

# FRAE Fife Newsletter 2013



Fairness, Race Awareness & Equality



Committed to excellence



## Celebration of Fife's Ethnic Minorities

Kirkcaldy's Dean Park Hotel swayed to the exotic beats of music and dance from across the world at FRAE Fife's Ethnic Minorities Community Diversity Awards. More than 240 representatives from all Fife's black and minority ethnic communities and special guests enjoyed diverse cuisine from four continents.

NHS Fife chief executive John Wilson, addressed the form which was one of the largest gatherings of ethnic minorities in recent years. He discussed the joint initiatives delivered by health authority and FRAE Fife, highlighting how NHS Fife and other statutory partners were instrumental in establishing FRAE Fife as a communication hub for the ethnic minority communities in Fife. (See pages 2 & 3 for full story and prize-winners)



## Hate Crime / Racial Discrimination

Working towards achieving better rights and services for ethnic minority communities. At FRAE Fife we are an organisation that can help you get support and advice if you are a victim of hate crime or feel isolated due to your own personal circumstances. We offers advice on how to report Hate Crime Incidents / Racial Discrimination on your behalf even if you wish to remain anonymous.

(See page 3 and 11 for more details)

### Inside this issue

- Community Diversity Awards....2 & 3
- Hate Crime/Racial Discrimination..3
- Welfare Reform.....4 & 5
- Equalities.....6 & 7
- Health ..... 8
- Community Events.....9& 10
- Events and Training..... 11
- Immigration.....12&13
- St Andrews University.....14
- Business start up / Employment..15

### Special points of interest

- Up coming Events .....11,15
- Training.....11

## Community Diversity Awards



FRAE Fife Chairman Adnan Miyasar, Provost Jim Leishman, FRAE Fife Co-ordinator Naeem Khalid

Diversity Community Champion Awards were presented by Provost of Fife Council, Cllr Jim Leishman.

The awards were given to community group members who had been nominated by fellow members of their own community in recognition of their dedication and support.

Each community champion winner received a glass engraved accolade in recognition of their achievements.

Ms Lydia Doja said: "The Romanian community is fairly new to Fife. FRAE Fife's help and support has been vital in enabling the community members to integrate successfully into Fife and Scottish Life"

*"This evening has provided a great opportunity for networking, strengthening community cohesion and greater understanding of cultural diversity in Fife"*  
 Naeem Khalid, FRAE Fife Co-ordinator

## Award Winners



Ms Lydia Doja Romanian Community



Dr Samuel Asamoah, African Community



Ms Shameem Saleem, Muslim women



Mrs Susan Stewart, Travelling Community



Ms Loretta Mordi, Voices of Women



Mrs Angelina & Mr Jeffrey Restar, Phil-Scot Fife

## Award Winners continued



**Dr Abdullah Ali, Arab Community**



**Ms Kasia Cybulska, Polish Community**



**Mr Mohammad Naeem, Muslim Community**



**Volunteer Equalities Organisation Winner  
Michael Tonks and John Stirling, Disabilities Fife**

## Cultural Entertainment

Along with fantastic Middle Eastern cuisine supplied by Eat & Go foods, a local run corporate food company, the forum event showcased a variety of cultural dance and entertainment from around the world. We would therefore like to thank the following people for supporting our event and taking the time to perform for our guests:



## Hate Crime

Everyone has the right to live safely and without fear.

Fife Community Safety Partnership is updating the way we deal with hate incidents – where offences are motivated by a person's hatred of someone because of his or her actual or perceived race, religion, gender identity, sexual orientation or disability.

Our long-standing work with local voluntary organisations including FRAE Fife will continue, while offering additional reassurance to people affected by this type of abuse.

People in Fife are currently able to report hate crime:

- By telephoning police on 999 (emergency) or 101 (non-emergency)
- By telephoning Fife Council on 08451 55 00 22 (lines open Mon – Fri 8am – 8pm)
- In person at any police station or council office

Online at [www.fifedirect.org.uk/reporthathecrime](http://www.fifedirect.org.uk/reporthathecrime) You will now also be able to use a [Hate Crime Reporting Form](#) which can be accessed through the Police Scotland website.

Reports will still be handled by staff in Fife. We are able to securely share your information with a number of services who are able to help. In addition to police and local council services this includes Victim Support Fife, Housing Investigation, our graffiti removal team and voluntary organisation set up to support your specific circumstances.

A number of organisations in Fife have long served as reporting centres to accept reports on behalf of people who are reluctant to contact the police or council about hate crime. Over the next few months, we will be providing refresher training to services and organisations on:

- Signposting victims and witnesses to specialist support services
- assisting a victim or witness in submitting a report to the police,
- making reports on the victim/witnesses behalf.

If you would like more details on how to report hate crime, visit [www.fifedirect.org.uk/reporthathecrime](http://www.fifedirect.org.uk/reporthathecrime) or Bill's contact details are [william.harley@fife.gov.uk](mailto:william.harley@fife.gov.uk) and 08451 55 55 55 ext 450482

In an emergency, always call 999

## Summary of Changes

The main changes in Welfare Reform include:

- Replacing the patchwork of benefits and credits with a Universal Credit to make working more worthwhile than a dependence on benefits.
- An expectation that the majority of claims will be made online.
- Introducing a cap which limits the amount of benefits a household can get.
- Changing Housing Benefit, including its reassessment based on the number of bedrooms that the UK Government think that households need.
- Introducing a work capability assessment to check whether those on Incapacity Benefit are fit for work.
- Making benefits conditional to help prevent the system being abused or defrauded.
- Introducing Personal Independence Payments for people with a health condition.
- Introducing a National Work Programme'

# Customer Briefing on Welfare Reform

## Introduction

The UK Government is making changes to the welfare benefits system which will affect around one in six working-age people in Fife. It's changing how benefits are claimed, what they're called and who's eligible for what.

The introduction of these changes to the benefits system has already started and will continue over the next four years.

The main ways current benefits will be affected are:

## Under Occupancy

From 1 April, social housing tenants of working age who have more bedrooms than the Government decides they need will have their Housing Benefit reduced. For council tenants on full Housing Benefit, the reduction in their benefit will be 14% for one extra bedroom, or 25% for two or more extra bedrooms. If you are on partial Housing Benefit this reduction may not equate to 14% or 25%. You can find specific examples in the 'Changes to Housing Benefit' leaflet at [www.fifedirect.org.uk/welfarereform](http://www.fifedirect.org.uk/welfarereform).

### What you need to know

Council tenants of working age will have to pay an additional cost of **approximately £7.95** every week if they have one extra bedroom and £14.30 if they have two.

Those who previously had full Housing Benefit will have to start making rent payments if they under-occupy.

There are some ways you can reduce your rent costs, e.g. by moving house, sharing your tenancy or taking in a lodger.

## The Welfare Fund

Crisis Loans and Community Care Grants, currently administered by the DWP, will

be devolved to councils in a new 'Welfare Fund' from 1 April 2013.

Crisis Loans (to become Crisis Grants) are for living expenses in the event of a one-off crisis and Community Care Grants are intended to promote independent living.

### What you need to know

The new scheme will offer grants or in kind support such as furniture or appliances.

The grants do not need to be paid back. People in crisis can apply for a grant online at [www.fifedirect.org.uk/welfarefund](http://www.fifedirect.org.uk/welfarefund) or by calling the free phone number 0300 555 0265 from 1<sup>st</sup> April.

## Council Tax Reduction

Council Tax Benefit is being replaced with a Council Tax Reduction Scheme from 1 April 2013. This will no longer be a state benefit, but a reduction to the council tax charge in the same way as an exemption/discount. The new scheme will be administered by local councils and will continue to be means-tested as it is by the DWP at present.

### What you need to know

Current claimants will automatically transfer to the new reduction scheme. Anyone on a low income who pays Council Tax may be eligible to receive this reduction. To apply, contact the Benefits and Council Tax Team by emailing [benctax@fife.gov.uk](mailto:benctax@fife.gov.uk), phoning 08451 551155 or visiting [www.fifedirect.org.uk/counciltax](http://www.fifedirect.org.uk/counciltax).

# Welfare Reform Continued

## Benefits Cap

From June 2013, the UK Government is placing a limit, linked to average weekly earnings, on the amount of benefit working-age people can receive. This will be £500 p/w for families and £350 p/w for single people. Around 120 households in Fife will also have their Housing Benefit reduced so that the Benefits Cap is not exceeded. This was originally planned to be implemented in April but has been postponed.

## Personal Independence Payment (PIP)

Personal Independence Payment is a new benefit replacing Disability Living Allowance (DLA) for people with disabilities or health conditions. There is no automatic transfer to PIP; people on DLA will have to make a claim to the DWP for the new benefit when invited.

New claimants will start claiming PIP from June 2013. Some existing claimants will be reassessed for PIP from October 2013, but most won't be reassessed until October 2015.

## Universal Credit

Universal Credit is a new single monthly benefit payment replacing all means-tested benefits for people of working age. It will be introduced for all new claims and households who have a change in circumstance (see 'life changes' section overleaf) from October 2013. All new Tax Credit claims will be delivered through Universal Credit from April 2014. Between April 2014 and October 2017 all existing JSA, ESA, IS, Housing Benefit and Tax Credits will be moved over to Universal Credit.

## Other changes to be aware of:

### Job Seekers Allowance (JSA)

which supports people on the journey back to work, will be extended to a lot of people currently on Income Support (IS). They will have to meet regularly with their Jobcentre Advisor and abide by a Jobseekers Agreement stating the type and hours of work they can do. This benefit will continue to be administered by the DWP.

## Eligibility for 'pass ported benefits'

i.e. access to concessions and means-tested services such as free school lunches, blue badges and concessionary travel. These changes result from the introduction of Universal Credit and other benefit changes that remove existing criteria.

## Getting back to work

A UK Government Work Programme is being set up to support people make the journey back to work. Referrals will be made by the DWP to the Programme. For those not on the Programme, there are a lot of Fife programmes and projects that are in place to support that journey back to work, or to support people who face issues that hinder or prevent progress towards a job.

## New Welfare Reform helpline

This month we plan to introduce a new Welfare Reform 'helpline'. This will be a single point of contact for customers with queries about Welfare Reform. Customers phoning the helpline (0345 140 0031) will be taken to the Contact Centre. This number will be widely promoted as soon as a date has been agreed to go live.

## Appealing DWP decisions

If a customer wants to appeal a decision, such as their entitlement to Personal Independence Payments, Citizens Advice & Rights Fife can help them through this. To talk to CARF about welfare reform call: 0845 1400 095 or visit [www.carfweb.org](http://www.carfweb.org). For money advice, call CARF on 08451 1400 094.

## Up-to-date information on all the forthcoming changes are available at:

[www.dwp.gov.uk](http://www.dwp.gov.uk) and at [www.fifedirect.org.uk/welfarereform](http://www.fifedirect.org.uk/welfarereform)

## Equalities Resource

### Equalities Resource Hub

Currently we are involved in setting up a resource hub working in partnership with diverse community groups and third sector equalities agencies in Fife. The objectives of the Hub are to:

- To encourage partnership working on issues common to members.
- To devise, develop and disseminate equalities and human rights best practice.
- To meet a minimum of 4 times each year and to call additional meetings and workshops as required.
- To develop links and co-ordinate activities with local strategic partnerships, the voluntary sector and other organizations in order to take forward the equalities and human rights agenda.
- To develop closer working link with equalities groups and the voluntary sector.

To respond, as required, as a forum to government consultations and to Equality Impact Assessments when asked to do so.

We are also working with national voluntary organisations such as Diabetes UK and Chest Heart Stroke Scotland as well as volunteers to collate resources which will be available in various formats for use by diverse communities and staff in health and social care.

### Fife Carer Centre

Kerry Parsons is involved in developing the Carer and Patient Information Point (CPIP) situated within Victoria Hospital, Kirkcaldy. The CPIP offers a drop in service where carers can drop in and speak to someone and receive information. It also has a large area to display leaflets that can be picked up anytime. FRAE Fife Health Project staff Daksha Patel will be working in partnership along with other agencies such as Pamis, Kindred and Fife carers centre Disabilities Fife to man the Information Point.

### Volunteers Project

Volunteering is a good way to gain new skills, meet people and update your cv. Volunteers at FRAE Fife have worked hard and enjoyed participating in a variety of events and training programs. FRAE Fife would like to take this opportunity to thank all the volunteers who helped at the International Women's Health and Wellbeing event in March.

We say thank you and good bye to two of our



The poster features a central graphic of ten hands in various colors (blue, purple, yellow, orange) raised in a gesture of support. Below the hands, the words "volunteers wanted" are written in a large, bold, black font. Underneath, the text reads: "A great opportunity to access meaningful and fulfilling volunteering opportunities." This is followed by a list of areas where volunteers are needed: Administration, Community Work, Environment, Equalities, Health & Wellbeing, Research, Translation, and Events. At the bottom, contact information is provided: "If you would like more information or are interested in becoming a volunteer, please give us a call on 01592 204005 or email daksha@fraefife.co.uk". Logos for EFQM and FRAE Fife are also present.

**volunteers  
wanted**

**A great opportunity to access meaningful and fulfilling volunteering opportunities.**

We will provide our volunteers with a wide range of opportunities across a variety of areas including:

- Administration
- Community Work
- Environment
- Equalities
- Health & Wellbeing
- Research
- Translation
- Events

If you would like more information or are interested in becoming a volunteer, please give us a call on 01592 204005 or email [daksha@fraefife.co.uk](mailto:daksha@fraefife.co.uk)

EFQM  
Committed to excellence

FRAE  
FIFE

volunteers Samad and Jasbir who have now moved on to new opportunities. We wish them best of luck in their future ventures. We welcome Katy and Jakub. Jakub says "I like to help people and volunteering at FRAE Fife is good opportunity to improve your skills and learn new things. Volunteers have also had the opportunity to attend free mental health first aid training in St Andrews.

# Equalities Resource

## Disabilities Fife

### NKS Radar Keys

Opening doors to independent living

### Locked out of the Disabled Toilet?

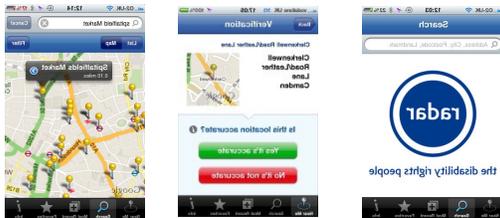
The National Key Scheme (NKS) offers disabled people independent access to locked public toilets around the country. Toilets fitted with National Key Scheme (NKS) locks can now be found in shopping centres, pubs, cafés, department stores, bus and train stations and many other locations in most parts of the country. Disabilities Fife believes that everyone who experiences ill-health, injury or disability should have the same freedom and independence as other citizens.

An important part of that freedom is having the confidence to go out, knowing that public toilets will be available, accessible and will meet your needs.

Please visit Disabilities Fife's office at West Bridge Mill, Kirkcaldy, and provide us with identification (e.g. Blue Badge). If it's easier, please simply post a cheque for £3.50 along with a photocopy of both sides of your Blue Badge and we will send your key directly

### Go mobile with Radar's National Key Scheme smartphone app.

Instantly locate your nearest toilet facility and get directions by road, bus or foot. Be confident that when you are out you can locate, unlock and access one of the 9,000 NKS key accessible toilet facilities in the UK. [Buy now!](#)



- Find up-to-date details of Radar key accessible toilets
- Instantly locate your nearest facility
- Search by town, location, postcode or well-known place
- Get directions by road, bus or on foot
- Pinpoint facilities that meet your needs
- Rate, review and build the NKS community



### Is it only for wheelchair users? NO

Please speak to us for clarification; however, you are entitled to use a Radar accessible toilet if you require assistance in toileting, have a visual impairment etc.

In addition to public conveniences, toilets for disabled people, provided by a wide range of other public, voluntary and commercial organisations, have been fitted with the NKS lock.

Around 7000 toilets are now fitted with the lock and can be found from Shetland to Jersey.

Please note any queries or problems, concerning a toilet facility, should be directed to the provider, rather than to RADAR.

[The iPhone app costs £4.99 and can be bought from the app store](#)

# Health

## International Women's Health and Wellbeing event

An exciting health event was hosted by FRAE Fife in partnership with Voice of Women at the beautiful Old Kirk in Kirkcaldy, recently. The event was held on 23rd March 2013 at the Old Kirk in Kirkcaldy.

Over 50 women and children attended this fun family event. Diabetes UK (Scotland) and Keep Well (NHS Fife) offered health screening and stalls hosted by Carer Centre and FRAE Fife distributed information on behalf of Disabilities Fife, Chest, Heart, Stroke Scotland and other NHS Fife health promotion colleagues. Healthy Start vitamins and Child Smile packs were also on offer.



Women from diverse background and mixed abilities had fun trying out Zumba, Tai Chi and Inch-loss equipment. Chinese arts and craft, Faith stall, Face painting, henna, healthy ethnic vegetarian food choices and exotic fashion show got all age groups involved. Diabetes and Vitamin D information talk by health professionals got the audience participating by asking questions and requesting more events about diabetes, heart disease and weight management in future.

FRAE Fife and Voice of Women take this opportunity to thank all volunteers and participants for working hard to make this event a success. Special thanks to Rosemary Potter for all the help given at the Old Kirk.

Here is what some participants said:

'The International Women's Day program organised by you at Kirkcaldy was really nice and it was a privilege to be a part of it.' Amzu (Diabetes UK Scotland)

'Well done, the event was well organised and very informative'. Sadia (Participant)

## Health Project update

### Keep Well health checks

FRAE Fife and Keep Well continue to offer regular health screening for blood pressure, blood sugar and cholesterol. This important health check helps to identify heart disease and diabetes earlier, and with early diagnosis and treatment, many complications can be prevented. Keep Well staff can come to your event or community venue. Please contact FRAE Fife to organise Keep well checks for your group.

Healthy Start Vitamins for mothers and children under 5 are also available for distribution at your events as well as health information such as stop smoking, healthy eating and oral health. Please contact FRAE Fife for more information.



## Community Events:

On May 12 2013 Dunfermline Central Mosque hosted a fundraising charity dinner to raise funds for renovation of the mosque and community centre. The event took place at The Royal Highland Centre and was successful in raising much needed funds. The chair person would like to thank everyone for their continual support.

Polish school Linton Lane Community Centre organised a fun family event on 1 June 2013. FRAE Fife staff and volunteers participated and hosted stalls at the event providing information about health, employment and volunteering.

## Community Events

### Polish Club Celebrations for World Children's Day

The Polish School /Polish Club in Fife celebrated their annual event on Saturday (8<sup>th</sup> June) in the lush grounds of the Polish Club, Kirkcaldy. The event was themed on World Children's Day, with an emphasis on children's activities and performances.

Several hundred people turned out, including special guests David Torrance MSP and Cllr Judy Hamilton, to take advantage of the beautiful weather and participate in the panoply of events and activities on offer. Many enjoyed traditional Polish sausage from the very popular barbecue whilst listening to melodious folk songs, played live by a band brought from Poland for the event.

On the main stage throughout the day, there were dance performances from Scottish, ballet, Polish cultural and girls' groups, while an international theme of diversity was hinted at by a children's French lesson and Brazilian-style Capoeira dancers.

Around the grounds of the building guests could sample traditional Polish foods, rummage in a jumble sale, try their hand at the tombola, listen to story tellers or rock a new look for the day, courtesy of the face painters.

Organisations in attendance included: Fife Fire Service, with a fire tender; Junior Countryside Rangers, who offered children a chance to build their own bird box and FRAE Fife, who provided a stall with information about volunteering, help with seeking employment, access to healthy living, information on hate crime and multi-cultural integration.

Naem Khalid, coordinator for FRAE Fife, who supported the event, said:  
"This has been a very successful day and credit is due to the Polish Community, especially Kasia Cybulska & Renata Lopatowska from the Polish School in Kirkcaldy (SPK) & the Polish Club, for making it possible for people from all walks of life to celebrate and to appreciate the diverse and beautiful culture of Poland.



## Community Events



### Mosque meeting

Following the defacement of The Kirkcaldy Mosque and Islamic Centre on the night of Monday 8<sup>th</sup> July 2013 with graffiti on its wall and on worshippers cars, Kenny MacAskill MSP, Cabinet Secretary for Justice visited the mosque on the afternoon of Tuesday 23 July 2013. He was accompanied by Mr. David Torrance MSP for Kirkcaldy, as well as representatives from Police Scotland.

A delegation of the local Muslim community welcomed the Minister, led by Dr. Abdullah Ali, Chairman, who gave a short talk about the history of the Mosque and the local community and the excellent relations they have with their neighbours and the community at large. The recent incident is totally out of character and has caused a lot of anxiety and concern.

The Minister gave a speech indicating the positive contribution of the Muslim Community to Scotland, and the fact that actions related to religious or ethnic hatred will not be tolerated.

Justice Secretary Kenny MacAskill said:

“I welcome the opportunity to visit Kirkcaldy Islamic Centre, particularly as today falls during the month of Ramadan.

“The Scottish Government values and appreciates the contribution that our faith communities make to enrich Scotland socially, culturally and economically. Our Muslim community is an intrinsic part of our cultural heritage in Scotland and continues to play an important and valued part in our national life.

“The Scottish Government and Police Scotland will continue to work closely with them following the recent incident to provide reassurance and ensure community safety across the whole of Scotland.”

Sergeant David Hayes from Police Scotland stated: “Hate crimes are always taken seriously and followed up, and those responsible are usually caught in about 9 out of 10 cases. There has been a lot of work on the Kirkcaldy Mosque incident which is still on-going.”

Dr. Bashier Oudeh, a Mosque Trustee gave a short talk about the peaceful nature of Islam and the abhorrence Muslims feel about crimes committed in the name of religion. He emphasised the importance of education to overcome misunderstanding and intolerance.

Mr. Naeem Khalid, Manager of FRAE Fife said “I commend the prompt response of the Police to the Kirkcaldy incident, and the responsible coverage by the media. On behalf of Kirkcaldy Mosque I would like to thank the Minister and the Police for their visit and the assurances they gave to the local community. Everyone felt the visit was an important step towards closer relations between the Muslim Community and the Scottish Government, and that further co-operation is important to ensure better social cohesion and integration. “

The Kirkcaldy Mosque and Islamic Centre committee feels that this visit has a special significance in the circumstances leading to and following the heinous crime in Woolwich and the subsequent plethora of Islamophobic incidents by extremist groups. We feel that British people stand united against intolerance, and that criminals should be dealt with through the judicial process, especially if their actions are likely to cause harm to vulnerable people.

In this context, Mr MacAskill’s visit is to be viewed as a very important step towards better social cohesion and positive community integration.



# Partnership Events and Training

## Racism & Hate Crime Conference

FRAE Fife is hosting a Hate Crime Conference on 19 September 2013. at the Old Kirk in Kirkcaldy starting at 9.15 till 14.30.

This event is aimed at increasing knowledge and creating awareness of Hate Crime/Incidents reporting system and collecting feedback from victims, reporting centres and frontline staffs.

Over the years we have seen a decline in the number of hate crime/incident reported. Yet during FRAE Fife meetings with the Black Minority Ethnic (BME) Communities and our equality partner organisations we are informed of an increase in hate crime/incident. It is known that there is a gap between the numbers of hate

Crimes/incidents occurring and the number of hate crimes/incidents recorded. The big question is why victims are not reporting?

FRAE Fife wants to take a more pro-active and robust approach to hate crime/incident reporting. We are hosting a hate crime/incident discussion conference in Fife, with partnership from the Hate Crime review group, other equality organisations and community groups across Fife.

This conference will be a great opportunity to promote the new 3rd party reporting centres across Fife. FRAE Fife has also conducted consultations on behalf of Fife Council and Community Safety on the Community Interest bank, which focused on how individuals felt they were affected by Hate Crime/Incident. In addition to this FRAE Fife has carried out a mapping exercise on Hate Crime which will be published at the conference

Guest speakers include Minister for Commonwealth Games and Sport MSP Ms Shona Robison and David Torrance MSP for Kirkcaldy as well as Fife Community Safety Partnership and Police Scotland.

There will be information stalls and workshops. For details please contact Ade@fraefife.co.uk or phone 01592 204005

## Training:

### Third Party reporting Training of Hate Crime at FRAE Fife

More than 20 agencies from across Fife are now active as Third Party Reporting Centres for Hate Crime having been trained by representatives from Fife Division of Police Scotland and Fife community safety partnership. Third party reporting centres will enhance the existing support and services they offer their clients. This allows victims of Hate Crime to report an incident to trusted people who will complete an online form on their behalf and send it electronically to the Police.

### Equality, Cultural Diversity and Hate Crime Training

FRAE Fife staff in partnership with Fife Voluntary Action delivered training to volunteers and staff from Third sector. 10 people attended this training and enjoyed the interactive session. From the evaluations : What did you find most valuable about this course? " Legislation and how Ade made a difficult subject understandable." " A better understanding of the different cultures." Please contact FRAE Fife to book this training for your group/staff.



## Immigration rules for Romanian and Bulgarian

### THE RIGHTS OF ROMANIAN AND BULGARIANS IN THE UNITED KINGDOM – ACCESS TO WORK AND BENEFITS

On 1<sup>st</sup> January 2014, Bulgarian and Romanian nationals will gain the same rights in the United Kingdom as other EU citizens. These changes will have an impact on their options for work in the United Kingdom, and access to benefits.

Since Bulgaria and Romania joined the EU in 2007, nationals of these countries have had the right to enter and live in the UK. Similar to other EEA nationals, a Romanian or Bulgarian national does not need permission under the Immigration Rules to reside legally in the UK. They have a right of residence in the UK for the first three months of residence on an unrestricted basis and can remain legally in the UK provided they are exercising a Treaty right as a student, a self-employed person, or if they are self-sufficient (and not economically active).

The difference between Bulgarian and Romanian nationals and other EEA nationals is that Bulgarian and Romanians do **not** have an automatic right to reside as a worker in the UK. These work restrictions are in place until 31 December 2013.

### BULGARIAN AND ROMANIAN WORKERS FROM ACCESSION UNTIL 31<sup>ST</sup> DECEMBER 2013

Bulgarian and Romanian nationals will need to apply for an accession worker card unless they are exempt, and most will require an employer to obtain a work permit.

Practically speaking, most Bulgarian and Romanians will apply for yellow residence cards (being self-employed or students), as there is a realistic chance of success. However, there can sometimes be difficulties when applying for these cards as the UKBA will query whether a person's self-employed is 'employment in disguise' and there have been several important court cases which have considered whether a person is self-employed (e.g. Big Issue sellers). Blue and Purple residence cards are more difficult to obtain as individuals have to meet the increasingly stringent requirements of the Immigration Rules.

Bulgarian and Romanians can get a **Yellow Residence Card** if they are self-employed, self-sufficient persons or students. Self-employed persons do not need permission from the UK Border Agency to start work in this category however they can apply for a registration certificate. Students are able to work for any employer for up to 20 hours per week during term time, full time hours when on vacation and for a 4 month period once their course has ended. Self-employed Bulgarian and Romanian nations can also access benefits as Housing Benefit and Council Tax Benefit, and may have access to other benefits.

**Blue Residence Cards** are issued to highly skilled workers (who meet the requirements of the Immigration Rules) and those Romanians and Bulgarians who are not subject to worker authorisation. These exemptions are:

- those who have leave to remain with no restriction on their right to work;
  - those who were working legally in the UK on 31 December 2006 and who had completed twelve months' continuous work on that date;
  - those who have completed twelve months' continuous, legal work ending after 31 December 2006;
  - those who are also UK nationals or nationals of another EEA State;
  - those who are married to or in a civil partnership with a British Citizen;
  - those who have acquired permanent residence (usually after five years' continuous, legal residence in the UK);
- the family members (spouses, civil partners, children under 21, older dependent children, dependent relatives in the ascending line) of other EEA nationals, unless those other EEA nationals are workers still subject to worker authorisation themselves or if they are students who are only allowed to work because of their student status;

Purple Residence Cards are issued to those Bulgarian and Romanian nationals that need worker authorisation for employment in specific categories, or if their employer has been issued with a work permit. The specific categories of employment are:

- airport-based operational ground staff of an overseas airline
- au pair placements
- domestic workers in a private household
- ministers of religion, missionaries or members of a religious order
- overseas government employment
- postgraduate doctors, dentists and trainee general practitioners
- representatives of an overseas newspaper; news agency or broadcasting agency sole representatives
- private servants in a diplomatic household
- representatives of an overseas newspaper; news agency or broadcasting agency sole representatives
- teachers or language assistants on an approved exchange scheme
- overseas qualified nurses coming for a period of supervised practice

If the employment does not fall into one of the specific categories, an accession worker card will only be issued if the employer has obtained approval through the existing work permit arrangements. This means that the employer will first need to obtain a letter of approval of the employment from Work Permits (UK).

Where work authorisation is already considered to be in place

Finally, a Bulgarian or Romanian national will not need to obtain an Accession worker card if they are employed on the following basis:

- coming to the UK under the seasonal agricultural workers scheme (SAWS) and hold a valid work card issued by a SAWS operator; or

were given leave to enter or remain in the UK before 1 January 2007 and their passport has been endorsed with a condition allowing them to work legally for a particular employer or in a particular job (for example, they were already in the UK as a work permit holder or au pair).

## BULGARIAN AND ROMANIAN WORKERS FROM 1st JANUARY 2014

From 1st January 2014, Romanian and Bulgarian nationals will have no restrictions on the type of work that they can do in the United Kingdom, and will not need to apply for an accession worker card. They will have the same access to employment and benefits as other EEA Nationals, as well as access to NHS care. Although this is the current position, the UK Government is considering limiting access to benefits, healthcare and housing for all EEA Nationals.

Similar to EEA Nationals, Bulgarian and Romanian nationals will not have unrestricted access to social security benefits and tax credits as most will have to pass the habitual residence test before they can claim. Passing the test allows access to housing benefit, council tax benefit, access to local authority housing, income support, jobseeker's allowance and employment and support allowance. The test applies to British citizens returning to the UK after time abroad, as well as people coming to the UK from other countries.

It is also important to note that when these restrictions are lifted, Bulgarian and Romanian nationals may still be able to use their time working in the UK (as accession workers and with the correct worker registration) towards their eligibility for permanent residence after a five year period. We would suggest that all Bulgarian and Romanian nationals in the UK seek legal advice if they wish to discuss their current position before the changes take place.

## A Fair Employer to All



University of St Andrews  
*from first to foremost*

600 YEARS  
1413 – 2013

“The University of St Andrews would like to thank FRAE Fife for engaging with us on our new ‘Inclusive Recruitment Guide’. The University is fully committed to respect and fair treatment for everyone, eliminating discrimination and actively promoting equality of opportunity and delivering fairness to all.”

- Director of Human Resources

Staff working at FRAE Fife have been actively consulted with during the creation of the new online ‘Inclusive Recruitment Guide’ which replaces previous guidance. Utilisation of the guidance, helps demonstrate to ethnic minority communities and all diverse groups across Fife, that the University is a welcoming and fair employer.

For more information please contact the **University’s Equality & Diversity Officer, Sukhi Bains** – email: [sb104@st-andrews.ac.uk](mailto:sb104@st-andrews.ac.uk)

### Employment and Business Advice at FRAE Fife

FRAE Fife’s employment and business start-up project commenced in April 2012 and has been going from strength to strength. Year one seen a succession of individuals find employment, commence training courses and step on the ladder to future self employment success. Now in our 2nd year of the project, we are looking forward to continuing with our success by working in partnership with statutory and third sector organisations, employment agencies, private sector employers, colleges and many other groups. We also hope to reach out to more people that may benefit from our service. We will be attending a number of events throughout the year to promote our project, so if you see us, please come over and say hello and find out if we can help you in any way.

There are numerous barriers to finding employment in the UK mainly due to our on-going recession.

However these barriers can be increased further for black and minority ethnic communities in Scotland. In partnership with Fife Council we hope to increase access to English for speakers of other languages (ESOL) courses as there are many different levels of English language fluency. We also hope to further develop our pre-employment courses to help BME individuals have a better understanding of the recruitment needs required by today’s employers.



## **Upcoming Events—Dates for your Diary**

### **FRAE Fife**

#### **Racism and Hate Crime Conference**

**Thursday 19 September 2013 at The Old Kirk, Kirkcaldy  
9.15 to 13:00**

### **Youth Business Scotland**

#### **The Fife Awards 2013**

**Thursday 12th September 2013 at Scottish Police College  
Tulliallan Castle, Kincardine, Fife FK10 4BB  
6.30pm - 8.30pm**

### **Kirkcaldy Central Mosque**

#### **Charity Dinner**

**Sunday 22 September 2013 at The Murray Field Stadium  
5 -11pm**

### **Disabilities Fife AGM**

**Wednesday 25th September 2013 at The Kingswood Hotel, Burnt is-  
land from 2-4pm**

**Immigration surgeries: Last Monday of each month 2 pm to 5 pm :**

**30 September, 28 October, 25 November , 30 December 2013**