



**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 Roma 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 24 th 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 not 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	Restricted Funds	Total Funds	
		2022	2022	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		<u>339,144</u>	<u>382,574</u>	<u>721,718</u>	<u>506,111</u>
Total		<u>577,103</u>	<u>382,574</u>	<u>959,677</u>	<u>844,864</u>
Expenditure on:					
Charitable activities		<u>460,330</u>	<u>353,575</u>	<u>813,905</u>	<u>764,961</u>
Total	[2]	<u>460,330</u>	<u>353,575</u>	<u>813,905</u>	<u>764,961</u>
Net income/(expenditure)		116,774	28,999	145,773	79,903
Total funds brought forward		<u>1,308,424</u>	<u>7,706</u>	<u>1,316,130</u>	<u>1,236,227</u>
Total funds carried forward		<u>1,425,198</u>	<u>36,705</u>	<u>1,461,903</u>	<u>1,316,130</u>

STAND AGAINST RACISM & INEQUALITY

Balance sheet as at 31st.March 2022

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

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)
	<u>174,741</u>	<u>83,051</u>
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	<u>1,074,513</u>	<u>899,772</u>
	<u>174,741</u>	<u>83,051</u>

STAND AGAINST RACISM & INEQUALITY

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

STAND AGAINST RACISM & INEQUALITY

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)
	<u>813,905</u>	<u>764,961</u>

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
	<u>11,499</u>	<u>196,605</u>	<u>410,000</u>	<u>618,104</u>
Depreciation				
balance brought forward	3,029	169,957	16,400	189,386
charge for the year	2,118	6,662	4,100	12,880
	<u>5,147</u>	<u>176,619</u>	<u>20,500</u>	<u>202,266</u>
Net book value at 31st. March 2022	<u>6,352</u>	<u>19,986</u>	<u>389,500</u>	<u>415,838</u>
Net book value at 31st. March 2021	<u>8,470</u>	<u>24,486</u>	<u>393,600</u>	<u>426,555</u>

	2022 £	2021 £
(4) Creditors		
Falling due within 12 months		
Deferred grants	-	12,000
Sundry creditors and accruals	<u>35,280</u>	<u>16,299</u>
	<u>35,280</u>	<u>28,299</u>

(5) Debtors and prepayments

Grants receivable	-	-
Sundry debtors and prepayment	<u>6,833</u>	<u>18,102</u>
	<u>6,833</u>	<u>18,102</u>

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)	-	-
	<u>7,706</u>	<u>382,574</u>	<u>(353,575)</u>	<u>-</u>	<u>36,705</u>
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
	<hr/>	<hr/>
	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.	531,433	475,494
Salaries and wages	<u>45,541</u>	<u>41,083</u>
Social security costs	576,974	516,577
	<u>20,524</u>	<u>17,656</u>
Pension contribution	<u>597,498</u>	<u>534,233</u>

(9) Trustees information

	£	£
Trustees remuneration and expenses	<u>1,021</u>	<u>280</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	-	415,838	-	415,838
Current assets	352,733	691,908	36,705	1,081,345
Current liabilities	<u>(35,280)</u>	<u>-</u>	<u>-</u>	<u>(35,280)</u>
Net assets at 31st March 2022	<u>317,453</u>	<u>1,107,746</u>	<u>36,705</u>	<u>1,461,904</u>

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	<u>176,296</u>	<u>94,757</u>

[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
	<u>52,390</u>	<u>15,690</u>

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	<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	<u>355,973</u>	<u>408,988</u>	<u>764,961</u>	<u>623,430</u>
Net income/(expenditure)	79,680	222	79,902	(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>1,308,424</u>	<u>7,706</u>	<u>1,316,130</u>	<u>1,236,228</u>

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)	-	-
	<u>7,484</u>	<u>409,210</u>	<u>(408,773)</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	<u>27,407</u>	<u>-</u>	<u>-</u>	<u>5,548</u>	<u>32,955</u>
Total Fixed Assets	<u>425,107</u>			<u>1,448</u>	<u>426,555</u>
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	<u>100,000</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>100,000</u>
Total Designated Funds	<u>1,013,000</u>	<u>-</u>	<u>-</u>	<u>(24,220)</u>	<u>988,780</u>
General funds	<u>215,744</u>	<u>435,654</u>	<u>(355,973)</u>	<u>24,220</u>	<u>319,645</u>
Total unrestricted funds	<u>1,228,744</u>	<u>435,654</u>	<u>(355,973)</u>	<u>-</u>	<u>1,308,425</u>
Total funds	<u>1,236,228</u>	<u>844,864</u>	<u>(764,746)</u>	<u>-</u>	<u>1,316,130</u>