STAND AGAINST RACISM & INEQUALITY

England & Wales · Charity number 1047699

Details

Other names	STAND AGAINST RACISM AND INEQUALITY, SUPPORT AGAINST RACIST INCIDENTS LIMITED, S.A.R.I., SUPPORT AGAINST RACIST INCIDENTS (S.A.R.I.), SUPPORT AGAINST RACIST INCIDENTS LTD
Status	Registered
Legal form	Charitable company
Company number	03060925
Registered	1995-07-03
Register	View on the Charity Commission register

Contact

Address	Sari 15 Portland Square Bristol BS2 8SJ
Phone	01179420060
Email	sari@saricharity.org.uk
Website	www.saricharity.org.uk

Activities

Objects: 4. The charity's objects ('Objects') are specifically restricted to the following:(1) to work towards the elimination of racism and inequalities for people with protected characteristics as defined in law;(2) to promote equality of opportunity for those with protected characteristics and to foster good relations between those with protected characteristics and the general population;(3) to advance the education of the public in the causes and effects of racism and inequalities towards those with protected characteristics; and(4) to promote for the public benefit the relief and treatment of any physical, mental or emotional distress suffered by any person as a result of that person or a member of her or his family having suffered inequalities on the grounds of one or more protected characteristics.Nothing in the articles shall authorise an application of the property of the charity for purposes which are not charitable in accordance with section 7 of the Charities and Trustee Investment (Scotland) Act 2005 and/or section 2 of the Charities Act (Northern Ireland) 2008.

Activities: To tackle racism and inequalities for people with protected characteristics.To promote equality of opportunity and to foster good relations.Public education on racism and inequalities.To support any person or a member of his/her family suffering inequalities because of one or more protected characteristic.

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Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** Education/training, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Children/young People, People Of A Particular Ethnic Or Racial Origin

Geography

- Bath And North East Somerset
- Bristol City
- North Somerset
- Somerset
- South Gloucestershire

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£774,885	£904,991	£1,033,421	24
2024-03-31	£681,203	£816,971	£1,163,527	29
2023-03-31	£701,434	£864,042	£1,299,295	29
2022-03-31	£959,677	£813,905	£1,461,903	29
2021-03-31	£844,863	£764,961	£1,316,130	25

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Trustees

Name	Role	Appointed
Martin Walker	Chair	2018-03-24
ABDUL SAMAD TARIQ		2023-03-31
Christina Fernandes		2018-03-24
Denise Johnson-Carr		2025-09-08
Helen Bedser		2025-09-08
Hira Hanif		2025-09-08
Luke Gavin Majithia		2023-03-31
Reuben Lloyd Declan Chatterjee		2023-03-31
Ronald Kenrick Douglas		2023-03-31
Tanzil Ahmed		2025-09-08
Vishal Innocent Alfred Mall		2023-03-31

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STAND AGAINST RACISM & INEQUALITY

England & Wales - Charity number 1047699

Accounts

STAND AGAINST RACISM & INEQUALITY

TRUSTEES' ANNUAL REPORT

MARCH 31 2025

REFERENCE AND ADMINISTRATIVE INFORMATION

CHARITY NAME
Stand Against Racism & Inequality

REGISTERED OFFICE AND OPERATIONAL ADDRESS
15 Portland Square
St Pauls
Bristol
BS2 8SJ

COMPANY NUMBER
3060925

CHARITY NUMBER
1047699

STATUS
SARI became a company limited by guarantee on 24th May 1995 and was registered as a charity on 3rd July 1996. The organisation is governed by its Articles of Association and the Companies Act 2006.

BOARD OF TRUSTEES
Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

Abdul Samad Tariq	
Christina Fernandes	
Luke Majithia	
Martin Walker	Chair
Reuben Chatterjee	
Ronald Douglas	Treasurer
Sumayyah Malna	
Vishal Mall	

COMPANY SECRETARY
James Evans

SENIOR LEADERSHIP TEAM

Alex Raikes MBE DL	Chief Executive
Temba Mahari	Head of Services
James Evans	Head of Finance, HR and Resources

BANKERS

National Westminster Bank
250 Bishopsgate
London
EC2M 4AA
SW1Y 4EL

Flagstone Group Ltd
1st Floor, Clareville House
26-27 Oxendon Street
London

INDEPENDENT EXAMINER
McCloud Ng'onga FCCA, CTA
AcTax Consulting Ltd
11 Consort Road
Higher Bartle
Preston
PR4 0QH

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This year's progress was driven by one clear mission: to challenge hate and build a fairer, safer society for all. This mission is powered by hope, resilience, and the relentless efforts of our team, and the communities we work with, to create lasting change.

THE YEAR IN REVIEW

In August 2024, a teenager carried out a mass stabbing at a dance class, killing three young girls and impacting an entire community. A rumour went round, completely false, that the person responsible was a Muslim asylum seeker. This disinformation fanned the flames of division that had been bubbling for many months and was a catalyst for widespread racist and Islamophobic rioting and violence across the UK.

Israel's attack on Gaza continued. A ceasefire that came into effect in January ended two months later. By the end of March 2025, over 50,000 people had been killed, but some say these figures are much higher.

Tell Mama recorded the highest number of anti-Muslim hate cases in 2024 since its inception. These were driven by the war in Gaza, news reports on grooming gangs, and the stabbings in Southport. In the same year, the Community Security Trust, which monitors antisemitic hate, recorded the second highest reports of antisemitism in its history.

Elections took place across Europe, with the far-right gaining popularity in many of the polls. In the UK, Keir Starmer's Labour Party came into power after 14 years of a Conservative government.

Despite being across the Atlantic, Donald Trump's election win at the end of 2024, and the subsequent policy implementations, have had far-reaching ramifications. The decision to ban diversity, equality and inclusion targets looks to already be impacting the UK.

It was with great sadness that we received the news of the passing of Paul Stephenson. Many will know Paul for his historic role in the 1963 Bristol Bus Boycott—a pivotal moment in the struggle against racial discrimination in the UK. His courageous actions, alongside those of fellow activists, were instrumental in laying the foundations for the Race Relations Act of 1965. But to us, Paul was more than a civil rights icon. He was a steadfast advocate and supporter of our charity, and a lifelong champion in the fight against racism and inequality. We will always remember him fondly for his unwavering commitment to justice and the powerful legacy he leaves behind.

This year also saw the passing of Richard Allen. Richard was a stalwart supporter of SARI for many years. He joined our Board as a co-optee in May 2011 having got to know Batook Pandya MBE DL, founder Director of SARI when he was working for Avon & Somerset Constabulary and the National College of Policing on improving policing approach to race relations and cultural competency. Richard remained heavily committed to and involved with SARI until he passed away on 29th December this year. He and his equally supportive wife, Ann Allen, attended nearly every single SARI AGM and was always available to share advice and insight even after moving to Dorset and being diagnosed with Myeloma which meant wrestling with a very serious illness. Richard was a tireless campaigner for equality and justice who dedicated so much of his life to volunteering for SARI and others in need. He was always positive no matter what he was dealing with personally. We were devastated to lose him after all these years.

WELCOME FROM MARTIN WALKER

CHAIR OF THE BOARD OF TRUSTEES

I'm delighted to welcome you to Stand Against Racism & Inequality's annual report. As always, this is a testament both to the dedication of our team in standing against hate and to the strength of the people we support. In this report, we hear from people who've been harassed in their homes for their disability, whose children have been bullied in school for their race, and people who've been assaulted by neighbours for their sexual orientation. People seek SARI's support for many different reasons, but they all have one thing in common; they've been targeted because of someone else's prejudice.

I know from personal experience how valuable SARI's services are, and the difference they make to people who've experienced hate-motivated incidents and prejudice. In the aftermath of the riots that tore through our communities in the summer, this work is even more important. The riots also highlighted the need for our preventative work. Our education service has come under increasing demand this year, and our small education team has been busy responding as you'll see in this report.

We go into the next year in the context of proposed changes to disability benefits. This is causing huge anxiety for many disabled people and, because of the rhetoric around these proposals, there is concern that there could be an increase in disablist hate. We will continue to monitor this and be ready to respond if this is the case.

There has been a clear shift to more right-wing parties and, as a result, we're also seeing increasingly hostile policies which are eroding human rights for those seeking sanctuary, for LGBTQ+ people, and for women. The narratives that go along with these too often demonise marginalised communities.

I want to take the time to thank everyone at SARI who works so hard to make our communities safer for everyone. I am grateful to the many partner agencies and stakeholders who support our work, collaborate with us to make our clients' lives better and who are allies in our fight against hate and prejudice. We couldn't do our job without them. Finally I want to thank all our donors, fundraisers, and partners who invest in us. We were overwhelmed by people's generosity following the riots and, thanks to you, we can continue standing firmly against hate.

WELCOME FROM ALEX RAIKES MBE DL

CHIEF EXECUTIVE

Welcome to our 2024-2025 annual report. For me, this is a chance for us to reflect on the challenges we've faced, the progress we've made, and the extraordinary strength and resilience of the people and communities we support.

This year has brought continued demand for our services, demonstrating the ongoing and critical need for a specialist agency committed to tackling hate crime, supporting victims, and promoting justice and equality. Whether responding to incidents of racism, religious intolerance, homophobia, transphobia, disability hate, or any form of targeted abuse, SARI has remained unwavering in our mission to stand beside those who need us most.

Behind every statistic in this report are real people with powerful stories—individuals and families who have experienced trauma but have also found courage, advocacy, and hope. Our team, partners, and volunteers have gone above and beyond to do all possible to make sure that people facing hate and discrimination don't feel alone. I only wish that my younger self and my family had a SARI to turn to. I was on my own with no one talking about racism—let alone doing something about it. Facing racist abuse was an everyday norm and you could never imagine reporting it to anyone. It wasn't even articulated within our family—let alone on the outside.

I am immensely proud of our collaborative work with statutory agencies, community groups, and schools. These partnerships are vital to creating safer, more inclusive spaces for everyone. Together, we continue to challenge injustice, influence policy, and educate for lasting change.

To our supporters, funders, and allies—thank you. Your trust enables us to continue this vital work.

And to every person who has come to SARI in a time of need: thank you for your bravery and for allowing us to walk alongside you.

As you read through this year's report, I hope you feel inspired, informed, and empowered to continue standing with us against hate and inequality.

With gratitude and solidarity,

Alex

WHO WE ARE: CHAMPIONS FOR EQUALITY AND DIVERSITY

We are an anti-hate charity based in Bristol and operating across Avon and Somerset. We are dedicated to supporting victims of hate crime and hate incidents, whilst providing training and education around the causes and impact of hate in our communities. Our charitable objectives are:

- Eliminating racism and inequalities for people with protected characteristics as defined by law.
- Promoting equality of opportunity and fostering good relations between those with protected characteristics and the wider community.
- Educating the public about the causes and effects of racism and inequalities.
- Relieving and treating physical, mental, or emotional distress caused by inequalities based on protected characteristics.

WHAT WE DO: STANDING AGAINST HATE

We offer vital support to victims of hate crime, helping them to work through the aftermath of hate, advocating with them for justice, and ensuring that they feel safe in their community. We collaborate with local agencies and communities to prevent hate incidents, promote equality, and enhance community cohesion.

Additionally, we provide training and education to challenge negative perceptions, and promote equality, diversity, and cultural awareness. Our programs reach key service providers like the police, housing associations, schools, and social care providers, empowering them to make a positive impact on people's lives through better understanding.

HATE ON OUR STREETS

In July and August 2024, towns and cities across the UK erupted in violence after the tragic murder of three young girls. Disinformation spread that the killer was a Muslim asylum seeker with a later post falsely claiming that he was someone who had come to the UK on a small boat. Social media played a huge role in the spread of this disinformation.

Riots, motivated by xenophobia, racism and Islamophobia, spread across the country, leaving many, especially those from minoritised backgrounds, feeling unsafe in their own communities. Mosques and hotels housing people seeking sanctuary were targeted by the violence, as were the homes and businesses of people from minoritised communities.

On August 3rd, the riots came to Bristol, as protesters converged on Castle Park, meeting counter protesters when they got there. At one point, people splintered off and headed towards a hotel they believed was housing people seeking sanctuary. Counter protesters formed a line to protect the people inside the hotel, with chants of "we are many, you are few, we are Bristol, who are you" clearly letting the rioters know that they were not welcome.

The following week, rumours spread that the far-right were going to target immigration and refugee services on Old Market. Bristol communities again came together in solidarity to protect the city and, whilst no far-right protesters showed up, demonstrated that hate is not welcome in our city. As a result of the riots, we swiftly issued guidance for people on how to respond when confronted with hate. We worked behind the scenes with community groups to ensure they felt supported, informed and allyship.

Following the riots, we saw a huge coming together of the community. At SARI, we were overwhelmed by the support that people showed our charity in their desire to stand in solidarity against hate. However, we know that the hate that led to the riots did not disappear when they stopped, which is why we are working within our communities to ensure that we are prepared, resilient, and that we continue to stand against hate.

MAJOR ACHIEVEMENTS

669
REFERRALS

259
CASES OPENED

621
VICTIMS SUPPORTED

89
TRAINING SESSIONS DELIVERED

801
TRAINING ATTENDEES

113
SCHOOL SESSIONS DELIVERED

3945
SCHOOL SESSION ATTENDEES

9121
PEOPLE ACCESSED OUR WEBSITE FOR INFORMATION ABOUT HATE CRIME

86%
OF OUR CLIENTS GAVE US OUR HIGHEST RATING AVAILABLE

100%
OF OUR CLIENTS SAID THEY FELT ABLE TO TRUST OUR STAFF

FURTHER ACHIEVEMENTS

- In 2024/25 we achieved Trusted Charity Level 2, the highest standard of quality assurance for charities, demonstrating our commitment to excellence, transparency, and continuous improvement in everything we do.
- We held a **staff and trustee away day** that helped us strengthen our shared vision, build deeper relationships, and align our goals for the year ahead. We will use this to inform our upcoming business plan.
- In April 2024, **we held a Voices of Victims event** in Bristol to bring together individuals affected by hate crime and discrimination with key agencies such as the police, local council, and fire service. The aim was to ensure these agencies heard directly from victims about their experiences and needs. The event was attended by 95 participants representing 22 different areas across Bristol.
- We had 23 particpants raise money through our **100 Runners Against Hate Campaign.**
- We accepted an invitation to join the **National Hate Crime Independent Advisory Group** and the **National Guild Group.**
- In response to widespread concerns over declining content moderation and the rise in harmful discourse following Elon Musk's acquisition of Twitter, we joined a national campaign to discontinue our use of the platform.

BATH AND NORTH EAST SOMERSET

OUR WORK IN THE AREA

Despite its apparent affluence, Bath and North East Somerset (BANES) faces hidden poverty, deprivation, and housing pressures. SARI has supported the community since 1991, remaining one of the longest-running and few surviving equalities charities in the area.

Thanks to funding from the National Lottery Community Fund, our Every Victim Matters project provides hate crime casework and outreach across BANES, North Somerset, and Somerset, in partnership with Diversity Trust and SWAN Advocacy.

BANES Council funds our work in schools, social care, and the Virtual School, enabling free assemblies, staff training, and one-to-one support. The success of this program has led to similar services in South Gloucestershire and North Somerset.

We are again grateful to Jason Pegg and the Black Families Education Support Group, who are key partners in advancing race equality in BANES schools.

36 REFERRALS RECEIVED	**4** DISABLIST REFERRALS	**3** DISCRIMINATION REFERRALS
1 FAITH REFERRAL	**32** RACE REFERRALS	**1** SEXUAL ORIENTATION REFERRAL
17 CASES OPENED		

Please note that the sum of the numbers above may be higher than the total as referrals can include more than one hate crime type.

BATH AND NORTH EAST SOMERSET

CLIENT CASE STUDY

CASE #035-2024/25 - RACE HATE

Our client is a dual heritage man who lives with his wife and children near Bath. He and his wife contacted SARI after experiencing years of harassment at the hands of their neighbours, which they felt the police were not taking seriously.

The first incident happened when the family were invited to their neighbour's house for a party. The host of the party made a racist comment towards our client, at which point he and his family left. Following this interaction, they said there were many more incidents towards him and his wife, including threatening behaviour and verbal abuse, which left the family afraid to go outside without checking if the neighbour was nearby.

Our clients attempted to make police reports but felt dismissed, and that police were implying that they were the issue. The response by the police left them feeling targeted by the police themselves and that the police were ignoring the racial aspect of the incidents. Our clients submitted several police complaints detailing this, in the hope that if the police started to take the harassment seriously, their family could begin to feel safe in their home. They were also keen that the police learned from their handling of the case. We supported them throughout this, arranging meetings with the police to discuss the case. A key part of our support was taking the abuse seriously where the police were not, showing them that we understood, and explaining what could be done to resolve the issues. Whilst it is still an ongoing case, our clients know that we are there to hold the relevant authorities to account and support them throughout the process.

> "Thank you so much. Very good supporting me and my son, coming to my house gave us confidence."
>
> **– CLIENT #118-2023/24**

BRISTOL

OUR WORK IN THE AREA

In 2024, Bristol was rocked by far-right riots that have heavily impacted our work and the communities we support. In response to this unrest, Central Government gave funding to cities and towns most damaged and impacted by the violence. As part of this, we will be providing guidance to mosques and other community buildings. We also continued to work closely with the family of Hubert Isaac Brown, a beloved member of the community who was killed in a racially motivated attack on Friday 29th September 2023.

We lead the Bristol Hate Crime & Discrimination Service (BHCDS), partnering with Brandon Trust, Bristol Law Centre, Resolve West, Off the Record, and Bristol Mind. Through this partnership, we hosted *Voices of Victims*, a roundtable where people with lived experience of hate crime or discrimination shared their concerns and ideas on improving the city's response. It included senior officers and decision-makers from Avon & Somerset Constabulary, Bristol City Council, the CPS, NHS Trusts, the Clinical Commissioning Group, housing associations, education, and other key providers. The service, funded by Bristol City Council, remains the only partnership of its kind nationally.

We play a significant role in Bristol, co-chairing and participating in many strategic partnerships, operational groups, and equalities networks. These cover key areas of housing, public transport, community safety and tensions and focus on the different protected characteristics, intersectionality and communities who particularly face inequalities and hate e.g. race, faith, disability, LGBTQ+, refugees, and the Gypsy, Roma & Traveller communities, where more direct engagement is needed.

369 REFERRALS RECEIVED	**1** AGE REFERRAL	**41** DISABLIST REFERRALS	**10** DISCRIMINATION REFERRALS
17 FAITH REFERRALS	**7** GENDER REFERRALS	**1** MARRIAGE AND CIVIL PARTNERSHIP REFERRAL	**7** MATE CRIME REFERRALS
297 RACE REFERRALS	**1** SEX/MISOGYNY REFERRAL	**24** SEXUAL ORIENTATION REFERRALS	**6** TRANSPHOBIC REFERRALS
148 CASES OPENED			

Please note that the sum of the numbers above may be higher than the total as referrals can include more than one hate crime type.

BRISTOL

CLIENT CASE STUDY

CASE #178-2021/22 – HOMOPHOBIC HATE

Polly came to us in late 2021, after being targeted for her sexual orientation by people who lived in her apartment block. She was being subjected to constant abuse and threats by the perpetrators, and, on one occasion, she was physically assaulted which left her with lasting injuries.

The abuse was incessant and left her feeling afraid to leave her flat. She became increasingly isolated, her sleep and eating were disrupted, and her mental health suffered severely.

When Polly came to us, it was clear she needed someone to support her to get her voice heard. Her Project Worker, Tara, worked hard to raise the hate crimes with the police and housing, making sure they were taking it seriously.

We attended various meetings to ensure she was being heard, helping her to prepare for them so that she felt confident to attend. We signposted her to relevant specialist agencies, making sure she was getting the support she needed as the persistent abuse was having an impact on her mental health.

All of this work culminated in her getting placed on band one for new housing, meaning she was a higher priority for a house move. Polly moved earlier this year, which has been transformative for her. Life is a lot more positive; she has made new friends and has started volunteering, rebuilding her life following the incessant trauma of the homophobic hate crimes that she experienced.

> "The work SARI does isn't recognised enough. Tara's patience, kindness and open mindedness was so unlike the responses you usually get. I really appreciated coming to a place where there is no judgement."
>
> **– CLIENT #131-2022/23**

NORTH SOMERSET

OUR WORK IN THE AREA

We have been working hard in North Somerset to raise awareness of our work and make sure that we're reaching the people who need us. Our dedicated team delivered empowerment sessions, trainings, and attended numerous festivals, including several Pride events, ensuring we were visible and known throughout the area.

Along with the funding for the Every Victim Matters (EVM) project, we're very grateful to have been funded by North Somerset Council to deliver interventions in schools, working with children and young people who are responsible for, or targeted by, hate crime – we are in the process of negotiating for this work to continue next year. Schools in North Somerset have become increasingly more diverse, and we've been working with schools to respond positively to this change and to empower staff to make classrooms a more inclusive place.

We're funded by several Housing Associations, including Alliance and LiveWest who have lots of homes in North Somerset, to provide support for residents and staff, helping to create homes for people that are more tolerant and understanding.

31 REFERRALS RECEIVED	**5** DISABLIST REFERRALS	**1** DISCRIMINATION REFERRAL
1 FAITH REFERRAL	**27** RACE REFERRALS	**1** SEXUAL ORIENTATION REFERRAL
14 CASES OPENED		

Please note that the sum of the numbers above may be higher than the total as referrals can include more than one hate crime type.

NORTH SOMERSET

CLIENT CASE STUDY

CASE #011-2024/25

Our client is originally from South Africa and now lives in North Somerset. He came to us after his neighbour made xenophobic comments towards him. He had been putting up a fence between their properties which the neighbour was unhappy about. Our client is autistic and doesn't like to engage with people that he doesn't know; when the neighbour overheard him speak to his girlfriend she directed a xenophobic comment at him.

The harassment escalated when another neighbour became involved. This neighbour began to make death threats towards our client and subjected him to further xenophobic abuse. This neighbour also made homophobic comments. Our client reported the incidents to both his Housing Association and the police but was struggling to get them to take him seriously.

We supported and advocated with our client, making sure he was taken seriously by the police and that they were treating the incidents as hate crimes and galvanised his housing association to help him deal with the perpetrator. The police invited the perpertrator to interview under caution. The housing association also began to take action, holding a case conference to discuss the abuse. They went on to issue a Notice of Seeking Possession and invited the neighbour who had been perpetrating the constant hate to conflict coaching.

Unfortunately, the abuse and harassment is ongoing, and we continue to support our client so that one day he will be able to live in his home, undisturbed, and without fear of hate.

> "I think SARI and Bill were very thoughtful and understanding. I would recommend SARI to anyone with similar issues as mine. Thank you."
>
> **– CLIENT #101-2023/24**

SOMERSET

OUR WORK IN THE AREA

Somerset is the largest area (geographically) that we serve and is a predominantly rural county that also encompasses market and coastal towns. Behind its beautiful landscape, picturesque villages and popular tourist spots, Somerset has major pockets of deprivation and many of the people and families we support are very isolated. There is a lack of community resources and specialist provision for Black and Minority Ethnic, Faith, LGBTQ+ and Disabled communities and people. This is a challenge for SARI, as it can be harder to reach people in the more rural areas who may not have heard of our service but who desperately need our support. Last year, however, after sustained efforts by our team to deliver training and outreach, we saw a significant rise in referrals from local agencies such as the police.

Rumours of planned unrest during the August 2024 riots caused fear and concern amongst some of the communities we work with in Somerset. We attended a variety of English Conversation classes where, with the help of interpreters, we were able to connect with people during a time of fear and mistrust.

We were awarded funding to deliver our education interventions in six schools in Somerset, enabling us to go into schools that are in areas of higher deprivation. Somerset is becoming more diverse, which was especially reflected in the primary schools we went to, and it was wonderful to see students engaged and that they were viewing this as an opportunity for building their understanding.

98 REFERRALS RECEIVED

17 DISABLIST REFERRALS

3 DISCRIMINATION REFERRALS

2 MATE CRIME REFERRALS

68 RACE REFERRALS

7 SEXUAL ORIENTATION REFERRALS

5 TRANSPHOBIC REFERRALS

40 CASES OPENED

Please note that the sum of the numbers above may be higher than the total as referrals can include more than one hate crime type.

SOMERSET

CLIENT CASE STUDY

CASE #138-2024/25 – DISABLIST HATE

Our client has been disabled for most of her life due to an injury that was not her fault. She lives in an accessible bungalow. After lobbying Somerset Council for a disabled parking space due to not being able to walk long distances, she was granted one.

Our client came to us after neighbours on her street kept parking in her disabled parking spot. She ignored this for some time, avoiding confrontation and would just wait for them to move from her space before moving her car into it. One day, she found that someone had smeared dog faeces on the door handle of her car, which she believed was a targeted incident because of her disability and people not understanding why she needed the space.

We arranged a meeting with her housing officer. We also worked with the police officer in charge of her case. They organised a beat surgery for the estate, which we attended to explain the support we offer and the importance of reporting hate. The police also completed a letter drop.

Alongside these actions, we contacted the local MP on our client's behalf, asking them to look into the case. They are taking action to support local disability parking, including changing local laws so that fines can be applied for parking in public disabled spaces.

After the letter drop, which established the presence of the police and the severity of the crimes, our client hasn't seen the perpetrators again. Her neighbourhood feels much safer now; in her words "everything is calm".

> "Good is not a strong enough reflection of the support I received from Tim. I very much apppreciate the work that you and SARI as an organisation have done for me over the time we have worked together … that recognition together with SARI's unwavering support and protection of me made a significant difference to how I was able to face the degree of well-targeted abuse and disability directed towards me over the last four years."
>
> **– CLIENT #249-2021/22**

SOUTH GLOUCESTERSHIRE

OUR WORK IN THE AREA

South Gloucestershire, though largely rural, has a higher population density than the national average and saw the highest population increase in our service areas according to the latest census. It has lots of new housing developments and is growing in terms of enterprise. With this comes lots of new and diverse residents. This year was one of the highest reporting years we have seen for South Gloucestershire.

We're grateful to South Gloucestershire Council for continuing to contribute to hate crime and outreach/preventative services, including our education interventions. Sadly, our South Gloucestershire Council funding is being significantly reduced after this year. We will get a much smaller contribution for our work in schools and are having the funding for our core hate crime services in the area nearly halved. We are busy fundraising so we can continue to meet the needs of the area and offer a free service to local schools. This is all the more important as we have seen an increase in hate incidents in schools, leading to rising demand for our specialist education interventions.

Our work with the Youth Offending Team has gone from strength to strength; our training, reflective conversations, and one to one support for young people responsible for hate incidents have a huge impact. This year we were awarded a significant new contract with South Gloucestershire Children's and Adult Social Care. Funding SARI to this level demonstrates their willingness to prioritise and support services that tackle hate crime despite the ever-decreasing funding for Local Authorities. This programme launched in February and we will kick off next year with specialist sessions on disability and LGBTQ+ equality. We would also like to thank Bromford and LiveWest for funding our specialist work in this area.

Our dedicated team continued to be active in the area, working to increase awareness of our service. They delivered several awareness sessions for newly arrived communities, making sure that people know where to turn to if they experienced hate crime or hate incidents.

105 REFERRALS RECEIVED	**10** DISABLIST REFERRALS	**3** DISCRIMINATION REFERRALS
5 FAITH REFERRALS	**1** PREGNANCY AND MATERNITY REFERRAL	**82** RACE REFERRALS
6 SEXUAL ORIENTATION REFERRALS	**3** TRANSPHOBIC REFERRALS	**37** CASES OPENED

Please note that the sum of the numbers above may be higher than the total as referrals can include more than one hate crime type.

SOUTH GLOUCESTERSHIRE

CLIENT CASE STUDY

CASE #167-2024-25 – RACE HATE

Our client, who lives in South Gloucestershire, is a teenager who came to us after years of racist verbal abuse from other students in her school year. She had had to endure comments and remarks about her hair and the colour of her skin, with the abuse following her from the school playground into the classroom. This led to the client becoming anxious and withdrawn from her family. One afternoon when walking home from school, the students targeted the client with further abuse and threatened to kill her. At this point the racist bullying had started to disrupt her learning at school.

After speaking with our client's mother to understand the context of the referral, we contacted the police and the school for further information on how the incidents had been addressed. We spoke with the pastoral lead, who explained the school's policies and measures that had been put in place to keep the client safe. We did work through the education team at SARI to have 1:1 sessions with one of the young people who'd been carrying out the bullying, but further intervention was hard without engagement from parents.

We then developed and delivered 1:1 sessions for the client aimed at empowerment, emotional support, and practical support. We covered the topics of identity, effective communication and advocacy skills, so that she could grow her confidence and stand up to incidents in a safe and effective way. We also provided the client with tips to improve her wellbeing, and help her deal with any emotions she may be feeling due to the abuse she has faced.

The client is much less withdrawn, calmer, and can focus on her schoolwork and day-to-day life without worrying about further abuse. Her confidence has grown, and she is able to effectively advocate for herself and others who may be experiencing similar incidents at school.

> "The whole process was good. There was good communication and that put me at ease. The school took on board what SARI said."
>
> **– CLIENT #387-2020/21**

EDUCATION: INSPIRING A NEW GENERATION

Sadly hate and prejudice-based incidents continue to be prevalent in education settings. Families come to us for support for their children and young people. This year, we opened 41 education-related cases, which made up 16% of our total caseload. This is the highest percentage of education cases on record for SARI. Of these, 5 were in post-16, 9 were in primary schools, 22 were in secondary schools, and 5 were not specified.

This year we have been encouraged that more schools have referred young people directly, showing they are proactively tackling hate. Often these referrals come after we have delivered staff training, assemblies, or workshops in their organisations. Bath and North East Somerset, North Somerset and South Gloucestershire local authorities enabled us to offer such interventions free of charge while in Somerset, the Office of the Police and Crime Commissioner and Somerset Community Foundation funded interventions for schools. In Bristol and elsewhere some schools have been able to find the funding to work with us to prevent hate.

42
HATE CRIME CASES OPENED FOR CHILDREN AND YOUNG PEOPLE

43
SCHOOLS WE WORKED WITH

803
NUMBER OF TEACHERS WE TRAINED

3142
YOUNG PEOPLE PARTICIPATED OUR HATE CRIME SESSIONS

10
CASES OPENED IN PRIMARY SCHOOLS

25
CASES OPENED IN SECONDARY SCHOOLS

7
CASES OPENED IN COLLEGE OR UNIVERSITY

EDUCATION: INSPIRING A NEW GENERATION

CLIENT CASE STUDY

CASE #122-2024/25

Maya came to us after her son was racially abused at school. There was a breakdown in communication from the school, and she only found out when her son retaliated. She arranged a meeting with the school, during which the focus seemed to be on her son's behaviour, with little time and understanding given to the racial abuse that provoked it. Maya felt let down by the school, as they seemed more intent on blaming her child rather than appreciating the seriousness of and the impact of the racist incidents. Maya was also concerned as, whilst the child responsible for the racism was sanctioned and forced to apologise, it became apparent that it wasn't an isolated incident. There were no restorative conversations or education as to why the language he used led to this sanction.

When Maya came to us, she was understandably upset and frustrated at how the school had handled the incidents. We made a report to the police on her behalf. We had a meeting with the headteacher, during which we discussed the pattern of hate incidents. We helped them understand the gravity of the situation and encouraged them to separate hate and prejudice-based incidents from their bullying policy, to reflect that, due to their severity, incidents of hate and prejudice should be dealt with differently.

With both the police and the school, we focused on education and prevention rather than punishment. With the school's agreement, we delivered an assembly to the year with the support of the PCSO in charge of the case. It provoked brilliant engagement from the children and, in Maya's words, this "became a turning point."

As a result of our close work with the school, they have now made the changes to separate hate and prejudice-based behaviour from their bullying policy, meaning that they have been able to adapt their sanctions following hate incidents. They have also incorporated a lot more education into these sanctions in order to prevent future incidents. Maya was very happy with the work we did to both support her and her son and to advocate for a broader change within the school community.

> "Alex's session was fabulous and really gave our students an opportunity to have a safe space to open up and ask questions about topics they find challenging. Alex was so positive and framed his sessions with such a welcoming and honest approach and his behaviour management with some challenging students was really impressive. The students immediately like and trusted him. We wish we could have more sessions with him!
>
> **— TEACHER**

TRAINING: CREATING UNDERSTANDING

Alongside our vital work responding to hate, we also work to prevent it happening in the first place. We use the experience we gain from supporting people targeted by hate to create relevant impactful training. We have delivered training in a huge range of settings, including groups for women seeking sanctuary, large statutory agencies such as social services, and small businesses. Language, bias, and cultural awareness continue to be popular topics of discussion. With the impact of hate having been particularly visible this year, more services are asking us to deliver training for staff to support them to support their service users who are impacted by hate. We are grateful to the funders who make this work possible, as well as the many clients who pay for our training directly.

100%

ATTENDEES FELT MORE ABLE TO REPORT HATE CRIME AFTER OUR TRAINING SESSION*

100%

ATTENDEES HAVE IMPROVED KNOWLEDGE OF AGENCIES' ROLE AND RESPONSIBILITIES*

100%

ATTENDEES WITH GREATER UNDERSTANDING OF HATE CRIME IMPACT*

*Data from evaluations recived as part of our National Lottery Funded Project Every Victim Matters that ran from May 2024 to April 30th 2025.

> "Wonderful service, desperately needed to bridge the gap between the police and disabled community."
>
> **— VISION NORTH SOMERSET WORKSHOP ATTENDEE**

SOME OF OUR OTHER WORK

EMPOWERMENT SESSIONS

Whilst a great deal of our work in schools centres around shifting school culture so that staff and students know how to respond to hate, we also work with young people who have faced hate-based bullying at school. Our team offers 1:1 sessions to young people, ensuring that they have a safe space to turn to, someone who can advocate with them to ensure the hate is adequately addressed. The support doesn't just focus on the incident(s) but also empowers the young person in their identity, which is vital in the aftermath of hate.

OFFENDER REDUCTION WORK

We also provide 1:1 sessions for young people responsible for hate incidents. This year we have experienced an increased demand from youth justice services and education providers for support for young people responsible for hate and prejudice-based incidents, particularly in the wake of the riots. What happens in the world around us impacts what happens in school playgrounds and university campuses.

Whilst our focus is always on those targeted, supporting those responsible for hate prevents further harm, inspiring change for the future. Alongside our staff, we work with our former chair who uses his lived experience of hate and his knowledge of coaching to deliver 1:1 support for young people.

We develop positive relationships using an approach centred around young people and which builds on their interests. In this context, young people realise the impact of their words and actions, developing respect for people who are different from themselves; this prepares them to flourish in our diverse communities.

OUR FUNDERS AND SUPPORTERS

SARI's work would simply not be possible without our funders and supporters. Some have been with us for many years, while others are newer partners, but each plays a crucial role in enabling us to support victims of inequality and injustice across the region. We're deeply grateful for your ongoing commitment—thank you.

- Alliance Homes
- Avon Fire and Rescue Service
- Avon and Wiltshire Partnership NHS Trust
- Bath and North East Somerset Council
- Brighter Places
- Bristol City Council
- Bristol Drugs Project
- Bristol Mind
- Bristol ProHelp/Quartet
- Bromford
- Burges Salmon
- Cabot Circus Car Park
- Commercial Property Advisors
- Clifton College
- Elim Housing
- Enterprise Mobility
- Eversheds Sutherlands
- Guildhall Chambers
- LiveWest
- Lloyds Bank Foundation
- Milestones Trust
- National Lottery Community Fund
- Nisbet Trust
- North Somerset Council
- Osborne Clarke
- Second Step
- South Gloucestershire Council
- Wesleyan Foundation

This list is not exhaustive, and there are many more supporters who, whilst not listed here, have made an incredible difference to the work we do.

OUR DONORS

Each year, we need to raise over £800,000 to fund the full range of our work. While a portion of this comes from local government, it never fully covers the support we provide to victims of hate crime, leaving a growing gap that must be filled through fundraising, individual donations, and regular giving. In the current economic climate, it never fully covers the resources needed to provide the support needed by those turning to us.

This year we saw an increase in donations overall with £19,908.26 made through PayPal and Stripe donations funded through individual giving. This is an increase of £2505.86 (12.6%) on 2023/2024 (£17,402.40) and our first increase since the huge wave of support received following the horrifying murder of George Floyd in 2020.

We would like to extend our heartfelt thanks to all donors and subscribers who contributed in 2024-25. Your generosity has directly enabled us to continue our vital work. With costs increasing each year, we kindly ask that, if you're able to donate to us or fundraise for us, please do so and help us continue to stand against hate.

£40,497
RAISED IN DONATIONS

1117
DONATIONS RECIEVED

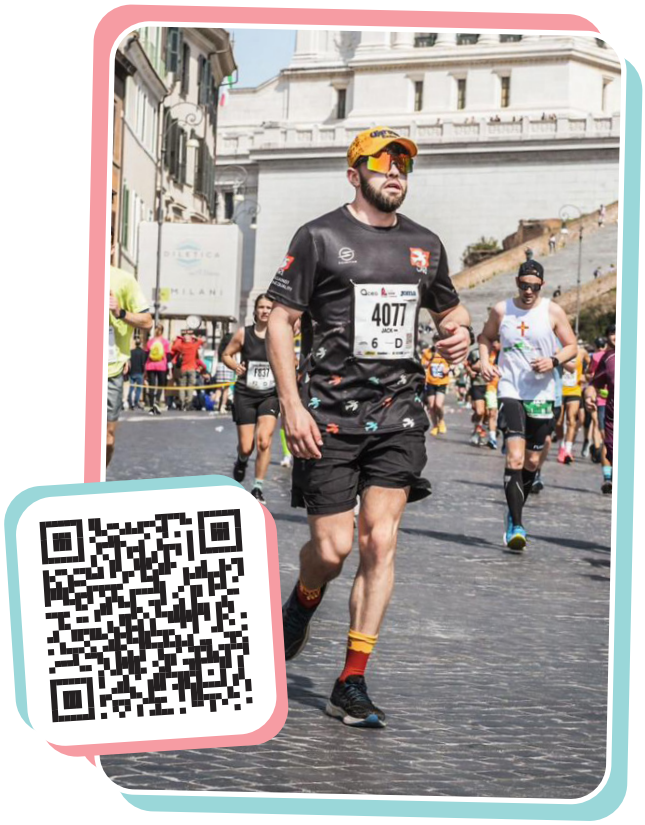
81
RECURRING DONORS

227
INDIVIDUALS DONATED

100 RUNNERS AGAINST HATE

In 2024–25, our 100 Runners Against Hate campaign saw 23 participants. A significant number of these runners came from a group formed by staff from the Watershed and their friends, in response to the riots in the UK. A special mention goes to our CEO Alex Raikes' sons (Jack, is pictured right, running in the Rome marathon), who were the top individual fundraisers in 2024–25.

We go into the new year with 7 runners signed up for Bristol Half Marathon or 10K and we are always looking for more people to take on a run or sporting event to raise money for our charity. Every particpant will recieve a free branded SARI running jersey. You can find out more, or sign up for the campaign, by following the QR code.



BIG GIVE CHRISTMAS CHALLENGE

In December 2024, we took part in the Big Give Christmas Challenge, a match funding campaign. We raised £1,850 in pledges from supporters and were successful in securing a further £1,850 in Champion Funds through the Big Give; these funds were then used to match fund any donations made between the 3rd-10th December. Overall, we raised £7,425, exceeding our target. We are incredibly grateful to the pledgers and donors who made our campaign such a success.

BUSINESSES SUPPORTING OUR WORK

Each year, businesses and organisations step up to support our charity because they share our core values and a commitment to making a positive difference in their communities. Often, this is driven by a desire to stand against the injustices they see around them and to show support and solidarity for affected communities.

In response to the riots in August 2024, many businesses chose to take positive action and stand against the hate by supporting our charity. One remarkable example was Watershed's CEO, Clare Reddington, who organised a sponsored walk between Bristol and Bath to raise funds for both SARI and Hope Not Hate. The walk quickly gathered a large group of Watershed employees, friends, and local supporters. This incredible effort by a group of over 21 people (and two dogs) raised £5520 with half of this total donated to SARI and the other half going to Hope Not Hate.

Another inspiring example came from Theo Wang, a Bristol-based letterpress printmaker who creates artwork under the name Print & Ephemera and as part of the Bristol Print Collective. Disturbed by the hateful and racist scenes during the far-right riots, Theo was determined to respond positively. He produced a limited edition series of custom art prints featuring the slogan "*We are many, you are few, we are Bristol, who are you?*", a powerful chant voiced by counter-protesters at the riots. Theo sold these prints through his website and other channels, raising an impressive £403, with all proceeds generously donated to SARI.

Both contributions will be invaluable in supporting our work with local victims of hate crime. We would like to express our heartfelt thanks to all the businesses that, through their acts of solidarity and generosity, have shown the true strength of our communities and their commitment to standing up against hate. We are immensely grateful for their support and are always eager to connect with more businesses and organisations willing to help us continue our vital work.

"Demonstrations by the far right in Bristol shook our staff, audience members and community. As part of Watershed's response I wanted to plan something hopeful. To undertake an act that brought people together and supported causes connected to providing support and solutions.

"So I put out a call on social media and quickly got a brilliant band together to support Hope Not Hate and SARI—two organisations tackling the issues in quite different ways. Since seeing the brilliant work they do, I have continued supporting SARI personally ever since."

— CLARE REDDINGTON, CEO AT WATERSHED

STATISTICAL BREAKDOWN

It's important to remember that behind every statistic is a real person — someone who has been singled out simply for who they are or what they believe. As you read through this section, try to hold onto that thought. It's not always easy, but it might help you grasp the true scale and impact of the issues we're facing.

HOW MANY CASES DID WE OPEN?

This graph shows the number of cases we opened in each calendar month throughout the year.

Generally speaking, we see a lot of incidents and cases referred to us during spring and summer, when people are out and about more, which often leads to conflict.

HOW MANY VICTIMS DID WE SUPPORT?

621

Hate crime has far-reaching effects beyond the original victim. Family members—if not directly affected—will see and feel the traumatic effects of hate crime. This year, we supported 621 people.

Support varies case by case, need by need. Some clients may not want action taken, but emotional support to help overcome the feelings that being the victim of hate crime or discrimination can cause. Distress, fear, anger, anxiety and depression are all common emotions we've supported our clients with in the past year.

WHY WERE PEOPLE TARGETED?

Here we break down all of the cases we opened by protected characteristic. Race is still the biggest category, making up 62% of our total caseload. Religion is often low because it can be difficult to tell whether people are being attacked because of their race or their faith, because these can be so closely connected.

201	16	8	7	31	16
RACE	LGB	RELIGION	TRANS	DISABILITY	OTHER

WHAT DID OUR CLIENTS SAY ABOUT US?

For us, the most powerful and rewarding part of the work that we do, is hearing how we've helped our clients. Whether that's giving them information, helping them find their own path, supporting them through their journey, or hearing they no longer live in fear. This is what makes our work worthwhile.

> "SARI wrote to my area manager and reminded them about the Equalities Act 2010 and the company's policies and procedures on hate crime/incidents.
>
> The suspect was suspended whilst the investigation took place and he is no longer working for the company. I am very thankful to SARI for supporting me. Thank you."
>
> **– CLIENT #131-2022/23**

> Thank you so much Mariya for being absolutely amazing ... you gave me the safe space to be able to communicate my needs and go up and beyond for me. My life feels so much better. You've been absolutely amazing and I can't thank SARI enough"
>
> **– CLIENT #178-2024/25**

> Siful was very kind and understanding with what we went through, what people do really opened my eyes. Now I know my rights and how to deal with them. "
>
> **– CLIENT #367-2022/23**

PLANS FOR THE FUTURE

Our plans for the future are guided by our Business Plan (to be completed by January 2026) and progress will be monitored through our annual Operations Plan which is reported on quarterly to the Board. Below are some of our key priorities for the coming period:

- **Finalise and implement our new Case Management System (CMS)** to enhance service delivery and partnership working.
- **Produce a new Business Plan covering April 2026 – March 2031**, ensuring it is completed by January 2026 and informed by current evaluation and stakeholder input.
- **Commission and complete an external evaluation of our organisation and services by September 2025**, using the findings to shape strategic planning and service improvements.
- **Apply to the National Lottery Community Fund** to secure funding that will grow our hate crime casework and schools programme, building on our existing successful services.
- **Lead on the Bristol Impact Fund Round 3 (BIF3) application** to secure continued funding for the Bristol Hate Crime and Discrimination Service (BHCDS) partnership.
- **Submit a BIF3 application focused on Gypsy, Roma and Traveller (GRT) communities**, to improve services and support for these communities through targeted work.
- **Recruit two new board members** to strengthen governance and bring additional expertise and lived experience to support the organisation's growth and strategic priorities.

GOVERNANCE

SARI is a service user led/community-oriented agency that provides support and advice to victims of hate and promotes equality and good relations between people with protected characteristics as defined by law.

It is overseen by a Board of Trustees, most of whom are from the communities we serve and have direct or personal experience of hate crime.

BOARD OF TRUSTEES

As set out in the Articles of Association the Board of Trustees (who are Directors for the purpose of company law) consists of no less than 3 members.

APPOINTMENT OF TRUSTEES AND TERMS OF OFFICE

1. Trustees may be appointed by ordinary resolution of the members or by decision of the trustees.
2. So far as possible, at all times at least 60% of the board should be individuals who either (a) have lived experience of racism or inequality in relation to protected characteristics as defined in law or (b) have used the services of the Charity in relation to such matters and whose cases are now closed. The board shall take this into account in seeking and considering potential candidates as trustees and exercising their powers under these articles to make appointments. The members shall do so when exercising their powers to propose and appoint trustees. The board has power to refuse any candidacy, including any proposal of a candidate by a member, if that individual's appointment as a trustee would prevent the Charity meeting this requirement.
3. Where composition of the board changes so the required percentage is not met, the board shall use its best endeavours to make additional trustee appointments to achieve that percentage as soon as practicable.
4. All candidates for trusteeship must commit to supporting the charity's Objects and provide such information as the trustees decide to verify their identity, probity and eligibility to be a charity trustee of the charity. If any candidate refuses to commit to supporting the Objects or refuses to provide such verification, or if the trustees obtain evidence that they are ineligible under the articles or for any legal reason to become a charity trustee, their candidacy cannot proceed and they may not be appointed.
5. Records must be kept of all trustee appointments and cessations of office in the charity's Register of Trustees and of their residential addresses in the Register of Directors' Residential Addresses, as required by the Companies Acts.
6. Records of all trustee appointments must be kept with the record of the relevant members' or trustees' decisions, if taken at a meeting the records must be included in the meeting minutes.
7. Notification of all trustee appointments and cessations of office must be given to Companies House and the Charity Commission.

No person may be appointed a trustee by ordinary resolution of the members unless:

1. he or she is recommended for appointment by the trustees; or
2. not less than thirty-five clear days before the date of the meeting, the charity is given a written notice that:
    a. is signed by a member entitled to vote at the meeting;
    b. states the member's intention to propose the appointment of a person as a trustee; and
    c. is signed by the person who is to be proposed to show their willingness to be appointed.

The term of office of a trustee is three years from the date of appointment, whether the trustee was appointed by the members or the trustees. Re-appointment to not more than two further consecutive terms is permitted (a maximum service period of nine years). At the end of three consecutive terms of office a trustee ceases to hold office. That individual may never be re-appointed to the board.

The appointment of a trustee, whether by the charity in a general meeting or by the other trustees, must not cause the number of trustees to exceed any number fixed as the maximum number of trustees.

TRUSTEE INDUCTION AND TRAINING

All trustees are given a copy of CC3 'The Essential Trustee' guide from the Charity Commission and SARI's Articles of Association. From time to time, they have training to update them on the roles, responsibilities and legal requirements of being a trustee. Most trustees are already familiar with the purpose of the charity having been users of the service. Additionally, new trustees are invited and encouraged to attend SARI away days, and training sessions which are held for the staff team that are relevant to the trustees' developmental needs. We review local training provided to support trustees and invite our trustees to attend.

STRUCTURE AND DECISION MAKING

SARI is managed by an elected Board of Trustees. The post of Company Secretary, which is appointed by the Board, is held by the Head of Finance, HR and Resources. The Board makes decisions about policy ratification; agrees the business plan and strategic direction of the organisation; agrees the budget and monitors income and expenditure.

They also review SARI's delivery against its aims and objectives and funding targets, ensuring we are on track and support the organisation with recruitment, promotion and retention of staff. In addition, SARI trustees with certain specialist skills and knowledge take part in a range of SARI sub-committees relating to policy and procedural development.

The following sub-committees are established:

Buildings	Oversee the maintenance, development, and best use of SARI's physical premises.
Finance	Monitors SARI's financial performance, ensures policies & procedures and financial checks are robust and adhere to best practice, ensures compliance with statutory requirements and supports budgeting and resource allocation.
Human Resources	Guides staff-related policies and procedures, including recruitment, retention, development. The HR Sub-committee also makes decisions on SARI's wellbeing survey results.
Policy	Reviews and develops SARI's policies to ensure they are up-to-date, legally compliant, and aligned with SARI's mission and values.

RISK MANAGEMENT

SARI reviews risks on an ongoing basis through our board of trustees, subcommittees and leadership team and this is recorded and monitored via our Risk Register. These groups manage ongoing risks and identify new risks. We consider the impact and likelihood of every risk and give particular attention to the management and mitigation of the most severe risks. Our risk management process and the risk register are scrutinised regularly by our board of trustees as part of a standing agenda item and at our weekly Management Meetings. Risks are divided into key components and the responsibility for the management of each is assigned to and managed by a relevant agency lead.

We categorise our risks as Governance, Disaster Recovery, Safeguarding, Service Delivery/Service Users, Human Resources, Financial, Legal, ICT, Premises & Health and Safety, Political and External Environment and Partnerships and Reputation. The trustees and leadership team of SARI have taken all reasonable steps to mitigate and manage these risks.

Whilst all potential risks have mitigation plans, we are facing increasing risks, largely due to the external environment with high and growing levels of need for our service, and increasing levels of negative rhetoric, disproportionality and inequalities for the communities we serve. This is compounded by the fall, in real terms, of funding, resulting poverty and cost of living crisis. For SARI our highest scoring risks were:

- Budget deficit.
- The increase in NI contributions and lowering of the NI threshold.
- Challenge of attracting new grant funding combined with risk of losing current contracts or seeing reductions in current funding as local authorities are facing huge cuts.
- Falling donations.
- Repairs and maintenance needs of our Grade 1 listed building.
- Lack of an IT strategy.

We have put in place mitigation plans for all but nevertheless we are operating in an increasingly challenging world.

TRUSTEES' RESPONSIBILITIES

The trustees (who are directors of Stand Against Racism & Inequality for the purposes of company law) are accountable for preparing this Annual Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure of the charitable company for that period. In preparing these financial statements, the trustees are required to:

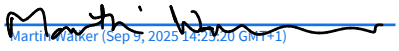
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2015 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on an ongoing concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Insofar as the trustees are aware:

- there is no relevant information of which the charitable company's independent examiner is unaware;
- and they have taken all steps that they ought to have taken to make themselves aware of any relevant information and to establish that the independent examiner is aware of that information.

Approved by The Board of Trustees on 15 August 2025 and signed on its behalf by:



Martin Walker, Chair of the Board of Trustees

FINANCIAL REVIEW

In 2024–25, we recorded a planned deficit of £80,909 on our unrestricted funds (2024: £172,753). This was funded from a special "Deficit Funding" reserve set aside for this purpose, as part of our long-term plan to strengthen the charity.

Over the past two years, we have used our reserves to:

- Repair and upgrade our Grade I listed building;
- Recruit specialist training and education staff to help us grow our income;
- Expand our fundraising team to increase donations, sponsorship, and grant funding;
- Improve our IT and technology to make our services more efficient.

This year's deficit was significantly smaller than last year's, showing that our fundraising and income-generating activities are having a positive effect. For the year ahead, we expect to break even or achieve a small surplus, with a high proportion of income already confirmed or very likely. We are also working to reduce our reliance on a small number of major funders by increasing the diversity of our funding.

At 31 March 2025, our unrestricted cash reserves were £627,733 (2024: £702,090). Of this, £406,115 (2024: £480,471) has been set aside for future costs and potential liabilities, leaving £221,619 (2024: £221,619) available as free reserves. We believe this is a healthy position and have also put aside contingency funds to help us manage any unexpected funding gaps.

RESERVES POLICY

BACKGROUND AND OBJECTIVES

Reserves are the part of a charity's unrestricted funds that is freely available to spend on any of the charity's purposes. Where the trustees have a reserves policy, this policy must be set out in the trustees' annual report. The Charity Commission for England and Wales' guidance notes lays out key points for charity trustees when setting or reporting on their charity's reserves policy:

- Charity law requires any income received by a charity to be spent within a reasonable period of receipt. Trustees should be able to justify the holding of income as reserves.
- A reserves policy should take into account the charity's financial circumstances and other relevant factors. It should demonstrate the charity's resilience and capacity to manage unforeseen financial difficulties.
- Trustees should regularly monitor and review the effectiveness of the policy in the light of the changing funding and financial climate and other risks.
- A reserves policy explains to existing and potential funders, donors and other stakeholders why a charity is holding a particular amount of reserves.
- A reserves policy should give confidence to stakeholders that the charity's finances are being managed and can also provide an indicator of future funding needs.
- The objective of this policy is to set out what SARI aims to achieve through the maintenance of reserves, the planned level of reserves, and the process of reserves monitoring.

RESPONSIBILITIES

Trustees must ensure that the charity's funds are used appropriately, prudently, lawfully and in accordance with the charity's purposes for the public benefit. The general principle of trust law is that funds received as income should be spent within a reasonable period of receipt. The holding of reserves will be authorised (generally) by an implied power to hold reserves. Trustees are justified in exercising their power to hold income reserves if, in their considered view, it is necessary in the charity's best interests.

APPROACH

The Charity Commission guidelines lay out an integrated approach to developing a reserves policy for a charity with complex activities and structures.

1. Understanding the nature of charitable reserves held
2. Identifying functional assets
3. Understanding the financial impact of risk
4. Reviewing sources of income
5. Impact of future plans and commitments
6. Agreeing a reserves policy

The organisation's approach to these guidelines are reflected upon below.

1. UNDERSTANDING THE NATURE OF CHARITABLE RESERVES HELD

Free reserves are the part of a charity's unrestricted funds that is freely available to spend on any of the charity's purposes. In setting a reserves policy, it is vital to understand any restrictions on the use of the charity's funds. In certain circumstances, holding restricted funds may reduce the need to hold reserves, for particular purposes. SARI holds restricted funds that are to be used in accordance with specific restrictions imposed by donors or that have been raised by the charity for a specific purpose. Restricted funds are excluded from the calculation of free reserves.

2. IDENTIFYING FUNCTIONAL ASSETS

Where the trustees consider functional fixed assets, e.g. our building, to be essential to the delivery of the charity's aims, the value of such assets can be designated and excluded from the calculation of reserves. However, the designation has an administrative purpose only and does not legally restrict the trustee's discretion to apply the funds.

3. UNDERSTANDING THE FINANCIAL IMPACT OF RISK

SARI reviews its risk register regularly, prioritising risks and setting out mitigation approaches and accountabilities for the highest priority items. These risks are reviewed at every Board meeting.

Key risks that have the potential to affect reserves have been identified. In reviewing the financial impact of these risks, it is the short term under consideration; the potential drawdown of reserves to give time to undertake additional mitigation activities and adjust to changed financial circumstances.

3A. INABILITY TO RAISE INCOME FROM DONORS

Inability to raise this type of income could have many root causes, including recession in fundraising markets, failure to demonstrate impact of SARI's activities, a damaged reputation such as a significant service delivery failure. Voluntary income levels are forecast around £60k-£100k.

Voluntary income sources are not concentrated to any single donor or platform, and a portion of voluntary income from individuals is committed through monthly subscription.

Voluntary income levels have decreased in recent years due to challenging economic conditions and changing public interest in the areas our charity focuses – this is particularly impacted by national and global events and how this is reported by the media. The political environment is also not conducive to our charitable objectives with hate crime not seen as a priority by this government.

The introduction of fundraising regulatory changes that took place in the UK in 2017 did not significantly affect donor acquisition and retention activities. Our planning systems for predicting voluntary income and fundraising investment are robust. Over the past five years the greatest variance in voluntary income has been £320k. An unplanned decline in voluntary income of around £30k is estimated as a prudent view of the impact of this risk on reserves.

3B. INABILITY TO REPLACE FUNDING

Inability to replace funding for core income is a major risk to financial reserves currently, as the funds are primarily from two sources, and both are expected to decline or disappear completely in the short to medium term. If we are unable to replace this income, there is a major risk to our ability to cover on-going costs that were covered by those grants. This impact is estimated at £352k.

3C. FINANCIAL LOSS DUE TO FRAUD OR MISALLOCATION OF FUNDS

SARI's financial standing orders are designed to reduce the risk of financial loss due to fraud. There is ongoing effort to refine and improve the control framework, it is therefore unlikely that any single instance of fraud would be material.

3D. CREDIT EVENTS LEADING TO FINANCIAL LOSS

The material credit risk to SARI would be a failure of our lead bank, National Westminster Bank. This would mean a major loss of deposit funds, and there would be significant impact on short-term liquidity. It is worth noting that we see the risk of a credit failure in our lead banks as extremely unlikely. However, actions to further reduce this risk are underway and once completed will eliminate our exposure to the failure of any single institution.

3E. OTHER

There are other risks such as a significant business discontinuity event which could affect SARI's financial viability, however, the short-term financial impact of these is less tangible.

4. REVIEWING SOURCES OF INCOME

Voluntary income sources are limited, with heavy reliance on two donor groups. Approximately 48% of our income is derived from these two groups. Other voluntary sources of income that we have historically relied on—such as trusts, charities, and local authorities—have also declined in recent years. Central government funding for hate crime services is currently non-existent. Income generation is concentrated in our area of operations. Grant funding is set to decrease substantially in the coming years. We have developed a Fundraising Strategy to mitigate delivery risks. See appendix 1.

5. IMPACT OF FUTURE PLANS AND COMMITMENTS EXPENDITURE

Managing forward expenditure within existing commitments is achieved by regular monitoring of activities. Any issues are highlighted at review meetings and if there is an issue on the availability of funds, activities can be adjusted to manage this. Our employee base is 25 people at a salary cost per annum of approximately £778k, inclusive of National Insurance and pension contributions. Any reduction in headcount would lead to a reduction in associated activities and would affect the ability to deliver organisational and operational objectives. There are no material projects or capital spending plans that cannot be met from anticipated future income. All activities funded from unrestricted monies include the clause 'subject to funding' so can notionally be reduced, albeit with potential reputational consequences.

In order for SARI to continue to deliver services in a financially sustainable way, SARI has developed a Fundraising Strategy. Key aims of the strategy are to diversify income streams and maximise use of SARIs physical and intellectual assets, and increasing efficiency to manage costs. Certain investments—such as in the development of our building asset in order to achieve a commercial income from this, and in the further development of SARI's traded services—are required for the organisation to be resilient to changes in the external financial and political climate.

6. AGREEING A RESERVES POLICY

SARI has limited diversification of income sources and expenditure commitments. Voluntary income has declined in recent years; however, expenditure levels can be materially adjusted within a 12-month period to fit revised funding levels if needed. The reserves policy seeks to balance spending the maximum amount of income raised as soon as possible after receipt with maintaining the minimum level of reserves to ensure uninterrupted operation and provide time to adjust to a change in financial circumstances. A prudent assessment of the financial impact of risk events on reserves is estimated at £0.7m-£0.9m. A target reserve level of £0.8m +/—£0.1m is assessed as striking an appropriate balance between the need to spend income when it is received and maintaining operational integrity.

The trustees typically aim to have three to six months' total expenditure available in unrestricted reserves. This is to allow sufficient time to respond if income is reduced, giving the organisation time to find alternative income streams, or to scale back activities if required. Total free reserves at year-end correspond to unrestricted reserves of £220k which represents three months' expenditure (at 2023-24 spending levels). This level of reserves is consistent with SARI's business model and financial impact of key risks. It is important to retain some flexibility in the range from median due to variation in actual outrun versus plan and potential for uneven cash-flow on working capital.

FREE RESERVES LOWER THAN MINIMUM LEVEL

In the event that the year-end forecast is lower than the minimum, the Head of Finance, HR and Resources will recommend a course of action to bring free reserves to the required minimum within an acceptable timescale.

INDEPENDENT EXAMINER'S REPORT

I report on the accounts of the company for the year ended 31st March 2025 which are set out on pages 41 to 50.

RESPONSIBILITIES AND BASIS OF REPORT

As the charity trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your company's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145 (5)(b) of the 2011 Act.

INDEPENDENT EXAMINER'S STATEMENT

Since the company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Name McCloud Ng'onga FCCA, CTA

Address AcTax Consulting Ltd., 11 Consort Road, Higher Bartle, Preston, PR4 0QH

Signature

FINANCIAL INFORMATION

Statement of financial activities for the year ended 31 March 2025

		Unrestricted Funds	Restricted Funds	Total Funds	
	Notes	2025	2025	2025	2024
		£	£	£	
Income from:					
Donations		46,349	–	46,349	58,682
Investment income		15,123	–	15,123	18,265
Charitable activities					
Training and other income		244,544	–	244,544	61,598
Grants and contracts		20,000	448,869	468,869	542,658
Total		326,016	448,869	774,885	681,203
Expenditure on:					
Charitable activities		406,925	498,066	904,991	816,971
Total	2	406,925	498,066	904,991	816,971
Net income/(expenditure)		(80,910)	(49,197)	(130,106)	(135,768)
Total funds brought forward		1,098,204	65,323	1,163,527	1,299,295
Total funds carried forward		1,098,204	65,323	1,163,527	1,299,295

BALANCE SHEET AS AT 31 MARCH 2025

		2025		2024
	Notes	£	£	£
Tangible assets	3		389,562	396,115
Current assets				
Debtors and prepayments	4	48,022		3,372
Cash at bank and in hand		670,549		815,647
		718,571		819,019
Current liabilities				
Creditors due within one year	5	(74,712)		(51,607)
Net current assets			643,859	767,412
Net assets			1,033,421	1,163,527
Unrestricted funds				
General funds	6		221,618	221,619
Designated funds	6		795,677	876,585
Restricted funds	6		16,126	65,323
Total funds			1,033,421	1,163,527

For the year ended 31 March 2025 the company was entitled to the exemption from audit under section 477 of the Companies Act 2006. The members have not requested the company to obtain and audit in accordance with section 476 of the Companies Act 2006 relating to small companies. The trustees acknowledge their responsibility for:

a. ensuring that the charitable company keeps accounting records that comply with section 386 and 387 of The Companies Act 2006 and

b. preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end each financial year and of its surplus or deficit for each financial year in accordance with the requirements of section 394 and 395 which otherwise comply with requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime. The financial statements were approved by the Board of Trustees and authorised for issue on 15 August 2025 and were signed on its behalf by:

Martin Walker (Sep 5, 2025 14:23:20 GMT+1)

Martin Walker, Chair of the Board of Trustees

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 MARCH 2025

	2025	2024
	£	£
Cash flows from operating activities:		
Net cash provided by [used in] operating activities	(158,553)	(106,305)
Cash flows from investing activities:		
Interest	15,123	18,265
Disposal of fixed assets	–	–
Purchase of fixed assets	–	–
	(143,430)	(88,040)
Changes in cash in the reporting period		
Cash and cash equivalents at the beginning of the year	815,647	903,687
Cash and cash equivalents at the end of the year	670,549	815,647
	(145,098)	(88,040)

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2025

(1) PRINCIPAL ACCOUNTING POLICIES

The principal accounting policies adopted in the preparation of the financial statements are set out below and have remained unchanged from the previous year.

(a) BASIS OF PREPARATION

The financial statement of the charitable company, which is a public benefit entity under FRS102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019); Financial Reporting Standard applicable in the UK and Republic of Ireland and Companies Act 2006. The financial statements have been prepared under historical cost convention, with the exception of investments which are included at market value, as modified by the revaluation of certain assets.

(b) FUND ACCOUNTING

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity.

Designated funds are unrestricted funds earmarked by the Management Committee for particular purposes.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

(c) INCOME

Income is recognised in the statement of financial activities when the charity is entitled to the income, it's probable that the income will be received and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income.

i. Income received by way of grants, donations and gifts and is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably. Grants, where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant.

ii. Income from donated goods or services is measured at the fair value of the goods or service unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured.

iii. The value of services provided by volunteers has not been included in these accounts.

iv. Investment income is included when receivable.

v. Income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

vi. Income from grants, where related to performance and specific deliverables, are accounted for as the charity earns the right to consideration by its performance.

(d) EXPENDITURE

Expenditure is recognised on an accrual basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered.

i. Costs of generating funds comprise the costs associated with attracting voluntary income and the costs of trading for fundraising purposes.

ii. Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

iii. All costs are allocated between the expenditure categories of the SoFA on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned on an appropriate basis.

(e) TANGIBLE FIXED ASSETS

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses. Capital items costing over £500 are capitalised.

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Motor vehicles	25% per annum on the reducing balance method.
Fittings and equipment	25% per annum on the reducing balance method.
Property	1% on the straight line basis for property.

(2) EXPENDITURE

	2025	2024
	£	£
Salaries	760,455	695,651
Training delivery	3,300	3,515
Non-capitalised equipment	2,155	1,576
Heat, light, power and water	7,953	6,825
Rates	2,720	2,739
Travel, training and conferences	12,406	14,744
Repairs and renewals	48,957	19,971
Print, post and stationery	4,894	6,993
Telephone & IT costs	15,594	14,137
Grants paid out	4,482	3,599
Bank charges	1,392	545
Independent examiner's fees	1,130	965
Translation	3,947	2,530
Insurance	5,745	6,197
Public Relations, advertising and recruitment	2,970	6,555
Professional and subscription fees	17,465	19,599
Board of Trustees	451	1,152
Motor vehicle expenses	755	–
Miscellaneous	–	640
Depreciation	8,221	9,039
(surplus) on disposal of fixed assets	–	–
	904,991	816,971

(3) TANGIBLE FIXED ASSETS

	Motor vehicle	Fittings & equipment	Property	Total
	£	£	£	£
Cost				
Balance brought forward	11,499	196,605	410,000	618,104
Additions in the year	—	1,668	—	1,668
	11,499	198,273	410,000	619,772
Depreciation				
Balance brought forward	7,926	185,363	28,700	221,989
Charge for the year	893	3,228	4,100	8,221
	8,819	188,591	32,800	230,210
Net book value at 31st. March 2025	2,680	9,683	377,200	389,562
Net book value at 31st. March 2024	3,573	11,242	381,300	396,115

(4) DEBTORS AND PREPAYMENTS

	2025	2024
	£	£
Grants and trade receivables	40,391	2,283
Sundry debtors and prepayments	7,631	1,089
	48,022	3,372

(5) CREDITORS

	2025	2024
	£	£
Falling due within one year		
Deferred grants	44,453	27,810
Social Security and other taxes	25,938	18,761
Sundry creditors and accruals	4,321	5,037
	74,712	51,608

(6) MOVEMENT IN FUNDS

	Balance at 1.4.2024	Income	Expenditure	Transfers	Balance at 31.3. 2025
	£	£	£	£	£
Restricted funds					
Lloyds Bank Foundation	–	9,922	(9,922)	–	–
BCC Hate Crime & Discrimination	–	203,937	(203,937)	–	–
National Lottery Community Fund	65,323	173,510	(224,374)	–	14,459
Gypsy Roma Traveller	–	14,000	(14,000)	–	–
Somerset Community Foundation		5,000	(3,333)	–	1,667
South Gloucestershire Council	–	42,500	(42,500)	–	–
	65,323	448,869	(498,066)	–	16,126
Unrestricted funds					
Designated funds					
Funds relating to:					
Fixed Assets					
Building	381,300	–	–	(4,100)	377,200
Equipment & Vehicle	14,815	–	1,668	(4,121)	12,362
Total Fixed Assets	**396,115**	**–**	**1,668**	**(8,221)**	**389,562**
Other designated funds					
Staff Contingency	79,637	–	–	–	79,637
Deficit Funding	260,833	–	–	(74,356)	186,477
Business Plan	70,000	–	–	–	70,000
Annual Maintenance	20,000	–	–	–	20,000
Building Accessibility	50,000	–	–	–	50,000
Total Designated Funds	**876,586**	**–**	**1,668**	**(82,577)**	**795,677**
General funds	**221,619**	**326,016**	**(408,593)**	**82,577**	**221,618**
Total unrestricted funds	**1,098,205**	**326,016**	**(406,925)**	**–**	**1,017,295**
of which unrestricted cash reserves:	*702,090*	*326,016*	*(400,372)*	*-*	*627,733*
Total funds	**1,163,527**	**774,885**	**(904,991)**	**–**	**1,033,421**

Fixed Assets	Building & Equipment are Tangible Assets.
Staff Contingency	To cover unforeseen sickness and vacancies in the event of losing key staff members.
Deficit Funding	To cover 6 month's expenditure required for the current workforce to be maintained in the event of losing key contracts.
Business Plan	Associated costs for our action plan enabling future sustainability and improving service quality.
Annual Maintenance	To cover larger repair costs.
Building Accessibility	To fund accessible facilities for the building.
Equipment & Vehicle Reserve	To reflect reserves tied up in the capitalised equipment. It is equal to the net book value of equipment and motor vehicles.

(6) MOVEMENT IN FUNDS: PRIOR COMPARATIVE

	Balance at 1.4.2023	Income	Expenditure	Transfers	Balance at 31.3. 2024
	£	£	£	£	£
Restricted funds					
BANES CYPS	-	15,430	(15,430)	-	-
BCC Hate Crime & Discrimination	—	194,667	(194,667)	—	—
National Lottery Community Fund	28,338	166,971	(129,986)	—	65,323
Gypsy Roma Traveller	—	14,000	(14,000)	—	—
South Gloucestershire Council	—	42,500	(42,500)	—	—
	28,338	433,568	(396,583)	—	65,323
Unrestricted funds					
Designated funds					
Funds relating to:					
Fixed Assets					
Building	385,400	—	—	(4,100)	381,300
Equipment & Vehicle	19,754	—	—	(4,939)	14,815
Total Fixed Assets	**405,154**	**—**	**—**	**(9,039)**	**396,115**
Other designated funds					
Staff Contingency	79,637	—	—	—	79,637
Deficit Funding	468,638	—	—	(207,805)	260,833
Business Plan	70,000	—	—	—	70,000
Annual Maintenance	20,000	—	—	—	20,000
Building Accessibility	50,000	—	—	—	50,000
Total Designated Funds	**1,093,429**	**—**	**—**	**(216,844)**	**876,585**
General funds	**177,528**	**247,635**	**(420,388)**	**216,844**	**221,619**
Total unrestricted funds	**1,270,957**	**247,635**	**(420,388)**	**—**	**1,098,204**
of which unrestricted cash reserves:	*865,803*	*247,635*	*(411,349)*	-	*702,090*
Total funds	**1,299,295**	**681,203**	**(816,971)**	**—**	**1,163,527**

(8) EMPLOYEE INFORMATION

	2025	**2024**
Number of employees	24	29
Salaries and wages	678,471	617,454
Social security costs	57,489	55,728
	735,960	673,182
Pension contribution	24,495	22,469
	760,455	695,651
No employees received emoluments in excess of £60,000		

(9) TRUSTEES AND RELATED PARTY INFORMATION

	£	£
Trustees remuneration and expenses	451	1,152

The trustees received no remuneration, except for travel and subsistence to meetings.

There were no reportable related party transactions in the year.

(10) ANALYSIS OF NET ASSETS BETWEEN FUNDS

	General Funds	Designated Funds	Restricted Funds	Total
	£	£	£	£
Tangible fixed assets	–	389,562	–	389,562
Current assets	296,330	406,115	16,126	718,571
Current liabilities	(74,712)	–	–	(74,712)
Net assets at 31st March 2025	221,619	795,677	16,126	1,033,421

(11) RECONCILIATION OF NET INCOME/[EXPENDITURE] TO NET CASH FLOWS FROM OPERATION ACTIVITIES

	2025	2024
	£	£
Net income/[expenditure for the year [as per SoFA]	(130,106)	(135,768)
Adjustment for:		
Depreciation charges	8,221	9,039
[Surplus] on disposal of fixed assets	–	–
[Increase]/decrease in debtors	(44,650)	23,878
Increase/[decrease] in creditors	23,105	14,811
Interest	(15,123)	(18,265)
Net cash provided by [used in] operating activities	(158,553)	(106,305)

(12) TRAINING AND OTHER INCOME

	2025	2024
	£	£
Training income	244,544	59,350
VAT reclaimed through flat rate	–	2,248
Other income	–	–
	244,544	61,598

(13) COMPARATIVE FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted Funds	Restricted Funds	Total Funds	
Notes	2024	2024	2024	2023
	£	£	£	£
Income from:				
Donations	58,682	—	58,682	127,819
Investment income	18,265	—	18,265	4,299
Charitable activities				
Training and other income	61,598	—	61,598	49,404
Grants and contracts	109,090	433,568	542,658	519,912
Total	247,635	433,568	681,203	701,434
Expenditure on:				
Charitable activities	420,388	396,583	816,971	864,042
Total	420,388	396,583	816,971	864,042
Net income/(expenditure)	(172,753)	36,985	(135,768)	(162,608)
Total funds brought forward	1,270,957	28,338	1,299,295	1,461,903
Total funds carried forward	1,098,204	65,323	1,163,527	1,299,295

STAND AGAINST RACISM & INEQUALITY

England & Wales - Charity number 1047699

Accounts

STAND AGAINST RACISM & INEQUALITY

TRUSTEES' ANNUAL REPORT

APRIL 1ST 2023 - MARCH 31ST 2024

STAND AGAINST RACISM & INEQUALITY

(A company limited by guarantee)
Trustees report and financial statements
for the year ended 31st March 2024
Charity number: 1047699
Company number: 3060925

REPORT OF THE BOARD OF TRUSTEES

The Board of Trustees presents its report and examined financial statements for the year ended 31st March 2024.

SARI became a company limited by guarantee on 24th May 1995 and a registered charity on 3rd July 1996.

REFERENCE AND ADMINISTRATIVE INFORMATION

Charity Name: Stand Against Racism & Inequality

Registered Office and Operational address:
15 Portland Square
St Paul's
Bristol
BS2 8SJ
Charity registration number: 1047699
Company registration number: 3060925

BOARD OF TRUSTEES

Christina Fernandes – Treasurer
Martin Walker – Chair from 1st April 2024 as decided at board meeting on 6th January 2023
Vicki Morris - Resigned on the 9th January 2024
Abdul Samad Tariq
Luke Majithia
Reuben Chatterjee
Ronald Douglas
Sumayyah Malna
Vishal Mall

COMPANY SECRETARY

Agnes Yeomans - retired 11th December 2023
James Evans - from 1th December 2023

SENIOR LEADERSHIP TEAM

Alex Raikes MBE DL – Co-Director (Strategic) until December 31st 2023. Chief Executive from 1st January 2024
Agnes Yeoman – Co-Director (Finance & HR) - retired 31st December 2023
Temba Mahari – Head of Services
James Evans – Head of Finance, HR and Resources from 1st December 2023

BANKERS

The National Westminster Bank, Fishponds Branch, Bristol BS16 3TX

BUSINESS AND EMPLOYMENT CONSULTANTS

Peninsula Business Services Limited, Riverside, New Bailey Street Manchester M3 5PB

INDEPENDENT EXAMINER

Dick Maule FCA, The Cross House, South Woodchester, GL5 5EL

STATUS

SARI is a registered Charity and a Company Ltd by guarantee which is governed by its Articles of Association and the Companies Act 2006.

Every achievement in this annual report began with a profound commitment to justice and equality, fuelled by our collective resilience and relentless pursuit of a more inclusive society.

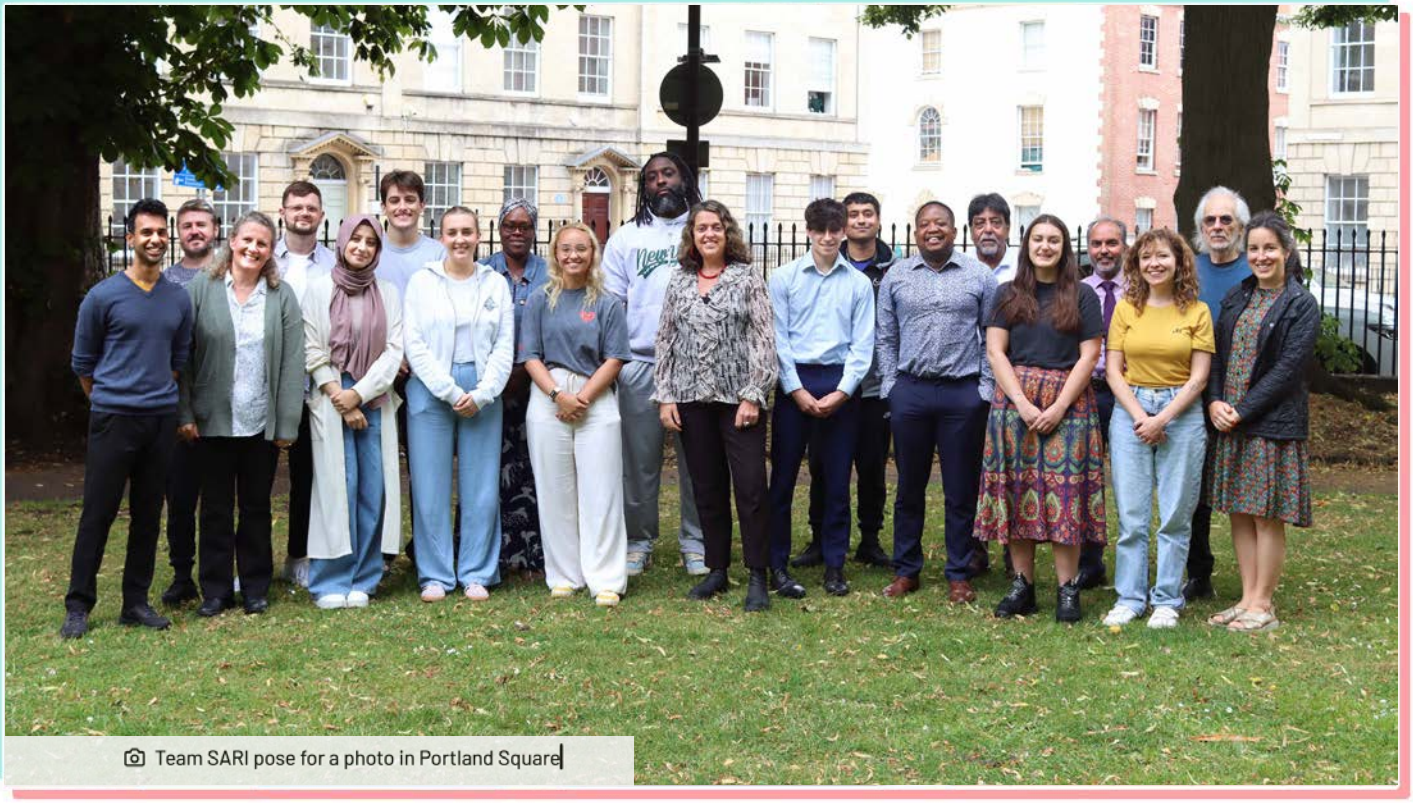
THE YEAR IN REVIEW

This year was dominated by the escalation of violence in Israel and Gaza which intensified on 7th October 2023, when Hamas carried out a series of attacks on Israel that killed over 1,200 people. Israel's response has killed over 42,000 people in Gaza. This violence had global repercussions, including a rise in antisemitic and Islamophobic hate crimes in the UK. According to the Crime Survey of England and Wales Hate Crime Report, antisemitic hate crimes increased by 113%, and Islamophobic hate crimes rose by 13%.

Migration continued to be a controversial topic, with much debate focused on people crossing the English Channel in small boats. Politicians used increasingly hostile language, with the Home Secretary referring to migration as a "hurricane" and questioning the UN 1951 Refugee Convention. People seeking sanctuary faced harassment and violence, especially in housing sites often labeled as "asylum hotels."

Government figures showed a 5% drop in hate crimes in England and Wales. Religious hate crimes were the only category to rise. Charities believe this may not reflect reality as changes to police recording practices mean fewer hate incidents may be officially logged. Confidence in the police may also be declining, potentially because of negative media coverage of policing Black and Minoritised communities and women.

To view some notable equalities and hate related events, click here.



Team SARI pose for a photo in Portland Square

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WELCOME FROM MARTIN WALKER

Chair of the Board of Trustees

It means a lot to me to be writing my first introduction for the annual report as I come to the end of my first year as Chair of Stand Against Racism & Inequality (though I've been on the Board now for 5 years.) To quickly tell you a little about me, and the expertise I bring to SARI, I run one of Bristol's inner city law firms. I deal with a lot of complex cases, supporting a range of people who often face some of the greatest disadvantages in the city.

I first came to SARI because of disproportionate treatment by the police – apparently being a legal advisor and running a solicitor's firm does not protect you from the extra police attention afforded to Black men. I have had to use SARI's service three times, so I know just how valuable they are to the people who, unfortunately, have to seek support in the aftermath of hate and discrimination.

Hate crime and hate incidents are sadly a reality for too many people in our communities. No one should have to live in fear of hate, hostility or prejudice, and it is so important that when they do face it, places like SARI are there to offer support and advocate for justice.

As always, this annual report is testament to the hard work of our incredible team. Becoming Chair, I feel I've had even more insight into just how much the passion, drive, and determination for justice is woven throughout the organisation.

This year has seen a lot of change at our small but powerful charity. Our Co-Director, Agnes, stepped down, leaving behind an incredible legacy. We wish her a peaceful retirement. Special recognition goes to Alex, who stepped into the role of Chief Executive and continues to lead with exceptional vision and compassion. Our Project Workers and support staff also deserve immense gratitude for their tireless efforts to make a real difference to people facing hate.

I also want to thank my fellow trustees for their invaluable guidance through another challenging year, and also welcome our 6 new members. The Board do so much work behind the scenes to steer the ship that is SARI and help create a meaningful impact in our communities.

Finally, I want to pay tribute to our donors, fundraisers and supporters. Your generosity is crucial in our ongoing battle against inequality and injustice, ensuring that SARI remains a vital resource for those in need. As we look ahead, I am confident we will build on this year's successes and continue driving positive change for the future.

WELCOME FROM ALEX RAIKES MBE DL, CHIEF EXECUTIVE

As always, it's been a whirlwind of a year at SARI. I've been here for over thirty years now and in that time, I've seen so much change. The people who come to us for support reflect the changing factors driving hate locally, nationally and globally. Whilst government policies and laws change, we remain committed to the people who are at the heart of what we do.

This wouldn't be possible without the amazing passion and commitment of our staff, board, volunteers, and by people affected by hate crime who choose to get involved. Thanks to their dedication, we continue to reach people when they need us most.

This year, we saw the retirement of our longest standing staff member to date, Agnes Yeomans, who joined SARI in 1991 as our first administrator. Agnes has been part of SARI's backbone. She put her hands to anything and everything, supporting Batook Pandya MBE DL when he initially set up SARI, and then going on to be SARI's Finance & HR Director, ensuring we stayed financially sound no matter what. After Batook's sudden death, Agnes and I became Co-Directors and ran SARI together. It's been a big change, for me, adjusting to a SARI without Agnes in the room next door. She leaves a huge legacy, and SARI wouldn't be where it is today without her dedication to the charity.

With Agnes leaving, the Board decided to reorganise SARI's leadership structure, appointing myself as Chief Executive and creating two Heads of Service roles – James Evans is our new Head of Finance, HR and Resources, whilst Temba Mahari is our Head of Services.

My 22 year old self, who joined SARI full of hope, wouldn't believe that she's now a Chief Executive of the charity that she's grown up with. I feel very blessed to get to spend the next few years doing everything in my power to take the charity to the next level. In addition, it was an overwhelming privilege to receive an honourary degree of Doctor of Law from the University of Bristol, of which I am an alumni.

As I reflect on my time here, I feel immense sadness that there's still such a need for our work. Whilst hate has changed over the decades, it still has a devastating impact on the people targeted. It's also unfortunate that there aren't more services like ours across the country. Whilst there are great organisations, such as Stop Hate UK, delivering services in pockets throughout the UK and the Anthony Walker Foundation based in Merseyside, it is disheartening that there isn't a statutory obligation for Local Authorities to provide a hate crime service everywhere.

I hope that this report demonstrates just how needed our work is. We have included stories of our clients, who are the best people to demonstrate how devastating hate crime can be. and how important services like ours are. I have so much pride in the work that we do, and in the incredible team who fight every day against hate. Their compassion and determination for justice is inspirational, and we truly wouldn't be where we are today without them.

WHO WE ARE: CHAMPIONS FOR EQUALITY AND DIVERSITY

We are an anti-hate charity based in Bristol and operating across Avon and Somerset. We are dedicated to supporting victims of hate crime and hate incidents, whilst providing training and education around the causes and impact of hate in our communities.

Our charity is dedicated to:

- Eliminating racism and inequalities for people with protected characteristics as defined by law.
- Promoting equality of opportunity and fostering good relations between those with protected characteristics and the wider community.
- Educating the public about the causes and effects of racism and inequalities.
- Relieving and treating physical, mental, or emotional distress caused by inequalities based on protected characteristics.

WHAT WE DO: STANDING AGAINST HATE

We offer vital support to victims of hate crime, helping them to work through the aftermath of hate, advocating with them for justice, and ensuring that they feel safe in their community. We collaborate with local agencies and communities to prevent hate incidents, promote equality, and enhance community cohesion.

Additionally, we provide training and education to challenge negative perceptions, and promote equality, diversity, and cultural awareness. Our programs reach key service providers like the police, housing associations, schools, and social care providers, empowering them to make a positive impact on people's lives through better understanding.

MAJOR ACHIEVEMENTS IN 2023/24

691
CASE REFERRALS

238
HATE CRIME CASES OPENED

590
VICTIMS SUPPORTED

178
TRAINING & SCHOOL SESSIONS DELIVERED

14,143
PEOPLE PARTICIPATED IN ONE OF OUR WORKSHOPS OR TRAINING SESSIONS

9,434
PEOPLE ACCESSED OUR WEBSITE FOR INFORMATION ON HATE CRIME

FURTHER ACHIEVEMENTS FROM 23/24

- On March 31st 2023, SARI welcomed six new board members, each bringing valuable skills and lived experience of hate or discrimination. The board has also set up three subcommittees to focus on finance, HR, and building.
- We reorganised the management structure, appointing a Chief Executive, Head of Services and Head of Finance, HR and Resources.
- Our new Training and Education Practitioner, who is a trained teacher, started, swiftly raising enough income to cover the cost of her role and enabling us to plan to recruit for an additional role to join this department.
- Our longest-serving Team Leader, Nainesh, was honoured with a nomination from the Asian Fire Service Association in recognition of the extensive training he has delivered at fire stations on behalf of SARI.
- We were subcontracted by Changing Futures to be the Equality, Diversity and Inclusion (ED&I) specialist partner on a government-funded initiative which supports marginalised individuals, including young Black men and women, homeless people, and victims of domestic abuse.
- We joined the Integrated Care Board (ICB) – which is responsible for the day-to-day running of the NHS in the local area – Voluntary Community Social Enterprise (VCSE) Alliance as their Equality, Diversity, and Inclusion (ED&I) specialist partner.
- We joined the City Office's Homes and Community Board and set up a Race Equality in Housing sub-group, looking at delivering recommendations from critical housing related events such as the murders of Bijan Ebrahimi and Kamil Ahmad Ali, the death of Awaab Ishak, and the Grenfell Tower disaster.

SARI at work in our offices in Portland Sq. Bristol.

SHORTLISTED NOMINEE

Trans and non-binary guidance

Our Trans and Non-Binary Best Practice Guidance—which we worked collaboratively on with trans and non-binary people, specialist agencies, and local advocates—was shortlisted for the Community Organisation LGBT Award at the National Diversity Awards. We're really proud of the work that went into this and the impact it's still having.

READ THE GUIDANCE

BATH AND NORTH EAST SOMERSET

AT A GLANCE

We had 40 referrals and 10 cases from the Bath and North East Somerset (BANES) region.

Our referrals:

- 1 age related
- 6 were disablist
- 1 was discrimination
- 2 gender based
- 3 were faith-based
- 1 sex/misogony-based
- 1 mate crime
- 24 were race hate
- 2 were transphobic

Please note that the sum of the numbers above may be higher than the total (40) as referrals can include more than one hate crime type.

OUR WORK IN THE AREA

Despite being perceived as an affluent area, BANES faces hidden poverty, deprivation and housing pressures. SARI has been working in BANES since 1991 and is one of the longest running and one of the few surviving equalities charities in the area.

We're extremely grateful to National Lottery Community Fund for funding our Every Victim Matters project across BANES, North Somerset and Somerset, which delivers a hate crime casework service and an outreach service. The grant also enables us to have two specialist partners, Diversity Trust for LGBTQ+ communities and SWAN Advocacy, disabled people respectively.

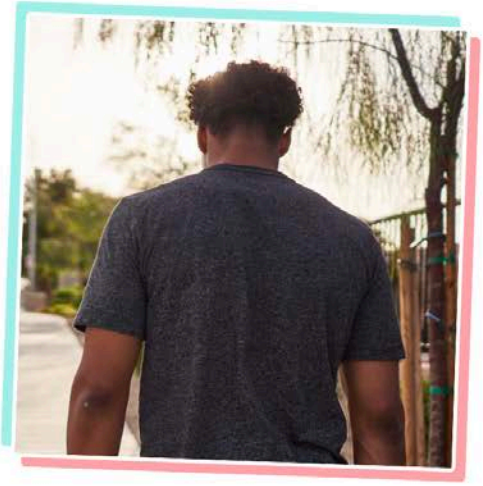
We're part of the BANES Race Equality in Schools Partnership/BANES Race Equality and Hate Crime Task Force partnership, which created the Race Equality in Education Charter. This Charter calls on schools to, amongst other things, commit to creating an inclusive, anti-racist school environment. Over 50 schools have signed up to the Charter. Special thanks to Jason Pegg and the Black Families Education Support Group who are a critical partner to SARI for promoting race equality in schools in BANES.

Along with Black Families Education Support Group, we're commissioned by BANES Council to deliver education and social services interventions. The success of this contract has led to similar services being funded by South Gloucestershire and North Somerset.

We co-chair the Race Equality in Education Task Force and BANES Hate Crime & Community Cohesion Partnership. We support the Diversity Trust with the BANES LGBTQ+ Network and continue to work with the Independent Equality Advisory Group (IEAG) BANES, BANES Case Review Panel (CRP) and the Schools Exclusions Working Group.

CASE STUDY #185-2023/24

Race Hate



MO is Black Nigerian and has been in the UK for around fifteen years. He lives with his partner and they have three children. He works as a refuse and recycling collector. Whilst on shift, the person who was meant to be helping him was not doing his bit. He spoke to his team leader when he got back to the depot and asked for a replacement, to which the team leader replied "for f**k sake MO, you are always complaining, f**k off and go to your banana plantation." MO was understandably shocked, and raised it with his supervisor.

The team leader was suspended under investigation. He also reported it to the police as a racist hate crime. His partner called SARI for support, and we did a home visit to gather all the facts and information.

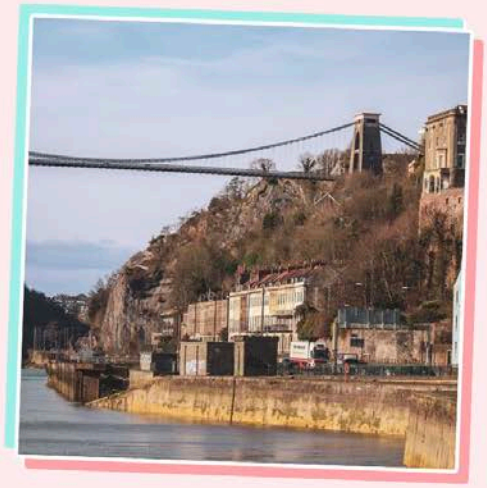
We wrote to the site manager about the incident and to remind them about the Equalities Act 2010 and the associated policies and procedures. The investigation took place and, when it concluded, the perpertrator was sacked.

MO is back at work in peace, and he is very thankful that he contacted SARI.

> "SARI is a very supportive, plus helpful, service who supported us through a difficult time. Thank you!"
>
> **– CLIENT #384-2021/22**

BRISTOL

AT A GLANCE



Bristol is our highest reporting area with 447 referrals and 151 cases.

Our referrals:

- 1 was age related
- 67 were disablist
- 12 were discrimination
- 17 were faith-based
- 9 were gender-based
- 28 were homophobic
- 5 were mate crime
- 302 were race hate
- 6 were transphobic

SARI supported Eastern European Roma pupils on a trip to Bristol Museum to explore the Gypsy, Roma, Traveller exhibition as part of a GRT History Month celebration. We were proud to assist in securing funding for this meaningful outing.

OUR WORK IN THE AREA

Bristol, the largest city in the area we work in, has an international reputation as a diverse, vibrant and accepting city. However, a 2017 report by the Runnymede Trust found that it ranked seventh worst of 348 local authorities in England and Wales in terms of the multiple inequalities faced by ethnic minority communities.

There were several high-profile examples of hate during this period, including a suspected arson attack on a Pride billboard, pellets fired at a family trans pride event, and a violent homophobic attack. Tragically, we also saw the killing of Hubert Brown, a beloved member of the community whose death is being treated as a race hate crime. SARI have been working to support his family as they continue to strive for justice for him.

We lead the Bristol Hate Crime & Discrimination Service (BHCDS), partnering with Brandon Trust, Bristol Law Centre, Resolve West, Off the Record, and Bristol Mind. Together, we provide comprehensive support and interventions for tackling hate and discrimination. BHCDS also hosts two annual Provider Forums; this year's forums addressed Afriphobia and hate in the Armed Services. The service, funded by Bristol City Council, remains the only partnership of its kind nationally.

We play a significant role in Bristol, co-chairing the Strategic Partnership Against Hate Crime (SPAHC), hosting the Hate Crime Operational Group (HCOG), and running the Tackling Islamophobia Working Group, the Gypsy, Roma, Traveller (GRT) Strategy Group, and the Public Transport Safety & Equalities Group. We're active members of several networks, including the LGBTQ+ Partnership, Voscur, Black South West Network, and Bristol Refugee Forum. We run virtual, physical, e-mail and WhatsApp Groups that all aim to build trust, confidence, and communication for communities most at risk of hate. We do as much outreach as possible, including running stalls at events, running a GRT Community Development Service, and providing drop-ins at refugee organisations. Each year we adapt where and how we outreach, and this year was no different, as we developed a workshop in response to what is happening in Palestine and Israel with community members, conflict resolution experts, and Muslim and Jewish educators.

> "I am very grateful for all the help from SARI, we did not give up, even though it took a long time, in the end SARI did it."
>
> **– CLIENT #152-2019/20**

CASE STUDY #153-2023/24

Honouring Hubert Brown's Legacy

Since October 2023, SARI has had the honour of supporting the family of Hubert Brown, a cherished and beloved member of the St Paul's community in Bristol. Known for his warmth and kindness, Hubert had a remarkable impact on those around him. His untimely and tragic death, resulting from an alleged act of racial violence, has left a deep void in the hearts of all who knew him.

As Hubert's family continues to navigate this challenging time, SARI remains steadfast in our commitment to supporting them. Our efforts reflect the deep respect we hold for Hubert's life and legacy, ensuring that his memory is preserved and honoured.

This case underscores the critical importance of organisations like SARI in times of crisis, particularly when racial hate is involved. Our work provides a vital link between affected families and the support systems they need. We are committed to offering a comprehensive network of support that addresses both immediate and long-term needs, fostering healing and resilience.

In the wake of this devastating loss, Hubert's family has demonstrated extraordinary strength and resilience. Their grief is magnified by the circumstances of this tragedy, highlighting the need for compassionate and comprehensive support. SARI has been dedicated to honouring Hubert's memory by providing support to his family during this incredibly difficult time.

Our role has been to offer both practical assistance and emotional support, ensuring that the family has the resources they need while navigating this challenging period. We have actively engaged with legal representatives to advocate for their needs and ensure they receive the support necessary to cope with the complexities of their situation.

The courage and unity of Hubert's family are truly inspiring. Their enduring love for Hubert and their commitment to keeping his memory alive reflect the deep impact he had on their lives. SARI is dedicated to supporting them, amplifying their voices, and ensuring that Hubert's legacy is honoured with the respect it deserves.

REMEMBERING ABDUL WAHAB MBE

We were devastated to hear about the passing of Abdul Wahab MBE, an advocate for the South Asian communities in the city and a trailblazer for race equality in Bristol. He was an ally of SARI from the very beginning, working closely with our founder Batook Pandya MBE DL. His passion and dedication for racial justice has left a huge legacy, and he is very much missed by so many.

NORTH SOMERSET

AT A GLANCE

North Somerset has seen a 20% increase in hate crime referrals since last year with 52 referrals and 14 cases.

Our referrals:

- 8 were disablist
- 1 was discrimination
- 2 were gender based
- 4 were homophobic
- 39 were race hate
- 2 were homophobic

Please note that the sum of the numbers above may be higher than the total (52) as referrals can include more than one hate crime type.

OUR WORK IN THE AREA

Traditionally one of SARI's lowest reporting areas, we saw an increase in referrals from the police and from communities in North Somerset, reflecting our team's efforts to raise awareness of our work.

Along with the funding for the Every Victim Matters (EVM) project, we're also very grateful to be funded by North Somerset Council to deliver interventions in schools, working with children and young people who are responsible for or targeted by hate crime.

We're also funded by Alliance Housing and LiveWest to provide support for their residents and, as with other areas, work a lot with other housing associations to make sure staff and residents are aware of our service.

We're members of Responding to Hate Incidents in North Somerset (RHINS). This long-standing, multi-agency partnership group brings together agencies across the area to respond to and tackle hate crime. In July, we attended the relaunch of the Hate Crime Reporting Centre at The Advice Shop in Weston-Super-Mare, where we run a monthly drop-in for people to seek advice about hate crime. We also attend the local Antisocial Behaviour (ASB) Panel and do a whole range of outreach, training, and education activities to help us reach communities, educate professionals, and prevent hate from escalating.

CASE STUDY #114-2023/24

Race Hate

Our client is a Caribbean man and single parent to a 23-year-old son with learning difficulties. He experienced persistent racial harassment and anti-social behaviour at his flat. Incidents included being a victim of a racial slur, threats, and property damage. Despite reporting these issues to the police and his housing association, our client felt his concerns were inadequately addressed.

We engaged with our client after he provided evidence of the harassment, including recordings and videos. Our priority was to ensure that the police recognised the racial aspect of the abuse. The police acknowledged they had received a report but both the defendant and his partner had support needs which prevented the legal procedure from proceeding.

Our client and his son eventually moved to a brand new semi detached property with no neighbours above and below, where they found relief in a safer environment. However our client remained concerned that the perpetrator might know their new location. We supported the client in considering the benefits of moving forward and focusing on their new life.

Our client and his son are now settled in their new home, and while the process was challenging, they are relieved to have left the toxic environment behind. This case highlights the critical need for authorities to take racial harassment and hate crimes seriously to protect others from similar experiences.

SOMERSET

AT A GLANCE

Somerset was our second highest reporting authority area, after Bristol, with 75 referrals and 29 cases.

Our referrals:

- 11 were disablist
- 1 was discrimination
- 1 were faith-based
- 6 were homophobic
- 1 was mate crime
- 52 were race hate
- 3 were transphobic

Please note that the sum of the numbers above may be higher than the total (75) as referrals can include more than one hate crime type.

OUR WORK IN THE AREA

Somerset is the largest area that we serve and is a predominantly rural county. This is a challenge for SARI, as we often struggle to reach people in the more rural areas who may not have heard of our service but need our support. A further challenge was that, in November 2023, the new Somerset Unitary Authority declared a financial emergency, impacting our work within the area. Last year, we received many good referrals from the police, but these dropped significantly due to their constraints that they were dealing with.

Reported hate crimes are often concentrated around the towns of Somerset. One high profile case was the arrest of three teenage girls who were alleged to have carried out a series of hate crimes in Taunton. Incidents like this show the intense need for our education work in many of our communities.

As with BANES and North Somerset, we're funded in Somerset to deliver the EVM project. Our Outreach team have been hard at work in Somerset to raise awareness of our service. The One Team groups, which bring together housing organisations, law enforcement, medical professionals, charities, and other community support agencies, continued to provide us with a platform to highlight our work. We've also delivered training to agencies. We're part of the Somerset Hate Crime & Community Cohesion Group, set up to help bring agencies together to prevent and respond to hate crime effectively. Our Outreach and Development worker also worked with the police to advise on reaching out to Muslim and Jewish communities in response to the rise in Islamophobia and antisemitism.

> "I want to say a big thank you to SARI and Izzy because without people like her we would not have any support and it really changed our lives."
>
> **CLIENT #190-2022/23**

CASE STUDY #207-2023/24

Homophobic Hate Crime

In 2024, a young woman from Somerset attended a local pub with her partner. During their visit, an individual approached her and began to verbally abuse her with homophobic slurs and threats, before assaulting her, inflicting serious physical injuries. Whilst this was happening, no one else in the pub offered any help to our clients and the landlord actively refused to contact the police. Following the attack, our client and her partner were left with significant injuries.

Following the incident, the police response left much to be desired. There were delays in taking statements and limited recognition of the hate crime aspect of the assault, which compounded the client's distress. SARI responded by conducting a thorough case review, highlighting the seriousness of the attack and recommending necessary actions to the police.

Subsequently, the police improved their communication with the client, assigned a dedicated officer, and placed the perpetrator on conditional bail with restrictions. Importantly, the partner's experience was recognised as a homophobic assault. SARI also connected the client with specialised support services to aid her recovery.

This case remains ongoing, with SARI providing continual support, advocating for justice, and helping the client regain a sense of security after this traumatic experience.

"SARI were absolutely incredible as an organisation, staff are very polite and helpful. Tia was very professional, compassionate and made me feel very heard and understood. She worked in a very warm and welcoming manner."

CLIENT #061-2023/2024

SOUTH GLOUCESTERSHIRE

AT A GLANCE

South Gloucestershire was our third highest reporting area, after Bristol and Somerset, with 69 referrals and 30 cases.

Our referrals:

- 6 were disablist
- 2 were discrimination
- 2 were faith-based
- 1 was gender-based
- 3 were homophobic
- 1 was mate crime
- 51 were race hate
- 4 were transphobic

Please note that the sum of the numbers above may be higher than the total (69) as referrals can include more than one hate crime.

"Life can be incredibly hard for people in my community, but SARI were extremely supportive and they make you feel safe and comfortable to speak openly – I will forever appreciate Anna pointed me in the right direction and always had a positive outlook which made me feel much better in difficult moments. I would like to thank her."

CLIENT #048-2022/23

OUR WORK IN THE AREA

South Gloucestershire, though largely rural, has a higher population density than the national average and saw the highest population increase in our service areas according to the latest census.

We're very grateful to South Gloucestershire Council (SGC) for funding our hate crime and outreach/preventative services, including our education interventions and our work with the Youth Offending Team (YOT). Their funding demonstrates their willingness to prioritise and support services that tackle hate crime despite the ever-decreasing funding for Local Authorities. We would also like to thank Bromford and Live West for funding our specialist work in this area.

This year, SGC commissioned a hate crime needs assessment, funding external specialist consultants to look at the views and needs of local victims, communities and agencies with regards to hate crime. We sourced 23 clients to take part in the study. The report clearly demonstrated the difference that SARI makes and the need for our service in the area and has been really helpful for arguing for continued investment in our services, whilst also making the case for similar work being done in other authority areas.

Our team continued to be active in the area, working with fantastic allies such as the South Gloucestershire Race Equality Network, South Gloucestershire Disability Equality Network, Diversity Trust and the LGBT Network, Southern Brooks, and Black Families Education Support Group.

We are also part of the South Gloucestershire Equalities Voices Group and Forum, working with equalities-focused organisations to support and empower communities, and take part in consultations, events and projects that all aim to drive up equality and cohesion. We also worked together to carry out equalities impact assessments, helping to inform major policies and services in the area.

Our Chief Executive chairs the South Gloucestershire Community Cohesion Action Group, which includes a subgroup focused on the new housing developments. We are developing a welcome pack for new residents, set to launch next year, to promote inclusion and protect against hate incidents.

CASE STUDY #155-2023/24

Disability hate crime

Our client is a 5 year old child who lives with their mum and sibling in a privately rented property. Our young client has a physical impairment and mobility issues, which means they have to use a walking frame and a wheelchair.

The family first came to us after the police referred them. We are always keen to work with relevant organisations and agencies to ensure our colleagues, as well as our communities, are aware of our service and can easily access our support. The family were experiencing serious verbal abuse from their neighbours. The mum reported to us that her neighbours would shout abuse at her, using racist and disablist slurs, as well as verbally abusing the 5 year old and mimicking how they walk.

The neighbours' bullying has caused the whole family unspeakable distress and anxiety over a long period of time. Words cannot describe how this situation affects their day-to-day lives; they try to avoid any potential confrontation and stay away from the property as much as they can, which is hugely inconvenient in many ways.

We recorded several serious incidents that had seriously impacted the family. We drew up an action plan as soon as we opened the case. We liaised with the police and Community Safety Team at the Local Authority to ensure the family were safe. We have discussed their case at the newly created Hate Crime Case Review Panel, and we will continue to work in partnership with relevant agencies to ensure this family's needs are addressed and met.

We also supported the family by providing them with a supporting letter to ensure that they can find better housing options. There is a long way ahead of them but they now have a little more hope that they will be able to live in peace, free from fear of harm.

> "Your organisation is great and the staff are fantastic."
>
> **– CLIENT #073-2023/24**

TRAINING

While supporting people affected by hate remains the backbone of our work, SARI continues to proactively prevent hate as much as possible. This means delivering training that raises awareness of equality, shines a light on the impact of hate, and challenges all participants to play their part in creating a community where everyone can flourish. Some training is paid for by the client as part of their ED&I development. Other training is carried out free of charge as part of a funded project such as Every Victim Matters or Bristol Hate Crime and Discrimination Service. Popular topics include race and language, bias, cultural awareness and, of course, hate crime.

> "Very good awareness session. Very well presented by the trainer."
>
> **– ALLIANCE HOMES EMPLOYEE**

TRAINING SESSIONS DELIVERED

- Avon & Somerset Constabulary
- Avon Fire & Rescue Service
- Avon and Wiltshire Mental Health Partnership (Bristol)
- Bath and North East Somerset (Childrens Social Services)
- Bath and North East Somerset Youth Justice
- Bristol City Council – Schools Appeals & Exclusion
- Bridges for Communities
- Brighter Places
- Bristol City Council
- Bristol Women's Voice
- Citizens Advice South Gloucestershire
- Elim Housing
- LiveWest
- Milestones
- Missing Link
- Quartet Community Foundation
- SG Youth Justice
- SGS College
- South Gloucestershire Youth Offending Service
- Stonewater
- Talking Money
- The Cambian Group
- The Nelson Trust
- NHS Somerset
- Trauma Foundation South West
- University of Gloucestershire
- Unseen
- UWE (School of Social Sciences)
- Weston General Hospital
- Whizz-Kidz
- Youth Moves

100%

DELEGATES HAVE GREATER UNDERSTANDING OF HATE CRIME IMPACT

100%

DELEGATES MORE AWARE OF BEST PRACTICE

98%

ATTENDEES FELT MORE ABLE TO REPORT HATE CRIME AFTER OUR TRAINING SESSION

100%

ATTENDEES HAVE IMPROVED KNOWLEDGE OF AGENCIES ROLE & RESPONSIBILITIES

*Data from evaluations received as part of our National Lottery Funded Project *Every Victim Matters* that ran 01/05/2023–30/04/2024

131

TRAINING SESSIONS DELIVERED IN 2023/24

1,580

TOTAL NUMBER OF TRAINING SESSIONS ATTENDEES

> *"Thank you for a great session. The training opened my eyes to a number of things that I had not realised."*

– NHS SOMERSET EMPLOYEE

CULTURAL AWARENESS TOURS

Our highly popular cultural awareness tours are now available both in person and online, offering participants a variety of opportunities to explore the rich diversity of Bristol's cultures. This is a wonderful chance for people to gain a deeper understanding of the communities and faith groups that shape our city, and to ask questions directly to those at the heart of these communities.

> "A fantastic day of learning about different religions and cultures. I know more about SARI and will certainly signpost my service users to this service when needed. Lovely lunch, very tasty. I really enjoyed the many visits to different temples, mosque. Thank you."
>
> **– CULTURAL AWARENESS TOUR PARTICIPANT**

FIND OUT MORE

EDUCATION

Sadly, hate incidents are prevalent in schools and colleges, reflected by the fact that 15% of our opened cases come from or relate to education. In addition to opening these 36 education-related cases for individual young people, we frequently hear from schools seeking advice and interventions to address this problem.

Now that we have a dedicated Training and Education Practitioner who is experienced in both training and education policy, a focus of this year has been to develop our offer to schools in our region. We're delighted that North Somerset Council has joined Bath and North East Somerset and South Gloucestershire Councils in offering their schools funded interventions. This has enabled teacher training, assemblies, classroom workshops, and individual support for children responsible for hate incidents that would not have been possible otherwise. In Bristol, Somerset and elsewhere, we haven't been able to help everybody who has approached us, but some schools have been able to purchase sessions so we have been able to work across (and even beyond) our region.

> "We didn't know what some of the words meant so if people say them and we say them too, we don't always know if we are being racist."
>
> **– YOUNG ATTENDEE**

This year the government published draft guidance for schools on 'gender questioning' children. This has led to increased confusion among professionals on how best to care for young people, some of whom may be extremely vulnerable. As well as answering the Department for Education's consultation on behalf of the Trans and Non-Binary Best Practice Working Group, we've responded by explaining the Equality Act 2010, particularly that the protected characteristics are regardless of age, whenever we have the chance.

> "Susannah's personal touch made it more interesting and relevant i.e., little stories about her background, experiences, and her own children."
>
> **– TEACHER**

47

NUMBER OF SCHOOLS WE WORKED IN THROUGHOUT THE YEAR

12,563

NUMBER OF CHILDREN OR YOUNG PEOPLE THAT PARTICIPATED IN ONE OF OUR HATE CRIME SESSIONS DURING THE YEAR

360

THE NUMBER OF TEACHERS WE TRAINED IN THE YEAR

8

CASES OPENED IN PRIMARY SCHOOLS

26

CASES OPENED IN SECONDARY SCHOOLS

1

CASES OPENED IN SEND SCHOOLS

1

CASES OPENED IN FE COLLEGE

36

TOTAL NUMBER OF HATE CRIME CASES OPENED FOR CHILDREN AND YOUNG PEOPLE

SOME OF OUR OTHER WORK

EMPOWERMENT AND OFFENDER REDUCTION WORK

We continue to receive referrals to work with children and young people who have committed racist or hate-motivated abuse, helping them change their behaviour and increase respect for other cultures. We also mentor young people from Black and Minoritised communities and other equality communities with identity or self-esteem issues, often referred to us by schools. We hold contracts focused on offender reduction, including with South Gloucestershire YOT, for one-to-ones and staff training. Additionally, we're commissioned by BANES Children's Services and South Gloucestershire Education to support young perpetrators, and we collaborate with Bristol Hate Crime & Discrimination Services on offender reduction for both adults and young people. Some contracts with homelessness and social care services also involve supporting perpetrators of hate crime with additional needs.

RESTORATIVE JUSTICE

Our Bristol City Council-funded Bristol Hate Crime and Discrimination Service includes Resolve West (formerly Bristol Mediation) as a delivery partner, offering expertise in restorative justice and mediation. Resolve West is also funded by the Police & Crime Commissioner to provide Restorative Justice across Avon & Somerset.

SARI staff receive regular training from Resolve West to encourage our clients to engage with restorative justice when beneficial. We refer cases to this service, and Resolve West attends our team meetings to support a restorative approach. Our caseworkers also attend sessions, offering specialist hate crime expertise to support clients. We're exploring a new approach where our staff act as 'proxy' victims to help perpetrators understand the impact of their actions.

OUR DONORS AND FUNDRAISERS

Each year, we need to raise over £800,000 to fund the full range of our work. While a portion of this comes from local government, it never fully covers the support we provide to victims of hate crime, leaving a growing gap that must be filled through fundraising, individual donations, and regular giving. In the current economic climate, this is an increasingly difficult challenge.

We would like to extend our heartfelt thanks to every donor and subscriber who contributed in 2023-24. Your generosity has directly enabled us to continue our vital work.

Although the total raised has decreased compared to last year, this reflects a wider trend of falling individual contributions, possibly linked to a decline in public interest following the tragic death of George Floyd. Notably, 95% of our donations came from ongoing regular payments, highlighting the crucial role of sustained support for our organisation. However, these subscriptions often end after one, two, or three years sometimes without the donor's realisation. In response, we've implemented new systems to engage with donors throughout this period, ensuring they remain informed and supported in renewing their subscriptions seamlessly.

With costs increasing each year, we kindly ask—if you're able to donate or fundraise for us, please do, helping us continue to support victims of hate crime.

RACE AGAINST HATE

Our campaign, 100 Runners Against Hate, aims to raise money to support victims of hate crime and discrimination across Avon and Somerset. With these funds, we can continue offering free, confidential services to victims and their families and carry out vital preventive work within schools and marginalised communities.

We're calling on people of all ages and abilities to join us by organising or participating in a run or any sporting activity of their choice. Whether it's a marathon, a fun run, sponsored walk or wheelchair race, every action taken helps us build a more inclusive, hate-free community.

When you sign up for 100 Runners Against Hate, you'll receive our exclusive running pack, which includes a branded jersey created with sports brand Scimitar and all the resources you need to start fundraising. There's no minimum amount you need to raise, but we encourage everyone to set an ambitious target – every pound makes a real difference.

DONATE AGAINST HATE

As a charity, the money we receive from donors makes a huge difference. Donations give us the freedom to use it wherever it will have the greatest impact. If you can afford to, please consider making a one-off or more regular donation.

£17,370

INCOME FROM DONATIONS 2023/24

968

TOTAL DONATIONS RECEIVED 2023/24

68

NUMBER OF ONGOING SUBSCRIBERS

£4,422

TOTAL INCOME FROM GIFT AID RECEIVED

OUR SUPPORTERS

Supporters of SARI's work are often businesses that share our core values and are driven by a desire to create positive change in their communities. They believe in the importance of standing up against hate and ensuring that victims of hate crimes receive the support and care they deserve. These businesses are committed to making a tangible impact, helping to foster inclusive and safe environments where everyone's rights are respected.

This year, we launched our **"Businesses Against Hate"** campaign, which enables us to work more closely with businesses through a range of impactful initiatives. These include tailored hate crime training packages, cultural awareness tours, and community focus groups. We also offer practical support for handling hate crime incidents, providing emotional assistance, safety advice for victims, and empowering people to stand up for their rights. This campaign strengthens partnerships with businesses to help build a united front against hate.

SPECIAL THANKS TO...

OSBORNE CLARKE | BURGES SALMON | CABOT CIRCUS | KUSH | WIPER AND TRUE
PROF. THEODOROS PAPADOPOULOS | LANSDOWN PLACE MANAGEMENT | DR JON SYMONDS

> "Here, at Cabot Circus, we're really happy to support SARI. We strongly believe in what SARI stand for and we're glad that we're able to support the team even if it is in a small way. As a team we have many visitors, customers and team members from different backgrounds and life experiences, it's important to us that we can provide a safe space for everyone."
>
> — CABOT CIRCUS

OUR FUNDERS

SARI's work would simply not be possible without the support of our funders. Some have been with us for many years, while others are newer partners, but each plays a crucial role in enabling us to support victims of inequality and injustice across the region. We're deeply grateful for your ongoing commitment—thank you.

OUR FUNDERS IN 2023/24

- Alliance Homes
- Avon Fire and Rescue Service
- Avon and Wiltshire Partnership NHS Trust
- Bath and North East Somerset Council
- Brighter Places
- Bristol City Council
- Bristol Drugs Project
- Bromford
- Clifton College
- Elim Housing
- LiveWest
- Milestones
- National Lottery Community Fund
- North Somerset Council
- Riverside
- Second Step
- South Gloucestershire Council
- South Gloucestershire Council YOT
- WeSport

STATISTICAL BREAKDOWN

It's easy to forget that behind each of these statistics is a person – someone that has been targeted because of who they are, or what they believe in. It may be tough, but try to keep that in mind as you read through this section – it might help bring home the size of the problem we face.

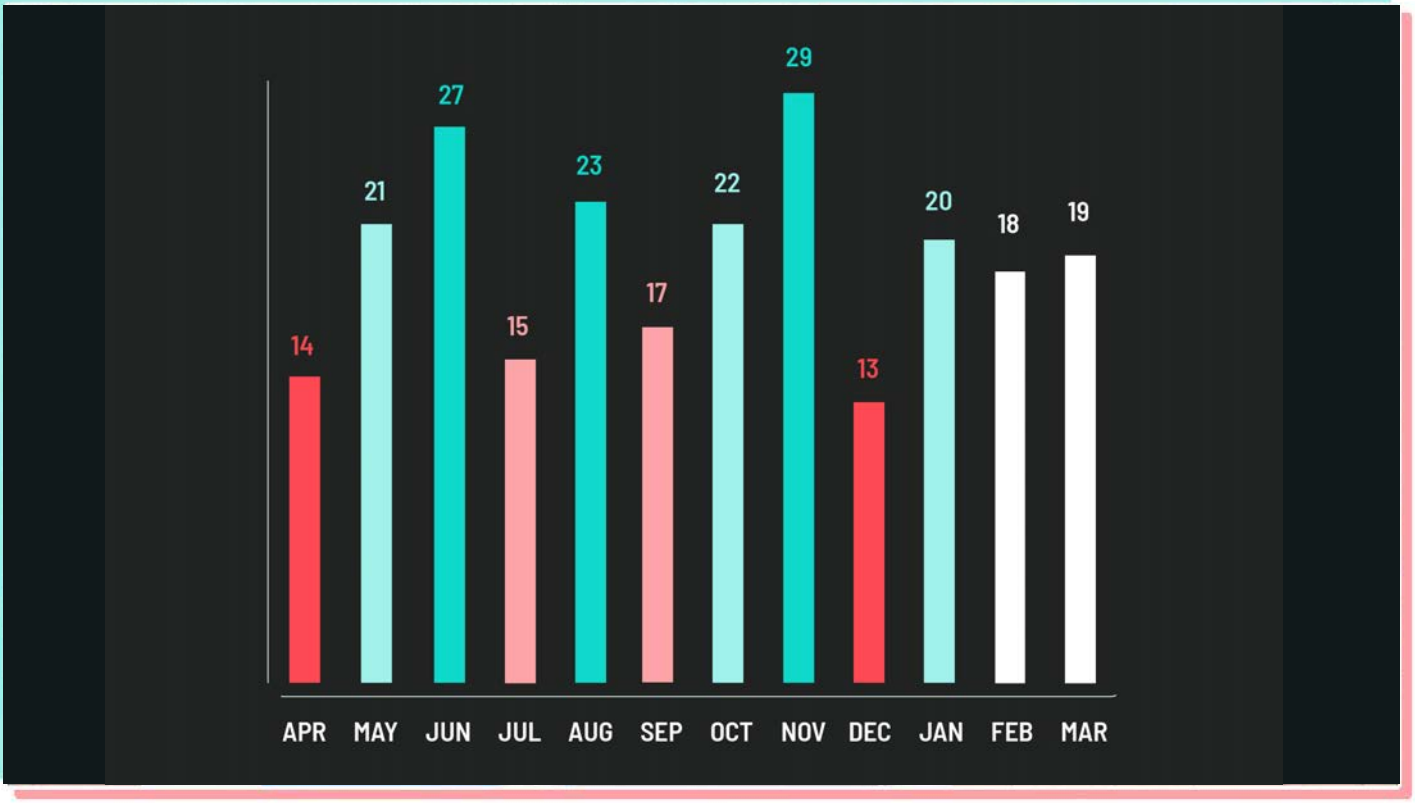
HOW MANY VICTIMS DID WE SUPPORT?

Hate crime has far-reaching effects beyond the original victim. Family members – if not directly affected – will see and feel the traumatic effects of hate crime.

Support varies case by case, need by need. Some clients may not want action taken, but emotional support to help overcome the feelings that being the victim of hate crime or discrimination can cause. Distress, fear, anger, anxiety and depression are all common emotions we've supported our clients with in the past year.

HOW MANY CASES DID WE OPEN?

This graph shows the number of cases we opened in each calendar month throughout the year. Generally speaking, we see a lot of incidents and cases referred to us during spring and summer when people are out and about more, which leads to conflict.



WHY WERE PEOPLE TARGETED?

Here we break down all of the cases we opened by protected characteristic. Race is still the biggest category, making up around 70% of our total caseload. Religion is often low because it can be difficult to tell whether people are being attacked because of their race or their faith, because these can be so closely connected.

RACE 180	LGB 18	RELIGION 10
TRANS 6	DISABILITY 39	OTHER 7

WHAT DID THEY SAY ABOUT US?

For us, the most powerful and rewarding part of the work that we do, is hearing how we've helped our clients. Whether that's giving them information, helping them find their own path, supporting them through their journey, or hearing they no longer live in fear. This is what makes our work worthwhile. You can read more about the difference we made in the last year by reading our 2023-2024 Client Evaluation Report.

GOVERNANCE

SARI is a service user led/community-oriented agency that provides support and advice to victims of hate and promotes equality and good relations between people with protected characteristics as defined by law.

It is overseen by a Board of Trustees, most of whom are from the communities we serve and have direct or personal experience of hate crime.

BOARD OF TRUSTEES

As set out in the Articles of Association the Board of Trustees (who are Directors for the purpose of company law) consists of no less than 3 members.

At the EGM held on 18 December 2022, Members agreed the following amendments below:

APPOINTMENT OF TRUSTEES AND TERMS OF OFFICE

(1) Trustees may be appointed by ordinary resolution of the members or by decision of the trustees.

(2) So far as possible, at all times at least 60% of the board should be individuals who either (a) have lived experience of racism or inequality in relation to protected characteristics as defined in law or (b) have used the services of the Charity in relation to such matters and whose cases are now closed. The board shall take this into account in seeking and considering potential candidates as trustees and exercising their powers under these articles to make appointments. The members shall do so when exercising their powers to propose and appoint trustees. The board has power to refuse any candidacy, including any proposal of a candidate by a member, if that individual's appointment as a trustee would prevent the Charity meeting this requirement.

Where composition of the board changes so the required percentage is not met, the board shall use its best endeavours to make additional trustee appointments to achieve that percentage as soon as practicable.

(3) All candidates for trusteeship must commit to supporting the charity's Objects and provide such information as the trustees decide to verify their identity, probity and eligibility to be a charity trustee of the charity. If any candidate refuses to commit to supporting the Objects or refuses to provide such verification, or if the trustees obtain evidence that they are ineligible under the articles or for any legal reason to become a charity trustee, their candidacy cannot proceed and they may not be appointed.

(4) Records must be kept of all trustee appointments and cessations of office in the charity's Register of Trustees and of their residential addresses in the Register of Directors' Residential Addresses, as required by the Companies Acts.

(5) Records of all trustee appointments must be kept with the record of the relevant members' or trustees' decisions, if taken at a meeting the records must be included in the meeting minutes.

(6) Notification of all trustee appointments and cessations of office must be given to Companies House and the Charity Commission.

No person may be appointed a trustee by ordinary resolution of the members unless:

1. He or she is recommended for appointment by the trustees; or
2. Not less than thirty-five clear days before the date of the meeting, the charity is given a written notice that:
3. Is signed by a member entitled to vote at the meeting;
4. States the member's intention to propose the appointment of a person as a trustee; and
5. Is signed by the person who is to be proposed to show their willingness to be appointed.

The term of office of a trustee is three years from the date of appointment, whether the trustee was appointed by the members or the trustees. Re-appointment to not more than two further consecutive terms is permitted (a maximum service period of nine years). At the end of three consecutive terms of office a trustee ceases to hold office. That individual may never be re-appointed to the board.

Trustees in office at the date of adoption of this article who have already served nine years on the board will remain trustees only until 31 March 2023 and will then automatically cease to hold office. For clarity, the provisions of (3) above apply to them and they may never be re-appointed to the board.

The appointment of a trustee, whether by the charity in a general meeting or by the other trustees, must not cause the number of trustees to exceed any number fixed as the maximum number of trustees.

TRUSTEE INDUCTION AND TRAINING

All Trustees are given a copy of CC3 'The Essential Trustee' guide from the Charity Commission and SARI's Articles of Association. From time to time, they have training to update them on the roles, responsibilities and legal requirements of being a trustee. Most Trustees are already familiar with the purpose of the charity having been users of the service. Additionally, new Trustees are invited and encouraged to attend SARI away days, and training sessions which are held for the staff team that are relevant to the Trustees' developmental needs. We review local training provided to support Trustees and invite our Trustees to attend.

STRUCTURE AND DECISION MAKING

SARI is managed by an elected Board of Trustees. The post of Company Secretary, which is appointed by the Board, is held by the Head of Finance, HR and Resources. The Board makes decisions about policy ratification; agrees the business plan and strategic direction of the organisation; agrees the budget and monitors income and expenditure.

They also review SARI's delivery against its aims and objectives and funding targets, ensuring we are on track and support the organisation with recruitment, promotion and retention of staff. In addition, Board members take part in sub-groups relating to policy and procedural development as and when required.

RISK MANAGEMENT

SARI reviews risks on an ongoing basis through our board of trustees, subcommittees and leadership team. These groups manage ongoing risks and identify new risks. We consider the impact and likelihood of every risk and give particular attention to the management and mitigation of the most severe risks. Our risk management process and the risk register are scrutinised by our board of trustees as part of a standing agenda item and at our weekly Management Meetings. Risks are divided into key components and the responsibility for the management of each is assigned to and managed by a relevant director or manager. The risk register is continuously reviewed

Whilst all potential risks have mitigation plans, we are facing increasing risks, largely due to the external environment with high and growing levels of need for our service, and increasing levels of negative rhetoric, disproportionality and inequalities for the communities we serve. This is compounded by the fall, in real terms, of funding, resulting poverty and cost of living crisis. For SARI our highest scoring risks were:

· Budget Deficit.

· The increase in NI contributions and lowering of the NI threshold.

· Challenge of attracting new grant funding combined with risk of losing current contracts or seeing reductions in current funding as local authorities are facing huge cuts.

· Falling donations.

· Repairs and maintenance needs of our Grade 1 listed building.

· Lack of an IT strategy.

We have put in place mitigation plans for all but nevertheless we are operating in an increasingly challenging world.

TRUSTEES' RESPONSIBILITIES

The Trustees (who are directors of Stand Against Racism & Inequality for the purposes of company law) are accountable for preparing this Annual Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires Trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2015 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on an ongoing concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Insofar as the Trustees are aware:

- there is no relevant information of which the charitable company's independent examiner is unaware; and
- the Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant information and to establish that the independent examiner is aware of that information.

RESERVES POLICY

BACKGROUND AND OBJECTIVES

Reserves are the part of a charity's unrestricted funds that is freely available to spend on any of the charity's purposes. Where the Trustees have a reserves policy, this policy must be set out in the Trustees' annual report. The Charity Commission for England and Wales's guidance notes lays out key points for charity Trustees when setting or reporting on their charity's reserves policy:

- Charity law requires any income received by a charity to be spent within a reasonable period of receipt. Trustees should be able to justify the holding of income as reserves.
- A reserves policy should take into account the charity's financial circumstances and other relevant factors. It should demonstrate the charity's resilience and capacity to manage unforeseen financial difficulties.
- Trustees should regularly monitor and review the effectiveness of the policy in the light of the changing funding and financial climate and other risks.
- A reserves policy explains to existing and potential funders, donors and other stakeholders why a charity is holding a particular amount of reserves.
- A reserves policy should give confidence to stakeholders that the charity's finances are being managed and can also provide an indicator of future funding needs.
- The objective of this policy is to set out what SARI aims to achieve through the maintenance of reserves, the planned level of reserves, and the process of reserves monitoring.

RESPONSIBILITIES

Trustees must ensure that the charity's funds are used appropriately, prudently, lawfully and in accordance with the charity's purposes for the public benefit. The general principle of trust law is that funds received as income should be spent within a reasonable period of receipt. The holding of reserves will be authorised (generally) by an implied power to hold reserves. Trustees are justified in exercising their power to hold income reserves if, in their considered view, it is necessary in the charity's best interests.

APPROACH

The Charity Commission guidelines lay out an integrated approach to developing a reserves policy for a charity with complex activities and structures.

1. Understanding the nature of charitable reserves held
2. Identifying functional assets
3. Understanding the financial impact of risk
4. Reviewing sources of income
5. Impact of future plans and commitments
6. Agreeing a reserves policy

The organisation's approach to these guidelines are reflected upon below.

1. UNDERSTANDING THE NATURE OF CHARITABLE RESERVES HELD

Free reserves are the part of a charity's unrestricted funds that is freely available to spend on any of the charity's purposes. In setting a reserves policy, it is vital to understand any restrictions on the use of the charity's funds. In certain circumstances, holding restricted funds may reduce the need to hold reserves, for particular purposes. SARI holds restricted funds that are to be used in accordance with specific restrictions imposed by donors or that have been raised by the charity for a specific purpose. Restricted funds are excluded from the calculation of free reserves.

2. IDENTIFYING FUNCTIONAL ASSETS

Where the Trustees consider functional fixed assets, e.g. our building, to be essential to the delivery of the charity's aims, the value of such assets can be designated and excluded from the calculation of reserves. However, the designation has an administrative purpose only and does not legally restrict the Trustee's discretion to apply the funds.

3. UNDERSTANDING THE FINANCIAL IMPACT OF RISK

SARI reviews its risk register regularly, prioritising risks and setting out mitigation approaches and accountabilities for the highest priority items. These risks are reviewed at every Board meeting.

Key risks that have the potential to affect reserves have been identified. In reviewing the financial impact of these risks, it is the short term under consideration; the potential drawdown of reserves to give time to undertake additional mitigation activities and adjust to changed financial circumstances.

A. INABILITY TO RAISE INCOME FROM DONORS

Inability to raise this type of income could have many root causes, including recession in fundraising markets, failure to demonstrate impact of SARI's activities, a damaged reputation such as a significant service delivery failure. Voluntary income levels are forecast around £60k-£100k.

Voluntary income sources are not concentrated to any single donor or platform, and a portion of voluntary income from individuals is committed through monthly subscription.

Voluntary income levels have decreased in recent years due to challenging economic conditions and changing public interest in the areas our charity focuses – this is particularly impacted by national and global events and how this is reported by the media. The political environment is also not conducive to our charitable objectives with hate crime not seen as a priority by this government.

The introduction of fundraising regulatory changes that took place in the UK in 2017 did not significantly affect donor acquisition and retention activities. Our planning systems for predicting voluntary income and fundraising investment are robust. Over the past five years the greatest variance in voluntary income has been £320k. An unplanned decline in voluntary income of around £30k is estimated as a prudent view of the impact of this risk on reserves.

B. INABILITY TO REPLACE FUNDING

Inability to replace funding for core income is a major risk to financial reserves currently, as the funds are primarily from two sources, and both are expected to decline or disappear completely in the short to medium term. If we are unable to replace this income, there is a major risk to our ability to cover on-going costs that were covered by those grants. This impact is estimated at £352k.

C. FINANCIAL LOSS DUE TO FRAUD OR MISALLOCATION OF FUNDS

SARI's financial standing orders are designed to reduce the risk of financial loss due to fraud. There is ongoing effort to refine and improve the control framework, it is therefore unlikely that any single instance of fraud would be material.

D. CREDIT EVENTS LEADING TO FINANCIAL LOSS

The material credit risk to SARI would be a failure of our lead bank, National Westminster Bank. This would mean a major loss of deposit funds, and there would be significant impact on short-term liquidity. It is worth noting that we see the risk of a credit failure in our lead banks as extremely unlikely. However, actions to further reduce this risk are underway and once completed will eliminate our exposure to the failure of any single institution.

E. OTHER

There are other risks such as a significant business discontinuity event which could affect SARI's financial viability, however, the short-term financial impact of these is less tangible.

4. REVIEWING SOURCES OF INCOME

Voluntary income sources are limited, with heavy reliance on two donor groups. Approximately 48% of our income is derived from these two groups. Other voluntary sources of income that we have historically relied on—such as trusts, charities, and local authorities—have also declined in recent years. Central government funding for hate crime services is currently non-existent. Income generation is concentrated in our area of operations. Grant funding is set to decrease substantially in the coming years. We have developed a Fundraising Strategy to mitigate delivery risks. See appendix 1.

5. IMPACT OF FUTURE PLANS AND COMMITMENTS EXPENDITURE

Managing forward expenditure within existing commitments is achieved by regular monitoring of activities. Any issues are highlighted at review meetings and if there is an issue on the availability of funds, activities can be adjusted to manage this. Our employee base is 25 people at a salary cost per annum of approximately £778k, inclusive of National Insurance and pension contributions. Any reduction in headcount would lead to a reduction in associated activities and would affect the ability to deliver organisational and operational objectives. There are no material projects or capital spending plans that cannot be met from anticipated future income. All activities funded from unrestricted monies include the clause 'subject to funding' so can notionally be reduced, albeit with potential reputational consequences.

In order for SARI to continue to deliver services in a financially sustainable way, SARI has developed a Fundraising Strategy. Key aims of the strategy are to diversify income streams and maximise use of SARIs physical and intellectual assets, and increasing efficiency to manage costs. Certain investments – such as in the development of our building asset in order to achieve a commercial income from this, and in the further development of SARI's traded services – are required for the organisation to be resilient to changes in the external financial and political climate.

6. AGREEING A RESERVES POLICY

SARI has limited diversification of income sources and expenditure commitments. Voluntary income has declined in recent years; however, expenditure levels can be materially adjusted within a 12-month period to fit revised funding levels if needed. The reserves policy seeks to balance spending the maximum amount of income raised as soon as possible after receipt with maintaining the minimum level of reserves to ensure uninterrupted operation and provide time to adjust to a change in financial circumstances. A prudent assessment of the financial impact of risk events on reserves is estimated at £0.7m-£0.9m. A target reserve level of £0.8m +/- £0.1m is assessed as striking an appropriate balance between the need to spend income when it is received and maintaining operational integrity.

The Trustees typically aim to have three to six months' total expenditure available in unrestricted reserves. This is to allow sufficient time to respond if income is reduced, giving the organisation time to find alternative income streams, or to scale back activities if required. Total free reserves at year-end correspond to unrestricted reserves of £220k which represents three months' expenditure (at 2023-24 spending levels). This level of reserves is consistent with SARI's business model and financial impact of key risks. It is important to retain some flexibility in the range from median due to variation in actual outrun versus plan and potential for uneven cash-flow on working capital.

FREE RESERVES LOWER THAN MINIMUM LEVEL

In the event that the year-end forecast is lower than the minimum, the Head of Finance, HR and Resources will recommend a course of action to bring free reserves to the required minimum within an acceptable timescale.

PLANS FOR THE FUTURE

Our plans for 2021–26 are detailed in our Business Plan 2021–26 and monitored for progress via our Operations Plan, which is renewed annually and reported quarterly to the Board. Below are a few of our plans for the coming year:

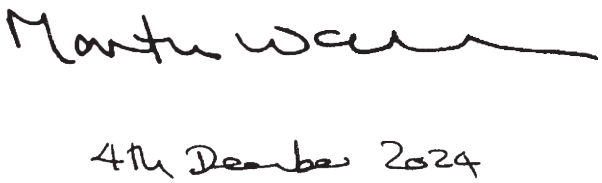
1. Commission an external evaluation of our organisation and services
2. Hold Away Day for stakeholders
3. Produce a Business Plan for April 2026 – 31 March 2031 informed by findings from 1) and 2)
4. Assess the skills of our newly formed Board of Trustees and address any skills shortages through training or the recruitment of additional members.
5. Progress through the Board's Buildings Sub Committee the scope for maximizing income from our office building
6. Implement recommendations from the assessor's report which recommended that we should be awarded Trusted Charity Level 2
7. Deliver our fundraising and donations strategies, aiming to expand and strengthen our donor base while retaining the support of current donors by demonstrating the importance and benefits of their investment in our charitable cause. This will include creating a donations database and a live Power BI reporting system.
8. Lead on the Bristol Hate Crime and Discrimination Service Partnership application for Bristol City Council Impact Fund Round 3
9. Apply for National Lottery funding to start in May 2026 and to replace and progress our current National Lottery Community Funded services.
10. Fundraise for strategic and community engagement work in Bristol and South Gloucestershire, mirroring our National Lottery-funded service in other areas.
11. Apply for more unrestricted funds and grants to support our extensive building works and increased organisational overheads.
12. Finalise and launch our Case Management System for SARI and partner agencies who work with us to deliver hate crime casework services.
13. Work with our local Law Centre to fundraise for and develop services that better meets demand for discrimination casework referrals filling the gaps SARI is currently unable to address.
14. Continue to increase our training, education and consultancy income generation.

INDEPENDENT EXAMINER

Dick Maule FCA was reappointed as the company's Independent Examiner at the AGM held on 18 December 2023.

This report has been prepared in accordance with the Statement of Recommended Practice on Accounting and Reporting by Charities and taking advantage of the small companies of section 415A of the Companies Act 2006 relating to small entities.

Approved by The Board of Trustees and signed on its behalf by:



4th December 2024

Martin Walker

Chair of the Board of Trustees

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF STAND AGAINST RACISM & INEQUALITY

I report on the accounts of the company for the year ended 31st March 2024 which are set out on pages 36 to 44.

RESPONSIBILITIES AND BASIS OF REPORT

As the charity trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your company's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145 (5)(b) of the 2011 Act.

INDEPENDENT EXAMINER'S STATEMENT

Since the company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of The Institute of Chartered Accountants England and Wales, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or

2. the accounts do not accord with those records; or

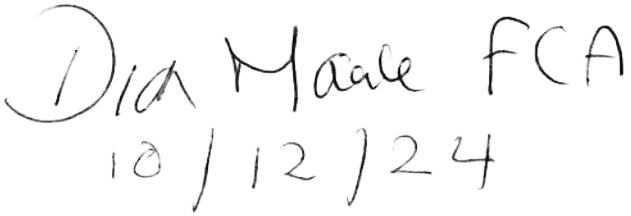
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or

4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Dick Maule FCA

The Cross House, South Woodchester GL5 5EL



FINANCIAL INFORMATION

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2024

		UNRESTRICTED FUNDS	RESTRICTED FUNDS	TOTAL FUNDS	
	Notes	2024	2024	2024	2023
		£	£	£	
Income from:					
Donations		58,682	-	58,682	127,819
Investment income		18,265	-	18,265	4,299
Charitable activities					
Training and other income		61,598	-	61,598	49,404
Grants and contracts		109,090	433,568	542,658	519,912
Total		247,635	433,568	681,203	701,434
Expenditure on:					
Charitable activities		420,388	396,583	816,971	864,042
Total	2	420,388	396,583	816,971	864,042
Net income/(expenditure)		(172,753)	36,985	(135,768)	(162,608)
Total funds brought forward		1,270,957	28,338	1,299,295	1,461,903
Total funds carried forward		1,098,204	65,323	1,163,527	1,299,295

BALANCE SHEET AS AT 31 MARCH 2024

		2024		2023
	Notes	£	£	£
Tangible assets	3		396,115	405,154
Current assets				
Debtors and prepayments	5	3,372		27,250
Cash at bank and in hand		815,647		903,687
		819,019		930,937
Current liabilities				
Creditors: amounts falling due within 12 months	4	(51,607)		(36,796)
Net Current assets			767,412	894,141
Net assets			1,163,527	1,299,295
Unrestricted funds				
General funds			221,619	177,528
Designated Fund	6		876,585	1,093,429
Restricted funds			65,323	28,338
Total funds			1,163,527	1,299,295

For the year ended 31 March 2024 the company was entitled to the exemption from audit under section 477 of the Companies Act 2006. The members have not requested the company to obtain and audit in accordance with section 476 of the Companies Act 2006 relating to small companies. The directors acknowledge their responsibility for complying with the requirements of the act with respect to accounting records and for the preparation of the accounts.

The financial statements were approved and authorised for issue by the trustees on:

And signed on their behalf by:

4th December 2024

Martin Walker

Chair of the Board of Trustees

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 MARCH 2024

	2024	2023
	£	£
Cash flows from operating activities:		
Net cash provided by [used in] operating activities	(106,305)	(175,124)
Cash flows from investing activities:		
Interest	18,265	4,299
Disposal of fixed assets	-	-
Purchase of fixed assets	-	-
	(88,040)	(170,825)
Changes in cash in the reporting period		
Cash and cash equivalents at the beginning of the year	903,687	1,074,513
Cash and cash equivalents at the end of the year	815,647	903,687
	(88,040)	(170,825)

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2024

1) **Principal Accounting Policies**

The principal accounting policies adopted in the preparation of the financial statements are set out below and have remained unchanged from the previous year.

a) **Basis of preparation**

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) 2nd edition, the Charities Act 2011, and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

b) **Fund accounting**

[i] Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity.
[ii] Designated funds are unrestricted funds earmarked by the Management Committee for particular purposes.
[iii] Restricted funds are subjected to restrictions on their expenditure imposed by the donor or through the terms of an appeal.

c) **Income**

Income is concluded in the statement of the financial activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income.
[i] Income received by way of grants, donations and gifts and is included in full in the Statement of Financial Activities when receivable. Grants, where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant.
[ii] Donated services and facilities are included at the value to the charity where this can be quantified.
[iii] The value of services provided by volunteers has not been included in these accounts.
[iv] Investment income is included when receivable.

d) **Expenditure**

Expenditure is recognised on an accrual basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered.
[i] Costs of generating funds comprise the costs associated with attracting voluntary income and the costs of trading for fundraising purposes.
[ii] Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.
[iii] All costs are allocated between the expenditure categories of the SoFA on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned on an appropriate basis.

e) **Fixed assets**

Tangible fixed assets are written off over the expected useful life of the asset, at 25% per annum on the reducing balance method for motor vehicles, fittings and equipment and 1% on the straight line basis for property. Items costing over £500 are capitalised.

2) **Expenditure**

	2024	2023
	£	£
Salaries	695,651	717,159
Training delivery	3,515	3,265
Non-capitalised equipment	1,576	8,645
Heat, light, power and water	6,825	6,663
Rates	2,739	2,381
Travel, training and conferences	14,744	12,534
Repairs and renewals	19,971	22,768
Print, post and stationery	6,993	11,737
Telephone	11,879	11,687
Grants paid out	3,599	2,924
Bank charges	545	557
Independent examiner's fees	965	965
Translation	2,530	3,676
Insurance	6,197	4,882
Public relations, advertising and recruitment	6,555	5,621
Professional fees	19,599	34,375
Board of Trustees	1,152	881
Miscellaneous	640	552
Affiliation	2,258	2,087
Depreciation	9,039	10,684
(Surplus) on disposal of fixed assets	-	-
	816,971	864,042

3) **Tangible fixed assets**

	MOTOR VEHICLE	FITTINGS & EQUIPMENT	PROPERTY	TOTAL
	£	£	£	£
Cost				
Balance brought forward	11,499	196,605	410,000	618,104
Additions in the year	-	-	-	-
	11,499	196,605	410,000	618,104
Depreciation				
Balance brought forward	6,735	181,615	24,600	212,950
Charge for the year	1,191	3,748	4,100	9,039
	7,926	185,363	28,700	221,989
Net book value at 31 March 2024	3,573	11,242	381,300	396,115
Net book value at 31 March 2023	4,764	14,990	385,400	405,154

4) **Creditors**

	2024	2023
	£	£
Falling due within 12 months		
Deferred grants	27,810	14,000
Sundry creditors and accruals	23,798	22,796
	51,607	36,796

5) **Debtors and prepayments**

	2024	2023
	£	£
Grants receivable	–	18,314
Sundry debtors and prepayment	3,372	8,936
	3,372	27,250

6) **Movements in funds**

	BALANCE AT 1.4.2023	INCOME	EXPENDITURE	TRANSFERS	BALANCE AT 31.3.2024
	£	£	£	£	£
Restricted funds					
BANES CYPS	–	15,430	(15,430)	–	–
Bristol City Council (Bristol Hate Crime & Discrimination Services)	–	194,667	(194,667)	–	–
National Lottery Community Fund	28,338	166,971	(129,986)	–	65,323
Bristol City Council GRT	–	14,000	(14,000)	–	–
South Gloucestershire Council	–	42,500	(42,500)	–	–
	28,338	433,568	(396,583)	–	65,323
Unrestricted funds					
Designated funds					
Funds relating to:					
Fixed assets					
Building	385,400	–	–	(4,100)	381,300
Equipment and vehicle	19,754	–	–	(4,939)	14,815
Total fixed assets	405,154	–	–	(9,039)	396,115
Other designated funds					
Staff Contingency	79,637	–	–	–	79,637
Deficit Funding	468,638	–	–	(207,805)	260,833
Business Plan	70,000	–	–	–	70,000
Annual Maintenance	20,000	–	–	–	20,000
Building Accessibility	50,000	–	–	–	50,000
Total designated funds	1,093,429	–	–	(216,844)	876,585
General funds	177,528	247,635	(420,388)	216,844	221,619
Total unrestricted funds	1,270,957	247,635	(420,388)	–	1,098,204
Total funds	1,299,295	681,203	(816,971)	–	1,163,527

Fixed Assets—Building & Equipment are Tangible Assets.
Staff Contingency—to cover unforeseen sickness and vacancies in the event of losing key staff members.
Deficit Funding—to cover 6 month's expenditure required for the current workforce to be maintained in the event of losing key contracts.
Business Plan—associated costs for our action plan enabling future
sustainability and improving service quality."
Annual Maintenance—to cover larger repair costs.
Building Accessibility—to fund accessible facilities for the building.
Equipment & Vehicle Reserve—to reflect reserves tied up in the capitalised equipment. It is equal to the net book value of equipment and motor vehicles.

7) **Unrestricted grants and contracts for service**

	2024	2023
	£	£
Dr Martens Foundation		15,000
GRT		12,000
Bristol Drugs Project	7,288	7,550
Alliance Homes	3,300	3,000
AWP NHS Trust	18,068	15,544
SGC Education	15,043	16,667
SGC YOT	5,951	5,000
LiveWest	9,240	8,400
Bromford	2,640	5,400
Elim Housing	3,554	
Brighter Places	3,960	4,800
Milestones Trust	4,672	4,672
Avon and Somerset Constabulary		15,325
Bristol City Council	5,000	3,000
Avon Fire & Rescue	8,500	8,500
Wesport		3,214
Second Step	21,420	
BrisDoc		3,000
Riverside	454	1,064
	109,090	132,135

8) **Employee information**

	2024	2023
Number of employees receiving emoluments of less than £60,000.	29	29
The average weekly number of employees during the year were calculated on the basis of average monthly head count.		
Salaries and wages	617,454	632,733
Social security costs	55,728	60,832
	673,182	693,565
Pension contribution	22,469	23,594
	695,651	717,159

9) **Trustees information**

	2024	2023
	£	£
Trustees remuneration and expenses	1,152	881
The trustees received no remuneration, except for travel and subsistence to meetings.		
Related party transaction:		There were none this year.

10) **Analysis of net assets between funds**

	GENERAL	DESIGNATED	RESTRICTED	
	Funds	Funds	Funds	Total
	£	£	£	£
Tangible fixed assets	-	396,115	-	396,115
Current assets	273,226	480,470	65,323	819,019
Current liabilities	(51,607)	-	-	(51,607)
Net assets at 31 March 2024	221,619	876,585	65,323	1,163,527

11) **Reconciliation of net income/[expenditure] to net cash flows from operating activities**

	2024	2023
	£	£
Net income/[expenditure for the year [as per SoFA].	(135,768)	(162,608)
Adjustment for:		
Depreciation charges	9,039	10,684
[Surplus] on disposal of fixed assets	-	-
[Increase]/decrease in debtors	23,878	(20,417)
Increase/[decrease] in creditors	14,811	1,516
Interest	(18,265)	(4,299)
Net cash provided by [used in] operating activities	(106,305)	(175,124)

12) **Training and other income**

	2024	2023
	£	£
Training income	59,350	47,156
VAT reclaimed through Flat Rate	2,248	2,248
Other income	-	-
	61,598	49,404

13) **Analysis of prior year funds (required by FRS 102)**

Statement of financial activities for the year ended 31 March 2023

	UNRESTRICTED FUNDS	RESTRICTED FUNDS	TOTAL FUNDS	
	2023	2023	2023	2022
	£	£	£	£
Income from:				
Donations	127,819	-	127,819	184,962
Investment income	4,299	-	4,299	607
Charitable activities				
Training and other income	49,404	-	49,404	52,390
Grants and contracts	132,135	387,777	519,912	721,718
Total	313,657	387,777	701,434	959,677
Expenditure on:				
Charitable activities	467,899	396,144	864,043	813,905
Total	467,899	396,144	864,043	813,905
			]	
Net income/(expenditure)	(154,242)	(8,367)	(162,609)	145,772
Total funds brought forward	1,425,199	36,705	1,461,903	1,316,131
Total funds carried forward	1,270,957	28,338	1,299,295	1,461,903

Prior year movement in funds

	BALANCE AT 1.4.2022	INCOME	EXPENDITURE	TRANSFERS	BALANCE AT 31.3.2023
	£	£	£	£	£
Restricted funds					
B&NES CYPS	-	15,430	(15,430)	-	-
BCC Hate Crime & Discrimination	-	181,903	(181,903)	-	-
National Lottery Fund	7,706	162,741	(133,742)	-	36,705
South Gloucestershire Council	-	22,500	(22,500)	-	-
	7,706	382,574	(353,575)	-	36,705
Unrestricted funds					
Designated funds					
Funds relating to:					
Fixed Assets					
Building	389,500	-	-	(4,100)	385,400
Equipment & Vehicle	26,338	-	-	(6,585)	19,754
Total Fixed Assets	415,838	-	-	(10,685)	405,154
Other designated funds					
Staff Contingency	79,637	-	-	-	79,637
Deficit Funding	422,271	-	-	46,367	468,638
Business Plan	70,000	-	-	-	70,000
Annual Maintenance	20,000	-	-	-	20,000
Building Accessibility	100,000	-	-	-50,000	50,000
Total Designated Funds	1,107,746	-	-	-14,318	1,093,429
General funds	317,453	313,657	(467,899)	14,318	177,528
Total unrestricted funds	1,425,199	313,657	(467,899)	-	1,270,957
Total funds	1,461,903	701,434	(864,043)	-	1,299,295

STAND AGAINST RACISM & INEQUALITY

England & Wales - Charity number 1047699

Accounts

STAND AGAINST
RACISM & INEQUALITY

STAND AGAINST RACISM & INEQUALITY
(A company limited by guarantee)

Trustees report and financial statements
for the year ended 31st March 2023

Charity number: 1047699

Company number: 3060925

Report of the Board of Trustees

The Board of Trustees presents its report and examined financial statements for the year ended 31 March 2022.

SARI became a company limited by guarantee on 24th May 1995 and a registered charity on 3rd July 1996.

Reference and Administrative Information

Charity Name:	Stand Against Racism & Inequality
Registered Office and Operational address:	15 Portland Square St Paul's Bristol BS2 8SJ
Charity registration number:	1047699
Company registration number:	3060925

Board of Trustees
Irvin Campbell – Chair
Christina Fernandes – Treasurer
Esther Deans MBE
Buba Touray
Hasina Khan
Martin Walker – Chair from 1/4/23 as decided at board meeting on 6/1/23
Vicki Morris

Company Secretary
Agnes Yeomans

Senior Leadership Team
Alex Raikes MBE DL – Director (Strategic)
Agnes Yeomans – Director (Finance & HR)

Bankers
The National Westminster Bank, Fishponds Branch, Bristol BS16 3TX

Business and Employment Consultants
Peninsula Business Services Limited, Riverside, New Bailey Street Manchester M3 5PB

Independent Examiner
Dick Maule FCA, The Cross House, South Woodchester, GL5 5EL

Status
SARI is a registered Charity and a Company Ltd by guarantee which is governed by its Articles of Association and the Companies Act 2006.

The objects of the charity

The charity's objects are specifically restricted to the following:

(1) to work towards the elimination of racism and inequalities for people with protected characteristics as defined in law

(2) to promote equality of opportunity for those with protected characteristics and to foster good relations between those with protected characteristics and the general population

(3) to advance the education of the public in the causes and effects of racism and inequalities between those with protected characteristics, and,

(4) to promote for the public benefit the relief and treatment of any physical, mental or emotional distress suffered by any person as a result of that person or a member of her or his family having suffered inequalities on the grounds of one or more protected characteristic.

How our activities deliver public benefit

Our charitable activities focus on support for victims of racism and other types of hate crime or incidents (e.g., biphobic, disabilist, faith-based, homophobic, misogynistic, and transphobic) and therefore help people overcome very traumatic events.

We also work with local agencies and communities to prevent hate incidents, to promote equality of opportunity and community cohesion and to minimise the impact of racist and other hate attacks.

In addition, we deliver training and education programmes designed to challenge negative perceptions about equalities communities and to promote equality, diversity and cultural awareness for adults and children and young people. Our training reaches key service providers such as the police, housing, schools, and social care providers. These agencies can make a real difference to people's lives if they understand equality and diversity.

Governance

SARI is a service user led/ community-oriented agency that provides support and advice to victims of hate and promotes equality and good relations between people with protected characteristics as defined by law.

It is overseen by a Board of Trustees most of whom are from the communities we serve and have direct or personal experience of hate crime.

Board of Trustees

Method of Appointment of Trustees

As set out in the Articles of Association the Board of Trustees (who are Directors for the purpose of company law) consists of no less than 3 members.

At the EGM held on 9 December 2022, Members agreed the following amendments:

Appointment of trustees and terms of office

33. (1) Trustees may be appointed by ordinary resolution of the members or by decision of the trustees.

(2) So far as possible, at all times at least 60% of the board should be individuals who either (a) have lived experience of racism or inequality in relation to protected characteristics as defined in law or (b) have used the services of the Charity in relation to such matters and whose cases are now closed. The board shall take this into account in seeking and considering potential candidates as trustees and exercising their powers under these articles to make appointments. The members shall do so when exercising their powers to propose and appoint trustees.

The board has power to refuse any candidacy, including any proposal of a candidate by a member, if that individual's appointment as a trustee would prevent the Charity meeting this requirement. Where composition of the board changes so the required percentage is not met, the board shall use its best endeavours to make additional trustee appointments to achieve that percentage as soon as practicable.

(3) All candidates for trusteeship must commit to supporting the charity's Objects and provide such information as the trustees decide to verify their identity, probity and eligibility to be a charity trustee of the charity. If any candidate refuses to commit to supporting the Objects or refuses to provide such verification, or if the trustees obtain evidence that they are ineligible under the articles or for any legal reason to become a charity trustee, their candidacy cannot proceed and they may not be appointed.

(4) Records must be kept of all trustee appointments and cessations of office in the charity's Register of Trustees and of their residential addresses in the Register of Directors' Residential Addresses, as required by the Companies Acts.

(5) Records of all trustee appointments must be kept with the record of the relevant members' or trustees' decisions, if taken at a meeting the records must be included in the meeting minutes.

(6) Notification of all trustee appointments and cessations of office must be given to Companies House and the Charity Commission.

34. No person may be appointed a trustee by ordinary resolution of the members unless:

(1) he or she is recommended for appointment by the trustees; or

(2) not less than thirty-five clear days before the date of the meeting, the charity is given a written notice that:

(a) is signed by a member entitled to vote at the meeting;

(b) states the member's intention to propose the appointment of a person as a trustee; and

(c) is signed by the person who is to be proposed to show their willingness to be appointed.

35. (1) The term of office of a trustee is three years from the date of appointment, whether the trustee was appointed by the members or the trustees.

(2) Re-appointment to not more than two further consecutive terms is permitted (a maximum service period of nine years).

(3) At the end of three consecutive terms of office a trustee ceases to hold office. That individual may never be re-appointed to the board.

(4) Trustees in office at the date of adoption of this article who have already served nine years on the board will remain trustees only until 31 March 2023 and will then automatically cease to hold office. For clarity, the provisions of (3) above apply to them and they may never be re-appointed to the board.

36. The appointment of a trustee, whether by the charity in a general meeting or by the other trustees, must not cause the number of trustees to exceed any number fixed as the maximum number of trustees.

Trustee Induction and Training

All Trustees are given a copy of CC3 'The Essential Trustee' guide from the Charity Commission and SARI's Articles of Association. From time to time, they have training to update them on the roles, responsibilities and legal requirements of being a trustee. Most Trustees are already familiar with the purpose of the charity having been users of the service. Additionally, new Trustees are invited and encouraged to attend SARI away days, and training sessions which are held for the staff team that are relevant to the Trustees' developmental needs. We review local training provided to support Trustees and invite our Trustees to attend.

Structure and decision making

SARI is managed by an elected Board of Trustees. The post of Company Secretary, which is appointed by the Board, is held by the Director (Finance & HR). The Board makes decisions about policy ratification; agrees the business plan and strategic direction of the organisation; agrees the budget and monitors income and expenditure.

They also review SARI's delivery against its aims and objectives and funding targets, ensuring we are on track and support the organisation with recruitment, promotion and retention of staff. In addition, Board members take part in sub-groups relating to policy and procedural development as and when required.

Risk Management

The Board of Trustees has conducted a review of the Risk Register and the systems which have been established to mitigate them. We have also developed a Business Continuity Plan which outlines what we must do in the event of an emergency. Internal risks are minimised by the implementation of procedures for authorisation of all transactions and projects. We work in accordance with our contractual obligations to all funders. Working to these requirements ensures consistent quality of delivery for all operational aspects of the charitable company. SARI's policies and procedures are periodically reviewed to ensure that they still meet the needs of the charity.

Trustees' responsibilities

The Trustees (who are directors of Stand Against Racism & Inequality for the purposes of company law) are accountable for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires Trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2015 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;

- prepare the financial statements on an ongoing concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Insofar as the Trustees are aware:

- there is no relevant information of which the charitable company's independent examiner is unaware; and
- the Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant information and to establish that the independent examiner is aware of that information.

Organisational Management and Delivery
Employees
Number of Staff
SARI employed a total of 29 staff (FTE) during 2022– 2023.

Senior Leadership Team
This comprises the Co-Directors (Strategic and Finance & HR) who are accountable to the Board for the day-to-day leadership and efficient management of the organisation.

Delivery

SARI's delivery has two components:

Operational (external delivery)
This is overseen by the Director (Strategic). Below the Director, we have an Assistant Director and 2 Team Leaders who oversee a team of Project Workers – one oversees Bristol and South Gloucestershire and the other Bath & North East Somerset (B&NES), North Somerset, and Somerset. Each Team Leader also has other areas of focus e.g., one looks after LGBTQ+ related issues; Refugees and Asylum-Seekers and the other looks after Training and Education and Health and Safety. The Director (Strategic); Assistant Director and Team Leaders each have specific delivery contracts that they are responsible for that vary in complexity. There are 2 Outreach Development Workers who are line managed by the Assistant Director and who are funded by National Lottery Community Fund to do preventative and educational work for the B&NES, North Somerset and Somerset areas. Together, this team is responsible for delivering SARI's hate crime services and preventative services to communities. It delivers casework; advocacy; education related work; offender reduction activities, training, empowerment, information sessions and strategic work. The team contributes to conflict resolution and cohesion related and other equality and diversity consultancy interventions. This is the largest business area of SARI as it is responsible for our key services to communities.

Business Support (internal delivery)
This sphere of SARI is overseen by both Directors. It includes all the back office needs of the organisation including Finance, HR, resources, building, facilities, maintenance, ICT, reception and administration

(overseen by the Director of Finance & HR) and fundraising, monitoring, evaluation, data management, the case management system, quality control, communications and training administration (overseen by the Director Strategic). Other than the Directors, this team comprises a Finance & HR Officer, a Business Development Coordinator, 1 Business Support Officer, 1 Communications & Fundraising Officer and Reception/ Administration staff. Day to day decision making and supervision is conducted by the Directors and the Business Development Coordinator depending on the level of the issue.

Progress Report

Major Achievements

From April to December a big effort was made in amending our Articles with the twin objectives of responding to current best practice and incorporating particular changes our Board had agreed would be beneficial. The amendments can be found above from page 3 onwards. We were fully guided and supported by Cecille Gillard, Legal Manager of Burton Sweet's Charities and Civil Society Department in this work. The culmination was an Extraordinary General Meetings at which the draft Articles were approved. Following this, new Trustees were recruited which, after departures in line with the length of service rules in the new Articles, resulted in a Board of 10 trustees who bring a range of skills and understanding – all relevant to the nature of SARI's business – we now have diversity of faith, ethnicity, age, gender, sexual orientation, and several members with 'lived experience' of disability. Most have 'lived experience' of hate and inequality which makes them great contributors to the governance of SARI.

We did our first in person AGM since Covid – back at our usual venue of the Unitarian Meeting Hall in Brunswick Square, Bristol – albeit at a smaller scale than usual as we ran it after our EGM as outlined above. It was great to hear from some of the clients who we supported over the last year – in person – and watch the impact they had on our visitors.

We started our application for Trusted Charity Level 2 external accreditation and by the end of this year were well on the way to completion. We plan to submit the final application by Autumn 2023.

One of the items in the Away Action Plan, drawn up following our Staff Away Day in February 2022, was for more flexible working. Two key inputs in the development of a scheme were a staff survey with the objective of ascertaining what were seen as important components and a half day workshop at which a draft policy and scheme were discussed. The Management Team then explored how the organisation could balance the wishes of the staff team with the needs of the organisation to achieve a viable flexitime scheme. This included researching flexitime policies—and their implementation—at comparable local organisations; bringing in new technologies to facilitate flexitime (including a remote clocking in and out system to enable staff members to track their hours); and adapting existing technologies to reflect changes to working patterns, like Outlook diaries, and Microsoft 'Shifts' rota systems. Work was also undertaken to ensure existing safety systems were maintained, i.e., lone working policies and procedures; first aid and fire safety policies could still be adhered to even with reduced staff available in the office. The flexitime scheme has been approved by the Board of Trustees and will come into effect on 1st April 2023.

We continued to work with specialist consultants, Springboard, to build our bespoke Case Management System so we can move to completely electronic file management for our service users. This should be ready to 'Go Live' by quarter 3 or 4 of 2023-2024. It was delayed by the impact of Covid but we are glad to be moving forward again now Springboard (a small business) are back to full capacity.

In late 2022 The Board accepted a report from the Director (HR and Finance) recommending a 6% uplift in salaries, backdated to April, as a response to cost-of-living pressures.

The three contracts we were negotiating at the end of 2021-22 – with Wesport, Talking Money and Changing Futures – were all successfully agreed and during this year we set about delivering the new work required for each. Wesport is our regional sports infrastructure agency – see more about them here: https://www.wesport.org.uk/ and working with them means we are delivering a contract for the first time that is about tackling hate and promoting equality, diversity and Inclusion in sport in our region. This is much needed as can be seen by the many stories covered in the press recently about racism, disablism, homophobia and transphobia in all arenas of sports and the immense damage such abuses have on individuals and the wider community.

Talking Money - https://www.talkingmoney.org.uk/ is the first money/ debt advice charity we have worked with. They want our support to skill up their staff at all levels and their board so they can better meet the needs of the diverse communities they serve and increase their reach to more diverse communities. They also want to be more representative of the communities they are part of. We are pleased that one of our staff joined their Board to help with this as part of their own professional development and we are also advising them on recruitment.

Changing Futures is a government funded programme, dedicated to improving local services for adults and young people who face multiple disadvantage. They work as a city-wide multi-agency partnership bringing together organisations from the health, social care, voluntary and community, criminal justice, local government, employment and housing sectors who together, are testing new ways of working in partnership and recording and sharing the learning generated. https://www.changingfuturesbristol.co.uk/#:~:text=Our%20aim%20is%20to%20create,supporting%20people%20facing%20multiple%20disadvantage – SARI is pleased to have been chosen to be their ED&I external consultant partner – providing specialist input at Board level and to various other activities where we can enhance their skills and understanding of ED&I and hate related issues.

During this year, we were also very pleased that South Gloucestershire Council accepted our application for funding which would enable us to achieve Full Cost Recovery (FCR). In fact, the amount awarded enabled us not only to achieve FCR for our casework service but also to step up our hate crime awareness activities. In effect the additional funding has meant we can offer a full-time service to that authority area – which was much needed and meant we no longer had to use our reserves to top up the needs for that area.

In June we received the external evaluator's report on the SARI led delivery of the Inclusive Policing With Confidence programme for Avon and Somerset Constabulary. The evaluator's conclusion (page 43 in the report) was positive, stating that the partners had "delivered an impactful programme that, if the required support structures and continued opportunities are offered to attendees, has offered to Operational Officers and Staff learning environments that have enabled attendee's engagement in learning and increased knowledge, understanding, confidence empathy to policing diverse communities with confidence." This programme was innovative and unique. It brought 'lived experience' together with specialist training and education provision to provide a holistic learning offer to a range of frontline policing roles. Avon & Somerset Constabulary have been commended for commissioning such a pioneering venture and they are now working with us to look at the next iteration of this model – one

that is more sustainable and long term as the part 1 was delivered to 3000+ staff and would not be tenable given all the competing training requirements for policing staff.

We were pleased that Bath and North East Somerset Council offered us a 1-year rollover into 2023-2024 of the Cultural Diversity and Equalities Support Service for which we had won a 3-year contract, via a commissioning, for April 2020 -March 2023.

Other successes this year include:

- Continuing to achieve great outcomes against the objectives and targets agreed for our 2 largest funders - National Lottery Community Funding contract (2021 – 2026) and our Bristol City Council, Bristol Impact Funded collaborative hate crime services. SARI leads this with 5 specialist partners – Brandon Trust, Bristol Law Centre, Bristol Mind, Off The Record Bristol Freedom Project and Resolve West. This service is called Bristol Hate Crime and Discrimination Services (BHCDS) - https://www.bhcds.org.uk/. This enables SARI to deliver Hate Crime Services to our highest demand area – Bristol. Services include a free, confidential referrals, signposting and casework service, empowerment sessions and a network to share information with local partner agencies.
- A whole raft of positive interventions for Avon Fire and Rescue Service as part of our 3-year Race Equality, Diversity, Inclusion & Cultural Competency Service Level Agreement.
- Continued and further embedded partnership working and renewed contracts with AWP (Bristol Mental Health), Bristol City Council's Gypsy Rroma Traveller Service, Bristol Drugs Project, Milestones Trust, 4 Housing Associations (Alliance Homes, Brighter Places, Bromford and LiveWest), Riverside's Jamaica Street Homeless Hostel and South Gloucestershire Children's Services consultancy services on race equality and Hate Crime.
- A couple more new contracts were negotiated with Clifton College (one of the most prestigious independent schools) and North Somerset Council's Education department to set up a comparable service to the ones we run in B&NES and South Gloucestershire;
- We completed our Dr Martens Foundation 1-year funded project to support our service mainly in Bristol with some great outcomes for some of our most complex cases that wouldn't have been funded without their contribution.
- We continued to improve and build up on our redesigned website and donations platform making it more attractive and accessible. In the coming financial year, we plan on moving to a Customer Relationship Manager (CRM), Beacon, which will enable us to more effectively steward our donors—keeping them up to date on our activities and the difference that their donation has made.
- We notched up our communications via stronger branding for our social media posts and the introduction of new blogs focusing on different calendar events and written by staff who wanted to share some of their special interests and understanding of different equalities issues.
- We have continued to produce our quarterly Operational Plan review for our Board to ensure we are fulfilling our 2021-2026 Business Plan and these reports clearly demonstrate continuous progress for all our priority objectives despite the challenges of the current climate.

Casework

We responded to 850 referrals from which we opened 387 new cases in 2022–2023 and supported a total of 967 people compared with 850 referrals, 385 cases and 999 people supported in 2021-2022 – so very similar numbers to last year. Of the 2022–2023 referrals 498 were from Bristol; 80 from South Gloucestershire, 46 from B&NES, 42 from North Somerset, 125 from Somerset and 59 were from outside of the SARI catchment area (and we always provide the best signposting we can to all who come

to us). We responded to 392 incidents during the year. Read case studies and more by reading our Impact Reports here: https://sarichарity.org.uk/resources/annual-reports/

The majority of referrals came directly from the community (51% compared to 43% last year) followed by the police or Lighthouse Safeguarding Unit – the police witness support unit (31% compared to 36% last year) then housing providers (10% compared to 14% last year) and a wealth of other agencies too such as Education related agencies, Social Services, Victim Support and VCS groups.

This year, the highest percentage of hate crime referrals to us were Race Hate (71%) followed by Disability Hate (16.6% of which 1.7% were Mate Crime); Sexual Orientation-related Hate (6%); Religious Hate (2.5%); Sex (2%); Transphobic (1.6%); Age-based (0.2%) and Maternity (0.1%). Compared to last year we saw a reduction in Race Hate and Sexual Orientation related Hate and a rise in Disability, Religious, Sex, Age and Maternity related cases.

With regards to ethnicity; African, Caribbean, Dual Heritage Caribbean and White British and Dual Heritage, Any Other Mixed Background and Eastern European communities were the most targeted (this is the same as last year except for Dual Heritage Any Other Mixed Background. But Indian, Bangladeshi, and Middle Eastern clients are increasing. For the second year running, Christian was our highest proportion of clients by faith – 326 victims (34% of our client) but Muslims were still the most targeted faith group with 258 (27%) individuals attacked as this is so disproportionately high compared to their percentage of our local population.

The most common forms of disability reported by our clients were mental and emotional distress (115 instances) and long-term illness (85 instances) but the number of people who are neuro-diverse is on the rise from 17 instances last year to 32 this year; as well as Physical Impairment (37 to 48 instances) and Learning Difficulty (18 to 23 instances).

Most incidents took place around people's homes (247 down from 378 last year) followed by in/ around school or college (43 up from 35 last year) and then out on a local street or in the workplace (both 18 cases). We also had 13 cases that happened in a park compared to just 3 last year. The most common type of incidents were verbal abuse, threats and intimidation followed by lower-level assaults but car vandalism was high with 22 such incidents and there were 27 incidents of attacks on children.

We had 11 serious assaults which constituted GBH – up from 6 last year and also had 3 cases of arson.

This year saw the same number of referrals as last year, but we opened 2 more cases – so very similar casework demand. We saw a huge rise of referrals from outside of our catchment area – from 20 last year to 59 this year. SARI is getting more noticed as a charity since the impact of George Floyd and the rise in prominence of the Black Lives Matter Movement but also there are very few services that specialise in dealing with hate crime in the UK. We have also worked hard to improve our website, social media and online presence which does mean that more people are likely to come across us when they are looking for support whilst they have very few other services to call upon. We do always signpost people to services near them when we can.

Education:
Education is key to preventing and reducing the extent and severity of hate crime. It is for this reason that a major priority in SARI's strategy is to make a difference by reaching out to schools, colleges, and young people.

SARI provides a range of interventions for schools which includes one-to-one sessions for individual victim or perpetrator pupils, classroom sessions, workshops for pupils, specialist assemblies and staff and governor training that aim to challenge prejudices and improve anti-racist and anti-oppressive practice. We continued to support the needs of schools and pupils in all four local authority areas throughout the year although we are only funded via contracts by B&NES and South Gloucestershire Council. We are really pleased that South Gloucestershire came on board and funded SARI this year – mirroring the best practice provision by B&NES. We are now in discussion with North Somerset Council to fund SARI to deliver similar interventions to those we offer in B&NES and South Gloucestershire.

Of the new cases opened 57 concerned children and young people and related to education issues. 6 were in B&NES, 35 in Bristol, 8 in Somerset and 6 in South Gloucestershire. 24 were in Primary school settings, 30 in Secondary Schools, 2 in a Special Needs School and 1 in a FE college. You can read more about our education work in our Annual Reports here: https://saricharity.org.uk/resources/annual-reports/

Working with offenders

We continue to get referrals to work with children and young people who have perpetrated racist or other hate motivated abuse to change their behaviour and increase their understanding and respect for different cultures. We also work with young people from Black and Minority Ethnic or other equalities communities who have offended and who have identity or self-esteem issues that we can support them with via mentoring. As well as getting such referrals directly from schools, we have a few contracts that focus on offender reduction for young people. We work with South Gloucestershire Youth Offending Team (YOT) who refer young people to our service and who contracted SARI again this year to do one-to-ones and specialist training and consultancy for YOT staff. We are also commissioned by B&NES Children's Services and Education and South Gloucestershire Education Department to do one to one work with young perpetrators where needed. Our Bristol Hate Crime & Discrimination Services collaboration offers offender reduction sessions with adults and children and young people who have perpetrated lower level hate crimes or incidents. Some of our contracts with homelessness and social care/ supported living services also include getting our support with perpetrators of hate crime who have additional vulnerabilities or needs.

Restorative Justice

Our Bristol City Council funded Hate Crime and Discrimination Services includes Resolve West (formerly known as Bristol Mediation) as a delivery partner. They offer expertise in delivering restorative and mediation case work. Resolve West are also funded by the Office of the Police Crime and Commissioner (OPCC) to deliver Restorative Justice across Avon & Somerset. SARI staff are regularly trained and upskilled by Resolve West staff so they can sign post and encourage our clients to take part in restorative justice or mediation when this will help them achieve the right outcome. We refer as many cases as we can for restorative justice and mediation to this service and welcome Resolve West's specialist caseworkers to our casework team meetings on a regular basis so we can ensure we are as restorative as possible in our practice. SARI caseworkers will also attend restorative justice and mediation sessions providing specialist hate crime casework expertise and understanding to the interventions and supporting our clients to give them the confidence to take part in what can be a very daunting and difficult process if they must meet with their abusers. We are exploring a new innovative approach with Resolve West whereby SARI staff (who have lots of 'lived experience') are trained to be 'proxy' victims. This means we would act as a 'victim' so the perpetrator can better explore the impact of their negative and prejudicial behaviours.

Training
Our training service has continued to flourish, and we have seen increasing demand from agencies who have previously come to us as well as lots of new interest. In total we delivered 172 training sessions this year. Many were still online but more and more of our training customers have resumed face to face training recognising that this has the greatest impact. New training contracts this year included Wesport (our local Sport infrastructure and development organisation), Talking Money and Clifton College.

Our Cultural Awareness tours have continued as 'live' tours online. The virtual tours continue to work very well though many agencies are starting to ask if we can bring back the face-to-face tours as they include physical visits to places of Worship and lovely food! We will be exploring face-to-face in the coming year but as costs for hiring coaches and catering have rocketed it will depend on whether our customers are willing to foot such a hike in our prices. This year, we delivered 9 tours and 102 delegates completed our online evaluation form for this course.

We continue to provide training to Avon & Somerset Constabulary for new police students (4 sessions) and graduates (5 sessions) on the topic of hate crime and meeting the needs of diverse communities as well as our lecture on learning from the racially motivated murder of Bijan Ebrahimi (7 sessions).

Important events during the year affecting the work of the charity
2022–2023 has been another year where events in the external environment in which we operate have impacted on the work that comes our way.

Although we are now post the Covid 19 pandemic – the way we work has changed for the long term with flexible and hybrid working becoming standard practice. However, like many other agencies, we have been working hard to make sure staff, volunteers and trustees do come together and get the benefits of being in person such as team building, troubleshooting and emotional support. We have also been making sure that our new ways of working do not disadvantage our clients and are back to offering face to face support including home visits and inter-agency meetings as again this often leads to more positive outcomes.

The impact of the murder of George Floyd and the increased impetus on tackling racism that came from the Black Lives Matter campaign still reverberate through the organisation and in the demands on our service, but we can see that public interest and commitment to our cause has waned again. We are working hard to encourage partner agencies and the communities we serve to recognize that tackling hate crime should always be a top priority and not a tick box or publicity stunt on the back of atrocities and media campaigns. For us the levels of hate and the harm it causes do not subside. Though those at the brunt of xenophobia and hateful abuse will change to some extent due to political, social, and economic factors.

The war in Ukraine continues as do so many other geopolitical challenges that force people to flee for safety or the chance of a better life. We continue to see a steady influx of refugees that all too often gets toxic press and rhetoric. This plays out for us with an increase in hate towards Kurdish, Middle Eastern and African asylum-seekers, refugees, and, indeed, long-standing British citizens due to the back lash to political and media discourse. It is shocking to hear and read the lack of empathy to those arriving on our shores via such dangerous routes and to those who don't make it and whose bodies wash up instead.

We continue to respond to an increasing number of people being victimised due to their gender identity. The gender identity 'culture war' creates an easy target and allows transphobia an open space to flourish. Unfortunately, as a result, we've seen attacks on trans people in social media as well as physical and verbal attacks in every-day life on the rise. We're doing all we can to ease fears in the trans community around reporting incidents, making sure that people feel confident in accessing help when they need it. This year we published our Guidance for Best Practice Working with Trans and Non-Binary People produced with and for trans and non-binary people and medical, health and social care practitioners who want to improve their services to these communities – you can download it here: https://saricharity.org.uk/resources/downloads-guides-toolkits/. It has been welcomed by many local agencies and is gradually being disseminated across the South West region.

As ever, there was a very large number of news items illustrating the climate in which SARI operates. Here are a few examples:

April 2022 – The Anti-Semitism Worldwide Report was published by Tel Aviv University's Centre for the Study of Contemporary European Jewry. It stated "there was a significant increase in various types of anti-Semitic incidents in most countries with a large Jewish population. In the UK the number of physical attacks against Jewish people increased in 2021 by 78% compared with 2020.

May 2022 – Jennifer, a trans woman, told RBC Radio Ulster listeners that after 6 years of attacks she was thinking of trying to relocate. Windows had been broken, objects had been thrown at her house and there had been threats to kill her dog.

June 2022 – A Crown Office, Scotland report stated that hate crimes against transgender people in 2021-22 showed an 87% increase compared with the previous year, cases rising to 84 from 45.

July 2022 – Staffordshire Constabulary appointed a football hate crime officer to monitor crimes at grounds around the county and online. A 2021 survey found that 44% of Premier League Players received abuse online.

August 2022 – In St Louis, Missouri a man pleaded guilty to making phone calls threatening to blow up a particular synagogue. He suggested that he might do this when there was a congregation. In another call he said he just felt like killing Jews.

September 2022 – In an open letter to police chiefs in England and Wales Home Secretary Suella Braverman directed them to focus on "common-sense" policing over diversity and inclusion initiatives and "symbolic gestures".

October 2022 – The Leonard Cheshire and United Response Charity submitted Freedom of Information requests regarding disability hate crime to the 43 police forces in England and Wales and received responses from 36 of them. Of more than 11,000 reports received just 15 resulted in charges. The National Police Chiefs' Council said it wanted to understand the reasons for the low number.

October 2022 – Sumaya Bihi, a Leicestershire police hate officer, received a torrent of abuse after introducing herself on Twitter. The abuse included racist, Islamophobic and misogynistic language plus comments about her appearance. https://www.bbc.co.uk/news/uk-england-leicestershire-63232931
October 2022 – the Crime Survey of England and Wales (CSEW) Hate crime figures recorded by police in England and Wales showed that reports had tripled in the last decade.

November 2022 – Avon and Somerset Police accepted that the leaving of a pig's head outside a Bristol block of flats in which a fire was thought to have been deliberately started several weeks earlier was an Islamophobic hate crime.

December 2022 – The Police Service Northern Ireland reported that disability hate crime was at its highest level in that country since recording began in 2005.

January 2023 – A report by The Community Security Trust was published. It showed that antisemitism complaints at London universities in academic year 2021-22 had doubled compared with the previous 2-year period.

January 2023 – The French Prime Minister launched a new action plan to fight racism and anti-Semitism.

February 2023 – 16-year-old Brianna Ghey, a 16-year-old transgender person was murdered in a Cheshire Park by two 15-year-olds perpetrators.

February 2023 – Payton Gendron was a white supremacist teenager who embarked on a gun attack in a Buffalo, New York State supermarket in May 2022. He was sentenced to life imprisonment for the murder of 10 Black people.

March 2023 – Baroness Casey published the Final Report following her review of the standards of behaviour and internal culture of the Metropolitan Police. The report states "We have found institutional racism, misogyny and homophobia." It is ironic that this come twenty-four years after the Macpherson Report concluded that racism had been a key factor in the way in which the Metropolitan Police had conducted its investigation into the murder of Stephen Lawrence.

Volunteers, donations-in-kind, other intangible income nor evaluated or explained in the accounts
During this financial year we hosted 1 volunteer, in addition to members of our Board of Trustees who are all voluntary. SARI considers volunteering to be a two-way process. We hope to be able to offer constructive work experience for volunteers and to gain support for areas where we are often under-resourced. It is in our business plan to recruit more volunteers now that we are through the Pandemic as we do need more capacity, and this is one way can achieve it in a climate where fundraising is a never-ending challenge.

SARI has received no other intangible income not evaluated or explained in the accounts.

Policies and Procedures
Policies and Procedures reviewed since the last report:

- Flexitime policy
- Sickness policy
- Governance policies
- Child Protection Policy
- Child Protection Incident Reporting Form
- Education Work Code of Conduct (Safeguarding)
- Child Protection Designated Persons
- Safeguarding and Protection of Adults at Risk

Financial Review
Our donations income remains strong, and we would like to express our thanks to everyone who supports our work. Your contribution allows SARI to make more autonomous financial decisions. One example of this autonomy meant that we were able to recruit a specialist LGBTQ+ Project Worker and a dedicated Training and Education Practitioner, both of whom address areas that required extra capacity in SARI. Given the prevalence of attacks on the LGBTQ+ community and increased demand for SARI's training services, these two roles are integral to SARI's strategy.

We thank all our funders (all of whom are listed in the Annual Report) for their continued support.

We are now past the halfway point of our major funding cycle and will look to discover more opportunities that will allow SARI to support victims of Hate Crime while being a force to foster cohesion in our communities.

Reserves Policy
The Trustees have established a policy whereby the unrestricted funds not committed to or invested in tangible fixed assets ('the free reserves') held by the Charity should be used to build the resilience and sustainability of SARI.

We want to make the best use of our Reserves ensuring that we are maximising our ability to achieve our charitable aims and objectives and investing in futureproofing the infrastructure required to deliver the work that we do for local communities.

The Trustees will closely monitor the application of our Reserves Policy during the financial year.

Trustees are well aware of the ever-increasing demand being made on Funders and the advent of large public spending cuts still to be made and that redundancy cannot be completely ruled out. Nevertheless, we are planning ahead to be able to continue to deliver the key services that we are providing.

Investment Powers
Under the Articles of Association, the Charity has the power to make any investment which Trustees see fit.

Plans for the Future
Our plans for 2021-26 are described in detail in our Business Plan 2021-26 and monitored for progress via our Operations Plan which is renewed yearly, and which is reported on quarterly to the Board. Below are a few of our plans for the coming year:

- Assess the skills of our newly formed Board of Trustees and fulfil any skills shortages via training or additional members.
- Fulfilling our Fundraising and donations strategies which will build on and increase our donor base and make sure we retain the support of current donors by demonstrating the importance and benefits of their investment in our charitable cause.
- Succession planning for our co-Directors who have both been in SARI for 32+ years to ensure sustainability for the future of SARI.
- Finalising and going live with our Case Management System for SARI and the partner agencies who work with us to deliver hate crime casework services.
- Achieving Trusted Charity Level 2 now that we have met and exceeded Level 1.
- Continuing to improve employee satisfaction and wellbeing by responding to staff consultation from our regular survey and recent Away Days. This will include looking at how we can be more flexible whilst retaining the best outcomes for our service users and becoming more trauma

informed to tackle the impact of vicarious trauma often triggered by our staff having their own 'lived experience' of hate and inequality.
- Offer a Discrimination Casework service that complements Bristol Law Centre and plugs the gaps SARI is struggling to deal with.
- Fundraise for strategic and community engagement work in Bristol and South Gloucestershire to mirror our National Lottery funded service in our other areas.

Independent Examiner
Dick Maule FCA was re-appointed as the company's Independent Examiner at the AGM held on 9 December 2022.

This report has been prepared in accordance with the Statement of Recommended Practice on Accounting and Reporting by Charities and taking advantage of the small companies of section 415A of the Companies Act 2006 relating to small entities.

Approved by The Board of Trustees on 18 September 2023 and signed on its behalf by:

Martin Walker
Chair

STAND AGAINST RACISM & INEQUALITY

England & Wales - Charity number 1047699

Accounts

STAND AGAINST
RACISM & INEQUALITY

STAND AGAINST RACISM & INEQUALITY
(A company limited by guarantee)

Trustees report and financial statements
for the year ended 31st March 2022

Charity number: 1047699

Company number: 3060925

Report of the Board of Trustees

The Board of Trustees presents its report and examined financial statements for the year ended 31 March 2022.

SARI became a company limited by guarantee on 24th May 1995 and a registered charity on 3rd July 1996.

Reference and Administrative Information

Charity Name:	Stand Against Racism & Inequality
Registered Office and Operational address:	15 Portland Square St Paul's Bristol BS2 8SJ
Charity registration number:	1047699
Company registration number:	3060925
VAT Registration number:	229586665

Board of Trustees
Irvin Campbell – Chair
Christina Fernandes – Treasurer
Esther Deans MBE
Buba Touray
Hasina Khan
Martin Walker
Vicki Morris

Company Secretary
Agnes Yeomans

Senior Leadership Team
Alex Raikes MBE DL – Director (Strategic)
Agnes Yeomans – Director (Finance & HR)

Bankers
The National Westminster Bank, Fishponds Branch, Bristol BS16 3TX

Business and Employment Consultants
Peninsula Business Services Limited, Riverside, New Bailey Street Manchester M3 5PB

Independent Examiner
Dick Maule FCA, The Cross House, South Woodchester, GL5 5EL

Status
SARI is a registered Charity and a Company Ltd by guarantee which is governed by its Articles of Association and the Companies Act 2006.

The objects of the charity

The charity's objects are specifically restricted to the following:

(1) to work towards the elimination of racism and inequalities for people with protected characteristics as defined in law

(2) to promote equality of opportunity for those with protected characteristics and to foster good relations between those with protected characteristics and the general population

(3) to advance the education of the public in the causes and effects of racism and inequalities between those with protected characteristics, and,

(4) to promote for the public benefit the relief and treatment of any physical, mental or emotional distress suffered by any person as a result of that person or a member of her or his family having suffered inequalities on the grounds of one or more protected characteristic.

How our activities deliver public benefit

Our charitable activities focus on support for victims of racism and other types of hate crime or incidents (e.g. biphobic, disabilist, faith-based, homophobic, misogynistic and transphobic) and therefore help people overcome very traumatic events.

We also work with local agencies and communities to prevent hate incidents, to promote equality of opportunity and community cohesion and to minimise the impact of racist and other hate attacks.

In addition, we deliver training and education programmes designed to challenge negative perceptions about equalities communities and to promote equality, diversity and cultural awareness for adults and children and young people. Our training reaches key service providers such as the police, housing, schools and social care providers. These agencies can make a real difference to people's lives if they understand equality and diversity.

Governance

SARI is a service user led/ community-oriented agency that provides support and advice to victims of hate, and promotes equality and good relations between people with protected characteristics as defined by law.

It is overseen by a Board of Trustees most of whom are from the communities we serve and have direct or personal experience of hate crime.

Board of Trustees

Method of Appointment of Trustees

As set out in the Articles of Association the Board of Trustees (who are Directors for the purpose of company law) consists of no less than 3 members.

At every annual general meeting of the Company, one third of the Trustees must retire from office. The Trustees to retire are those who have been longest in office since their last election or re-election. A retiring member is eligible for re-election. Potential Trustees must be full members of the Charity for at least two years.

Trustee Induction and Training

All Trustees are given a copy of CC3 'The Essential Trustee' guide from the Charity Commission and SARI's Articles of Association. From time to time they have training to update them on the roles, responsibilities and legal requirements of being a trustee. Most Trustees are already familiar with the purpose of the charity having been users of the service. Additionally, new Trustees are invited and encouraged to attend SARI away days, and training sessions which are held for the staff team that are relevant to the Trustees' developmental needs. We review local training provided to support Trustees and invite our Trustees to attend.

Structure and decision making

SARI is managed by an elected Board of Trustees. The post of Company Secretary, which is appointed by the Board, is carried out by the Director (Finance & HR). The Board makes decisions about policy ratification; agrees the business plan and strategic direction of the organisation; agrees the budget and monitors income and expenditure. They also review SARI's delivery against its aims and objectives and funding targets, ensuring we are on track and

support the organisation with recruitment, promotion and retention of staff. Board members also take part in sub-groups relating to policy and procedural development as and when required.

Risk Management
The Board of Trustees has conducted a review of the major risks to which the charity is exposed and systems have been established to mitigate those risks. We have also developed a Business Continuity Plan which outlines what we must do in the event of an emergency. Internal risks are minimised by the implementation of procedures for authorisation of all transactions and projects. We work in accordance with our contractual obligations to all funders. Working to these requirements ensures consistent quality of delivery for all operational aspects of the charitable company. SARI's policies and procedures are periodically reviewed to ensure that they still meet the needs of the charity.

Trustees' responsibilities
The Trustees (who are directors of Stand Against Racism & Inequality for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires Trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2015 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on an ongoing concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Insofar as the Trustees are aware:

- there is no relevant information of which the charitable company's independent examiner is unaware; and
- the Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant information and to establish that the independent examiner is aware of that information.

Organisational Management and Delivery
Employees

Number of Staff
SARI employed a total of 29 staff (FTE) during 2021– 2022

Senior Leadership Team
This comprises the Co-Directors (Strategic and Finance & HR) who are responsible to the Board for the day to day leadership and efficient management of the organisation.

Delivery

SARI's delivery has two components:

Operational (external delivery)

This is overseen by the Director (Strategic). We restructured this year moving from 5 tiers to 4 tiers. Below the Director, we have an Assistant Director and 2 Team Leaders who oversee a team of Project Workers. There are also 2 Outreach Development Workers who are line managed by the Director (Strategic) who are funded by National Lottery Community Fund to do preventative and educational work for the B&NES, North Somerset and Somerset areas. Together, this team is responsible for delivering SARI's hate crime services and preventative services to communities. It delivers casework; advocacy; education related work; offender reduction activities, training, empowerment, information sessions and strategic work. The team contributes to conflict resolution and cohesion related and other equality and diversity consultancy interventions. This is the largest business area of SARI as it is responsible for our key services to communities.

Business Support (internal delivery)

This is overseen predominantly by the Director (Finance & HR). The Director (Strategic) oversees fundraising, monitoring and evaluation as these areas require extensive knowledge of operational delivery. This team comprises a Finance & HR Officer, a Business Development Coordinator, 2 Business Support Officers and Reception/ Administration staff. This team is responsible for Finance, HR, fundraising, monitoring and evaluation, communications, data management, training booking and administration, reception and office maintenance. Day to day decision making and supervision is conducted by the Directors and the Business Development Coordinator depending on the level of the issue.

Progress Report

Major Achievements

In May we began delivery of our latest (2021-26) National Lottery Community Funding contract which is worth just under £800,000. Although recruitment to 2 new posts - Outreach Development Workers - took longer than we had hoped the posts were filled from 1st October and the post holders made an early impact.

In August we received the news that our application to Bristol City Council for support from round 2 of the Bristol Impact Fund was successful. We were awarded £706,275 for 4 years from 1 October. As with round 1 of this fund, we made a collaborative application –along with 5 partners - in the name of Bristol Hate Crime and Discrimination Services (BHCDS). This enables SARI to deliver Hate Crime Services to our highest demand area – Bristol. Services include a free, confidential referrals, signposting and casework service, empowerment sessions and a network to share information with local partner agencies.

In March 2021, SARI led a successful 5 organisation consortium application in a tendering process held by Avon and Somerset Police for a pioneering equality, diversity and inclusion training project bringing 'lived experience' led interventions to police officers and civilian staff. This was a very competitive and a national process and therefore a major achievement for a small, local, community led voluntary organisation in partnership with other small voluntary organisations or social enterprises. All of the partners are set up by and for equalities communities. We signed the contract to deliver this contract in Autumn 2021. This enabled SARI to recruit a new Programme Manager, trainer, administrator and team of Lived Experience Facilitators and the other 4 partners all recruited new trainers and Lived Experience Facilitators. Evaluation so far has shown that the innovative interventions we have designed to assist the constabulary to achieve further against its inclusivity and diversity objectives have been very effective. The project is called Inclusive Policing with Confidence and we are advised that this is likely to lead to further commissioning to sustain this package.

In November we made an application, which was accepted, to the Dr Martens Foundation for 1-year funding (£15,000) to support our service mainly in Bristol. We were successful. In addition, we gained the approval to display

SARI publicity in Dr Martens shops in Bristol and Bath. This is the first time we have had a promotional opportunity of this kind.

Our redesigned website was unveiled in October which also aims to improve our donations platform making it more attractive and accessible.

We ran an Away Day in February which produced some excellent ideas for organisational improvement. In March, a start was made on an Away Day Action Plan to ensure that we have a clear way forward in implementing these ideas.

We recruited an Assistant Director who took up her post in January 2022.

Progress towards implementation of our Case Management System (CMS) was slower than we had hoped for. The software development company we are using had to recover from the effects on its business of Covid having gone into furlough. However, at 31st March a well-advanced system existed and we were on the brink of asking our Co Directors to sign it off as a finished product. The next step will be CMS training for SARI staff and those of our Bristol Hate Crime and Discrimination Partners who use our existing database.

We completed the 2021-2026 Business Plan and obtained Board approval. We continued to produce the quarterly Operational Plan through which we record achievement and provide commentary on slippage.

We responded to an invitation from South Gloucestershire Council to present a proposal for delivering a hate crime service beyond March 2022. We were pleased to succeed in what, at best, will be an agreement up until March 2028. However, this might be a fixed price offer and, for the first year, we have said we will provide a top up from our donations.
We have put in a proposal to ask for additional funding to ensure Full Cost Recovery for our South Gloucestershire Service and to increase our provision to full time as this will ensure we can meet demand appropriately in this area.

In October Avon Fire and Rescue Service signed a 3-year Race Equality, Diversity, Inclusion & Cultural Competency Service Level Agreement.

We obtained 1-year continuation agreements with AWP (Bristol Mental Health), Bristol City Council's Gypsy Rroma Traveller Service, Brisdoc, Bristol Drugs Project, Milestones Trust, 4 Housing Associations (Alliance Homes, Brighter Places, Bromford and LiveWest) and Riverside.

South Gloucestershire Children's Services funded SARI this year to provide consultancy services on race equality and Hate Crime. SARI has worked with them to set up a Equality & Diversity Steering Group; a Race Equality in Education Task Force and a sub-group to look at how we can improve response to racist incident and other types of hate crime by schools and the authority.

Other new contracts were being negotiated as we ended this year – examples include Wesport – our regional active partnership – they want us to support them with achieving their ED&I objectives and to better tackle hate crime in sports locally – very topical. Others are Talking Money – who give money advice to local people and Changing Futures which is funding which Bristol has secure from central government to help adults in the city facing disadvantages such as homelessness, mental health problems, substance issues, domestic abuse and in the criminal justice system. SARI has been asked to become their ED&I advisor.

Our second Zoom based Annual General Meeting was held on 18 January 2022.

Casework
We responded to 845 referrals from which we opened 382 new cases in 2021–2022 and supported a total of 995 people compared with 769 referrals, 410 cases and 932 people supported in 2020-2021. Of the 2021–2022 cases 255 were from Bristol; 38 from South Gloucestershire, 27 from B&NES, 15 from North Somerset, 45 from Somerset, we also had 2 cases outside of SARI area. We responded to 496 incidents during the year. Read case studies and more in our **2021–2022 Impact Report**.

The majority of referrals came directly from the community (363 referrals) followed by the police (311) then housing providers (116) and a wealth of other agencies too.

With regards to ethnicity, African, Caribbean, Dual Heritage Caribbean and White British and Eastern European communities were the most targeted but Middle Eastern clients are increasing. For the first time in years, Christian were our highest proportion of clients by faith at 296 but Muslims were still the most targeted faith group with 263 Muslim individuals attacked as this is so disproportionately high compared to their percentage of our local population.

The most common forms of disability reported by our clients were mental health issues and long-term health conditions but the number of people who are neuro-diverse is on the rise.

Most incidents took place around people's homes followed by at school and then out on the street followed by at the workplace. The most common type of incidents were verbal abuse, threats and intimidation followed by lower level assaults.

We had 6 serious assaults which constituted GBH – the same as the previous year but also had 4 cases of arson – there were none the year before – so a worrying new trend. We saw 71 lower level assaults compared with 88 assaults the year before – so a slight reduction.

This year saw a continued rise in the number of referrals and a continued decrease in the number of cases opened. We see this as caused by the continued impact of Covid and lots of services and clients still wanting to liaise on line as well as SARI getting more noticed as a charity since the impact of George Floyd and the rise in prominence of the Black Lives Matter Movement. This has meant more referrals from outside of our area which we cannot open as cases. We do always signpost people to services near them when we can.

Education:
SARI provides a range of interventions for schools which include 121 sessions for individual victim or perpetrator pupils, classroom sessions, workshops for pupils, specialist assemblies and staff and governor training that aims to challenge prejudices and improve anti-racist and anti-oppressive practice. We continued to support the needs of schools and pupils in all four local authority areas throughout the year although we are only funded via a contract by B&NES. All other such work is funded through direct trading with schools. We are in discussion with South Gloucestershire Council to fund SARI to deliver similar interventions to those we offer in B&NES.

Of the new cases opened 34 concerned children and young people and related to education related issues. 1 was in B&NES, 23 in Bristol, 6 in Somerset and 4 in South Gloucestershire. 13 were in Primary school settings, 17 in Secondary Schools, 1 in a Special Needs School and 3 in FE colleges. You can read more about our education work in our 2021-2022 Impact Report.

Working with offenders

We continue to get referrals to work with children and young people who have perpetrated racist or other hate motivated abuse to change their behaviour and increase their understanding and respect for different cultures. We also work with young people from BME or other equalities communities who have offended and who have identity or self-esteem issues that we can support them with via mentoring. As well as getting such referrals directly from schools, we have 1 contract that focusses on offender reduction for young people. This is with South Gloucestershire Youth Offending Team who refer young people to our service and who contracted SARI again this year to do 121s and specialist training and consultancy for YOT staff. We are also now commissioned by B&NES Children's Services and Education to do one to one work with young perpetrators where needed. Our Bristol Hate Crime & Discrimination Services collaboration also offers offender reduction sessions with adults and children and young people who have perpetrated lower level hate crimes or incidents. Some of our contracts with homelessness and social care/ supported living services also include getting our support with perpetrators of hate crime who have additional vulnerabilities or needs.

Restorative Justice

Our Bristol City Council funded Hate Crime and Discrimination Services includes Resolve West (formerly known as Bristol Mediation) as a delivery partner. They offer expertise in delivering restorative and mediation case work. Resolve West are also funded by the OPCC to deliver Restorative Justice across Avon & Somerset. SARI staff are regularly trained and upskilled by Resolve West staff so they can sign post and encourage our clients to take part in restorative justice or mediation when this will help them achieve the right outcome. We refer as many cases as we can for restorative justice and mediation to this service and welcome Resolve West's specialist caseworkers to our casework team meetings on a regular basis so we can ensure we are as restorative as possible in our practice. SARI caseworkers will also attend restorative justice and mediation sessions providing specialist hate crime casework expertise and understanding to the interventions and supporting our clients to give them the confidence to take part in what can be a very daunting and difficult process if they have to meet with their abusers.

Training

Our training service has continued to flourish and we have seen increasing demand from agencies who have previously come to us as well as lots of new interest. In total we delivered 113 training sessions this year – predominately online but we have resumed face to face training where requested.

Our Cultural Awareness tours that were cancelled previously have resumed in a virtual capacity thanks to our successful application to the Coronavirus Community Support Fund in the Department for Digital, Culture, Media and Sport. This Fund was administered by the National Lottery Community Fund on behalf of HM Government. The virtual tours have so far been very successful. We delivered these tours to 129 delegates. We will carry on delivering these tours online until the community venues/ Places of Worship welcome us back.

We continue to provide training to Avon & Somerset Constabulary for new police students and graduates on the topic of hate crime and meeting the needs of diverse communities as well as our lecture on learning from the tragic death of Bijan Ebrahimi.

Important events during the year affecting the work of the charity

2021–2022 has been a year of growth and expansion for SARI as an organisation. Already the largest hate crime charity in the country with 25 staff members, we've received new funding and contracts for projects like our National Lottery funded outreach program, as well as recruiting new staff to deliver specialist training for Avon and Somerset Police.

We're glad to be able to say we've outlasted Covid – staff members have succeeded in continuing to deliver our services through a tumultuous time. We've returned to the office part-time, and the change to working from home during Covid measures – and our ability to adapt to a new way of working – has led to us to begin implementing WFH on a more substantial basis, and begin exploring other ways of improving our service through flexible working and more.

The events of summer 2020 still reverberate through the organisation, with increased public attention on racism, inequality and discrimination causing people to lend their financial support. Despite the groundswell of support, we still see footballers being racially abused for missing penalties, Metropolitan Police officers being convicted of right-wing terror offences and revelations about institutional racism in cricket. The government's Sewell Report (from the Commission on Race and Ethnic Disparities) concluded that the UK **does not** have a problem with systemic racism.

The war in Ukraine has seen an influx of refugees come to the UK, with the people of Avon and Somerset opening their homes and hearts to help. We've also prepared, investing in Ukrainian-language materials to help cross the language barrier. We've also ensured our website can be accessed in Ukrainian. Aware of the potential for backlash toward Russian people living and working in the area, we've also secured the same language provision in Russian.

We continue to respond to an increasing number to people being victimised due to their gender identity. Often used as a political dead cat, the gender identity 'culture war' creates an easy target and allows transphobia an open space to flourish. Unfortunately as a result, we've seen attacks on trans people in social media as well as physical and verbal attacks in every-day life on the rise. We're doing all we can to ease fears in the trans community around reporting incidents, making sure that people feel confident in accessing help when they need it.

Domestic terrorism remains a threat to all of our communities. Right-wing extremism is on the rise, with 2021 seeing a significant rise in offline activities staged by the far right such as leafleting, demonstrations and banner drops. This is something expected to continue in 2022 (The State of Hate 2021, Hope Not Hate). Islamic terrorism also remains a threat, with the murder of Sir David Amess MP a reminder of the fear and instability the actions of a single person motivated by hate can cause.

There were a number of significant events that happened during the year which impacted on our work, they include:

30 March 2022	Jamie Wallis comes out at the UK's first openly transgender MP.
24 February 2022	Russia invades Ukraine.
14 February 2022	SARI returns to the office (restrictions formally end on 24th February).
07 January 2022	Colston Four found not guilty.
16 November 2021	Revelations about racism in cricket are exposed by Azeem Rafiq.
15 October 2021	Sir David Amess is murdered.
18 August 2021	Kabul falls to the Taliban.
11 July 2021	England players racially abused after missing penalties.
04 July 2021	Rainbow crossing graffiti by Castle Park is defaced.
14 June 2021	Changes in law allow gay and bisexual men to donate blood.
20 April 2021	Derek Chauvin, the police officer accused of murdering George Floyd, is found guilty of unintentional second-degree murder, third-degree murder, and second-degree manslaughter.
01 April 2021	Sewell Report (Commission on Race and Ethnic Disparities) is released.
1 April 2021	Benjamin Hannam becomes the first British police officer to be convicted of a terrorism offence, after being found guilty of joining the banned right-wing extremist group National Action, lying on his Met Police application, and having terror documents detailing knife combat and explosive-making.

Volunteers, donations-in-kind, other intangible income nor evaluated or explained in the accounts
During this financial year we hosted 2 volunteers, in addition to members of our Board of Trustees who are all voluntary. SARI does not rely heavily on volunteers but views them as an invaluable part of the staff team who can contribute to the organisation whilst also gaining experience that benefits their future. SARI considers volunteering to be a two-way process. We hope to be able to offer constructive work experience for the volunteer and to gain support for areas where we are often under-resourced. SARI has received no other intangible income not evaluated or explained in the accounts.

Policies and Procedures
Policies and Procedures reviewed since the last report:

- SARI's Risk Register
- Complaints Policy and Procedure
- Child Protection Policy
- Child Protection Incident Reporting Form
- Education Work Code of Conduct (Safeguarding)
- Child Protection Designated Persons
- Safeguarding and Protection of Adults at Risk

Financial Review
This year has been especially challenging as the pandemic continues to limit our capacity for income generation and ability to physically engage with our community. The current economic landscape is still one of struggling growth, low interest rates and increasing uncertainty as we are still in the dark about how well we will bounce back after the pandemic.

However in our funders and donors have been a source of incredible support. While lockdown continued, and light of the challenges outlined above, this period has given us the opportunity to invest in our organisation, both in our office space and online. It has given us precious breathing space to make improvements to our quality of our service.

We have invested a significant amount of funds carried forward from the previous year (2020-2021) to enable our office space to be more accessible, empowering our clients to receive support in our office at the heart of Bristol. We have also made significant to our remote working offering, building a resilient IT network for our entire team to effectively carry out their role safely from their homes. We will use this experience to learn how to modernise SARI after we emerge into the new normal.

When it comes to SARI's finance, the pandemic has caused a distortion effect which we have never experienced before. With the office being closed SARI's expenditures has been significantly reduced, however are aware that this is a short term transitory effect that will likely pass next year. Not only will this effect pass but we are preparing to review our budget in anticipation for the global trends of economic downturn and the beginning of inflation and how this feeds in to the increasing cost of basic necessities, for example, energy and petrol, all of which we predict will greatly impact our running costs in the short term future. At this time we are financially cautious but optimistic, always aware to direct our publically endowed funds directly towards furthering our mission. To this end we thank our funders and allies for their support during this challenging time, in which we are all a part of.

Reserves Policy
The Trustees have established a policy whereby the unrestricted funds not committed to or invested in tangible fixed assets ('the free reserves') held by the Charity should be used to build the resilience and sustainability of SARI.

We want to make the best use of our Reserves ensuring that we are maximising our ability to achieve our charitable aims and objectives and investing in futureproofing the infrastructure required to deliver the work that we do for local communities.

The Trustees will closely monitor the application of our Reserves Policy over the coming year.

Trustees are well aware of the ever-increasing demand being made on Funders and the advent of large public spending cuts still to be made and that redundancy cannot be completely ruled out. Nevertheless, we are planning ahead to be able to continue to deliver the key services that we are providing.

Investment Powers
Under the Articles of Association, the Charity has the power to make any investment which Trustees see fit.

Plans for future
Our plans for 2021-26 are described in detail our Business Plan 2021-26. In the near future we will concentrate on:

- Implementing our Case Management System
- Achieving Trusted Charity Level 2. We need to do this before the end of June 2023 to ensure that we avoid a hiatus when our Level 1 accreditation reaches its expiry date.
- Reviewing the opportunities and risks of adding a discrimination service to our range of client support activities. Should the outcome look positive we shall prepare a report for the Board with a recommendation that we should proceed.
- Seeking to satisfy the wishes of staff for more flexibility and a feeling that they are better trusted in their working week. These themes came across strongly during the February Staff Away Day. We will design a set of actions, involving staff in this and then seek Board approval.
- Sharpening our funding and income generation focus in the awareness that we have a heavy reliance on 2 large funding streams. One of them – National Lottery Community Fund - is very, very unlikely to support us again after 2026 having done so since 2012. With regard to the other one - Bristol City Council –it would be unwise to assume that the continuation prospects will escape the worsening financial position of local government. We will ensure that all funding and income activities are guided by the contents of the Finance and Resources section in our Business Plan.
- Developing further the ways in which we communicate with clients, professionals, agencies and wider stakeholders, using the Infographic in our Business Plan.
- Expanding our use of peer support networks, allies and befriending.

Independent Examiner
Dick Maule FCA was re-appointed as the company's Independent Examiner at the AGM held on 18 January 2022.

This report has been prepared in accordance with the Statement of Recommended Practice on Accounting and Reporting by Charities and taking advantage of the small companies of section 415A of the Companies Act 2006 relating to small entities.

Approved by The Board of Trustees on 5th August 2022 and signed on its behalf by:

Irvin Campbell
Chair

Independent Examiner's Report to the Trustees of Stand Against Racism & Inequality

I report on the accounts of the company for the year ended 31st March 2022 which are set out on pages 13 to 24.

Responsibilities and basis of report

As the charity trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your company's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of The Institute of Chartered Accountants England and Wales, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Dick Maule FCA
The Cross House, South Woodchester GL5 5EL
Date

STAND AGAINST RACISM & INEQUALITY

Statement of Financial Activities
for the year ended 31st. March 2022

	Notes	Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total Funds 2022 £	2021
Income from:					
Donations		184,962	-	184,962	322,161
Investment income		607	-	607	902
Charitable activities					
Training and other income		52,390	-	52,390	15,690
Grants and contracts		339,144	382,574	721,718	506,111
Total		577,103	382,574	959,677	844,864
Expenditure on:					
Charitable activities		460,330	353,575	813,905	764,961
Total	[2]	460,330	353,575	813,905	764,961
Net income/(expenditure)		116,774	28,999	145,773	79,903
Total funds brought forward		1,308,424	7,706	1,316,130	1,236,227
Total funds carried forward		1,425,198	36,705	1,461,903	1,316,130

STAND AGAINST RACISM & INEQUALITY

Balance sheet as at 31st.March 2022

	Notes	2022 £	2022 £	2021 £
Tangible assets	3		415,838	426,555
Current assets				
Debtors and prepayments	5	6,833		18,102
Cash at bank and in hand		1,074,513		899,772
		1,081,345		917,874
Current liabilities				
Creditors: amounts falling due within 12 months	4	(35,280)		(28,299)
Net Current assets			1,046,065	889,575
Net assets			1,461,903	1,316,130
Unrestricted funds				
General funds			317,452	332,044
Designated Funds	6		1,107,746	976,380
Restricted funds			36,705	7,706
Total funds			1,461,903	1,316,130

For the year ended 31st March 2022
The company was entitled to the exemption from audit under section 477
of the Companies Act 2006
The members have not requested the company to obtain an audit
in accordance with section 476 of the Companies Act 2006 relating to small companies.
The directors acknowledge their responsibility for complying with the requirements
of the act with respect to accounting records and for the preparation of the accounts.

The financial statements were approved and authorised for issue by the trustees on
dated:-
and signed on their behalf by:

On behalf of the Trustees .....

STAND AGAINST RACISM & INEQUALITY

Statement of Cash Flows
for the year ended 31st. March 2022

	2022	2021
	£	£
Cash flows from operating activities:		
Net cash provided by [used in] operating activities	176,296	94,757
Cash flows from investing activities:		
Interest	607	900
Disposal of fixed assets	-	4,749
Purchase of fixed assets	(2,162)	(17,355)
	174,741	83,051
Changes in cash in the reporting period		
Cash and cash equivalents at the beginning of the year	899,772	816,721
Cash and cash equivalents at the end of the year	1,074,513	899,772
	174,741	83,051

Notes to the accounts for the year ended 31st. March 2022

(1) Principal Accounting Policies

The principal accounting policies adopted in the preparation of the financial statements are set out below and have remained unchanged from the previous year.

(a) Basis of preparation

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) 2nd edition the Charities Act 2011 and the Companies Act 2006.

The financial statements have been prepared under the historical cost convention.

(b) Fund accounting

[i] Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity.

[ii]Designated funds are unrestricted funds earmarked by the Management Committee for particular purposes.

[iii] Restricted funds are subjected to restrictions on their expenditure imposed by the donor or through the terms of an appeal.

(c) Income

Income is included in the statement of financial activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income.

[i] Income received by way of grants, donations and gifts and is included in full in the Statement of Financial Activities when receivable. Grants, where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant.

[ii] Donated services and facilities are included at the value to the charity where this can be quantified.

[iii]The value of services provided by volunteers has not been included in these accounts.

[iv] Investment income is included when receivable.

[v]Income from charitable trading activity are accounted for when earned.

[vi]Income from grants, where related to performance and specific deliverables, are accounted for as the charity earns the right to consideration by its performance.

(d) Expenditure

Expenditure is recognised on an accrual basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered

[i]Costs of generating funds comprise the costs associated with attracting voluntary income and the costs of trading for fundraising purposes.

[ii] Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them

Notes to the accounts for the year ended 31st. March 2022

(1) Principal Accounting Policies

(d) Expenditure

[iii]All costs are allocated between the expenditure categories of the SoFA on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned on an appropriate basis.

(e) Fixed assets

Tangible fixed assets are written off over the expected useful life of the asset, at 25% per annum on the reducing balance method for motor vehicles, fittings and equipment and 1% on the straight line basis for property.

Items costing over £500 are capitalised.

(2) Expenditure	2022	2021
	£	£
Salaries	576,974	516,577
Transfers to pension scheme	20,524	17,656
Building maintenance	14,119	120,230
Training delivery	7,523	3,211
Non-capitalised equipment	8,791	3,642
Heat, light, power and water	5,121	4,738
Rates	2,381	2,381
Travel, training and conferences	15,436	6,257
Repairs and renewals	19,216	17,174
Print, post and stationery	4,896	5,815
Telephone	12,475	13,986
Grants paid out	1,893	11,396
Bank charges	518	489
Independent examiner's fees	965	895
Translation	3,426	2,333
Insurance	3,721	3,691
Public Relations, advertising and recruitment	6,614	1,963
Professional fees	94,262	20,297
Board of Trustees	1,021	280
Miscellaneous	-	-
Affiliation	1,148	793
Depreciation	12,880	15,291
(surplus) on disposal of fixed assets	-	(4,133)
	813,905	764,961

STAND AGAINST RACISM & INEQUALITY

Notes to the accounts for the year ended 31st. March 2022

(3) Tangible Fixed Assets

	Motor Vehicle £	Fittings & equipment £	Property £	Total £
Cost				
balance brought forward	11,499	194,443	410,000	615,942
additions in the year	-	2,162	-	2,162
	11,499	196,605	410,000	618,104
Depreciation				
balance brought forward	3,029	169,957	16,400	189,386
charge for the year	2,118	6,662	4,100	12,880
	5,147	176,619	20,500	202,266
Net book value at 31st. March 2022	6,352	19,986	389,500	415,838
Net book value at 31st. March 2021	8,470	24,486	393,600	426,555

(4) Creditors

	2022 £	2021 £
Falling due within 12 months		
Deferred grants	-	12,000
Sundry creditors and accruals	35,280	16,299
	35,280	28,299

(5) Debtors and prepayments

Grants receivable	-	-
Sundry debtors and prepayment	6,833	18,102
	6,833	18,102

STAND AGAINST RACISM & INEQUALITY

Notes to the accounts for the year ended 31st. March 2022

(6) Movements in funds

Restricted funds	Balance at 1.4.2021 £	Income £	Expenditure £	Transfers £	Balance at 31.3. 2022 £
B & NES CYPS	-	15,430	(15,430)	-	-
BCC Hate Crime & Discrimination	-	181,903	(181,903)	-	-
National Lottery Fund	7,706	162,741	(133,742)	-	36,705
South Gloucestershire Council	-	22,500	(22,500)	-	-
	7,706	382,574	(353,575)	-	36,705
Unrestricted funds					
Designated funds					
Funds relating to:					
Fixed Assets					
Building	393,600	-	-	(4,100)	389,500
Equipment & Vehicle	32,955	-	-	(6,617)	26,338
Total Fixed Assets	**426,555**	-	-	**(10,717)**	**415,838**
Other designated funds					
Staff Contingency	71,555	-	-	8,082	79,637
Deficit Funding	320,670	-	-	101,601	422,271
Business Plan	50,000	-	-	20,000	70,000
Annual Maintenance	20,000	-	-	-	20,000
Building Accessibility	100,000	-	-	-	100,000
Total Designated Funds	**988,780**	**-**	**-**	**118,966**	**1,107,746**
General funds	**319,645**	**577,103**	**(460,330)**	**(118,966)**	**317,453**
Total unrestricted funds	**1,308,425**	**577,103**	**(460,330)**	**-**	**1,425,199**
Total funds	**1,316,130**	**959,677**	**(813,905)**	**-**	**1,461,903**

Fixed Assets - Building & Equipment are Tangible Assets

Staff Contingency – to cover unforeseen sickness and vacancies in the event of losing key staff members

Deficit Funding – to cover 6 month's expenditure required for the current workforce to be maintained in the event of losing key contracts.

Business Plan–associated costs for our action plan enabling future sustainability and improving service quality

Annual Maintenance – to cover larger repair costs

Building Accessibility - to fund accessible facilities for the building

STAND AGAINST RACISM & INEQUALITY

Notes to the accounts for the year ended 31st. March 2022

(6) Movements in funds [continued]

Equipment & Vehicle Reserve –to reflect reserves tied up in the capitalised equipment
It is equal to the net book value of equipment and motor vehicles.

	2022	2021
Unrestricted grants and contracts for service	£	£
Nisbet Trust	-	20,000
GRT	12,000	12,000
Voice & Influence	769	2,333
Bristol Drugs Project	7,280	3,600
Alliance Homes	3,000	3,000
AWP NHS Trust	14,617	14,617
SGC Education	7,020	
SGC YOT	5,000	1,800
LiveWest	8,400	8,400
Bromford	5,400	8,700
Solon SWHA	-	2,450
Brighter Places	3,600	-
Milestones Trust	4,672	4,747
Avon and Somerset Constabulary	253,507	5,900
Bristol City Council	2,000	-
Avon Fire & Rescue	4,740	2,370
University of Bristol	-	1,600
BrisDoc	7,140	-
Riverside		1,784
HMP Bristol	-	3,600
	339,144	96,901

STAND AGAINST RACISM & INEQUALITY

Notes to the accounts for the year ended 31st. March 2022

(8) Employee information

	2022	2021
Number of employees	29	22
Receiving emoluments of less than £60,000.		
The average weekly number of employees during the year were calculated on the basis of average monthly head count.		
Salaries and wages	531,433	475,494
Social security costs	45,541	41,083
	576,974	516,577
Pension contribution	20,524	17,656
	597,498	534,233

(9) Trustees information

	£	£
Trustees remuneration and expenses	1,021	280

The trustees received no remuneration, except for travel and subsistence to meetings.

Related party transaction: There were none this year.

(10) Analysis of net assets between funds

	General Funds £	Designated Funds £	Restricted Funds £	Total £
Tangible fixed assets	-	415,838	-	415,838
Current assets	352,733	691,908	36,705	1,081,345
Current liabilities	(35,280)	-	-	(35,280)
Net assets at 31st March 2022	317,453	1,107,746	36,705	1,461,904

STAND AGAINST RACISM & INEQUALITY

Notes to the accounts for the year ended 31st. March 2022

[11] Reconciliation of net income/ [expenditure] to net cash flows from operating activities

	2022	2021
	£	£
Net income/[expenditure for the year [as per SoFA].	145,773	79,903
Adjustment for:		
Depreciation charges	12,880	15,291
[Surplus] on disposal of fixed assets	-	(4,133)
[Increase]/ decrease in debtors	11,269	(692)
Increase/ [decrease] in creditors	6,981	5,290
Interest	(607)	(902)
Net cash provided by [used in] operating activities	176,296	94,757

[12] Training and other income

	2022	2021
	£	£
Training income	43,645	15,283
VAT reclaimed through Flat Rate	7,331	174
Other income	1,414	233
	52,390	15,690

STAND AGAINST RACISM & INEQUALITY

Notes to the accounts for the year ended 31st. March 2022

(13) Analysis of prior year funds [required by F.R.S.102].

Statement of Financial Activities
for the year ended 31st. March 2021

	Unrestricted Funds	Restricted Funds	Total Funds	
	2021	2021	2021	2020
	£	£	£	£
Income from:				
Donations	322,161	-	322,161	1,775
Investment income	901	-	901	1,864
Charitable activities				
Training and other income	15,690	-	15,690	43,714
Grants and contracts	96,901	409,210	506,111	459,451
Total	435,653	409,210	844,863	506,804
Expenditure on:				
Charitable activities	355,973	408,988	764,961	623,430
Total	355,973	408,988	764,961	623,430
Net income/(expenditure)	79,680	222	79,902	(116,625)
Total funds brought forward	1,228,743	7,484	1,236,228	1,352,853
Total funds carried forward	1,308,424	7,706	1,316,130	1,236,228

STAND AGAINST RACISM & INEQUALITY

Notes to the accounts for the year ended 31st. March 2022

(13) Analysis of prior year funds [required by F.R.S.102] continued.

Prior Year Movements in funds

Restricted funds	Balance at 1.4.2020 £	Income £	Expenditure £	Transfers £	Balance at 31.3. 2021 £
B & NES CYPS	-	15,430	(15,430)	-	-
BCC Hate Crime & Discrimination	-	216,865	(216,865)	-	-
Big Lottery Fund	7,484	154,415	(153,978)	-	7,706
South Gloucestershire Council	-	22,500	(22,500)	-	-
	7,484	409,210	(408,773)	-	7,706
Unrestricted funds					
Designated funds					
Funds relating to:					
Fixed Assets					
Building	397,700	-	-	(4,100)	393,600
Equipment & Vehicle	27,407	-	-	5,548	32,955
Total Fixed Assets	425,107			1,448	426,555
Other designated funds					
Staff Contingency	67,449	-	-	4,106	71,555
Deficit Funding	320,670	-	-	-	320,670
Business Plan	79,774	-	-	- 29,774	50,000
Annual Maintenance	20,000	-	-	-	20,000
Building Accessibility	100,000	-	-	-	100,000
Total Designated Funds	1,013,000	-	-	(24,220)	988,780
General funds	215,744	435,654	(355,973)	24,220	319,645
Total unrestricted funds	1,228,744	435,654	(355,973)	-	1,308,425
Total funds	1,236,228	844,864	(764,746)	-	1,316,130

STAND AGAINST RACISM & INEQUALITY

England & Wales - Charity number 1047699

Accounts

STAND AGAINST
RACISM & INEQUALITY

STAND AGAINST RACISM & INEQUALITY

(A company limited by guarantee)

Trustees report and financial statements
for the year ended 31st March 2021

Charity number: 1047699

Company number: 3060925

Report of the Board of Trustees

The Board of Trustees presents its report and examined financial statements for the year ended 31 March 2021.

SARI became a company limited by guarantee on 24th May 1995 and a registered charity on 3rd July 1996.

Reference and Administrative Information

Charity Name:	Stand Against Racism & Inequality
Registered Office and Operational address:	15 Portland Square, St Paul's, Bristol, BS2 8SJ
Charity registration number:	1047699
Company registration number:	3060925
VAT Registration number:	229586665

Board of Trustees
Irvin Campbell – Chair
Christina Fernandes – Treasurer
Esther Deans MBE
Buba Touray
Hasina Khan
Martin Walker
Vicki Morris
Richard Allen (Co-optee)

Company Secretary
Agnes Yeomans

Senior Leadership Team
Alex Raikes MBE DL – Director (Strategic)
Agnes Yeomans – Director (Finance & HR)

Bankers
The National Westminster Bank, Fishponds Branch, Bristol BS16 3TX

Business and Employment Consultants
Peninsula Business Services Limited, Riverside, New Bailey Street Manchester M3 5PB

Independent Examiner
Dick Maule FCA, 3 Penlee View Terrace, Penzance, TR18 4HZ

Status
SARI is a registered Charity and a Company Ltd by guarantee which is governed by its Articles of Association and the Companies Act 2006

The objects of the charity
The charity's objects are specifically restricted to the following:

(1) to work towards the elimination of racism and inequalities for people with protected characteristics as defined in law

(2) to promote equality of opportunity for those with protected characteristics and to foster good relations between those with protected characteristics and the general population

(3) to advance the education of the public in the causes and effects of racism and inequalities between those with protected characteristics, and,

(4) to promote for the public benefit the relief and treatment of any physical, mental or emotional distress suffered by any person as a result of that person or a member of her or his family having suffered inequalities on the grounds of one or more protected characteristic.

How our activities deliver public benefit

Our charitable activities focus on support for victims of racism and other types of hate crime or incidents (e.g. biphobic, disabilist, faith-based, homophobic, misogynistic and transphobic) and therefore help people overcome very traumatic events.

We also work with local agencies and communities to prevent hate incidents, to promote equality of opportunity and community cohesion and to minimise the impact of racist and other hate attacks.

In addition, we deliver training and education programmes designed to challenge negative perceptions about equalities communities and to promote equality, diversity and cultural awareness for adults and children and young people. Our training reaches key service providers such as the police, housing, schools and social care providers. These agencies can make a real difference to people's lives if they understand equality and diversity.

Governance

SARI is a service user led/ community-oriented agency that provides support and advice to victims of hate, and promotes equality and good relations between people with protected characteristics as defined by law.

It is overseen by a Board of Trustees most of whom are from the communities we serve and have direct or personal experience of hate crime.

Board of Trustees

Method of Appointment of Trustees

As set out in the Articles of Association the Board of Trustees (who are Directors for the purpose of company law) consists of no less than 3 members.

At every annual general meeting of the Company, one third of the Trustees must retire from office. The Trustees to retire are those who have been longest in office since their last election or re-election. A retiring member is eligible for re-election. Potential Trustees must be full members of the Charity for at least two years.

Trustee Induction and Training

All Trustees are given a copy of CC3 'The Essential Trustee' guide from the Charity Commission and SARI's Articles of Association. From time to time they have training to update them on the roles, responsibilities and legal requirements of being a trustee. Most Trustees are already familiar with the purpose of the charity having been users of the service. Additionally, new Trustees are invited and encouraged to attend SARI away days, and training sessions which are held for the staff team that are relevant to the Trustees' developmental needs. We review local training provided to support Trustees and invite our Trustees to attend.

Structure and decision making

SARI is managed by an elected Board of Trustees. The post of Company Secretary, which is appointed by the Board, is carried out by the Director (Finance & HR). The Board makes decisions about policy ratification; agrees the business plan and strategic direction of the organisation; agrees the budget and monitors income and expenditure. They also review SARI's delivery against its aims and objectives and funding targets, ensuring we are on track and support the organisation with recruitment, promotion and retention of staff. Board members also take part in sub-groups relating to policy and procedural development as and when required.

Risk Management

The Board of Trustees has conducted a review of the major risks to which the charity is exposed and systems have been established to mitigate those risks. We have also developed a Business Continuity Plan which

outlines what we must do in the event of an emergency. Internal risks are minimised by the implementation of procedures for authorisation of all transactions and projects. We work in accordance with our contractual obligations to all funders. Working to these requirements ensures consistent quality of delivery for all operational aspects of the charitable company. SARI's policies and procedures are periodically reviewed to ensure that they still meet the needs of the charity.

Trustees' responsibilities

The Trustees (who are directors of Stand Against Racism & Inequality for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires Trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2015 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on an ongoing concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Insofar as the Trustees are aware:

- there is no relevant information of which the charitable company's independent examiner is unaware; and
- the Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant information and to establish that the independent examiner is aware of that information.

Organisational Management and Delivery

Employees

Number of Staff

SARI employed a total of 22 staff (FTE) during 2020– 2021

Senior Leadership Team

This comprises the Co-Directors (Strategic and Finance & HR) who are responsible to the Board for the day to day leadership and efficient management of the organisation.

Delivery

SARI's delivery has two components:

Operational (external delivery)

This is overseen by the Director (Strategic). We restructured this year moving from 5 tiers to 4 tiers. Below the Director, we have a Services Manager role and 2 Team Leaders who oversee a team of Project Workers. This team is responsible for delivering SARI's hate crime services and preventative services to communities. It delivers casework; advocacy; education related work; offender reduction activities, training and information sessions. The team contributes to conflict resolution and cohesion related and other equality and diversity consultancy interventions. This is the largest business area of SARI as it is responsible for our key services to communities.

Business Support (internal delivery)

This is overseen predominantly by the Director (Finance & HR). The Director (Strategic) oversees fundraising, monitoring and evaluation as these areas require extensive knowledge of operational delivery. This team comprises a Finance & HR Officer, a Business Development Coordinator, 2 Business Support Officers and Reception/ Administration staff. This team is responsible for Finance, HR, fundraising, monitoring and evaluation, communications, data management, training booking and administration, reception and office maintenance. Day to day decision making and supervision is conducted by the Directors and the Business Development Coordinator depending on the level of the issue.

Progress Report

Major Achievements

We were hugely impacted by the murder of George Floyd on 25th May 2020, seeing a steep rise in race hate referrals and cases compared with the other types of hate crime as a backlash to the rising Black Lives Matter movement that the George Floyd murder led to. As a result, SARI (along with the few other hate crime and race equality charities in the UK) received unprecedented numbers of enquiries for advice, from the media, donations and other types of voluntary help.

The above was further added to when during global protests invoked by the killing of George Floyd, on 7th June 2020, the Colston statue in Bristol was toppled by local demonstrators. This impacted throughout the world causing major questioning and controversy about other statues and memorials linked to former slave traders. Locally it also led to backlash with a listed 17th century grave stone of a young slave being desecrated and appalling racist threats to our black mayor and his family.

As a result of the above, SARI worked hard to improve our donations strategy and platform, researching what other charities are doing and getting consultancy support to achieve a much-improved system and marketing approach. We now meet fortnightly to review our donations strategy action plan and will be making further positive changes to our donations technology when we upgrade our website later in 2021.

We gained Trusted Charity (formerly known as PQASSO) Level 1 accreditation, which is awarded by the National Council for Voluntary Organisations (NCVO) following an external assessment and report. The quality mark shows we have met a best practice baseline against 11 separate indicators and reassures our beneficiaries, supporters, donors, staff and volunteers we are well run, accountable and transparent. We are now going to work towards Level 2. One positive impact of this accreditation is the introduction of a new Operations Plan which is reported on to our Board of Trustees and used as a guiding document for our Senior Leadership Team to ensure we are meeting our Business Plan objectives.

We successfully managed to continue to deliver our service throughout the Pandemic and its huge impact on day to day life and work. We adapted all areas of service so staff were able to work from home

throughout the year and made full use of technology in delivering our full range of services by equipping all service delivery staff with remote working equipment, upgrading our network infrastructure and cyber security. SARI has also installed a dedicated server in the office so that staff can reliably access SARI's internal network from home in a secure manner. We have done this with minimal disruption and detriment to our service users and have still provided face to face service where essential for client safety and outcomes.

We won a three-year commission for B&NES Children's Social Services and Education Services having been funded year on year via an annual contract in the past. This has now made the service a properly commissioned service by the authority area. It delivers interventions to B&NES schools and Children and Young People. It also provides specialist training, consultancy, audits and reflective practice sessions to B&NES children's social workers.

We have won National Lottery Covid Impact funding which enabled us to purchase expertise and equipment leading to the production of on-line training and education interventions and materials. In addition, this project contributed to the upskilling of an existing SARI staff member, thus we are now better equipped to add to our on-line library. In addition, this grant also funded the deficit caused by loss of income directly related to the impact of Covid on our Charity.

We were awarded a National Lottery Community Fund (NLCF) grant for 5 years from 1st May 2021 to 30th April 2026. Although there is a taper in years 4 and 5, will enable us to a) to continue with our hate crime service delivery in Bath and North East Somerset, North Somerset and Somerset and b) to increase staffing by 2 additional posts with the employment of two Outreach Development workers for at least 3 years to help with increasing SARI's exposure at a community level across the 3 local authority areas.

SARI led a 5- agency strong delivery partnership with Babbasa, the Diversity Trust, WECIL and an evaluation expert - Empova - in a successful tender to Avon and Somerset Constabulary for the delivery of inclusion and diversity learning to c2,500 of its Operational Staff and Officers against multiple national competitors. This will enable us to recruit a new Programme Manager, administrator, trainer and several 'lived experience' facilitators to bring real life testimony to the training. It will also be an enriching collaboration with all partners, learning and gaining skills and ideas from working together.

BHC&DS shared a local consultant with the coordination, preparation and completion of an application for support from the Bristol City Council's Impact Fund Round 2. BHC&DS has Impact Fund Round 1 support which ends on 30th September 2021. Success in our Round 2 application would provide critical 4-year funding for SARI and the other 5 BHC&DS partners to deliver hate crime and discrimination services to the City of Bristol from 1st October 2021.

We drafted a Business Plan for April 2021 – March 2026. SARI staff who worked on the Plan received valuable contributions from Trustees, a volunteer consultant and a small amount of paid consultancy time to achieve this.

Finance & HR procured suppliers and managed major external and internal maintenance work to the whole of the building (the latter including IT cabling) at 15 Portland Square.

We carried out – with some consultancy support – a 360-degree review of our website as the first step in its complete redevelopment and updating.

On 14th October 2020, we had a Royal Visit from the Countess of Wessex (the Countess of Wessex had to attend virtually due to having Covid) – see https://www.sariweb.org.uk/news-information/hrh-the-countess-of-wessex-visits-sari/ for information on this.

We have hosted our first fully digital Annual General Meeting (AGM) via zoom which was a resounding success.

We obtained a fourth annual contract with Milestones Trust.

We succeeded in obtaining a further year's funding from Bristol Mental Health Services.

We achieved a second annual contract with BrisDoc GP services and a donation from them towards our general casework services

We achieved a second annual contract with Riverside Care & Support to provide consultancy help with their Jamaica Street Homeless Hostel and we are now working with them and Bristol City Council to jointly coordinate a new working group to ensure best practice response to hate crime for High Support Services providers (they all deliver homelessness shelters and outreach to our most complex local residents). This has led to lots of new innovative work such as a policy and procedure to ensure best practice response to hate crime for staff and service users and specialist training for frontline staff and managers in these services.

We continued to coordinate Bristol Hate Crime & Discrimination Services and to deliver a plethora of activities for the City which aim to tackle hate and discrimination for residents including the Tackling Islamophobia Working Group, the Public Transport Community Safety Working Group, the Gypsy Roma Traveller Strategy and Voices Group and other short life groups to tackle specific issues around hate.

We coordinated/ were pivotal partners in partnerships against hate crime and promoting cohesion in Bristol, B&NES and Somerset and contributing partners to the North Somerset and South Gloucestershire equivalents.

We continued to work with a software consultancy to progress a "paperless office" for our case management system.

We continued to develop and improve our staff wellbeing offer according to ideas emerging from our Staff Wellbeing Survey referred to in last year's Trustee's report. Examples include funding a wellbeing app called Headspace for all staff members to support them with working more from home and to ease work related stress and we have provided group supervision as a pilot to see if it will help with casework related trauma for our casework team. We continue to provide these resources alongside funding a high-quality Employee Assistance Programme (EAP); a service available 24/7 for all staff and their family members.

We achieved further progress in ensuring that the learning is disseminated from Bristol's 2 race hate murder cases that we have reported on in previous years – Bijan Ebrahimi and Kamil Ahmad Ali. We worked with the lawyers to finalise the Civil case for Kamil Ahmad Ali concluding with mediation. We coordinated a national conference with Bristol City Council Housing, Safeguarding Services and the police – the Race & Housing Conference to disseminate the learning from these 2 cases along with other key race equality best practice and workshops to identify future ideas for improvement. This conference was attended by 171 delegates from around the country and gave a platform to several well-regarded specialist speakers as well as our Director (Strategic). The conference has led to an action plan for the City and has helped inform the

One City Plan – the plan sets out our city's key challenges up to 2050, and brings the city together around a shared vision https://www.bristolonecity.com/about-the-one-city-plan/. Our Director (Strategic) has also written and is regularly delivering a 2-hour lecture to police degree students in their second year focused solely on the learning from these cases and shares the families wishes for all future police officers.

We are continuing to advocate jointly with the family lawyer in the Mohammed Shariff case - a Somali man who was brutally assaulted in an Islamophobic attack in HMP Bristol. This led to an Article 2 Investigation in HMP Bristol which has now concluded with its learning and has been covered by national news. This case has already impacted on government investment in prison staffing, security and governance around equality and diversity. The civil case continues with mediation due with HM Prison and Probation Service and HMP Bristol later in 2021.

Casework

We responded to 769 referrals from which we opened 415 new cases in 2020–2021 and supported a total of 949 people compared with 448 cases and 1006 people supported in 2019-2020. Of the 2020–2021 cases 308 were from Bristol; 34 from South Gloucestershire, 23 from B&NES, 21 from North Somerset, 29 from Somerset. We responded to 580 incidents during the year. Our caseload this year coincided with; the Covid pandemic, the George Floyd murder, the rise of the Black Lives Matter movement and the toppling of the Colston Statue in Bristol. Arising from the impact of the above, we have seen many more race hate cases than other strands of hate crime. During the year we have seen the backlash that referenced George Floyd or the toppling of statues in the abuse; more cases of harassment around the home or in multi-occupancy dwellings; more incidents vs frontline service workers who had to work face to face e.g. in mental health, homelessness and social care settings or for security staff. Whenever lockdown eased we saw incidents steeply rise as people got out and about and night-time economy reopened. There were more referrals than the previous year but we opened less cases due to the impact of Covid. It is harder to open cases with people when working online and when people can't come out to meet us to do the paperwork. It takes a lot longer and this impacted on our capacity. We did all we could to mitigate this.

Education

Of the new cases opened 16 concerned children and young people and related to education related issues. 2 were in B&NES, 8 in Bristol, 1 in Somerset and 5 in South Gloucestershire. 6 were in Primary school settings, 8 in Secondary Schools, 1 in a Special Needs School and 1 not specified. This was a lot less than previous years – 49 cases in 2019-2020 because of Covid. Schools were closed for much of the year so children and young people were less likely to suffer from hate crime and other bullying than usual. When we did get cases, they were mostly race hate and several were backlash to the George Floyd, Blacks Lives Matter movement and toppling of the Colston Statue e.g. a case where someone knelt on another child's neck and said they should stop breathing like George Floyd. We still continued to engage in pro-active educational activities to tackle racism and hate crime in education delivering 26 interventions where schools requested input despite Covid – usually in quite urgent circumstances as schools prioritised delivering education during such difficult circumstances. Interventions included 121 sessions for individual victim or perpetrator pupils, classroom sessions, workshops for pupils, cultural carousels, specialist assemblies and staff and governor training that aims to challenge prejudices and improve anti-racist and anti-oppressive practice. We continued to support the needs of schools and pupils in all four local authority areas throughout the year although we are only funded via a contract by B&NES Schools Forum. All other such work is funded through direct trading with schools.

Working with offenders

We continue to get referrals to work with children and young people who have perpetrated racist or other hate motivated abuse to change their behaviour and increase their understanding and respect for different cultures. We also work with young people from BME or other equalities communities who have offended and who have identity or self-esteem issues that we can support them with via mentoring. As well as getting such referrals

directly from schools, we have 1 contract that focusses on offender reduction for young people. This is with South Gloucestershire Youth Offending Team who refer young people to our service and who contracted SARI again this year to do 121s and specialist training and consultancy for YOT staff. We are also now commissioned by B&NES Children's Services and Education to do one to one work with young perpetrators where needed. Our Bristol Hate Crime & Discrimination Services collaboration also offers offender reduction sessions with adults and children and young people who have perpetrated lower level hate crimes or incidents. Some of our contracts with homelessness and social care/ supported living services also include getting our support with perpetrators of hate crime who have additional vulnerabilities or needs.

Restorative Justice

Our Bristol City Council funded Hate Crime and Discrimination Services includes Resolve West (formerly known as Bristol Mediation) as a delivery partner. They offer expertise in delivering restorative and mediation case work. Resolve West are also funded by the OPCC to deliver Restorative Justice across Avon & Somerset. SARI staff are regularly trained and upskilled by Resolve West staff so they can signpost and encourage our clients to take part in restorative justice or mediation when this will help them achieve the right outcome. We refer as many cases as we can for restorative justice and mediation to this service and welcome Resolve West's specialist caseworkers to our casework team meetings on a regular basis so we can ensure we are as restorative as possible in our practice. SARI caseworkers will also attend restorative justice and mediation sessions providing specialist hate crime casework expertise.

Community Safety Service

Due to Covid, we did not carry out our home safety assessments. However, we did continue to refer clients via our specialist fast track referral protocol to Avon Fire & Rescue and to social landlords so they could assess and improve the security of people's homes where needed.

Training

Our training service continued to contribute to our proactive work for agencies. Demand for this service has been huge this year due to the impact of the George Floyd murder, consequent rise in the Black Lives Matter Movement and more and more organisations wanting to do more to show they are prioritising race equality and improved outcome for black and minority ethnic staff. We continued to provide training to Avon and Somerset Constabulary new police students; local authorities; housing providers; social care and VCS providers; universities; YOTS and schools. We also continued to deliver training for Gloucestershire County Council. New agencies from around the country have asked for our input into race equality and hate crime training. We referred some to other equality and diversity training specialists we work with when we couldn't deliver the sessions ourselves due to capacity. We also used a couple of consultant trainers to help with some. In total we delivered 75 training sessions this year – nearly all of them adapted to be delivered via online platforms such as Zoom or MS Teams. Our Cultural Awareness tours were cancelled during this year, but will resume from April 2021 with our newly configured online version which we have been able to develop thanks to the National Lottery Covid Support funding.

Important events during the year affecting the work of the charity

2020 – 2021 has been a year of unprecedented events that have rocked the world of equality and diversity and so has seen a huge impact on charities such as SARI. Despite only having 22 staff, SARI is the largest hate crime charity in the UK. Charities like us are very rare – we are only aware of a handful throughout the UK. We are also Black and Minority ethnic led and have a specialist focus and longstanding history of dealing with racist incidents and providing specialist services.

Firstly, Covid has changed all of our lives in ways we could not have imagined but it has also shone a light on the impact of inequality on health outcomes – in particular for Black and Minority Ethnic communities who have face much higher mortality rates than their white counter-parts. Disabled people have also been extremely adversely impacted by Covid.

Covid has impacted on SARI in so many ways – it has changed how we work – having to adapt from being completely office and community based, from providing home visits, face to face meetings, multi-agency meetings, delivering training and education interventions in person to working from home and online or via the phone with our hugely diverse set of clients and communities.

We have adapted very well given us never having worked from home before. See our achievements section for information on our success in working through Covid and ensuring we maximize all possible learning and technological advancement from the adversity that Covid has put us all through.

Sadly, Covid has also seen staff, colleagues from other agencies and clients and their families getting ill or tragically in a few instances dying. It has seen huge detriment in their incomes, ability to get out and about (even worse if you are facing hate crime in and around your home), a huge impact on mental health and wellbeing and we saw backlash attacks on Chinese and South East Asian communities initially followed by cases where people were maliciously reported for breaking Covid regulations as part of hate motivated campaigns or attacked due to people being more frustrated by lockdown and taking it out on our equalities communities even more than usual.

The murder of George Floyd on 25th May 2020, the consequent rise in the Black Lives Matter Movement, the global demonstrations that this led to and the toppling of Bristol's Colston Statue paving the way to a worldwide debate on statues and memorabilia that celebrate former slavers has seen a huge rise in demand for our services. It had the same impact on other race equality and hate crime charities too. On the one hand the appalling killing of George Floyd has ironically had the positive impact of us getting recognized in a way we have never seen in our 29-year history for the work we do to combat racism and hate crime such as a big rise in interest in us and in donations. This has included people (of all ages and backgrounds, as individuals and in groups) fundraising, donating one off larger sums; all of whom shared amazing stories behind their campaign, from head shaving to video streaming marathons.

We were fortunate to have three donors attend this year's AGM; Ben Leo Hollis, who raised funds by cycling from his hometown in Leicester to Brisbane and the duo, Manoel Bolutife Akure and Felix Russell-Saw. Felix captured the iconic picture of his friend, Manoel standing on the plinth shortly after the statue of slave trader, Edward Colston was felled in June 2019. Felix's picture quickly achieved global acclaim. Additionally, SARI was chosen as many organisation's charity of the year or the beneficiary of fundraisers. Musicians and bands raised funds for us or talked about us on their social media to raise our profile; national newspapers and magazines wrote about us and regular and long-term recurring donors came on board to provide whatever they can for our cause. We have also seen a big increase in demand for our training and consultancy services.

On the other hand, there has been a very serious negative impact with backlash attacks on local black leaders including death threats, racist letters and racist icons being posted to our mayor and his family and threats chalked on the pavement outside our mayor's house. We have seen attacks on children and adults where the perpetrators have referred to George Floyd, Black Lives Matter or the statue being toppled when racially attacking people. It has spilled into grafitti, racist letters or social media and led to the desecration of a listed grave in north Bristol for a 17th century young enslaved man. We have seen 'White Lives Matter' protests which have turned violent with police officers being attacked.

BREXIT continued to have an impact this year with a large impact on EU migrant communities as the decision around their status and what they needed to do to ensure Settled Status. SARI has been doing all possible to signpost clients and staff to specialist advice services to resolve their status, however we believe many EU migrants have chosen to return to their home countries partly due to Covid and the uncertainty caused by

BREXIT and associated difficulties. The number of cases involving EU migrants remained high this year with a higher percentage being targeted out of our overall caseload.

SARI continues to respond to the increasing number of people speaking out about their gender identity which is counted by a very concerning increase in toxic transphobia by those who do not agree that anyone should be able to question or change their gender identity and who are against the Gender Recognition Act or any legislation that increases freedoms for people. Attacks on trans people in social media as well as physical and verbal attacks on them in all areas of their life are on the rise but the fear of repercussions from reporting, speaking out or revealing identities means many trans people are not feeling safe to get help. SARI continues to do all we can to promote the rights and safety of trans, non-binary and gender questioning people.

We saw the closing down of LGBT Bristol this year as it could not get enough funding to survive. We have noticed that there are less and less dedicated LGBTQ+ services and agencies, with hardly any in Avon & Somerset. As a result, we have a new collaborative partner for Bristol Hate Crime & Discrimination Services – Bristol's Off the Record's Freedom project that is the longest running LGBTQ+ service in the City. They are a service for children and young people but have agreed to support us for all ages while we try and jointly build up LGBTQ+ infrastructure so we have more support for our LGBTQ+ related hate crime services. We are also working to build LGBTQ+ engagement across all of Avon & Somerset to increase confidence in our services and reporting of hate crime from these groups.

Volunteers, donations-in-kind, other intangible income nor evaluated or explained in the accounts
During this financial year we hosted 2 volunteers, in addition to members of our Board of Trustees who are all voluntary. SARI does not rely heavily on volunteers but views them as an invaluable part of the staff team who can contribute to the organisation whilst also gaining experience that benefits their future. SARI considers volunteering to be a two-way process. We hope to be able to offer constructive work experience for the volunteer and to gain support for areas where we are often under-resourced. SARI has received no other intangible income not evaluated or explained in the accounts.

Policies and Procedures
Policies and Procedures reviewed since the last report:

- SARI Data Protection Privacy Notice for staff
- SARI Information sharing and confidentiality policy
- SARI External Data breach policy and breach reporting procedure
- SARI Coronavirus Face to Face Risk and Control Measure Log
- SARI COVID-19 return to office plan
- SARI COVID-19 Office Risk Assessment
- SARI COVID-19 Pre-Return to Work Declaration
- SARI Complaints Policy
- SARI Work Equipment Policy

Financial Review
Review
A comparison with the previous year (2019-2020) shows the impact the pandemic has had on our traded activities, generating only £15,690 in the year (down 64% on the previous year). We have fortunately managed to recover more than anticipated thanks to the National Lottery Community Fund which provided us with a grant and the expertise to effectively move our popular training packages to an online format. Another positive note is that SARI has retained the majority of its core funders, as is evidenced by a smaller drop of in "grants and

contracts" (down a more modest 22% on the previous year). We thank all our funders for their continued support during these challenging times.

All of this shortfall however is made up by the prodigious level of donation funding we have received on a global scale, following the tragic murder of George Floyd in May 2020. The increase in donation support has become a viable form of funding for SARI, which, of course, goes straight into service delivery and reserves to be used for projects that will improve the whole organisation from quality to access to our services. Our projects laid out in details in our strategic Business Plan.

While training delivery costs, along with associated room hire and travel have reduced by just under 80%, we have commenced with converting the office to be accessible, with £120,000 spent by the end of the year; the biggest expense by far. In light of the pandemic we have also invested heavily in technology; by upgrading our servers, work equipment and cyber security so our staff can continue their work remotely.

Overall, thanks to incredible support from the people of Bristol and beyond and our funders, all of whom share our vision, we ended the year with £917,874 in our bank accounts [2019: £834,313]. By working with our Board of Trustees, we continue will use to funding to implement our most pressing projects while continuing to deliver a high quality and client centred service to all victims of Hate Crime and Discrimination.

Reserves Policy

The Trustees have established a policy whereby the unrestricted funds not committed to or invested in tangible fixed assets ('the free reserves') held by the Charity should be used to build the resilience and sustainability of SARI.

We want to make the best use of our Reserves ensuring that we are maximising our ability to achieve our charitable aims and objectives and investing in futureproofing the infrastructure required to deliver the work that we do for local communities.

The Trustees will closely monitor the application of our Reserves Policy over the coming year.

Trustees are well aware of the ever-increasing demand being made on Funders and the advent of large public spending cuts still to be made and that redundancy cannot be completely ruled out. Nevertheless, we are planning ahead to be able to continue to deliver the key services that we are providing.

Investment Powers

Under the Articles of Association, the Charity has the power to make any investment which Trustees see fit.

Plans for future

Covid has had a big impact on how we will be expecting staff to delivers services in the future. We plan to introduce a new way of working with mixed home and office-based working with the intention of maximizing staff wellbeing whilst ensuring our clients get the best services possible.

We will look at how we can build on the technological learning that Covid had brought to us, utilizing online meeting and communication abilities to hugely improve our work productivity and outcomes. This has already benefited our ability to work across large and predominantly rural authorities, allowing SARI's stakeholders e.g. collaborative partners, clients to work from anywhere.

We will be focused on finalising our Paperless Office; a new case management system which is on track for launching – this is crucial to the technological needs of our casework team particularly while impacted by Covid regulations.

We will be guided by our new future facing business plan 2021-2026 and our Operations Plan newly introduced this year which outline the key needs to be accomplished in order to fulfil our strategic objectives. Each year is broken down into 4 sections, these are:

1. Empowering
2. Challenging
3. Changing
4. Resourcing

These key areas allow SARI to form a holistic view of SARI's activities and to plan accordingly for the future.

Independent Examiner
Dick Maule FCA was re-appointed as the company's Independent Examiner at the AGM held on 26 November 2020.

This report has been prepared in accordance with the Statement of Recommended Practice on Accounting and Reporting by Charities and taking advantage of the small companies of section 415A of the Companies Act 2006 relating to small entities.

Approved by The Board of Trustees on 9 July 2021 and signed on its behalf by:

Irvin Campbell
Chair

Independent Examiner's Report to the Trustees of
Stand Against Racism & Inequality

I report on the accounts of the company for the year ended 31st March 2021 which are set out on pages 15 to 26.

Responsibilities and basis of report

As the charity trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your company's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of The Institute of Chartered Accountants England and Wales, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Dick Maule FCA
3 Penlee View Terrace, Penzance, TR18 4HZ
Date

STAND AGAINST RACISM & INEQUALITY

Statement of Financial Activities
for the year ended 31st. March 2021

	Notes	Unrestricted Funds 2021	Restricted Funds 2021	Total Funds 2021	2020
		£	£	£	£
Income from:					
Donations		322,161	-	322,161	1,775
Investment income		901	-	901	1,864
Charitable activities					
Training and other income		15,690	-	15,690	43,714
Grants and contracts		96,901	409,210	506,111	459,451
Total		435,653	409,210	844,863	506,804
Expenditure on:					
Charitable activities		355,973	408,988	764,961	623,430
Total	[2]	355,973	408,988	764,961	623,430
Net income/(expenditure)		79,680	222	79,903	(116,625)
Total funds brought forward		1,228,743	7,484	1,236,228	1,352,853
Total funds carried forward		1,308,424	7,706	1,316,130	1,236,228

STAND AGAINST RACISM & INEQUALITY

Balance sheet as at 31st.March 2021

	Notes	2021 £	£	2020 £
Tangible assets	3		426,555	425,106
Current assets				
Debtors and prepayments	5	18,102		17,410
Cash at bank and in hand		899,772		816,721
		917,874		834,131
Current liabilities				
Creditors: amounts falling due within 12 months	4	(28,299)		(23,009)
Net Current assets			889,575	811,122
Net assets			1,316,130	1,236,228
Unrestricted funds				
General funds			332,044	215,744
Designated Funds	6		976,380	1,013,000
Restricted funds			7,706	7,484
Total funds			1,316,130	1,236,228

For the year ended 31st March 2021
The company was entitled to the exemption from audit under section 477
of the Companies Act 2006
The members have not requested the company to obtain an audit
in accordance with section 476 of the Companies Act 2006 relating to small companies.
The directors acknowledge their responsibility for complying with the requirements
of the act with respect to accounting records and for the preparation of the accounts.

The financial statements were approved and authorised for issue by the trustees on
dated:-
and signed on their behalf by:
On behalf of the Trustees .....

STAND AGAINST RACISM & INEQUALITY

Statement of Cash Flows
for the year ended 31st. March 2021

	2021	2020
	£	£
Cash flows from operating activities:		
Net cash provided by [used in] operating activities	94,756	(94,652)
Cash flows from investing activities:		
Interest	901	1,864
Disposals of fixed assets	4,749	
Purchase of fixed assets	(17,355)	-
	83,051	(92,788)
Changes in cash in the reporting period		
Cash and cash equivalents at the beginning of the year	816,721	909,509
Cash and cash equivalents at the end of the year	899,772	816,721
	83,051	(92,788)

STAND AGAINST RACISM & INEQUALITY

Notes to the accounts for the year ended 31st. March 2021

(1) Principal Accounting Policies

The principal accounting policies adopted in the preparation of the financial statements are set out below and have remained unchanged from the previous year.

(a) Basis of preparation

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) 2nd edition the Charities Act 2011 and the Companies Act 2006.

The financial statements have been prepared under the historical cost convention.

(b) Fund accounting

[i] Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity.

[ii]Designated funds are unrestricted funds earmarked by the Management Committee for particular purposes.

[iii] Restricted funds are subjected to restrictions on their expenditure imposed by the donor or through the terms of an appeal.

(c) Income

Income is included in the statement of financial activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income.

[i] Income received by way of grants, donations and gifts and is included in full in the Statement of Financial Activities when receivable. Grants, where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant.

[ii] Donated services and facilities are included at the value to the charity where this can be quantified.

[iii]The value of services provided by volunteers has not been included in these accounts.

[iv] Investment income is included when receivable.

[v]Income from charitable trading activity are accounted for when earned.

[vi]Income from grants, where related to performance and specific deliverables, are accounted for as the charity earns the right to consideration by its performance.

(d) Expenditure

Expenditure is recognised on an accrual basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered

[i]Costs of generating funds comprise the costs associated with attracting voluntary income and the costs of trading for fundraising purposes.

[ii] Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them

STAND AGAINST RACISM & INEQUALITY

Notes to the accounts for the year ended 31st. March 2021

(1) Principal Accounting Policies

(d) Expenditure

[iii]All costs are allocated between the expenditure categories of the SoFA on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned on an appropriate basis.

(e) Fixed assets

Tangible fixed assets are written off over the expected useful life of the asset, at 25% per annum on the reducing balance method for motor vehicles, fittings and equipment and 1% on the straight line basis for property.

Items costing over £500 are capitalised.

(2) Expenditure	2021	2020
	£	£
Salaries	516,577	487,504
Transfers to pension scheme	17,656	14,085
Building maintenance	120,230	-
Training delivery	3,211	14,987
Non-capitalised equipment	3,642	898
Heat, light, power and water	4,738	5,862
Rates	2,381	2,344
Travel, training and conferences	6,257	12,366
Repairs and renewals	17,174	18,686
Print, post and stationery	5,815	5,254
Telephone	13,986	10,413
Grants paid out	11,396	8,738
Bank charges	489	528
Independent examiner's fees	895	875
Translation	2,333	2,004
Insurance	3,691	3,961
Public Relations, advertising and recruitment	1,963	7,410
Professional fees	20,297	11,694
Board of Trustees	280	1,707
Room hire	-	88
Affiliation	793	481
Depreciation	15,291	13,235
[Surplus] on disposals of fixed asset	(4,133)	-
Volunteers` expenses	-	312
	764,961	623,430

STAND AGAINST RACISM & INEQUALITY

Notes to the accounts for the year ended 31st. March 2021

(3) Tangible Fixed Assets	Motor Vehicle	Fittings & equipment	Property	Total
	£	£	£	£
Cost				
balance brought forward	19,403	188,587	410,000	617,990
disposals in the year	(19,403)	-	-	(19,403)
additions in the year	11,499	5,856	-	17,355
	11,499	194,443	410,000	615,942
Depreciation				
balance brought forward	18,788	161,796	12,300	192,883
disposals in the year	(18,788)	-	-	(18,788)
charge for the year	3,029	8,162	4,100	15,291
	3,029	169,957	16,400	189,386
Net book value at 31st. March 2021	8,470	24,486	393,600	426,555
Net book value at 31st. March 2020	615	26,791	397,700	425,106

	2021	2020
	£	£
(4) Creditors		
Falling due within 12 months		
Deferred grants	12,000	12,000
Sundry creditors and accruals	16,299	11,009
	28,299	23,009

(5) Debtors and prepayments

Grants receivable	-	-
Sundry debtors and prepayment	18,102	17,410
	18,102	17,410

STAND AGAINST RACISM & INEQUALITY

Notes to the accounts for the year ended 31st. March 2021

(6) Movements in funds

Restricted funds	Balance at 1.4.2020 £	Income £	Expenditure £	Transfers £	Balance at 31.3. 2021 £
B & NES CYPS	-	15,430	(15,430)	-	-
BCC Hate Crime & Discrimination	-	216,865	(216,865)	-	-
Big Lottery Fund	7,484	154,415	(154,193)	-	7,706
South Gloucestershire Council	-	22,500	(22,500)	-	-
	7,484	409,210	(408,988)	-	7,706
Unrestricted funds					
Designated funds					
Funds relating to:					
Fixed Assets					
Building	397,700	-	-	(4,100)	393,600
Equipment & Vehicle	27,407	-	-	5,548	32,955
Total Fixed Assets	**425,107**	-	-	**1,448**	**426,555**
Other designated funds					
Staff Contingency	67,449	-	-	4,106	71,555
Deficit Funding	320,670	-	-	-	320,670
Business Plan	79,774	-	-	(29,774)	50,000
Annual Maintenance	20,000	-	-	-	20,000
Building Accessibility	100,000	-	-	-	100,000
Total Designated funds	**1,013,000**	**-**	**-**	**(24,220)**	**988,780**
General funds	**215,744**	**435,653**	**(355,973)**	**24,220**	**319,644**
Total unrestricted funds	**1,228,744**	**435,653**	**- 355,973**	**-**	**1,308,424**
Total funds	**1,236,228**	**844,863**	**- 764,961**	**-**	**1,316,130**

Fixed Assets - Building & Equipment are Tangible Assets

Staff Contingency – to cover unforeseen sickness and vacancies in the event of losing key staff members

Deficit Funding – to cover 6 month's expenditure required for the current workforce to be maintained in the event of losing key contracts.

Business Plan– associated costs for our action plan enabling future sustainability and improving our service quality.

Annual Maintenance – to cover larger repair costs

Building Accessibility - to fund accessible facilities for the building

STAND AGAINST RACISM & INEQUALITY

Notes to the accounts for the year ended 31st. March 2021

(6) Movements in funds [continued]

Equipment & Vehicle Reserve –to reflect reserves tied up in the capitalised equipment
It is equal to the net book value of equipment and motor vehicles.

	2021	2020
Unrestricted grants and contracts for service	£	£
Nisbet Trust	20,000	20,000
GRT	12,000	11,000
Voice & Influence	2,333	2,192
Bristol Drugs Project	3,600	4,950
Alliance Homes	3,000	4,350
B&NES People and Communities	-	5,847
AWP NHS Trust	14,617	10,552
SGC YOT	1,800	1,800
LiveWest	8,400	6,000
Bromford	8,700	4,500
Solon SWHA	2,450	2,450
Wellspring H.L.C.	-	1,094
Milestones Trust	4,747	4,747
Avon and Somerset Constabulary	5,900	-
Bristol City Council Public Health	-	1,700
Avon Fire & Rescue	2,370	4,710
University of Bristol	1,600	1,950
BrisDoc	-	8,940
Learn@ Multi Academy Trust	-	5,272
HMP Eastwood Park	-	1,459
HMP Bristol	3,600	7,395
SWAN Advocacy	-	2,379
Riverside	1,784	1,950
Huish Episcopi Academy	-	8,852
	96,901	124,089

STAND AGAINST RACISM & INEQUALITY

Notes to the accounts for the year ended 31st. March 2021

(8) Employee information

	2021	2020
Number of employees		
Receiving emoluments of less than £60,000.	22	25
The average weekly number of employees during the year were calculated on the basis of average monthly head count.		
Salaries and wages	475,494	451,890
Social security costs	41,083	35,613
	516,577	487,504
Pension contribution	17,656	14,085
	534,233	501,589

(9) Trustees information

	£	£
Trustees remuneration and expenses	280	1,707

The trustees received no remuneration, except for travel and subsistence to meetings.

Related party transaction: There were none this year.

(10) Analysis of net assets between funds

	General Funds	Designated Funds	Restricted Funds	Total
	£	£	£	£
Tangible fixed assets	-	426,555	-	426,555
Current assets	347,943	562,225	7,706	917,874
Current liabilities	(28,299)	-	-	(28,299)
Net assets at 31st March 2021	319,644	988,780	7,706	1,316,130

STAND AGAINST RACISM & INEQUALITY

Notes to the accounts for the year ended 31st. March 2021

[11] Reconciliation of net income/ [expenditure] to net cash flows from operating activities

	2021	2020
	£	£
Net income/[expenditure for the year [as per SoFA].	79,903	(116,625)
Adjustment for:		
Depreciation charges	15,291	13,235
[Surplus] on disposals of fixed asset	(4,133)	
[Increase]/ decrease in debtors	(692)	19,776
Increase/ [decrease] in creditors	5,290	(9,176)
Interest	(902)	(1,864)
Net cash provided by [used in] operating activities	94,756	(94,652)

[12] Training and other income

	2021	2020
	£	£
Training income	15,283	31,213
VAT reclaimed through Flat Rate	174	261
Other income	233	12,240
	15,690	43,714

STAND AGAINST RACISM & INEQUALITY

Notes to the accounts for the year ended 31st. March 2021

(13) Analysis of prior year funds [required by F.R.S.102].

Statement of Financial Activities
for the year ended 31st. March 2020

	Unrestricted Funds	Restricted Funds	Total Funds	
	2020	2020	2020	2019
	£	£	£	£
Income from:				
Donations	1,775	-	1,775	1,470
Investment income	1,864	-	1,864	2,479
Charitable activities				
Training and other income	43,714	-	43,714	43,594
Grants and contracts	124,089	335,362	459,451	534,434
Total	171,442	335,362	506,804	581,977
Expenditure on:				
Charitable activities	288,283	335,147	623,430	631,716
Total	288,283	335,147	623,430	631,716
Net income/(expenditure)	(116,840)	215	(116,625)	(49,738)
Total funds brought forward	1,345,584	7,269	1,352,853	1,402,591
Total funds carried forward	1,228,744	7,484	1,236,228	1,352,853

STAND AGAINST RACISM & INEQUALITY

Notes to the accounts for the year ended 31st. March 2021

(13) Analysis of prior year funds [required by F.R.S.102] continued.

Prior Year Movements in funds

Restricted funds	Balance at 1.4.2019 £	Income £	Expenditure £	Transfers £	Balance at 31.3. 2020 £
B & NES CYPS	-	8,230	(8,230)	-	-
BCC Hate Crime & Discrimination	-	214,820	(214,820)	-	-
Big Lottery Fund	7,269	89,812	(89,597)	-	7,484
South Gloucestershire Council	-	22,500	(22,500)	-	-
	7,269	327,132	(326,917)	-	7,484
Unrestricted funds					
Designated funds					
Building Fixed Asset Reserve	401,800	-	-	(4,100)	397,700
Staff Contingency Reserve	148,000	-	-	(80,551)	67,449
Deficit Funding Reserve	380,000	-	-	(59,330)	320,670
Business Plan Reserve	50,000	-	-	29,774	79,774
Annual Maintenance Reserve	20,000	-	-	-	20,000
Building Accessibility Reserve	-	-	-	100,000	100,000
Equipment & Vehicle Reserve	36,542	-	-	(9,135)	27,407
	1,036,342	-	-	(23,342)	1,013,000
General funds	309,242	171,442	(288,283)	23,342	215,744
Total unrestricted funds	1,204,437	171,442	(288,283)	-	1,228,744
Total unrestricted funds	1,395,532	163,207	(213,155)	-	1,345,583