far worse than reported, and has been going on for years without proper scrutiny or investigation. We therefore welcome the comments of the Home Affairs Committee members who described conditions in Glasgow as "horrific" and the worst in the UK.



"Al-Hasakah, the north-eastern region of Syria was a beautiful place to grow up in. There are many people from all over - Arabic, Kurdish, Turkmen. I completed my studies in dentistry in Kyrgyzstan and returned home in 2012. But with the frontline of the war advancing, things weren't safe. My mother, father and youngest brother went to Turkey. Some of my other family were killed. I don't want to think about it. I travelled by land and sea to Europe via Turkey. At Calais, I stowed away on a heavy goods lorry for 20 hours without food or water before arriving in the UK. I was terrified of being returned to Syria. They sent me to a detention centre in Bedford and then to temporary asylum accommodation in Scotland. Someone told me to go to Positive Action in Housing when my asylum support was cut. They gave me a crisis grant so I didn't go hungry. Eventually, I got refugee status. It was beautiful when my wife and two sons joined me a few months ago. I miss everything about home, my friends, some of whom I still keep in touch with through whatsapp or social media. If it was safe we would go back, but for the sake of my children we have to look forwards."

Mohammad (28) with his wife and two children



“Eritrea was a beautiful place before the war. Then I had to leave. Everybody has a dream, mine was to be a professional chef and own my own restaurant. I have always loved cooking different kinds of food, now I cook food that reminds me of one place - home. We are orthodox Christian. My little girl, Alina, was born here. She attends St Constantine's Primary School and has a strong Scottish accent. There are a lot of police callouts here. We've been burgled several times, though we actually have nothing. Our caseworker was good and repeatedly pressed the landlord Orchard & Shipman until they finally secured the damaged door. We don't go out after 6 pm, we pray a lot. Hanna (41), orthodox Christian, from Eritrea, seeking asylum with her daughter Alina, 6 years old



## LIFELINE

The Lifeline Service aims to prevent and alleviate the destitution of refugees and people seeking asylum. This free, independent and multilingual service assists families and individuals without recourse to public funds to help individuals to overcome crisis situations and progress towards long term stability, independence and resolution of their status.

It does this by providing emergency advice/representation, crisis grants, food cards and free shelter through a combination of drop in surgeries, appointments, one to one casework and referrals.

The Service has three lifesaving strands:

- Advice, information and casework assistance to assist those who are at risk of destitution anywhere in Scotland, and the rest of the U.K. or Europe
- Crisis grants to help the most vulnerable, women, children, the elderly and the sick, always with the aim of assisting people to progress towards independence.
- Shelter provided by “refugee hosts” in their own homes for those at risk of destitution.

In 2015-16, the service underwent a transformation when its pioneering refugee hosting scheme went viral as the world finally awoke to the refugee crisis

Refused asylum seekers unable to immediately return can apply for “Section 4,” provided they are taking steps to leave the UK, or are appealing against their refusal. However, many refused asylum seekers cannot return. Some will not be accepted back by their governments; others face persecution, violence, or conditions that are too unsafe and volatile. They are less likely to be able to get out of the cycle of destitution; many will become society’s invisible citizens. They face the constant fear of being detained indefinitely or removed despite having a good case for leave to remain.

Most of the people who find themselves destitute or at risk of destitution are in the process of claiming

asylum. Once an asylum application is refused, a person or family’s support is stopped. They are told they must leave. They live in fear of their locks being changed or being put out of their accommodation and onto the street. Recently, we have received reports that one Home Office contracted landlord had put up asylum seekers in cheap hotels. The hotel owners then put families out of their rooms on the grounds that the bill was no longer being paid by the Home Office appointed landlord.

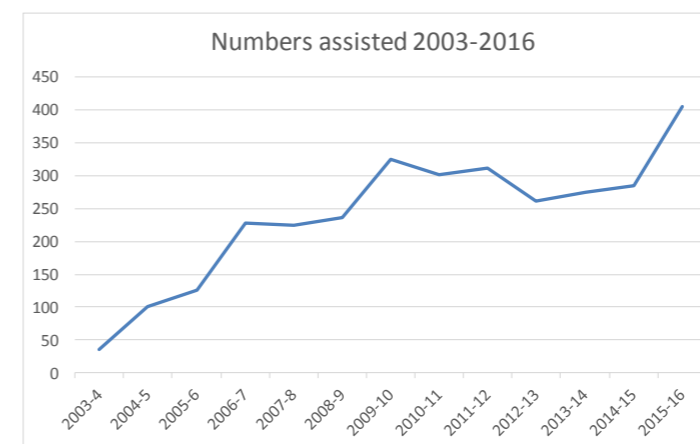
People left in this situation may claim Section 4 support (emergency accommodation and vouchers) once their solicitor has lodged fresh evidence for a new claim or a judicial review or on human rights grounds. These papers can’t be lodged until the lawyer has gathered new evidence and until s/he does, a family or individual is effectively destitute.

At the time of writing, October 2016, a legal ruling has identified risks of serious harm to returning Eritreans after MPs condemned “inexcusable” delay in reviewing existing guidance. This legal ruling will assist destitute Eritreans to submit fresh asylum claims and get their support restored. The ruling, which could affect thousands of Eritreans, one of the largest groups to seek asylum in Britain every year, contradicts the government’s existing country guidance, which deems it safe for migrants to return to Eritrea after leaving illegally. It’s also good news for our charity, because Eritreans are the second highest country of origin approaching us for emergency assistance. Sadly, families and individuals from other countries which are similarly dangerous

are still forbidden to seek work, claim benefits or homeless accommodation because the home office insists these countries are safe to return to. It is left to charities like ours to pick up the pieces. Despite claims to the contrary, the problem of destitution, and more specifically long term destitution, continues to be a feature of the asylum process for hundreds of vulnerable individuals and families. As a consequence, our resources to support destitute people are being pushed beyond the limit.

### Key results

- We provided emergency support - food packs, crisis grants and shelter - to 408 families and individuals (481 beneficiaries). This represents a 43% increase on the previous year (284 cases).
- We assisted people from **52** different countries (44 in 2015). The top ten countries of origin were Iran,



Eritrea, Iraq, Nigeria, Zimbabwe, Gambia, Syria and Palestine.

- The number of **Syrians** needing support has trebled since last year. The number of **Eritreans** has more than doubled.
- We gave out **1,397** emergency crisis payments totaling **£42,200** to 392 beneficiaries, (318 cases), including 56 children and 3 unborn babies. These were for food, medicine, baby milk/nappies, or essential travel - a 29% increase on the previous year.
- We issued **467** crisis payments to destitute people attending the Night Shelter. This is a 39% increase on the previous year. The Night Shelter is run by volunteers in a church. Service users can sleep

there from 8 pm to 8 am and get a breakfast before leaving. Emergency crisis grants are paid for by private donations from members of the public.

- We gave out **1,456** food packs and tokens for halal meat, mainly to those claiming asylum, or in refused cases.
- In 2015-16, the Service provided **100** drop in surgeries with an average attendance of between 15 and 25 service users per surgery. We also provide an Annual Winter Surgery attended by **269** people over **2** days.
- At our annual winter destitution surgery, we provided emergency assistance to **269** families and individuals over two days - a 22% increase on the previous year (220). This support is essential to tide people over the Christmas and New Year period.
- 90% (367) of those who were facing destitution were still in the process of submitting fresh evidence, or article 8 submissions or a judicial review. As a consequence of removing this support, many genuine cases were put in serious jeopardy. **Only 10% (41) had exhausted their appeal rights.**
- As a result of the ongoing refugee crisis, Room for Refugees, our pioneering refugee hosting scheme which began in 2003, went viral in 2015-16. We upgraded our systems to run an online system. The number of hosts registering went from around 80 in 2014-15 to **3,035** by March 2016. Hosts registered from Scotland and the rest of the U.K. (83%) and the U.S.A. (15%). The purpose of the scheme is to help people overcome a crisis situation as well as progress their cases.
- **206** caseworkers from **143** refugee support agencies across Scotland, England and Wales have registered to refer destitute refugees to the scheme.
- The scheme assists those seeking refuge, and we hope it will help Syrian and other refugees, unaccompanied child refugees, as well as resolve long term destitution and help people back into the system.
- In 2015-16, we provided **5,343** nights of shelter, a **461%** increase on the previous year (**953 nights in 2014-15**). The updated scheme received **169** referrals in the six months from September 2015 to 31 March 2016. In that period, we accepted and successfully assisted **88** individuals from **35** refugee agencies, including Glasgow Night Shelter, British Red Cross, Migrants

“I have been living in Glasgow for the past 6 and a half years with my wife, and for all this time, for every day, we are forbidden to work or stand on our own resources. We lost our Home Office support last year. Every day since then we have been living under the threat of eviction. It’s not a way to live. The people from Orchard Shipman, the landlords, have told us to get out. So we’re afraid to leave this place for college or the doctors or for even food in case we return to find the locks changed. Do you know what it’s like for someone to come into your home and open your fridge and ask you “why do you have chicken in your fridge?” My wife answered, “We are Muslim and the chicken was donated to us by the mosque, don’t open my fridge again.” There was nothing else in that fridge, and we are explaining why there is some chicken in our fridge? My health is not good, I walk with a limp, and I’m on various tablets. My wife and I have only each other. So she worries. We are still waiting for the answer to our Home office appeal. It’s uncertainty every day. I have been in contact with Positive Action in Housing since 2010, living first with one of their refugee hosts, getting advice over letters I don’t understand, and emergency crisis grants. The people there are a great, I feel like a human being in there, not just waiting in a queue I don’t want to be in.”

Karzan, 38, Iraq



Organise, Scottish Refugee Council, Refugee Council, Sharedydd, The Connection at St Martin's and Freedom from Torture.

- In the 12 months since September 2015, our refugee hosts provided **19,018** nights of shelter for **159** beneficiaries (**145** families or individuals), including **10** children and **3** unborn babies.
- The scheme has accommodated refugees in rural and urban locations all over the UK, however, we receive the biggest number of referrals from areas in and surrounding London and Glasgow, the two main areas of asylum dispersal in the UK. And we need more hosts to register.
- Room for Refugees is a life transforming scheme. It provides a safe haven as well as pastoral support. The scheme builds human understanding, empathy and lifelong bonds. It allows hosts to assist in the refugee crisis and has an excellent safety record. It practically challenges xenophobia of governments, EU and sections of the media. It has the scope to grow internationally as a force for good. And it will.

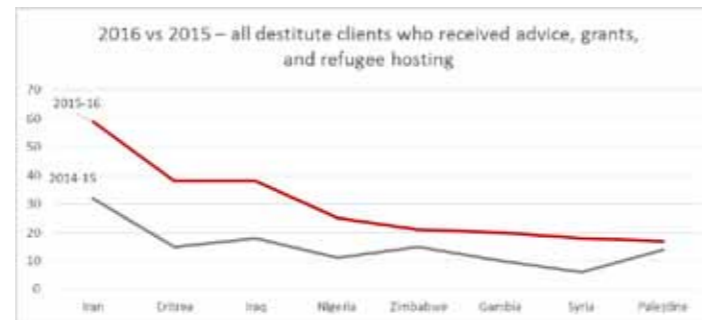
### Lifesaving Outcomes

As a result of our intervention,

- 372 families and individuals were assisted to overcome a crisis situation through the provision of emergency advice and support, crisis grants, food packs or shelter with our hosts.
- 48 were able to move out of a crisis situation and were enabled to secure Section 4, 95 or other support.
- 23 were assisted to achieve some form of leave to remain.
- 8 individuals have stayed with their hosts for more than six months and are regarded as a member of the host family, and receive invaluable pastoral support.
- 3 were assisted to pursue their Academic studies and go onto university.

When working with caseworkers, we place an important emphasis on helping those who have no recourse, assisting in a crisis and encouraging caseworkers to work towards progressing their clients' cases so that they can move onto stable and independent living arrangements, and hopefully resolve their claims to

asylum while seeking respite with our hosts.



We are protective of the trust placed in us by our hosts and risk assess each placement. We regularly review the placement to check how things are going, and to see if the host wishes to continue the arrangement or bring it to an end.

Guests have been very grateful of the support offered to them in a crisis situation and often wish to repay the efforts. We ask them to pay it forward by donating to the scheme. We intend to set up a scheme whereby all service users have an opportunity to "pay it forward".

### Emerging trends

More people are being made destitute, more quickly and without warning. We are receiving a greater number of referrals of destitute families. The numbers of Syrians approaching the Service has trebled. The number of Eritreans approaching us has more than doubled. The number of women approaching the Service has doubled.

### Looking ahead

Many hundreds of hosts are willing to be assessed by local authorities to take in child refugees to their homes. We hope the UK government will consider Room for Refugees and other hosting schemes as possible solutions for housing Syrian and other refugees and unaccompanied child refugees. We have hundreds of hosts in the U.S.A. and hope to develop the scheme globally as a force for good.

The crisis grants system will become an online resource for our own staff and trusted referral partners. This will hopefully speed up support for those in greatest need. It will help us reach more people in a fairer way, use a speedy referral process, which will target the

most needy and vulnerable. The payments will help individuals and families overcome a crisis situation. It will help individuals to progress their claim for asylum and it will help families and individuals to sustain themselves while living in a host's home. It will prioritise who have no recourse to funds, and are from countries with known war situations, or records of severe human rights abuses. A revised policy and procedure will be devised and disseminated. Ultimately, caseworkers will focus on delivering good long term outcomes for clients while assisting them to overcome a crisis situation.

Our food bank will go digital. We will be distributing supermarket gift vouchers instead of bulky tins etc. to those in poverty or at risk of destitution.

There will be an innovative book bank with readers at our annual winter surgery, to instill the love of books in refugee children and fire up their imaginations to sustain them through difficult times in their lives as their parents try to secure refuge in this country.

### Can you help?

In 2017, we need to raise £50,000 to pay for the Emergency Hardship Fund. There is more pressure to help as more people fall into destitution more quickly and without warning. The money raised will pay for food, essential travel, baby milk/nappies. It will go solely to helping those who are left destitute, hungry and unable to return to their country of origin.


Please help us carry on this work by setting up a monthly donation via:

<https://mydonate.bt.com/donation/start.html?charity=81788>

Alternatively, you can become a charity fundraiser and get sponsored to do a marathon or some other activity.

Set up a sponsorship page at: <https://mydonate.bt.com/charities/positiveactioninhousing> and ask your friends and family to give a donation on your page. For more info email [home@paih.org](mailto:home@paih.org).





“It’s important we take care of all members of our society regardless of race religion or nationality. It’s morally wrong to force people in to destitution, especially as they are battling an asylum process that is flawed and weighted against them. I have hosted people for varying lengths of time, from a few days to five months. There have been some harrowing stories, including a couple from Afghanistan whose toddler died in an accident shortly before they came to stay. There was also a woman from Somalia who had seen some of her family blown to pieces. It is very tough. I have a supportive, loving family and it’s nice to share that with those who are far from their families. Our lives are greatly enriched. Things I used to worry about before, I don’t worry about now. You think about walking in their shoes for five minutes. Makes you realize how lucky we are!”

Edith, 62, retired social worker, Scottish. Edith has hosted around 30 people in her home since 2005

“I didn’t realise how much we take home for granted until I became “destitute” I have had a loving family in Rwanda. There were no worries. I came here to study. Once problems started in Rwanda, my funding stopped. I claimed asylum and was given a fast-track refusal. Orchard and Shipman, the landlord, told me I had two weeks to get out. I did try to stay. Each morning I woke up, I wasn’t sure if that was the day they would put me out. I packed my clothes and asked the church to look after them. One evening, I came home and found nothing there any more, no bed, no mattress, nothing. Something changed in me. I couldn’t see the point of anything. I walked to Buchanan Street Bus Station and acted like a passenger, all night. There were no thoughts except not to fall asleep. Someone told me about a place that might help. At 8.00 am, I went to Positive Action in Housing. The people were kind. Senior caseworker, Sunny told me I was going somewhere safe to someone’s home. I’ve been with Edith for 4 weeks. At Edith’s, we share a meal in the evening. Sometimes we go for a walk. Someone cares and that means everything just now.”

Francoise, 33, student, Rwandan

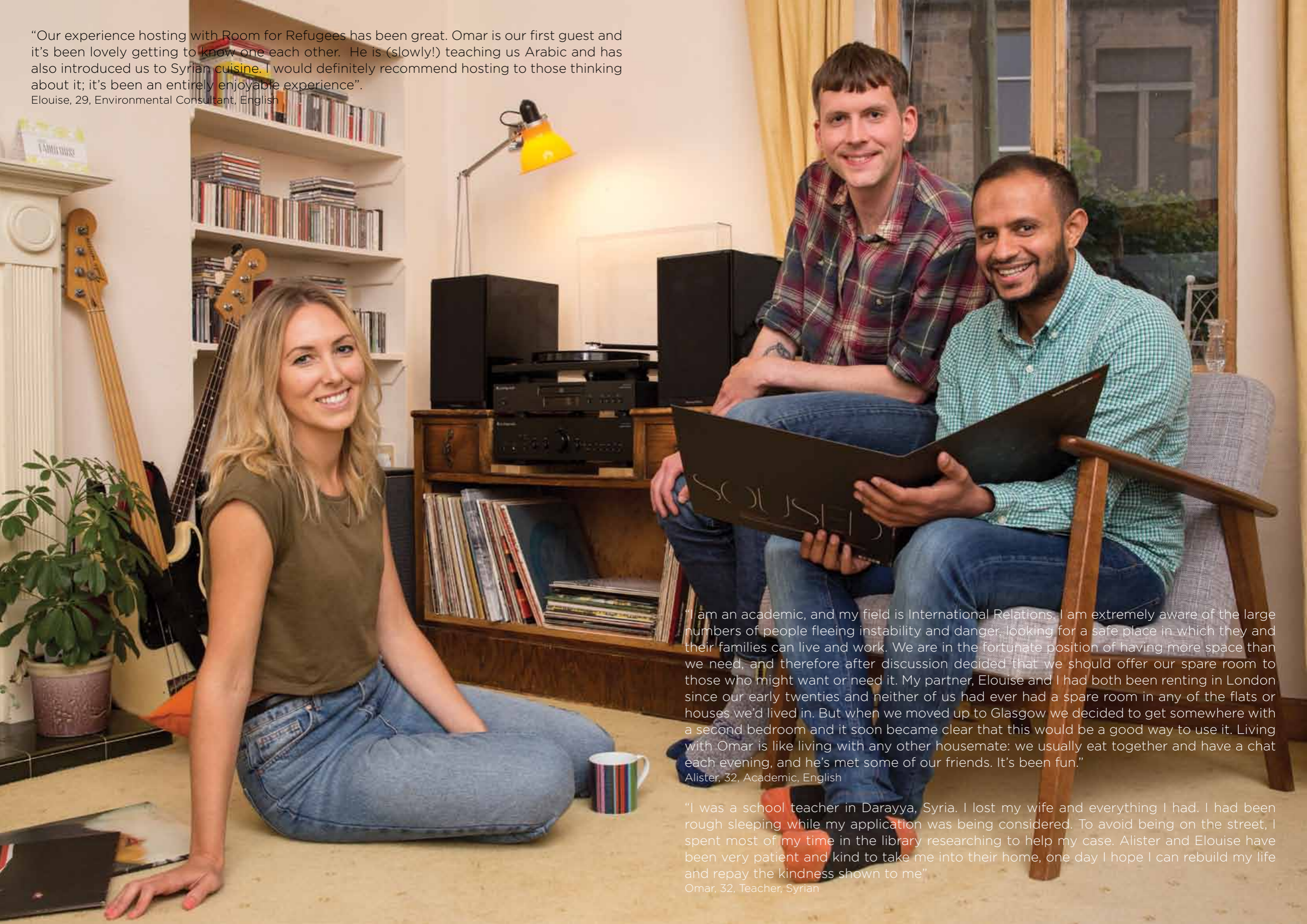
“My life before the war was beautiful in an unspeakable way, until the sounds of those bombs. I’m the eldest of four brothers and one sister. Now, looking back, growing up with the people you love in a place of peace is something i would pay money for. I was taking good care of my brothers and sister, pushing them to do the right thing, correcting them if they are wrong, protecting them, one of my brothers was only 3 months old when I left. I don’t know him and he will grow up watching me on pictures, i can’t be there when he needs me, and that’s killing me. The most beautiful sound ever is my mother’s voice. Before I left she told me: “ Don’t worry you’ll be fine, you are rich in your talents, you work hard, and you’re ambitious and handsome! I can feel it because I’m a mother, this is not the right place for you, you’re better than that, go build your future out there and we’ll be okay.” My parents are wonderful, amazing people, but they forced me to leave, if they didn’t I would be forced to join the army, and then there’s only one choice - kill or be killed. I miss them a lot, it took me 3 months to get to the U.K. My only thoughts were “Take the risk or lose the chance”, to keep pushing myself and move forward. Glasgow’s a civilized city with great people, from the moment I arrived here, I felt I was human again and I have rights. I’m grateful to Positive Action in Housing for taking care of my welfare and protecting me and my friend Eidi who arrived with me in September 2016”.

Ammar, 21, Economics Student, Damascus, Syria, arrived in Glasgow destitute in September 2016 with his fellow economics student, Eid, 22 years old



“Our experience hosting with Room for Refugees has been great. Omar is our first guest and it’s been lovely getting to know one each other. He is (slowly!) teaching us Arabic and has also introduced us to Syrian cuisine. I would definitely recommend hosting to those thinking about it; it’s been an entirely enjoyable experience”.

Elouise, 29, Environmental Consultant, English



“I am an academic, and my field is International Relations. I am extremely aware of the large numbers of people fleeing instability and danger, looking for a safe place in which they and their families can live and work. We are in the fortunate position of having more space than we need, and therefore after discussion decided that we should offer our spare room to those who might want or need it. My partner, Elouise and I had both been renting in London since our early twenties and neither of us had ever had a spare room in any of the flats or houses we’d lived in. But when we moved up to Glasgow we decided to get somewhere with a second bedroom and it soon became clear that this would be a good way to use it. Living with Omar is like living with any other housemate: we usually eat together and have a chat each evening, and he’s met some of our friends. It’s been fun.”

Alister, 32, Academic, English

“I was a school teacher in Darayya, Syria. I lost my wife and everything I had. I had been rough sleeping while my application was being considered. To avoid being on the street, I spent most of my time in the library researching to help my case. Alister and Elouise have been very patient and kind to take me into their home, one day I hope I can rebuild my life and repay the kindness shown to me”

Omar, 32, Teacher, Syrian

# OUR YEAR IN NUMBERS

**INCOME**  
**£ 489,141**

**EXPENDITURE**  
**£482,160**

**169 MEMBERS** 

**12 BOARD MEMBERS** 

**9.7 STAFF MEMBERS**  
(FULL TIME EQUIVALENT) 

**49 VOLUNTEERS**  
(OFFICE BASED) 



**2,333 DIRECT BENEFICIARIES** FROM **1,114 FAMILIES AND INDIVIDUALS** RECEIVED ADVICE, INFORMATION OR HUMANITARIAN SUPPORT.

**81**  
**DIFFERENT COUNTRIES OF ORIGIN** 

THE NUMBER OF SYRIANS APPROACHING US HAS **TRIPLED** COMPARED WITH LAST YEAR.

THE NUMBER OF ERITREANS HAS MORE THAN **DOUBLED**



## EMERGENCY CRISIS

SUPPORT PROVIDED TO **408** FAMILIES AND INDIVIDUALS (481 BENEFICIARIES) AT RISK OF DESTITUTION

A **43% INCREASE** ON THE PREVIOUS YEAR (284 CASES).

**£42,200**  
IN CRISIS PAYMENTS

GIVEN TO **372** FAMILIES AND INDIVIDUALS TO PREVENT HUNGER OR DESTITUTION - A **30% INCREASE** ON THE PREVIOUS YEAR (£32,570).

HOUSING AND HOMELESSNESS ASSISTANCE PROVIDED TO **87** HOUSEHOLDS

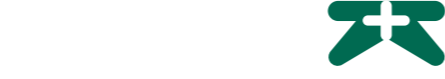
**57%** ARE REFUGEES OR SEEKING ASYLUM.

**35%** ARE EU NATIONALS.

**9%** ARE ESTABLISHED MINORITY ETHNIC COMMUNITIES.

**86%** (958) LIVING IN POVERTY OR DESTITUTION.

**£904,207**  
RAISED FROM CHILD TAX CREDITS, WORKING TAX CREDITS, BENEFIT ENTITLEMENTS AND SAVINGS, AND PUT BACK INTO THE LOCAL ECONOMY.



[www.paih.org](http://www.paih.org)  
[www.roomforrefugees.com](http://www.roomforrefugees.com)  
email :[home@paih.org](mailto:home@paih.org)

**4,081**

THE NUMBER OF PEOPLE REGISTERED TO HOST REFUGEES WITH **ROOM FOR REFUGEES**

AND **STEADILY GROWING.**  
[\*OCT 2016 STATS - POSITIVE ACTION]

**£22K**  
DONATED TOWARDS HUMANITARIAN INITIATIVES IN LESVOS, THE HOPE CENTRE, THE GREEK LIFEGUARDS, AND THE SPANISH LIFEGUARDS.

**FREE SHELTER**  
**19,018**  
THE NUMBER OF NIGHTS OF FREE SHELTER ARRANGED IN THE 12 MONTHS SINCE SEPTEMBER 2015



**71 FAMILIES** OR INDIVIDUALS AT RISK OF DESTITUTION ENABLED TO PROGRESS THEIR CASES OR RESOLVE THEIR LEGAL SITUATION AND ACHIEVE LONG TERM STABILITY

**230**  
THE NUMBER OF DELEGATES WHO ATTENDED OUR



"SCOTLAND WELCOMES REFUGEES"  
NATIONAL CONFERENCE

**132** ORGANISATIONS WHO DONATED TO OUR CHARITABLE ACTIVITIES.

**202** THE NUMBER OF INTERNATIONAL VOLUNTEER MEDICS, NURSES AND GENERAL VOLUNTEERS WE SENT TO LESVOS TO SUPPORT THE WIDER HUMANITARIAN EFFORT

TO ASSIST **500,000** REFUGEES WHO CROSSED THE AEGEAN SEA FROM SYRIA, IRAQ, AND AFGHANISTAN IN 2015.

## FUNDING

**36%** THE PROPORTION OF FUNDING FROM TRUSTS AND FOUNDATIONS

**21%** THE PROPORTION FROM THE SCOTTISH GOVERNMENT

**19%** INDIVIDUAL DONATIONS

**267** THE NUMBER OF PEOPLE WHO RECEIVED EQUALITY AND DIVERSITY TRAINING ACROSS SCOTLAND.

**141,673** WEBSITE VISITS  
(33,411 IN 2015) - A 324% INCREASE

**856,151** PAGE VIEWS  
(240,146 IN 2015 AND 109,166 IN 2014) -257% INCREASE ON THE PREVIOUS YEAR.

**3,771** FACEBOOK FANS CURRENTLY (COMPARED TO 1,948 IN 2015).

**1,747** FOLLOWERS ON TWITTER (WWW.TWITTER.COM/POSITIVEACTIONUK), COMPARED TO 1,157 IN 2015.



## INCOME AND EXPENDITURE

Here are our figures for the financial year ending March 2016

### INCOME

Donations and legacies	£192,814
Money Skills Project	£89,284
New Migrants Action Project	£60,000
Destitution Service Grants	£58,052
Refugee Crisis Appeal	£54,823
Activities for generating funds	£33,896
Interest received	£272

**Total income** **£489,141**

### EXPENDITURE

Fundraising team	£15,281
Hardship Fund	£42,200
Refugee Crisis Appeal	£23,142
General donations	£1,956
Staff costs (wages, NI, Pensions)	£288,049
Rent, rates and insurance	£30,868
Heat, light and cleaning	£5,484
Running costs	£50,350
Motor and travel costs	£7,906
Legal and professional costs	£2,934
Governance Costs	£9,667
Bank charges	£8
Depreciation and Gains/Losses	£4,315

**Total expenditure** **£482,160**

**Total of charitable activity expenditure** **£466,879**

### 2016

### 2016



“I got very cross when I saw a Daily Mail front page which was both cruel and inaccurate about asylum seekers. I wondered what I could do so I registered to host with Positive Action a few years ago. I have a big flat and felt I could take someone in without it impinging on my privacy, which I value. It has worked out well. The sad thing is that people can be left destitute and without a decision for a long time. Luckily Nasreen is a very considerate and house guest.”  
Jo, Retired Professor and Chief University Librarian

## SOME OF OUR BOARD MEMBERS, STAFF AND VOLUNTEERS



## ACKNOWLEDGEMENTS AND HEARTFELT THANKS

We wish to give our heartfelt thanks to the many hundreds of people and organisations who made this year's work possible, there are too many to name here, but you know who you are. We have to say thank you to our advertisers who made this report possible, we also want to acknowledge the support of our long standing members from the Scottish housing movement, voluntary organisations, trade unions, faith groups, volunteers, refugee hosts, individual donors, trusts and foundations and the Scottish Government. We want to thank the 4,018 hosts who signed up to Room for Refugees from Scotland, England, Wales, Ireland, N. Ireland and the U.S. We want to thank our friends in Greece and our thousands of supporters on social media. Thank you so much for your support, both financial and moral, our work simply could not happen without you. Thank you also for the thousands of emails giving support, lending a hand to campaigns, responding to appeals or fresh ideas to help us do things more effectively. Acknowledgements also go to the board, staff and volunteers for their commitment and dedication.

**Provanhall**  
Housing Association

Provanhall Housing Association would like to congratulate Positive Action in Housing for all of its good work throughout the year, and wishes it continuing success in the year to come.

**Provanhall Housing Association,  
34 Conisborough Road, Easterhouse,  
Glasgow, G34 9QD. 0141 771 4941.  
Email: [info@provanhallha.org.uk](mailto:info@provanhallha.org.uk)  
[www.provanhallha.org.uk](http://www.provanhallha.org.uk).  
Charity Number SCO37762.**



**Ayrshirehousing**  
**Affordable Housing**  
**Attractive Neighbourhoods**  
**Community Focused**

119 Main Street | Ayr | KA8 8BX  
**01292 880 120**  
[www.ayrshirehousing.org.uk](http://www.ayrshirehousing.org.uk)



**PORT OF LEITH**  
 HOUSING ASSOCIATION

[www.polha.co.uk](http://www.polha.co.uk)  
 Telephone 0131 554 0403  
 Scottish Charity SC027945

Since 1975, we have been at the heart of regenerating Leith, creating a vibrant, inclusive and tolerant community in North Edinburgh

@PortofLeithHA  
 Port of Leith Housing Association

**40 years at the heart of the community**  
 1975 – 2015



**Blackwood**  
 homes | care | support

**Call us today! 0131 317 7227**

**Blackwood is a leading housing and care provider, specialising in services for people with disabilities across Scotland.**

Our staff teams are friendly, committed, motivated and trained to the highest level, which ensures the best possible outcomes are achieved for our customers.

Blackwood can provide you with care and support services in your own home from a few hours a week to an around the clock service. We can support you with personal care; daily living tasks such as laundry, cleaning and shopping; nutrition and feeding; maintaining your home, attending appointments, assisting you with medication and lots more.

Our services really are personalised and we will design a tailored and flexible support package with you and your family.

**Helping people live their lives to the full**



[www.blackwoodgroup.org.uk](http://www.blackwoodgroup.org.uk)

**Greater Pollok Citizens' Advice Bureau**

Providing advice & information services that are:


- Free
- Confidential
- Independent
- Impartial

**Services delivered by:**

- drop-in sessions
- appointments
- home visits

**Services:** Housing & Evictions Issues, Council Tax Issues, Consumer Issues, Representation at Benefit Appeals, Employment Advice, Benefit Advice & Applications, Debt & Money Advice, Fuel Poverty Advice & Assistance.

You can find us at: Pollok / Civic Realm, 27 Cowglen Road, Pollok, G53 6EW  
 Specialist Appointments Monday - Wednesday - Friday - 9.15am - 4.30pm  
 Tuesday - Thursday Drop-in sessions 9.15am - 5.00pm



## Advising clients with housing or financial problems?

If you're dealing with clients with housing or financial problems, you'll be all too aware of the impact welfare reforms have had.

ScotWRAS supports frontline staff with free advice on housing, benefits and debt, to help lessen the effects of benefit changes to your clients.

To speak to one of our housing or debt advisors call **0344 515 1310** or email us at [scotwras@shelter.org.uk](mailto:scotwras@shelter.org.uk)

Or for help with benefits rights advice call **0141 552 0552** or email at [advice@cpagscotland.org.uk](mailto:advice@cpagscotland.org.uk)

ScotWRAS is a joint partnership between Shelter Scotland and Child Poverty Action Group in Scotland, funded by SLAB



**Shelter**  
Scotland

RH7888. Registered charity in England and Wales (263710) and in Scotland (SC002327)



**Beardmore House**  
**631 Dumbarton Road, Dalmuir,**  
**Clydebank G81 4EU**  
**Tel: 0141 952 2447**  
**Fax: 0141 951 4423**  
**Email: [admin@dpha.org.uk](mailto:admin@dpha.org.uk)**  
**Web: [www.dpha.org.uk](http://www.dpha.org.uk)**

*Continuing to support  
Positive Action in Housing*

## DRUMCHAPEL COMMUNITY OWNERSHIP GROUP

Cernach Housing Association:	0141 944 3860
Drumchapel Housing Co-operative:	0141 944 4902
Kendoon Housing Association:	0141 944 8282
Kingsridge Cleddans Housing Association:	0141 944 3881
Pineview Housing Association:	0141 944 3891

*DrumCOG are pleased to support  
Positive Action in Housing*



## We know affordable housing. We can help you know more.

The SFHA leads, represents and supports Scotland's housing associations and co-operatives.  
We want to see a thriving housing association and co-operative sector providing sustainable and affordable homes.



*We're housing Scotland*

### Want to know more?

📍 Visit us: [www.sfha.co.uk](http://www.sfha.co.uk) 📞 Phone us: **0141 332 8113**

👍 Like us: [facebook.com/SFHA.HousingScotland](https://facebook.com/SFHA.HousingScotland)

🐦 Follow us: [@SFHA\\_hq](https://twitter.com/SFHA_hq)

Loretto  
Housing

Better homes, better lives

## We are pleased to support Positive Action in Housing.

➤ Phone: 0800 952 9292 ➤ Email: [headoffice@lorettoha.co.uk](mailto:headoffice@lorettoha.co.uk) ➤ Visit: [www.lorettoha.co.uk](http://www.lorettoha.co.uk)



Scottish Registered Charity No. SC007241



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CITY OF GLASGOW COLLEGE



Home to around 30,000 students from 135 different countries, City of Glasgow College has a diverse and friendly college community with a great atmosphere around all our campuses.

City of Glasgow College has a wide range of specialist courses which are continually updated to meet employer's needs and those of our partner universities to ensure you achieve your full potential.

For more information:

- visit our website: www.cityofglasgowcollege.ac.uk
tel: 0141 566 6222

Let Learning Flourish

Scottish Charity No. SC036198



Congratulations to everyone at Positive Action in housing for all your hard work in 2016.

Care and Repair Scotland is the national co-ordinating body for Care and Repair in Scotland. Our company objective is to ensure that the Care and Repair movement is sustainable for the future and able to develop its role helping older and disabled people to live in comfort and safety in their own community.

Care and Repair Scotland
135 Buchanan Street
Glasgow G1 2JA
T: 0141 221 9879

E: enquiries@careandrepairsotland.co.uk
W: www.careandrepairsotland.co.uk



'Working in partnership with Positive Action in Housing since 2006'

We are pleased to support PAiH in their work and look forward to a continued successful partnership in the provision of quality housing to our customers.

Cadder Housing Association
20 Fara Street, Cadder, Glasgow, G23 5AE
Tel: 0141 945 3282

E-mail: enquiry@cadderhousing.co.uk
Fax: 0141 948 0163
Website: www.cadderha.co.uk



Cadder Housing Association is a 3rd Party Reporting Centre

Elderpark Housing Association



- Offering attractive property at affordable rent
Factoring Service to owner occupiers
Welfare Rights Service
Polish Translation Service
Community Events

Contact: Elderpark Housing Association, 31 Garmouth Street, Glasgow
T: 0141 440 2244 F: 0141 445 5345
Email: admin@elderpark.org www.elderpark.org

Registered Scottish Charity No: SC032823 Property Factor Registered No: PF000197



27 Years of Providing Affordable Homes in Clackmannanshire and West Fife



Ochil House, Marshill, Alloa FK10 1AB  
General Enquiries: 01259 722899  
E: [customerservices@ochilviewha.co.uk](mailto:customerservices@ochilviewha.co.uk)  
[www.ochilviewha.co.uk](http://www.ochilviewha.co.uk)

Pleased to Support the work of Positive Action in Housing



Free confidential legal helpline for women who have been affected by violence or abuse

**FREEPHONE:**  
**08088 010 789**  
Tues: 6 - 9pm / Wed: 1.30 - 4.30pm

LEGAL SURGERIES AVAILABLE BY APPOINTMENT:

**Glasgow Rape Crisis**  
Mondays 11am - 1pm  
**0141 552 3201**

**Lanarkshire Rape Crisis**  
Thursdays 11am - 1pm  
**01698 527 006**

Promoting justice for women

# The Regional Networks wish PAIH every success



Your regional representatives are working with the Scottish Government on a range of policy issues.

Are you interested in finding out more?

Please visit

[www.regionalnetworks.org.uk](http://www.regionalnetworks.org.uk)



250 Peat Road, Glasgow, G53 6SA  
Tel: 0141 881 0595 Fax: 0141 881 4293  
email: [admin@rosehillhousing.co.uk](mailto:admin@rosehillhousing.co.uk)  
[www.rosehillhousing.co.uk](http://www.rosehillhousing.co.uk)

“Rosehill is pleased to support Positive Action in Housing”



*Southside Housing Association is pleased to support Positive Action in Housing*

Southside House  
135 Fifty Pitches Road  
Glasgow G51 4EB

Tel: 0141 422 1112  
Fax: 0141 424 3327

E-mail: [enquiries@southside-ha.co.uk](mailto:enquiries@southside-ha.co.uk)  
Web: [www.southside-ha.org](http://www.southside-ha.org)



**Dunbritton Housing Association is pleased to support Positive Action in Housing.**

We are a locally based social landlord with properties for rent and shared ownership in Alexandria, Dumbarton and Helensburgh & Lomond.

We support a number of community groups and projects throughout our areas of operation, including youth outreach, community facilities and local employment & training schemes.

1st Floor, 32 High Street, Dumbarton, G82 1LL  
Tel: 01389 761486 Fax: 01389 730067  
e-mail: [admin@dunbritton.org.uk](mailto:admin@dunbritton.org.uk)  
website: [www.dunbritton.org.uk](http://www.dunbritton.org.uk)



Dunbritton is a Scottish charity. No. SC036518.



Hugh Cameron, FLAIR Spokesperson, said: FLAIR has a long and successful track record of joint working. We work to ensure continuous improvement to services for our tenants across Renfrewshire and East Renfrewshire.

We'd like to add our support to Positive Action in Housing's Annual Review and important work carried out within our sector.

Barrhead HA SC 036265 – 0141 881 0638  
 Bridgewater HA SC 035819 – 0141 812 2237  
 Ferguslie Park HA SC 034893 – 0141 887 4053  
 Linstone HA SC 027454 – 01505 382383  
 Paisley South HA SC 035589 – 0141 889 7105  
 Williamsburgh HA SC 035350 – 0141 887 8613

# scottish community alliance

*local people leading*

**SCA recognises the vital work that PAiH carries out in communities across Scotland.**

Sign up for our fortnightly briefing - Local People Leading  
[www.localpeopleleading.net](http://www.localpeopleleading.net)

## Link is pleased to support the work of Positive Action in Housing

Link is a group of award-winning social enterprise companies serving over 10,000 customers across 26 Scottish local authorities – making us one of the largest and most diverse social landlords in Scotland.

We are a leader in developing and delivering innovative homes and services for those in need and we are committed to the principles of social justice, financial inclusion and tenancy and community sustainment.

Find out more about Link at [www.linkhousing.org.uk](http://www.linkhousing.org.uk)



Link Group Limited is a registered society under the Co-operative and Community Benefit Societies Act 2014, Registered Number: 1481 R(S), Registered Office: Link House, 2c New Mart Road, Edinburgh, EH14 1RL. It is a Charity registered in Scotland, Charity Number: SC001026 and a Registered Social Landlord with the Scottish Housing Regulator, Registration Number: HAL 148.

## SCOTTISH FAITHS ACTION FOR REFUGEES

Christian, Muslim, Jewish and Interfaith action with asylum seekers and refugees

- Local community welcome and integration •
- Awareness raising and story sharing •
- Uphold and protect human dignity •
- Intercultural dialogue •
- Interfaith understanding and respect for difference •

Scottish Faiths Action for Refugees  
 121 George Street, Edinburgh EH2 4YN  
 Telephone 07341 478 174 Email [david@sfar.org.uk](mailto:david@sfar.org.uk)  
 Web [www.sfar.org.uk](http://www.sfar.org.uk) Twitter @WithRefugees

Administered by the Church of Scotland, Scottish Charity Number SC011353



Join us to defend public services and those who deliver them



UNISON is Scotland's public services trade union. And our public services have been on the sharp end of austerity with job losses, cuts, pay freezes and redundancies. Do you want to protect vital public services? Then join us



Joinunison.org  
0800 121 2193

unison-scotland.org



We support and fundraise for PAIH, and perform at community events, singing songs from around the world. New members welcome, no charge for refugees and asylum seekers.

For details on membership and performances, please contact Karen Ewing on: [voicebeat@gmail.com](mailto:voicebeat@gmail.com) [www.voicebeat.org](http://www.voicebeat.org)



Glen Housing Association

Glen strives to be a forward looking, professional and approachable provider of good quality housing, working with others to create attractive communities that people want to and can afford to, live in.

We are pleased to support the work of PAIH Ltd



"Blochairn Housing Association is proud to support the work of Positive Action in Housing".

1 Blochairn Road  
Glasgow G21 2ED  
Tel: 0141 553 1601



83/85 Dougrie Road,  
Castlemilk  
Glasgow  
G45-9NS

T: 0141-634-6473  
E: [info@craigdaleha.co.uk](mailto:info@craigdaleha.co.uk)  
W: [www.craigdaleha.co.uk](http://www.craigdaleha.co.uk)



SCOTTISH HOUSING ASSOCIATIONS & CO-OPS BRANCH

The union for Scotland's Housing Association staff

The Housing Branch of UNITE has 1,200 members and negotiates over salaries, conditions and other employment issues in the Scottish Housing Association movement. The union campaigns for more public funding for social rented housing and works with tenants and committees to achieve this aim.

UNITE is Britain's biggest trade union – a democratic union with progressive policies and a global vision

To join or for more information contact -  
Regional Officer – James O'Connell – [James.O'Connell@unitetheunion.org](mailto:James.O'Connell@unitetheunion.org)  
Branch Secretary – Steven Craig – [Steven.Craig@unitetheunion.org](mailto:Steven.Craig@unitetheunion.org)

UNITE the UNION, John Smith House,  
145-165 West Regent Street, Glasgow, G2 4RZ



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We believe in fairness  
and equality, respect and  
acceptance, dignity and  
pride – **without exception.**



# HEMAT GRYFFE

## Women's Aid



Flat 0/1, 24 Willowbank Street, Glasgow G3 6LZ  
0141 353 0859  
[www.hematgryffe.org.uk](http://www.hematgryffe.org.uk)

*Providing specialised support services and refuge accommodation to  
women, children and young people  
from the Asian, black and minority ethnic community experiencing  
domestic abuse, forced marriage or honour based violence*

### **Hemat Gryffe Women's Aid are seeking to recruit suitably experienced, qualified and skilled women to join our Board of Directors.**

The role of the Director is unpaid but not without reward. This is a unique opportunity for women from diverse backgrounds who have expertise, time and commitment to join the Board of Directors in order to provide strategic guidance and leadership to support the current collective management team in the future development of the organisation.

We are keen to recruit women who have experience and knowledge of working with vulnerable women, children and young people from minority ethnic communities who have experienced domestic abuse, forced marriage and honour based violence. We have identified skills and experience required including: Operational and Strategic Development; Financial Management; Human Resource Management; An understanding of Legal Systems and Processes and how they affect women from marginalised communities.

Hemat Gryffe Women's Aid is an Equal Opportunities Employer and positively welcomes applications from women from all sections of the community. Only women need apply under Schedule 9, Part 1 of the Equality Act 2010. Successful applicants will be subject to PVG checks.

**Applications are available in writing and/or collection from Hemat Gryffe Women's  
Aid, Flat 0/1, 24 Willowbank Street, Glasgow G3 6LZ By Telephone 0141 353 0859  
Via Email [womensaid@hematgryffe.org.uk](mailto:womensaid@hematgryffe.org.uk) or Web: [www.hematgryffe.org.uk](http://www.hematgryffe.org.uk)**

# Sea WATER Land

## TOWARDS COLLECTIVE CREATIVITY

SWL is a continually ongoing Conceptual Art Project by Rasheed Araeen, who is now recognised by the Tate as a pioneer of Minimalism in Britain; with the following mission statement, aims and objectives.

It is now widely recognised by most scientists that climate change has made the future of humanity precarious and uncertain; particularly with the increase in temperature there will not only be rise in sea level, creating devastation of the coastal areas of many countries, it will also create weather conditions in which high winds, storms, floods, etc, will become frequent. This will not only disturb everyday life, its industry and commerce, but also make it very difficult to produce food for everyone. There may even be wars between the countries for the control of the resources of fresh water and food production, causing deaths of thousands and thousand people.

The resources of the large part of the world have already become dilapidated, not only diminishing its material resources but also causing the extreme poverty of its people. Consequently, it has become very difficult for it to protect its natural resources which are now under constant threat from climate change, thus also making it more vulnerable to the catastrophe which may happen if nothing is done in time to revert it.

But with the creative imagination and good will the possibility of this catastrophe can be avoided. However, this cannot be achieved unless we are able to develop means by which ordinary people empower themselves and are thus able to involve themselves creatively and collectively in the process which can deal with the problems of climate change.

It is art with its creative imagination which can in fact play a fundamental role here. Art is not merely what is generally recognised as painting and sculpture, but it can now extend itself to incorporate science and technology so as to enhance human ability or potential to enter other areas of life and solve its problems.

The main aims and objectives of SeaWaterLand (SWL) are therefore to bring art, science and technology together so as not only to deal with the problems of climate change, but also to produce resources for the interest and benefits of humanity at large, particularly to empower people who are already affected by lack of resources due to the climate change, or are vulnerable to the effects of climate change.

In pursuance of the above the organisation of SeaWaterLand will therefore undertake, promote and support the following areas of work:

1 Development of SWL's own material resources or finances by undertaking various forms of activity or work, both artistic and general.

2 Development and promotion of art which concerns and deals with ecology and integrates it into its practice.

3 Protection of trees and forests and their all forms of life; development and protection of water and energy resources; and the development of collective organic farming in the poor countries of the world.

4 Education: general education as well as specifically of art and various crafts in the poor countries of Third World.

5 Publication of the activities of SWL, as well as those projects SWL supports and funds.

6 Production and promotion of art and its knowledge through publications, particularly in Africa, Asia, the Caribbean and Latin America.

7 To undertake, promote and support research in the areas of work mentioned above.

8 Finally, to support and promote all what aims to integrate various works of the above, such as growing of trees or the development of land particularly when it is pursued through projects involving Art.

Those interested can contact us at:

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Positive Action in Housing is an independent homelessness and human rights charity dedicated to supporting people from refugee and migrant backgrounds.

We believe in a society where everyone has the right to live safe and dignified lives, free from poverty, homelessness or discrimination.

We work with individuals and families to build new lives. We assist those seeking refuge to overcome crisis situations, for example, the removal of basic human rights such as refuge, shelter and the right to work. We help new migrants to know their rights and access work. We assist established ethnic minority communities to overcome bad housing. By empowering people with information, we help individuals to make the right decisions about their future. Through casework, we challenge unfair decisions. We offer welfare advice and money skills. We offer advice, crisis grants and shelter to those at risk of destitution. We provide volunteering and training. We lead human rights campaigns, most recently concerning the refugee crisis. We persistently challenge anti-immigrant and anti-refugee sentiment.

We will continue to help in all these ways until we have a society that treats everyone fairly, respects people's human rights and leaves no one destitute.

### **Support us**

Donate: Text DEST17 £10 to 70070 to donate to our Destitution Appeal which gives crisis grants to refugees in need, and make a difference today.

Go to <https://mydonate.bt.com/donation/start.html?charity=81788> to give a regular donation. (Regular donations help us plan our support!)

More info: go to [www.paih.org/makearegular donation/](http://www.paih.org/makearegular donation/)

Fundraise: If you can help with fundraising please contact [donate@paih.org](mailto:donate@paih.org) or call us on 0141 353 2220.

To find out more sign up to our newsletter by visiting our website at [www.paih.org](http://www.paih.org)

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