



**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 graffiti, 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 deliver 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			<u>96,901</u>	<u>409,210</u>		<u>506,111</u>		<u>459,451</u>
Total			<u>435,653</u>	<u>409,210</u>		<u>844,863</u>		<u>506,804</u>
Expenditure on:								
Charitable activities			<u>355,973</u>	<u>408,988</u>		<u>764,961</u>		<u>623,430</u>
Total	[2]		<u>355,973</u>	<u>408,988</u>		<u>764,961</u>		<u>623,430</u>
Net income/(expenditure)			79,680	222		79,903		(116,625)
Total funds brought forward			<u>1,228,743</u>	<u>7,484</u>		<u>1,236,228</u>		<u>1,352,853</u>
Total funds carried forward			<u><u>1,308,424</u></u>	<u><u>7,706</u></u>		<u><u>1,316,130</u></u>		<u><u>1,236,228</u></u>

STAND AGAINST RACISM & INEQUALITY

Balance sheet as at 31st.March 2021

	Notes	2021 £	2020 £
Tangible assets	3	426,555	<u>425,106</u>
Current assets			
Debtors and prepayments	5	18,102	17,410
Cash at bank and in hand		<u>899,772</u>	<u>816,721</u>
		917,874	834,131
Current liabilities			
Creditors: amounts falling due within 12 months	4	<u>(28,299)</u>	<u>(23,009)</u>
Net Current assets		<u>889,575</u>	<u>811,122</u>
Net assets		<u>1,316,130</u>	<u>1,236,228</u>
Unrestricted funds			
General funds		332,044	215,744
Designated Funds	6	976,380	1,013,000
Restricted funds		<u>7,706</u>	<u>7,484</u>
Total funds		<u>1,316,130</u>	<u>1,236,228</u>

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)	-
	<u>83,051</u>	<u>(92,788)</u>
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	<u>899,772</u>	<u>816,721</u>
	<u>83,051</u>	<u>(92,788)</u>

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
	<u>764,961</u>	<u>623,430</u>

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
	<u>11,499</u>	<u>194,443</u>	<u>410,000</u>	<u>615,942</u>
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
	<u>3,029</u>	<u>169,957</u>	<u>16,400</u>	<u>189,386</u>
Net book value at 31st. March 2021	<u>8,470</u>	<u>24,486</u>	<u>393,600</u>	<u>426,555</u>
Net book value at 31st. March 2020	<u>615</u>	<u>26,791</u>	<u>397,700</u>	<u>425,106</u>

	2021 £	2020 £
(4) Creditors		
Falling due within 12 months		
Deferred grants	12,000	12,000
Sundry creditors and accruals	16,299	11,009
	<u>28,299</u>	<u>23,009</u>

(5) Debtors and prepayments

Grants receivable	-	-
Sundry debtors and prepayment	18,102	17,410
	<u>18,102</u>	<u>17,410</u>

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)	-	-
	<u>7,484</u>	<u>409,210</u>	<u>(408,988)</u>	<u>-</u>	<u>7,706</u>
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
	<u>96,901</u>	<u>124,089</u>

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	<u>41,083</u>	<u>35,613</u>
	516,577	487,504
Pension contribution	<u>17,656</u>	<u>14,085</u>
	<u>534,233</u>	<u>501,589</u>

(9) Trustees information

	£	£
Trustees remuneration and expenses	<u>280</u>	<u>1,707</u>
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	<u>(28,299)</u>	<u>-</u>	<u>-</u>	<u>(28,299)</u>
Net assets at 31st March 2021	<u>319,644</u>	<u>988,780</u>	<u>7,706</u>	<u>1,316,130</u>

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	<u>94,756</u>	<u>(94,652)</u>

[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
	<u>15,690</u>	<u>43,714</u>

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	<u>124,089</u>	<u>335,362</u>	<u>459,451</u>	<u>534,434</u>
Total	<u>171,442</u>	<u>335,362</u>	<u>506,804</u>	<u>581,977</u>
Expenditure on:				
Charitable activities	<u>288,283</u>	<u>335,147</u>	<u>623,430</u>	<u>631,716</u>
Total	<u>288,283</u>	<u>335,147</u>	<u>623,430</u>	<u>631,716</u>
Net income/(expenditure)	(116,840)	215	(116,625)	(49,738)
Total funds brought forward	<u>1,345,584</u>	<u>7,269</u>	<u>1,352,853</u>	<u>1,402,591</u>
Total funds carried forward	<u><u>1,228,744</u></u>	<u><u>7,484</u></u>	<u><u>1,236,228</u></u>	<u><u>1,352,853</u></u>

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)	-	-
	<u>7,269</u>	<u>327,132</u>	<u>(326,917)</u>	<u>-</u>	<u>7,484</u>
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
	<u>1,036,342</u>	<u>-</u>	<u>-</u>	<u>(23,342)</u>	<u>1,013,000</u>
General funds	<u>309,242</u>	<u>171,442</u>	<u>(288,283)</u>	<u>23,342</u>	<u>215,744</u>
Total unrestricted funds	<u>1,204,437</u>	<u>171,442</u>	<u>(288,283)</u>	<u>-</u>	<u>1,228,744</u>
Total unrestricted funds	<u>1,395,532</u>	<u>163,207</u>	<u>(213,155)</u>	<u>-</u>	<u>1,345,583</u>