



STAND AGAINST RACISM & INEQUALITY

TRUSTEES' ANNUAL REPORT

APRIL 1ST 2023 – MARCH 31ST 2024

STAND AGAINST RACISM & INEQUALITY

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

REPORT OF THE BOARD OF TRUSTEES

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

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

REFERENCE AND ADMINISTRATIVE INFORMATION

Charity Name: Stand Against Racism & Inequality

Registered Office and Operational address:

15 Portland Square

St Paul's

Bristol

BS2 8SJ

Charity registration number: 1047699

Company registration number: 3060925

BOARD OF TRUSTEES

Christina Fernandes – Treasurer

Martin Walker – Chair from 1st April 2024 as decided at board meeting on 6th January 2023

Vicki Morris – Resigned on the 9th January 2024

Abdul Samad Tariq

Luke Majithia

Reuben Chatterjee

Ronald Douglas

Sumayyah Malna

Vishal Mall

COMPANY SECRETARY

Agnes Yeomans – retired 11th December 2023

James Evans – from 1th December 2023

SENIOR LEADERSHIP TEAM

Alex Raikes MBE DL – Co-Director (Strategic) until December 31st 2023. Chief Executive from 1st January 2024

Agnes Yeoman – Co-Director (Finance & HR) – retired 31st December 2023

Temba Mahari – Head of Services

James Evans – Head of Finance, HR and Resources from 1st December 2023

BANKERS

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

BUSINESS AND EMPLOYMENT CONSULTANTS

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

INDEPENDENT EXAMINER

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

STATUS

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

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

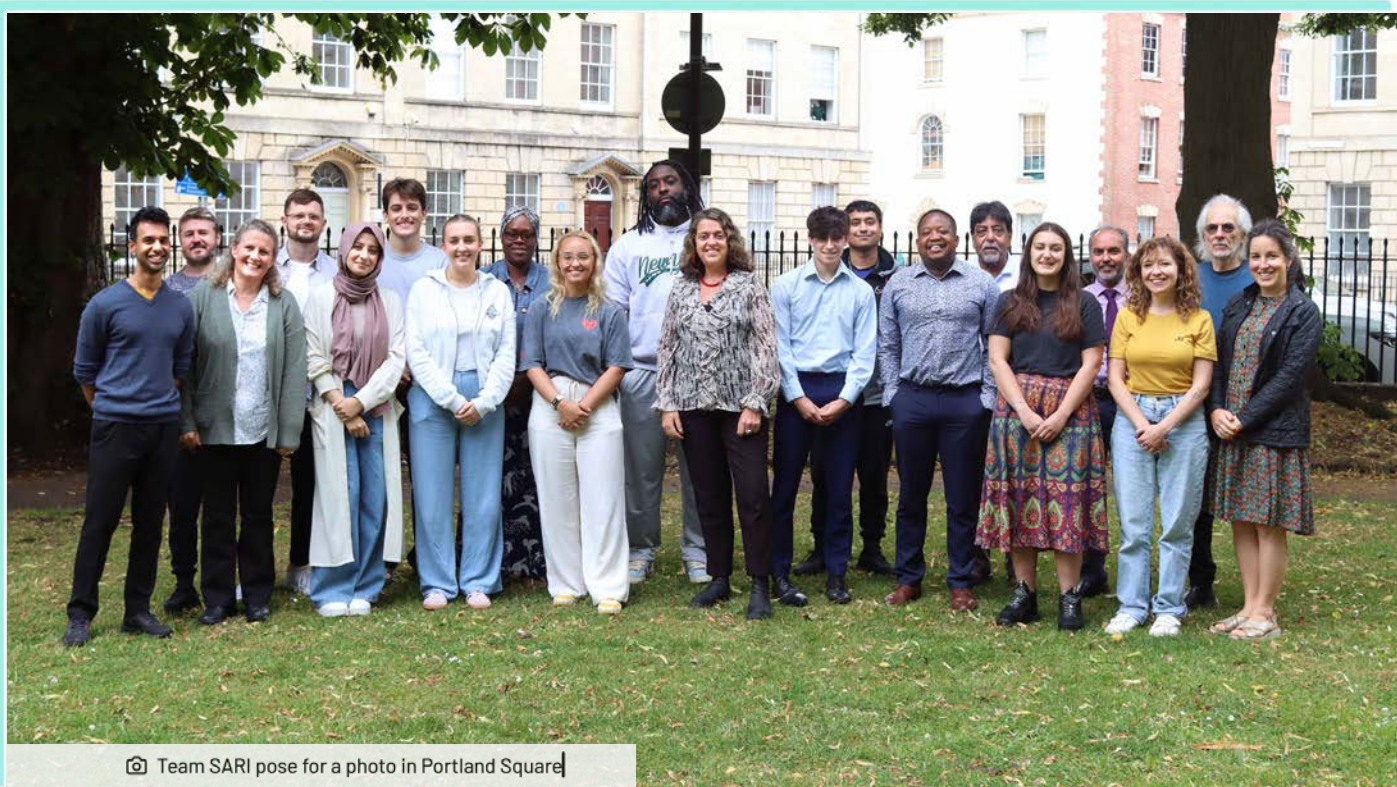
THE YEAR IN REVIEW

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

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

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

To view some notable equalities and hate related events, [click here](#).



📷 Team SARI pose for a photo in Portland Square

CONTENTS

WELCOME

- [Welcome from Martin Walker, Chair of the Board of Trustees](#)
- [Welcome from Alex Raikes MBE DL, Chief Executive](#)

ABOUT SARI

- [Who We Are: Champions for Equality and Diversity](#)
- [What We Do: Standing Against Hate](#)

THE PAST YEAR

- [Major Achievements in 2023/2024](#)
- [Bath and North East Somerset](#)
- [Bristol](#)
- [North Somerset](#)
- [Somerset](#)
- [South Gloucestershire](#)
- [Training: Creating Understanding](#)
- [Education: Inspiring the Next Generation](#)
- [Some of our Other Work](#)

WE COULDN'T DO IT WITHOUT...

- [Donors and Fundraisers](#)
- [Our Supporters](#)
- [Our Funders](#)

STATISTICAL BREAK DOWN

- [Statistical Break down](#)

GOVERNANCE

- [Governance](#)
- [Reserves Policy](#)

LOOKING AHEAD

- [Plans for the Future](#)

ACCOUNTS

- [Independent Examiner's Report](#)
- [Financial Information](#)



WELCOME FROM MARTIN WALKER

Chair of the Board of Trustees

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

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

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

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

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

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

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

Martin Walker



WELCOME FROM ALEX RAIKES MBE DL, CHIEF EXECUTIVE

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

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

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

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

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

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

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



WHO WE ARE: CHAMPIONS FOR EQUALITY AND DIVERSITY

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

Our charity is dedicated to:

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

WHAT WE DO: STANDING AGAINST HATE

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

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

MAJOR ACHIEVEMENTS IN 2023/24

691

CASE REFERRALS

238

HATE CRIME
CASES OPENED

590

VICTIMS
SUPPORTED

178

TRAINING & SCHOOL
SESSIONS DELIVERED

14,143

PEOPLE PARTICIPATED IN ONE OF
OUR WORKSHOPS OR TRAINING
SESSIONS

9,434

PEOPLE ACCESSED OUR WEBSITE
FOR INFORMATION ON HATE
CRIME

FURTHER ACHIEVEMENTS FROM 23/24

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



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

SHORTLISTED NOMINEE

Trans and non-binary guidance

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

[READ THE GUIDANCE](#)



BATH AND NORTH EAST SOMERSET

AT A GLANCE

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

Our referrals:

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

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



OUR WORK IN THE AREA

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

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

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

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

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



CASE STUDY #185-2023/24

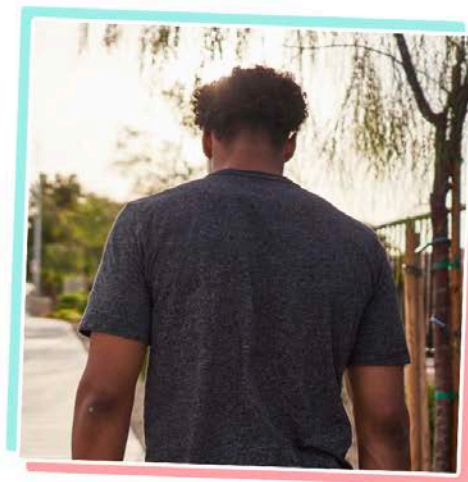
Race Hate

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

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

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

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



"
SARI is a very supportive, plus helpful, service who supported us through a difficult time. Thank you!"

- CLIENT #384-2021/22

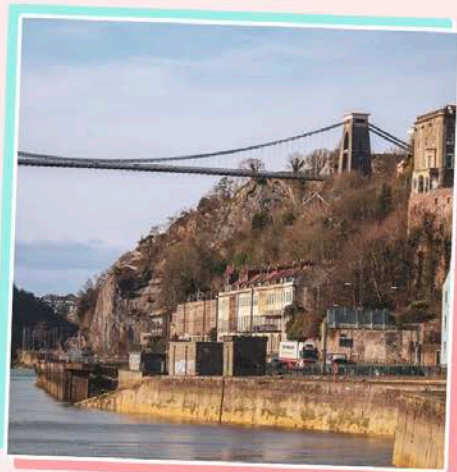
BRISTOL

AT A GLANCE

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

Our referrals:

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





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

OUR WORK IN THE AREA

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

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

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

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



“
I am very grateful for all the help from SARI, we did not give up, even though it took a long time, in the end SARI did it.”

– CLIENT #152-2019/20

CASE STUDY #153-2023/24

Honouring Hubert Brown's Legacy

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

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

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

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

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

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



REMEMBERING ABDUL WAHAB MBE

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

NORTH SOMERSET

AT A GLANCE

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

Our referrals:

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

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



OUR WORK IN THE AREA

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

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

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

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



CASE STUDY #114-2023/24

Race Hate

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

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

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

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

SOMERSET

AT A GLANCE

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

Our referrals:

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

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



OUR WORK IN THE AREA

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

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

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



"
I want to say a big thank you to SARI and Izzy because without people like her we would not have any support and it really changed our lives."

CLIENT #190-2022/23

CASE STUDY #207-2023/24

Homophobic Hate Crime

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

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

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

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



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

CLIENT #061-2023/2024

SOUTH GLOUCESTERSHIRE

AT A GLANCE

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

Our referrals:

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

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



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

CLIENT #048-2022/23

OUR WORK IN THE AREA

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

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

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

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

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

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



CASE STUDY #155-2023/24

Disability hate crime

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

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

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

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

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



“
Your organisation is great and the staff are fantastic.”

– CLIENT #073-2023/24

TRAINING



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

“
Very good awareness session. Very well presented by the trainer.”

– ALLIANCE HOMES EMPLOYEE

TRAINING SESSIONS DELIVERED

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

100%

**DELEGATES HAVE GREATER
UNDERSTANDING OF HATE CRIME
IMPACT**

100%

**DELEGATES MORE AWARE OF
BEST PRACTICE**

98%

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

100%

**ATTENDEES HAVE IMPROVED
KNOWLEDGE OF AGENCIES ROLE &
RESPONSIBILITIES**

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

131

**TRAINING SESSIONS DELIVERED IN
2023/24**

1,580

**TOTAL NUMBER OF TRAINING
SESSIONS ATTENDEES**

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

– NHS SOMERSET EMPLOYEE

CULTURAL AWARENESS TOURS

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



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

– CULTURAL AWARENESS TOUR PARTICIPANT

[FIND OUT MORE](#)

EDUCATION

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

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



“
We didn’t know what some of the words meant so if people say them and we say them too, we don’t always know if we are being racist.”

– YOUNG ATTENDEE

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

“
Susannah’s personal touch made it more interesting and relevant i.e., little stories about her background, experiences, and her own children.”

– TEACHER

47

NUMBER OF SCHOOLS WE
WORKED IN THROUGHOUT THE
YEAR

12,563

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

360

THE NUMBER OF TEACHERS WE
TRAINED IN THE YEAR

8

CASES OPENED IN PRIMARY
SCHOOLS

26

CASES OPENED IN SECONDARY
SCHOOLS

1

CASES OPENED IN SEND
SCHOOLS

1

CASES OPENED IN FE COLLEGE

36

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

SOME OF OUR OTHER WORK

EMPOWERMENT AND OFFENDER REDUCTION WORK

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



RESTORATIVE JUSTICE

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

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



OUR DONORS AND FUNDRAISERS

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

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

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

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



RACE AGAINST HATE

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

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

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

DONATE AGAINST HATE

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

£17,370

INCOME FROM DONATIONS
2023/24

968

TOTAL DONATIONS RECEIVED
2023/24

68

NUMBER OF ONGOING
SUBSCRIBERS

£4,422

TOTAL INCOME FROM GIFT AID
RECEIVED

OUR SUPPORTERS

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

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



SPECIAL THANKS TO...

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

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

— CABOT CIRCUS

OUR FUNDERS

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

OUR FUNDERS IN 2023/24

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

STATISTICAL BREAKDOWN

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

**VICTIMS
SUPPORTED
592**

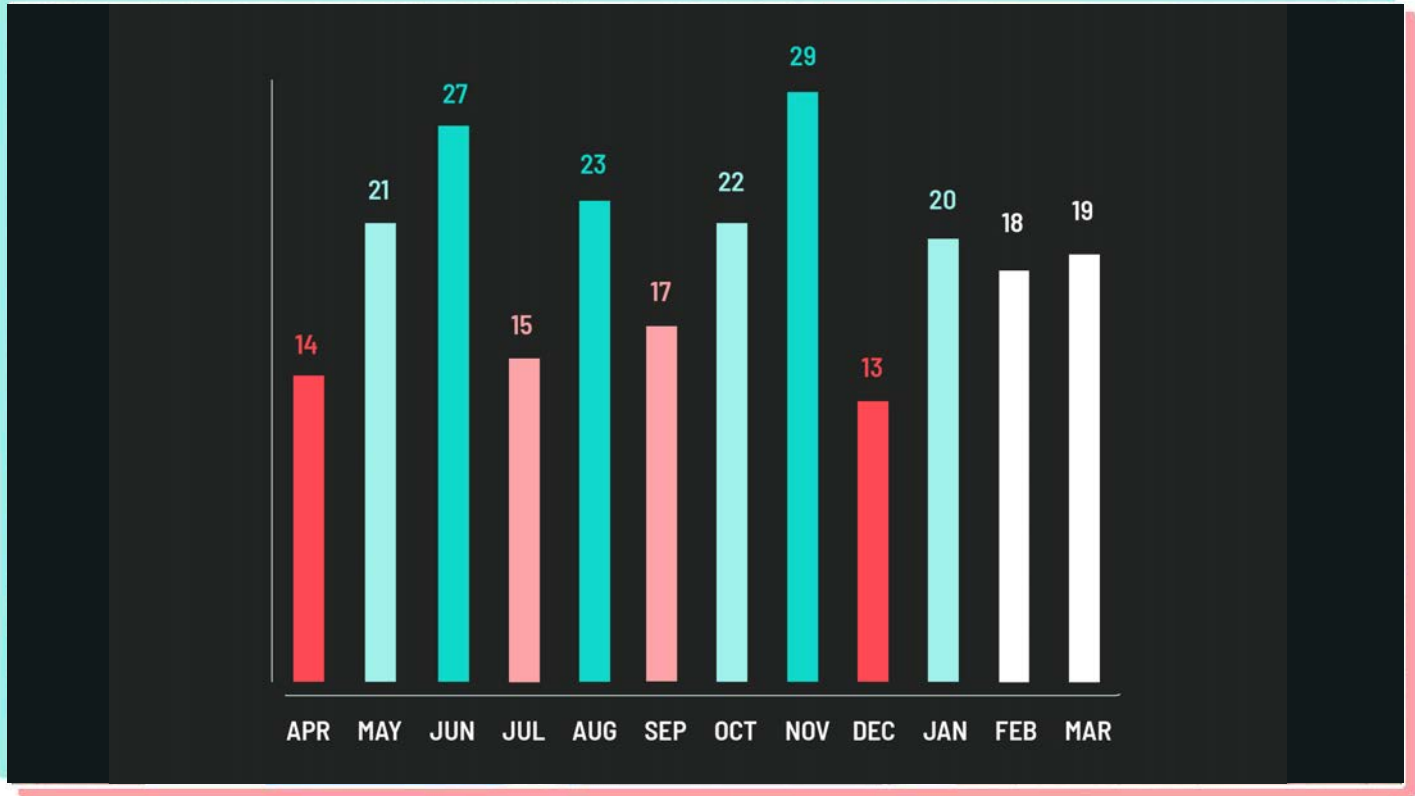
HOW MANY VICTIMS DID WE SUPPORT?

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

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

HOW MANY CASES DID WE OPEN?

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



WHY WERE PEOPLE TARGETED?

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



CLIENT SATISFACTION

85%

CLIENTS GIVING OUR SERVICE
THE HIGHEST POSSIBLE RATING

WHAT DID THEY SAY ABOUT US?

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

GOVERNANCE

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

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

BOARD OF TRUSTEES

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

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

APPOINTMENT OF TRUSTEES AND TERMS OF OFFICE

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

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

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

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

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

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

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

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

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

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

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

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

TRUSTEE INDUCTION AND TRAINING

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

STRUCTURE AND DECISION MAKING

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

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

RISK MANAGEMENT

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

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

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

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

TRUSTEES' RESPONSIBILITIES

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

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

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

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

Insofar as the Trustees are aware:

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

RESERVES POLICY

BACKGROUND AND OBJECTIVES

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

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

RESPONSIBILITIES

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

APPROACH

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

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

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

1. UNDERSTANDING THE NATURE OF CHARITABLE RESERVES HELD

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

2. IDENTIFYING FUNCTIONAL ASSETS

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

3. UNDERSTANDING THE FINANCIAL IMPACT OF RISK

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

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

A. INABILITY TO RAISE INCOME FROM DONORS

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

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

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

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

B. INABILITY TO REPLACE FUNDING

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

C. FINANCIAL LOSS DUE TO FRAUD OR MISALLOCATION OF FUNDS

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

D. CREDIT EVENTS LEADING TO FINANCIAL LOSS

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

E. OTHER

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

4. REVIEWING SOURCES OF INCOME

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

5. IMPACT OF FUTURE PLANS AND COMMITMENTS EXPENDITURE

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

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

6. AGREEING A RESERVES POLICY

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

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

FREE RESERVES LOWER THAN MINIMUM LEVEL

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

PLANS FOR THE FUTURE

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

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

INDEPENDENT EXAMINER

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

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

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



4th December 2024

Martin Walker

Chair of the Board of Trustees

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

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

RESPONSIBILITIES AND BASIS OF REPORT

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

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

INDEPENDENT EXAMINER'S STATEMENT

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

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

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

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

Dick Maule FCA

The Cross House, South Woodchester GL5 5EL

Dick Maule FCA
10 / 12 / 24

FINANCIAL INFORMATION

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2024

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

BALANCE SHEET AS AT 31 MARCH 2024

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

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

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

And signed on their behalf by:



4th December 2024

Martin Walker

Chair of the Board of Trustees

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 MARCH 2024

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

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2024

1) Principal Accounting Policies

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

a) Basis of preparation

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

b) Fund accounting

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

c) Income

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

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

d) Expenditure

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

- [i] Costs of generating funds comprise the costs associated with attracting voluntary income and the costs of trading for fundraising purposes.
- [ii] Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.
- [iii] All costs are allocated between the expenditure categories of the SoFA on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned on an appropriate basis.

e) Fixed assets

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

2) Expenditure

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

3) Tangible fixed assets

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

4) Creditors

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

5) Debtors and prepayments

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

6) Movements in funds

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

Fixed Assets—Building & Equipment are Tangible Assets.

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

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

Business Plan—associated costs for our action plan enabling future sustainability and improving service quality."

Annual Maintenance—to cover larger repair costs.

Building Accessibility—to fund accessible facilities for the building.

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

7) Unrestricted grants and contracts for service

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

8) Employee information

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

9) Trustees information

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

10) Analysis of net assets between funds

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

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

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

12) Training and other income

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

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

Statement of financial activities for the year ended 31 March 2023

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

Prior year movement in funds

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



15 Portland Square
Bristol
BS2 8SJ

☎ 0117 942 0060

✉ hello@saricharity.org.uk

