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*Unlocking Potential and Transforming Lives*

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## Who Are We?

25 years ago, in the kitchen of an office block in Edinburgh, you would have found a group of Sikh women. That was the start of Sikh Sanjog. Our name is unique and different, it is a real attribute in today's world where the focus is on building strong partnerships and creating links. 'Sanjog' is Punjabi for 'links'.

## Our Vision

We work with passion and determination every day to empower marginalised women, to give them the help they need to boost their confidence and skills so they can realise their full potential.

## The Work We Do

### *Our users*

Sikh Sanjog helps many 'invisible' women every year who are facing personal challenges. Whether they need support to integrate fully into Scottish society, advice on education and career possibilities or they require 1-1 counselling services, through our advice, support and encouragement we strive to make sure that we open new doors.

**We are here to make sure that the women that come to us, leave with increased confidence, skills and a new and continuing support network that they can trust and rely on. They in turn can then continue to spread the word by being role models.**

### *Our Stakeholders*

In order to support our users fully we take very seriously our responsibility to engage and work with community partners and stakeholders. We must continuously strive to research and discover innovative ways to offer services to our 'hidden population' and without the support of our statutory and voluntary services, this would be impossible. Working in a collaborative way with other like-minded and supportive organisations will help us to achieve our vision and enable Sikh woman and other ethnically and culturally diverse women and their families to access integrated services and employment.

**We seek to collaborate across professional, organisational, and cultural boundaries. This will help us problem solve, and will lead to new partnerships and ideas. We address issues of injustice and inequality and challenge discrimination in all its forms.**

## Our Services – for Sikh women, children and young people

Our services are geared towards Sikh and other ethnically and culturally diverse women and their families.

We offer bespoke Life Coaching, Training and Employability, Advice and Counselling, all specifically tailored to the individual;

- Training to aid employability e.g. IT and administration, literacy, signposting to other suitable services and support.
- Personal development and life coaching.
- Provision of activities for children and young people in schools ensuring they have positive destinations after school.
- Health and wellbeing services and support for 50+.
- Social and wellbeing support for young women, whether new to the community or established members.
- Discreet and confidential advice and support on family, workplace, cultural issues or other sensitive matters.

All of our services are delivered with sensitivity, discretion and are measured and informed.

## Get in Touch

### Office Drop In – come and see us

We are open Monday to Friday: 9:30am – 4:30pm

If you have an urgent enquiry we can be contacted on 07837 701263

Sikh Sanjog  
(12-14) 130 Leith Walk  
Edinburgh  
EH6 5DT

### Confidential Conversation

No matter how big or how small, call us for help, support or advice 0131 553 4737

Emergency Contact - 07837 701263

## Our Services – for stakeholders and organisations

### Cultural insight through increased awareness

Sikh Sanjog can provide specialist advice, insight and education and consultancy services to the public, private and third sectors in order to build knowledge of the Sikh culture within Scottish society. As part of our service we also communicate useful, practical information about cultural diversity in a wider sense that is relevant to your organisation. This work impacts positively on achieving our vision and supports our main charitable objectives.

We can adapt our range of services to meet your organisations needs, mixing and matching different components.

|  |  |  |   |
|--|--|--|---|
| <b>Cultural Awareness –<br/>General multi faith<br/>introduction</b>                     | <b>Sikhism – Principles</b>  | <b>Punjab History and<br/>Culture</b>  | <b>Religion &amp; Culture</b>                             |
| <b>Cultural Awareness<br/>Focus – We Are Sikhs</b>                                       | <b>Scotland &amp; Sikhism</b>  | <b>Sikhism &amp; Family</b>  | <b>A Focus on Festivals<br/>Celebrations and Calendar</b> |
| <b>Cultural Awareness<br/>Focus - Sikh Women,<br/>young people &amp; the<br/>elderly</b> | <b>Young Sikhs</b>   | <b>Gender Based Challenges</b>   | <b>Sikhism &amp; Ageing</b>                               |
| <b>Cultural Awareness –<br/>Promoting Rights</b>   | <b>Equality and<br/>Discrimination – Key<br/>Legislative Changes</b> | <b>Equality Impact<br/>Assessments –<br/>policy/process/scheme –<br/>does it stand up to<br/>scrutiny?</b> | <b>Safeguarding – vulnerable<br/>people</b>               |

Cultural Awareness and providing insight are at the heart of all of our sessions, advice and workshops. Depending on the audience we tailor the session/s to suit the needs of the organisation, team or individual. We can help you address particular challenges or simply provide knowledge and information in order to address preconceptions, myths or simply to instil confidence in a strategy or sense check existing understanding.

## Our Services – for stakeholders and organisations

### Who do we work with?

Our services will add value to leaders, senior managers, front line staff, policy makers and students.

|   |   |                              |                                     |                                  |  |
|---|---|------------------------------|-------------------------------------|----------------------------------|--|
| <b>Front Line Services</b>                        | <b>Police</b>                                 | <b>Prisons</b>               | <b>Healthcare Professionals/GPs</b> | <b>Fire Service</b>              | <b>Paramedics</b>                      |
| <b>Educators</b>                                  | <b>Nurseries</b>                              | <b>Schools</b>               | <b>Universities</b>                 | <b>Colleges</b>                  | <b>HR/Workplace Trainers</b>           |
| <b>Government, Service Providers and Business</b> | <b>Scottish Government/ Local Authorities</b> | <b>Housing Organisations</b> | <b>Charities</b>                    | <b>Media, festivals/ theatre</b> | <b>Banks, Legal Firms, Accountants</b> |

Over the years we have;

- Delivered presentations at universities,
- Taken active roles in many advisory boards,
- Provided cultural awareness sessions to schools, Police Scotland, the NHS, Local Authorities and housing providers.
- Been featured on TV documentaries.

## Example Programmes

### Cultural Awareness – General Multi Faith Introduction

- Having the ability to work effectively in a multi-cultural environment is essential to modern day organisations and businesses, whether you employ a diverse team of people, deal with international suppliers, have a wide range of stakeholders or customers or welcome overseas guests to meetings and events.
- This course highlights some of these differences, explains how to develop your own and your team's cultural awareness and features several scenario exercises for you to test your knowledge along the way.
- This cross cultural awareness training is particularly useful for people who work across cultures. It is also well suited to leaders and managers in charge of culturally diverse teams, front line staff and officers or for those people who welcome international visitors to the UK for meetings or events.

### Cultural Awareness Focus – We Are Sikhs

- This course highlights aspects of Sikhism and will build up awareness of what it means to be Sikh in today's society.
- For many participants this may be their first interaction with Scottish Sikhs and learning about their faith, history and way of life will enrich their understanding promoting integration and improved relations for now and the future.
- This specific training is particularly useful for educators who wish to inform and raise awareness and tolerance. It is also well suited to leaders and managers who wish to extend their knowledge of cultural diversity and for front line workers and officers who want to engage in a positive and well informed way with their customers and stakeholders.

### Cultural Awareness Focus –Sikh Women – *Gender Based Challenges*

- This course focuses on what it means to be a Sikh woman in today's society. Often these women are invisible to the very people that can help them realise their full potential and contribute to our society.
- Sikh women face particular challenges in their day to day lives in Scotland. These challenges affect the fundamental aspects of their day to day lives - how they raise their families, their education journey, if and where they work, and how they are perceived by those out-with their immediate network.
- This specific training is particularly useful for policy makers, local service providers, charities and front line officers and professionals who wish to become more aware and better informed of the key factors that can help promote social change for existing and future generations. It is also well suited to leaders and managers who wish to extend their knowledge of cultural diversity.

There is a fee attached to the delivery of these sessions and for further information please contact us directly for a quote.

## **Our Team**

Trishna Singh OBE is the founding Director of Sikh Sanjog and has been leading the organisation for 25 years. In this time she has advised many organisations on cultural awareness and diversity issues. She has a wealth of experience together with in-depth insight and knowledge of ethnic communities and their needs.

Trishna is a passionate ambassador for the marginalised and works tirelessly to promote a society where individuals can realise their full potential.

Trishna is supported by a strong Board made up of individuals from a variety of professional backgrounds and a multi-cultural team of experienced staff, advisors, trainers and administrators. Their knowledge and skills provide Sikh Sanjog with the ability to offer bespoke training, consultancy and advice to their users.



## Testimonials

### **Kezia Dugdale MSP – Leader of the Scottish Labour Party**

*Sikh Sanjog provides an invaluable service to the Edinburgh based Sikh community, particularly women and young people. Their understanding of what the community needs and the lived experiences of those running the services is what sets it apart from other support services. Community based support, coming from the community itself, is hugely empowering and a model we should be looking to support and sustain.*

*Whether it is youth work, services to support vulnerable women, opportunities for women to develop new skills or their enterprising Punjabi cafe, Sikh Sanjog are a crucial part of the Leith, and wider Edinburgh, network and I hope they will continue to exist and grow for a long time to come.*

### **Constable Grant Robertson – Police Scotland**

*Having previously had limited personal knowledge on Sikhism... Sikh Sanjog have been able to offer a clear perspective relating not only to the religious requirements of the faith but also barriers faced by women in particular. Their latest report, 'the invisible women' has been helpful in understanding such key issues. I also feel I have developed a trusting relationship with Sikh Sanjog whereon both formal and informal discussions can take place comfortably. The interaction with Sikh Sanjog and guidance from them has been productive and positive and will continue to be invaluable to assist me in supporting my frontline colleagues.*

### **Jatin Haria – Glasgow Coalition for Racial Equality and Rights**

*Sikh Sanjog have been a valuable member of the Scottish Parliament's Cross Party Group on racial equality for many years now, and have contributed to a large number of issues. They bring a perspective on issues that reflects the actual lived lives of their particular service users, and this insight is essential in developing better policies and practices on racial equality in Scotland. It is especially useful to have the views of minority ethnic women articulated in the Parliament, and Sikh Sanjog is one of a very small number of groups who is able to relay this voice directly to members of the Scottish Parliament.*

### **Tineke Broer – Research Fellow University of Edinburgh**

*I think the work Sikh Sanjog is doing is very valuable as it targets a minority group within a minority group, something which is all the more poignant in the current political climate. It supports women with such a diverse range of issues, from having a community through to mental health issues.*