

# RACE EQUALITY FOUNDATION

England & Wales · Charity number 1051096

## Details

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**Other names** R.E.U., RACE EQUALITY UNIT

**Status** Registered

**Legal form** Charitable company

**Company number** [03121679](#)

**Registered** 1995-11-29

**Register** [View on the Charity Commission register](#)

## Contact

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**Website** [www.raceequalityfoundation.org.uk](http://www.raceequalityfoundation.org.uk)

## Activities

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**Objects:** TO PROMOTE GOOD RACE RELATIONS AND TO ENDEAVOUR TO ELIMINATE DISCRIMINATION ON THE GROUNDS OF RACE, THEREBY ENCOURAGING EQUALITY OF OPPORTUNITY BETWEEN DIFFERENT RACIAL GROUPS, WITH PARTICULAR REFERENCE TO THE DELIVERY OF SOCIAL WORK AND SOCIAL CARE SERVICES.

**Activities:** To promote good race relations and to endeavour to eliminate discrimination on the grounds of race. Activities include: research, training, consultancy and development work in social care, education, health and housing.

## Classification

- **How:** Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Acts As An Umbrella Or Resource Body
- **What:** General Charitable Purposes, Education/training
- **Who:** Children/young People, Elderly/old People, People With Disabilities, People Of A Particular Ethnic Or Racial Origin, Other Charities Or Voluntary Bodies, Other Defined Groups

## Geography

- Throughout England

## Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£1,271,866	£1,303,976	£350,703	20
2024-03-31	£1,259,106	£1,102,603	£497,951	15
2023-03-31	£1,021,974	£996,292	£431,255	13
2022-03-31	£797,990	£867,300	£308,388	14
2021-03-31	£1,296,993	£1,180,239	£290,698	13

## Trustees

Name	Role	Appointed
Amanda Pinto		2022-05-19
Dr Jagbir Jhutti-Johal		2022-05-19
Dr Melvina Owusu		2020-02-27
Dunston Patterson MSc		2025-05-22
Karin Lee Woodley		2022-05-19
PATRICIA ANNE LAWSON		2022-05-19
Reena Amriwala-Anand		2022-05-19
Samia Benbrih		2025-05-22
Vijay Patel		2025-05-22

**RACE EQUALITY FOUNDATION**

England & Wales - Charity number 1051096

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# Accounts

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# Annual Report & Financial Statements

**31 March 2025**

Company Limited by Guarantee registration number 03121679 (England and Wales)

Charity Registration Number 1051096

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# Charity Reference and Administrative Information

## Legal Status

The organisation is a charitable company limited by guarantee registered as a charity on 29 November 1995 and incorporated on 3 November 1995.

## Management Committee

Karin Woodley CBE - Trustee and Chair

Reena Anand - Trustee

Melvina Owusu - Trustee

Professor Jagbir Jutti-Johal - Trustee

Patricia Lawson - Trustee and Treasurer (Treasurer since February 2025)

Amanda Pinto KC - Trustee

Tajinder Gill - Trustee and Treasurer (resigned November 2024)

Professor Gurch Randhawa - Trustee (resigned November 2024)

Donald Mbeutcha - Trustee (resigned January 2025)

Samia Benbrih - Trustee (appointed May 2025)

Dunston Patterson - Trustee (appointed May 2025)

Vijay Patel - Trustee (appointed May 2025)

## Chief Executive

Jabeer Butt OBE

## Registered office and operational address

Unit 17 Deane House Studios  
27 Greenwood Place, London NW5 1LB

## Company registration number

03121679 (England and Wales)

## Charity registration number

1051096

## Auditors

Goldwins Ltd

## Actuaries

Barnett Waddingham LLP

## Bankers

Barclays Bank PLC

# Trustees' Annual Report



## Chair's Report

This past year has been one of continued momentum for the Race Equality Foundation. As Chair, I have again been struck by the depth of commitment, knowledge, and energy shown by our staff, partners, and volunteers in tackling systemic racism and striving to improve the lives of Black, Asian and minoritised ethnic communities.

The Foundation has delivered impactful work across a broad range of areas – from health equity and mental health and wellbeing services to environmental justice – with co-production embedded throughout, once again positioning itself at the forefront of evidence-based advocacy and intervention. Some of the Foundation's highlights this year have been the conclusion of a five-year Randomised Controlled Trial on the efficacy of the Strengthening Families, Strengthening Communities programme, and Jabeer's appointment to the Net Zero Council, as well as his BBC commentary on the Police Race Action Plan.

Alongside this, Trustees and senior leadership have taken further steps to strengthen our governance. Building on the improvements made in the previous year, including the introduction of a new governance manual, a refreshed theory of change, and a restructured staff development plan, we have now initiated a more systematic approach to board succession, performance review and oversight. These measures aim to ensure that the Foundation is both agile and robust, ready to meet the challenges and opportunities ahead.

A particularly heartfelt moment for the board this year was the departure of Professor Gurch Randhawa and Tajinder Gill, who both concluded their second three-year terms. Their insight, rigour, and generosity have been instrumental in guiding the Foundation's strategy and deepening our commitment to anti-racism. Tajinder, as Treasurer, brought discipline and care to our financial planning; Gurch, with his academic grounding and quiet leadership, ensured our work remained evidence-informed and impactful. We also said goodbye to another trustee, Donald Mbeutcha. On behalf of the Board and the Foundation as a whole, I extend our deepest thanks to them all for their contributions.

To replace these trustees, we were pleased to welcome Samia Benbrih, Dunston Patterson, and Vijay Patel to the board as newly appointed trustees.

As we look to the future, our collective resolve remains unwavering. Whether responding to longstanding injustices or emerging threats, the Foundation continues to bring people together to co-produce change: founded on trust, respect, and equity.

Thank you to everyone who has contributed to our work over the past year. I look forward to continuing this journey with all of you.

**Karin Woodley CBE**

**Chair**

October 2025

## Chief Executive's Report

This year's report begins in the shadow of profound national events. The horrific murders of three young girls in Southport in July 2024 shocked us all. The riots that followed in August 2024, which were stoked by misinformation and disinformation, that fed on racism and Islamophobia, exposed deep fractures in our society and caused fear and harm in many of the communities we work alongside.

In response, the Race Equality Foundation moved quickly to convene a series of national webinars. These created space for dialogue and reflection, bringing together diverse voices to examine what happened, why, and how we must respond. These conversations surfaced uncomfortable truths about structural racism, about the persistence of gendered violence, and about how narratives are weaponised. But they also reaffirmed the power of solidarity, and the need for long-term prevention.

Prevention has always been central to our mission. This year, that commitment was evident in many strands of our work, from supporting parents through the Strengthening Families, Strengthening Communities programme, to advancing health equity through co-produced research and policy. But it was particularly visible in the work that pushes boundaries. Our recent project with fathers in prison, for example, broke new ground by drawing on the expertise of an advisory group entirely made up of people with lived experience. Their insights challenged assumptions, shaped solutions, and reminded us of the importance of listening to those closest to the issues.

As we look ahead, we do so with renewed purpose. New work is already underway, building on the lessons from the past year. While this sits just outside the scope of this report, it reflects our enduring belief that lasting change requires not only a response, but vision.

To our staff, trustees, partners, and community collaborators: thank you for your dedication and trust. It is through your commitment that we continue to make progress, towards a more just, inclusive, and hopeful future.

**Jabeer Butt OBE**  
**Chief Executive**  
October 2025





## Evidence

Over the course of 2024–25, the Race Equality Foundation delivered 13 research and evaluation projects, each focused on how racism shapes the lives of Black, Asian and minoritised ethnic communities. Co-production remained central, ensuring that the voices of those with lived experience shaped both the findings and the actions that followed.

The Foundation completed recruitment of 674 parents to the Together study, a major randomised controlled trial of the Strengthening Families, Strengthening Communities (SFSC) programme: a sample which exceeded what was required. Alongside the trial, economic and process evaluations were also undertaken, and three academic papers have been submitted for publication. The Fathers Together project worked with more than 480 young fathers in prison and the community across six sites, demonstrating that a tailored parenting programme was both deliverable and welcomed in the secure estate.



## Influence

The Foundation's work this year significantly shaped responses to racial injustice, particularly following the racist riots of August 2024. In response to the unrest, the Foundation convened four national webinars that brought together stakeholders from across evidence, voluntary, and statutory sectors. Over 400 participants attended, and a subsequent report called for a public health approach to serious violent disorder and the creation of clear national and local frameworks for prevention and response.

The Foundation also contributed to campaigns for safe housing and youth justice and supported organisations working to respond to the harm caused by the riots.

In health, the Foundation played a key role in shaping training on annual health checks for people with learning disabilities, aiming to address persistently low take-up among racially minoritised communities.

The development of the Race Equity Maturity Index continued to support health and care sector organisations in assessing and improving their anti-racist practice. 124 downloads were recorded by March 2025 and implementation is underway in parts of the health and care system.



## Collaboration

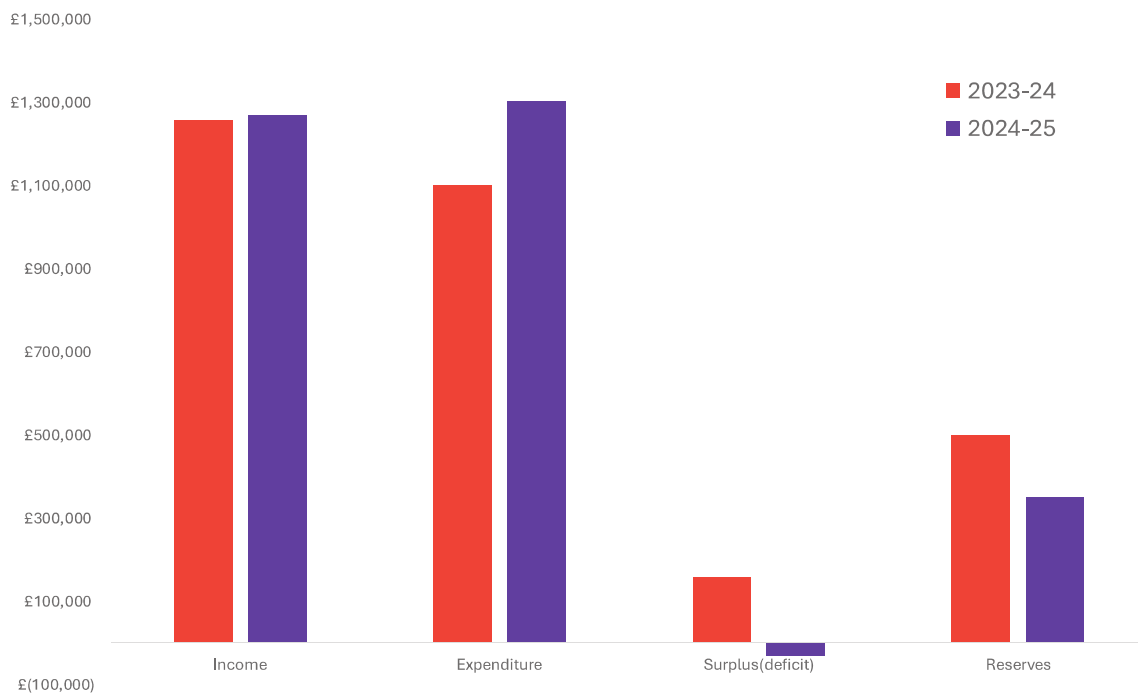
Collaboration was a defining feature of the Foundation’s work in 2024–25. Sixteen grassroots organisations were trained to improve voter registration and awareness of voter ID. Evaluation of the training found that participants increased their understanding of voter registration and new voter ID requirements, and that most had either delivered or were planning to deliver local engagement sessions.

The Foundation continued to co-develop culturally relevant public health messaging with voluntary sector partners, including on antimicrobial resistance and mpox. A new collaboration in Manchester was launched to produce dementia-related information with community and statutory partners. The Foundation also piloted an open access SFSC programme for fathers in London, running two courses with participants drawn from across the city. To support future delivery, a new SFSC trainer pack was launched in March 2025.



## Finances

2024-25 saw the Foundation generate more income than 2023-24, however we have spent more too, in part driven by the Trustees’ decision to invest in strengthening the infrastructure of the Foundation. This led to a small deficit for the financial year.



**Chart 1:** Income, expenditure for 2024-25 in comparison to 2023-24 - Highlights

# Our Aims and Objectives

**Vision:** A society without racism.

**Mission:** To tackle racism in UK society and positively transform the lives of our Black, Asian and minoritised ethnic communities.

## Strategic priorities



### Evidence

Generate and share evidence and best practice of what works to dismantle systemic racism, always through the lens of intersectionality.



### Influence

Influence policy makers, decision makers and practitioners and drive systemic change.



### Collaboration

Initiate and collaborate in partnerships and networks, trial new ways of working and support our communities to tackle racism.

## Our activities

Our work involves:

- 1. Evidence:** We gather data and conduct research to help us identify ways in which societal racial inequalities impact people in our communities.
- 2. Influence:** We engage with policy makers to address the structural barriers to racial equality and ensure that policy and practice does not continue to amplify the negative impacts of inequality.
- 3. Campaign:** We initiate and share evidence-based knowledge with the public, to positively impact our communities.
- 4. Intervention and prevention:** We intervene to prevent racial inequalities from being realised and to mitigate the impacts of racial inequalities already experienced.
- 5. Direct support:** Our diverse practitioners work at the heart of our communities providing direct support, knowledge and information where it is needed most.
- 6. Review:** With people with lived experience to continually review what works, why and with whom, to share best practice with policy makers and commissioners.

## History

We were established as the National Institute for Social Work's Race Equality Unit in 1987, became an independent, national and Black, Asian and minoritised ethnic-led charity in 1995, and changed our name to the Race Equality Foundation in 2006.

# Evidence

In 2024–25, we continued to generate high-quality, co-produced research that addresses the persistence of racial inequality across health, social care, justice and community settings. This year’s portfolio ranged from large-scale, multi-year studies to targeted investigations into dementia care, severe mental illness, social prescribing, and the experiences of parents in private family courts.

Some projects have already been published and are shaping national policy and practice, while others will report in 2025–26. Across all of them, we have combined robust evidence with the insight of people with lived experience to uncover barriers, test practical solutions and highlight examples of better practice.

## Social Prescribing

This year, we investigated how social prescribing is working for people from Black, Asian, and minoritised ethnic backgrounds. While the model aims to connect people to non-medical community support – from befriending groups to debt advice and nature-based activities – evidence has shown limited ethnicity data and low engagement from communities most affected by health inequalities.

Working with partners including London Plus, Transformation London, and NHS England, we analysed data from diverse locations, including Islington, Camden, Ealing, and Kirklees. The Kirklees dataset, collected across nine Primary Care Networks, included detailed demographic breakdowns of over 4,900 referrals between April and December 2023. This allowed us to compare the ethnic profile of people referred with local population data, revealing both over- and under-representation of particular communities.

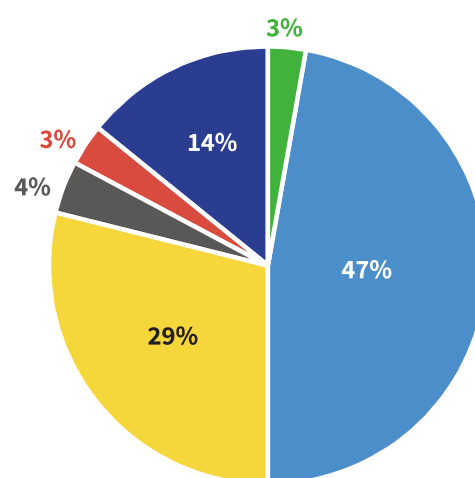
Alongside the data review, we explored targeted initiatives in Camden and Ealing to address low uptake among Black, Asian, and minoritised ethnic communities. These projects demonstrated the importance of culturally relevant approaches, active community engagement, and better recording of ethnicity data to understand and address inequalities.

Key lessons learned:

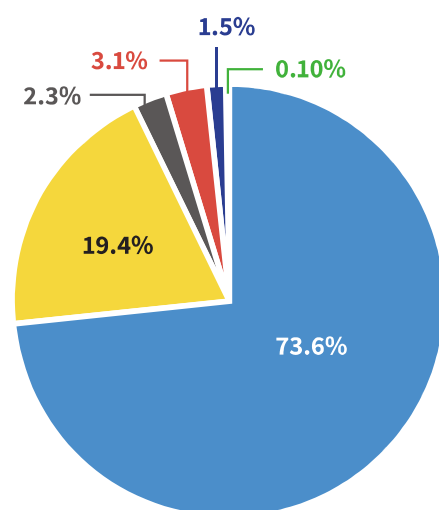
- **Data matters** – detailed and disaggregated ethnicity data is essential to identify disparities in access and outcomes.
- **Representation and trust are critical** – community-led promotion and trusted intermediaries can significantly improve engagement.
- **One size does not fit all** – tailoring activities and referral pathways to cultural and community contexts increases uptake.

*Charts 2a + 2b (right) show greater referral of ethnic minorities to social prescribing*

Ethnicity - Updated Data Set Kirklees



Ethnicity - ONS 2021



- White
- Asian or Asian British
- Black, Black British, Caribbean or African
- Mixed or multiple ethnic groups
- Other ethnic group
- Not given/not stated/refused

**Table 1: Evidence-led projects delivered in 2024-25**

Project		Funder	Completed	Reported	Published
Racism, Trauma and Intergenerational Trauma		Barnados	✓	✓	2025-26
Health and Wellbeing Alliance	Mpox Communications Review for UKHSA	Department of Health and Social Care	✓	✓	Internal only
	Increasing the uptake of physical health checks for people with Severe Mental Illness diagnosis from Black, Asian and minoritised ethnic backgrounds		✓	✓	✓
	Social prescribing and take-up by people from Black, Asian and minoritised ethnic backgrounds		✓	✓	✓
	Increasing the uptake of health checks by people with a learning disability from Black, Asian and minoritised ethnic backgrounds		✓	✓	2025-26
	Antimicrobial Resistance Campaign Review for UKHSA		✓	✓	Internal only
Private Family Court cases: experiences of Black, Asian and minority ethnic parents and parents in cases of alleged child sexual abuse		Ministry of Justice	✓	✓	Delayed by General Election
Together: A randomised controlled trail of efficacy of the Strengthening Families, Strengthening Communities parenting programme		National Institute for Health and Care Research (NIHR)	✓	✓	2025-26
Fathers Together: A study of the experience of fathers in prison from Black, Asian and minoritised ethnic backgrounds		NIHR	✓	✓	2025-26
Mapping the Margins: Using intersectionality to explore young people's health and wellbeing		NIHR	Ongoing, expected end date: March 2026		
Process Evaluation of the implementation of the HER-PACT (Healing, Empowerment, and Resilience) programme		Support When It Matters (SWIM)	Ongoing, expected end date: January 2026		
Insights into the Caribbean Community in Manchester		Manchester City Council	✓	✓	2025-26
Improving representation of Black, Asian and minoritised ethnic communities in Randomised Control Trials for Alzheimer's research		Roche	Ongoing, expected end date: July 2026		
Housing, ageing and racial inequality		Centre for Ageing Better	✓	✓	2025-26
An exploration of the ethnicity data use and gaps in health care		Joseph Rowntree Foundation	Ongoing, expected end date: June 2025		
Equalise: ESRC Centre for Lifecourse Health Equity - A 5-year collaborative programme of research tackling and reducing health inequalities, led by UCL		Economic and Social Research Council (ESRC)	Ongoing, expected end date: September 2029		

## Health and Wellbeing

As part of our role in the Health and Wellbeing Alliance, we undertook two focused projects to test and improve the accessibility, relevance, and trustworthiness of public health messages for Black, Asian, and minoritised ethnic communities: one on antimicrobial resistance (AMR); and the other on mpox. Both projects centred on working directly with specific communities to review existing public health materials and approaches, and to identify changes that would make them more engaging and effective.

For AMR, we worked with Somali, South Asian, and African diaspora community groups to review NHS and UKHSA information resources. Through workshops and group discussions, participants assessed language, imagery, and cultural resonance. They highlighted the need for clearer explanations of terms such as “antimicrobial” and “resistance,” greater use of everyday examples, and a stronger focus on prevention and self-care measures. The review also underlined the importance of delivery through trusted community voices rather than solely clinical channels.

In the mpox project, we worked with African and LGBTQ+ community organisations to review UKHSA messaging from the 2022–23 outbreak response. Participants examined posters, social media assets, and translated materials, considering both clarity and potential unintended impacts. Key feedback included the need to avoid reinforcing stigma by over-targeting specific groups, the value of inclusive imagery, and the importance of clear signposting to local and confidential sources of help. They also stressed that digital content alone would miss sections of their communities, advocating for in-person engagement via community networks and events.

Key lessons learned:

- Co-production with target communities leads to practical, actionable changes that improve both comprehension and trust.
- Public health messaging must address both what people need to know and why it matters, with clear, actionable steps.
- A mix of channels — including face-to-face and community-led dissemination — is essential to reach people experiencing digital exclusion or mistrust of official institutions.

The UKHSA found our work so insightful that they presented the findings from our work at the August 2024 World Health Organisation meeting on mpox.



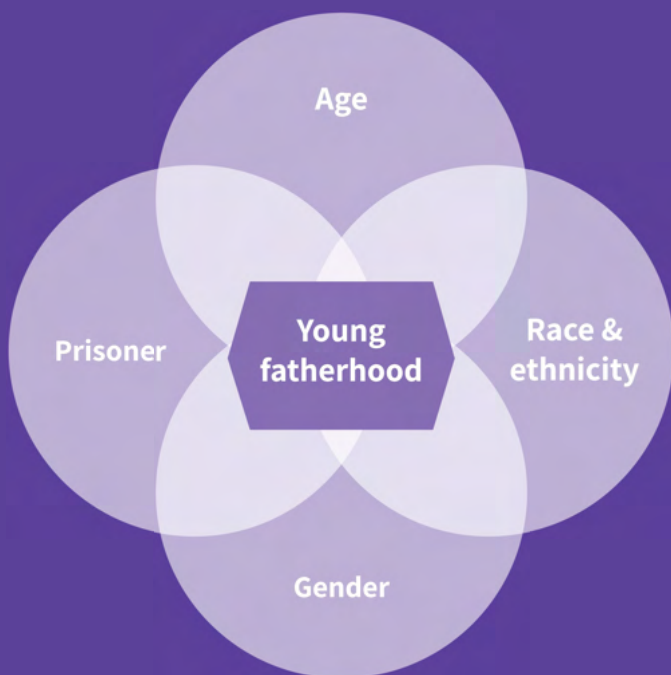
## Together Study

The *Together Study* – comprising a randomised controlled trial (RCT), economic evaluation, and process evaluation – moved from the completion of data collection in early 2024 into analysis and report writing. Three academic papers are now awaiting publication: the main impact article, a study on community and belonging, and an exploration of the role of public, patient and third sector involvement in the research.

While the formal launch and presentation of the results is scheduled for September 2025, the achievements of this seminal study are already clear.

It successfully recruited 674 parents from a wide range of backgrounds, meeting its objective of conducting an RCT with families often absent from research of this kind. Around two-thirds of participants were from Black, Asian, and other minoritised ethnic groups, and approximately half reported that their first language was not English. In addition, 53% had annual household incomes below £20,000, and 39% were lone parents – underlining the study’s success in engaging families experiencing multiple forms of disadvantage.

**53%**  
*of parents had annual household incomes below £20,000, and 39% were lone parents – underlining the study’s success in engaging families experiencing multiple forms of disadvantage*



## Fathers Together

The *Fathers Together* study completed data collection this year, engaging almost 500 fathers aged 16–25 across five prisons. Taking an intersectional approach, the research explored how the combined identities of being young, male, racially minoritised, and imprisoned shape the experience of fatherhood.

Around one-third of participants identified as a parent or carer, and just over two-thirds of the young fathers came from Black, Asian, and other minoritised ethnic backgrounds. The study also captured wider aspects of participants’ lives, revealing that 70% had been excluded from school. Fathers described significant challenges in maintaining regular contact with their children, citing institutional barriers, practical difficulties – including an average journey time of 1.5 hours for family visits, and often much longer – and, in some cases, personal decisions to limit visits. These insights will inform future work supporting young fathers in custody to strengthen their relationships with their children.



## Strong Relationships Programme

We also commissioned an evaluation of the 18-month Stronger Relationships programme, delivered through the SFSC model as part of the Challenge Fund work on reducing parental conflict.

The study, led by City St George's, University of London, analysed data from 733 parents, who took part in online and in-person courses focusing on the adult relationship and its impact on children. The programme successfully engaged a diverse cohort, including parents from Black, Asian, and other minoritised ethnic backgrounds, as well as both men and women from lower-income households.

Findings suggested that families on lower incomes were more likely to attend in-person sessions than online courses, highlighting digital exclusion as a potential barrier. The evaluation concluded that the programme had a positive effect on the quality of adult relationships, as well as participants' understanding of conflict and its impact on children. Key factors in its success included building trusted relationships through voluntary, community and social enterprise (VCSE) partners, creating safe spaces for parents to address sensitive issues, and fostering collaboration between statutory services and the voluntary sector.

## Youth Endowment Fund Feasibility Study

This year we also completed a Youth Endowment Fund-funded feasibility study to explore the delivery and evaluation of SFSC with parents of young people aged 11–18 involved with their local Youth Offending or Youth Justice teams.

Delivered in two London boroughs – Hackney and Lambeth/Southwark – the project aimed to test whether SFSC could be adapted to meet the needs of this cohort and to assess the feasibility of a larger-scale impact study planned for 2026.

The programme proved acceptable to families: parents engaged well, retention rates were high, and participants reported improved relationships with their children, with some young people spending more time at home and parents feeling more connected to community support. Although the small cohort size meant statistical impact could not be measured, interviews provided valuable qualitative evidence of change. The study also demonstrated that it is possible to collect meaningful data directly from young people.

A co-design phase, run with young people from the Hackney community organisation Rise 360, was instrumental in shaping the programme and ensuring data collection tools were relevant and accessible.



*“Parents engaged well, retention rates were high, and participants reported improved relationships with their children...”*



We continue to use a range of levers to influence change, from contributing to government advisory groups and sector-wide alliances to shaping public debate through research, campaigns, and thought leadership.

By combining evidence, co-produced resources, and trusted partnerships, we have helped shape national policy and local practice. From advising government and NHS England on reducing health inequalities to helping regulators engage more effectively with Black, Asian, and minoritised ethnic communities, we have ensured that lived experience remains central to decision-making.

## Racist Riots Response

In the wake of the August 2024 racist riots, we convened a four-part national webinar series with partners including the Muslim Charities Forum, Alliance for Racial Justice, and National Association for Voluntary and Community Action (NAVCA), bringing together over 400 participants from government, the voluntary sector, and community organisations.

Featuring 21 expert speakers, the series examined the causes and consequences of the violence – from systemic racism to the spread of hate narratives – and explored practical steps for prevention. Our deliberate choice to describe these events as *racist riots*, emphasising the racist intent behind them, helped shift sector and media discourse towards more accurate and accountable language, influencing how the unrest is framed in ongoing policy and public debates.

Alongside this, we worked with the Media Innovation Studio and other partners to examine the role of disinformation during the unrest, using the Southport murders as a case study to show how false narratives can rapidly escalate tensions and erode public trust in the media, and to identify strategies for countering such harmful content in real time.

*“False narratives can rapidly escalate tensions and erode public trust in the media...”*

## Health

In 2024–25, we worked with partners to ensure the priorities of Black, Asian and minoritised ethnic communities were central to the development of the NHS 10-Year Health Plan. Building on our *We Deserve Better* report, cited in the Darzi Review, we delivered “Workshop in a Box” sessions in London and the Midlands, engaging patients, carers, and NHS staff from communities seldom included in national consultations.

Participants called for the NHS to remain publicly funded and accessible, to address staffing shortages, and to invest in mental health, holistic care, and community-based services. They also stressed the need to tackle digital exclusion, use technology equitably, and rebuild trust lost during the COVID-19 pandemic through culturally appropriate, locally delivered provision.

We submitted detailed evidence to NHS England highlighting entrenched racial inequalities in dementia, learning disabilities, maternal health, and mental health. Our proposals included:

- improving ethnicity recording,
- expanding early diagnosis and preventative care,
- reforming maternity and mental health services, and
- securing sustained investment in voluntary and community organisations.

We also urged action on the wider social determinants of health, such as poverty, housing, and racism and set ambitious goals, including ending the ethnicity gap in maternal deaths by 2030.

The London Anti Racism Collaboration for Health (LARCH) initiative has played a pivotal role in shaping the conversation on anti-racism in London's health and care sector. Its Annual Conference in March 2025, which featured keynote addresses from Professor Kevin Fenton and Debbie Weekes-Bernard, Deputy Mayor for London, served as a flagship moment. Attendees reported significant gains in their understanding of anti-racist approaches, the value of good data in tackling inequalities, and effective community engagement, with 82% saying the conference helped them develop action plans to address disparities and 73% finding it valuable for networking and fostering regional alignment.

We also contributed to influential journals such as *The Lancet*, ensuring that the voices and experiences of Black, Asian, and minoritised ethnic communities remain central to national and global discussions on health, equity, and sustainability.



**82%**  
of attendees said the conference  
helped them develop action plans

## Community Development and Social Care

Through the Challenge Fund 2 project, which concluded in December 2024, we reached more than 900 parents with our SFSC Stronger Relationships programme, demonstrating clear demand for an offer aimed at Black, Asian, and other minoritised families to strengthen the adult relationships around children. The programme's learning centred on three key messages:

1

### Trusted relationships

Successful engagement of minoritised communities relies on building trust, particularly through partnerships with the VCSE sector.

2

### Safe and supportive environments

Creating protected spaces for parents to discuss and address conflict helps reduce stigma and encourages open dialogue.

2

### Role of the third sector

Collaboration between statutory bodies and the voluntary sector is essential to meeting the needs of diverse communities.

These messages were widely shared, including at DWP stakeholder meetings, online forums, and conferences such as the What Works Centre for Children and Families event in March 2025. Sustained promotion between January and March 2025, following the end of Challenge Fund 2 funding, combined with the development of a sustainable delivery model, led several local authorities to invest their Reducing Parental Conflict Funds in the SFSC Stronger Families online course licence, enabling the work to continue beyond the grant.

***“From a commissioning point of view, some of the most important features have been the ease with which parents can sign themselves up, the clear and well-designed promotional materials, and the strong reputation of the Race Equality Foundation—we know we’re offering something high quality and trusted.”***

— Commissioner

We have continued to share findings and influence the parenting sector more broadly, contributing to high-profile events with organisations such as NESTA, the Ministry of Justice, and academic partners. Our active role in the Parenting Programmes Alliance, presentations at sector conferences, and responses to numerous requests from government and policy organisations have reinforced our position as a trusted source of insight on supporting minoritised families.

Building on this influence, we have secured funding for future projects that extend the community element of SFSC, enabling parents to champion local issues, from tackling misinformation and hate speech to improving early years services and addressing youth violence, ensuring voices rarely heard in policy spaces are amplified.

## Environmental Policy

Building on the committees and networks noted in last year's report, this year saw our Chief Executive appointed to the Government's Net Zero Council and named in the ENDS Power List of the 100 UK environmental professionals. It also saw Karin chairing the National Parks Conference: a role she assumed as Chair of the Foundation.

## Housing

We participated in the Safe Homes Now campaign led by the Centre for Ageing Better, joining a meeting with Baroness Taylor of Stevenage to urge the Government to ensure that the forthcoming housing strategy addresses the improvement of existing housing stock as a means to tackle inequality.



# Campaign

Our campaigns in 2024–25 combined values-led messaging with targeted community engagement to raise awareness, shift narratives, and drive change on issues affecting Black, Asian, and minoritised ethnic communities. We focused on both national conversations and grassroots initiatives that improve everyday lives, blending compelling storytelling with robust evidence.

## Fathers in Prison

We co-produced – with the research team and a group of Black and Asian fathers with lived experience from the Fathers Together advisory group – a series of films narrating their perspectives on how imprisonment impacted their relationships and roles as parents.

We were invited by Netflix to host a screening for the film makers from the documentary *Daughters* which highlighted the experience of fathers in prison and their relationships with their daughters.

We brought together some of the fathers we were working with to share insights on the film and explore the extent to which its messages could be applied to the UK experience of the prison system.

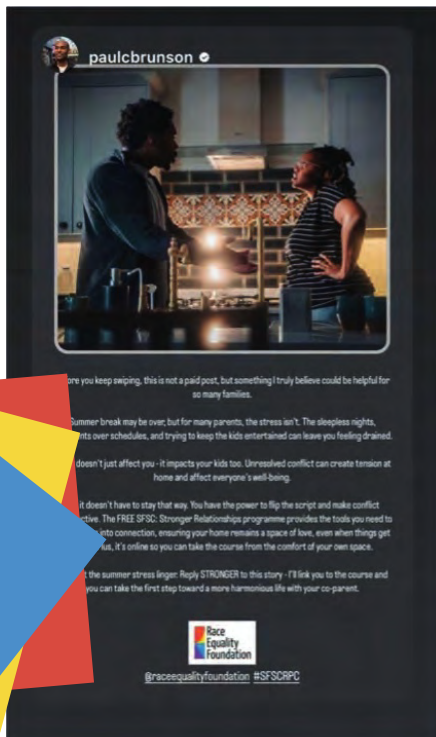
One of the fathers from our lived experience group and his daughter took part in a feature on BBC Radio Four’s *Women’s Hour* to highlight the consequences for children when their father is imprisoned.



## Family Support

We continued to campaign on the importance of support to families whether that is the parent-child relationship or adult relationships around the child. TV celebrity and relationship expert Paul C Brunson highlighted the value of our work, helping us reach a broader audience.

SFSC parents also highlighted the community element of our parenting work, which encourages those who attend the programme to play an active role in creating a healthy community for families to thrive. This made headlines in the London Borough of Barking and Dagenham, where parents from one of the SFSC programmes involved families in the clean-up of community spaces. This also helped secure funds from the council to support their group to continue.



14 COMMUNITY VIEW

March 19, 2025 barkinganddagenhampost

# Residents lead themselves

NORTH Meets South (NMS), a resident-led initiative in Barking and Dagenham, is working with Strengthening Families, Strengthening Communities (SFSC) to support parents and carers of children aged 0-5.

SFSC is a 13-week parenting programme that provides culturally sensitive guidance on parenting, anger management, community engagement, and child development and is available at several venues, including Thames View Community Hub, Kingsley Hall Church and Community Centre, Marks Gate Family Hub, Goswin Primary School, and Gascoigne Primary School.

Each session lasts three hours a week during term time. Parents and carers can enrol at: [starforlife@bd.gov.uk](mailto:starforlife@bd.gov.uk).

North Meets South aims to bridge the divide between Marks Gate and North Chadwell Heath, which are separated by the A12.

Through community-led projects, the initiative fosters collaboration, strengthens social ties, and addresses local needs. North Meets South is running free Playtime Sessions for parents and children aged 2 to 4.5 years of age supporting them to be confident and ready for nursery and reception.

For more information on this you can contact Marks Gate Community Hub or Chadwell Heath Community Hub.

Financial hardship is another key issue being tackled in the area.

National charity Turn2us is addressing financial insecurity in Barking and Dagenham by working alongside North Meets South to provide essential financial support services.

Here, **Surya Qayyum** from North Meets South Big Local shares how working in partnership with other organisations is benefiting the residents of Marks Gate.



Services include a benefits calculator to help individuals determine welfare eligibility, a grants search tool to locate financial aid, and direct grants that distribute approximately £4 million annually.

Environmental efforts in the community have also gained momentum. The newly formed Litter Pick Heroes group organised a clean-up in January, despite freezing temperatures.

Volunteers, supported by Barking and Dagenham Council, collected waste using provided litter pickers, gloves, and bags.

Afterwards, over 1000 gathered at Marks Gate Church for warm refreshments.

The group plans to continue organising clean-up events across the borough. Those interested in joining can follow their Instagram page: [@litterpickheroes](https://www.instagram.com/litterpickheroes) for updates.

To stay informed about local events and initiatives, the 'What's on Marks Gate' Facebook page is a valuable resource.

For more information about NMS: [nmsl.org.uk](https://nmsl.org.uk)



The Litter Pick Heroes braved the cold weather to keep the area tidy

## Social Media

Our social media presence remains vital for sharing evidence, influencing policy, amplifying campaign messages, and engaging with our partners, funders, and the communities we support.

This year, we made a deliberate and principled decision to leave X (formerly known as Twitter) in response to its continued failure to regulate content, including racist abuse. This choice reflects our commitment to ensuring our communications channels align with our values and provide a safe, respectful space for dialogue.

LinkedIn continues to be our fastest-growing platform and an effective space for professional engagement and policy influence. Between 6 August 2024 and 31 March 2025, we gained 1,663 new followers and generated 108,027 organic impressions. We achieved an 11.1% engagement rate, significantly above the industry average for non-profits (usually reported between 1-4%).

Instagram remains a valuable channel for reaching diverse community audiences and sharing visually led updates from our programmes. We gained 1,114 new followers this year. While overall reach fell slightly to 7,087 (▼ 1.6%), content interactions doubled to 414 (▲ 100%) and profile visits reached 2,781, showing that those who engage are doing so more meaningfully.

*Our website has*  
**141,000**  
*page views and an average*  
*engagement time of 45*  
*seconds per active user*

Our Facebook page saw a sharp decline in reach to 4,700 (▼ 85.1%), reflecting broader trends in organic visibility on the platform. However, content interactions increased nearly fourfold to 384 (▲ 380%), driven by targeted posts connected to community-led initiatives and project milestones.

Our website remains a core hub for resources, research outputs, and campaign updates, with 141,000 page views and an average engagement time of 45 seconds per active user.

This focus on depth of engagement, rather than simply chasing audience size, aligns with our broader strategy of influencing change through trusted, value-led communications.

### **Future Campaigns**

Looking ahead, we will take forward the messages from our work in response to the August 2024 racist riots, ensuring they remain a visible and urgent part of the national conversation. The need to challenge hate narratives, address the root causes of racial violence, and rebuild trust between communities and institutions will continue to shape our campaigns in the year ahead.



# Intervention and Prevention

This year, our policy and practice work has continued to prioritise interventions that address entrenched health inequalities through co-production, capacity building, and targeted prevention.

## Learning Disability Support

A major focus has been our national training programme to improve the uptake of Annual Health Checks (AHCs) for people with a learning disability from Black, Asian, and minoritised ethnic backgrounds. Delivered in partnership with Learning Disability England and the Valuing People Alliance, and co-produced with people with lived experience, the programme reached 57 participants across six voluntary sector organisations in England. Lived experience co-facilitators played a central role, including presenting alongside us at the NHS Confederation Expo conference.

The programme's impact was clear: the proportion of participants reporting strong knowledge of AHCs rose from 18% to 75%, and 91% reported improved understanding of the systemic and intersectional barriers affecting uptake. Participants also reported greater confidence in promoting AHCs.

The training demonstrated that a lived-experience-led, culturally competent approach is both acceptable and scalable, with hybrid delivery offering a viable model for future roll-out.

*The proportion of participants reporting strong knowledge of AHCs rose from*

*18%  
to 75%*

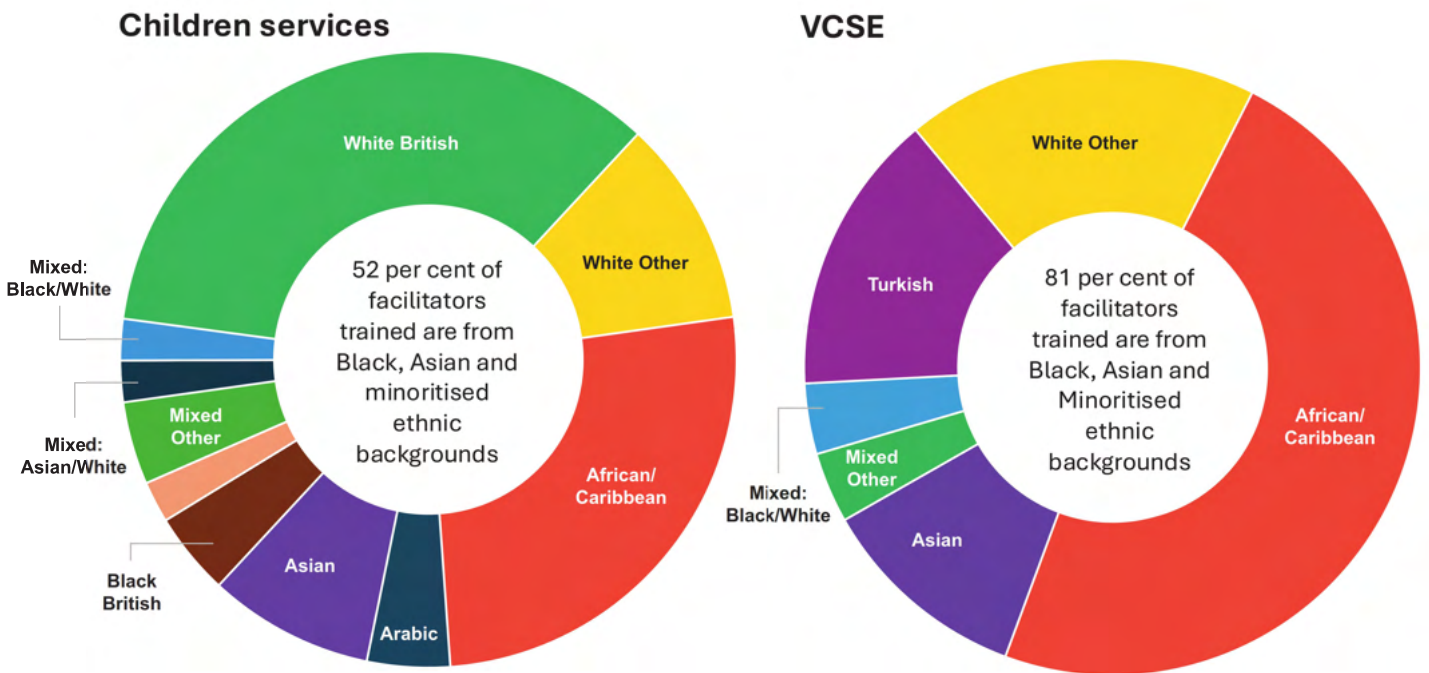
## Children's Social Care Workforce

The range of practitioners we support across the Children's Social Care workforce is broad, encompassing the statutory, community and faith sectors.

Practitioners from children's services, including children's centre and family hubs workers, and from early help teams continue to make up just under half of those who attend our training. Around a third come from a range of agencies in the voluntary sector, this year including new organisations like Sister Circle in Newham, and The African Pot in Manchester. Other agencies that have commissioned training in 2024/25 include Kings College London for a set of Child and Adolescent Mental Health Services (CAMHS) practitioners, numerous youth justice agencies and a number of schools.



Chart 3: Ethnicity of SFSC facilitators from the children services and VSCE sectors



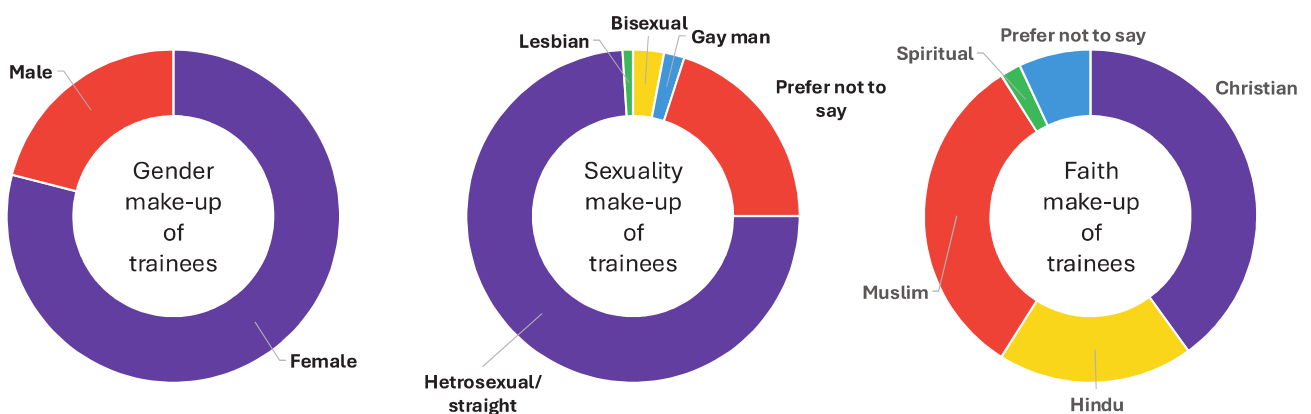
The SFSC facilitator training attracted a diverse cohort, a majority of whom are women, with representation across a range of sexual orientations and faiths. This breadth of background strengthens the programme’s ability to respond authentically to the varied cultural and lived experiences of the families it supports.

In 2024 we trained two facilitators from NACS (Nova Aliança Centro Social) in Portugal and plan to support delivery of SFSC there in the coming year. We also continued to support practitioners from Bangladesh in their delivery with our joint work with EduPrompt London.

We have also continued to offer our advanced training courses to support the ongoing professional development of practitioners. This has included a number of SFSC courses that aim to reduce parental conflict, support parents of 0-5s and reduce youth violence.

Local authorities continue to report that public funds are limited and this impacts both their ability to train staff and to deliver interventions to families, which has impacted the size and frequency of our training programme.

Chart 4: Demographics data of trainees



## Voter Registration

We also extended our prevention focus into the democratic sphere through our voter registration project, designed to address the under-representation of Black, Asian, and minoritised ethnic communities in local and national elections.

Between December 2024 and March 2025 we designed, co-produced and delivered a package of resources and four in-person training workshops (Manchester, Birmingham, Liverpool and London) to equip VCSE organisations to run their own local outreach on registration and voter ID. Six translated easy-read guides/infographics (Polish, Punjabi, Urdu, Bengali, Gujarati, and Arabic), short videos, posters and digital assets were produced to support delivery. Sessions covered practical steps for registering to vote, understanding voter ID requirements, and tackling misinformation that can discourage participation.

Sixteen organisations attended the workshops (we had aimed for ~10 per site, with some drop-off due to Ramadan, competing priorities and no local elections in most areas). All but two participants created an action plan for outreach in the following two months, with a £100 micro-grant to support implementation; we also disseminated the materials to 100+ additional VCSE and faith organisations nationally via direct email and our March 2025 newsletter.

Participants reported increased confidence in discussing voter registration with their communities and valued the opportunity to share culturally relevant approaches for engaging those who may be sceptical or disconnected from electoral processes.

*Chart 5: Scoring of training workshop*



# Direct Support



*We continued to reach a diverse range of parents in terms of ethnicity, languages spoken and income levels.*

## Strengthening Families, Strengthening Communities (SFSC)

In 2024–25, SFSC programmes continued to be delivered across both the VCSE sector and statutory services, and in regions across England.

As well as training practitioners for other agencies to implement SFSC, we continue to engage in direct delivery of the programme ourselves.

Our flagship work in the London Borough of Barking and Dagenham continues to highlight both the role that SFSC can play in Family Hubs provision to meet the needs of parents of young children as well as the ways that community organisations and facilitators can play an active role.

**Chart 6: Regional distribution of programmes**

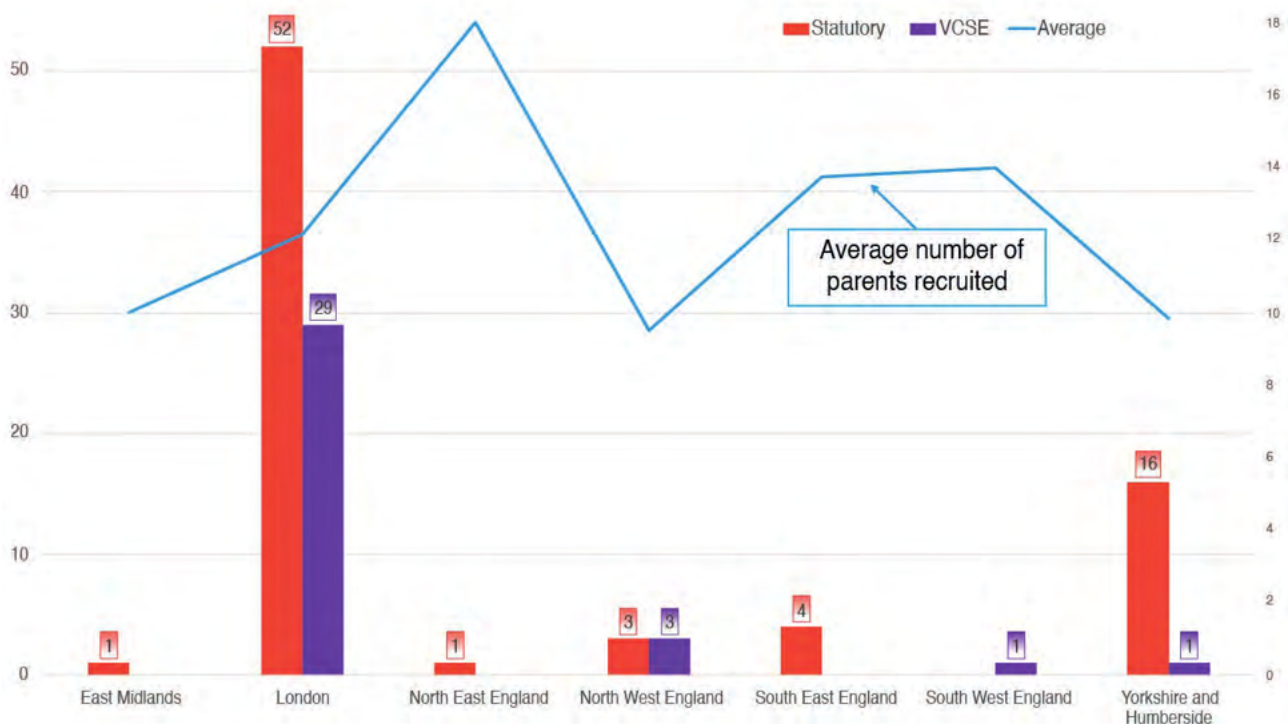


Chart 7: SFSC programme delivery by sector

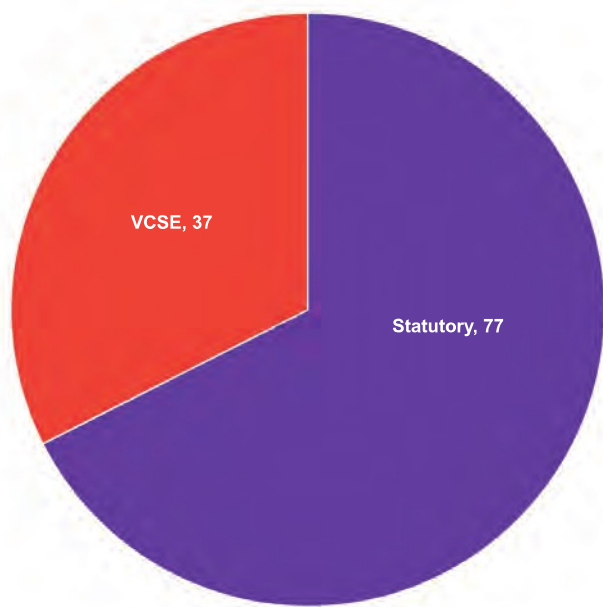


Chart 8: Age of children whose parents attend the Barking and Dagenham programmes

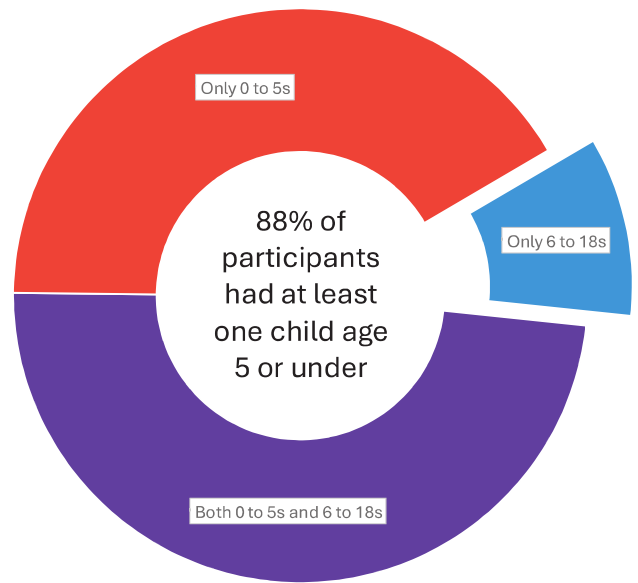


Chart 9: Household income by ethnic group



This year the delivery programme was expanded to respond to both local need and the success of delivery in the previous year allowing us to deliver SFSC to 110 parents, with nine out of ten parents having a child under five. We continued to reach a diverse range of parents in terms of ethnicity, languages spoken and income levels, with around 53% of households having annual income of less than £20,000.

Participants reported stronger emotional connection with their children by the end of the course and emotional regulation improved over the course of the programme.



This year saw us work closely with Westway Trust Mobile Creche and local creche workers to develop a bespoke creche service for SFSC delivery in the borough, providing training, development and work opportunities for local people. Our work was recognised as benefitting residents, the economy and/or the environment and meeting social value targets in the borough with the awarding of the Social Value delivery badge. The project was also recommissioned for a further year in March 2025 in recognition of its success.

Similarly, our SFSC delivery project in the London Borough of Lambeth was recognised by the Commissioner there as worthy of recommissioning for a further three years in March 2025, despite the loss locally of the Safer Lambeth funding stream for the next year. Delivery in this borough during 2024-2025 reached more than 60 parents through programmes run in schools, children’s centres and community spaces. We demonstrated that we were able to reach the borough’s diverse communities with 93 per cent of participants coming from minoritised communities.

***“What I have learnt with this programme, has definitely made an amazing impact on my parenting life and my relationship with my co parent.”***

**— SFSC Participant**



This year we began direct delivery of a bespoke London wide SFSC service to fathers. Every term we have offered an evening course from our Kentish Town training rooms, providing help with travel and childcare and offering a full evening meal to any father who signs up, regardless of where he lives. Engagement has been incredible, with full groups and excellent retention. A number have expressed an interest in training to become parent facilitators, with some already having accessed said training.

Several local authorities close to us including Camden, Brent and Hackney have regularly referred parents, as well as those further afield. We hope to continue to build these relationships as well as secure a funder who will support this as a longer-term initiative.

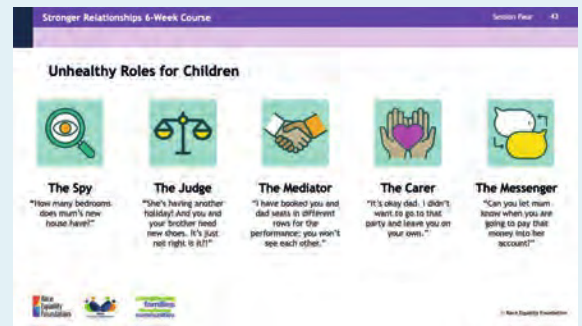
## Review

We continue to review all aspects of our work. This year we have undertaken a significant review of our SFSC delivery materials including our facilitator manual, English parent manual and slides for delivery. Major changes include integrating information on neurodiversity, brain development and the impact of social media and technology on children and young people. The new materials will be launched in September 2025 as part of our celebrations of 25 years of SFSC.

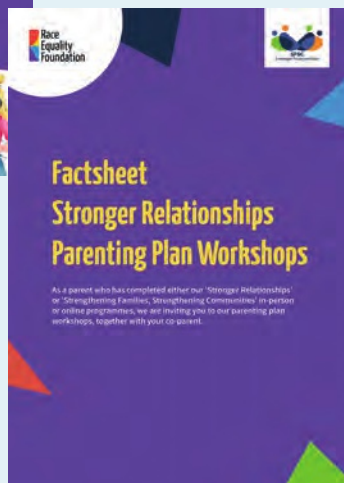
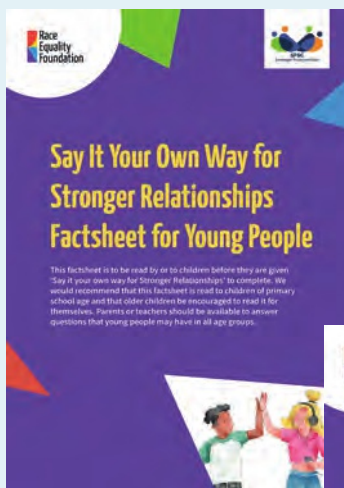
As part of the test and learn process of the Challenge Fund work, we reviewed and updated delivery material, including our slides.

With a number of VCSE partners, including Approachable Parenting, Future Men and Black SEN Mamas, we co-designed a set of workshops that built on SFSC Stronger Relationships. These are designed to support a specific cohort of parents who are separating or who do not live together to develop parenting plans to help them think about the future and needs of their children.

The resulting materials and the workshops were tested and reviewed, and we hope to secure further opportunities to roll these out in the next year.



*Our workshops are designed to support a specific cohort of parents who are separating or who do not live together.*



# Spotlight One

## Embedding anti-racism through organisational change: Race Equity Maturity Index (REMI)



*“This isn’t just a tick-box tool. It made us ask hard questions about who we involve and what gets prioritised.”*  
ICS Equity Lead

### Evidence

The REMI was co-produced by the Race Equality Foundation as a practical tool to support health and care organisations in assessing and improving their anti-racist practice. Informed by extensive engagement with NHS staff, VCSE partners, and people with lived experience, the REMI helps organisations benchmark their progress and identify areas for development across key domains. Since its launch in November 2024, it has been downloaded by 124 organisations in London and beyond – including Integrated Care Boards (ICBs), local authorities, and VCSE partners – showing sustained and growing interest.



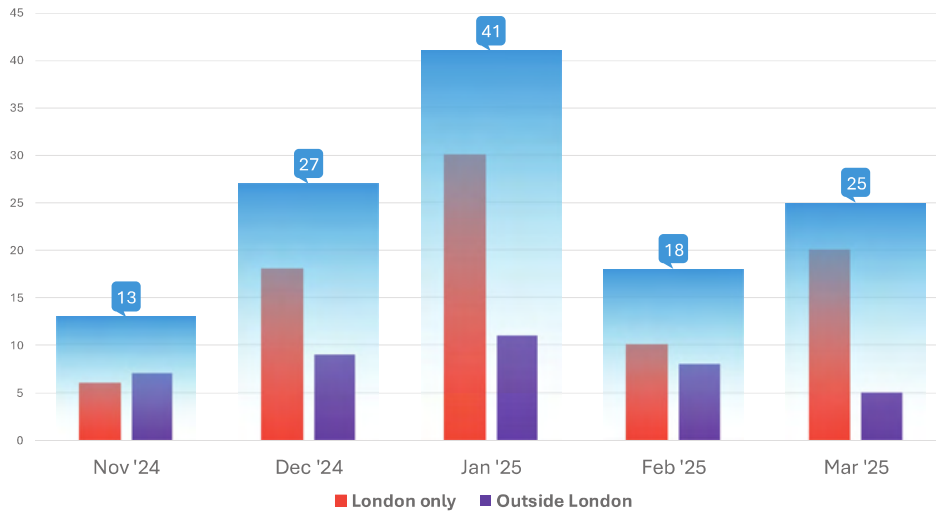
## Influence

REMI has already begun to shape practice at both local and regional levels. Several ICBs and London boroughs have integrated the tool into their equity and inclusion strategies. NHS England teams have expressed interest in its alignment with the Core20PLUS5 approach. It has also attracted support from influential figures within the voluntary and public health sectors, who have welcomed its structured but flexible design.

*“REMI gave us a language to talk about race equity without blame—but with urgency.”*

— VCSE Equality & Inclusion Officer

Chart 10: Downloads of the REMI tool since its launch



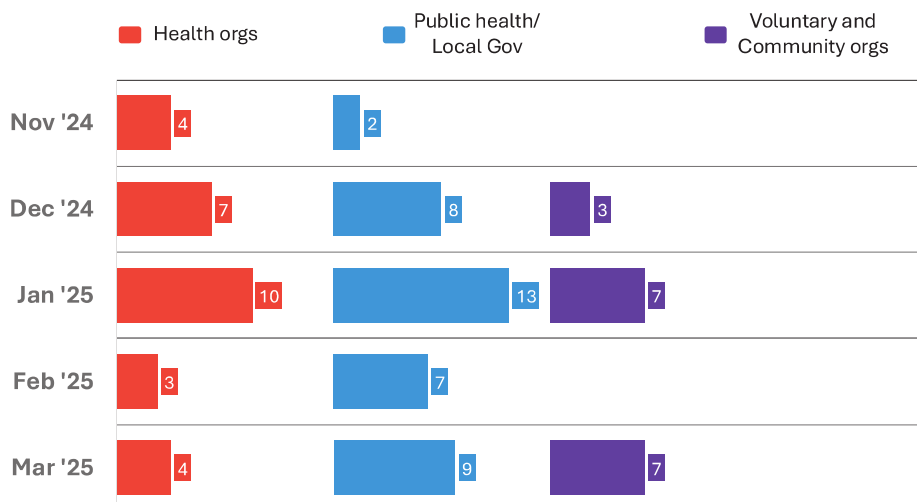
## Campaign

Promotion of REMI has been embedded within the LARCH communications campaign. It features on the LARCH website alongside explanatory blogs and was introduced at learning and engagement events attended by over 380 professionals. The tool was also highlighted in newsletters, webinars, and social media channels reaching public health and NHS audiences.

*“It’s rare to find a tool that’s practical, rooted in evidence, and brave enough to name racism directly.”*

— Public Health Consultant

Chart 11: REMI downloads by sector in London



## Intervention and Prevention

Designed not just for assessment but as a springboard for action, REMI guides organisations through a maturity matrix, moving from early awareness to systemic change. It supports prevention by helping organisations to proactively embed anti-racist values in governance, leadership, workforce practice, service design, and community engagement. A moderated version is now in development to enable peer learning and external validation.

### Review

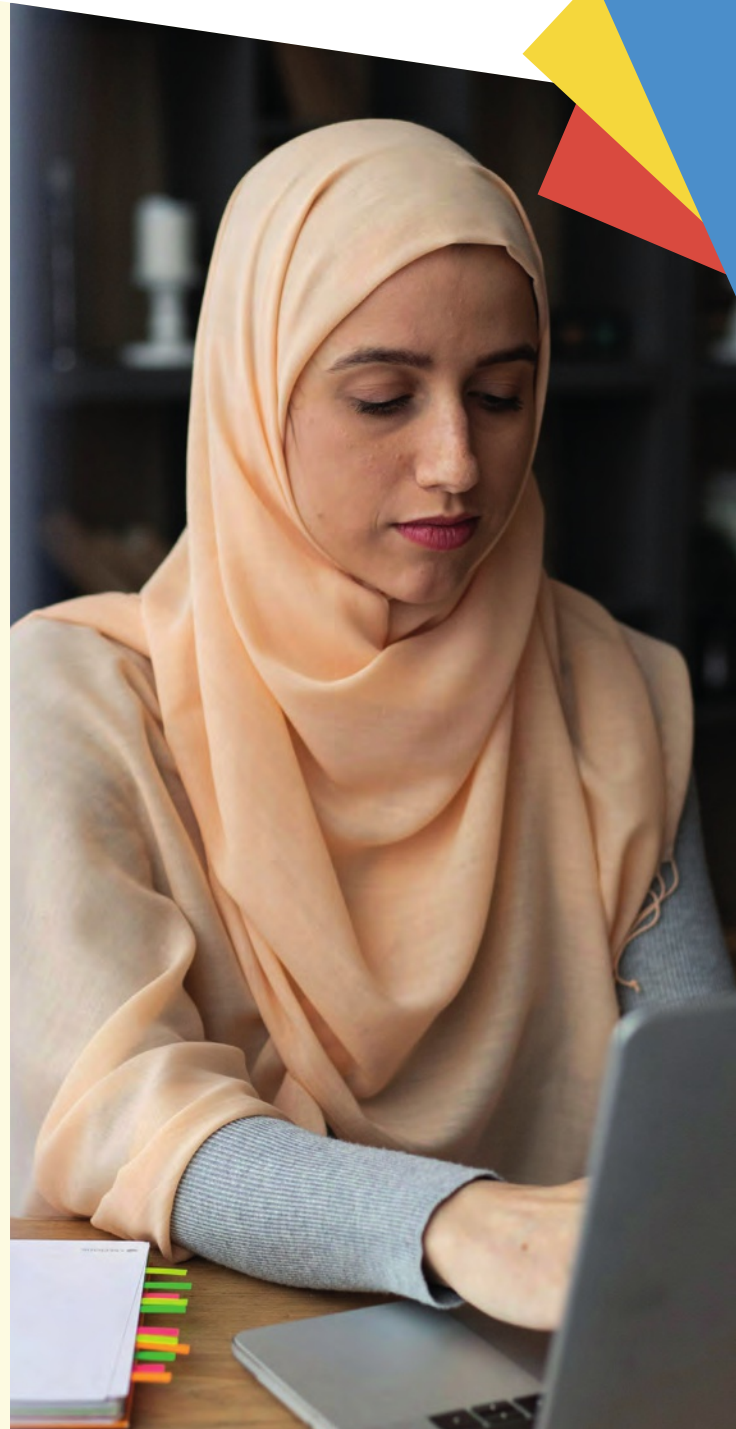
Between its November 2024 launch and March 2025, the REMI was downloaded 39 times, with uptake showing steady growth month-to-month.

Our four Learning & Engagement events reached a combined audience of nearly 400 people: the three online sessions drew 488 registrations and 291 attendees (an average of 97 per event), while the in-person conference attracted 140 registrations and 90 attendees. Feedback indicated high satisfaction with content and relevance, particularly around adopting anti-racism strategies, embedding co-production, and using the REMI in practice. Digital engagement grew, with more visits to LARCH web pages, increased newsletter open rates, and higher social media impressions.

While it is too early to measure full organisational adoption, focus group participants reported that the REMI was a practical, relevant tool that encouraged honest reflection on institutional racism. Feedback from early adopters highlighted the need for:

- Accompanying guidance and case studies to support completion.
- Clearer alignment with existing statutory frameworks (e.g. Workforce Race Equality Standard, Core20Plus5).
- A follow-on offer to support action planning.

These lessons are shaping Phase two of the REMI rollout, which includes piloting an accreditation scheme and tailored support packages for local authorities and ICBs.



# Spotlight Two

Improving parenting support for fathers from Black, Asian and minoritised ethnic backgrounds



This spotlight highlights two projects under one theme:

- Open access SFSC fathers programmes for male parents and carers living in London
- Fathers Together: An NIHR funded study that explores how to better support young fathers in prison and their families

## Evidence

Together with researchers from City St George's, London University and UCL we demonstrated that minoritised ethnic young fathers often contend with structural racism, cultural stereotyping, and reduced opportunities for family contact. These factors combined with stigma and institutional barriers undermine their ability to maintain healthy fatherhood roles and emotional connection while incarcerated.

Although 86% of young fathers in our research felt close to their families and wanted to stay involved, there were challenges. Fathers overwhelmingly supported the idea of a parenting programme that they could attend, indicating they would take part if this was offered.

We also collected evidence on the needs of fathers in community settings through our DWP Challenge Fund work, which focused on adult relationships, conflict and parenting. With around 25 per cent of online course attendees being fathers, we demonstrated that men would access support and would actively seek it out.

## Influence

After demonstrating that around one third of young men in prison were fathers, we felt confident that developing an adapted SFSC programme for young fathers in prison could move ahead successfully. As a result, one of the prisons we had been working with invited us to deliver SFSC to a group of young fathers.

*“This is the most supportive and relevant [programme] I’ve seen in four years.”*

— Prison staff member

## Campaign

We worked with our Lived Experience advisory group for *Fathers Together* to raise the profile of minoritised ethnic fathers and highlight their experiences.

Key activities included hosting a film screening in partnership with Netflix, an interview on *Women’s Hour* with one of the participating fathers and his daughter and publishing online content that highlighted the stories of the fathers from our advisory group, such as a series of short films, a podcast and blog posts on our website.

*“They touched every aspect - emotion, empathy, consideration, and listening. All those elements played a big role in me feeling that I was getting something from the course.”*

— Participating father

Following the exemplar community-based SFSC programme funded through the DWP, we had a strong case to persuade several Local Authorities close to our Camden venue that they should work with us to refer fathers. This has led to high levels of take-up and the commitment to termly programmes aimed at minoritised fathers.



## Direct Support

In 2024-5, we delivered an adapted SFSC parenting programme at HMP Aylesbury, supporting seven young fathers aged 21–24. The group provided a rare safe space for open and respectful discussion about fatherhood, co-parenting, and emotional wellbeing, topics that are often difficult to explore in prison environments.

Fathers repeatedly highlighted the positive and relatable approach of the two facilitators, who created a space of trust and openness. They reported greater confidence in their parenting role and increased emotional awareness in relationships with their children and co-parents.

*“First of all, I learned that I’m not the only person with problems. Second of all, I learned that I need to become more solution based because I do have a child... It’s taught me how to be there in different ways.”*

### — Participating father

At a community level, we continued to provide a free open access evening programme for fathers and male carers coming from across London out of our meeting rooms in Kentish Town. Two programmes were delivered in this period, reaching 25 fathers. Speakers were invited to share further information, including from Both Parents Matter who identified a range of ways support could be accessed for fathers.



## Intervention and Prevention

The SFSC model was successfully adapted to fit the prison context, including shorter 2.5-hour sessions, adjustments for lower literacy, and a new supplement addressing limited child contact. Fathers attended an average of 11 out of 13 sessions and showed sustained engagement with the material.

Participants developed stronger self-awareness and expressed a clearer understanding of how to support their children emotionally, even from inside prison. The programme helped fathers challenge harmful norms and reflect on their own experiences. Co-parenting emerged as a central theme, with fathers reporting improved communication with their child’s main caregiver.

These early findings highlight the potential for well-designed parenting interventions in prison to contribute to stronger family relationships, better resettlement outcomes, and long-term prevention of intergenerational harm.

*“If this wasn’t around me, I wouldn’t think these things were normal and probably wouldn’t be in situations like that.”*

### — Participating father

## Review

With the support of a visual artist, we have produced a summary of reflections from the lived experience group, prison teams and Central and North West London NHS Foundation Trust.

We have used these to inform the development of two new funding bids to continue with this work as well as to support a project taking place in HMP Wormwood Scrubs delivered by SFSC facilitators and community organisation, Masbro.

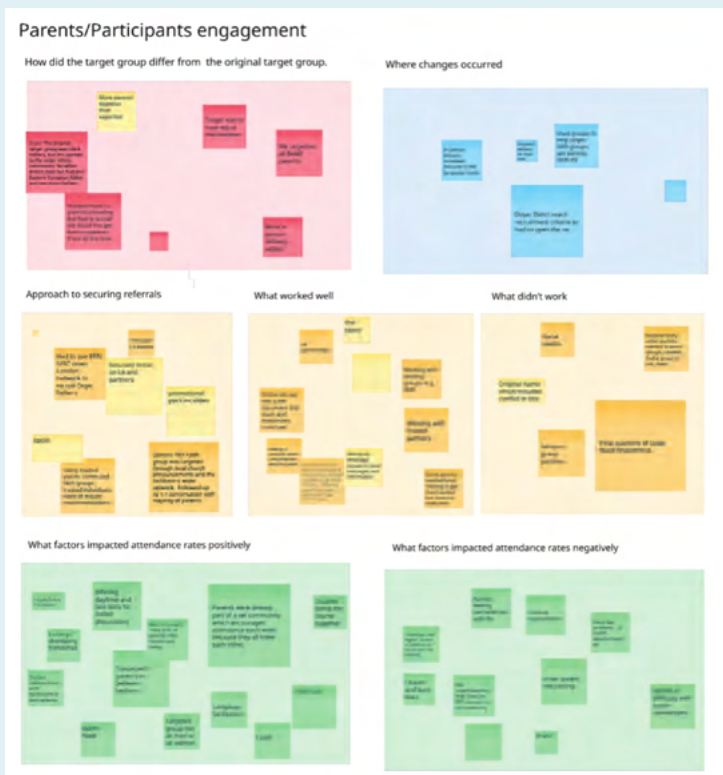
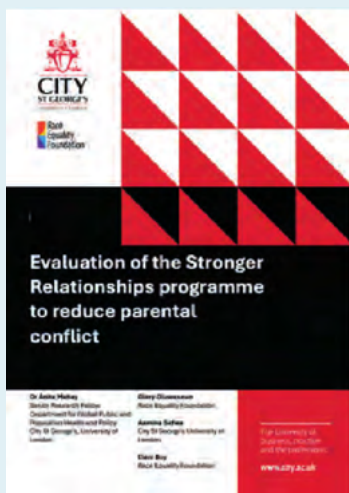
The test and learn approach of the Challenge Fund allowed the SFSC Stronger Relationships team to review the different modes of delivery through a series of workshops. This led to insights into the value of online programmes as well as recruitment strategies.

1-to-1 interviews with parents and facilitators, and pre and post test data, provided a more robust review of the reducing parental conflict work.

A final evaluation report was produced by Dr Anita Mehay, which directly contributed to the decision to continue community-based open access programmes. The report highlighted the value in having mixed facilitation pairings (male and female co-facilitators) and the importance of safe male carer only spaces.

*“Fathers reported that the group felt like a safe space, free from judgment, where they could discuss parenting challenges and co-parenting relationships more openly... fathers’ groups enabled men to express vulnerabilities that might have been difficult in a mixed setting.”*

— Mehay et al, 2025



# Governance, Structure and Management

## Governance

Trustees on the Management Committee constitute directors of the charitable company for the purposes of company law and trustees for the purposes of charity law.

Trustees on the Management Committee are elected by the members at the Annual General Meeting.

The names of those members of the Management Committee who served during the year and were in office at 31 March 2025 are set out on page 4 of this annual report and accounts. The list also includes three new trustees who were appointed post-year end. They are listed as they were responsible for signing off this annual report and accounts.

Members of the Management Committee had no beneficial interest in any contract with the charitable company.

No member of the Management Committee received any remuneration for his or her services during the year. Trustee Members were reimbursed travel & subsistence expenses incurred in the performance of their duties totalling £564 (2024: £652). Trustee indemnity insurance of £100,000 (2024: £100,000) has been obtained during the year. This indemnity is now provided as part of a comprehensive “Charity and Community” insurance policy with no separate premium quoted for this element.

## Responsibilities of the Management Committee in Relation to the Financial Statements

The trustees (who are also directors of Race Equality Foundation for the purposes of company law) are responsible for preparing the Report of the Management Committee and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the charity trustees to prepare financial statements for each financial year which give a true and fair view of the state of the 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;
- 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 the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

In so far as the trustees are aware:

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

## Appointment of Trustees

As set out in the Articles of Association the directors whose number shall be between three and eight are appointed from the charity's members. This is the first full year that six new trustees and the new chair have led the charity, and this has seen a review of governance, including the development of new governance manual as well as a revision of our strategy. The revision of the strategy has led to the articulation of a new vision and mission statement as well as a new theory of change.

New trustees are elected by existing trustees and serve for a minimum of three years and a maximum of six years. The longest serving members stand down after two terms in office but can be re-elected if there are insufficient members or they fill an identifiable gap. The trustees have the power to fill casual vacancies or to appoint additional trustees to reach the maximum number. In 2024-25 two trustees completed six years as trustees (Professor Gurch Randhawa and Tajinder Gill) and a further trustee stepped down (Donald Mbeutcha). After recruitment process three new trustees were appointed: Samia Benbrih, Dunston Royce, Vijay Patel. Their appointment was confirmed at the May 2025 Committee meeting.

The Foundation's management committee is made up of Trustees as well as members who participate in an advisory capacity. The reason for operating the dual membership of the management committee is three-fold.

First, the Foundation recognises that not everyone will want to commit to trustee, and director responsibilities as set out in Charity and Company legislation but will have a commitment to the issues addressed by the Foundation and therefore have an interest in being involved with the Foundation.

Second, if the number of trustees has reached the maximum specified in the Memorandum and Articles or if existing trustees are of the view that their skills and experience could be enhanced at any one time, then trustees can decide to increase the number of trustees.

Third, where new members join the Foundation's management committee, trustees may decide that a new member should spend time on the committee in an advisory capacity and learn about the role of trustees before any decision is made about changing their status to one of trustee.



It is worth stating that, whilst there are differences in the role and responsibilities of trustees and other committee members based on statutory requirements, all committee members are expected to make a commitment to the Foundation and to provide it with strategic direction. However, it is worth clarifying that there are certain decisions only trustees can take and, in this context, only trustees have voting rights for those decisions.

By the end of 2024/25 nine trustees and one non-trustee member formed the management committee.

## **Trustee Induction and Training**

As part of the review of governance, a new governance manual has been developed, new role descriptions for trustees have also been developed as well as clarifying the roles of chair, treasurer and company secretary. In addition, a revised committee structure has been agreed. In preparation for recruitment of new trustees, a skills audit is being carried out and the plan is to use this to target knowledge and experience gaps to ensure that the strengthening of the Foundation continues and that we are better able to participate in the changing political, social, economic and environmental conditions over the coming years.

This new governance environment will help us better ensure that the induction process for new trustees will prepare them to help the Foundation achieve its mission.

## **Organisation**

The Management Committee is ultimately responsible for the charity and meets five times a year to consider developments and make decisions regarding strategy and other important matters. The committee has reviewed its sub-committee structure and has agreed to form a revised finance sub-committee.

Race Equality Foundation is managed on a day-to-day basis by the Chief Executive. The Chief Executive reports regularly to the Chair.

Race Equality Foundation's activities are administered and co-ordinated from its premises at Unit 17 Deane House Studios, 27 Greenwood Place, London, NW5 1LB.

## **Risk Management**

The Foundation recognises that risk management is on-going activity, and we have taken steps to address some of the key risks we have identified in the past year. This has seen us address governance related issues, putting the organisation on a stronger footing. It has also seen us address a range of workforce related issues, including recruitment and retention. A review of staffing, including remuneration was carried out with changes implemented that impacted all staff, the last of which was to increase to improve benefits, such as employer pension scheme contributions but also offer loans so that staff could use more sustainable methods of transport, including purchasing bicycles. This has been accompanied by committing 1% of staffing cost to workforce development. This has already seen commissioning of organisation wide training, such as being a good manager, to specific courses depending on individual needs.

Whilst our maternity and paternity benefits were always at the top end of what was being offered by charities, we now have ensured that other benefits are at least in line with other organisations in our sector, if not better.

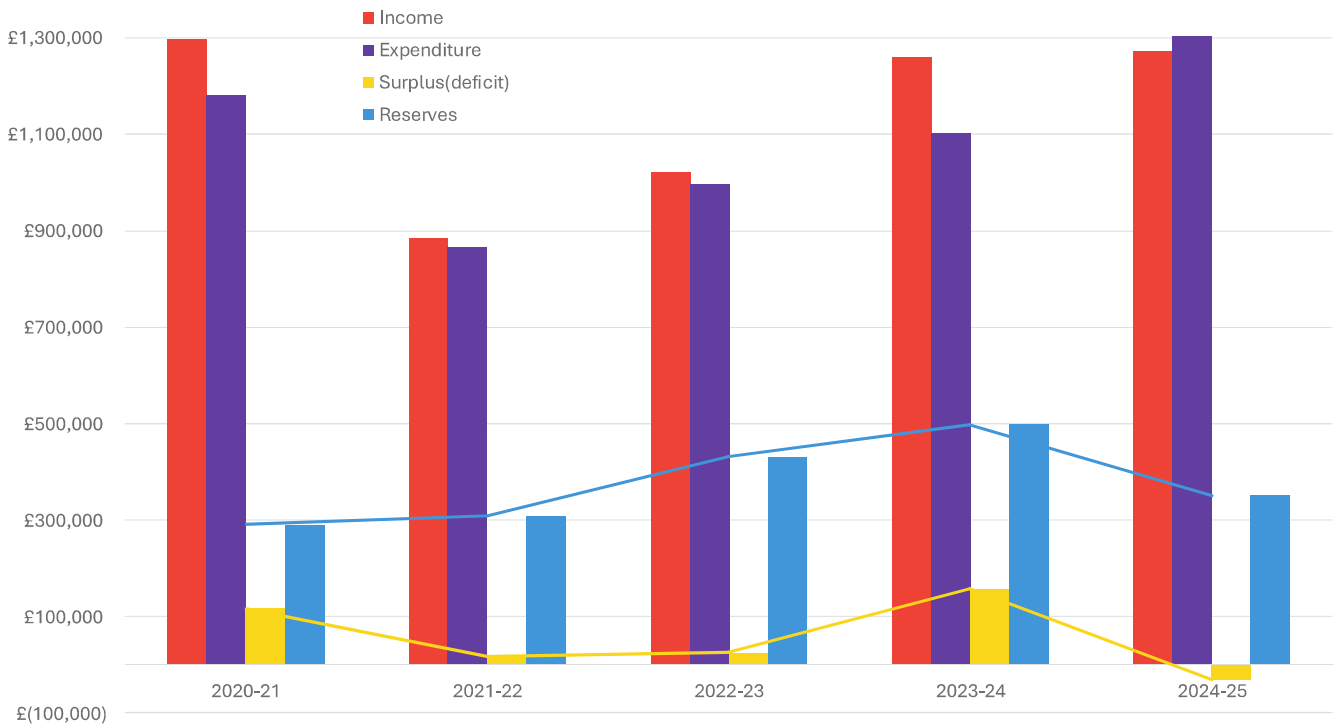
## **Liability of Members**

Members of the charitable company guarantee to contribute an amount not exceeding £10 to the assets of the charitable company in the event of winding up.

## Financial Review

Our income in 2024-25 rose slightly in comparison to 2023-24. However, our expenditure rose faster and as a consequence we incurred a deficit. A key contribution to this rise in costs was trustees' decision to address long term issues, such as below inflation cost of living rises. This was accompanied by a rise in employer pension contributions. At the same time, we have invested in staff development with programmes targeting such as specific skills building as well as management training. These investments in staff development, reward and retention strengthen the organisation, build resilience and provide for future growth.

Chart 12: Income and expenditure since 2020



The continuing support of grants from the Department of Health and Social Care and Department for Work and Pensions as well as the MAC Glam Foundation and others has allowed us to identify, propose and implement solutions to tackle racial inequality.

The improved investment performance (reported over the past three years) of the defined benefit Local Government Pension Scheme (LGPS) in which we participate has continued in 2024-25.

The actuaries conducted their annual accounting update survey and reported on 26 May 2025 that our future liabilities continue to be more than covered by the available assets. Whilst the assumptions used for accounting purpose are different to the funding valuation (notably the discount rate used) this provided additional comfort to the Trustees that the long-standing risk, associated with the LGPS defined benefit pension scheme, had been ameliorated. In accordance with the FRS 102 accounting standard, the reduced future contribution rate versus that which would be required to meet our current service cost accrual (at 25.3% of salaries) allows us to recognise this benefit on REF's balance sheet by increasing reserves. This increase is separately reported as a "designated" general fund and is an estimate based on current salary levels. The estimated future benefit of £30,240 (2024: £58,378) is considerably less than the accounting surplus of £2,662,000 (2024: £2,210,000) as at 31 March (and the funding surplus of £1 million as at 31 March 2022) but given the significant uncertainties associated with the assumptions used for the assessment (particularly the impact of persistent inflation on pensions) the Trustees consider the estimate to be reasonable in the circumstances. We have recorded an "asset ceiling adjustment" in our Statement of Financial Activities to eliminate the difference between the accounting surplus and the benefit that we have recognised. The actuaries are currently evaluating the triennial funding valuation as at 31 March 2025 which will determine the required employer contributions from 1 April 2026.

## Reserves Policy

Race Equality Foundation reserves policy is linked to the organisation's risk policy, and the creation of reserves is one course of action agreed by Trustees to mitigate financial risks. Race Equality Foundation reserves policy, therefore, has three main purposes:

- 1** Firstly, it is to provide a source of funding when there are short-term adverse fluctuations in income or expenditure.
- 2** Secondly, it is to ensure that, in the event of the possible closure of the organisation due to funding difficulties (other than short-term), the main operations of the organisation can continue for a period to facilitate an orderly process.
- 3** Thirdly, it is to ensure that, in the event of possible closure there are sufficient funds to pay the pension liability which becomes payable in the event of closure.

To achieve these aims, the Trustees have agreed on the appropriate level of reserves.

The members of the Management Committee have examined the requirement for free reserves; those unrestricted funds not invested in tangible fixed assets or otherwise committed. The Management Committee considers that, given the nature of the charity's work, the level of free reserves should, as a minimum, approximate the next three month's operational expenditure, currently £275,000 to £320,000. Unrestricted reserves as of 31 March 2025 were approximately £308,000, net of the investment in tangible fixed assets and excluding the designated pension reserve.

Approved and authorised for distribution, by the Management Committee and signed on its behalf by:



**Karin Woodley, Chair**

**Approved on: 30th September 2025**

## Independent auditor's report to members of Race Equality Foundation

### Opinion

We have audited the financial statements of Race Equality Foundation (the 'charitable company') for the year ended 31 March 2025 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the related notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2025 and of its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

### Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### Conclusions relating to going concern

In auditing the financial statements, we have concluded that the director's use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

### Other information

The other information comprises the information included in the trustees' annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

### **Opinion on other matters prescribed by the Companies Act 2006**

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' Report which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

### **Matters on which we are required to report by exception**

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' Report and from the requirement to prepare a Strategic Report.

### **Responsibilities of trustees**

As explained more fully in the Trustees' Responsibilities Statement, the Trustees (who are also the directors of the charity for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations or have no realistic alternative but to do so.

## **Auditor's responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error and to issue an Auditor's Report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud are set out below.

### **Capability of the audit in detecting irregularities**

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
- Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
- Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
- The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

### **Use of our report**

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an Auditor's Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.



**Anthony Epton (senior statutory auditor)**

**for and on behalf of**

**Goldwins Limited**

**Statutory Auditors**

**Chartered Accountants**

**75 Maygrove Road**

**West Hampstead**

**London NW6 2EG**

Date: 30 September 2025

**Statement of Financial Activities for the year ended 31 March 2025  
including the Income and Expenditure Account**

	Notes	Restricted funds £	Unrestricted funds £	2025 Total funds £	2024 Total funds £
<b>Income</b>					
Donations and legacies - donations		-	10,197	10,197	16,127
Income from charitable activities					
- Promoting good race relations	2	588,698	555,656	1,144,354	1,147,612
Investment income		-	8,315	8,315	4,367
Pension scheme - interest income (net of interest on scheme liabilities)		-	109,000	109,000	91,000
<b>Total income</b>		<b>588,698</b>	<b>683,168</b>	<b>1,271,866</b>	<b>1,259,106</b>
<b>Expenditure</b>					
Expenditure on charitable activities					
- Promoting good race relations	3	586,084	717,892	1,303,976	1,102,603
<b>Total expenditure</b>		<b>586,084</b>	<b>717,892</b>	<b>1,303,976</b>	<b>1,102,603</b>
<b>Net income/(expenditure) for the year</b>		<b>2,614</b>	<b>(34,724)</b>	<b>(32,110)</b>	<b>156,503</b>
Transfer of funds		1,778	(1,778)	-	-
<b>Other recognised gains and losses:</b>					
<b>- Re-measurement of the pension fund net defined liability/surplus</b>					
-- Change in financial assumptions	13	-	355,000	355,000	(1,707,000)
-- Return on plan assets excluding interest income	13	-	10,000	10,000	459,000
-- Asset ceiling adjustment	13	-	(480,138)	(480,138)	1,158,193
<b>Net income and net movement in funds for the year</b>		<b>4,392</b>	<b>(151,640)</b>	<b>(147,248)</b>	<b>66,696</b>
<b>Fund balances brought forward</b>		<b>6,629</b>	<b>491,322</b>	<b>497,951</b>	<b>431,255</b>
<b>Fund balances carried forward</b>	12	<b>11,021</b>	<b>339,682</b>	<b>350,703</b>	<b>497,951</b>

All of the above results are derived from continuing activities.

There were no other recognised gains or losses other than those stated above.

The accounting policies and notes on pages 48 to 60 form a part of these financial statements.

## Balance Sheet as at 31 March 2025

	Notes	2025 £	2025 £	2024 £	2024 £
<b>Fixed assets</b>					
Tangible assets	9		1,464		2,304
<b>Current assets</b>					
Debtors due within one year	10 a	284,805		293,847	
Debtors due in more than one year	10 b	-		29,189	
Cash at bank and in hand		355,200		410,309	
<b>Total Current Assets</b>		640,005		733,345	
<b>Liabilities</b>					
Creditors falling due within one year	11	(290,766)		(237,698)	
<b>Net Current Assets</b>			349,239		495,647
<b>Total assets less current liabilities</b>			350,703		497,951
<b>Total Net Assets</b>			350,703		497,951
<b>The funds of the charity</b>					
Restricted income funds	12		11,021		6,629
Unrestricted income funds					
- General fund	12		309,442		432,944
- Pension reserve	12,13		30,240		58,378
<b>Total Funds</b>			350,703		497,951

The accounting policies and notes on pages 48 to 60 form a part of these financial statements.

These accounts have been prepared in accordance with the special provisions of Part XV of the Companies Act 2006 relating to small companies.

Under the Companies Act 2006, s454, on a voluntary basis, the directors can amend these financial statements if they subsequently prove to be defective.

Approved and authorised for distribution, by the Management Committee and signed on its behalf by:



Patricia Lawson, Treasurer

Approved on: 30 September 2025

**Company number: 03121679**

## Statement of Cash Flows for the year ended 31 March 2025

	2025 £	2025 £	2024 £	2024 £
Net income/(expenditure)		(32,110)		156,503
Adjustments:				
- Investment income		(8,315)		(4,367)
- Depreciation		840		590
- Pension fund		(115,138)		(89,807)
- Decrease/(increase) in debtors	38,231		(22,924)	
- Increase/(decrease) in creditors	53,068	91,299	(46,354)	(69,278)
Net cash (absorbed) by operating activities		(63,424)		(6,359)
Cash provided by investing activities				
- Investment income		8,315		4,367
- Capital expenditure		-		(2,676)
(Decrease) in cash and cash equivalents in the year		(55,109)		(4,668)
Cash and cash equivalents at the beginning of the year		410,309		414,977
Cash and cash equivalents at the end of the year		<b>355,200</b>		<b>410,309</b>
Cash on deposit (less than 3 months)		351,932		406,876
Cash in current account and in hand		3,268		3,433
Total cash and cash equivalents		<b>355,200</b>		<b>410,309</b>

## Notes to the Financial Statements

### Legal status

The Foundation is a company limited by guarantee and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £10 per member of the charity.

### 1. Accounting policies

#### Basis of financial statements

The financial statements are 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) (effective 1 January 2022) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006. The financial statements are presented in sterling, which is also the functional currency of the charitable company. The financial statements are presented to the nearest £1.

Race Equality Foundation meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

#### Going concern

It is the opinion of the Trustees that the use of the going concern basis of accounting is appropriate because:

- ◆ there are no material uncertainties relating to events or conditions that may cast significant doubt about the ability of the charitable Company to continue as a going concern;
- ◆ there is reasonable expectation that the charitable Company has adequate resources to continue in operational existence for the foreseeable future.

#### Income recognition

Income is recognised in the period in which the charity has entitlement, it is probable that the income will be received, and the amount of the income receivable can be measured with reasonable certainty.

Income from grants and service agreements, including capital grants, is included in income when these are receivable, except as follows:

- ◆ When funders specify that grants and monies given to the charity must be used in future accounting periods, the income is deferred to those periods.
- ◆ When funders impose conditions which have to be fulfilled before the charity becomes entitled to use such income, the income is deferred and not included in income until the pre-conditions for use have been met.
- ◆ When funders specify that grants and similar monies, including capital grants, are for particular purposes, which do not amount to pre-conditions regarding entitlement, the income is included in income as restricted funds when receivable.
- ◆ For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted; the estate has been finalised, and notification has been made by the executor(s) to the Foundation that a distribution will be made; or when a distribution is received from the estate.
- ◆ Donated services are accounted for as income, with an equivalent amount accounted for as resources expended, when the value of services is material.

#### Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required, and the amount of the obligation can be measured reliably and includes any attributable VAT.

## **Expenditure (continued)**

Expenditure is classified under the following activity headings:

- ◆ The costs of generating funds include the salaries, direct costs and overheads associated with generating voluntary income.
- ◆ The costs of charitable activities comprise expenditure on the charity's primary charitable purposes of promoting good race relations and, therefore, endeavouring to eliminate discrimination on the grounds of race.
- ◆ Governance costs are the costs associated with the governance arrangements of the charity including audit/independent examination costs and the necessary legal procedures for compliance with statutory requirements.
- ◆ Direct costs include the costs of printing materials expensed as incurred. No account is taken of any stock which exists at period end.

Certain costs, including central functions have been apportioned between the above headings using bases consistent with the use of resources, mainly on the basis of project staff costs.

## **Tangible fixed assets**

All assets costing more than £500 and with an expected useful life exceeding one year are capitalised.

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life:

- ◆ Leasehold improvements: 20% per annum;
- ◆ Computer equipment 33% of cost and fixtures & fittings 25% per annum on reducing balance method;
- ◆ Office equipment and restricted fund equipment: 20 - 25% per annum on reducing balance method

## **Fund accounting**

Funds held by the charity are as follows:

- ◆ Unrestricted funds comprise those monies which may be used towards meeting the charitable objectives of the charity and which may be applied at the discretion of the Management Committee.
- ◆ Restricted funds are monies raised for, and their use restricted to, a specific purpose, or donations subject to donor-imposed conditions.

Further explanation of the nature and purpose of each of the restricted funds is included in the notes to the accounts.

## **Leased assets**

Rentals applicable to operating leases, where substantially all of the benefits and risks of ownership remain with the lessor, are charged to profit and loss on a straight-line basis over the lease term.

## **Pension costs**

The charity contributes to the Local Government Pension Scheme ("LGPS") a multi-employer defined benefit pension scheme, providing benefits based on career average revalued earnings, for certain employees. LGPS is administered by Essex County Council in accordance with the Local Government Pension Scheme Regulations 2013 (as amended). The assets of the scheme are held and managed separately from those of the charity. An actuarial valuation of the scheme is obtained triennially and is updated, using a roll forward approach, at each subsequent reporting date.

The expected cost of benefits accruing during the year, to be paid when the employee retires, is calculated annually by professionally qualified actuaries and is charged to the Statement of Financial Activities described as "current service cost". Cash contributions are determined by the actuaries and agreed with the Trustees at each triennial valuation in order to fund the scheme over the next three years and are expressed as a percentage of current and expected future pensionable payroll.

## **Pension costs (continued)**

In accordance with FRS 102, the following elements are reported in the Statement of Financial Activities:

- i. the service costs of pension provision relating to the period, together with the cost of any benefits relating to past service (allocated to staff costs);
- ii. the net interest, which is calculated by applying the discount rate to the net balance of the defined benefit obligation and the fair value of plan assets, is recognised as a finance cost or income; and
- iii. actuarial gains and losses arising from experience adjustments and changes in actuarial assumptions are charged or credited to other comprehensive income. These amounts together with the return on plan assets, less amounts included in net interest, are disclosed as “Re-measurement of the pension fund net defined liability or asset”.

A liability recognised in the balance sheet in respect of the defined benefit plan would be the Foundation’s share of the present value of the defined benefit obligation less the fair value of the plan assets as determined by the actuaries at the reporting date. If the present value of the defined benefit obligation at the reporting date is less than the fair value of plan assets at that date, the plan has a surplus. In accordance with FRS 102, an entity shall recognise a plan surplus as a defined benefit plan asset only to the extent that it is able to recover the surplus either through reduced contributions in the future or through refunds from the plan.

For certain employees, the charity contributes to the NEST defined contribution workplace pension scheme.

## **Stock**

Costs of facilitators and parent manuals are expensed as incurred.

## **Financial instruments**

The charity only has financial assets and liabilities of a kind that qualify as basic financial instruments except for the pension asset (see above and note 13). Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

## **Debtors**

Trade and other debtors are recognised at the settlement amount due. Expenditure that may benefit a period of time is measured on a time apportionment basis and classified as a prepayment.

## **Creditors**

Creditors are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors are recognised at their settlement amount.

## **Cash at bank and in hand**

Cash at bank and in hand includes cash and short-term deposits with a maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

## **Foreign currencies**

Transactions in foreign currencies are recorded at the rate of exchange ruling at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies are translated at the rate of exchange ruling at the balance sheet date. All differences are taken to the Statement of Financial Activities.

## **Key judgements and estimations**

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. There is a significant risk of material adjustment in respect of the defined benefit pension asset/liability within the next reporting period due to any changes in the assumptions used (see note 13) in either the actuary’s triennial or annual roll forward valuations.

<b>2. Income from charitable activities</b>	Restricted funds £	Unrestricted funds £	<b>2025 Total funds £</b>	2024 Total funds £
<b>Grants</b>				
Dept. of Health – Health and Wellbeing: Framework	104,231	-	104,231	92,681
Dept. of Health – Health and Wellbeing: Severe mental illness	-	-	-	19,450
Dept. of Health – Health and Wellbeing: Learning disabilities	-	-	-	31,465
London Borough of Waltham Forest: Parental conflict	-	-	-	34,005
Barnardo’s Trauma and Racism Project	40,007	-	40,007	120,060
Dept. for Works & Pensions: Parental conflict	165,034	-	165,034	190,185
Youth Endowment Fund	-	-	-	51,015
New Philanthropic Capital: Everyone’s environment	9,340	-	9,340	23,844
National Lottery: Everyone’s Environment	15,000	-	15,000	-
Fathers Together	33,698	-	33,698	-
Nat. Inst. For Health & Care: Mapping the Margins	32,481	-	32,481	-
SFSC Randomised Control Trial	-	-	-	17,041
SFSC - Other	188,907	-	188,907	159,912
<b>Other income</b>				
SFSC training and reference material	-	152,179	152,179	151,258
Consultancy	-	403,477	403,477	256,696
	588,698	555,656	1,144,354	1,147,612
2024 -	739,658	407,954	1,147,612	

<b>3. Expenditure on charitable activities</b>	Central core costs (Refer to note 4) £	Staff costs (Refer to note 6) £	Direct operating costs £	<b>2025 Total</b> £	2024 Total £
Dept. of Health – Health and Wellbeing Framework	13,752	76,093	14,613	104,458	92,760
Dept. of Health – Health and Wellbeing: Severe mental illness	-	-	-	-	19,907
Dept. of Health – Health and Wellbeing: Learning disabilities	-	-	-	-	31,938
London Borough of Waltham Forest: Parental conflict	-	-	-	-	33,945
Barnardo’s Trauma and Racism Project	6,151	34,037	-	40,188	120,112
Burdett Trust for Nursing Grant	-	-	-	-	86,672
Dept. of Works & Pension: Parental conflict	18,972	104,975	41,144	165,091	190,480
Youth Endowment Fund	920	5,089	-	6,009	45,494
New Philanthropic Capital: Everyone’s environment	1,690	9,349	-	11,039	22,736
National Lottery: Everyone’s Environment	680	3,763	-	4,443	-
Fathers Together	3,471	19,204	11,028	33,703	-
Nat. Inst. For Health & Care: Mapping the Margins	4,901	27,116	-	32,017	-
SFSC Randomised Control Trial	-	-	-	-	17,055
SFSC London Borough of Westminster	-	-	-	-	864
SFSC - Other	17,693	97,895	73,548	189,136	159,929
SFSC Training and reference material	2,430	13,443	46,681	62,554	90,744
Consultancy	103,515	451,031	100,792	655,338	189,967
	174,175	841,995	287,806	1,303,976	1,102,603
<i>2024-</i>	<i>179,213</i>	<i>617,709</i>	<i>305,681</i>	<i>1,102,603</i>	

<b>4. Support and governance costs</b>	<b>2025</b> £	2024 £
Premises costs	83,250	83,790
Communication costs	7,641	7,883
Legal and other professional fees including consultancy	30,223	26,935
Pension scheme		
- Current service cost	39,000	37,000
- Contributions paid & allocated in Staff costs	(20,000)	(18,000)
- Administration expense	3,000	3,000
Office costs	28,421	35,989
Depreciation	840	590
Other costs	1,800	2,026
	174,175	179,213

The above support costs are allocated to charitable activities on the basis of project staffing costs.

## 5. Net income/(expenditure) for the year

This is stated after charging:

	2025 £	2024 £
Depreciation	840	590
Governance Costs:		
- Trustees' expenses	564	652
- Auditors' remuneration (excluding VAT)	5,833	5,833
Rentals under operating leases:		
- Property (excluding VAT)	55,257	55,258
- Equipment (excluding VAT)	661	661

## 6. Staff costs and numbers

Staff costs during the year were as follows:

	2025 £	2024 £
Salaries	712,822	535,690
Social security costs	68,788	50,581
Pension costs	42,783	27,315
Staff training & welfare costs	17,602	4,123
	<hr/>	<hr/>
	841,995	617,709

Two employees each earned over £60,000 (including taxable benefits but excluding employer pension contributions) during the year (2024: one).

The total employee benefits of the key management personnel of the Foundation (Chief Executive Officer) including employer pension and National Insurance contributions were £92,337 (2024: £82,243).

The average number of employees during the year was as follows:

	2025 No	2024 No
Chief Executive Officer	1	1
Project staff	18	13
Management and administrative staff	1	1
	<hr/>	<hr/>
	20	15

## 7. Management Committee members' remuneration/expenses

None of the Trustees received any remuneration during the year (2024: £Nil).

During the year, travel and subsistence expenses incurred in the performance of their duties claimed by and reimbursed to Trustees was £564 (2024: £652).

## 8. Taxation

The Foundation is a registered charity and therefore is not liable to income tax or corporation tax on income derived from its charitable activities, as it falls within the various exemptions available to registered charities. The Foundation is registered for VAT.

<b>9. Tangible fixed assets</b>	Leasehold Improvements	Furniture & Fixtures	Plant & Machinery	Office Equipment	Restricted Fund Equipment	<b>Total</b>
	£	£	£	£	£	£
<b>Cost</b>						
At 1 April 2024	44,018	3,631	10,932	16,595	4,870	80,046
At 31 March 2025	44,018	3,631	10,932	16,595	4,870	80,046
<b>Depreciation</b>						
At 1 April 2024	44,017	3,631	10,932	14,292	4,870	77,742
Charge for year	-	-	-	840	-	840
At 31 March 2025	44,017	3,631	10,932	15,132	4,870	78,582
<b>Net book values</b>						
At 31 March 2025	1	-	-	1,463	-	1,464
At 31 March 2024	1	-	-	2,303	-	2,304

<b>10. Debtors</b>	<b>2025</b> £	<b>2024</b> £
Fees & grants receivable	155,519	101,664
Prepayment and other debtors	99,046	162,994
Defined benefit pension fund contributions	30,240	29,189
a) Debtors due within one year	284,805	293,847
b) Debtors due in more than one year: Defined benefit pension fund contributions	-	29,189

Included within other debtors is a rent deposit of £10,414 which might be repayable after more than one year dependent on negotiations with the landlord.

<b>11. Creditors: amounts falling due within one year</b>	<b>2025</b> £	<b>2024</b> £
Trade creditors	78,507	19,420
Social security and other taxes	18,824	13,952
Value Added Tax	18,640	2,349
Pension contributions	6,319	4,812
Deferred income	118,438	130,533
Accruals and sundry creditors	50,038	66,632
	290,766	237,698

## 11a Deferred income

	2025 £	2024 £
Deferred income brought forward	130,533	166,872
Released to income in the year	(130,533)	(166,872)
Deferred income in the year <sup>1</sup>	118,438	130,533
Deferred income carried forward (see note 11)	118,438	130,533

## 12. Restricted and Unrestricted funds

During the year to 31 March 2025 the funds of the charity included restricted funds held on trusts to be applied for specific purposes. The Trustees Report contains a fuller description of the individual activities. The programmes delivered were as follows:

	At 1 April 2024 £	Income £	Expenditure £	Transfer of Funds £	At 31 March 2025 £
Dept. of Health – Health and Wellbeing: Framework <i>(Why wellbeing is relevant to health policy)</i>	-	104,231	(104,458)	227	-
Barnardo’s Trauma and Racism Project <i>(Investigate the impact of trauma &amp; racism on young people, children and families)</i>	-	40,007	(40,188)	181	-
Dept. of Works & Pension: Parental conflict <i>(Addressing Parental Conflict effectively with Black, Asian and minority ethnic families)</i>	-	165,034	(165,091)	57	-
Youth Endowment Fund <i>(Parenting and serious violence pilot)</i>	5,521	-	(6,009)	488	-
New Philanthropy Capital: Everyone’s environment	1,108	9,340	(11,039)	591	-
National Lottery: Everyone’s Environment <i>(Accelerate action on the social impacts of the environmental crisis)</i>	-	15,000	(4,443)	-	10,557
Fathers Together	-	33,698	(33,703)	5	-
Nat. Inst. for Health Research: Mapping the Margins	-	32,481	(32,017)	-	464
SFSC parenting programmes for other London Boroughs	-	188,907	(189,136)	229	-
<b>Total restricted funds</b>	<b>6,629</b>	<b>588,698</b>	<b>(586,084)</b>	<b>1,778</b>	<b>11,021</b>

## 12. Restricted and Unrestricted funds (continued)

	At 1 April 2024	Income	Expenditure	Transfer of Funds	At 31 March 2025
	£	£	£	£	£
Total unrestricted funds					
- General fund	432,944	574,168	(717,892)	20,222	309,442
- Pension reserve	58,378	109,000	(115,138)	(22,000)	30,240
<b>Total unrestricted funds</b>	<b>491,322</b>	<b>683,168</b>	<b>(833,030)</b>	<b>(1,778)</b>	<b>339,682</b>
<b>Total funds</b>	<b>497,951</b>	<b>1,271,866</b>	<b>(1,419,114)</b>	<b>-</b>	<b>350,703</b>

Fund balances at 31 March	Restricted Funds	Unrestricted Funds	As at 31 March 2025	As at 31 March 2024
	£	£	£	£
Are represented by:				
- Tangible fixed assets	-	1,464	1,464	2,304
- Current assets due within one year	11,021	628,984	640,005	704,156
- Current assets due in more than one year	-	-	-	29,189
- Creditors: amounts falling due within one year	-	(290,766)	(290,766)	(237,698)
<b>Total net assets</b>	<b>11,021</b>	<b>339,682</b>	<b>350,703</b>	<b>497,951</b>
	2024-	6,629	491,322	497,951

## 13. Pension commitments

For certain employees, Race Equality Foundation participates in a defined benefit multi-employer scheme with the assets held in a fund (Essex Pension Fund) administered by Essex County Council. The pension benefits are provided by the Local Government Pension Scheme (“LGPS”). The contributions are determined by independent qualified actuaries based on triennial valuations. The last triennial valuation was carried out as at 31 March 2022 by Barnett Waddingham LLP which determined that the charity’s contribution rate should be reduced from 23.0% to 10.0% for the three years commencing 1 April 2023 due to a £1 million funding surplus.

Barnett Waddingham LLP were engaged by the Trustees to assess and provide the balance sheet and funding status disclosures to be made by the Race Equality Foundation as at 31 March 2025 in respect of its pension obligations under the LGPS. This information, reported on 26<sup>th</sup> May 2025, shows a net surplus of £2,662,000 as at 31 March 2025 (2024: £2,210,000) before an asset ceiling adjustment. In accordance with the provisions of the Charities SORP (FRS102) the criteria for recognition of a surplus are either a cash refund or reduced future contributions. The defined benefit asset of £30,240 (2024: £58,378) recognised in these financial statements is an estimate of the impact of reduced contributions for the next year (2024: two years). The difference between the accounting valuation and the reduced future contributions is recognised by the recording of a increase in the “asset ceiling adjustment” of £480,138 (2024 reduction: £ 1,158,193) in the “Other recognised gains and losses” section of the statement of Financial Activities.

### Financial Reporting Standard 102 – Retirement Benefits

Total LGPS pension contributions charged during the year amounted to £20,000 (2024: £18,000). Contributions totalling £2,967 in respect of LGPS (2024: £2,869) were payable to the fund at the year end and are included in creditors.

### 13. Pension commitments (continued)

The major assumptions used by Barnett Waddingham LLP were as follows:	2025 %	2024 %
Rate of increase in salaries	3.90	3.90
Rate of increase in pensions (CPI)	2.90	2.90
Discount rate	5.75	4.80

The mortality assumptions used were:	2025 Years	2024 Years
Longevity at age 65 retiring today		
- Males	20.8	20.8
- Females	23.3	23.3
Longevity at age 65 retiring in 20 years		
- Males	22.1	22.0
- Females	24.8	24.7

The estimated asset allocation in the scheme and present value of scheme liabilities were:	2025 £000	2024 £000
Equities	2,996	2,914
Gilts	83	94
Property	441	363
Cash/temporary investments	106	130
Alternative assets	823	800
Other managed funds	1,009	960
Far value of scheme assets (bid value)	5,458	5,261
Present value of scheme liabilities	(2,796)	(3,051)
Net surplus	2,662	2,210

The reconciliation of opening and closing balances of the present value of the defined benefit obligation is as follows:	2025 £000	2024 £000
Opening defined benefit obligation	3,051	2,845
Current service cost	39	37
Interest cost	147	135
Change in financial assumptions	(355)	(44)
Change in demographic assumptions	-	(41)
Experience loss/(gain) on defined benefit obligation	-	199
Estimated benefits paid (net of transfers in)	(102)	(94)
Contribution by scheme participants	16	14
Closing defined benefit obligation	2,796	3,051

### 13. Pension commitments (continued)

A sensitivity analysis of scheme liabilities to a change in discount rates on the defined benefit obligation and projected service cost, together with a +/- 1 year age rating adjustment to the mortality assumption is as follows:

	£000	£000	£000	£000	£000
Adjustment to discount rate	+ 0.5%	+ 0.1%	0.0%	- 0.1%	- 0.5%
- Present value of total obligation	2,621	2,760	2,796	2,833	2,990
- Projected service cost	30	33	34	35	38
Adjustment to long term salary increase assumptions	+ 0.5%	+ 0.1%	0.0%	- 0.1%	- 0.5%
- Present value of total obligation	2,825	2,802	2,796	2,790	2,767
- Projected service cost	34	34	34	34	34
Adjustment to pension increases and deferred revaluation	+ 0.5%	+ 0.1%	0.0%	- 0.1%	- 0.5%
- Present value of total obligation	2,965	2,828	2,796	2,764	2,644
- Projected service cost	39	35	34	33	30
Adjustment to life expectancy assumptions	+ 1 year		None		- 1 year
- Present value of total obligation	2,891		2,796		2,704
- Projected service cost	35		34		33

The reconciliation of fair value of scheme assets is as follows:

	2025 £000	2024 £000
Opening fair value of scheme assets	5,261	4,746
Interest on assets	256	226
Return on assets less interest	10	354
Other actuarial gains/(losses)	-	-
Administration expenses	(3)	(3)
Contributions by employer including unfunded	20	18
Contributions by fund participants	16	14
Estimated benefits paid (net of transfers in and including unfunded)	(102)	(94)
Fair value of scheme assets (bid value)	5,458	5,261
Asset ceiling adjustment	(2,632)	(2,152)
Closing fair value of scheme assets	2,826	3,109

### 13. Pension commitments (continued)

The reconciliation of scheme assets and liabilities is as follows:	Assets £000	Liabilities £000	Total £000
At 1 April 2024	3,109	(3,051)	58
Benefits paid	(102)	102	-
Employer contributions	20	-	20
Fund participant contributions	16	(16)	-
Current service cost	-	(39)	(39)
Administration expense	(3)	-	(3)
Interest income/(expense)	256	(147)	109
Experience gain on defined benefit obligation	-	-	-
Other actuarial gains/(losses)	-	-	-
Re-measurement gains/(losses)			
- Change in financial assumptions	-	355	355
- Change in demographic assumptions	-	-	-
- Return on plan assets excluding interest income	10	-	10
- Asset ceiling adjustment	(480)	-	(480)
At 31 March 2024	2,826	(2,796)	30

### 14. Financial commitments

At 31 March 2025 the charity had the following future minimum lease payments under non-cancellable operating leases for the following periods:

Payments due	Land and buildings		Other	
	2024 £	2023 £	2025 £	2024 £
Not later than one year	-	-	661	661
Later than one year and not later than five years	-	-	1,983	1,983
Total	-	-	2,644	2,644

Negotiations with the landlord continue for the continued occupation of the offices

### 15. Liability of members

Members of the charitable company guarantee to contribute an amount not exceeding £10 to the assets of the charitable company in the event of winding up. There were nine members as at the current year end of 31 March 2025, and there were 10 members at 31 March 2024.

### 16. Ultimate controlling party

In the opinion of the Trustees there is no ultimate controlling party of the charity.

### 17. Related party transactions

There have been no related party transactions in the reporting period that require disclosure other than the re-imburement of Trustees travelling expenses (see Note 7).

## 18. Comparative Statement of Financial Activities (Year ended 31 March 2024)

	Notes	Restricted funds	Unrestricted funds	2024 Total funds	2023 Total funds
		£	£	£	£
<b>Income</b>					
Donations and legacies - Donations		-	16,127	16,127	6,968
Income from charitable activities					
- Promoting good race relations	2	739,658	407,954	1,147,612	1,014,410
Investment income		-	4,367	4,367	596
Pension scheme – Interest income (net of interest on scheme liabilities)		-	91,000	91,000	-
<b>Total income</b>		<b>739,658</b>	<b>519,448</b>	<b>1,259,106</b>	<b>1,021,974</b>
<b>Expenditure</b>					
Expenditure on charitable activities					
- Promoting good race relations	3	821,892	280,711	1,102,603	996,292
<b>Total expenditure</b>		<b>821,892</b>	<b>280,711</b>	<b>1,102,603</b>	<b>996,292</b>
<b>Net income for the year</b>		<b>(82,234)</b>	<b>238,737</b>	<b>156,503</b>	<b>25,682</b>
Transfer of Funds		2,855	(2,855)	-	-
<b>Other recognised gains and losses:</b>					
<b>- Re-measurement of the pension fund net defined liability</b>					
--Change in financial assumptions		-	(1,707,000)	(1,707,000)	1,593,000
--Return on plan assets excluding interest income		-	459,000	459,000	(105,000)
--Asset ceiling adjustment	14	-	1,158,193	1,158,193	(1,390,815)
<b>Net income and net movement in funds for the year</b>		<b>(79,379)</b>	<b>146,075</b>	<b>66,696</b>	<b>122,867</b>
<b>Fund balances brought forward</b>		<b>86,008</b>	<b>345,247</b>	<b>431,255</b>	<b>308,388</b>
<b>Fund balances carried forward</b>		<b>6,629</b>	<b>491,322</b>	<b>497,951</b>	<b>431,255</b>

**RACE EQUALITY FOUNDATION**

England & Wales - Charity number 1051096

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# Accounts

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# Annual Report & Financial Statements

31 March 2024

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# Charity Reference and Administrative Information

## Legal Status

The organisation is a charitable company limited by guarantee registered as a charity on 29 November 1995 and incorporated on 20 March 1997.

## Management Committee

Karin Woodley CBE —Trustee and Chair

Reena Anand —Trustee

Dr Clenton Farquharson CBE —Trustee  
(Resigned February 2024)

Tajinder Gill —Trustee and Treasurer

Professor Gurch Randhawa —Trustee

Dr Melvina Woode Owusu —Trustee

Professor Jagbir Jhutti-Johal —Trustee

Patricia Lawson —Trustee

Donald Mbeutcha —Trustee

Amanda Pinto KC —Trustee

## Chief Executive

Jabeer Butt OBE

## Registered office and operational address

Unit 17 Deane House Studios,  
27 Greenwood Place London NWS 1LB

## Company registration number

03121679 (England and Wales)

## Charity registration number

1051096

## Auditors

Goldwins

## Actuaries

Barnett Waddingham LLP

## Bankers

Barclays Bank PLC



# Trustees' Annual Report

My first full year as Chair of the Race Equality Foundation has been busy and exciting. I have had the opportunity to see the Foundation's work on the environment and nature crisis take shape through bringing their expertise on racial inequality to the conversation. At the same time, mobilising our networks to work with mainstream organisations to achieve the necessary changes, whilst not being disproportionately burdened by the costs, has been welcomed by all.

Trustees – many of whom are also newly appointed – and senior managers have reviewed and strengthened our governance structure and processes. This has involved not only being clearer about the role of trustees, but also being clearer about the information we need to properly support the Foundation to challenge systemic racism. A new governance manual is a milestone to be noted, however, the more significant changes include the strategic review of our vision, aims and objectives, the creation of a whole organisation theory of change, and a review of our staff structure and development goals.

The many achievements recorded in this annual report, accompanied by the strengthening of our financial position is testimony to the collegiate relationship between staff and trustees, and the skills, experience and hard work of a staff team committed to tackling racism and positively transforming the lives of Black, Asian and minoritised ethnic communities. I want to thank them all.

Within the context of recent riots and hate crimes, our work continues to be as important as ever and I also want to thank our partners, volunteers, and funders for their on-going support as we work together to challenge social inequity in all its forms.

***Karin Woodley, CBE***

**Chair**

The continuing cost of living crisis combined with the long-term impact of Covid has meant that the communities we support continue to struggle. In 2023-24, the Foundation has continued its work in delivering change. This includes groundbreaking evidence on the impact of climate change, the experiences of people with a learning disability from Black, Asian and minoritised ethnic backgrounds and other vital projects.

We continued to deploy successful solutions, such as our Strengthening Families, Strengthening Communities parenting programme, which is now accompanied by work focusing on parental conflict. We have trialled new solutions such as the Heart Age Tool, while beginning to improve support for people of African and Caribbean backgrounds who have a severe mental illness diagnosis to better access Physical Health Checks.

Working with a range of partners and networks, we continue to amplify our calls for the government to develop a race equality strategy. In the absence of a positive response, we have used our links to foster those changes that will impact on the lives of people from Black, Asian and minoritised ethnic backgrounds, such as that being taken forward by the Health Equals campaign.

The growth of the team in 2023-24 is a sign that the Foundation is a good place to work, but that the work we do, with its focus on challenging systemic racism, continues to attract people to us. The team must be commended for their efforts, including successfully securing the funds to allow us to deliver change.

***Jabeer Butt, OBE***  
**Chief Executive**

# Summary of 2023-24

This has been another successful year in co-producing evidence on the persistence of race inequity. We have also deployed effective solutions and influenced policy. This has most often been done through collaboration with voluntary and statutory partners. At the same time, we strengthened the Foundation's finances whilst addressing long term challenges, such as staff remuneration.

*We have used  
the lessons learned  
to share good practice  
across central and  
local government.*



## Evidence

We completed 13 research-led projects that have examined how racism is impacting people of Black, Asian and minoritised ethnic backgrounds. Four have had reports and outputs published and a fifth was used in the Care Quality Commissions State of Care 2023 report. Four more projects will publish findings in 2024-25. Most importantly the randomised controlled trial examining the efficacy of the Strengthening Families, Strengthening Communities parenting programme (SFSC) successfully completed its recruitment of 672 parents and will be reporting its findings shortly.

The messages have been shared through webinars including targeted events such as one for GPs organised by the Royal College of General Practitioners. Videos and infographics have been used to improve the accessibility of the messages, which have often been shared through our growing social media presence.



## Influence

We used evidence to influence national policy and thinking. For example, NHS England's board commissioned an action plan to address the inequalities identified by the report on people with a learning disability from Minority Ethnic backgrounds. The Covid-19 Inquiry agreed to commission a specific report on the impact of the pandemic on people of Black, Asian and minoritised ethnic backgrounds.

We worked with the voluntary sector and other colleagues at a local level to improve the understanding of inequality on a range of issues such as blood pressure monitoring. Key to our approach has been to identify solutions such as co-producing resources to improve the uptake of physical health checks by people with a diagnosis of severe mental illness.

We delivered our five-day SFSC core training course to 104 practitioners, of whom two thirds were from Black, Asian and Minority Ethnic backgrounds and came from a range of local authorities and services. Many of these practitioners returned to areas with existing SFSC services, and others like those from Liverpool were embedding the model for the first time through their Early Help provision.

Our work with parents has not only made better use of online support to reach diverse populations across England, but we have also used the lessons learned to share good practice across central and local government while influencing the direction of policy and research by participating in several advisory groups and contributing to research discussions.



## Collaboration

Co-production has been key to our collaborations with communities, the Voluntary, Community and Social Enterprise (VCSE) sector as well as statutory partners. We have used co-production to generate evidence and develop the solutions that will better address racial inequality.

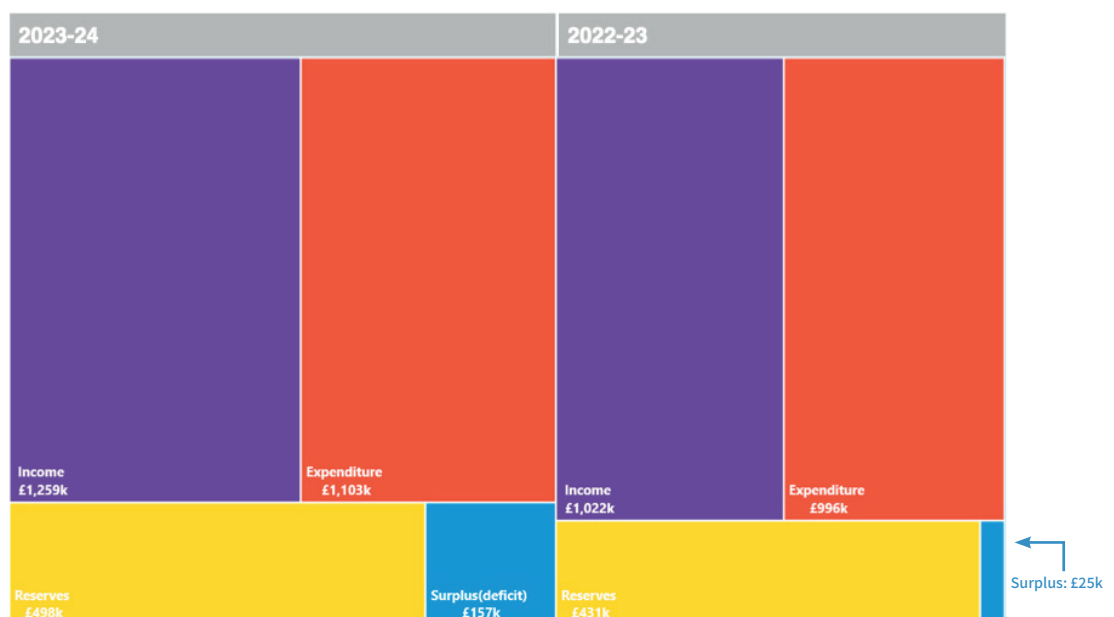
This has meant giving space to voices that have not been listened to, such as those people with a learning disability, but also ensuring that messages about what needs to change resonate with those needing better and more accessible support. It has meant that we have developed strong and long-term relationships with local organisations such as Sandwell African Caribbean Mental Health Foundation, Mum’s United from Sheffield alongside national organisation such as the Asian People’s Disability Alliance or Friends, Families and Travellers.

An area that our collaborative approach is seen strongly is with our SFSC programme with delivery of 148 thirteen-week courses with statutory and community partners across England, reaching around 1500 parents and their children. Rolling out solutions such as our SFSC parental conflict work which addresses adult relationships around the child, has also benefited from this approach – reaching 386 parents and carers, and in particular engaging specific target populations such as the Somali community through Somali Youth and Development Resource Centre and Elays Network.



## Finances

As chart 1 summarises, in 2023-2023 the Foundation strengthened its financial position with a growth in income accompanied by controlling of costs leading to a surplus that has bolstered our reserves.



**Chart 1:** Income, expenditure for 2023-24 in comparison to 2022-23

# Our Aims and Objectives

**Vision:** A society without racism.

**Mission:** To tackle racism in UK society and positively transform the lives of our Black, Asian and minoritised ethnic communities.

## Strategic priorities



### Evidence

Generate and share evidence and best practice of what works to dismantle systemic racism, always through the lens of intersectionality.



### Influence

Influence policy makers, decision makers and practitioners and drive systemic change.



### Collaboration

Initiate and collaborate in partnerships and networks, trial new ways of working and support our communities to tackle racism.

## Our activities

Our work involves:

- 1. Evidence:** We gather data and conduct research to help us identify ways in which societal racial inequalities impact people in our communities.
- 2. Influence:** We engage with policy makers to address the structural barriers to racial equality and ensure that policy and practice does not continue to amplify the negative impacts of inequality.
- 3. Campaign:** We initiate and share evidence-based knowledge with the public, to positively impact our communities.
- 4. Intervention and prevention:** We intervene to prevent racial inequalities from being realised and to mitigate the impacts of racial inequalities already experienced.
- 5. Direct support:** Our diverse practitioners work at the heart of our communities providing direct support, knowledge and information where it is needed most.
- 6. Review:** With people with lived experience to continually review what works, why and with whom, to share best practice with policy makers and commissioners.

## History

We were established as the National Institute for Social Work's Race Equality Unit in 1987, became an independent, national and Black, Asian and minoritised ethnic led charity in 1995, and changed our name to the Race Equality Foundation in 2006.

In the next sections of the report we present our work generating evidence, influencing policy and practice, campaigning for change with a range of collaborators as well as rolling out our interventions that promote prevention. After detailing how our work is reviewed, we spotlight three areas where our work delivers change.

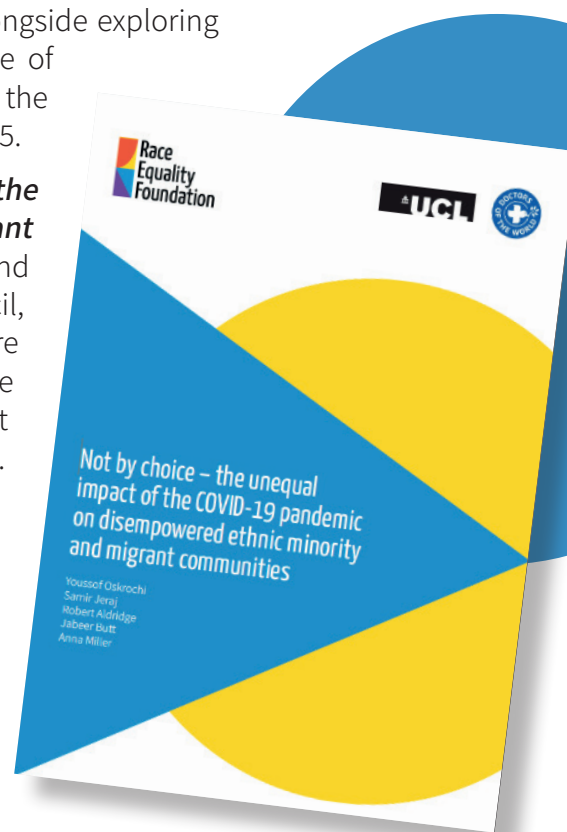
## Evidence

We continue to produce research on the impact of racism and disadvantage on the lives of people of Black, Asian and minoritised ethnic backgrounds in Britain. This research is co-produced and uses an intersectional lens to identify the barriers, solutions and to pilot better practice. In 2023-24 we completed 13 research-led projects, with a further three due to be completed in 2024-25.

Working with We Stand, we completed a Ministry of Justice commissioned research project on ***Private Family Court cases: experiences of Black, Asian and minority ethnic parents and parents in cases of alleged child sexual abuse*** to understand how Black, Asian and minoritised ethnic parents felt their personal and cultural characteristics impacted their experience of the application of the presumption, alongside exploring how allegations of child sexual abuse impacted parents' experience of the child arrangement programme and the court's application of the presumption of their case. The main report will be published in 2024-25.

In July 2023, we published the ***Not by choice - the unequal impact of the COVID-19 pandemic on disempowered ethnic minority and migrant communities*** report in partnership with University College London, and charity Doctors of the World. Funded by the Medical Research Council, UK Research and Innovation and National Institute for Health and Care Research. The report highlights that the disproportionate impact of the pandemic on minority ethnic and migrant communities was the result of the areas they lived in, their work and their housing conditions. Concerningly, these risks were known to policy makers but were not addressed in COVID-19 policies such as working from home, self-isolation, limiting interaction nor were they provided with resources that would have helped, such as sick pay.

We also completed work on a commission from The London Borough of Camden. We undertook research into the needs of adults with Autism from Black, Asian and minoritised ethnic backgrounds. We ran focus groups with carers/parents and conducted a range of services and interviews with autistic adults from these communities. We produced a draft action plan and a report, alongside a short film of key messages from the research. To aid dissemination, we produced a briefing paper too. One action was the development of an autism and race equality network group which was launched in 2023. The Autism Hub and Race Equality Foundation have been co-leading and co-chairing this project with support from the Camden Adults' Commissioning Team.



**Table 1:** Evidence-led projects delivered in 2023-24

Project		Funder	Completed	Reported	Published
Evidence-led co-production of the London Anti-racism Collaboration Hub		Greater London Authority	✓	✓	✓
The experience of people with Autism from Black, Asian and minoritised ethnic backgrounds		London Borough of Camden	✓	✓	✓
Everyone's Environment – review of evidence on impact of climate change and the policy asks of people of Black, Asian and minoritised ethnic backgrounds		City Bridge	✓	✓	2024-25
Health and Wellbeing Alliance	Better Practice in palliative and end of life care for people with dementia from Black, Asian and minoritised ethnic backgrounds	Department of Health and Social Care	✓	✓	2024-25
	Increasing the uptake of physical health checks for people with Severe Mental Illness diagnosis from Black, Asian and minoritised ethnic backgrounds		✓	✓	2024-25
	Social prescribing and take-up by people from Black, Asian and minoritised ethnic backgrounds		✓	✓	2024-25
	Increasing the update of health checks by people with a learning disability from Black, Asian and minoritised ethnic backgrounds		✓	✓	2024-25
Private Family Court cases: experiences of Black, Asian and minority ethnic parents and parents in cases of alleged child sexual abuse		Ministry of Justice	✓	✓	2024-25
Racism, Trauma and Intergenerational Trauma		Barnardos	On-going		
Review of the evidence on health and care experiences of people with a learning disability from ethnic minority backgrounds		Race Health Observatory	✓	✓	✓
The experiences of people with long term health conditions from Black, Asian and minoritised ethnic backgrounds		Race Health Observatory	✓	✓	✓
Share the Pressure – Improving the blood pressure monitoring amongst people of African and Caribbean backgrounds		Burdett Trust	✓	✓	✓
Exploring the experiences of offenders in the care of South-Central Region Probation Service		South Central Region Probation	✓	✓	Internal only
Analysis of the Virus Watch data to understand the Covid pandemic experience of ethnic minority and migrant communities		NIHR	✓	✓	✓
Together: A randomised controlled trail of efficacy of the Strengthening Families, Strengthening Communities parenting programme		NIHR	✓		2024-25
Fathers Together: A study of the experience of fathers in prison from Black, Asian and minoritised ethnic backgrounds		NIHR	On-going		

**98.3%**  
*of Black African/  
 Caribbean had a heart  
 age that was older  
 than their actual age.*

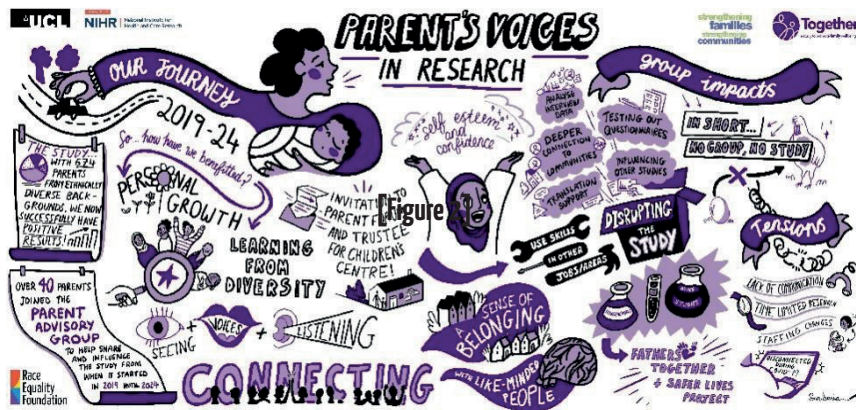
We released the Share the Pressure report in December 2023 on ‘**nurse-led motivation of blood pressure control and shared decision making amongst ethnic minority communities using the Heart Age tool online and in primary care practices.**’ The Heart Age Tool and the training for practitioners was delivered in collaboration with Younger Lives, Smart Health Solutions, Blood Pressure UK and focused on South London. The aim of the project was to help people from an African or African Caribbean background to use a tool to undertake a short assessment to make a shared decision with healthcare practitioners on how to better manage their blood pressure. The results from the completed Heart Age Tool assessments showed that 98.3% of Black African/Caribbean individuals had a heart age that was older than their actual age. At the same time, there was lower levels of knowledge about blood pressure and lower levels of engagement with health services on this issue.

Better practice: No Barriers Here	Better practice: Uncovering	Better practice: Let Us Talk About Dying Matters
<p><b>No Barriers Here:</b>            This initiative uses art to create inclusive spaces for end-of-life planning discussions, emphasizing non-verbal communication.</p>	<p><b>Uncovering:</b>            A community-led effort in Bradford focus on undertaking Pakistani women’s experiences with end-of-life care.</p>	<p><b>Let Us Talk About Dying Matters:</b>            This initiative organizes a comedy event to address death-related topics, aiming to destigmatize the conversation and offer practical advice for Muslim communities.</p>

**Figure 1:** Examples of better practice in end-of-life care

As part of our Health and Wellbeing Alliance work, funded by the Department of Health and Social Care, we continued to look at the experience of end-of-life care for people living with a Dementia diagnosis. Through engaging with people with lived experience as well as those involved in delivering support, we were able to identify three examples of better practice, including one that used comedy to explore challenging topics.

We published a blog by Professor Jonathan Koffman on using electronic systems to facilitate decision making in end-of-life-care and another by Dr Jamilla Hussain, focusing on her work with Asian women in Bradford and the conversations around end-of-life care.



**Figure 2:** Visual summary of the Together Study parent advisory group

Research on our Strengthening Families, Strengthening Communities (SFSC) programme included working with UCL on the **Together Study**. During 2023-2024, data collection was completed with parents in the study for the final three and six month follow up interviews and for the process evaluation interviews with key stakeholders. The study successfully met its target of recruiting 672 parents from diverse backgrounds, even though data collection was disrupted by the Covid-19 related restrictions. The independent Trial Unit at Bangor University completed the first stage of analysis of all parent data and Professor Steve Morris at University of Cambridge began the economic evaluation. The Parent Advisory Group that supported the research continued to meet and held a workshop with an illustrator scribe to pull together the impact of the group over the lifetime of the study. The study will be formally reported in 2024-2025.

A number of other studies related to SFSC were in process this year including **Fathers Together**, an NIHR funded study with City University and UCL to explore the experiences and needs of Black, Asian and minoritised ethnic young fathers in prison, that saw the completion of close to 500 interviews across five prisons; a Youth Endowment Fund feasibility study testing the appropriateness and acceptability of data collection tools for SFSC programmes delivered to parents of young offenders; and a test and learn evaluation of the **SFSC Stronger Relationships** programmes, to reduce parental conflict, led by Dr Anita Mehay. All three of these studies will be reported in 2024-25.

Other on-going work continues, for example the review of trauma and racism. At the same time, we have started to work on a joint project, led by the National Children’s Bureau to review the Youth Endowment Fund’s violence prevention toolkit.

# Influence

We continue to work through a range of policy and practice committees to ensure a focus on race equality and delivering change. For example, Jabeer Butt sits on both NHS England’s Mental Health Independent Advisory and Oversight Group & Programme Board which reviews and gives direction on NHS mental health services, and he also sits on its sub-committee: the Advancing Mental Health Equalities Task Force. Involvement in these committees has allowed wider influence, and the opportunity to share lessons learnt from our work on the recording of ethnicity, published in January 2023.

We completed work on the evidence-based and co-produced design of the London Anti-Racism Collaboration for Health (LARCH). This work was commissioned in 2022-2023, and we worked with our partners – Asian people’s Disability Alliance, Bridge the Gap, Croydon BME Forum and the Motherhood Group, people with lived experience, as well as statutory partners, to understand what needed to be put on place so that London could lead on the delivery of anti-racism work to ensure that all communities prospered. Engagement was wide-ranging, intense, interactive and always evidence led. A delivery plan was developed as well as initial work on some key interventions, such as a ‘race maturity index’ to help organisations make progress on anti-racism in a systematic manner. One outcome was that at the end of March 2024, the delivery of the LARCH was commissioned.

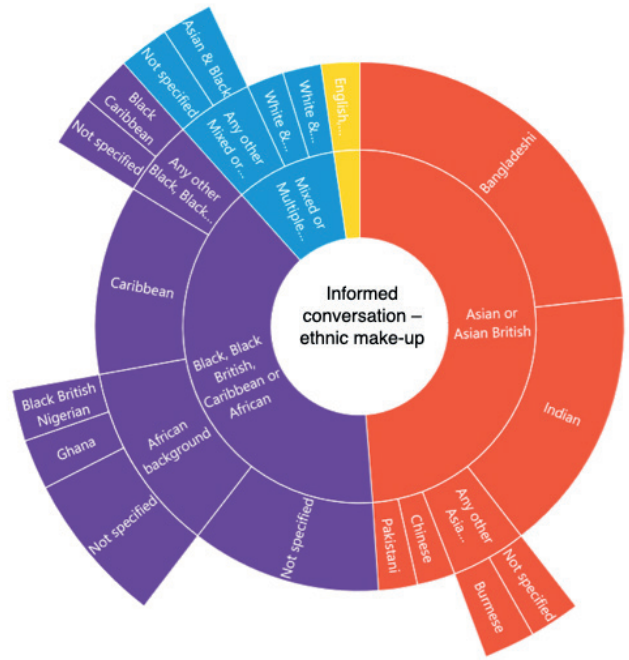
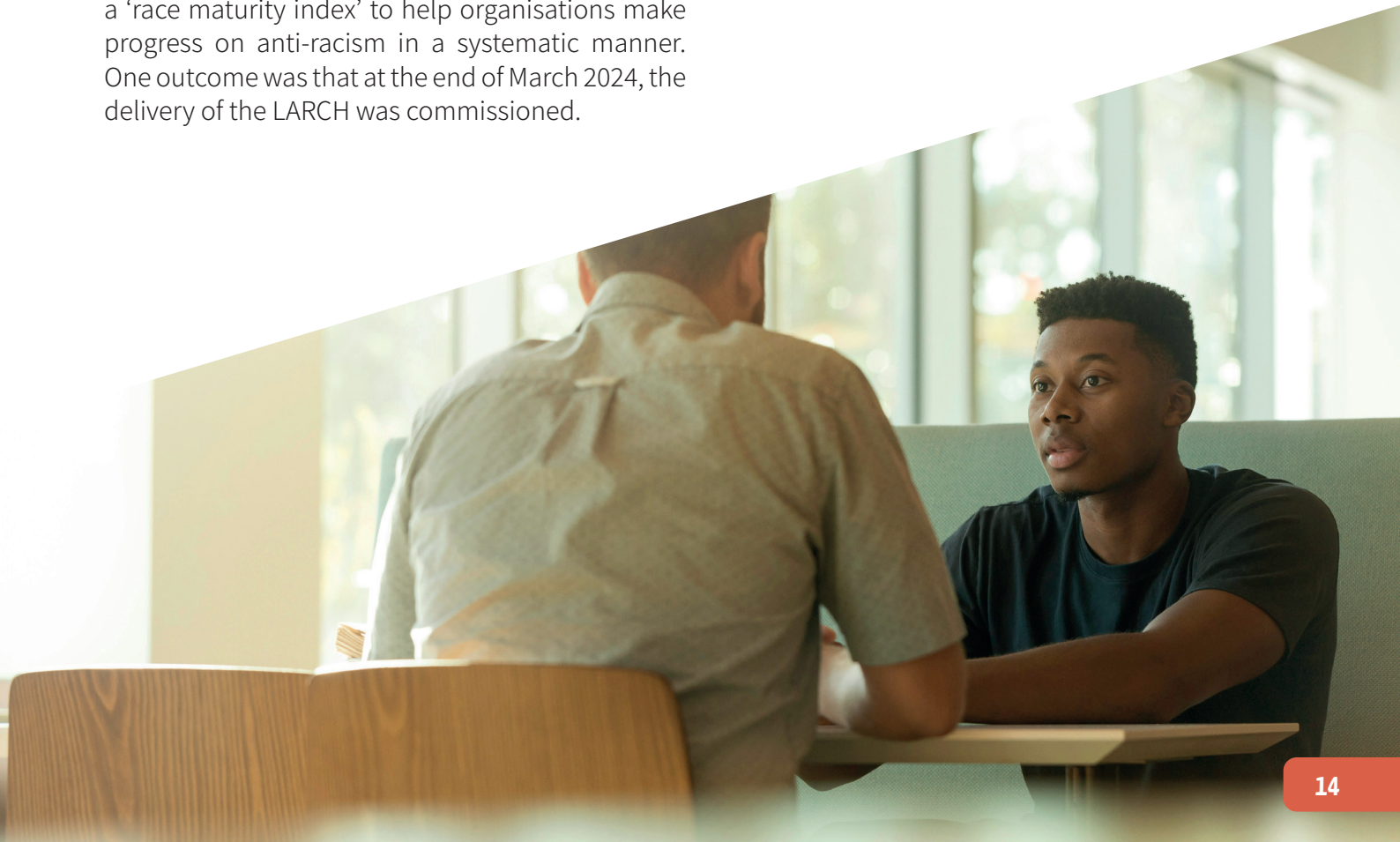
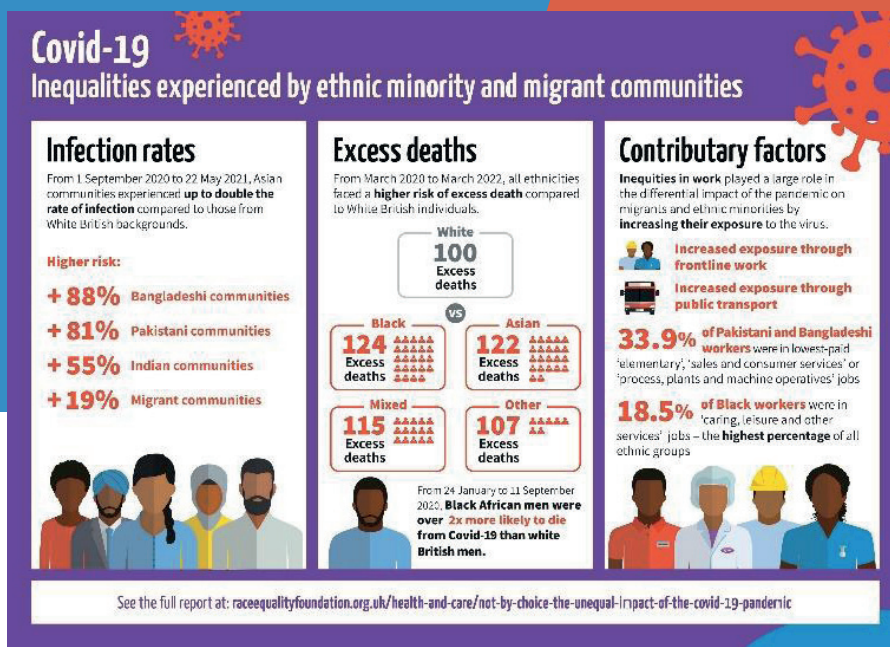


Figure 3: Ethnic make-up of co-production group for LARCH





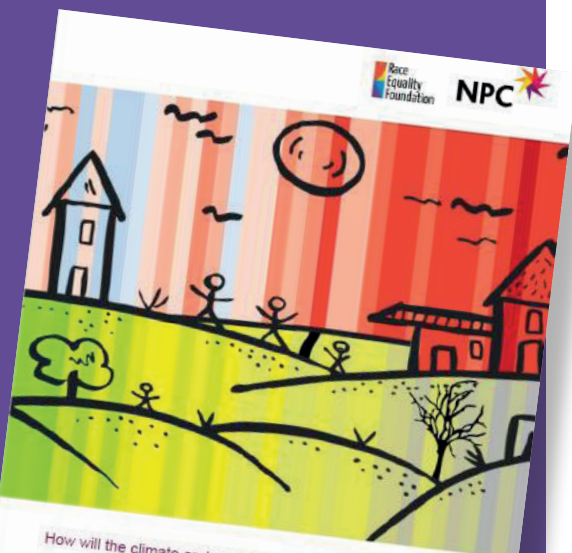
**Figure 4: Summary of Not By Choice**

We used the report **Not by Choice** in our influencing activities. This included speaking at a National Voices organised webinar, which saw 35 organisations ranging from Macmillan Cancer Care to Somali Development Services come together to explore the lessons learnt. Following this, a report was produced. Most importantly, we used our findings from the report to collaborate with Covid Bereaved Families for Justice, who are core participants in the Covid-19 Inquiry, to inform their legal team in preparation for module one, which looked at preparedness and module two, which looked at the overall response.

A key part of our input was that the likely disproportionate risk should have been anticipated, because we knew that people of Black, Asian and minoritised ethnic backgrounds were at greater risk because of the experience of systemic racism and the disadvantage that accompanies it.

Our research on the experience of Black, Asian and minoritised ethnic people living with a long-term condition such as Diabetes, HIV or a range of Autoimmune diseases saw us interview 30 people. We found a reliance on peer support in the absence of access to appropriate health care and/or a lack of trust in mainstream services. Several of our findings were echoed in statistical analysis carried out by the Care Quality Commission (CQC) and was used in the CQC's **State of Care Report** for 2023. Drawing on our work, the CQC concluded:

*People from ethnic minority groups who have a long-term condition felt they were talked down to about their treatment and were not treated as individuals. They also said a lack of cultural competency was a barrier to receiving good quality care. (CQC, 2023)*



Building on the engagement activities in year one of the New Philanthropy Capital-led Everyone's Environment programme, we helped produce a briefing on the impact of the climate and nature crisis on Black, Asian and minoritised ethnic communities for charities and funders. This was then used in a series of 'deliberation' sessions that we organised to identify the policy asks from these communities.



Findings from these deliberations groups were pulled together in a publication and were also used in a meeting with the Department for Environment and Net Zero. The discussion centred around what the Department could do better to inform minority ethnic communities about the plans for net zero while hearing their concerns. We also shared messages from the deliberation groups in meetings with the Labour Party shadow minister and the Liberal Party environment team. Jabeer Butt also participated in a roundtable at Labour Party Conference on the impact of poor air quality on health and wellbeing, highlighting that whilst Black, Asian and minoritised ethnic communities were at greater risk of living in areas with the poorest air quality, the evidence from the implementation of Ultra Low Emission Zone shows these area have seen the greatest improvement in air quality.

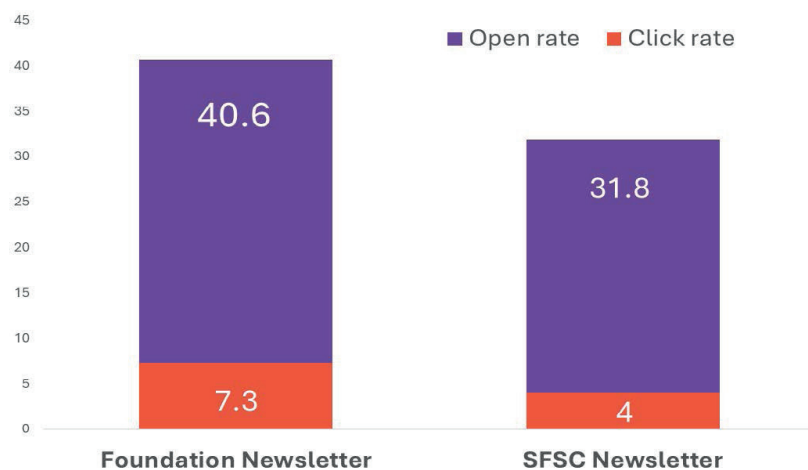
*We helped produce a briefing on the impact of the climate and nature crisis on Black, Asian and minoritised ethnic communities*

# Campaign

We use a range of channels to share our message and campaign for the changes that are needed to deliver racial equality. A key vehicle for sharing our message has been the Foundation newsletter.

In the reporting period, the Foundation sent out 21 newsletters with an average of two going out per month. Our average open rate was 40.6% with an average click through rate of 7.3%. Our newsletter is an essential tool to keep up with subscribers who span across our audience groups to provide them with the latest updates surrounding the organisation. In the reporting period, our subscriber list went from 600 to 634.

To promote the word and recruitment of our Reducing Parental Conflict (RPC) programme, an offspring to our strengthening families, strengthening communities work, we relaunched our strengthening families, strengthening communities' newsletter to send to our trained facilitators. The audience list contains 1819 individuals, reduced from 2202 following a data cleanse. During the reporting period, we sent out seven newsletters with an average open rate of 31.75% and average click through rate of 4%. Over the coming year we aim to have a similar click through rate to that of our flagship foundation newsletter.



**Figure 5:** Percentage of newsletters opened and items clicked

*Our average open rate was 40.6% with an average click through rate of 7.3%*



Across the reporting period, we received 815 total mentions including mentions in the Guardian, BBC news and the New Statesman covering stories from breast cancer to facial recognition. This included a mixture of statements and our research being shared. For example, on 17 April the Guardian shared our research on Black patients reporting more negative experiences of cancer care than White patients was shared in the Guardian. Many of our mentions involved both a national and regional focus, with our joint statement on a facial recognition ban receiving coverage across local news outlets.

We continued to work with a range of organisations in taking forward the change agenda. In 2023-24 we participated in two Health Equals campaigns, whose aim is to raise consciousness about the wider determinants of health as well as, secure political support for taking action to address these and not just focus on treatment. We participated in the development of the campaigns, their launch as well as their dissemination. For instance, Jabeer Butt attended the launch of the Get Well Soon campaign at the Labour Party Conference and was interviewed as part of the social media campaign.

Our support for the National Black, Asian, Mixed Race and Minority Ethnic Transplant Alliance (NBTA) in 2023-24 also saw us support one its members: Team Margo. Team Margo established the All Party Parliamentary Group for Ethnicity Transplantation and Transfusion and led an inquiry which published the report: Where are our Nation's Donors (2023). The Foundation submitted evidence and Jabeer spoke at the launch of the report. We continued to support NBTA across their workstreams. and their chair commented:

*Throughout the long existence of the National Black, Asian, Mixed Race and Minority Ethnic Transplant Alliance (NBTA), the membership and subsequent Secretarial support from the Race Equality Foundation has been of the highest order. Whether it involves hosting the physical or virtual NBTA members meetings or planning and coordinating bespoke conferences, the team led by Tracey Bignall has been consistent in their desire to assist NBTA in delivering quantitative and qualitative outcomes. - Orin Lewis*

Our involvement in other network's campaigns for change continues, for instance we participated in meeting the Children's Commissioner, Dame Rachel De Souza, to highlight the need for improvement of mental health support for children, led by the Children, Young People and Mental Health Consortium. Other networks with whom we share goals include No More Exclusions (NME), who are working to end the exclusion of children and young people from schools, drawing on the evidence that Black, Asian and minoritised ethnic children continue to be at greater risk of exclusion. Our support for NME has led them to note:

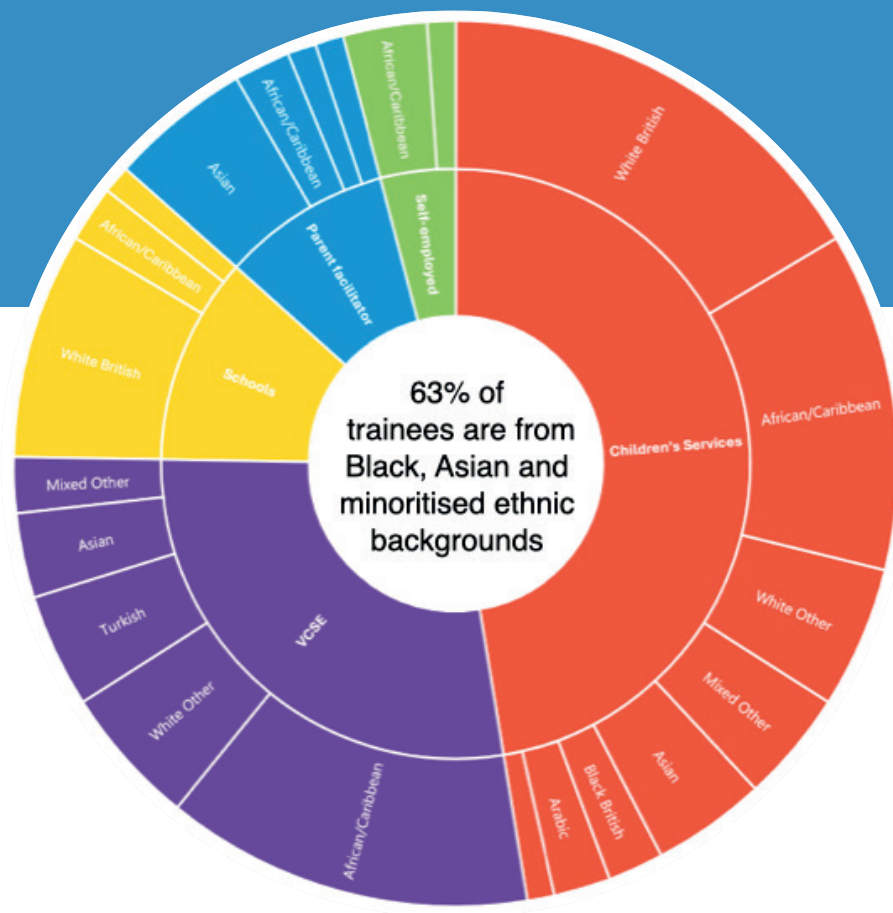
*No More Exclusions values how the Race Equality Foundation continues to enable our work in challenging structural racism in the education system. Our shared values and commitment to equality, justice and inclusion has created a model for grassroots organisations working together to effect radical change. Much has been achieved by us with their provision of space, resources, collaborative events and experience.*



# Intervention and Prevention

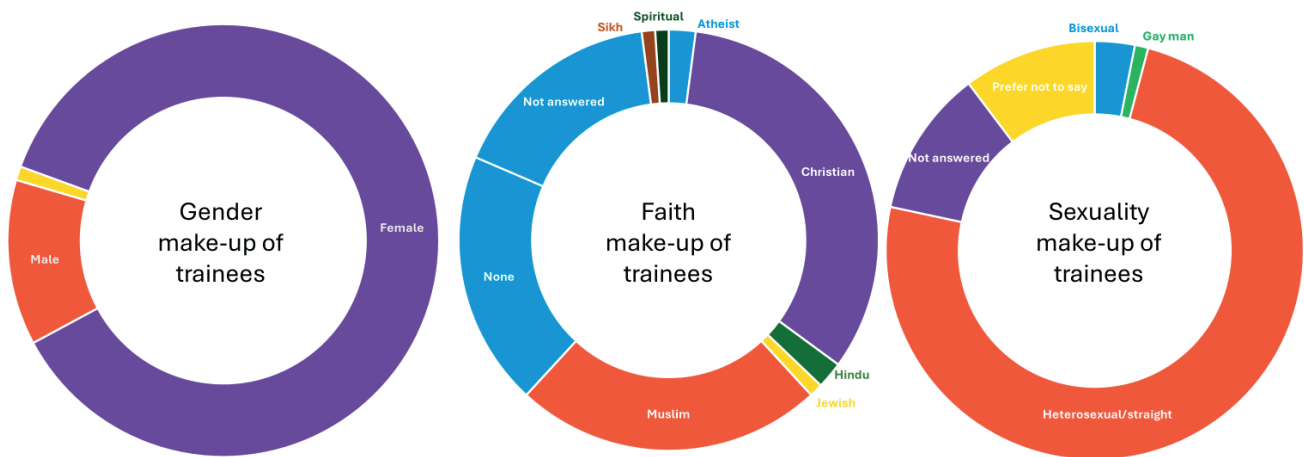
Our work to support the Children’s Social Care workforce continues through the SFSC training that we deliver to agencies and practitioners. This year eight SFSC core five-day training took place including one in Liverpool and one in Halifax training 104 practitioners. We continue to reach a diverse cohort of practitioners in terms of both ethnicity and range of roles.

Our advanced training to ensure ongoing professional development of practitioners has included SFSC and Reducing Parental Conflict, SFSC for Parents of 0-5’s, SFSC and Reducing Youth Violence, and SFSC Young Peoples Programmes to teams in Barking and Dagenham, Barnet, Camden, Hackney, Lambeth, Waltham Forest, Wandsworth and Sheffield.



**Figure 6:** Sector and ethnic make-up of SFSC facilitator trainees

In 2023, we trained four facilitators from Bangladesh who joined our five-day core training alongside practitioners based in London and the UK. We collaborated with our partner agency Eduprompt, who selected and supported facilitators. Prior to the in-person training, we conducted preparatory sessions online using our four-week model, ‘An Introduction to SFSC’. Quality Assurance processes have been implemented to ensure the facilitators maintain programme fidelity and materials have also been translated into Bangla. Parents, including fathers, have been highly engaged and appreciative of the programme’s benefits. The average group size is 12 parents with attendance consistently high.



**Figure 7:** Demographic details of participant in SFSC five-day training

Building on our work in 2023-23, we continued work with the Severe Mental Illness (SMI) co-production group and worked with them to develop a set of resources to improve the take-up of physical health checks by people with a diagnosis of SMI from Black, Asian, and minoritised ethnic backgrounds. A video, an accessible leaflet and a collection of high-quality resources produced by others was launched at a webinar on 12th March 2024. Professor Bola Owolabi, Director – National Healthcare Inequalities Improvement Programme, NHSE, spoke as did Leila Reyburn, Programme Manager, who is responsible at NHS England for improving the take-up of physical health checks as well as Rebecca Gardner from Sandwell African Caribbean Mental Health Foundation. We had 160 participants at the webinar, from a range of backgrounds, including those working in mental health in the NHS, a range of VCSE organisations as well as national charities, such as the Centre for Mental Health.

We developed a training programme for voluntary and community organisations, recognising them as a key trusted partner in supporting people living with SMI. We delivered training to 10 voluntary organisations and a total of 84 staff members. Six sessions were delivered in London with the remaining four in taking place in Bristol, Leeds, Manchester and Sandwell.

As part of our Share the Pressure project, we worked to improve the quality of support available to people with high blood pressure by improving knowledge and understanding of health care practitioners. For example, we provided pre and post questionnaires for those attending the course, with the goal of improving knowledge, understanding and confidence amongst these healthcare professionals. We found that those who said they were very knowledgeable about blood pressure topics went from 42% pre training to 88% post training.



**Figure 8:** The co-produced video resource

# Direct Support

We continue to consistently collect data on SFSC delivery across the country by working with a range of agencies which provides a picture of who is providing support and where. Almost 60% of SFSC programmes this year were delivered in statutory settings, with the remaining in a range of VCSE settings. Venues included Children’s Centres, Family Hubs and schools through to faith settings and youth provision. Whilst around 85% of programmes are delivered in English (with the use of some interpreters where needed), 15% of programmes were delivered in community languages with Bangla and Somali being the ones most often offered.



Figure 9: Setting SFSC was delivered

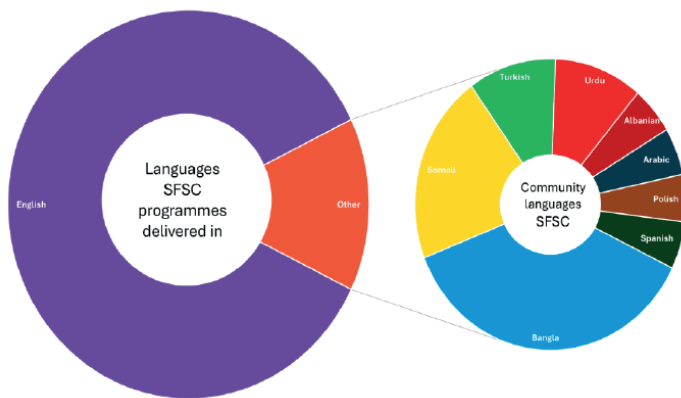


Figure 10: Languages used in delivery of SFSC

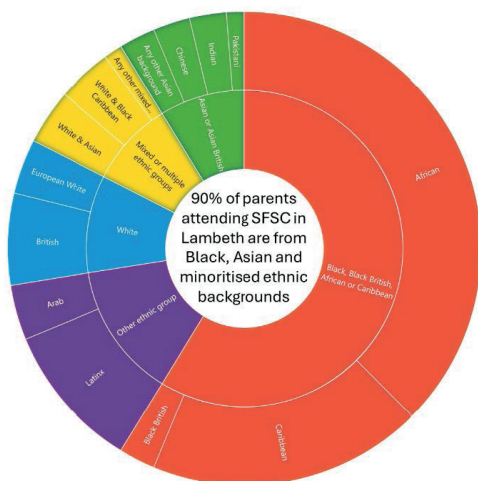
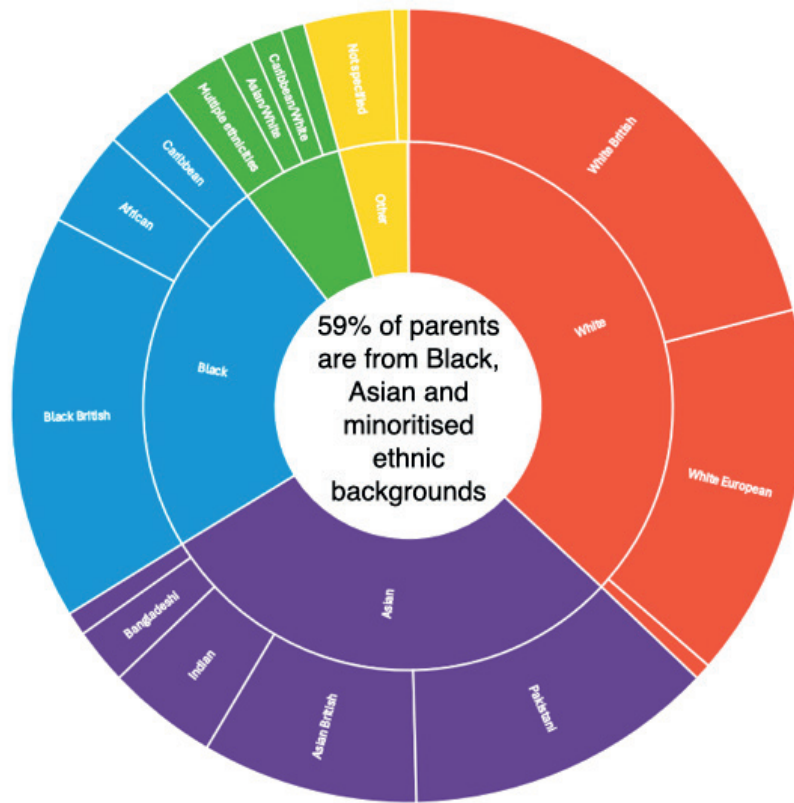


Figure 11: Ethnic make-up of SFSC parents in Lambeth

SFSC delivered contracts in Barking and Dagenham, Islington, and Lambeth that allowed us to demonstrate good practice with very specific target groups. In Barking and Dagenham, we have been helping the Start for Life and Family Hubs Team better provide services to families from Black, Asian and minoritised ethnic backgrounds by rolling out SFSC in family hubs and community venues across the borough and building the capacity of local community organisations such as Muslim Community Association, Barking Mosque, and Shpresa. In Islington, partnerships with Bright Futures sees a continued presence of SFSC in the borough, with a focus on supporting parents to focus on accessing training and education to enhance their ability to secure employment alongside our core SFSC outcomes.

Direct support to families in Lambeth has successfully expanded during 2023-2024. Six programmes were delivered, three of which were targeted at parents of 11-to-18-year-olds as part of the Lambeth Made Safer initiative. We successfully reached an ethnically diverse group of parents with 90% of participants being from Black, Asian and minoritised ethnic backgrounds. This year saw a new partnership with Indoamerican Refugee and Migrant Organisation which allowed us to deliver SFSC to Spanish speaking parents from Latin America for the first time in Lambeth.



**Figure 12:** Ethnic make-up of parents attending the Stronger Relationships programme

This year, SFSC online support expanded significantly, largely because of the grant provided by the Department for Work and Pensions through the Challenge Fund. We continued to deliver our Introduction to SFSC six-week online course to parents, however focused attention on the new Stronger Relationships version of SFSC. We provided five in person deliveries of the 13-week version of this adapted SFSC programme to 68 parents and carers with partner organisations including Caribbean and African Health Network, Options 180 with Handsworth Methodist Church and Dope Black Dads.

During this year, the Stronger Relationships six-week online course was also delivered to 308 participants across the country providing support to both parents who live together and those that do not live in the same household to better manage their adult relationships around their children. Participants were evenly split across these two groups. Three quarters were women and around 23% were men, and the participants were ethnically diverse with around two thirds coming from Black, Asian and minoritised ethnic backgrounds.

# Review

SFSC training consistently shows high levels of satisfaction with the training process and improved knowledge, understanding and confidence of attendees in working with parents.

Feedback from practitioners who take part in our training, as well as our quality assurance service, has fed into a process of review of both training and delivery materials, and has led to work developing new delivery and training materials to support SFSC facilitators to deliver the programme to parents of neurodiverse children, such as Autism Spectrum Disorder and Attention Deficit Hyperactivity Disorder. Together with North London based organisation Markfield and other expert partners, we have reviewed the programme with the aim of producing a new supplement and developing an advanced training programme for facilitators available towards the end of 2024.

Monitoring and evaluation of SFSC as well as feedback from our lived experiences groups has also contributed to the review process for the programme. For Fathers Together, lived experience has played a crucial role in both the development of the project and the way the curriculum is being sensitised for delivery in prisons.



# Spotlight One

Improving experiences and outcomes of people with a learning disability from Black, Asian and minoritised ethnic backgrounds.

## Evidence

A major review of the evidence on the health and care experiences of people with a learning disability from Black, Asian and minoritised ethnic backgrounds was completed with our partners University of Central Lancashire, Learning Disability England and Manchester Metropolitan University informed by a co-production group that was involved in all aspects of the project including reviewing the analysis.

The Race Health Observatory, who commissioned the work, published five reports including an easy read summary.

## Influence

After noting the evidence, our report produced on life expectancy for people with a learning disability from an 'ethnic minority' background was 34 in comparison to people of a White background of 62. On the 27th July 2023, NHS England asked for a paper including actions that they should take for their October 5th meeting. At the October 5th meeting, the NHS Board committed to a range of actions, including developing a specific action plan to address ethnic inequalities. Our co-production group met twice with the team developing the action plan and were asked to support its implementation in 2024-25.

In February 2024, the Foundation hosted senior NHS colleagues including Nicola Easy, the Head of Learning Disability and Autism for a roundtable to discuss how the recommendations of the We Deserve Better reports could be best coordinated and implemented. Around 10 people from the co-production group joined 14 senior leaders to discuss how actions could be best implemented. Aspects of NHS England's plan to address ethnic health inequalities was discussed and who was going to deliver these was identified.

Description automatically generated In February 2024, as part of the Royal College of General Practitioners one day essential training for GPs, Jabeer Butt and Professor Umesh Chouhan, presented the findings from the We Deserve Better report to 64 GPs. The presentation highlighted the key issues that GPs need to address, such as whether everyone who should be on the learning disability register is on it and whether Annual Health Checks are being carried out.



Figure 13: We Deserve Better Easy Read report extracts



Above: Co-production members Aisha, Sirraaj and Mary

## Campaign

We led the launch of the reports, including liaising with the NHS Race and Health Observatory to develop the programme, manage the event that Jabeer Butt produced and hosted outputs from the event on our website.

We secured over 450 signs-up, with 215 attendees who included health and care practitioners and policy makers, practitioners from VCSE sector such as ACE Anglia, Inclusion North and Lancashire BME Network, to academics and researchers. At this event we also launched the specially commissioned co-produced video highlighting the findings from the report.

Jabeer Butt was also invited by the British Institute for Learning Disabilities to present at their conference on Preventing Avoidable Deaths: Stopping People with Learning Disabilities Dying Younger in November 2023. The audience was a mix of over 100 practitioners and people from communities with questions for Jabeer Butt, focusing on how GPs and others could better reach out to 'ethnic minorities' with a learning disability, particularly in areas with a small presence.

***We secured funding from the Department of Health and Social Care to develop resources that will address some of the barriers to take-up of AHCs.***

## Intervention and Prevention

Improving take-up of Annual Health Checks (AHC) by people with a learning disability from Black, Asian and minoritised ethnic backgrounds was a key recommendation from the We Deseve Better report and echoed our work as part of the Health and Wellbeing Alliance. With support from our co-production group and working with Learning Disability England, we secured funding from the Department of Health and Social Care to develop resources that will address some of the barriers to take-up of AHCs.

Our co-production group explored the evidence on low take-up, as well as what was known about barriers and agreed the development of resources targeted at individuals, their families as well as those who collaborated with them. The aim would be to improve knowledge of how to access an AHC, what should happen during the check – including reasonable adjustments that should be made, and what should be in the action plan. The co-production group's view was that this would dispel fears about attending AHCs.

We produced a video with people who had attended an AHC, as well as carers who had supported them. We also produced an easy read information leaflet with colleagues at Lewisham Speak Up. All these materials were reviewed and signed off by the co-production group.

Moving forward, in 2024-25 these materials will be launched accompanied by a training programme for VCSE groups which will be developed and delivered, focusing on how they can use these materials to improve the take up of AHCs.

## Review

The iterative nature of our approach means that we have built on evidence to influence and campaign and this was accompanied by developing interventions. We build reviews into this process to assess efficacy, but also what needs to be done. For example, the development of the AHC resources highlighted that currently these checks do not check for testicular cancer, with one carer pointing out that it was 'not culturally acceptable' for her to be checking her 43-year-old son's 'private parts'. We were told by NHS England that what is expected in AHCs is being reviewed and we have fed this insight into their review.

# Spotlight Two

Improving parenting support for families with babies and young children from Black, Asian and minoritised ethnic backgrounds in the London Borough of Barking and Dagenham.

## Evidence

The Foundation was approached by the Commissioning Lead from London Borough of Barking and Dagenham (LBBD) to explore the evidence as to how the SFSC approach could support families from a range of communities, particularly those from minoritised communities' who live in the borough as part of a service offer for the Best Start programme. Barking and Dagenham is one of the 75 areas that the government has identified for the Best Start in Life and Family Hubs programme which is based on evidence that the 1,001 days from conception to the age of two set the foundations for cognitive, emotional and physical development.

We have collected data throughout the first year of this project and this has been analysed by Professor Saffron Karlson covering both reach and impact. The data shows that we have reached the target group that we were commissioned to reach with around 90% of participants being from Black, Asian and minoritised ethnic backgrounds.

The data demonstrated the growth in parental confidence. On joining the programme, only 56% described feeling confident in expressing their emotions, and fewer than a third felt confident to manage their child's disruptive behaviour (31%) or their own anger (31%). By the end of the course, the confidence expressed by these parents in these areas had grown considerably, with 78% feeling confident in managing their emotions, 69% feeling confident in managing their child's disruptive behaviour and 69% feeling able to manage their own anger effectively.

Parents' attitudes about their relationships also improved over the duration of the programme.

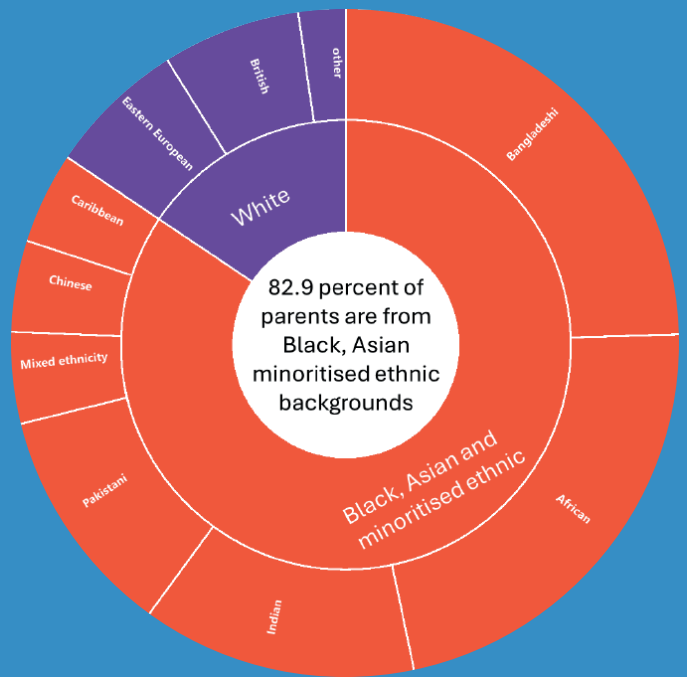


Figure 14: Ethnic breakdown of parents attending SFSC in LBBD

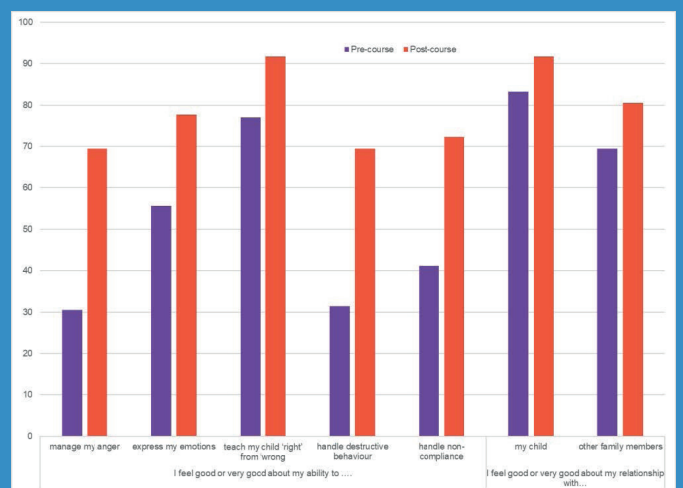


Figure 15: Change in parental confidence and parent/child relationship

*By the end of the course, the confidence expressed by these parents in these areas had grown considerably.*

## Influence

After delivering several well attended SFSC programmes and demonstrating that demand was high, we were able to argue for an expansion of the service from six programmes a year to nine programmes a year for 2024-2025. We were also able to provide evidence of demand for creche services which led to increased funds to expand creche provision beyond the original remit of the project from January 2024.



## Campaign

We have attended several community events and engaged in outreach activities to meet parents and carers of under 5s to talk about the benefits of accessing parenting support. By training key local community members as SFSC facilitators and involving them in our outreach activities we have been able to engage particularly with Bengali and Kosovan Albanian communities.

We have attended three Provider Forums in the borough and have presented on this work programme and more widely on SFSC to a range of practitioners who work across services in the early years. We have engaged with numerous agencies including to highlight our role in the borough and demonstrate how a range of Black, Asian and minoritised ethnic communities can benefit from engagement with the SFSC model. This has included Barking Mosque and Muslim Community Association.

## Intervention and Prevention

Our evaluation of year one demonstrated that SFSC programmes in Barking and Dagenham had been particularly successful:

- in supporting parents/carers to adopt more positive approaches to child discipline such as relying less on approaches involving verbal or physical violence or threats.
- in improving parents' confidence to manage disruptive behaviour and non-compliance from their children and manage their anger and express their emotions more effectively.
- in feeling positively about their child's ability to have a strong sense of self-esteem, express their emotions effectively, consider others in their behaviour and ask for help when they needed it.

## Review

Through discussions at monthly one to one project team meetings, frequent adjustments to the work programme are made, if required. These are reviewed with the commissioner in quarterly meetings and has led to changes to programmes in terms of numbers being delivered and their capacity (as a result of expanding creche provision). We have also used these review opportunities to reflect on the demographics of local populations and potential need, resulting in a new partnership with a community organisation, Shpresa, which allowed us to deliver directly to the Albanian speaking community. Work reviewing the Social Value requirements in the borough has also led to the development of a network of local creche workers supported by the Foundation.

# Spotlight Three

Addressing parental conflict effectively with Black, Asian and minoritised ethnic families.

## Evidence

We utilised learning and data from our in-person SFSC model and our introduction to SFSC Online programme alongside evidence produced as a result of the Challenge Fund Round One projects (DWP, 2021) to identify a gap in provision and develop a model of working to support Black, Asian and minoritised ethnic families to address and manage parental conflict.

The project was developed with a 'Test and Learn' approach with evaluation built in from the start. Dr Anita Mehay is the evaluator on this work and developed a methodology drawing on qualitative pre and post test data, quantitative interviews with participants and facilitators, as well as data collected throughout related to implementation.

## Influence

After noting our ability to engage and deliver adult relationship support to parents and carers of Black, Asian and minoritised ethnic children and, young people at scale across several communities, we were invited to share good practice and help policy makers and local authorities. We spoke to local authority RPC leads at regional Community of Practice events in November 2023 and presented to key civil servants at the DWP RPC Programme Board in March 2024.

In addition, in February 2024 we were able to host the Ministerial lead for parental conflict, Viscount Younger, at one of our Urdu speaking groups for them to see the engagement in action.

## Campaign

A significant part of this work is communicating with the parenting and family support workforce about the impact of parental conflict and the importance of signposting parents to good quality support. We have used the revamped SFSC newsletter to communicate messages relating to parental conflict every six weeks to 1800 practitioners.

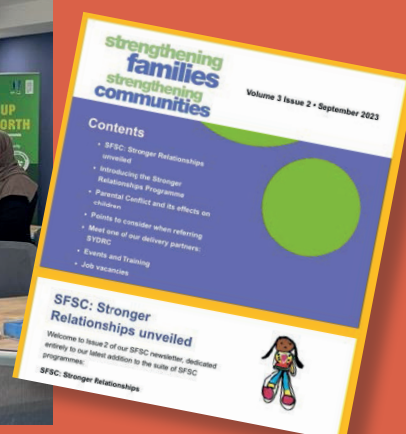
We have been implementing social media campaigns to inform the public about the support we offer and to highlight the impact of parental conflict on children.

We have used short animations to share through WhatsApp groups and on websites to explain what the benefits might be of a course focused on the adult relationship around the child.

We have developed partnerships to communicate directly to particular groups of parents such as Dope Black Dads to specifically encourage dads to improve their adult relationships with their co-parents as well as to enhance their relationships with their children.

## Intervention and Prevention

Another indication of the success of our approach came when we secured further funding for additional intervention delivery for four in person programmes with a particular focus on groups that services find 'hard to reach'. This allowed us to deliver a further Urdu and Somali Speaking programme, deliver with a new community partner in Bangla and hold an evening course open only to fathers.



We have also built on the reputation we are gaining in the parental conflict space in two ways. Firstly, by encouraging local authorities to plan the sustainability of the service to parents by investing in our online Stronger Relationships course for after the DWP funding ends. So far, London Boroughs of Waltham Forest, Lambeth and Wandsworth have all invested in this. Secondly, by encouraging authorities that have already invested in SFSC for their parenting provision to consider further training for practitioners to broaden their focus to reducing parental conflict. Several areas have taken up additional training for their SFSC trained practitioners including, London Boroughs of Barnet, Bromley, Camden, Waltham Forest and Wandsworth.

## Review

An advisory group, including several parents with lived experience and key VCSE partners, have been providing oversight and expert commentary on the project as well as supporting key activities such as the dissemination of the offer. Partners include Approachable Parenting, who share knowledge supporting Muslim families; Future Men, who have considerable insight into the experience of men; and the Somali Youth Development Resource Centre, with a focus on the Somali community. We have also included these organisations as co-design partners in our development of parenting plan workshops that are being piloted as part of this, alongside new partners who provided additional expertise around neurodiversity (Black Sen Mamas), health, (Caribbean and African Health Network) and social care, drugs and alcohol misuse (Options 180).

A weekly team update meeting helps us capture learning and adapt the work programme where necessary. For example, increasing the delivery of in-person community language courses in response to demand. Alongside this, monthly review meetings held with the project evaluator and monthly monitoring with Ecorys grant managers encourage an agile approach to both methodology and adjustments considering user feedback, ensuring changes can be implemented in a timely fashion.



# Governance, Structure and Management

## Governance

Trustees on the Management Committee constitute directors of the charitable company for the purposes of company law and trustees for the purposes of charity law.

Trustees on the Management Committee are elected by the members at the Annual General Meeting.

The names of those members of the Management Committee who served during the year and were in office at 31 March 2023 are set out on page 1 of this annual report and accounts.

Members of the Management Committee had no beneficial interest in any contract with the charitable company.

No member of the Management Committee received any remuneration for his or her services during the year. Trustee Members were reimbursed travel & subsistence expenses incurred in the performance of their duties totalling £XXX 765 (2023: £765). Trustee indemnity insurance of £100,000 (2023: £100,000) has been obtained during the year. This indemnity is now provided as part of a comprehensive “Charity and Community” insurance policy with no separate premium quoted for this element.

## Responsibilities of the Management Committee in Relation to the Financial Statements

The trustees (who are also directors of Race Equality Foundation for the purposes of company law) are responsible for preparing the Report of the Management Committee and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the charity trustees to prepare financial statements for each financial year which give a true and fair view of the state of the 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;
- 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 the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

In so far as the trustees are aware:

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

## Appointment of Trustees

As set out in the Articles of Association the directors whose number shall be between three and eight are appointed from the charity's members. This is the first full year that six new trustees and the new chair have led the charity, and this has seen a review of governance, including the development of new governance manual as well as a revision of our strategy. The revision of the strategy has led to the articulation of a new vision and mission statement as well as a new theory of change.

New trustees are elected by existing trustees and serve for a minimum of three years and a maximum of six years. The longest serving members stand down after two terms in office but can be re-elected if there are insufficient members or they fill an identifiable gap. The trustees have the power to fill casual vacancies or to appoint additional trustees to reach the maximum number. The coming year will see two trustee's terms come to an end we will be recruiting to replace them. We will also be recruiting to replace Clenton Farquarson, who resigned this year.

The Foundation's management committee is made up of Trustees as well as members who are there in an advisory capacity. The reason for operating the dual membership of the management committee is three-fold. First, the Foundation recognises that not everyone will want to commit to trustee, and director responsibilities as set out in Charity and Company legislation but will have a commitment to the issues addressed by the Foundation and therefore have an interest in being involved with the Foundation. Second, if the number of trustees has reached the maximum agreed in the Memorandum and Articles or if existing trustees are of the view that their skills and experience could be enhanced at any one time, then trustees can decide to increase the number of trustees. Third, where new members join the Foundation's management committee, trustees may decide that a new member should spend time on the committee in an advisory capacity and learn about the role of trustees before any decision is made about changing their status to one of trustee.

It is worth stating that, whilst there are differences in the role and responsibilities of trustees and other committee members based on statutory requirements, all committee members are expected to make a commitment to the Foundation and to provide it with strategic direction. However, it is worth clarifying that there are certain decisions only trustees can take and, in this context, only trustees have voting rights for those decisions.

By the end of 2023/24 nine trustees and one non-trustee member formed the management committee.

## Trustee Induction and Training

As part of the review of governance, a new governance manual has been developed, new role descriptions for trustees have also been developed as well as clarifying the roles of chair, treasurer and company secretary. In addition, a revised committee structure has been agreed. In preparation for recruitment of new trustees, a skills audit is being carried out and the plan is to use this to target knowledge and experience gaps to ensure that the strengthening of the Foundation continues and that we are better able to participate in the changing political, social, economic and environmental conditions over the coming years.

This new governance environment will help us better ensure that the induction process for new trustees will prepare them well to help the Foundation achieve its mission.

## Organisation

The Management Committee is ultimately responsible for the charity and meets five times a year to consider developments and make decisions regarding strategy and other important matters. The committee has reviewed its sub-committee and has agreed to a revised finance sub-committee.

Race Equality Foundation is managed on a day-to-day basis by the Chief Executive. The Chief Executive reports regularly to the Chair.

Race Equality Foundation's activities are administered and co-ordinated from its premises at Unit 17 Deane House Studios, 27 Greenwood Place, London, NW5 1LB.

## Risk Management

The Foundation recognises that risk management is on-going activity, and we have taken steps to address some of the key risks we have identified in the past year. This has seen us address governance related issues, putting the organisation on a stronger footing. It has also seen us address a range of workforce related issues, including recruitment and retention. A review of staffing, including remuneration was carried out with changes implemented that impacted all staff, the last of which was to increase to improve benefits, such as pension scheme but also offer loans so that staff could use more sustainable methods of transport, including purchasing bicycles. This has been accompanied by committing 1% of staffing cost to workforce development. This has already seen commissioning of organisation wide training, such as being a good manager, to specific courses depending on individual needs.

Whilst our maternity and paternity benefits were always at the top end of what was being offered by charities, we now have ensured that other benefits are at least in line with other organisations in our sector, if not better.

Further work on managing risk is already being discussed or planned. Understanding how to make the most of AI, at the same time as doing more work on ensuring all the Foundations activities are sustainable and do not further contribute to the climate and nature crisis.

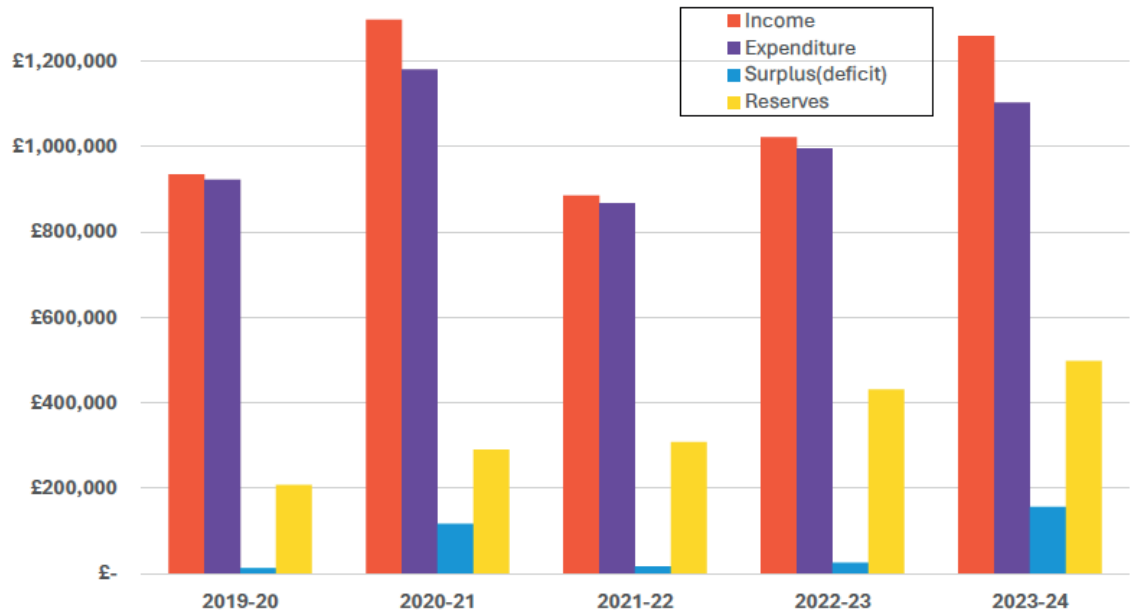
## Liability of Members

Members of the charitable company guarantee to contribute an amount not exceeding £10 to the assets of the charitable company in the event of winding up.



## Financial Review

The Foundation has continued to build on the progress we have made in strengthening our financial position. As this report and the chart below show whilst our expenditure has grown, this has been driven by securing new grants and other income and has resulted in increased income, a surplus for the year and subsequent improvement in our reserves.



**Chart 2:** Income, expenditure and reserves from 2019

The continuing support received from existing grant makers such as the Department of Health and Social Care and Burdett Trust and existing partnerships such as those with University College London, has been accompanied by new funders such as the Department for Work and Pensions. A key achievement has been securing support from the MAC Glam Foundation to build on our work with children and young people.




The stronger financial footing has allowed trustees to address not only the cost of living crisis faced by staff, but also longer term decline in the value wages at the Foundation and the sector as a whole. Trustees addressed these matters with senior staff and also supported an organisation wide review and subsequent restructure that saw all staff receive improved remuneration. The final decision in this review was that trustees agreed to raise the Foundation's percentage contribution to the workplace pension scheme from the existing 3% to 5% of salary for those staff in this scheme.

The improved performance of our defined benefit pension scheme reported over the past two years has continued in to 2023-24. We reported last year on the outcome of triennial funding valuation and that this has meant from April 1st 2023, Race Equality Foundation's cash contribution rate would be reduced to 10% from 1 April 2023 to 31 March 2026 as opposed to 23.0% for the previous triennial period. The actuaries conducted their annual accounting update survey and reported on 5th May 2024 that our future liabilities continue to be more than covered by the available assets. Whilst the assumptions used for accounting purpose are different to the funding valuation (notably the discount rate used) this provided comfort to the Trustees that the long-standing risk associated with the LGPS defined benefit pension scheme, had been ameliorated. In accordance with the FRS 102 accounting standard, the reduced future contribution rate versus that which would be required to meet our current service cost accrual (at 25.3% of salaries) allows us to recognise the benefit on the Race Equality Foundation's balance sheet by increasing reserves. This increase is separately reported as a "designated"

general fund and is an estimate based on current salary levels. The estimated benefit of £58,378 (2023: £79,185) is considerably less than the accounting surplus of £2,210,000 (2023: £1,901,000) as at 31 March (and the funding surplus of £1 million as at 31 March 2022) but given the significant uncertainties associated with the assumptions used for the assessment (particularly the impact of persistent inflation on pensions) the Trustees consider the estimate to be reasonable in the circumstances. We have recorded an “asset ceiling adjustment” in our Statement of Financial Activities to eliminate the difference between the accounting surplus and the benefit that we have recognised.

## Reserves Policy

Race Equality Foundation reserves policy is linked to the organisation’s risk policy and the creation of reserves is one course of action agreed by Trustees to mitigate financial risks. Race Equality Foundation reserves policy, therefore, has three main purposes:

-  Firstly, it is to provide a source of funding when there are short-term adverse fluctuations in income or expenditure.
-  Secondly, it is to ensure that, in the event of the possible closure of the organisation due to funding difficulties (other than short-term), the main operations of the organisation can continue for a period to facilitate an orderly process.
-  Thirdly, it is to ensure that, in the event of possible closure there are sufficient funds to pay the pension liability which becomes payable in the event of closure.

To achieve these aims, the Trustees have agreed to continue building reserves over the next five years.

The members of the Management Committee have examined the requirement for free reserves, those unrestricted funds not invested in tangible fixed assets or otherwise committed. The Management Committee considers that, given the nature of the charity’s work, the level of free reserves should, as a minimum, approximate the next three month’s operational expenditure, currently approximately £225,000 to £300,000. Unrestricted reserves as of 31 March 2024 were approximately £430,000, net of the investment in tangible fixed assets and excluding the designated pension reserve. The 31 March 2024 level includes the benefit of a cash grant of £100,000 received in January as a MAC Viva

Glam Charity Partner for the whole of the 2024 calendar year. Whilst the unrestricted funds, net of the MAC Cosmetics grant, exceeds the desired operational buffer, the need to retain our experienced staff, the significant risk associated with the LGPS, over which we have almost no control, and a background of political uncertainty, persuades us to maintain the current reserves level.

Approved and authorised for distribution, by the Management Committee and signed on its behalf by:

A handwritten signature in black ink, appearing to read 'Karin Woodley', is written over a dark, irregular shadow.

Karin Woodley, Chair

Approved on: 25th September 2024

## **Independent auditor's report to members of Race Equality Foundation**

### **Opinion**

We have audited the financial statements of Race Equality Foundation (the 'charitable company') for the year ended 31 March 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the related notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2024 and of its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

### **Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### **Conclusions relating to going concern**

In auditing the financial statements, we have concluded that the director's use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

### **Other information**

The other information comprises the information included in the trustees' annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

### **Opinion on other matters prescribed by the Companies Act 2006**

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' Report which includes the directors' prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' report has [have] been prepared in accordance with applicable legal requirements.

### **Matters on which we are required to report by exception**

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' Report and from the requirement to prepare a Strategic Report.

### **Responsibilities of trustees**

As explained more fully in the Trustees' Responsibilities Statement, the Trustees (who are also the directors of the charity for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations or have no realistic alternative but to do so.

### **Auditor's responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error and to issue an Auditor's Report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud are set out below.

### **Capability of the audit in detecting irregularities**

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
  - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
  - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
  - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk

is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

### **Use of our report**

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an Auditor's Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.



Date: 30 September 2024

.....  
**Anthony Epton (senior statutory auditor)**  
**for and on behalf of**  
**Goldwins Limited**  
**Statutory Auditors**  
**Chartered Accountants**  
**75 Maygrove Road**  
**West Hampstead**  
**London NW6 2EG**

Statement of Financial Activities  
For the year ended 31 March 2024  
(including the Income and Expenditure Account)

	Notes	Restricted funds £	Unrestricted funds £	2024 Total funds £	2023 Total funds £
<b>Income</b>					
Donations and legacies - Donations		-	16,127	16,127	6,968
Income from charitable activities					
- Promoting good race relations	2	739,658	407,954	1,147,612	1,014,410
Investment income		-	4,367	4,367	596
Pension scheme - Interest income (net of interest on scheme liabilities)		-	91,000	91,000	-
<b>Total income</b>		<b>739,658</b>	<b>519,448</b>	<b>1,259,106</b>	<b>1,021,974</b>
<b>Expenditure</b>					
Expenditure on charitable activities					
- Promoting good race relations	3	821,892	280,711	1,102,603	996,292
<b>Total expenditure</b>		<b>821,892</b>	<b>280,711</b>	<b>1,102,603</b>	<b>996,292</b>
<b>Net income/(expenditure) for the year</b>		<b>(82,234)</b>	<b>238,737</b>	<b>156,503</b>	<b>25,682</b>
Transfer of funds		2,855	(2,855)	-	-
<b>Other recognised gains and losses:</b>					
<b>- Re-measurement of the pension fund net defined liability/surplus</b>					
-- Change in financial assumptions	14	-	(1,707,000)	(1,707,000)	1,593,000
-- Return on plan assets excluding interest income	14	-	459,000	459,000	(105,000)
-- Asset ceiling adjustment	14	-	1,158,193	1,158,193	(1,390,815)
<b>Net income/(expenditure) and net movement in funds for the year</b>		<b>(79,379)</b>	<b>146,075</b>	<b>66,696</b>	<b>122,867</b>
<b>Fund balances brought forward</b>		<b>86,008</b>	<b>345,247</b>	<b>431,255</b>	<b>308,388</b>
<b>Fund balances carried forward</b>	12	<b>6,629</b>	<b>491,322</b>	<b>497,951</b>	<b>431,255</b>

All of the above results are derived from continuing activities.

There were no other recognised gains or losses other than those stated above.

The accounting policies and notes on pages 45 to 57 form a part of these financial statements.

## Balance Sheet

As at 31 March 2024

	Notes	2024 £	2024 £	2023 £	2023 £
<b>Fixed assets</b>					
Tangible assets	9		2,304		218
<b>Current assets</b>					
Debtors due within one year	10 a	293,847		247,322	
Debtors due in more than one year	10 b	29,189		52,790	
Cash at bank and in hand		410,309		414,977	
<b>Total Current Assets</b>		733,345		715,089	
<b>Liabilities</b>					
Creditors falling due within one year	11	(237,698)		(284,052)	
<b>Net Current Assets</b>			495,647		431,037
<b>Total assets less current liabilities</b>			497,951		431,255
<b>Total Net Assets</b>			497,951		431,255
<b>The funds of the charity</b>					
Restricted income funds	12		6,629		86,008
Unrestricted income funds					
- General fund	12		432,944		266,062
- Pension reserve	12,14		58,378		79,185
<b>Total Funds</b>			497,951		431,255

The accounting policies and notes on pages 45 to 57 form a part of these financial statements.

These accounts have been prepared in accordance with the special provisions of Part XV of the Companies Act 2006 relating to small companies.

Under the Companies Act 2006, s454, on a voluntary basis, the directors can amend these financial statements if they subsequently prove to be defective.

Approved and authorised for distribution, by the Management Committee and signed on its behalf by:



Tajinder Gill, Treasurer

Approved on: 25 September 2024

**Company number: 03121679**

## Statement of Cash Flows

### For the year ended 31 March 2024

	Notes	2024 £	2024 £	2023 £	2023 £
Net income/(expenditure)			156,503		25,682
Adjustments:					
- Investment income			(4,367)		(596)
- Depreciation			590		576
- Pension fund			(89,807)		97,185
- (Increase) in debtors		(22,924)		(164,198)	
- (Decrease)/increase in creditors		(46,354)	(69,278)	118,340	(45,858)
Net cash generated by operating activities			(6,359)		76,989
Cash provided by investing activities					
- Investment income			4,367		596
- Capital expenditure			(2,676)		-
Increase/(Decrease) in cash and cash equivalents in the year			(4,668)		77,585
Cash and cash equivalents at the beginning of the year			414,977		337,392
Cash and cash equivalents at the end of the year			<b>410,309</b>		<b>414,977</b>
Cash on deposit (less than 3 months)			406,876		412,555
Cash on current account and in hand			3,433		2,422
Total cash and cash equivalents			<b>410,309</b>		<b>414,977</b>

## Notes to the Financial Statements

### Legal status

The Foundation is a company limited by guarantee and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £10 per member of the charity.

### 1. Accounting policies

#### Basis of financial statements

The financial statements are 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) (effective 1 January 2022) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006. The financial statements are presented in sterling, which is also the functional currency of the charitable company. The financial statements are presented to the nearest £1.

Race Equality Foundation meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

#### Going concern

It is the opinion of the Trustees that the use of the going concern basis of accounting is appropriate because:

- ◆ there are no material uncertainties relating to events or conditions that may cast significant doubt about the ability of the charitable Company to continue as a going concern;
- ◆ there is reasonable expectation that the charitable Company has adequate resources to continue in operational existence for the foreseeable future.

#### Income recognition

Income is recognised in the period in which the charity has entitlement, it is probable that the income will be received, and the amount of the income receivable can be measured with reasonable certainty.

Income from grants and service agreements, including capital grants, is included in income when these are receivable, except as follows:

- ◆ When funders specify that grants and monies given to the charity must be used in future accounting periods, the income is deferred to those periods.
- ◆ When funders impose conditions which have to be fulfilled before the charity becomes entitled to use such income, the income is deferred and not included in income until the pre-conditions for use have been met.
- ◆ When funders specify that grants and similar monies, including capital grants, are for particular purposes, which do not amount to pre-conditions regarding entitlement, the income is included in income as restricted funds when receivable.
- ◆ For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted; the estate has been finalised and notification has been made by the executor(s) to the Foundation that a distribution will be made; or when a distribution is received from the estate.
- ◆ Donated services are accounted for as income, with an equivalent amount accounted for as resources expended, when the value of services is material.

#### Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably and includes any attributable VAT.

## **Expenditure (continued)**

Expenditure is classified under the following activity headings:

- ◆ The costs of generating funds include the salaries, direct costs and overheads associated with generating voluntary income.
- ◆ The costs of charitable activities comprise expenditure on the charity's primary charitable purposes of promoting good race relations and, therefore, endeavouring to eliminate discrimination on the grounds of race.
- ◆ Governance costs are the costs associated with the governance arrangements of the charity including audit/independent examination costs and the necessary legal procedures for compliance with statutory requirements.
- ◆ Direct costs include the costs of printing materials expensed as incurred. No account is taken of any stock which exists at period end.

Certain costs, including central functions have been apportioned between the above headings using bases consistent with the use of resources, mainly on the basis of project staff costs.

## **Tangible fixed assets**

All assets costing more than £500 and with an expected useful life exceeding one year are capitalised.

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life:

- ◆ Leasehold improvements: 20% per annum;
- ◆ Computer equipment 33% of cost and fixtures & fittings 25% per annum on reducing balance method;
- ◆ Office equipment and restricted fund equipment: 20 - 25% per annum on reducing balance method

## **Fund accounting**

Funds held by the charity are as follows:

- ◆ Unrestricted funds comprise those monies which may be used towards meeting the charitable objectives of the charity and which may be applied at the discretion of the Management Committee.
- ◆ Restricted funds are monies raised for, and their use restricted to, a specific purpose, or donations subject to donor-imposed conditions.

Further explanation of the nature and purpose of each of the restricted funds is included in the notes to the accounts.

## **Leased assets**

Rentals applicable to operating leases, where substantially all of the benefits and risks of ownership remain with the lessor, are charged to profit and loss on a straight-line basis over the lease term.

## **Pension costs**

The charity contributes to the Local Government Pension Scheme ("LGPS") a multi-employer defined benefit pension scheme, providing benefits based on final pensionable pay, or career average pay, for certain employees. LGPS is administered by Essex County Council in accordance with the Local Government Pension Scheme Regulations 2013 (as amended). The assets of the scheme are held and managed separately from those of the charity. An actuarial valuation of the scheme is obtained triennially and is updated, using a roll forward approach, at each subsequent reporting date.

The expected cost of benefits accruing during the year, to be paid when the employee retires, is calculated annually by professionally qualified actuaries and is charged to the Statement of Financial Activities described as "current service cost". Cash contributions are determined by the actuaries and agreed with the trustees at each triennial valuation in order to fund the scheme over the next three years and are expressed as a percentage of current and expected future pensionable payroll.

## **Pension costs (continued)**

In accordance with FRS 102, the following elements are reported in the Statement of Financial Activities:

- i. the service costs of pension provision relating to the period, together with the cost of any benefits relating to past service (allocated to staff costs);
- ii. the net interest, which is calculated by applying the discount rate to the net balance of the defined benefit obligation and the fair value of plan assets, is recognised as a finance cost or income; and
- iii. actuarial gains and losses arising from experience adjustments and changes in actuarial assumptions are charged or credited to other comprehensive income. These amounts together with the return on plan assets, less amounts included in net interest, are disclosed as "Re-measurement of the pension fund net defined liability or asset".

A liability recognised in the balance sheet in respect of the defined benefit plan would be the Foundation's share of the present value of the defined benefit obligation less the fair value of the plan assets as determined by the actuaries at the reporting date. If the present value of the defined benefit obligation at the reporting date is less than the fair value of plan assets at that date, the plan has a surplus. In accordance with FRS 102, an entity shall recognise a plan surplus as a defined benefit plan asset only to the extent that it is able to recover the surplus either through reduced contributions in the future or through refunds from the plan.

For certain employees, the charity contributes to the NEST defined contribution workplace pension scheme.

## **Stock**

Costs of facilitators and parent manuals are expensed as incurred.

## **Financial instruments**

The charity only has financial assets and liabilities of a kind that qualify as basic financial instruments except for the pension asset (see above and note 14). Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

## **Debtors**

Trade and other debtors are recognised at the settlement amount due. Expenditure that may benefit a period of time is measured on a time apportionment basis and classified as a prepayment.

## **Creditors**

Creditors are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors are recognised at their settlement amount.

## **Cash at bank and in hand**

Cash at bank and in hand includes cash and short-term deposits with a maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

## **Foreign currencies**

Transactions in foreign currencies are recorded at the rate of exchange ruling at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies are translated at the rate of exchange ruling at the balance sheet date. All differences are taken to the Statement of Financial Activities.

## **Key judgements and estimations**

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. There is a significant risk of material adjustment in respect of the defined benefit pension asset/liability within the next reporting period due to any changes in the assumptions used (see note 14) in either the actuary's triennial or annual roll forward valuations.

<b>2. Income from charitable activities</b>	Restricted funds	Unrestricted funds	<b>2024 Total funds</b>	2023 Total funds
	£	£	£	£
<b>Grants</b>				
Dept. of Health – Health and Wellbeing: Framework	92,681	-	92,681	92,681
Dept. of Health – Health and Wellbeing: Severe mental illness	19,450	-	19,450	-
Dept. of Health – Health and Wellbeing: Learning disabilities	31,465	-	31,465	-
London Borough of Waltham Forest: Parental conflict	34,005	-	34,005	42,000
Barnardo’s Trauma and Racism Project	120,060	-	120,060	20,000
Burdett Trust for Nursing grant	-	-	-	179,400
Dept. of Works & Pension: Parental conflict	190,185	-	190,185	-
Youth Endowment Fund	51,015	-	51,015	-
New Philanthropic Capital: Everyone’s environment	23,844	-	23,844	-
SFSC Randomised Control Trial	17,041	-	17,041	93,693
SFSC London Borough of Westminster	-	-	-	76,797
SFSC – Other	159,912	-	159,912	73,413
ADAPT Study	-	-	-	4,448
<b>Other income</b>				
SFSC Training and reference material	-	151,258	151,258	172,438
Consultancy	-	256,696	256,696	259,540
	739,658	407,954	1,147,612	1,014,410
<i>2023 -</i>	<i>582,432</i>	<i>431,978</i>	<i>1,014,410</i>	

<b>3. Expenditure on charitable activities</b>	Central core costs (Refer to note 4) £	Staff costs (Refer to note 6) £	Direct operating costs £	<b>2024 Total</b> £	2023 Total £
Dept. of Health – Health and Wellbeing Framework	17,498	68,751	6,511	92,760	92,722
Dept. of Health – Health and Wellbeing: Severe mental illness	3,601	14,148	2,158	19,907	-
Dept. of Health – Health and Wellbeing: Learning disabilities	4,832	18,987	8,119	31,938	-
London Borough of Waltham Forest: Parental conflict	3,939	15,478	14,528	33,945	43,105
Barnardo’s Trauma and Racism Project	24,368	95,744	-	120,112	20,030
Burdett Trust for Nursing Grant	3,865	15,185	67,622	86,672	93,392
Dept. of Works & Pension: Parental conflict	31,014	121,859	37,607	190,480	-
Youth Endowment Fund	7,779	30,564	7,151	45,494	-
New Philanthropic Capital: Everyone’s environment	4,343	17,066	1,327	22,736	-
SFSC Randomised Control Trial	837	3,290	12,928	17,055	93,808
SFSC London Borough of Westminster	-	-	864	864	77,245
SFSC – Other	22,170	87,106	50,653	159,929	73,570
ADAPT Study	-	-	-	-	4,560
SFSC Training and reference material	5,640	22,162	62,942	90,744	103,891
Consultancy	49,327	107,369	33,271	189,967	393,969
	179,213	617,709	305,681	1,102,603	996,292
2023-	149,355	559,397	287,540	996,292	

<b>4. Support and governance costs</b>	<b>2024</b> £	2023 £
Premises costs	83,790	80,952
Communication costs	7,883	4,948
Legal and other professional fees including consultancy	26,935	15,929
Pension scheme		
- Current service cost	37,000	68,000
- Interest cost (net of return on scheme assets)	-	(12,000)
- Contributions paid & allocated in Staff costs	(18,000)	(41,000)
- Administration expense	3,000	3,000
Office costs	35,989	26,096
Depreciation	590	576
Other costs	2,026	2,854
	179,213	149,355

The above support costs are allocated to charitable activities on the basis of project staffing costs.

## 5. Net income/(expenditure) for the year

This is stated after charging:

	2024 £	2023 £
Depreciation	590	576
Governance Costs:		
- Trustees' expenses	652	765
- Auditors' remuneration (excluding VAT)	5,833	5,850
Rentals under operating leases:		
- Property (excluding VAT)	55,258	55,258
- Equipment (excluding VAT)	661	666

## 6. Staff costs and numbers

Staff costs during the year were as follows:

	2024 £	2023 £
Salaries	535,690	460,540
Social security costs	50,581	45,094
Pension costs	27,315	49,935
Staff training & welfare costs	4,123	3,828
	617,709	559,397

One employee earned over £60,000 (including taxable benefits but excluding employer pension contributions) during the year (2023: One).

The total employee benefits of the key management personnel of the Foundation (Chief Executive Officer) were £82,243 (2023: £87,238).

The average number of employees during the year was as follows:

	2024 No	2023 No
Chief Executive Officer	1	1
Project staff	13	11
Management and administrative staff	1	1
	15	13

## 7. Management Committee members' remuneration/expenses

None of the Trustees received any remuneration during the year (2023: £Nil).

During the year, travel and subsistence expenses incurred in the performance of their duties claimed by and reimbursed to Trustees was £652 (2022: £765).

## 8. Taxation

The Foundation is a registered charity and therefore is not liable to income tax or corporation tax on income derived from its charitable activities, as it falls within the various exemptions available to registered charities. The Foundation is registered for VAT.

<b>9. Tangible fixed assets</b>	Leasehold Improvements	Furniture & Fixtures	Plant & Machinery	Office Equipment	Restricted Fund Equipment	<b>Total</b>
	£	£	£	£	£	£
<b>Cost</b>						
At 1 April 2023	44,018	3,631	10,932	13,919	4,870	77,370
Additions	-	-	-	2,676	-	2,676
Disposals	-	-	-	-	-	-
At 31 March 2024	44,018	3,631	10,932	16,595	4,870	80,046
<b>Depreciation</b>						
At 1 April 2023	44,017	3,631	10,932	13,702	4,870	77,152
Charge for year	-	-	-	590	-	590
At 31 March 2024	44,017	3,631	10,932	14,292	4,870	77,742
<b>Net book values</b>						
At 31 March 2023	1	-	-	217	-	218
At 31 March 2024	1	-	-	2,303	-	2,304

<b>10. Debtors</b>	<b>2024</b>	<b>2023</b>
	£	£
Fees & grants receivable	101,664	164,824
Prepayment and other debtors	162,994	56,103
Defined benefit pension fund contributions	29,189	26,395
a) Debtors due within one year	293,847	247,322
b) Debtors due in more than one year: Defined benefit pension fund contributions	29,189	52,790

Included within other debtors is a rent deposit of £10,414 which might be repayable after more than one year dependent on negotiations with the landlord.

<b>11. Creditors: amounts falling due within one year</b>	<b>2024</b>	<b>2023</b>
	£	£
Trade creditors	19,420	20,087
Social security and other taxes	13,952	13,330
Value Added Tax	2,349	22,366
Pension contributions	4,812	6,003
Deferred income	130,533	166,872
Accruals and sundry creditors	66,632	55,394
	237,698	284,052

## 11a Deferred income

	2024 £	2023 £
Deferred income brought forward	166,872	66,310
Released to income in the year	(166,872)	(66,310)
Deferred income in the year <sup>1</sup>	130,533	166,872
Deferred income carried forward (see note 11)	130,533	166,872

## 12. Restricted and Unrestricted funds

During the year to 31 March 2024 the funds of the charity included restricted funds held on trusts to be applied for specific purposes. The Trustees Report contains a fuller description of the individual activities. The programmes delivered were as follows:

	At 1 April 2023 £	Income £	Expenditure £	Transfer of Funds £	At 31 March 2024 £
Dept. of Health – Health and Wellbeing: Framework <i>(Why wellbeing is relevant to health policy)</i>	-	92,681	(92,760)	79	-
Dept. of Health – Health and Wellbeing: Severe mental illness <i>(Better practice in mental health for black and minority ethnic communities)</i>	-	19,450	(19,907)	457	-
Dept. of Health – Health and Wellbeing: Learning disabilities <i>(Learning disability and mortality review)</i>	-	31,465	(31,938)	473	-
Waltham Forest Parental Conflict <i>(Healthy relationships through SFSC)</i>	-	34,005	(33,945)	(60)	-
Barnardo’s Trauma and Racism Project <i>(Investigate the impact of trauma &amp; racism on young people, children and families)</i>	-	120,060	(120,112)	52	-
Burdett Trust for Nursing <i>(High blood pressure amongst Black African and Caribbean people)</i>	86,008	-	(86,672)	664	-
Dept. of Works & Pension: Parental conflict <i>(Addressing Parental Conflict effectively with Black, Asian and minority ethnic families)</i>	-	190,185	(190,480)	295	-
Youth Endowment Fund <i>(Parenting and serious violence pilot)</i>	-	51,015	(45,494)	-	5,521
New Philanthropy Capital: Everyone’s environment <i>(Accelerate action on the social impacts of the environmental crisis)</i>	-	23,844	(22,736)	-	1,108
SFSC Randomised Control Trial <i>(evaluating the effectiveness of parenting programmes)</i>	-	17,041	(17,055)	14	-
SFSC Westminster	-	-	(864)	864	-
SFSC parenting programmes for other London Boroughs	-	159,912	(159,929)	17	-
<b>Total restricted funds</b>	<b>86,008</b>	<b>739,658</b>	<b>(821,892)</b>	<b>2,855</b>	<b>6,629</b>

## 12. Restricted and Unrestricted funds (continued)

	At 1 April 2023	Income	Expenditure	Transfer of Funds	At 31 March 2024
	£	£	£	£	£
Total unrestricted funds					
- General fund	266,062	428,448	(280,711)	19,145	432,944
- Pension reserve	79,185	91,000	(89,807)	(22,000)	58,378
<b>Total unrestricted funds</b>	<b>345,247</b>	<b>519,448</b>	<b>(370,518)</b>	<b>(2,855)</b>	<b>491,322</b>
<b>Total funds</b>	<b>431,255</b>	<b>1,259,106</b>	<b>(1,192,410)</b>	<b>-</b>	<b>497,951</b>

Fund balances at 31 March	Restricted	Unrestricted	As at 31 March	As at 31
	Funds	Funds	2024	March 2023
	£	£	£	£
Are represented by:				
- Tangible fixed assets	-	2,304	2,304	218
- Current assets due within one year	6,629	697,527	704,156	662,299
- Current assets due in more than one year	-	29,189	29,189	52,790
- Creditors: amounts falling due within one year	-	(237,698)	(237,698)	(284,052)
<b>Total net assets</b>	<b>6,629</b>	<b>491,322</b>	<b>497,951</b>	<b>431,255</b>
	2023-	86,008	345,247	431,255

## 14 Pension commitments

For certain employees, Race Equality Foundation participates in a defined benefit multi-employer scheme with the assets held in a fund (Essex Pension Fund) administered by Essex County Council. The pension benefits are provided by the Local Government Pension Scheme (“LGPS”). The contributions are determined by independent qualified actuaries based on triennial valuations. The last triennial valuation was carried out as at 31 March 2022 by Barnett Waddingham LLP which determined that the charity’s contribution rate should be reduced from 23.0% to 10.0% for the 3 years commencing 1 April 2023 due to a £1 million funding surplus.

Barnett Waddingham LLP were engaged by the Trustees to assess and provide the balance sheet and funding status disclosures to be made by the Race Equality Foundation as at 31 March 2024 in respect of its pension obligations under the LGPS. This information, reported on 24<sup>th</sup> May 2024, shows a net surplus of £2,210,000 as at 31 March 2024 (2023: £1,901,000) before an asset ceiling adjustment. In accordance with the provisions of the Charities SORP (FRS102) the criteria for recognition of a surplus are either a cash refund or reduced future contributions. The defined benefit asset of £58,378 (2023: £79,185) recognised in these financial statements is an estimate of the impact of reduced contributions for the next two (2023: three) years. The difference between the accounting valuation and the reduced future contributions is recognised by the recording of a reduction in the “asset ceiling adjustment” of £1,158,193 (2023 increase: £ (1,390,815) in the “Other recognised gains and losses” section of the financial statements.

### Financial Reporting Standard 102 – Retirement Benefits

Total LGPS pension contributions charged during the year amounted to £18,000 (2023: £41,000). Contributions totalling £2,869 in respect of LGPS (2023: £4,457) were payable to the fund at the year end and are included in creditors.

## 14 Pension commitments (continued)

The major assumptions used by Barnett Waddingham LLP were as follows:	2024 %	2023 %
Rate of increase in salaries	3.90	3.90
Rate of increase in pensions (CPI)	2.90	2.90
Discount rate	4.90	4.80

The mortality assumptions used were:	2024 Years	2023 Years
Longevity at age 65 retiring today		
- Males	20.8	21.1
- Females	23.3	23.5
Longevity at age 65 retiring in 20 years		
- Males	22.0	22.3
- Females	24.7	25.0

The estimated asset allocation in the scheme and present value of scheme liabilities were:	2024 £000	2023 £000
Equities	2,914	2,734
Gilts	94	69
Property	363	389
Cash/temporary investments	130	153
Alternative assets	800	751
Other managed funds	960	650
Far value of scheme assets (bid value)	5,261	4,746
Present value of scheme liabilities	(3,051)	(2,845)
Net surplus	2,210	1,901

The reconciliation of opening and closing balances of the present value of the defined benefit obligation is as follows:	2024 £000	2023 £000
Opening defined benefit obligation	2,845	4,280
Current service cost	37	68
Interest cost	135	110
Change in financial assumptions	(44)	(1,384)
Change in demographic assumptions	(41)	(67)
Experience loss/(gain) on defined benefit obligation	199	(91)
Estimated benefits paid (net of transfers in)	(94)	(85)
Contribution by scheme participants	14	14
Closing defined benefit obligation	3,051	2,845

## 14 Pension commitments (continued)

A sensitivity analysis of scheme liabilities to a change in discount rates on the defined benefit obligation and projected service cost, together with a +/- 1 year age rating adjustment to the mortality assumption is as follows:

	£000	£000	£000	£000	£000
Adjustment to discount rate	+ 0.5%	+ 0.1%	0.0%	- 0.1%	- 0.5%
- Present value of total obligation	2,848	3,009	3,051	3,094	3,278
- Projected service cost	33	36	37	38	42
Adjustment to long term salary increase assumptions	+ 0.5%	+ 0.1%	0.0%	- 0.1%	- 0.5%
- Present value of total obligation	3,084	3,057	3,051	3,045	3,019
- Projected service cost	37	37	37	37	37
Adjustment to pension increases and deferred revaluation	+ 0.5%	+ 0.1%	0.0%	- 0.1%	- 0.5%
- Present value of total obligation	3,249	3,089	3,051	3,014	2,875
- Projected service cost	42	38	37	36	33
Adjustment to life expectancy assumptions	+ 1 year		None		- 1 year
- Present value of total obligation	3,166		3,051		2,940
- Projected service cost	38		37		35

The reconciliation of fair value of scheme assets is as follows:

	2024 £000	2023 £000
Opening fair value of scheme assets	4,746	4,711
Interest on assets	226	122
Return on assets less interest	354	(105)
Other actuarial gains/(losses)	-	51
Administration expenses	(3)	(3)
Contributions by employer including unfunded	18	41
Contributions by fund participants	14	14
Estimated benefits paid (net of transfers in and including unfunded)	(94)	(85)
Fair value of scheme assets (bid value)	5,261	4,746
Asset ceiling adjustment	(2,152)	(1,822)
Closing fair value of scheme assets	3,109	2,924

## 14 Pension commitments (continued)

The reconciliation of scheme assets and liabilities is as follows:	Assets £000	Liabilities £000	Total £000
At 1 April 2023	2,924	(2,845)	79
Benefits paid	(94)	94	-
Employer contributions	18	-	18
Fund participant contributions	14	(14)	-
Current service cost	-	(37)	(37)
Administration expense	(3)	-	(3)
Interest income/(expense)	226	(135)	91
Experience gain on defined benefit obligation	-	(199)	(199)
Other actuarial gains/(losses)	-	-	-
Re-measurement gains/(losses)			
- Change in financial assumptions	-	44	44
- Change in demographic assumptions	-	41	41
- Return on plan assets excluding interest income	354	-	354
- Asset ceiling adjustment	(330)	-	(330)
At 31 March 2024	3,109	(3,051)	58

## 15 Financial commitments

At 31 March 2024 the charity had the following future minimum lease payments under non-cancellable operating leases for the following periods:

Payments due	Land and buildings		Other	
	2024 £	2023 £	2024 £	2023 £
Not later than one year	-	-	661	666
Later than one year and not later than five years	-	-	1,983	-
Total	-	-	2,644	666

Negotiations with the landlord continue for the continued occupation of the offices

## 16 Liability of members

Members of the charitable company guarantee to contribute an amount not exceeding £10 to the assets of the charitable company in the event of winding up. There are 10 members as at the current year end of 31 March 2024, and there were 10 members at the end of 2023.

## 17 Ultimate controlling party

In the opinion of the Trustees there is no ultimate controlling party of the charity.

## 18 Related party transactions

There have been no related party transactions in the reporting period that require disclosure other than the re-imburement of Trustees travelling expenses (see Note 7).

## 19 Comparative Statement of Financial Activities (Year ended 31 March 2023)

	Notes	Restricted funds	Unrestricted funds	2023 Total funds	2022 Total funds
		£	£	£	£
<b>Income</b>					
Donations and legacies - Donations		-	6,968	6,968	48,031
Income from charitable activities					
- Promoting good race relations	2	582,432	431,978	1,014,410	748,398
- Coronavirus job retention scheme	6	-	-	-	1,525
Investment income		-	596	596	36
<b>Total income</b>		<b>582,432</b>	<b>439,542</b>	<b>1,021,974</b>	<b>797,990</b>
<b>Expenditure</b>					
Expenditure on charitable activities					
- Promoting good race relations	3	498,434	497,858	996,292	867,300
<b>Total expenditure</b>		<b>498,434</b>	<b>497,858</b>	<b>996,292</b>	<b>867,300</b>
<b>Net income for the year</b>		<b>83,998</b>	<b>(58,316)</b>	<b>25,682</b>	<b>(69,310)</b>
Transfer of Funds		2,010	(2,010)	-	-
<b>Other recognised gains and losses:</b>					
<b>- Re-measurement of the pension fund net defined liability</b>					
--Change in financial assumptions		-	1,593,000	1,593,000	175,000
--Return on plan assets excluding interest income		-	(105,000)	(105,000)	343,000
--Asset ceiling adjustment	14	-	(1,390,815)	(1,390,815)	(431,000)
<b>Net income and net movement in funds for the year</b>		<b>86,008</b>	<b>36,859</b>	<b>122,867</b>	<b>17,690</b>
<b>Fund balances brought forward</b>		<b>-</b>	<b>308,388</b>	<b>308,388</b>	<b>290,698</b>
<b>Fund balances carried forward</b>		<b>86,008</b>	<b>345,247</b>	<b>431,255</b>	<b>308,388</b>

**RACE EQUALITY FOUNDATION**

England & Wales - Charity number 1051096

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# Accounts

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## Annual Report and Financial Statements

31 March 2023

Company Limited by Guarantee Registration  
Number 03121679 (England and Wales)  
Charity Registration Number 1051096

Report of the Management Committee for 2022-23

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## Charity reference and administrative information

<b>Legal Status</b>	The organisation is a charitable company limited by guarantee registered as a charity on 29 November 1995, and incorporated on 20 March 1997.
<b>Management Committee</b>	Karin Woodley CBE —Trustee and Chair (appointed 19 <sup>th</sup> May 2022) Dr Clenton Farquharson CBE —Trustee Tajinder Gill —Trustee and Treasurer Professor Gurch Randhawa —Trustee Melvina Woode Owusu —Trustee Reena Anand —Trustee (appointed 19 <sup>th</sup> May 2022) Professor Jagbi Jutti-Johal —Trustee (appointed 19 <sup>th</sup> May 2022) Patricia Lawson —Trustee (appointed 19 <sup>th</sup> May 2022) Donald Mbeutcha —Trustee (appointed 19 <sup>th</sup> May 2022) Amanda Pinto KC —Trustee (appointed 19 <sup>th</sup> May 2022) Constantia Pennie —Trustee and Chair (stood down 20 <sup>th</sup> July 2022) Jane Lane —Trustee and Vice Chair (stood down 20 <sup>th</sup> July 2022) Razia Karim —Trustee and Company Secretary (stood down 20 <sup>th</sup> July 2022) Judi Dumont-Barter —Trustee (stood down 20 <sup>th</sup> July 2022) Abdul Chowdry —Trustee and Company Secretary (stood down 20 <sup>th</sup> July 2022)
<b>Chief Executive</b>	Jabeer Butt OBE
<b>Registered office and operational address</b>	Unit 17 Deane House Studios, 27 Greenwood Place London NWS 1LB
<b>Company registration number</b>	03121679 (England and Wales)
<b>Charity registration number</b>	1051096
<b>Auditors</b>	McBrides Accountants LLP
<b>Actuaries</b>	Barnett Waddingham LLP
<b>Bankers</b>	Barclays Bank PLC

## Welcome

As we emerged from the disproportionate impact of the Covid-19 pandemic, Black, Asian and minority ethnic individuals, their families and communities found themselves at the sharp end of the soaring cost of living, and the developing global economic and climate crises. In this context, our work to tackle race inequality in the UK was as important as ever.

During 2022-23 we continued to successfully:

- Explore what is known about, and the effects of, race inequity through research intended to identify oppressive structures and practices and develop change making interventions.
- Develop evidenced-based and transformational practice and policy to embed race equality strategies in public services.
- Convene national cross sector partnerships to create the conditions for system change and identify the ways in which those systems could be improved.
- Put theory into practice by delivering place-based frontline projects that demonstrate how new ways of working can deliver positive outcomes for our communities.
- Deliver thought-leadership and influence public service systems through public relations, educational activities, conferences, written material, and online knowledge exchange activities.
- Support and collaborate with Black, Asian and minority ethnic-led organisations throughout the UK to gather evidence of systemic racism, develop strategies to address its impacts, and increase the reach and impact of their work.

Despite an operating and funding environment that was also challenging, we stabilised our financial position, expanded our reach and impact, and grew our staff team during the year. We were also extremely fortunate to recruit seven new trustees who have brought a diversity of new knowledge and skills to enhance our governance and strategic planning processes.

Some of the year's highlights have been:

- The release of six key reports covering racial inequality in health, social care and wellbeing.
- Major success in working as part of the Voluntary Community and Social Enterprise Health and Wellbeing Alliance – a partnership between the sector and the health and care system. We successfully put equality issues on the agenda during a period of rapid change in health care, but also amplified the voices of others within our network and most importantly, the voices of people with lived experience.
- The increased delivery and development of our pioneering and evidence-based parenting programme, Strengthening Families Strengthening Communities (SFSC), including our partnership work with UCL to explore the needs of young Black, Asian and minority ethnic fathers in prison, and to develop the SFSC model to meet these.

We particularly want to thank the dedicated trustees who stood down in the year: Constantia (Pennie) Pennie, Jane Lane, Razia Karim, Judi Dumont-Barter, and Abdul Chowdry. Their contribution to our development cannot be understated and we have been privileged to work with them. Very special thanks go to Constantia Pennie and Jane Lane who had served as Chair and Vice Chair respectively from 2015.

Our work also relies on the drive, resilience and activism of our staff, volunteers, partners, and funders - the struggle against the oppressive effects of systemic racism is a collective process and we could not do it without each and every one of them.

**Karin Woodley CBE (Chair) and Jabeer Butt OBE (Chief Executive)**

## Our aims and objectives

**Vision:** We have a vision of a society without racism.

**Mission:** We aim to tackle racism in UK society and positively transform the lives of Black, Asian and ethnically minoritised communities.

## Strategic priorities

### 1. Evidence

To generate and share evidence and best practice of what works to dismantle systemic racism, always through the lens of intersectionality

### 2. Influence

To influence policy makers, decision makers and practitioners to drive systemic change

### 3. Collaboration

To convene partnerships and networks, trial new ways of working, and support our communities to tackle racism

## Our activities

Our work involves:

### 1. Bringing our communities and cross-sector partners together to:

- Share ideas and evidence that identifies the structural and behavioural issues that perpetuate systemic racism
- Support them to navigate and challenge oppressive systems and cultures

### 2. Gathering data and undertaking qualitative and quantitative research that helps us to:

- Identify ways in which systemic racism impacts the people in our communities
- Co-produce what works, with whom and why, to share best practice with policy makers and commissioners

### 3. Thought leadership and knowledge exchange that:

- Offers rigorous analysis and constructive challenge
- Influences public sector policy makers to dismantle the societal structures that sustain systemic racism and to ensure that policy and practice do not continue to amplify the negative impacts of inequality
- Promotes public knowledge sharing and evidence exchange that will positively impact our communities

### 4. Frontline intervention and direct support to:

- Address the impacts of racial inequalities already experienced in society
- Develop the skills and capacity of frontline practitioners working in our communities
- Develop models of better practice

**History:** We were established as the National Institute for Social Work's Race Equality Unit in 1987, became an independent, national, and Black, Asian and ethnically minoritised led charity in 1995, and changed our name to the Race Equality Foundation in 2006.

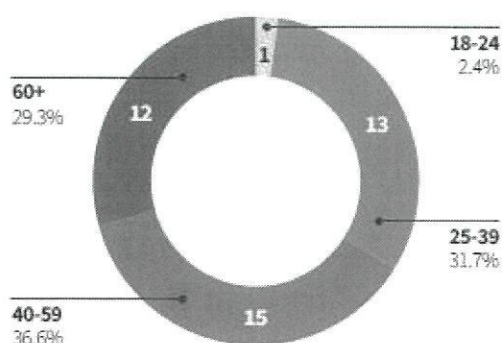
## Our achievements during the year

### Reach

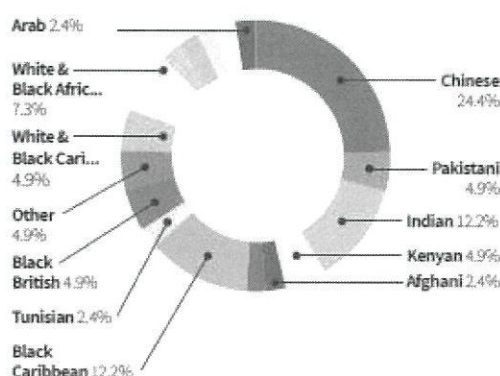
We worked across the UK, including: Barking and Dagenham; Bexley; Bromley, Birmingham; Blackburn with Darwen; Brent; Bristol; Calderdale; Camden; Ealing; Enfield; Greenwich; Hackney; Halifax; Hammersmith and Fulham; Haringey; Islington; Kirklees; Lambeth; Leeds; Lewisham; Manchester; Northumberland; Preston; Sandwell; Sheffield; Southwark; Tees, Esk and Wear Valleys; Tower Hamlets; Waltham Forest; Wandsworth; and Westminster.

A key aspect of our work has been our success in engaging diverse communities in the work we do. One illustration of this was our Wellcome Trust funded study on recording of ethnicity in health data. We carried out focus groups with community participants and the charts below summarise some of their characteristics:

Community participants: Age



Community participants: Ethnicity



#### Summary of our work on evidence, thought leadership and delivery

- We produced the report 'Improving the recording of ethnicity in health data sets' and published it in January 2023. We also held a successful online seminar with over 120 attendees to disseminate the findings of the report.  
<https://raceequalityfoundation.org.uk/projects/recording-of-ethnicity-project/>
- With the Early Intervention Foundation, we produced the **SpeakOut** report and a website – a collaborative work commissioned by the Early Intervention Foundation to review family support for Black, Asian and Minority Ethnic families. <https://speakout.family/>
- We completed research work and briefing paper on **race equality and autism**. We will start a further commission in April 2023 – 2024 to produce a short film with key messages from the research; co-chair the autism and race equality network meetings developed because of the earlier work, and present and facilitate at an autism and race equality event in summer 2023.
- We supported the recruitment of Black, Asian and Minority ethnic participants for the **Virus Watch** study, one of the largest Black Asian and minority ethnic samples in any study of COVID-19 in England. We supported the analysis of the data, and helped produce several papers, including one on the attitudes to the take-up of the COVID vaccines with Jabeer Butt as co-author. Publication of the report and accompanying testimonial films due later in 2023.
- We reviewed existing resources on racism and race equality, and developed a trainer programme with guide materials, for the Inclusive Workforce Programme. Feedback from Rethink who subsequently delivered the programme: *'It went really well, people responded well, and we had some good discussions. I think it's a good package.'*
- We collaborated with Smart Health Solutions, Younger Lives and Blood Pressure UK to develop and trial an approach that used digital tools and training of nurses to increase and improve the monitoring of blood pressure amongst people of African and Caribbean background.
- We collaborated on Health inequalities and people with learning disabilities research led by University of Central Lancashire, Manchester Metropolitan University and Learning Disability

England. We undertook a systematic review of literature on health inequalities experienced by Black, Asian and Minority Ethnic people with a learning disability; carried out four workshops, focusing on the themes from the systematic review and whether participants recognise them and how significant they are; and produced a draft report into our findings for the Race Health Observatory. Further reports and a video on the findings of the report will be published later in 2023.

- We worked with Mosac and Ministry of Justice (MOJ) on understanding how minoritised parents experience the presumption of parental involvement. We interviewed parents and held sessions to feedback findings from the research to parents. We produced a draft report for the MOJ.

Our evidence-based policy and practice work involved:

- **Health and Wellbeing Alliance**  
We collaborated with NHS England, the UK Health Security Agency, and the Department of Health and Social Care to promote the integration of efforts to decrease racial inequalities into health and care services. Our goal was to enhance outcomes and diminish disparities for Black and minority ethnic people.

Each quarter we submit quarterly slides which get assessed by the HWA team (NHS, DHSC, UKHSA), for all four quarters we achieved a 'green' rating, receiving positive feedback on our effort and the work being carried out. Our involvement in two subgroups, has meant we have been able to provide feedback directly to policy teams. The Foundation has inputted into several joint HWA documents, for example on the cost-of-living crisis, which ensures racial inequality is considered and highlighted. We use our social media platforms to promote other HWA members work and research opportunities, this ensures other core work taking place in the HWA includes a more diverse group and that voices of Black, Asian and minority ethnic-led sister organisations are included and promoted.

- **Reablement and Dementia**  
Our impact reached beyond local collaborations. We engaged with key policy makers, such as OHID, DHSC, and the NHS, to discuss our reablement report. These meetings were crucial in determining how best to use our findings to improve mental health services. Notably, Mark Thaxter from the NHS shared our reports on the Futures platform, further amplifying our achievements.
- **Personalisation in Dementia Care**  
We completed our detailed report and shared it with the DHSC dementia policy team. The report emphasises how the voluntary sector, especially the Disability Movement, played a key role in promoting personalised care. It also underscores that for personalised care to be truly effective, it must address broader societal inequalities.
- **Dementia Care and Care Quality Commission**  
In October 2022, the Foundation organised and co-hosted, an online seminar with over 170 Care Quality Commission colleagues exploring issues around dementia care with the aim of improving the way inspection of dementia services address inequality. The online seminar was chaired by Jabeer Butt, Chief Executive of the Race Equality Foundation, and explored research on the experience of Dementia of Black, Asian and minoritised groups as well as exploring what could be done better, with our co-produced ADAPT toolkit presented.
- **Severe Mental Illness and Physical Health Checks**  
We are continuing to share what we learned from the Physical Health Check project, where we gathered input from individuals with severe mental illness. We presented our insights at a local NHS conference, informing service providers about the feedback we received. Additionally, we

are also sharing findings from the co-production group for the same project, which primarily consists of African and Caribbean individuals dealing with severe mental illness. Our findings led us to present at a regional NHS conference in the Southwest and in the West Midlands, where we informed service providers about the unique perspectives and needs of people with severe mental illness. To embrace co-production, we formed a group mainly composed of African and Caribbean people with severe mental illness. Through this group, we continued to share project findings, ensuring diverse voices were heard.

- **Improving access to primary care**  
We examined the main difficulties that Black, Asian, and minority communities face in accessing primary care. We did this by talking to local voluntary organisations and reviewing existing evidence. We found examples of effective approaches to tackle these challenges. Our insights have been shared with the GP Access team, who are revising the GP registration forms. We pointed out that the initial ethnicity categories could lead to inaccuracies, and as a result, the form was modified to match census categories and layout.
- **Everyone's Environment**  
We are working with a range of voluntary and community organisations to improve the social sector's response to climate change as part of the NPC's Everyone's Environment programme. We organised a seminar, produced a briefing paper and secured funding to continue more research in this area.
- **An antiracism practice hub for London**  
We developed work on designing a business plan for the GLA on a London Antiracism Practice Hub. We engaged and co-produced key components of the hub and its infrastructure. We will deliver the plan in late spring/early summer 2023.
- **NHS Equality Objectives**  
We developed and consulted on the engagement plan for NHS England equality objectives. We carried out a scoping review to help inform the development of the engagement plan, with a view to delivering a final report before the summer 2023.
- **National Black Asian and Minority Ethnic Transplant Alliance**  
We continued to provide the secretariat for NBTA and Living Transplant Initiative and develop governance and infrastructure of NBTA. We have supported Team Margo in the establishment of the APPG Ethnicity Transplantation and Transfusion, and we are part of the steering group that supports the APPG. Our trustee, Gurch Randhawa is also on the steering group.
- **Alliance for Racial Justice**  
With organisations such as Action for Race Equality, the Runnymede Trust, Friends, Families and Travellers, Caribbean and African Health Network we established a new alliance of racial justice organisations.

Our delivery work included:

- **Training the workforce**  
Training facilitators to deliver Strengthening Families, Strengthening Communities  
We continued to deliver training across London boroughs in Islington, Hackney and Ealing, Waltham Forest, Westminster, Bromley; as well as in Manchester, Sheffield, Kirklees, and internationally to participants in Bangladesh. We trained 123 new facilitators, as well as providing ongoing professional development through advanced training courses and peer support sessions. Satisfaction with training from feedback forms identify 90 per cent feel training meets or exceeds expectations. Training remains stable despite challenging external factors, and

we have met our targets. We have seen growth in the delivery of our new advanced training on reducing parental conflict in line with DWP allocations to local authorities.

- **Delivering to parents**  
We delivered or supported the delivery of 300 Strengthening Families, Strengthening Communities parent programmes. We reached just over 3,000 parents from a range of diverse backgrounds, with several programmes being delivered in community languages such as Arabic, Somali and Sylheti. Many of the parents attending faced significant socio-economic challenges. These programmes also continued to attract fathers from Black, Asian and minority ethnic backgrounds. A significant proportion of these programmes were also involved in the Together randomised control trial being led by University College London.
- **Further roll out of work on parental conflict**  
We continued to build on our parental conflict work, and the derivation of the SFSC programme addressing parental conflict was delivered in Waltham Forest. Training practitioners in this model also took place in Camden and Bromley. Building on SFSC delivery projects to grow the capacity and infrastructure of voluntary and community organisations a new work programme was established in Barking and Dagenham as part of the Start for Life initiative to provide support for Black, Asian and Minority ethnic families of babies and young children. Our online SFSC offer continued to grow with 200 parents accessing the programme in 2022-23.
- **Improving the evidence base on the efficacy of SFSC**  
We are evaluating the effectiveness and cost-effectiveness of the SFSC programme. This includes a comprehensive randomised control trial, which reached its target this year of recruiting 672 research participants. This is an incredible achievement, given the impact of Covid and the nature of the cohort that the study aimed to recruit. The study has been successful in recruiting parents and carers that research studies often do not engage and hear from, but that we know the SFSC programme consistently delivers to, including parents from diverse ethnic and faith backgrounds and those experiencing social and economic deprivation. So, summary demographic data suggest that of the 672 parents recruited to the study, around 30 per cent of them have annual household incomes of less than £10,000; 70 per cent are from Black, Asian and minority ethnic backgrounds; 50 per cent speak a language other than English at home; and 40 per cent are from the Muslim community.

It is important to recognise that it is rare for research studies, particularly RCT's to secure such a diverse set of research participants across minority communities. As such it is a significant achievement that we are incredibly proud of and reflects what we know about who takes up SFSC and how hard facilitators work to engage groups that other services struggle to.

### **Communications and influencing**

Our external communication activities were enhanced by the creation of the new role of Communications and Influencing Manager. This extended our reach and impact, and we achieved the following:

- Worked with 86 voluntary and community organisations, many of whom were Black, Asian or minority ethnic-led such as Asian Disabled People's Alliance;
- Worked with or 27 statutory partners, from NHS England to the Greater London Authority to London Borough of Lambeth;
- Worked with 17 academic partners, from the five universities in UCL-led TOGETHER study to University of Sheffield.

In 2022-23 we carried out a major re-brand, with a new logo, a redesigned website as well the launch of newsletter in keeping with the new brand:

Report of the Management Committee for 2022-23



Racism is the root cause of ethnic inequalities in health

Racism is the cause of health inequality, from birth through to adulthood and into later life, according to [new findings](#) from the Race Equality Foundation released today.

Researchers looked at [comprehensive](#) [Socio-](#) data which found that racism is a key driver of ethnic inequalities in health, both directly and indirectly. It has an impact in childhood - with children from ethnic backgrounds being born at a lower birthweight and not hitting developmental milestones, to life-long lung term illness, and mental illness in adulthood.

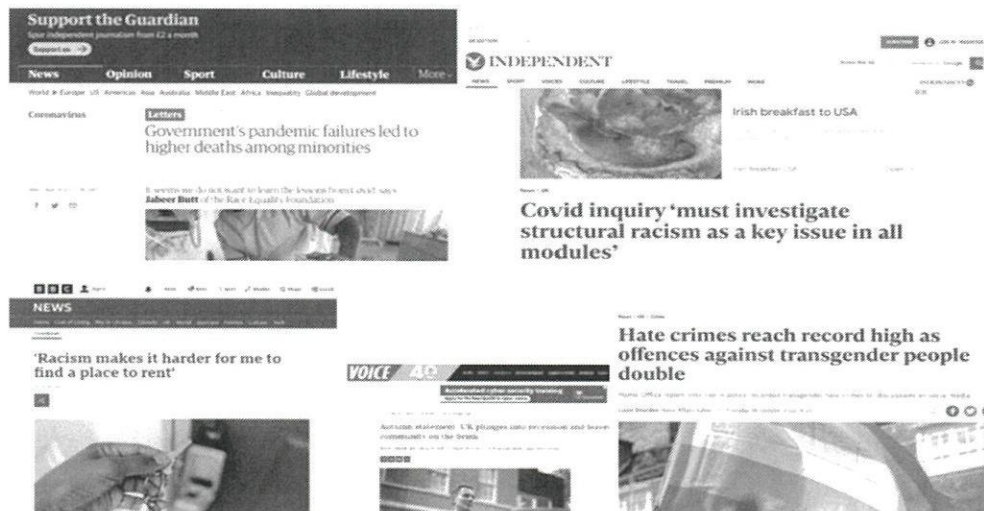
This report finds that racism leads directly to poorer health for minoritised ethnic groups through stress or worsening mental health, and indirectly, by exposure to targeted marketing of harmful substances, and toxins in the environment.

[Read the briefing](#)

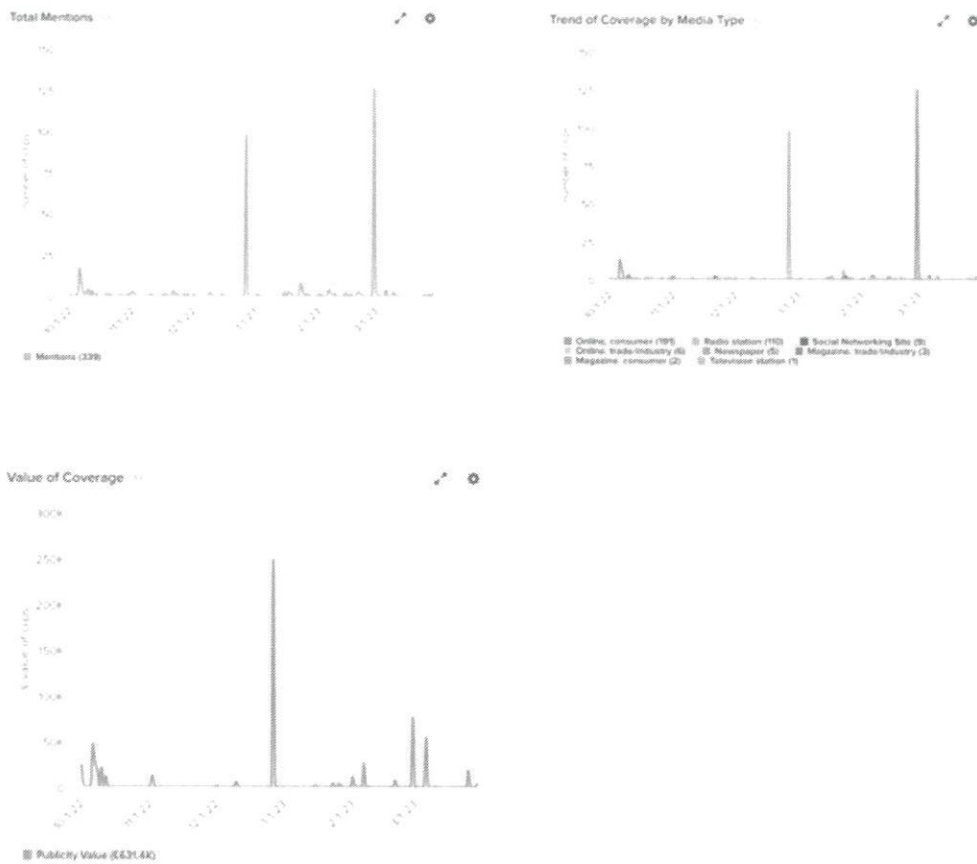


We have increased and improved relationships with stakeholders to help explore and understand what is known about discrimination and disadvantage. We have improved our intelligence and influencing. We have grown our social media and digital presence. We continue to draw wider attention to existing poor practice and increased public pressure for better solutions. We have done this by:

- Relationship building with relevant correspondents; proactive comment offers, reactive statements.
- This saw 339 mentions in the media from October-March (almost the same amount of coverage secured in the previous quarter). “Big hits” for REF in this period included comments to BBC News on housing, on hate crimes in the Guardian, and on the Covid Inquiry in the Guardian and Independent.



Report of the Management Committee for 2022-23



Social media channel	Oct 2022 – March 2023
Twitter (set up June 2010)	Followers: 9,916 Total impressions: 119,000 Engagement rate: 3.10%
Instagram (set up Sept 2021)	Followers: 860 Impressions: 1,379
LinkedIn (unknown set up date)	Followers: 935 Impressions: 7,023 Engagement rate: 7.1%
Facebook (set up March 2011)	Followers: 774 Page & post engagements: 966 Eng. Rate: 6.8%

Our influencing work had highlights, including:

- Expert Panel and Maternity Care: Played a pivotal role in the Expert Panel for the Racial Justice Inquiry into Maternity Care and responded actively to the CQC State of Care report.
- Addressing Child Sexual Abuse: Provided insights and recommendations to the Independent Inquiry into Child Sexual Abuse through focus groups and contributions.
- Tackling High Blood Pressure: Collaborated with partners to launch an innovative project targeting high blood pressure in Black African and Caribbean communities.

- Supporting People with SMI: Partnered with local organizations to enhance support for Severe Mental Illness attendees during physical health checks.
- Responding to Strategies and Inquiries: Engaged in consultations and provided feedback on strategies, inquiries, and reports related to racial impact.
- Addressing Climate and Nature Crises: Collaborated on projects to raise awareness about climate and nature crises' impact on minority ethnic groups.
- Overhauling the Social Care System: Advocated for social care reform through the Reimagining Care report.
- Prioritising Wellbeing of Young Black Men: Contributed to the Being Well Being Equal Report, focusing on young men's wellbeing, especially in the criminal justice system.
- Addressing Health Inequalities: Released reports highlighting actions to reduce inequalities with a digital component.
- Influence on Health Policies: Actively engaged with NHS WRES figures, advocated for workforce equality, and addressed cases of discrimination.
- Addressing Health Inequity from Birth to Adulthood: Explored health inequity causes from birth to later life, in collaboration with the Nuffield Foundation.
- Advocacy for Equal Opportunities in Healthcare: Founding member of Health Equals coalition advocating for equal health opportunities.
- Addressing Discrimination and Race Inequality: Lead the Alliance for Racial Justice group, responded to reviews of discrimination effects.
- Advocacy for Young People: Part of the VAWG group advocating for young people's needs in RSHE guidance review.
- Data Collection and Impact Assessment: Published a report with ONS on ethnicity data recording in health datasets.
- Inclusive Workforce Program: Conducted impact assessment and developed training for an inclusive work environment in health and justice service providers.

### Acknowledgements

The Race Equality Foundation would like to thank all our funders, commissioners, and partners for supporting our work. We rely on successful collaboration to help deliver racial justice:

African Caribbean Mental Health Services (Manchester)	Alliance for Racial Justice	Approachable Parenting
Asian People's Disability Alliance	Association for Young People's Health	Being Well Being Equal Alliance
Blood Pressure UK	British Red Cross	Burdett Trust
Carers UK	Centre for Mental Health	Children and Young People Mental Health Coalition
Clinks	Commission on COVID-19	COVID-19 Bereaved Families for Justice
Department of Health and Social Care	Doctors of the World	End Violence Against Women and Girls Coalition
Friends Families and Travellers Health Equals	Greater London Authority Hertfordshire Community Trust	Health and Wellbeing Alliance Kirklees Council
Learning Disability England	London Borough of Camden	London Borough of Ealing
London Borough of Hackney	London Borough of Islington	London Borough of Waltham Forest
London Borough of Westminster	London Borough of Wandsworth	Manchester City Council

## Report of the Management Committee for 2022-23

Manchester Metropolitan University	Ministry of Justice	Mosac
NBTA (National Black, Asian, Mixed Race, and Minority Ethnic Transplant Alliance)	NHS England	NHS England
National Institute for Health Research (NIHR) PLIAS	NPC (New Philanthropy Capital) Race and Health Observatory	Nuffield Foundation Sandwell African Caribbean Mental Health Foundation Smart Health Solutions
Sheffield African Caribbean Mental Health Association Team Margo	Sheffield Council The Archbishops of Canterbury and York	UK Health Security Agency
United Kingdom Research and Innovation (UKRI) Wellcome Trust Zahid Mubarek Trust	University College London Wipers CIC	University of Central Lancashire Younger Lives

The Foundation continues to go from strength to strength using our expertise to lessen the racial inequality divide. This year has seen it continue to form new partnerships, share groundbreaking research, and further develop and deliver its parenting programme. Our ambition for the coming year will be to build on all these areas and increase its brand awareness, cross partnership working and programme delivery. The external environment continues to be challenging but the charity has the tools to deliver our projects to the highest standards.

### **Governance, structure and management**

#### **Governance**

Trustees on the Management Committee constitute directors of the charitable company for the purposes of company law and trustees for the purposes of charity law.

Trustees on the Management Committee are elected by the members at the Annual General Meeting.

The names of those members of the Management Committee who served during the year and were in office at 31 March 2023 are set out on page 1 of this annual report and accounts.

Members of the Management Committee had no beneficial interest in any contract with the charitable company.

No member of the Management Committee received any remuneration for his or her services during the year. Trustee Members were reimbursed travel & subsistence expenses incurred in the performance of their duties totalling £765 (2022: £Nil). Trustee indemnity insurance of £100,000 (2022: £100,000) has been obtained during the year. This indemnity is now provided as part of a comprehensive "Charity and Community" insurance policy with no separate premium quoted for this element.

#### **Responsibilities of the Management Committee in relation to the financial statements**

The trustees (who are also directors of Race Equality Foundation for the purposes of company law) are responsible for preparing the Report of the Management Committee and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the charity trustees to prepare financial statements for each financial year which give a true and fair view of the state of the 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;
- 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 the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

In so far as the trustees are aware:

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

## **Structure and management reporting**

### **Appointment of trustees**

As set out in the Articles of Association the directors whose number shall be between three and eight are appointed from the charity's members. In 2021 the Foundation began a process to recruit new trustees, which when completed would also see the resignation of several existing trustees. This process was completed in 2022 and saw six new trustees appointed, including a new chair and the standing down of five trustees. The Foundation now has ten trustees.

New trustees are elected by existing trustees and serve for a minimum of three years and a maximum of six years. The longest serving members stand down after two terms in office but can be re-elected if there are insufficient members or they fill an identifiable gap. The trustees have the power to fill casual vacancies or to appoint additional trustees to reach the maximum number.

New trustees are appointed when a vacancy arises due to (a) resignation of an existing trustee or (b) when a trustee's term of office has come to an end. Criteria used to identify and appoint new trustees include specific skills that fill gaps where there is a skills shortage amongst existing members and under-represented groups.

The Foundation's management committee is made up of Trustees as well as members who are there in an advisory capacity. The reason for operating the dual membership of the management committee is three-fold. First, the Foundation recognises that not everyone will want to commit to

trustee and director responsibilities as set out in Charity and Company legislation but will have a commitment to the issues addressed by the Foundation and therefore have an interest in being involved with the Foundation. Second, if the number of trustees has reached the maximum agreed in the Memorandum and Articles or if existing trustees are of the view that their skills and experience could be enhanced at any one time, then trustees can decide to increase the number of trustees. Third, where new members join the Foundation's management committee, trustees may decide that a new member should spend time on the committee in an advisory capacity and learn about the role of trustees before any decision is made about changing their status to one of trustee.

It is worth stating that, whilst there are differences in the role and responsibilities of trustees and other committee members based on statutory requirements, all committee members are expected to make a commitment to the Foundation and to provide it with strategic direction. However, it is worth clarifying that there are certain decisions only trustees can take and, in this context, only trustees have voting rights for those decisions.

By the end of 2022/23 ten trustees and one non-trustee member formed the management committee.

### **Trustee induction and training**

As part of the induction process, all new trustees are given written information about being a trustee, including roles and responsibilities; and expectations and commitment. New trustees also receive: the organisation's most recent Annual Report and Accounts, Equal Opportunities Policy, and Child Protection Policy. Part of the induction process also includes new members attending one management committee meeting as an observer, following which they meet with existing management committee members to clarify any questions or queries. New members also meet with senior staff and can meet with all staff in the organisation.

### **Organisation**

The Management Committee is responsible for the charity and meets five times a year to consider developments and make decisions regarding strategy and other important matters. The committee is currently in the process of refreshing its sub-groups.

Race Equality Foundation is managed on a day-to-day basis by the Chief Executive. The Chief Executive reports regularly to the Chair.

Race Equality Foundation's activities are administered and co-ordinated from its premises at Unit 17 Deane House Studios, 27 Greenwood Place, London, NW5 1LB.

### **Risk management**

Race Equality Foundation has a risk management policy/procedure that makes clear that trustees and senior managers will endeavour to understand the nature and magnitude of key tasks and opportunities involved in taking important decisions and avoid situations that might seriously threaten the ability of Race Equality Foundation to meet its goals. The main goals of the risk management policy and procedure are to:

- Deliver;
- Grow;
- Secure financial stability and capability;
- Ensure health, safety, and security of employees; and
- Enhance the reputation and professional integrity of the organisation.

In line with this we have a comprehensive risk management policy and procedures covering the following:

## Report of the Management Committee for 2022-23

- Governance;
- Finance;
- Organisational and human factors;
- Operations;
- Political/Social factors;
- Legal and regulatory; and
- Environmental factors/Acts of God.

It is worth emphasising that, in relation to finances, the policies and procedures for the assessment and management of risk identify several possible financial risks for the organisation. The risks include income not reaching expected levels; pension liabilities; staff redundancies and costs associated therewith.

### **Liability of members**

Members of the charitable company guarantee to contribute an amount not exceeding £10 to the assets of the charitable company in the event of winding up.

### **Financial Review**

As the annual report and accounts documents show, the Foundation continues to be able to pursue key aspects of our work, securing support for some of the most at risk as result of the effects of the COVID pandemic, and remain financially stable.

Our focus on effecting real change for our beneficiaries has resulted in new projects this year. For example, we have helped launch an innovative new project, with Smart Health Solutions, Younger Lives and Blood Pressure UK, to address high blood pressure amongst Black African and Caribbean people using a new assessment tool funded by the Burdett Trust, working with nurses and GP practices. In addition, we have been commissioned by Barnardo's to investigate the impact of trauma and racism on Black, Asian and minority ethnic young people, children and families, and to assess whether trauma informed care accounts for racism.

We have continued to manage our attention to costs but recognise that we are dependent on retaining experienced staff which, this last year, we recognised by backdating a cost-of-living increase in salaries to 1 April 2022. This meant dipping into our reserves but our reserves at year-end remain at a healthy level.

The funding of our current work has improved our year-end cash position from last year, but this will reduce as the specific work that enabled this (recognised by the carry forward of restricted grants received and other income deferred) is completed.

Our financial stability has been aided by a significant turnaround in our defined benefit pension scheme obligations. The actuaries of the Essex Pension Fund (the part of the Local Government Pension Scheme ("LGPS") in which we participate) completed their 2022 triennial funding valuation on 29 March 2023. Using the assumptions agreed with Essex County Council, the administrator of the Essex Pension Fund, the Fund had assets sufficient to cover 102% of the accrued liabilities as of 31 March 2022, compared to 97% at the 2019 valuation. The actuaries agreed with the administrator that the surplus should be spread up to 31 March 2026. Consequently, the actuaries advised that REF's cash contribution rate could be reduced to 10% from 1 April 2023 to 31 March 2026 versus the primary rate of 23.0% for the last three years. Had there not been a surplus REF's cash contribution rate would have been a primary rate of 25.3%.

Subsequently, the actuaries conducted their annual accounting update survey and reported on 17 May 2023 that our future liabilities continue to be more than covered by the available assets. Whilst

the assumptions used for accounting purpose are different to the funding valuation (notably the discount rate used) this provided comfort to the Trustees that the long-standing risk associated with the LGPS defined benefit pension scheme, had been ameliorated. In accordance with the FRS 102 accounting standard, the reduced future contribution rate versus that which would be required to meet our current service cost accrual (at 25.3% of salaries) allows us to recognise the benefit on REF's balance sheet by increasing reserves. This increase is separately reported as a "designated" general fund and is an estimate based on current salary levels. The estimated benefit of £79,185 is considerably less than the accounting surplus of £1,901,000 as at 31 March 2023 (and the funding surplus of £1 million as at 31 March 2022) but given the significant uncertainties associated with the assumptions used for the assessment (particularly the impact of persistent inflation on pensions) the Trustees consider the estimate to be reasonable in the circumstances. We have recorded an "asset ceiling adjustment" in our Statement of Financial Activities to eliminate the difference between the accounting surplus and the benefit that we have recognised.

### **Reserves policy**

Race Equality Foundation reserves policy is linked to the organisation's risk policy and the creation of reserves is one course of action agreed by Trustees to mitigate financial risks. Race Equality Foundation reserves policy, therefore, has three main purposes:

1. Firstly, it is to provide a source of funding when there are short-term adverse fluctuations in income or expenditure.
2. Secondly, it is to ensure that, in the event of the possible closure of the organisation due to funding difficulties (other than short-term), the main operations of the organisation can continue for a period of time to facilitate an orderly process.
3. Thirdly, it is to ensure that, in the event of possible closure there are sufficient funds to pay the pension liability which becomes payable in the event of closure.

To achieve these aims, the Trustees have agreed to continue building reserves over the next five years.

The members of the Management Committee have examined the requirement for free reserves, those unrestricted funds not invested in tangible fixed assets or otherwise committed. The Management Committee considers that, given the nature of the charity's work, the level of free reserves should, as a minimum, approximate the next three month's operational expenditure, currently approximately £230,000. Unrestricted reserves as of 31 March 2023 were approximately £266,000, net of the investment in tangible fixed assets and excluding the designated pension reserve. However, whilst the 31 March 2023 level exceeds the desired operational buffer, the need to retain our experienced staff and the significant risk associated with the LGPS, over which we have almost no control, persuades us to maintain the current reserves level.

Approved and authorised for distribution, by the Management Committee and signed on its behalf by:



**Karin Woodley CBE, Chair**

**Approved on: 26 September 2023**

## **Independent auditor's report to the members of Race Equality Foundation**

### **Opinion**

We have audited the financial statements of Race Equality Foundation (the 'charitable company') for the year ended 31 March 2023, which comprise the Statement of Financial Activities, Balance Sheet, Statement of Cash Flows and Notes to the Financial Statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is United Kingdom Accounting Standards, comprising Charities SORP - FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and applicable law (United Kingdom Generally Accepted Accounting Practice).

This report is made solely to the charitable company's trustees, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the company's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its trustees as a body, for our audit work, for this report, or for the opinions we have formed.

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2023 and of the results for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

### **Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### **Conclusions relating to going concern**

In auditing the financial statements, we have concluded that the directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate. Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the entity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue. Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

### **Other information**

The trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Auditor's report  
For the year ending 31 March 2023

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

### **Opinion on other matters prescribed by the Companies Act 2006**

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the and Trustees' Report have been prepared in accordance with applicable legal requirements.

### **Matters on which we are required to report by exception**

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept by the charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- the charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

### **Responsibilities of trustees**

As explained more fully in the (set out on page 14), the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

### **Auditor's responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Auditor's report  
For the year ending 31 March 2023

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Discussions were held with, and enquiries made of, management and those charged with governance with a view to identifying those laws and regulations that could be expected to have a material impact on the financial statements. During the engagement team briefing, the outcomes of these discussions and enquiries were shared with the team, as well as consideration as to where and how fraud may occur in the entity.

The following laws and regulations were identified as being of significance to the entity:

- those laws and regulations considered to have a direct effect on the financial statements include UK financial reporting standards and Charity Law
- those laws and regulations for which non-compliance may be fundamental to the operating aspects of the business and therefore may have a material effect on the financial statements include compliance with the charitable objectives, public benefit, fundraising regulations and health and safety legislation.

Audit procedures undertaken in response to the potential risks relating to irregularities (which include fraud and non-compliance with laws and regulations) comprised of: inquiries of management and those charged with governance as to whether the entity complies with such laws and regulations; enquiries with the same concerning any actual or potential litigation or claims; inspection of relevant legal correspondence; review of board minutes; testing the appropriateness of entries in the nominal ledger, including journal entries; reviewing transactions around the end of the reporting period; and the performance of analytical procedures to identify unexpected movements in account balances which may be indicative of fraud.

No instances of material non-compliance were identified. However, the likelihood of detecting irregularities, including fraud, is limited by the inherent difficulty in detecting irregularities, the effectiveness of the entity's controls, and the nature, timing and extent of the audit procedures performed. Irregularities that result from fraud might be inherently more difficult to detect than irregularities that result from error. As explained above, there is an unavoidable risk that material misstatements may not be detected, even though the audit has been planned and performed in accordance with ISAs (UK).

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Auditor's report  
For the year ending 31 March 2023

**Use of our report**

This report is made solely to the charitable Company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable Company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable Company and the charitable Company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Andrew Warren (Senior Statutory Auditor)  
For and on behalf of McBrides Accountants LLP, Statutory Auditor

Nexus House  
Cray Road  
Sidcup  
Kent  
DA14 5DA

Date: 26/9/23

Statement of Financial Activities  
For the year ending 31 March 2023  
(Including the Income and Expenditure Account)

	Notes	Restricted funds £	Unrestricted funds £	2023 Total funds £	2022 Total funds £
<b>Income</b>					
Donations and legacies - Donations		-	6,968	6,968	48,031
Income from charitable activities					
- Promoting good race relations	2	582,432	431,978	1,014,410	748,398
- Coronavirus job retention scheme	6	-	-	-	1,525
Investment income		-	596	596	36
<b>Total income</b>		<b>582,432</b>	<b>439,542</b>	<b>1,021,974</b>	<b>797,990</b>
<b>Expenditure</b>					
Expenditure on charitable activities					
- Promoting good race relations	3	498,434	497,858	996,292	867,300
<b>Total expenditure</b>		<b>498,434</b>	<b>497,858</b>	<b>996,292</b>	<b>867,300</b>
<b>Net income/(expenditure) for the year</b>		<b>83,998</b>	<b>(58,316)</b>	<b>25,682</b>	<b>(69,310)</b>
Transfer of funds		2,010	(2,010)	-	-
<b>Other recognised gains and losses:</b>					
<b>- Re-measurement of the pension fund net defined liability/surplus</b>					
-- Change in financial assumptions	14	-	1,593,000	1,593,000	175,000
-- Return on plan assets excluding interest income	14	-	(105,000)	(105,000)	343,000
-- Asset ceiling adjustment	14	-	(1,390,815)	(1,390,815)	(431,000)
<b>Net income and net movement in funds for the year</b>		<b>86,008</b>	<b>36,859</b>	<b>122,867</b>	<b>17,690</b>
<b>Fund balances brought forward</b>		<b>-</b>	<b>308,388</b>	<b>308,388</b>	<b>290,698</b>
<b>Fund balances carried forward</b>		<b>86,008</b>	<b>345,247</b>	<b>431,255</b>	<b>308,388</b>

All of the above results are derived from continuing activities.

There were no other recognised gains or losses other than those stated above.

The accounting policies and notes on pages 25 to 37 form a part of these financial statements.

Balance sheet  
As at 31 March 2023

	Notes	2023 £	2023 £	2022 £	2022 £
<b>Fixed assets</b>					
Tangible assets	9		218		794
<b>Current assets</b>					
Debtors due within one year	10 a	247,322		135,914	
Debtors due in more than one year	10 b	52,790		-	
Cash at bank and in hand		414,977		337,392	
<b>Total Current Assets</b>		<b>715,089</b>		<b>473,306</b>	
<b>Liabilities</b>					
Creditors falling due within one year	11	(284,052)		(165,712)	
<b>Net Current Assets</b>			<b>431,037</b>		<b>307,594</b>
<b>Total assets less current liabilities</b>			<b>431,255</b>		<b>308,388</b>
<b>Total Net Assets</b>			<b>431,255</b>		<b>308,388</b>
<b>The funds of the charity</b>					
Restricted income funds	12		86,008		-
Unrestricted income funds					
- General fund	12		266,062		308,388
- Pension reserve	12,14		79,185		-
<b>Total Funds</b>			<b>431,255</b>		<b>308,388</b>

The accounting policies and notes on pages 25 to 37 form a part of these financial statements.

These accounts have been prepared in accordance with the special provisions of Part XV of the Companies Act 2006 relating to small companies.

Under the Companies Act 2006, s454, on a voluntary basis, the directors can amend these financial statements if they subsequently prove to be defective.

Approved and authorised for distribution, by the Management Committee and signed on its behalf by:



Tajinder Gill, Treasurer

Approved on: 26 September 2023

Company number: 03121679

Statement of Cash Flows  
For the year ending 31 March 2023

	Notes	2023 £	2023 £	2022 £	2022 £
Net income/(expenditure)			25,682		(69,310)
Adjustments:					
- Investment income			(596)		(36)
- Depreciation			576		576
- Pension fund			97,185		35,000
- (Increase) in debtors		(164,198)		(9,681)	
- Increase in creditors		118,340	(45,858)	(80,146)	(89,827)
Net cash generated by operating activities			76,989		(123,597)
Cash provided by investing activities					
- Investment income			596		36
- Capital expenditure			-		-
Increase/(Decrease) in cash and cash equivalents in the year			77,585		(123,561)
Cash and cash equivalents at the beginning of the year			337,392		460,953
Cash and cash equivalents at the end of the year			<b>414,977</b>		<b>337,392</b>
Cash on deposit (less than 3 months)			412,555		335,577
Cash on current account and in hand			2,422		1,815
Total cash and cash equivalents			<b>414,977</b>		<b>337,392</b>

## Notes to the Financial Statements

### Legal status

The Foundation is a company limited by guarantee and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £10 per member of the charity.

#### 1. Accounting policies

##### Basis of financial statements

The financial statements are 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) (effective 1 January 2022) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006. The financial statements are presented in sterling, which is also the functional currency of the charitable company. The financial statements are presented to the nearest £1.

Race Equality Foundation meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

##### Going concern

It is the opinion of the Trustees that the use of the going concern basis of accounting is appropriate because:

- ◆ there are no material uncertainties relating to events or conditions that may cast significant doubt about the ability of the charitable Company to continue as a going concern;
- ◆ there is reasonable expectation that the charitable Company has adequate resources to continue in operational existence for the foreseeable future.

##### Income recognition

Income is recognised in the period in which the charity has entitlement, it is probable that the income will be received, and the amount of the income receivable can be measured with reasonable certainty.

Income from grants and service agreements, including capital grants, is included in income when these are receivable, except as follows:

- ◆ When funders specify that grants and monies given to the charity must be used in future accounting periods, the income is deferred to those periods.
- ◆ When funders impose conditions which have to be fulfilled before the charity becomes entitled to use such income, the income is deferred and not included in income until the pre-conditions for use have been met.
- ◆ When funders specify that grants and similar monies, including capital grants, are for particular purposes, which do not amount to pre-conditions regarding entitlement, the income is included in income as restricted funds when receivable.
- ◆ For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted; the estate has been finalised and notification has been made by the executor(s) to the Foundation that a distribution will be made; or when a distribution is received from the estate.
- ◆ Donated services are accounted for as income, with an equivalent amount accounted for as resources expended, when the value of services is material.

##### Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably and includes any attributable VAT.

## Notes to the Financial Statements

### **Expenditure (continued)**

Expenditure is classified under the following activity headings:

- ◆ The costs of generating funds include the salaries, direct costs and overheads associated with generating voluntary income.
- ◆ The costs of charitable activities comprise expenditure on the charity's primary charitable purposes of promoting good race relations and, therefore, endeavouring to eliminate discrimination on the grounds of race.
- ◆ Governance costs are the costs associated with the governance arrangements of the charity including audit/independent examination costs and the necessary legal procedures for compliance with statutory requirements.
- ◆ Direct costs include the costs of printing materials expensed as incurred. No account is taken of any stock which exists at period end.

Certain costs, including central functions have been apportioned between the above headings using bases consistent with the use of resources, mainly on the basis of project staff costs.

### **Tangible fixed assets**

All assets costing more than £500 and with an expected useful life exceeding one year are capitalised.

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life:

- ◆ Leasehold improvements: 20% per annum;
- ◆ Computer equipment 33% of cost and fixtures & fittings 25% per annum on reducing balance method;
- ◆ Office equipment and restricted fund equipment: 20 - 25% per annum on reducing balance method

### **Fund accounting**

Funds held by the charity are as follows:

- ◆ Unrestricted funds comprise those monies which may be used towards meeting the charitable objectives of the charity and which may be applied at the discretion of the Management Committee.
- ◆ Restricted funds are monies raised for, and their use restricted to, a specific purpose, or donations subject to donor-imposed conditions.

Further explanation of the nature and purpose of each of the restricted funds is included in the notes to the accounts.

### **Leased assets**

Rentals applicable to operating leases, where substantially all of the benefits and risks of ownership remain with the lessor, are charged to profit and loss on a straight-line basis over the lease term.

### **Pension costs**

The charity contributes to the Local Government Pension Scheme ("LGPS") a multi-employer defined benefit pension scheme, providing benefits based on final pensionable pay, or career average pay, for certain employees. LGPS is administered by Essex County Council in accordance with the Local Government Pension Scheme Regulations 2013 (as amended). The assets of the scheme are held and managed separately from those of the charity. An actuarial valuation of the scheme is obtained triennially and is updated, using a roll forward approach, at each subsequent reporting date.

The expected cost of providing pensions, as calculated annually by professionally qualified actuaries, is charged to the Statement of Financial Activities so as to spread the cost of pensions over employees' working lives with the charity. Cash contributions are determined by the actuaries and agreed with the trustees at each triennial valuation in order to fund the scheme over the next three years and are expressed as a percentage of current and expected future pensionable payroll.

## Notes to the Financial Statements

### **Pension costs (continued)**

In accordance with FRS 102, the following elements are reported in the Statement of Financial Activities:

- i. the service costs of pension provision relating to the period, together with the cost of any benefits relating to past service (allocated to staff costs);
- ii. the net interest, which is calculated by applying the discount rate to the net balance of the defined benefit obligation and the fair value of plan assets, is recognised as a finance cost; and
- iii. actuarial gains and losses arising from experience adjustments and changes in actuarial assumptions are charged or credited to other comprehensive income. These amounts together with the return on plan assets, less amounts included in net interest, are disclosed as "Re-measurement of the pension fund net defined liability".

A liability recognised in the balance sheet in respect of the defined benefit plan would be the Foundation's share of the present value of the defined benefit obligation less the fair value of the plan assets as determined by the actuaries at the reporting date. If the present value of the defined benefit obligation at the reporting date is less than the fair value of plan assets at that date, the plan has a surplus. An entity shall recognise a plan surplus as a defined benefit plan asset only to the extent that it is able to recover the surplus either through reduced contributions in the future or through refunds from the plan.

For certain employees, the charity contributes to the NEST defined contribution workplace pension scheme.

### **Stock**

Costs of facilitators and parent manuals are expensed as incurred.

### **Financial instruments**

The charity only has financial assets and liabilities of a kind that qualify as basic financial instruments except for the pension asset (see above and note 14). Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

### **Debtors**

Trade and other debtors are recognised at the settlement amount due. Expenditure that may benefit a period of time is measured on a time apportionment basis and classified as a prepayment.

### **Creditors**

Creditors are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors are recognised at their settlement amount.

### **Cash at bank and in hand**

Cash at bank and in hand includes cash and short-term deposits with a maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

### **Foreign currencies**

Transactions in foreign currencies are recorded at the rate of exchange ruling at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies are translated at the rate of exchange ruling at the balance sheet date. All differences are taken to the Statement of Financial Activities.

### **Key judgements and estimations**

## Notes to the Financial Statements

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. There is a significant risk of material adjustment in respect of the defined benefit pension asset/liability within the next reporting period due to any changes in the assumptions used (see note 14) in either the actuary's triennial or annual roll forward valuations.

<b>2. Income from charitable activities</b>	Restricted funds	Unrestricted funds	<b>2023 Total funds</b>	2022 Total funds
	£	£	£	£
<b>Grants</b>				
Dept. of Health – Health and Wellbeing	92,681	-	92,681	92,681
London Borough of Waltham Forest: Parental conflict	42,000	-	42,000	-
Barnardo’s Trauma and Racism Project	20,000	-	20,000	-
Burdett Trust for Nursing grant	179,400	-	179,400	-
SFSC Randomised Control Trial	93,693	-	93,693	84,050
SFSC London Borough of Waltham Forest	-	-	-	48,516
SFSC London Borough of Westminster	76,797	-	76,797	70,500
SFSC Cookham Wood	-	-	-	1,660
SFSC City of London	-	-	-	300
SFSC - Other	73,413	-	73,413	78,659
The Health Foundation – Collaboration for Wellbeing and Health	-	-	-	24,216
ADAPT Study	4,448	-	4,448	18,320
<b>Other income</b>				
SFSC Training and reference material	-	172,438	172,438	176,586
Consultancy	-	259,540	259,540	152,910
	<b>582,432</b>	<b>431,978</b>	<b>1,014,410</b>	<b>748,398</b>
<b>2022</b>	<b>418,902</b>	<b>329,496</b>	<b>748,398</b>	

## Notes to the Financial Statements

<b>3. Expenditure on charitable activities</b>	Central core costs (Refer to note 4)	Staff costs (Refer to note 6)	Direct operating costs	<b>2023 Total</b>	2022 Total
	£	£	£	£	£
Dept. of Health – Health and Wellbeing	16,818	71,623	4,281	92,722	92,802
London Borough of Waltham Forest: Parental conflict	5,667	24,133	13,305	43,105	-
Barnardo’s Trauma and Racism Project	3,809	16,221	-	20,030	-
Burdett Trust for Nursing Grant	5,373	22,880	65,139	93,392	-
NHS England – Learning disabilities	-	-	-	-	47,945
SFSC Randomised Control Trial	9,980	42,500	41,328	93,808	84,753
SFSC London Borough of Waltham Forest	-	-	-	-	48,986
SFSC London Borough of Westminster	8,320	35,434	33,491	77,245	71,066
SFSC Cookham Wood	-	-	-	-	1,873
SFSC City of London	-	-	-	-	-
SFSC - Other	13,990	59,580	-	73,570	78,713
The Health Foundation – Collaboration for Wellbeing and Health	-	-	-	-	32,457
The Baring Foundation – Inclusion in Arts and Mental Health activities	-	-	-	-	7,022
ADAPT Study	867	3,693	-	4,560	21,977
SFSC Training and reference material	2,970	12,647	88,274	103,891	41,089
Consultancy	81,561	270,686	41,722	393,969	335,261
Coronavirus Job Retention Scheme furloughed staff costs	-	-	-	-	3,356
	149,355	559,397	287,540	996,292	867,300
<b>2022</b>	<b>167,161</b>	<b>539,635</b>	<b>160,504</b>	<b>867,300</b>	

<b>4. Support and governance costs</b>	<b>2023</b>	2022
	£	£
<b>Further analysis</b>		
Premises costs	80,952	85,540
Communication costs	4,948	3,458
Legal and other professional fees including consultancy	15,929	15,766
Pension scheme		
- Current service cost	68,000	71,000
- Interest cost (net of return on scheme assets)	(12,000)	1,000
- Contributions paid & allocated in Staff costs	(41,000)	(39,000)
- Administration expense	3,000	2,000
Office costs	26,096	25,665
Depreciation	576	576
Other costs	2,854	1,156
	149,355	167,161

The above support costs are allocated to charitable activities on the basis of project staffing costs.

## Notes to the Financial Statements

### 5. Net income/ (expenditure) for the year

This is stated after charging:

	2023 £	2022 £
Depreciation	576	576
Governance Costs:		
- Trustees' expenses	765	-
- Auditors' remuneration (excluding VAT)	5,850	-
- Independent examination (excluding VAT)	-	1,800
Rentals under operating leases:		
- Property (excluding VAT)	55,258	55,258
- Equipment (excluding VAT)	666	666

### 6. Staff costs and numbers

Staff costs during the year were as follows:

	2023 £	2022 £
Salaries	460,540	448,551
Social security costs	45,094	41,840
Pension costs	49,935	46,604
Staff training & welfare costs	3,828	2,640
	559,397	539,635

One employee earned over £60,000 (including taxable benefits but excluding employer pension contributions) during the year (2023: One).

The total employee benefits of the key management personnel of the Foundation (Chief Executive Officer) were £87,238 (2022: £81,186).

The average number of employees during the year was as follows:

	2023 No	2022 No
Chief Executive Officer	1	1
Project staff	11	12
Management and administrative staff	1	1
	13	14

The Government's Coronavirus Job Retention Scheme was not available during the year, so no grants were received in respect thereof (2022: £1,525). Consequently, no payments were made (2022: £3,356)

### 7. Management Committee members' remuneration/expenses

None of the Trustees received any remuneration during the year (2022: £Nil).

During the year, travel and subsistence expenses incurred in the performance of their duties claimed by and reimbursed to Trustees was £765 (2022: Nil).

## Notes to the Financial Statements

### 8. Taxation

The Foundation is a registered charity and therefore is not liable to income tax or corporation tax on income derived from its charitable activities, as it falls within the various exemptions available to registered charities. The Foundation is registered for VAT.

9. Tangible fixed assets	Leasehold Improvements	Furniture & Fixtures	Plant & Machinery	Office Equipment	Restricted Fund Equipment	Total
	£	£	£	£	£	£
<b>Cost</b>						
At 1 April 2022	44,018	3,631	10,932	13,919	4,870	77,370
Additions	-	-	-	-	-	-
Disposals	-	-	-	-	-	-
At 31 March 2023	44,018	3,631	10,932	13,919	4,870	77,370
<b>Depreciation</b>						
At 1 April 2022	44,017	3,631	10,932	13,126	4,870	76,576
Charge for year	-	-	-	576	-	576
At 31 March 2023	44,017	3,631	10,932	13,702	4,870	77,152
<b>Net book values</b>						
At 31 March 2022	1	-	-	793	-	794
At 31 March 2023	1	-	-	217	-	218

10. Debtors	2023 £	2022 £
Fees receivable	164,824	55,251
Prepayment and other debtors	56,103	80,663
Defined benefit pension fund contributions	26,395	-
a) Debtors due within one year	247,322	135,914
b) Debtors due in more than one year: Defined benefit pension fund contributions	52,790	-

Included within other debtors is a rent deposit of £10,414 which might be repayable after more than one year dependent on negotiations with the landlord.

11. Creditors: amounts falling due within one year	2023 £	2022 £
Trade creditors	20,087	26,421
Social security and other taxes	13,330	12,539
Value Added Tax	22,366	6,268
Pension contributions	6,003	5,790
Deferred income	166,872	66,310
Accruals and sundry creditors	55,394	48,384
	284,052	165,712

## Notes to the Financial Statements

### 11a Deferred Income

	2023 £	2022 £
Deferred Income brought forward	66,310	107,494
Released to income in the year	(66,310)	(107,494)
Deferred income in the year	166,872	66,310
Deferred Income carried forward (See note 11)	166,872	66,310

### 12. Restricted and Unrestricted funds

During the year to 31 March 2023 the funds of the charity included restricted funds held on trusts to be applied for specific purposes. The Trustees Report contains a fuller description of the individual activities. The programmes delivered were as follows:

	At 1 April 2022 £	Income £	Expenditure £	Transfer of Funds £	At 31 March 2023 £
<b>Revenue funding</b>					
Dept. of Health – Health and Wellbeing (why wellbeing is relevant to health policy)	-	92,681	(92,722)	41	-
Barnardo’s Trauma and Racism Project (investigate the impact of trauma & racism on BAME young people, children and families)	-	20,000	(20,030)	30	-
Burdett Trust for Nursing (high blood pressure amongst Black African and Caribbean people)	-	179,400	(93,392)	-	86,008
SFSC Randomised Control Trial (evaluating the effectiveness of parenting programmes)	-	93,693	(93,808)	115	-
SFSC parenting programmes for					
- London Borough of Waltham Forest	-	42,000	(43,105)	1,105	-
- London Borough of Westminster	-	76,797	(77,246)	449	-
- Other	-	73,413	(73,571)	158	-
ADAPT Study	-	4,448	(4,560)	112	-
Total restricted funds	-	582,432	(498,434)	2,010	86,008
Total unrestricted funds					
- General fund	308,388	439,542	(497,858)	15,990	266,062
- Pension reserve	-	-	97,185	(18,000)	79,185
Total funds	308,388	1,021,974	(899,107)	-	431,255

### Fund balances at 31 March

Are represented by:

- Tangible fixed assets	-	218	218	794
- Current assets due within one year	86,008	576,291	662,299	473,306
- Current assets due in more than one year	-	52,790	52,790	-
- Creditors: amounts falling due within one year	-	(284,052)	(284,052)	(165,712)
Total net assets	86,008	345,247	431,255	308,388
	2022	-	308,388	308,388

## Notes to the Financial Statements

### 14 Pension commitments

For certain employees, Race Equality Foundation participates in a defined benefit multi-employer scheme with the assets held in a fund (Essex Pension Fund) administered by Essex County Council. The pension benefits are provided by the Local Government Pension Scheme ("LGPS"). The contributions are determined by independent qualified actuaries based on triennial valuations. The last triennial valuation was carried out as at 31 March 2022 by Barnett Waddingham LLP which determined that the charity's contribution rate should be reduced from 23.0% to 10.0% for the 3 years commencing 1 April 2023 due to a £1 million funding surplus.

Barnett Waddingham LLP were engaged by the Trustees to assess and provide the balance sheet and funding status disclosures to be made by the Race Equality Foundation as at 31 March 2023 in respect of its pension obligations under the LGPS. This information, reported on 17<sup>th</sup> May 2023, shows a net surplus of £1,901,000 as at 31 March 2023 (2022: £431,000). In accordance with the provisions of the Charities SORP (FRS102) the criteria for recognition are either/or a cash refund or reduced future contributions. The defined benefit asset of £79,185 recognised in these financial statements is an estimate of the impact of reduced contributions for the next three years. The difference between the accounting valuation and the reduced future contributions is recognised by the recording of an increase in the "asset ceiling adjustment" of £(1,390,815) in the "Other recognised gains and losses" section of the financial statements.

#### Financial Reporting Standard 102 – Retirement Benefits

Total LGPS pension contributions charged during the year amounted to £41,000 (2022: £39,000). Contributions totalling £4,457 in respect of LGPS (2022: £4,172) were payable to the fund at the year end and are included in creditors.

The major assumptions used by Barnett Waddingham LLP were as follows:	2023 %	2022 %
Rate of increase in salaries	3.90	4.20
Rate of increase in pensions (CPI)	2.90	3.20
Discount rate	4.80	2.60

The mortality assumptions used were:	2023 Years	2022 Years
Longevity at age 65 retiring today		
- Males	21.1	21.6
- Females	23.5	23.7
Longevity at age 65 retiring in 20 years		
- Males	22.3	23.0
- Females	25.0	25.1

Notes to the Financial Statements

**14 Pension commitments (continued)**

The estimated asset allocation in the scheme and present value of scheme liabilities were:	2023 £000	2022 £000
Equities	2,734	2,829
Gilts	69	112
Other bonds	0	206
Property	389	386
Cash/temporary investments	153	120
Alternative assets	751	582
Other managed funds	650	476
Far value of scheme assets (bid value)	4,746	4,711
Present value of scheme liabilities	(2,845)	(4,280)
Net asset/(liability)	1,901	431

The reconciliation of opening and closing balances of the present value of the defined benefit obligation is as follows:	2023 £000	2022 £000
Opening defined benefit obligation	4,280	4,366
Current service cost	68	71
Interest cost	110	87
Change in financial assumptions	(1,384)	(183)
Change in demographic assumptions	(67)	-
Experience loss/(gain) on defined benefit obligation	(91)	8
Estimated benefits paid (net of transfers in)	(85)	(82)
Contribution by scheme participants	14	13
Closing defined benefit obligation	2,845	4,280

A sensitivity analysis of scheme liabilities to a change in discount rates on the defined benefit obligation and projected service cost, together with a +/- 1 year age rating adjustment to the mortality assumption is as follows:

	£000	£000	£000	£000	£000
Adjustment to discount rate	+ 0.5%	+ 0.1%	0.0%	- 0.1%	- 0.5%
- Present value of total obligation	2,654	2,805	2,845	2,886	3,058
- Projected service cost	33	36	37	38	42
Adjustment to long term salary increase assumptions	+ 0.5%	+ 0.1%	0.0%	- 0.1%	- 0.5%
- Present value of total obligation	2,877	2,851	2,845	2,839	2,814
- Projected service cost	37	37	37	37	37
Adjustment to pension increases and deferred revaluation	+ 0.5%	+ 0.1%	0.0%	- 0.1%	- 0.5%
- Present value of total obligation	3,029	2,880	2,845	2,811	2,681
- Projected service cost	42	38	37	36	33
Adjustment to life expectancy assumptions	+ 1 year		None		- 1 year
- Present value of total obligation	2,949		2,845		2,745
- Projected service cost	38		37		36

## Notes to the Financial Statements

### 14 Pension commitments (continued)

The reconciliation of fair value of scheme assets is as follows:	2023 £000	2022 £000
Opening fair value of scheme assets	4,711	4,314
Interest on assets	122	86
Return on assets less interest	(105)	343
Other actuarial gains/(losses)	51	-
Administration expenses	(3)	(2)
Contributions by employer including unfunded	41	39
Contributions by fund participants	14	13
Estimated benefits paid (net of transfers in and including unfunded)	(85)	(82)
Far value of scheme assets (bid value)	4,746	4,711
Asset ceiling adjustment	(1,822)	(431)
Closing fair value of scheme assets	2,924	4,280

The reconciliation of scheme assets and liabilities is as follows:	Assets £000	Liabilities £000	Total £000
At 1 April 2022	4,280	(4,280)	-
Benefits paid	(85)	85	-
Employer contributions	41	-	41
Fund participant contributions	14	(14)	-
Current service cost	-	(68)	(68)
Administration expense	(3)	-	(3)
Interest income/(expense)	122	(110)	12
Experience gain on defined benefit obligation	-	91	91
Other actuarial gains/(losses)	51	-	51
Re-measurement gains/(losses)			
- Change in financial assumptions	-	1,384	1,384
- Change in demographic assumptions	-	67	67
- Return on plan assets excluding interest income	(105)	-	(105)
- Asset ceiling adjustment	(1,391)	-	(1,391)
At 31 March 2023	2,924	(2,845)	79

### 15 Financial commitments

At 31 March 2023 the charity had the following future minimum lease payments under non-cancellable operating leases for the following periods:

Payments due	Land and buildings		Other	
	2023 £	2022 £	2023 £	2022 £
Not later than one year	-	-	666	555
Later than one year and not later than five years	-	-	-	-
Total	-	-	666	555

Negotiations with the landlord continue for the continued occupation of the offices

## Notes to the Financial Statements

### 16 Liability of members

Members of the charitable company guarantee to contribute an amount not exceeding £10 to the assets of the charitable company in the event of winding up. There are 10 members as at the current year end of 31 March 2023, and there were 9 members at the end of 2022.

### 17 Ultimate controlling party

In the opinion of the Trustees there is no ultimate controlling party of the charity.

### 18 Related party transactions

There have been no related party transactions in the reporting period that require disclosure other than the re-imburement of Trustees travelling expenses (see Note 7).

### 19 Comparative Statement of Financial Activities (2022)

	Notes	Restricted funds	Unrestricted funds	2022 Total funds	2021 Total funds
		£	£	£	£
<b>Income</b>					
Donations and legacies - Donations		-	48,031	48,031	21,082
Income from charitable activities					
- Promoting good race relations	2	418,902	329,496	748,398	1,237,030
- Coronavirus job retention scheme	6	-	1,525	1,525	38,676
Investment income		-	36	36	205
<b>Total income</b>		<b>418,902</b>	<b>379,088</b>	<b>797,990</b>	<b>1,296,993</b>
<b>Expenditure</b>					
Expenditure on charitable activities					
- Promoting good race relations	3	487,594	379,706	867,300	1,180,239
<b>Total expenditure</b>		<b>487,594</b>	<b>379,706</b>	<b>867,300</b>	<b>1,180,239</b>
<b>Net income for the year</b>		<b>(68,692)</b>	<b>(618)</b>	<b>(69,310)</b>	<b>116,754</b>
Transfer of Funds		8,550	(8,550)	-	-
<b>Other recognised gains and losses:</b>					
<b>- Re-measurement of the pension fund net defined liability</b>					
--Change in financial assumptions		-	175,000	175,000	(799,000)
--Return on plan assets excluding interest income		-	343,000	343,000	885,000
--Asset ceiling adjustment	14	-	(431,000)	(431,000)	-
<b>Net income and net movement in funds for the year</b>		<b>(60,142)</b>	<b>77,832</b>	<b>17,690</b>	<b>202,754</b>
<b>Fund balances brought forward</b>		<b>60,142</b>	<b>230,556</b>	<b>290,698</b>	<b>87,944</b>
<b>Fund balances carried forward</b>		<b>-</b>	<b>308,388</b>	<b>308,388</b>	<b>290,698</b>

**RACE EQUALITY FOUNDATION**

England & Wales - Charity number 1051096

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# Accounts

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**Race Equality Foundation**

Annual Report and Financial Statements

31 March 2022

Company Limited by Guarantee

Registration Number 03121679 (England and Wales)

Charity Registration Number 1051096

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## Reference and administrative details of the charity, its Management Committee and its advisers

<b>Status</b>	The organisation is a charitable company limited by guarantee registered as a charity on 29 November 1995, and incorporated on 20 March 1997.
<b>Management Committee</b>	<p>C Pennie – Trustee and Chair (resigned 20<sup>th</sup> July 2022)</p> <p>K Woodley – Trustee and Chair (appointed 19<sup>th</sup> May 2022)</p> <p>J Lane – Trustee and Vice Chair (resigned 20<sup>th</sup> July 2022)</p> <p>R Karim – Trustee and Company Secretary (resigned 20<sup>th</sup> July 2022)</p> <p>J Dumont-Barter – Trustee (resigned 20<sup>th</sup> July 2022)</p> <p>A Chowdry – Trustee and Company Secretary (resigned 20<sup>th</sup> July 2022)</p> <p>C Farquharson – Trustee</p> <p>T Gill – Trustee and Treasurer</p> <p>G Randhawa – Trustee</p> <p>M Owusu – Trustee</p> <p>R Anand – Trustee (appointed 19<sup>th</sup> May 2022)</p> <p>J Jutti-Johal – Trustee (appointed 19<sup>th</sup> May 2022)</p> <p>P Lawson – Trustee (appointed 19<sup>th</sup> May 2022)</p> <p>D Mbeutcha – Trustee (appointed 19<sup>th</sup> May 2022)</p> <p>A Pinto – Trustee (appointed 19<sup>th</sup> May 2022)</p>
<b>Registered office and operational address</b>	<p>Unit 17 Deane House Studios</p> <p>27 Greenwood Place</p> <p>London</p> <p>NW5 1LB</p>
<b>Company registration number</b>	03121679 (England and Wales)
<b>Charity registration number</b>	1051096
<b>Independent Examiner</b>	<p>McBrides Accountants LLP</p> <p>Nexus House</p> <p>2 Cray Road</p> <p>Sidcup</p> <p>Kent</p> <p>DA14 5DA</p>
<b>Actuaries</b>	Barnett Waddingham LLP

## **Introduction**

In the context of the continuing impact of the Covid-19 pandemic and a challenging policy and funding environment the Race Equality Foundation has continued in 2021-22 to progress the promotion of race equality by supporting Black, Asian and Minority Ethnic individuals, families and communities. At the same time we showed how health and care policy and practice can be improved and then working with with a range of partners to amplify our evidence-based policy and practice messages.

Importantly, in 2021-22 we have continued to strengthen the Foundation finances and have carried out a major refresh of the trustees.

This part of the annual report and accounts will detail some of our achievements, including setting out the public benefit. We will also provide the report of the management committee.

## **Health and care**

We were successful in our application to join the refreshed Health and Wellbeing Alliance (HWA), now facilitated by Department of Health and Social Care (DHSC), NHS England (NHSE) and the Office for Health Improvement and Disparities. This allowed us to build on ensuring the response to Covid-19 addressed the inequalities we had identified in 2020-21, including ensuring that the roll out of the vaccine programme reached all communities, a key part of which was to address the vaccine scepticism of some communities. Beyond helping shape the messaging from NHS England, we continued to work with local voluntary and community organisations to share resources and information on the efficacy of the vaccine and how to access it.

We continue to feed into policy developments. One example was that we worked with colleagues at Friends, Families, Travellers, to hold a workshop on Core20PLUS5 to give information about the campaign, discuss strengths and weaknesses, and how HWA members can contribute to ensure health inequalities are addressed adequately by Independent Care Systems (ICSs). As a result we formulated a letter which stated how HWA can contribute and areas we think need strengthening which was sent to Dr Bola Owolabi, NHS Director of Health Inequalities, and her team. The response was well received, with it being circulated to policy leads taking forward work on severe mental health and improving access to primary care. This also led to Jabeer Butt (our Chief Executive) being invited to join the user group developing the Health Inequalities Improvement Dashboard, a digital tool that is going to provide real-time data on the use and take-up of NHS services for geographical and health areas which can be disaggregated by ethnicity and a range of other protected characteristics.

Influencing opportunities arise also through involvement in various committees. For example, we attend the Independent Oversight and Advisory Group (IOAG) that provides assurance to the mental health programme at NHS England and is chaired by Paul Farmer, chief executive of MIND. The IOAG is also the sponsoring committee for the Advancing Mental Health Inequalities Taskforce, which we also sit on. With the former we have been leading the challenge on how the expansion of the mental health workforce agreed by the NHS Long Term Plan is going to be accompanied by a more diverse workforce. We secured a commitment from Health Education England that they will present a report showing what progress has been made and, after repeated pressures, the report was finally presented. This showed that there had been some progress in diversifying the workforce, but that this was uneven and there was a commitment that the proposed work mental health workforce plan would identify actions that would be taken.

With the Taskforce we have led the challenge to ensure that actions taken actually address race equality, such as the roll out of advocacy pilots. A key achievement has been that NHS England has begun a programme of work to develop more robust ethnicity data and metrics, including improving the accuracy and completeness of the Mental Health Services Data Set data. We have been providing advice on what the issues are as well as how they can be resolved, including the development of guidance, and how the data can be used. Whilst this appears to be a mundane activity, the accuracy and the completeness of ethnicity recording in health data sets is fundamental to progressing racial equality through the use of evidence.

We continue to work with voluntary sector colleagues, through networks such as Dementia Alliance for Culture and Ethnicity and National, Black, Asian, Mixed Race and Minority Ethnic Transplant Alliance (NBTA), which focuses on blood and organ donation, at the same time as working with local and grassroots organisations. We have been in conversation with Voluntary, Community and Social Enterprise organisations to gather intelligence. This has included Croydon BME Forum, Caribbean and African Health Network, The Black Health Initiative, Wai Yin Chinese Society, Asian Resource Centre Croydon, Bristol Black Carers, Sickle Cell Society, African Caribbean Leukaemia Trust, Subco Trust and the Bristol Somali Resource Centre. The focus has been on the take-up of the COVID vaccine, as well as the booster campaign. Many of the organisations have been running local 'information' sessions on the vaccine, often with local GPs or public health professionals and, on occasion, with national figures. One did note they have failed to secure local funding and therefore have limited their activities to 'one to one' work. Two have reiterated that their aim is to share information and allow their communities to make their own mind up, but not to 'persuade'. We have shared these observations with NHS England and DHSC in our catch-ups.

We have also delivered a number of projects. We have completed work on an NHS England commissioned project on the experiences of Black, Asian and Minority Ethnic people with a learning disability. To deliver this work, we worked with Learning Disability England to establish a Co-production Steering group. This group, which included Black, Asian and Minority Ethnic people with a learning disability, carers as well as people from organisations supporting them, continued to meet and collaborate in 2021-22. All progress has been reported back to the group and feedback received has supported the development of all aspects of the project. Group members agreed that there should be scope for future meetings, should the need arise. During Co-production meetings, members have shared advice, contacts, resources and personal experiences that have facilitated this. This has been incorporated into the report for NHS England and NHS Improvement, as well as contributing to the advocacy work of Learning Disability England. As a result, we produced a report reviewing national and international literature and evidence. The review focused on learning disability literature over the past 20 years in the UK (with a few references to evidence from the USA). This report is the first of its kind for several years and is with the NHS England's Learning Disability team.

#### *Reablement*

As part of our Health and Wellbeing Alliance work we carried out a project on reablement services which involved a scoping literature review, a survey of voluntary organisations to identify examples of better practice and interviews with those providing services. Our report focussed on reablement services for people living with dementia from Black, Asian and Minority Ethnic communities. It is well known that these communities experience inequalities in dementia care from diagnosis and access to services to assumptions about carers. The review demonstrated a lack of evidence specifically addressing the appropriateness or effectiveness of reablement services for people living with dementia from minority ethnic communities. Evidence on generic reablement services

demonstrated a mixed picture in terms of the delivery of services, with variation in staffing and skill mix, content of services, referral pathways and eligibility.

Key themes which arose which impact Black, Asian and Minority Ethnic people living with dementia became evident. The workforce is fundamental to the success of reablement, including interdisciplinary working and effective communication, there was a lack of evidence on reablement training, including specialist dementia knowledge and cultural competence.

Personalisation and person-centred care is key to delivering effective reablement, outside of collaborative goal setting, there was again a lack of evidence on what this looks like. The exclusion criteria set by some services exclude people with severe dementia and potentially exacerbate existing inequalities due to Black, Asian and Minority Ethnic people often receiving a delayed diagnosis. Individual and contextual factors such as motivation, deprivation and housing, potentially affect the success of reablement; it is known that Black, Asian and Minority Ethnic people often live in deprived areas and experience housing deprivation. We recommended more research is done into reablement for Black, Asian and Minority Ethnic people living with dementia to ensure it is a safe and effective intervention. In submitting the report, our DHSC policy lead commented: *A really interesting read although some of the case studies/quotes make for unhappy reading given the challenges people are describing.* We used the report to inform our contribution to the forthcoming Government Dementia Strategy and we plan to publish the report.

#### *Severe Mental Illness and Physical Health Checks*

Evidence suggests that people with severe mental illness die earlier and that this is often the result of physical ill-health. With the development of the NHS Long Term Plan and the Core20Plus health inequalities strategy, there has been a push to increase the take-up of physical health checks by people with severe mental illness. Our project aimed to address health inequalities by developing a better understanding of the take up of these health checks by people with severe mental illness from Black African and Caribbean communities. An initial scoping of the literature demonstrated a lack of detail around whether Physical Health Checks (PHCs) are accessible and appropriate for this population. It also demonstrated the need for direct engagement with this group to hear their experiences and views.

Through partnering with three Black African and Caribbean-led voluntary organisations, engagement took place with 35 people they support and 12 members of staff. The main points which arose from consultation with people with severe mental illness (“SMI”) included: a variation in awareness of PHCs, with significantly lower awareness in some locations; a lack of engagement from health professionals with regards to discussing PHCs and why they are important; and what measures could be implemented to support people to attend PHCs. The focus groups with staff corroborated some of these findings, particularly the mixed levels of awareness and the need for more information sharing. They revealed a number of challenges around take up of PHCs including accessing primary care due to stigma, difficulties making appointments, substance use and for those not in the care of secondary services, being underserved.

The role of the voluntary organisation was also discussed, with their specialist knowledge they are well placed to bridge the gap between them, the people they support and statutory services. However, poor communication and lack of funding meant this avenue was not being explored effectively in all areas. Lastly, a lack of cultural awareness and fears of being sectioned again meant people were apprehensive about using services. Throughout these engagements several recommendations were suggested by people and staff, many of which focus on improving awareness and supporting attendance.

We have presented the findings of the project as part of a wider webinar on severe mental illness and inequalities in health care aimed at mental health providers with over 300 attendees. Bola Owolabi, the Director of Health Inequalities for NHSE wrote, 'The work you & REF are doing is of huge importance to me and I appreciate the thoroughness with which the work has been done. Great to see you sharing these important insights with a wider audience today on the SMI webinar. As I mentioned yesterday, I'm keen for other programme directors across NHSE to also hear the findings so we can mobilise greater effort to address the gaps found'. There has been a meeting arranged between the Health Inequalities team and HWA system partners to arrange for the findings to be shared more widely. We have also been contacted by webinar attendees who are working to ensure inclusivity within the service they offer to learn more about the project. We plan to publish the report and build on this work in 2022-23.

In addition to completing our work on the Race Equity Collaboratives, funded by the Health Foundation, and which produced evidence-based briefings on Disability, Education, Children and families, Mental health and wellbeing, Housing, Employment, Older people and Long-term conditions, we carried out a range of projects. For Camden Council we carried out a study of the experiences of Black, Asian and Minority Ethnic people with Autism and their carers. We worked with Centre for Ageing Better to review their report as a result of the Good Homes Inquiry and helped them with the production of Ageing, Inequality and Ethnicity evidence cards. With the Early Intervention Foundation we started a research project looking at the experience of family support services for those Black, Asian and Minority Ethnic families with children, which will report in 2022-23. We continued to work with colleagues at University College London on the extension of the Virus Watch Study, with the extension focusing on minority ethnic and migrant communities. We also built on our work with NHS England's Health and Justice Team, to develop some training materials. In addition, we supported the Centre on the Dynamics of Ethnicity in implementing their EVENS (Evidence for Equality National Survey) and we worked with University of the West of England in the production of the ADAPT toolkit aimed at improving the support available to South Asian people living with Dementia and to be launched in 2022-23.

Long standing discussions with Impact on Urban Health (IOUH) led to our involvement in a co-produced piece of research on parenting programmes exploring the views and experiences of parents resident in Lambeth and Southwark. This was a unique approach using community researchers working in partnership with two parenting programmes; Strengthening Families, Strengthening Communities ("SFSC") and Empowering Parents, Empowering Communities ("EPEC") and was facilitated by Shift Design and Hello Brave. Three of our SFSC team were involved in data collection. Interviews were carried out with 28 parents and 12 local stakeholders and a report was produced and shared with all who took part. The report has been published by IOUH.

In the financial year ending 2021, the Race Equality Foundation were funded by Public Health England with the support of Men's Health Forum and Association of Mental Health Providers to develop a learning resource which could be used as a training or self-study tool to reduce parental conflict - so 'harmful' non-violent conflict (defined as 'frequent, intense and poorly resolved').

The project included a call for evidence from organisations and professionals working with families, with experience of interventions around 'harmful conflict' and, from adults and children with lived experience of conflict. We asked for examples of good or promising practice and the challenges, barriers or additional needs for those with lived experience in identifying and accessing support and resources.

This work also included meeting with key stakeholders, parents and young people, to review the evidence, discuss themes and focus on better practice models as well as with public health nurses and nursing education professionals to understand their needs, knowledge, ways of learning and contact with parents and young people.

This toolkit was completed and launched in June 2021 and was promoted widely including by One Plus One, the national relationship agency and the Department of Work and Pensions who also asked us to present at several networking events.



We have built on this work in a number of ways including by developing a supplement to our Strengthening Families Strengthening Communities Programme to support facilitators working with parents to identify parental conflict and support parents to identify and resolve conflict. Further, we have developed a one day training programme for SFSC trained practitioners to explore how to address parental and wider family conflict in their delivery of the programme. Local authorities are being encouraged to invest in this training as part of the workforce development programme funded under the DWP's Reducing Parental Conflict programme.

*It was just the best training in solidifying how RPC integrates into SFSC and the parenting principles. After Friday I had complete clarity and now feel extremely confident to go on and train and use in practice.*  
LB Bromley SFSC facilitator

The SFSC team has also been building on the success of the

Slides demonstrating some of the content delivered to parents

SFSC INCLUSIVE PARENT PROGRAMME	Reducing Parental Conflict	SFSC INCLUSIVE PARENT PROGRAMME	Reducing Parental Conflict
<p><b>Communicating positively</b></p> <p><b>Resolving conflict. During an argument:</b></p> <ul style="list-style-type: none"> <li>Take a breath: To calm down and get perspective.</li> <li>Active repair: Includes apologising, forgiving, reaching an agreement and affectionate behaviour such as hugging and kissing.</li> <li>See the other person's perspective: It will often make people more willing to compromise.</li> <li>Let go: There are some issues that cannot be solved. It is okay to agree to disagree.</li> </ul> <p><b>Use active listening skills:</b></p> <ul style="list-style-type: none"> <li>Really pay attention to the speaker's words, their body language and tone 'to get the whole picture'.</li> <li>Show you are listening by making eye contact, nodding and keeping body language 'open'.</li> <li>Make sure you understand what is being said (so there are no misunderstandings). "It sounds like what you're saying is..... Is that right?"</li> <li>Don't interrupt! Wait your turn.</li> <li>Respond. Be honest and respectful.</li> </ul> <p><b>Use 'I' or 'we' statements:</b></p> <ul style="list-style-type: none"> <li>Using 'you' can sound like an aggressive accusation: "You make me sick. You're always late! You don't care!"</li> <li>Instead use: "When you are late, I feel really frustrated because I am late for work" or "We have a problem with timekeeping. How can we fix it? Can we talk?"</li> </ul>		<p><b>Harmful effects</b></p> <p>The harmful effects on children of 'frequent, intense and poorly resolved' conflict</p> <p><b>Babies and toddlers</b></p> <ul style="list-style-type: none"> <li>Increased levels of the stress hormone cortisol.</li> <li>Premature birth/lower birth weight, higher incidence of ASD and ADHD.</li> <li>Babies may have increased heart rate in response to aggressive behaviours.</li> <li>Children can freeze/withdraw, act out, or cry when they witness spousal conflict.</li> <li>Physical growth may be affected plus claims of spurious ailments.</li> </ul> <p><b>Older children (5-11)</b></p> <ul style="list-style-type: none"> <li>Can pick up on less obvious conflict.</li> <li>Boys are more likely to externalise their feelings.</li> <li>Girls are more likely to internalise their feelings.</li> <li>Difficulty concentrating and sleeping may affect academic performance.</li> <li>Difficulty in forming healthy relationships.</li> </ul> <p><b>Teenagers</b></p> <ul style="list-style-type: none"> <li>Greater understanding of the conflict.</li> <li>A desire to intervene and/or take on the emotional burden.</li> <li>More outwardly emotional from the impact.</li> <li>Relationship skills are affected and risk mental health conditions.</li> <li>Involved in riskier behaviours: e.g. smoking, substance abuse, early sexual activity, taking drugs etc.</li> </ul>	

SFSC six week online programme to expand this mode of delivery to address parental conflict. Two programmes have been in development, one for parents and carers living and parenting together and one for parents and carers who parent together but do not live together. This will be rolled out in 2022-23.

### **Strengthening Families Strengthening Communities (SFSC) Parenting Programme**

SFSC is an inclusive evidence-based parenting programme, designed to promote protective factors associated with good parenting and better outcomes for children and young people, with the goal of violence-free healthy lifestyles, families and communities. It was designed originally to meet the needs of black and minority ethnic and other parents who were not engaged by the existing provision, and is now used across all communities. The programme has been delivered since 2000 through statutory, voluntary and community organisations and is now one of the leading parenting interventions in England. There are several strands to the work of SFSC: delivery and support; training; and evaluation.

In 2021-22, we continued to experience an ongoing global pandemic, which understandably impacted some aspects of the work of SFSC. For the first part of the year in-person group work and training was challenging as a result of local authority restrictions and health anxieties. In particular, this had a direct impact on numbers of parents receiving in-person group work and practitioners attending our core training. The Foundation led the way in demonstrating how Covid safe practice could take place in group work with comprehensive risk assessments, and good practice measures in place to protect both those delivering and those attending our programmes and training.

The Foundation has also continued to support agencies to deliver online parenting support to parents and carers ensuring support vulnerable families and the practitioners that work with them.

#### Delivery and support

A mixture of delivery methods took place this year, this included around 152 SFSC 13 week programmes, 52 Introduction to SFSC online group programmes, and 158 participants completing SFSC online (six session programme of individual learning and weekly facilitator led group work sessions). In total SFSC programmes were likely to have reached around 2,000 parents. As in past years, the number of programmes delivered was highest in London, however SFSC was also being delivered in Bristol, Kirklees, Calderdale, Manchester, the Wirral, Hull, Hertfordshire, and Kent, amongst other areas. We continued to provide intensive support for delivery in Islington, Waltham Forest, Westminster, Camden, and Hackney.

#### Training and support

We continued to train practitioners to deliver SFSC to parents but ran training with smaller numbers to adhere to social distancing guidelines, all training went ahead bar one course which was cancelled in response to a spike in Omicron cases. In the 2021-2022 financial year we trained 62 new facilitators, including a group in Kent. Importantly, the training evaluations continue to show that over 90 per cent of participants feel that the training met or exceeded their expectations. We also delivered 13 advanced training courses to practitioners including three refresher training courses. The majority of these were in person.

Demand for programme visits continued to be lower than pre-pandemic, both due to fewer programmes but also restrictions on numbers at venues. However, we carried out 67 programme

observations, 76 supervisions for pairs of facilitators, and completed 16 portfolio reviews with agencies delivery SFSC. In addition, intensive support was given to 14 agencies around aspects of SFSC delivery.

### *Evaluation*

A large-scale four-year research study of SFSC moved into its third year. This study is funded by The National Institute for Health Research (“NIHR”), and includes a number of universities and is led by Professor Richard Watt at University College London. The work comprises a Randomised Control Trial, a process evaluation and an economic evaluation across a number of urban areas of England where ethnically and socially mixed communities live. Whilst data collection has progressed well this year, the impact of the previous year and Covid has nonetheless meant that the study is a little behind in terms of research participants and, as a result, this study will continue beyond its planned end date in 2023, into 2024. To date around 530 participants have been recruited. This year we have been able to include new sites in Hammersmith and Fulham, Camden and Hull, as well as programmes that have been delivered to the Turkish and Somali communities.

Public and Patient Involvement (PPI) in this work is highly prioritised. Whilst most contact with three PPI groups in London and West Yorkshire continues to be in online rather than in person, engagement has been strong with participants providing a range of support to the study including testing translated materials, contributing to newsletters, and taking part in recruitment drives for participants, as well as attending PPI meetings.

### *SFSC Delivery Contracts*

We have continued to hold contracts for directly commissioned delivery of SFSC, in Islington, Waltham Forest, and Westminster as well as with small projects in London Boroughs of Camden, Hackney, and Lambeth.

Our delivery work in Waltham Forest continued in 2021-22 at a slightly reduced level to the previous year. We delivered six 13-week SFSC programmes to around 60 parents and three online safety workshops, as well as four online introduction programmes to 24 parents and our six session online course to a further 20 parents. This work was commissioned through the Community Safety Team and paid for via Prevent funds from the Home Office. In addition, we delivered SFSC six-week online courses to around 60 Waltham Forest Parents funded through the Early Help Team.

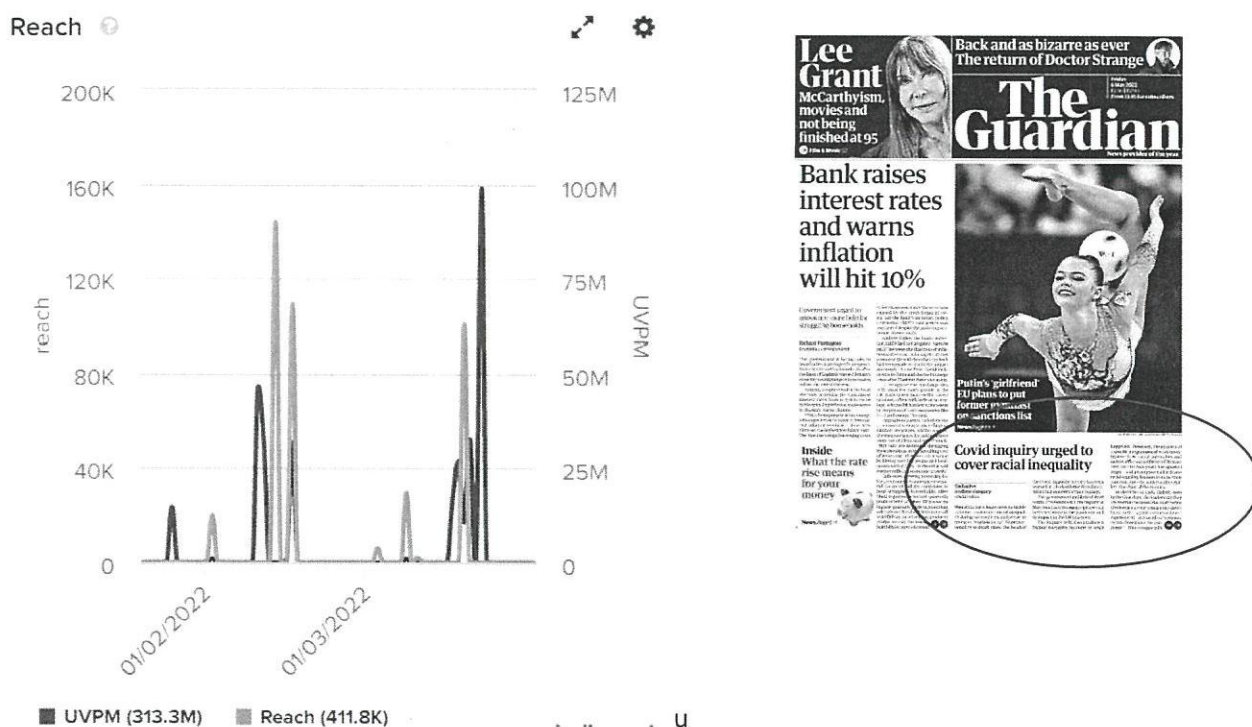
Similarly, in Westminster we continued to oversee the delivery of SFSC through our support to the wider VCSE sector. This saw the delivery of seven SFSC programmes to 86 parents delivered in person using a range of community-based venues including schools and children’s centres, and utilising a range of community facilitators. Two programmes were delivered in partnership with Future Men to groups of fathers, and this collaboration continues to be successful. This has also included training three fathers from groups this year as facilitators to deliver on programmes in the borough. Westminster also took part in the Together research study with both intervention and control groups delivered. This work has been recommissioned for 2022-23.

We saw ongoing but reduced delivery in Islington with programme co-facilitation provided by the Bright Start service with three programmes commissioned for this year. This work also supported wider borough priorities around moving families out of poverty and closer to work. A further interim contract was confirmed for 2022-23.

Several small projects involving direct SFSC delivery or support to community agencies to deliver the programme also took place this year. This included ongoing with the Somali Youth Development Resource Centre in Camden, Minik Kardes and the African Community School in Hackney. We also worked alongside Lambeth Early Help team to focus SFSC delivery on parents of teenagers across the borough, delivering SFSC to 30 parents.

## Communications and Influencing

In 2021-22 we worked to improve the reach and influence of our work to aid the impact that we are having. This saw us invest in the appointment of Communications Manager and building the infrastructure to support better communication. We have begun to see the results of this investment with coverage in Daily Telegraph, Financial Times, Daily Mirror, The Voice, Times Radio, The Guardian, EachOther, openDemocracy, Hospital Times and more. The chart below summarises some of the improvement in reach.



Our joint response to the consultation on the terms of reference of the Covid-19 Inquiry was featured on the front page of the Guardian.

## Public benefit

In 2021-22 we continued to work with institutions and organisations on actions that they can take to improve the experiences and outcomes for individuals, families and communities that experience racism and disadvantage through awareness raising, implementing better practice and embedding this through changes in policies. This process also results in a system that is transformed to better identify, listen and respond to the needs of the broader community.

Whilst some of this could be said to be mundane, such as helping NHS England improving the accuracy and completeness of ethnicity recording in their mental health data set (MSDS), it is often crucial in ensuring that we are better able to understand how inequality is impacting Black, Asian

and Minority Ethnic communities and as importantly, whether the actions we have taken to address inequality are having an impact.

Examples of working with other organisations so that their influencing better addresses racial inequality can also be demonstrated in this year. Beyond our work with Centre for Ageing Better, the Obesity and Diet Team and Public Health England and Impact on Urban Health, we have worked with the Early Intervention Foundation (EIF) to identify the barriers to addressing race and racism in the work they do as well as devise solutions. The action learning sets run with EIF led to produce a number of blogs on tackling issues to with ethnicity and racism, as producing their own guidance on phraseology they will use in their publications. Importantly it also led to a project on family support and minority ethnic families, to be used to inform the Josh MacAlister-led commission on children's social care.

This year also saw us expand our focus on Black, Asian and Minority Ethnic People with a learning disability. Building on at time the most recent LeDeR [Learning from lives and death] report (University of Bristol, 2021) which found that:

- Asian/Asian British adults were eight times more likely to die in early adulthood (aged 18-49) than White adults with a learning disability.
- People from Black African, Black Caribbean, Black British and of mixed ethnic groups were more than four times more likely to die in early adulthood than White adults with a learning disability.
- 43% of children with a learning disability who died in 2019 were from BAME communities.
- Adults and children from Black African, Black Caribbean, Black British and those from mixed/multiple ethnic groups had a higher proportion of treatable medical causes of death than all other ethnic groups

We completed our review of national and international evidence and submitted it to NHS England. Evidence from this review was presented to NHS England's Learning Disabilities Improvement Board. This work was also accompanied by our investigation of the take-up of annual health checks for people with a learning disability, which showed related issues that needed to be urgently resolved. The recording in ethnicity of people with a learning disability appears to be poor in terms of accuracy and completeness. At the same time, the learning disability register that primary care hold and use to ensure reasonable adjustments are made to improve the quality of health care for people with learning disability is also incomplete. It is this combination that led the most recent LeDER report to show that Black, Asian and Minority Ethnic people with a learning disability who had died in the previous 12 months were less likely to have had an annual health check. Importantly, our work has identified at least one example of good practice that is now being shared to address these deficiencies. At the same time, we were able to run webinars with self-advocacy groups and other organisations on the inequalities faced by Black, Asian and Minority Ethnic people with a learning disability and what can be done to better engage them, their families and their communities. This multi-pronged approach should contribute to shifting the dial.

Our work on Covid-19 has seen change take place too. The rise in take-up of the vaccine amongst minority ethnic communities was a welcome result of us and other voluntary and community organisations dispelling myths by providing accurate and up to date information, as well as working with trusted voices and trusted places to distribute this information. At the same time, we encouraged NHS England to use religious as well as other trusted places to actually distribute the vaccine. Importantly, our engagement with the Baroness Hallett-led Covid-19 Inquiry has also borne fruit, with her suggesting to the Prime Minister that the Terms of Reference should be changed to allow the inquiry to investigate inequality experienced by those with a protected characteristic.

## Monitoring performance

The Foundation continues to monitor its own performance. We collect both quantitative feedback as well as qualitative. A major element in this area is the randomised control trial of the Strengthening Families, Strengthening Communities parenting programme currently being carried out by University College London.

Our innovative blended learning approach to online delivery continues to be very positively received by practitioners and parents/carers. The programme is offered for parents of children by age and stage (pre-school, primary and secondary) and is unique in that it offers parents a traditional, individual online course approach alongside online group work with an experienced practitioner and other parents. This allows participants to ask questions relating to their specific circumstances and receive tailored support as well as for us to review a parent's learning from their individual session. As a result, engagement is high and participants are supported to attend through the difficulties of managing tech and anxieties about literacy or being with other people in an online space. Our Programme Officers are able to identify when more intensive support is needed and to inform referrers as well as recommend attendance at a 13 week in person programme, and signpost to other services.

*The course itself was very informative and made me look at parenting in a positive way. Due to this course I feel confident now. Thank you so much for this opportunity. And I think a lot of people would still benefit from the online because it's convenient and people can easily attend.*

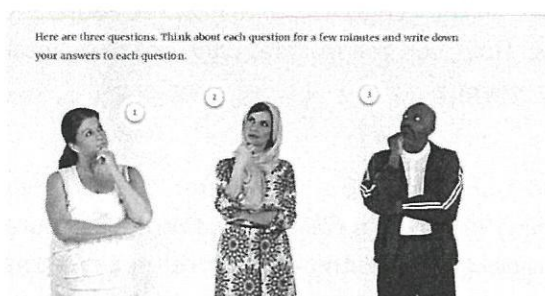
Dad from LB Greenwich

*These sessions are very useful for practical skills for now and the future with my child. And I feel much more confident bringing up a more confident happy child independently. It provided great tools and skills to use with my child.*

Mum from Hertfordshire

*The online portal was fantastic. It made the learning so much easier. It was really good having the videos of the other parents included in the learning portal - it made each session relatable. [The facilitator] was so fantastic. Her professionalism, kind nature, support throughout the program, along with her knowledge has really brought the learning material to life.*

Dad from LB Hackney



Examples of activities from the online course:

- Scenarios to consider
- Audio and video presentations
- Drag and drop activities



Watch the video below to learn more about managing anger.



## Report of the Management Committee

The Management Committee presents its above report and independently examined financial statements for year ended 31 March 2022.

The report has been prepared in accordance with Part XV of the Companies Act 2006 and constitutes a directors' report for the purposes of company legislation.

The financial statements have been prepared in accordance with our governing document and 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) (Charities SORP (FRS102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and applicable company and charity law in the UK. The accounting policies adopted are set out in the notes to the financial statements. Figures are prepared using the historical cost convention, with the exception of the defined benefit pension fund liability which is recorded as the present value of the defined benefit obligation at the reporting date less the fair value of the plan assets at the reporting date.

The Foundation's financial statements are prepared on the basis that it is a going concern. In light of the continuing impact of the COVID-19 pandemic, the Foundation has worked hard to seek and secure new funders. However, the trustees continue to maintain a policy of cost containment whilst seeking to increase revenue.

### *Mission, policies and public benefit*

Race Equality Foundation's charitable objects are: "to promote good race relations and to endeavour to eliminate discrimination on grounds of race, thereby encouraging equality of opportunity between different racial groups, with particular reference to the delivery of social work and social care services".

Based on our charitable objects the overall aim of Race Equality Foundation is to promote race equality in social support (what friends and families do for each other) and public services (often services designed to support people in need of support).

In order to achieve our aim, we work with a wide range of service providers in order to challenge racism and other forms of discrimination particularly in the treatment of black and minority ethnic communities and in the treatment of those who use services. We identify barriers to participation of these communities and provide ideas for better practice with black and minority ethnic communities in general and service users in particular.

The Management Committee has referred to the guidance in the Charity Commission's general guidance on Public Benefit when reviewing the charity's aims and objectives and in planning future activities. In particular, the Committee has considered how planned activities will contribute to the aims and objectives they have set.

### Governance, structure and management

#### *Governance*

Trustees on the Management Committee constitute directors of the charitable company for the purposes of company law and trustees for the purposes of charity law.

Trustees on the Management Committee are elected by the members at the Annual General Meeting.

The names of those members of the Management Committee who served during the year and were in office at 31 March 2022 are set out on page 1 of this annual report and accounts.

Members of the Management Committee had no beneficial interest in any contract with the charitable company.

No member of the Management Committee received any remuneration for his or her services during the year. Members were reimbursed travel & subsistence expenses incurred in the performance of their duties totalling £Nil (2021: £Nil). Trustee indemnity insurance of £100,000 (2021: £100,000) has been obtained during the year. This indemnity is now provided as part of a comprehensive "Charity and Community" insurance policy with no separate premium quoted for this element.

*Responsibilities of the Management Committee in relation to the financial statements*

The trustees (who are also directors of Race Equality Foundation for the purposes of company law) are responsible for preparing the Report of the Management Committee and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the charity trustees to prepare financial statements for each financial year which give a true and fair view of the state of the 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;
- 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 the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

In so far as the trustees are aware:

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

## *Structure and management reporting*

### *Appointment of trustees*

As set out in the Articles of Association the directors whose number shall be between three and eight are appointed from the charity's members. During 2019/20 we established a complement of eight trustees including the Chair. Currently, we have 14 individuals serving as trustees to enable a period of transition to enable long serving trustees to resign.

New trustees are elected by existing trustees, and serve for a minimum of three years and a maximum of six years. The longest serving members stand down after two terms in office but can be re-elected if there are insufficient members or they fill an identifiable gap. The trustees have the power to fill casual vacancies or to appoint additional trustees to reach the maximum number.

New trustees are appointed when a vacancy arises due to (a) resignation of an existing trustee or (b) when a trustee's term of office has come to an end. Criteria used to identify and appoint new trustees include: specific skills that fill gaps where there is a skills shortage amongst existing members and under-represented groups.

The Foundation's management committee is made up of Trustees as well as members who are there in an advisory capacity. The reason for operating the dual membership of the management committee is three-fold. First, the Foundation recognises that not everyone will want to commit to trustee and director responsibilities as set out in Charity and Company legislation but will have a commitment to the issues addressed by the Foundation and therefore have an interest in being involved with the Foundation. Second, if the number of trustees has reached the maximum agreed in the Memorandum and Articles or if existing trustees are of the view that the number of trustees is adequate at any one time, then trustees can decide not to increase the number of trustees. Third, where new members join the Foundation's management committee, trustees may decide that a new member should spend time on the committee in an advisory capacity and learn about the role of trustees before any decision is made about changing their status to one of trustee.

It is worth stating that, whilst there are differences in the role and responsibilities of trustees and other committee members based on statutory requirements, all committee members are expected to make a commitment to Foundation and to provide it with strategic direction. However, it is worth clarifying that there are certain decisions only trustees can take and, in this context, only trustees have voting rights for those decisions.

During 2021/22 nine trustees and one non-trustee member formed the management committee.

### *Trustee induction and training*

As part of the induction process, all new trustees are given written information about being a trustee, including: roles and responsibilities; expectations and commitment. New trustees also receive: the organisation's most recent Annual Report and Accounts, Equal Opportunities Policy and Child Protection Policy. Part of the induction process also includes new members attending one management committee meeting as an observer, following which they meet with existing management committee members to clarify any questions or queries. New members also meet with senior staff and have the opportunity to meet with all staff in the organisation.

### *Organisation*

The Management Committee is ultimately responsible for the charity and meets five times a year to consider developments and make decisions regarding strategy and other important matters. The committee also has two sub-groups, a Finance sub-group, and an HR sub-group and these groups meet regularly.

Race Equality Foundation is managed on a day-to-day basis by the Chief Executive. The Chief Executive reports regularly to the Chair.

Race Equality Foundation's activities are administered and co-ordinated from its premises at Unit 17 Deane House Studios, 27 Greenwood Place, London, NW5 1LB.

#### Risk management

Race Equality Foundation has a risk management policy/procedure that makes clear that trustees and senior managers will endeavour to understand the nature and magnitude of key tasks and opportunities involved in taking important decisions and avoid situations that might seriously threaten the ability of Race Equality Foundation to meet its goals. The main goals of the risk management policy and procedure are to:

- Deliver;
- Grow;
- Secure financial stability and capability;
- Ensure health, safety and security of employees; and
- Enhance the reputation and professional integrity of the organisation.

In line with this we have a comprehensive risk management policy and procedures covering the following:

- Governance;
- Finance;
- Organisational and human factors;
- Operations;
- Political/Social factors;
- Legal and regulatory; and
- Environmental factors/Acts of God.

It is worth emphasising that, in relation to finances, the policies and procedures for the assessment and management of risk identify a number of possible financial risks for the organisation. The risks include: income not reaching expected levels; pension liabilities; possible staff redundancies and costs associated therewith.

In 2021/22 the Foundation saw further changes with five new trustees recruited.

#### Liability of members

Members of the charitable company guarantee to contribute an amount not exceeding £10 to the assets of the charitable company in the event of winding up.

### **Financial Review**

As the annual report and accounts documents show, the Foundation has both managed to pursue key aspects of our work, securing support for some of the most at risk as result of the effects of the COVID pandemic, and remain financially stable.

This stability has been aided by a further decrease in our defined benefit pension scheme liability. The actuaries annual update statement shows that our liability has not only been further reduced in 2021-22 from £52,000 to £Nil as at 31 March 2022, but the survey indicates a surplus of £431,00 due to the continued strong investment performance of the scheme. However, unless we exit the Local Government Pension Scheme ("LGPS") (in which case the scheme actuary would compute a Cessation Valuation which would determine the final contribution required to cover all accrued

pensions obligations) we cannot obtain a cash refund of this amount. In addition, the triennial valuation of the LGPS is currently underway and the possible impact of this accounting surplus on contribution levels is not known at this time. Indeed, the actuaries have warned that contribution rates are likely to increase due to the inflationary pressures in the UK economy, rather than decrease. Consequently, accounting standards require that we should not reflect this asset on our balance sheet and, accordingly, we have recorded an “asset ceiling adjustment” in our Statement of Financial Activities to eliminate this accounting surplus.

The continuing impact of the pandemic has proven to be a challenge for us, as is the case for other charities. However, we have continued a steady improvement in our financial position. We have managed to secure grants and contracts from new sources, for example, the Wellcome Trust. At the same time, through continued attention to costs we have managed to grow our reserves, continuing the improvements first seen in 2019-20. These improvements have been accompanied by improvements in cash held in the bank, which has aided the management of the ups and downs of release of funds from grants and contracts. In the coming year we intend to build on these improvements and have already submitted applications to new funders that we hope will be successful.

### **Reserves policy**


Race Equality Foundation reserves policy is linked to the organisation’s risk policy and the creation of reserves is one course of action agreed by Trustees to mitigate financial risks. Race Equality Foundation reserves policy, therefore, has three main purposes:

1. Firstly, it is to provide a source of funding when there are short-term adverse fluctuations in income or expenditure.
2. Secondly, it is to ensure that, in the event of the possible closure of the organisation due to funding difficulties (other than short-term), the main operations of the organisation can continue for a period of time to facilitate an orderly process.
3. Thirdly, it is to ensure that, in the event of possible closure there are sufficient funds to pay the pension liability which becomes payable in the event of closure.

To achieve these aims, the Trustees have agreed to continue building reserves over the next five years.

The members of the Management Committee have examined the requirement for free reserves, those unrestricted funds not invested in tangible fixed assets or otherwise committed. The Management Committee considers that, given the nature of the charity’s work, the level of free reserves should, as a minimum, approximate the next three month’s operational expenditure, currently £210,000. Unrestricted reserves as at 31 March 2022 were approximately £307,000, net of the investment in tangible fixed assets. However, whilst the 31 March 2022 level exceeds the desired operational buffer, the significant risk associated with the LGPS, over which we have almost no control, persuades us to maintain the current reserves level.

Approved and authorised for distribution, by the Management Committee and signed on its behalf by:



Karin Woodley, Chair

Approved on: *29 September 2022*

## **Independent examiner's report to the members of Race Equality Foundation**

I report to the trustees (who are also Directors for the purpose of company law) on my examination of the financial statements of Race Equality Foundation ('the charitable company') for the year ended 31 March 2022 which comprise the Statement of Financial Activities, the Balance Sheet and related notes.

This report is made solely to the charity's trustees, as a body, in accordance with section 145 of the Charities Act 2011. My work has been undertaken so that I might state to the charity's trustees those matters I am required to state to them in this report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for my work, for this report, or for the opinions I have formed.

### **Responsibilities and basis of report**

As the trustees of charitable company you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

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

An independent examination does not involve gathering all the evidence that would be required in an audit and consequently does not cover all the matters that an auditor considers in giving their opinion on the financial statements. The planning and conduct of an audit goes beyond the limited assurance that an independent examination can provide. Consequently I express no opinion as to whether the financial statements present a 'true and fair' view and my report is limited to those specific matters set out in the independent examiner's statement.

### **Independent examiner's statement**

Since the charitable 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 ICAEW which is one of the listed bodies.

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

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

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

Independent examiner's report  
For the year ending 31 March 2022

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 financial statements to be reached.



.....  
**Andrew Warren**

**F.C.A.**

**For and on behalf of McBrides Accountants LLP**

11/10/2022

**Nexus House  
2 Cray Road  
Sidcup, Kent  
DA14 5DA**

Statement of Financial Activities  
For the year ending 31 March 2022  
(Including the Income and Expenditure Account)

	Notes	Restricted funds £	Unrestricted funds £	2022 Total funds £	2021 Total funds £
<b>Income</b>					
Donations and legacies - Donations		-	48,031	48,031	21,082
Income from charitable activities					
- Promoting good race relations	2	418,902	329,496	748,398	1,237,030
- Coronavirus job retention scheme	6		1,525	1,525	38,676
Investment income		-	36	36	205
<b>Total income</b>		<b>418,902</b>	<b>379,088</b>	<b>797,990</b>	<b>1,296,993</b>
<b>Expenditure</b>					
Expenditure on charitable activities					
- Promoting good race relations	3	487,594	379,706	867,300	1,180,239
<b>Total expenditure</b>		<b>487,594</b>	<b>379,706</b>	<b>867,300</b>	<b>1,180,239</b>
<b>Net (expenditure)/income for the year</b>		<b>(68,692)</b>	<b>(618)</b>	<b>(69,310)</b>	<b>116,754</b>
Transfer of funds		8,550	(8,550)	-	-
<b>Other recognised gains and losses:</b>					
<b>- Re-measurement of the pension fund net defined liability/surplus</b>					
-- Change in financial assumptions		-	175,000	175,000	(799,000)
-- Return on plan assets excluding interest income		-	343,000	343,000	885,000
-- Asset ceiling adjustment	14	-	(431,000)	(431,000)	-
<b>Net income and net movement in funds for the year</b>		<b>(60,142)</b>	<b>77,832</b>	<b>17,690</b>	<b>202,754</b>
<b>Fund balances brought forward</b>		<b>60,142</b>	<b>230,556</b>	<b>290,698</b>	<b>87,944</b>
<b>Fund balances carried forward</b>		<b>-</b>	<b>308,388</b>	<b>308,388</b>	<b>290,698</b>

All of the above results are derived from continuing activities.

There were no other recognised gains or losses other than those stated above.

The accounting policies and notes on pages 22 to 33 form a part of these financial statements.

Balance sheet  
As at 31 March 2022

	Notes	2022 £	2022 £	2021 £	2021 £
<b>Fixed assets</b>					
Tangible assets	9		794		1,370
<b>Current assets</b>					
Debtors	10	135,914		126,233	
Cash at bank and in hand		337,392		460,953	
<b>Total Current Assets</b>		<b>473,306</b>		<b>587,186</b>	
<b>Liabilities</b>					
Creditors falling due within one year	11	(165,712)		(245,858)	
<b>Net Current Assets</b>			<b>307,594</b>		<b>341,328</b>
<b>Total assets less current liabilities</b>			<b>308,388</b>		<b>342,698</b>
<b>Creditors falling due after more than one year</b>					
- Pension liability	14		-		(52,000)
<b>Total Net Assets/(Liabilities)</b>			<b>308,388</b>		<b>290,698</b>
<b>The funds of the charity</b>					
Restricted income funds	12		-		60,142
Unrestricted income funds					
- General fund	12		308,388		282,556
- Pension reserve	14		-		(52,000)
<b>Total Funds/(Deficit)</b>			<b>308,388</b>		<b>290,698</b>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2022.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2022 in accordance with Section 476 of the Companies Act 2006 however, in accordance with Section 145 of the Charities Act 2011, the accounts have been examined by an independent examiner and their report has been included in these financial statements.

The directors (who are the charitable company's trustees for the purposes of charity law) acknowledge their responsibilities for:

- ensuring that the charitable company keeps accounting records which comply with Sections 386 and 387 of the Companies Act 2006 and
- preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its net income or expenditure for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

The financial statements have been prepared in accordance with the provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved and authorised for distribution, by the Management Committee and signed on its behalf by:

  
Tajinder Gill, Treasurer

Approved on: [date]

Company number: 03121679

29/09/22

Statement of Cash Flows  
For the year ending 31 March 2022

Notes	2022 £	2022 £	2021 £	2021 £
Net income/(expenditure)		(69,310)		116,754
Adjustments:				
- Investment income		(36)		(205)
- Depreciation		576		671
- Pension fund		35,000		17,000
- (Increase) in debtors	(9,681)		(19,955)	
- (Decrease)/Increase in creditors	(80,146)	(89,827)	114,375	94,420
Net cash generated by operating activities		(123,597)		228,640
Cash provided/(used) by investing activities				
- Investment income		36		205
- Capital expenditure		-		(1,714)
(Decrease)/Increase in cash and cash equivalents in the year		(123,561)		227,131
Cash and cash equivalents at the beginning of the year		460,953		233,822
Cash and cash equivalents at the end of the year		<b>337,392</b>		<b>460,953</b>
Cash on deposit (less than 3 months)		335,577		458,510
Cash on current account and in hand		1,815		2,443
Total cash and cash equivalents		<b>337,392</b>		<b>460,953</b>

## Notes to the Financial Statements

### Legal status

The Foundation is a company limited by guarantee and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £10 per member of the charity.

### 1. Accounting policies

#### Basis of financial statements

The financial statements are 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) (effective 1 January 2022) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006. The financial statements are presented in sterling, which is also the functional currency of the charitable company. The financial statements are presented to the nearest £1.

Race Equality Foundation meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

#### Going concern

It is the opinion of the Trustees that the use of the going concern basis of accounting is appropriate because:

- ◆ there are no material uncertainties relating to events or conditions that may cast significant doubt about the ability of the charitable Company to continue as a going concern;
- ◆ there is reasonable expectation that the charitable Company has adequate resources to continue in operational existence for the foreseeable future.

#### Income recognition

Income is recognised in the period in which the charity has entitlement, it is probable that the income will be received, and the amount of the income receivable can be measured with reasonable certainty.

Income from grants and service agreements, including capital grants, is included in income when these are receivable, except as follows:

- ◆ When funders specify that grants and monies given to the charity must be used in future accounting periods, the income is deferred to those periods.
- ◆ When funders impose conditions which have to be fulfilled before the charity becomes entitled to use such income, the income is deferred and not included in income until the pre-conditions for use have been met.
- ◆ When funders specify that grants and similar monies, including capital grants, are for particular purposes, which do not amount to pre-conditions regarding entitlement, the income is included in income as restricted funds when receivable.
- ◆ For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted; the estate has been finalised and notification has been made by the executor(s) to the Foundation that a distribution will be made; or when a distribution is received from the estate.
- ◆ Donated services are accounted for as income, with an equivalent amount accounted for as resources expended, when the value of services is material.

#### Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably and includes any attributable VAT.

## Notes to the Financial Statements

### Expenditure (continued)

Expenditure is classified under the following activity headings:

- ◆ The costs of generating funds include the salaries, direct costs and overheads associated with generating voluntary income.
- ◆ The costs of charitable activities comprise expenditure on the charity's primary charitable purposes of promoting good race relations and, therefore, endeavouring to eliminate discrimination on the grounds of race.
- ◆ Governance costs are the costs associated with the governance arrangements of the charity including audit/independent examination costs and the necessary legal procedures for compliance with statutory requirements.
- ◆ Direct costs include the costs of printing materials expensed as incurred. No account is taken of any stock which exists at period end.

Certain costs, including central functions have been apportioned between the above headings using bases consistent with the use of resources, mainly on the basis of project staff costs.

### Tangible fixed assets

All assets costing more than £500 and with an expected useful life exceeding one year are capitalised.

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life:

- ◆ Leasehold improvements: 20% per annum;
- ◆ Computer equipment 33% of cost and fixtures & fittings 25% per annum on reducing balance method;
- ◆ Office equipment and restricted fund equipment: 20 - 25% per annum on reducing balance method

### Fund accounting

Funds held by the charity are as follows:

- ◆ Unrestricted funds comprise those monies which may be used towards meeting the charitable objectives of the charity and which may be applied at the discretion of the Management Committee.
- ◆ Restricted funds are monies raised for, and their use restricted to, a specific purpose, or donations subject to donor imposed conditions.

Further explanation of the nature and purpose of each of the restricted funds is included in the notes to the accounts.

### Leased assets

Rentals applicable to operating leases, where substantially all of the benefits and risks of ownership remain with the lessor, are charged to profit and loss on a straight-line basis over the lease term.

### Pension costs

The charity contributes to the Local Government Pension Scheme ("LGPS") a multi-employer defined benefit pension scheme, providing benefits based on final pensionable pay for certain employees. LGPS is administered by Essex County Council in accordance with the Local Government Pension Scheme Regulations 2013 (as amended). The assets of the scheme are held and managed separately from those of the charity. An actuarial valuation of the scheme is obtained triennially and is updated, using a roll forward approach, at each subsequent reporting date.

The expected cost of providing pensions, as calculated annually by professionally qualified actuaries, is charged to the Statement of Financial Activities so as to spread the cost of pensions over employees' working lives with the charity. Cash contributions are determined by the actuaries and agreed with the trustees at each triennial valuation in order to fund the scheme over the next three years and are expressed as a percentage of current and expected future pensionable payroll.

## Notes to the Financial Statements

### Pension costs (continued)

In accordance with FRS 102, the following elements are reported in the Statement of Financial Activities:

- i. the service costs of pension provision relating to the period, together with the cost of any benefits relating to past service (allocated to staff costs);
- ii. the net interest, which is calculated by applying the discount rate to the net balance of the defined benefit obligation and the fair value of plan assets, is recognised as a finance cost; and
- iii. actuarial gains and losses arising from experience adjustments and changes in actuarial assumptions are charged or credited to other comprehensive income. These amounts together with the return on plan assets, less amounts included in net interest, are disclosed as "Re-measurement of the pension fund net defined liability".

The liability recognised in the balance sheet in respect of the defined benefit plan is the Foundation's share of the present value of the defined benefit obligation less the fair value of the plan assets as determined by the actuaries at the reporting date. If the present value of the defined benefit obligation at the reporting date is less than the fair value of plan assets at that date, the plan has a surplus. An entity shall recognise a plan surplus as a defined benefit plan asset only to the extent that it is able to recover the surplus either through reduced contributions in the future or through refunds from the plan.

For certain employees, the charity contributes to the NEST defined contribution workplace pension scheme.

### Stock

Costs of facilitators and parent manuals are expensed as incurred.

### Financial instruments

The charity only has financial assets and liabilities of a kind that qualify as basic financial instruments except for the pension liability (see above and note 14). Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

### Debtors

Trade and other debtors are recognised at the settlement amount due. Expenditure that may benefit a period of time is measured on a time apportionment basis and classified as a prepayment.

### Creditors

Creditors are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors are recognised at their settlement amount.

### Cash at bank and in hand

Cash at bank and in hand includes cash and short term deposits with a maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

### Foreign currencies

Transactions in foreign currencies are recorded at the rate of exchange ruling at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies are translated at the rate of exchange ruling at the balance sheet date. All differences are taken to the Statement of Financial Activities.

### Key judgements and estimations

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. There is a significant risk of material adjustment in respect of the defined benefit pension liability within the next reporting period due to any changes in the assumptions used (see note 14) in either the actuary's triennial or annual roll forward valuations.

<b>2. Income from charitable activities</b>	Restricted funds	Unrestricted funds	<b>2022 Total funds</b>	2021 Total funds
	£	£	£	£
<b>Grants</b>				
Dept. of Health – Health and Wellbeing	92,681	-	92,681	89,500
Dept. of Health – Health and Wellbeing: Parental conflict	-	-	-	30,000
Dept. of Health – COVID-19: Dementia	-	-	-	475,030
NHS England – Learning disabilities	-	-	-	50,000
SFSC Randomised Control Trial	84,050	-	84,050	65,850
SFSC Waltham Forest	48,516	-	48,516	106,353
SFSC Westminster	70,500	-	70,500	85,431
SFSC Cookham Wood	1,660	-	1,660	29,555
SFSC City of London	300	-	300	25,912
SFSC - Other	78,659	-	78,659	75,006
The Health Foundation – Collaboration for Wellbeing and Health	24,216	-	24,216	50,297
The Baring Foundation – Inclusion in Arts and Mental Health activities	-	-	-	10,000
ADAPT Study	18,320	-	18,320	-
<b>Other income</b>				
SFSC Training and reference material	-	176,586	176,586	88,987
Consultancy	-	152,910	152,910	55,109
	418,902	329,496	748,398	1,237,030
2021	1,092,934	144,096	1,237,030	

<b>3. Expenditure on charitable activities</b>	Central core costs (Refer to note 4) £	Staff costs (Refer to note 6) £	Direct operating costs £	<b>2022 Total</b> £	2021 Total £
Dept. of Health – Health and Wellbeing	16,304	66,158	10,340	92,802	89,841
Dept. of Health – Health and Wellbeing: Parental conflict	-	-	-	-	30,539
Dept. of Health – COVID-19: Dementia	-	-	-	-	475,153
NHS England – Learning disabilities	9,400	38,145	400	47,945	2,256
SFSC Randomised Control Trial	13,413	54,428	16,912	84,753	67,837
SFSC Waltham Forest	7,788	31,603	9,595	48,986	107,056
SFSC Westminster	8,439	34,242	28,385	71,066	86,756
SFSC Cookham Wood	370	1,503	-	1,873	29,810
SFSC City of London	-	-	-	-	26,646
SFSC - Other	13,364	54,227	11,122	78,713	75,335
The Health Foundation – Collaboration for Wellbeing and Health	4,514	18,319	9,624	32,457	43,119
The Baring Foundation – Inclusion in Arts and Mental Health activities	445	1,806	4,771	7,022	4,780
ADAPT Study	2,408	9,769	9,800	21,977	-
SFSC Training and reference material	-	-	41,089	41,089	21,719
Consultancy	90,716	226,079	18,466	335,261	61,929
Coronavirus Job Retention Scheme furloughed staff costs	-	3,356	-	3,356	57,463
	167,161	539,635	160,504	867,300	1,180,239
	2021 110,226	490,967	579,046	1,180,239	

<b>4. Support and governance costs</b>	<b>2022</b> £	2021 £
<b>Further analysis</b>		
Premises costs	85,540	58,914
Communication costs	3,458	1,640
Legal and other professional fees including consultancy	15,766	11,485
Pension scheme		
- Current service cost	71,000	50,000
- Interest cost (net of return on scheme assets)	1,000	3,000
- Contributions paid & allocated in Staff costs	(39,000)	(38,000)
- Administration expense	2,000	2,000
Office costs	25,665	18,107
Depreciation	576	671
Other costs	1,156	2,409
	167,161	110,226

The above support costs are allocated to charitable activities on the basis of project staffing costs.

## 5. Net income/ (expenditure) for the year

This is stated after charging:

	2022 £	2021 £
Depreciation	576	671
Governance Costs:		
- Trustees expenses	-	-
- Auditors remuneration (excluding VAT)	-	4,750
- Independent examination (excluding VAT)	1,800	-
Rentals under operating leases:		
- Property (excluding VAT)	55,258	34,787
- Equipment	666	399

## 6. Staff costs and numbers

Staff costs during the year were as follows:

	2022 £	2021 £
Salaries	448,551	405,426
Social security costs	41,840	36,823
Pension costs	46,604	46,303
Staff training & Welfare costs	2,640	2,415
	<hr/> 539,635	<hr/> 490,967

One employee earned over £60,000 (including taxable benefits but excluding employer pension contributions) during the year (2021: None).

The total employee benefits of the key management personnel of the Foundation (Chief Executive Officer) were £81,186 (2021: £80,691).

The average number of employees during the year was as follows:

	2022 No	2021 No
Chief Executive Officer	1	1
Project staff	12	11
Management and administrative staff	1	1
	<hr/> 14	<hr/> 13

During the year the charity claimed the grants available under the Government's Coronavirus Job Retention Scheme of £1,525 (2021: £38,676). The Trustees decided to pay the affected employees 100% of their normal contractual entitlement resulting in costs of £3,356 (2021: £57,463)

## 7. Management Committee members' remuneration/expenses

None of the members of the Management Committee received any remuneration during the year (2021: £Nil).

During the year, travel and subsistence expenses incurred in the performance of their duties were not claimed by any trustee (2021: Nil). Expenses reimbursed to the trustees amounted to £Nil (2021: £Nil).

## 8. Taxation

The Foundation is a registered charity and therefore is not liable to income tax or corporation tax on income derived from its charitable activities, as it falls within the various exemptions available to registered charities. The Foundation is registered for VAT.

<b>9. Tangible fixed assets</b>	Leasehold Improvements	Furniture & Fixtures	Plant & Machinery	Office Equipment	Restricted Fund Equipment	<b>Total</b>
	£	£	£	£	£	£
<b>Cost</b>						
At 1 April 2021	44,018	3,631	10,932	13,919	4,870	77,370
Additions	-	-	-	-	-	-
Disposals	-	-	-	-	-	-
At 31 March 2022	44,018	3,631	10,932	13,919	4,870	77,370
<b>Depreciation</b>						
At 1 April 2021	44,017	3,631	10,932	12,550	4,870	76,000
Charge for year	-	-	-	576	-	576
At 31 March 2022	44,017	3,631	10,932	13,126	4,870	76,576
<b>Net book values</b>						
At 31 March 2021	1	-	-	1,369	-	1,370
At 31 March 2022	1	-	-	793	-	794

<b>10. Debtors</b>	<b>2022</b>	<b>2021</b>
	£	£
Fees receivable	55,251	78,840
Prepayment and other debtors	80,663	47,393
	<b>135,914</b>	<b>126,233</b>

Included within other debtors is a rent deposit of £10,414 which might be repayable after more than one year dependent on the current negotiations with the landlord.

<b>11. Creditors: amounts falling due within one year</b>	<b>2022</b>	<b>2021</b>
	£	£
Trade creditors	26,421	39,971
Social security and other taxes	12,539	11,549
Value Added Tax	6,268	-
Pension contributions	5,790	5,390
Deferred income	66,310	107,494
Accruals and sundry creditors	48,384	81,454
	<b>165,712</b>	<b>245,858</b>

**11a Deferred Income**

	2022 £	2021 £
Deferred Income brought forward	107,494	57,316
Released to income in the year	(107,494)	(57,316)
Deferred income in the year	66,310	107,494
Deferred Income carried forward (See note 11)	66,310	107,494

**12. Restricted and Unrestricted funds**

During the year to 31 March 2022 the funds of the charity included restricted funds held on trusts to be applied for specific purposes. The Trustees Report contains a fuller description of the individual activities. The programmes delivered were as follows:

	At 1 April 2021 £	Income £	Expenditure £	Transfer of Funds £	At 31 March 2022 £
<b>Revenue funding</b>					
Dept. of Health – Health and Wellbeing (why wellbeing is relevant to health policy)	-	92,681	(92,802)	121	-
NHS England – Learning disabilities	47,744	-	(47,945)	201	-
SFSC Randomised Control Trial (evaluating the effectiveness of parenting programmes)	-	84,050	(84,753)	703	-
SFSC parenting programmes for					
- Waltham Forest	-	48,516	(48,986)	470	-
- Westminster	-	70,500	(71,066)	566	-
- Cookham Wood	-	1,660	(1,873)	213	-
- City of London	-	300	-	(300)	-
- Other	-	78,659	(78,713)	54	-
The Health Foundation – Collaboration for Wellbeing and Health (collective action to address the wider determinants of health)	7,178	24,216	(32,457)	1,063	-
The Baring Foundation (issues around the inclusion of Ethnically Diverse communities in Arts and Mental Health Activities)	5,220	-	(7,022)	1,802	-
ADAPT Study	-	18,320	(21,977)	3,657	-
Total restricted funds	60,142	418,902	(487,594)	8,550	-
Total unrestricted funds					
- General fund	282,556	379,088	(379,706)	26,450	308,388
- Pension reserve	(52,000)	-	87,000	(35,000)	-
Total funds	290,698	797,990	(780,300)	-	308,388

### 13. Analysis of net assets between funds

	Restricted funds £	Unrestricted funds £	Total 2022 £	Total 2021 £
<b>Fund balances at 31 March</b>				
Are represented by:				
- Tangible fixed assets		794	794	1,370
- Current assets	-	473,306	473,306	587,186
- Creditors: amounts falling due within one year	-	(165,712)	(165,712)	(245,858)
- Pension liability provision	-	-	-	(52,000)
Total net assets	-	308,388	308,388	290,698
	2021	60,142	230,556	290,698

### 14 Pension commitments

For certain employees, Race Equality Foundation participates in a defined benefit multi-employer scheme with the assets held in a fund (Essex Pension Fund) administered by Essex County Council. The pension benefits are provided by the Local Government Pension Scheme ("LGPS"). The contributions are determined by independent qualified actuaries based on triennial valuations. The last triennial valuation was carried out as at 31 March 2019 by Barnett Waddingham LLP which determined that the charity's contribution rate should be 23.0% for the 3 years commencing 1 April 2020. The 2022 triennial valuation is currently underway with the final report expected by March 2023.

Barnett Waddingham LLP were engaged by the Trustees to assess and provide the balance sheet and funding status disclosures to be made by the Race Equality Foundation as at 31 March 2022 in respect of its pension obligations under the LGPS. This information, reported on 23<sup>rd</sup> May 2022, shows a net surplus of £431,000 as at 31 March 2022 (2021: liability £52,000). In accordance with the provisions of the Charities SORP (FRS102) as the criteria for recognition cannot be met (a cash refund or reduced future contributions), this defined benefit asset has not been recognised in these financial statements by the recording of an "asset ceiling adjustment" of £(431,000) in the "Other recognised gains and losses" section of the financial statements..

#### Financial Reporting Standard 102 – Retirement Benefits

Total LGPS pension contributions charged during the year amounted to £39,000 (2021: £38,000). Contributions totalling £4,172 in respect of LGPS (2021: £4,112) were payable to the fund at the year end and are included in creditors.

The major assumptions used by Barnett Waddingham LLP were as follows:

	2022 %	2021 %
Rate of increase in salaries	4.20	3.80
Rate of increase in pensions (CPI)	3.20	2.80
Discount rate	2.60	2.00
Rate of inflation (20 years duration):		
- CPI increases	3.20	2.80
- RPI increases	3.55	3.20

The mortality assumptions used were:

	2022 Years	2021 Years
Longevity at age 65 retiring today		
- Males	21.6	21.6
- Females	23.7	23.6
Longevity at age 65 retiring in 20 years		
- Males	23.0	22.9
- Females	25.1	25.1

## 14 Pension commitments (continued)

The estimated asset allocation in the scheme and present value of scheme liabilities were:	2022 £000's	2021 £000's
Equities	2,829	2,666
Gilts	112	111
Other bonds	206	216
Property	386	307
Cash/temporary investments	120	204
Alternative assets	582	498
Other managed funds	476	312
	<hr/>	<hr/>
Far value of scheme assets (bid value)	4,711	4,314
Present value of scheme liabilities	(4,280)	(4,366)
	<hr/>	<hr/>
Net asset/(liability)	431	(52)

The reconciliation of opening and closing balances of the present value of the defined benefit obligation is as follows:	2022 £000's	2021 £000's
Opening defined benefit obligation	4,366	3,504
Current service cost	71	50
Interest cost	87	82
Change in financial assumptions	(183)	873
Change in demographic assumptions	-	(37)
Experience loss/(gain) on defined benefit obligation	8	(37)
Estimated benefits paid (net of transfers in)	(82)	(82)
Contribution by scheme participants	13	13
	<hr/>	<hr/>
Closing defined benefit obligation	4,280	4,366

A sensitivity analysis of scheme liabilities to a change in discount rates on the defined benefit obligation and projected service cost, together with a +/- 1 year age rating adjustment to the mortality assumption is as follows:

	£000's	£000's	£000's
Adjustment to discount rate	+ 0.1%	0.0%	- 0.1%
- Present value of total obligation	4,203	4,280	4,359
- Projected service cost	64	66	68
Adjustment to life expectancy assumptions	+ 1 year	None	- 1 year
- Present value of total obligation	4,456	4,280	4,111
- Projected service cost	69	66	63
Adjustment to long term salary increase assumptions	+ 0.1%	0.0%	- 0.1%
- Present value of total obligation	4,294	4,280	4,267
- Projected service cost	66	66	66
Adjustment to pension increases and deferred revaluation	+ 0.1%	0.0%	- 0.1%
- Present value of total obligation	4,432	4,280	4,217
- Projected service cost	71	66	64

## 14 Pension commitments (continued)

The reconciliation of fair value of scheme assets is as follows:

	2022 £000's	2021 £000's
Opening fair value of scheme assets	4,314	3,383
Interest on assets	86	79
Return on assets less interest	343	885
Administration expenses	(2)	(2)
Contributions by employer including unfunded	39	38
Contributions by fund participants	13	13
Estimated benefits paid (net of transfers in and including unfunded)	(82)	(82)
	<hr/>	<hr/>
Fair value of scheme assets (bid value)	4,711	4,314
Asset ceiling adjustment	(431)	-
	<hr/>	<hr/>
Closing fair value of scheme assets	4,280	4,314

The reconciliation of scheme assets and liabilities is as follows:

	Assets £000's	Liabilities £000's	Total £000's
At 1 April 2021	4,314	(4,366)	(52)
Benefits paid	(82)	82	-
Employer contributions	39	-	39
Fund participant contributions	13	(13)	-
Current service cost	-	(71)	(71)
Administration expense	(2)	-	(2)
Interest income/(expense)	86	(87)	(1)
Experience gain on defined benefit obligation	-	(8)	(8)
Re-measurement gains/(losses)			
- Change in financial assumptions	-	183	183
- Return on plan assets excluding interest income	343	-	343
- Asset ceiling adjustment	(431)	-	(431)
	<hr/>	<hr/>	<hr/>
At 31 March 2022	4,280	(4,280)	-

## 15 Financial commitments

At 31 March 2022 the charity had the following future minimum lease payments under non-cancellable operating leases for the following periods:

Payments due	Land and buildings		Other	
	2022 £	2021 £	2022 £	2021 £
Not later than one year	-	-	555	599
Later than one year and not later than five years	-	-	-	-
	<hr/>	<hr/>	<hr/>	<hr/>
Total	-	-	555	599

Negotiations with the landlord continue for the continued occupation of the offices.

## 16 Liability of members

Members of the charitable company guarantee to contribute an amount not exceeding £10 to the assets of the charitable company in the event of winding up. There are 9 members as at the current year end of 31 March 2022, and there were 10 members at the end of 2021.

## 17 Ultimate controlling party

In the opinion of the trustees there is no ultimate controlling party of the charity.

## 18 Related party transactions

There have been no related party transactions in the reporting period that require disclosure other than the reimbursement of Trustees travelling expenses (see Note 7).

## 19 Comparative Statement of Financial Activities (2021)

	Restricted funds	Unrestricted funds	2021 Total funds	2020 Total funds
	£	£	£	£
<b>Income</b>				
Donations and legacies - Donations	-	21,082	21,082	-
Income from charitable activities				
- Promoting good race relations	1,092,934	144,096	1,237,030	934,961
- Coronavirus job retention scheme	-	38,676	38,676	-
Investment income	-	205	205	-
<b>Total income</b>	<b>1,092,934</b>	<b>204,059</b>	<b>1,296,993</b>	<b>934,961</b>
<b>Expenditure</b>				
Expenditure on charitable activities				
- Promoting good race relations	1,039,128	141,111	1,180,239	922,448
<b>Total expenditure</b>	<b>1,039,128</b>	<b>141,111</b>	<b>1,180,239</b>	<b>922,448</b>
<b>Net income for the year</b>	<b>53,806</b>	<b>62,948</b>	<b>116,754</b>	<b>12,513</b>
Transfer of Funds	6,336	(6,336)	-	-
<b>Other recognised gains and losses:</b>				
- <b>Re-measurement of the pension fund net defined liability</b>				
- Change in financial assumptions	-	(799,000)	(799,000)	451,000
- Return on plan assets excluding interest income	-	885,000	885,000	(269,000)
<b>Net income and net movement in funds for the year</b>	<b>60,142</b>	<b>142,612</b>	<b>202,754</b>	<b>194,513</b>
<b>Fund balances brought forward</b>	<b>-</b>	<b>87,944</b>	<b>87,944</b>	<b>(106,569)</b>
<b>Fund balances carried forward</b>	<b>60,142</b>	<b>230,556</b>	<b>290,698</b>	<b>87,944</b>



**RACE EQUALITY FOUNDATION**

England & Wales - Charity number 1051096

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# Accounts

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**Race Equality Foundation**

Annual Report and Financial Statements

31 March 2021

Company Limited by Guarantee

Registration Number 03121679 (England and Wales)

Charity Registration Number 1051096

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## Reference and administrative details of the charity, its Management Committee and its advisers

<b>Status</b>	The organisation is a charitable company limited by guarantee registered as a charity on 29 November 1995, and incorporated on 20 March 1997.
<b>Management Committee</b>	C Pennie – Trustee and Chair J Lane – Trustee and Vice Chair R Karim – Trustee and Company Secretary J Dumont-Barter – Trustee J Jean-Jacques – Trustee (Resigned 22 July 2021) A Chowdry – Trustee and Company Secretary C Farquharson – Trustee T Gill – Trustee and Treasurer G Randhawa – Trustee M Owusu – Trustee
<b>Registered office and operational address</b>	Unit 17 Deane House Studios 27 Greenwood Place London NW5 1LB
<b>Company registration number</b>	03121679 (England and Wales)
<b>Charity registration number</b>	1051096
<b>Auditor</b>	McBrides Accountants LLP Nexus House 2 Cray Road Sidcup Kent DA14 5DA
<b>Actuaries</b>	Barnett Waddingham LLP

## Report of the Management Committee

The Management Committee presents its report and the audited financial statements for year ended 31 March 2021.

The report has been prepared in accordance with Part XV of the Companies Act 2006 and constitutes a directors' report for the purposes of company legislation.

The financial statements have been prepared in accordance with our governing document and 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) (Charities SORP (FRS102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and applicable company and charity law in the UK. The accounting policies adopted are set out in the notes to the financial statements. Figures are prepared using the historical cost convention, with the exception of the defined benefit pension fund liability which is recorded as the present value of the defined benefit obligation at the reporting date less the fair value of the plan assets at the reporting date.

The Foundation's financial statements are prepared on the basis that it is a going concern. In light of the current COVID-19 pandemic, the Foundation is in the fortunate position of working with public sector organisations to which the Government has issued Procurement Policy Notices providing guidance for these bodies to support suppliers through the coronavirus outbreak. At the same time the Foundation has worked hard to seek and secure new funders. However, the trustees continue to maintain a policy of cost containment whilst seeking to increase revenue.

### Introduction

Race Equality Foundation is constituted as a company limited by guarantee (Company Registration No. 03121679 (England and Wales)) and is governed by its Memorandum and Articles of Association. Race Equality Foundation is a registered charity (Charity Registration No. 1051096).

### *Mission, policies and public benefit*

Race Equality Foundation's charitable objects are: "to promote good race relations and to endeavour to eliminate discrimination on grounds of race, thereby encouraging equality of opportunity between different racial groups, with particular reference to the delivery of social work and social care services".

Based on our charitable objects the overall aim of Race Equality Foundation is to promote race equality in social support (what friends and families do for each other) and public services (often services designed to support people in need of support).

In order to achieve our aim we work with a wide range of service providers in order to challenge racism and other forms of discrimination particularly in the treatment of black and minority ethnic communities and in the treatment of those who use services. We identify barriers to participation of these communities and provide ideas for better practice with black and minority ethnic communities in general and service users in particular.

The Management Committee has referred to the guidance in the Charity Commission's general guidance on Public Benefit when reviewing the charity's aims and objectives and in planning future activities. In particular, the Committee has considered how planned activities will contribute to the aims and objectives they have set.

## Governance, structure and management

### *Governance*

Trustees on the Management Committee constitute directors of the charitable company for the purposes of company law and trustees for the purposes of charity law.

Trustees on the Management Committee are elected by the members at the Annual General Meeting.

The names of those members of the Management Committee who served during the year and were in office at 31 March 2021 are set out on page 1 of this annual report and accounts.

Members of the Management Committee had no beneficial interest in any contract with the charitable company.

No member of the Management Committee received any remuneration for his or her services during the year. Members were reimbursed travel & subsistence expenses incurred in the performance of their duties totalling £Nil (2020: £637). Trustee indemnity insurance of £100,000 (2020: £100,000) has been obtained during the year. This indemnity is now provided as part of a comprehensive "Charity and Community" insurance policy with no separate premium quoted for this element.

### *Responsibilities of the Management Committee in relation to the financial statements*

The trustees (who are also directors of Race Equality Foundation for the purposes of company law) are responsible for preparing the Report of the Management Committee and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the charity trustees to prepare financial statements for each financial year which give a true and fair view of the state of the 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;
- 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 the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

In so far as the trustees are aware:

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

#### *Structure and management reporting*

##### *Appointment of trustees*

As set out in the Articles of Association the directors whose number shall be between three and eight are appointed from the charity's members. During 2019/20 we established a complement of eight trustees including the Chair. Currently, we have nine individuals serving as trustees to enable a period of transition to enable long serving trustees to resign.

New trustees are elected by existing trustees, and serve for a minimum of three years and a maximum of six years. The longest serving members stand down after two terms in office but can be re-elected if there are insufficient members or they fill an identifiable gap. The trustees have the power to fill casual vacancies or to appoint additional trustees to reach the maximum number.

New trustees are appointed when a vacancy arises due to (a) resignation of an existing trustee or (b) when a trustee's term of office has come to an end. Criteria used to identify and appoint new trustees include: specific skills that fill gaps where there is a skills shortage amongst existing members and under-represented groups.

The Foundation's management committee is made up of Trustees as well as members who are there in an advisory capacity. The reason for operating the dual membership of the management committee is three fold. First, the Foundation recognises that not everyone will want to commit to trustee and director responsibilities as set out in Charity and Company legislation but will have a commitment to the issues addressed by the Foundation and therefore have an interest in being involved with the Foundation. Second, if the number of trustees has reached the maximum agreed in the Memorandum and Articles or if existing trustees are of the view that the number of trustees is adequate at any one time, then trustees can decide not to increase the number of trustees. Third, where new members join the Foundation's management committee, trustees may decide that a new member should spend time on the committee in an advisory capacity and learn about the role of trustees before any decision is made about changing their status to one of trustee.

It is worth stating: whilst there are differences in the role and responsibilities of trustees and other committee members based on statutory requirements, all committee members are expected to make a commitment to Foundation and to provide it with strategic direction. However, it is worth clarifying that there are certain decisions only trustees can take and in this context, only trustees have voting rights for those decisions.

During 2020/21 ten trustees and one non-trustee member formed the management committee.

##### *Trustee induction and training*

As part of the induction process, all new trustees are given written information about being a trustee, including: roles and responsibilities; expectations and commitment. New trustees also receive: the organisation's most recent Annual Report and Accounts, Equal Opportunities Policy and Child Protection Policy. Part of the induction process also includes new members attending one management committee meeting as an observer, following which they meet with existing management committee members to clarify any questions or queries. New members also meet with senior staff and have the opportunity to meet with all staff in the organisation.

## Organisation

The Management Committee is ultimately responsible for the charity and meets five times a year to consider developments and make decisions regarding strategy and other important matters. During the early months of the COVID-19 pandemic, however, the committee monitored developments through fortnightly conference calls. The committee also has two sub-groups, a Finance sub-group, and an HR sub-group and these groups meet regularly.

Race Equality Foundation is managed on a day-to-day basis by the Chief Executive. The Chief Executive reports regularly to the Chair.

Race Equality Foundation's activities are administered and co-ordinated from its premises at Unit 17 Deane House Studios, 27 Greenwood Place, London, NW5 1LB.

## Risk management

Race Equality Foundation has a risk management policy/procedure that makes clear that trustees and senior managers will endeavour to understand the nature and magnitude of key tasks and opportunities involved in taking important decisions and avoid situations that might seriously threaten the ability of Race Equality Foundation to meet its goals. The main goals of the risk management policy and procedure are to:

- Deliver;
- Grow;
- Secure financial stability and capability;
- Ensure health, safety and security of employees; and
- Enhance the reputation and professional integrity of the organisation.

In line with this we have a comprehensive risk management policy and procedures covering the following:

- Governance;
- Finance;
- Organisational and human factors;
- Operations;
- Political/Social factors;
- Legal and regulatory; and
- Environmental factors/Acts of God.

It is worth emphasising that, in relation to finances, the policies and procedures for the assessment and management of risk identify a number of possible financial risks for the organisation. The risks include: income not reaching expected levels; pension liabilities; possible staff redundancies and costs associated therewith.

In 2020/21 the Foundation saw further changes with the departure of one trustee (Jenny Jean-Jacques). However, the pressures of the COVID-19 pandemic did not allow for other changes to take place. We do hope to progress these in 2021-22

## Liability of members

Members of the charitable company guarantee to contribute an amount not exceeding £10 to the assets of the charitable company in the event of winding up.

## **Organisational Activities 2020-21**

To deliver our mission of promoting race equality we have organised our work under three objectives. Under objective 1 - exploring what is known about discrimination and disadvantage, our

activities included: Health and Wellbeing Alliance; the response to COVID-19; a review of S117 Personal Health Budgets; Parental conflict project; Giving voice to children in family work – Collaborative PhD with Sheffield University; SFSC Randomised Control Trial – Collaboration with University College London, Imperial College London, Cambridge University, Bristol University and Middlesex University.

Under Objective 2 - developing evidenced-based better practice to promote equality, activities included: Health and Wellbeing Alliance; the response to COVID-19; a review of S117 Personal Health Budgets; Strengthening Families Strengthening Communities (SFSC) training and support; Parental conflict project; SFSC Islington; SFSC Waltham Forest; SFSC Westminster; and Giving voice to children in family work – Collaborative PhD with Sheffield University.

Under Objective 3 - disseminating better practice through educational activities, conferences, written material and websites, activities included: Health and Wellbeing Alliance; the response to COVID-19; National BAME Transplant Alliance (NBTA); a review of S117 Personal Health Budgets; Parental conflict project; Strengthening Families Strengthening Communities training and support;; SFSC Islington; SFSC Waltham Forest; SFSC Westminster; and Cookham Wood Young Offenders Institution.

The multi-faceted nature of many of the activities mean that they often help better understand the evidence of discrimination and disadvantage, inform the development of better policy and practice as well as aiding dissemination of better practice.

Following the continued disruption from the coronavirus pandemic and subsequent “lockdown” policies throughout 2020 and 2021, the Foundation has developed innovative ways using current technology to deliver its programmes during the pandemic.

## **Health and care**

As a member of the Health and Wellbeing Alliance we worked with NHS England, Public Health England (“PHE”) and the Department of Health to improve outcomes and reduce inequalities for black and minority ethnic people, particularly through partnership with voluntary sector organisations across England. We attempted to influence the health and care systems to embed reduction of race inequalities into services. This included participating in the Productive Healthy Ageing Advisory Group and Dementia Programme Board and Champions group.

We have continued to participate in a range of advisory and task and finish groups, including taking-up the invitation to join the Department of Health and Social Care (“DHSC”)-led Learning Disability and Autism Advisory Group, which saw us suggest a revision to the terms of reference at the first meeting. We also continue to take forward work from the Adult Social Taskforce’s report as well as the specific work of the Mental Health sub-group. In terms of the Mental Health Sub-group, we proposed that if we’re to have real impact in improving the workforce’s ability to address health inequalities we need to adopt development processes such as action learning sets. On publication of the White Paper: Reforming the Mental Health Act, we [produced a briefing](#). This was widely distributed, including by the National Survivor User Network (“NSUN”), and we called on Voluntary, Community and Social Enterprise (“VCSE”) organisations to respond to the call for comments.

We were also involved in a multiple groups addressing the response to COVID-19. This has included meeting with the newly appointed Director for Health Inequalities at NHS England and NHS Improvement. After a wide-ranging discussion we were asked to write identifying what we saw as the priorities for action to improve health experiences and outcomes for Black, Asian and Minority Ethnic communities. We subsequently produced a two-page evidenced letter, drawing on our work.

In response the Director acknowledged the quality of our letter and noted that she was now going to share it with her newly established Health Inequalities Improvement Network of National Clinical Directors, National Specialty Advisors - essentially clinical and professional leaders in the health inequalities space.

#### COVID-19 response

The coronavirus pandemic and its direct and indirect impacts were the most pressing health emergency facing Black, Asian and minority ethnic communities throughout this year. The Foundation responded to this challenge through incorporating our response into our project delivery and adapting our practice.

The Foundation produced analysis and resources highlighting the risk and protective factors for Black, Asian and minority ethnic people contracting COVID-19 and the direct and indirect impacts of the pandemic, along with suggested actions from the NHS, Local Government, national government, and the voluntary sector for immediate action and longer-term recovery. Many of these were produced as part of a set of collaborations to develop an evidence-led narrative and make practical recommendations to better ensure that the recovery phase from COVID-19 in the UK addresses racial inequity.

The [covid-19 briefings](#) are available online and cover:

- Disability
- Education
- Children and families
- Mental health and wellbeing
- Housing
- Employment
- Older people
- Long-term conditions
- The COVID-19 vaccination programme

Our work on this was particularly welcomed by NHS England and Public Health England, who involved the Foundation in the discussions around disproportionate deaths of Black, Asian and minority ethnic people from COVID-19 and the subsequent Health Inequalities Taskforce.

Our response has also adapted through the different stages of the pandemic, with the Foundation placing a greater focus on vaccine roll-outs from the start of 2021, including sharing NHS and PHE produced information resources with VCSE colleagues as well as promoting the local vaccine related events organised by VCSE colleagues (such as those organised by Caribbean and African Health Network and Croydon BME Forum).

We also advocated around the continuing failure to publish data on vaccinations by ethnicity and noted that the absence of this data meant that the media and others were incorrectly using data, such as the OpenSAFELY study, as evidence of 'take-up' and concluding that it demonstrated 'vaccine hesitancy' was more prevalent amongst BAME communities. As importantly, it was not possible to tell whether the significant effort by Government and VCSE sector to answer questions and dispel misinformation was having an impact or not. The Foundation continues to lobby colleagues at DHSC and NHS England on this subject, and we produced a briefing on COVID vaccine distribution and the priority groups.

#### Review of Personal Health Budgets and s117 Care

NHS England want a significant shift to personalised care and this has great potential to improve the quality and outcomes of care for Black, Asian and minority ethnic people and communities, whose needs often fail to be met by mainstream generalised services. The Foundation continued the second phase of its work in this area in 2020-21, following on from our work in 2020 where we worked with NSUN to bring together the evidence in this area and discuss it and the personal experiences of a group of Black, Asian and minority ethnic service users.

Phase 2 built on this work by informing the design and focus of a series of semi-structured interviews with service users. The main focus of the Phase 2 interviews was to address the comments and suggestions made during the previous phase and compare the views of different people with lived experience of similar services in different geographic locations. The lockdown restrictions meant that face-to-face conversation in a familiar place was not an available option, despite this being the preference of most lived experience participants. During each of the discussions, the impact of COVID-19 on mental health and daily living were highlighted.

The work found that, when they worked well, personal budgets could be transformative in providing agency to service users, empowering people to use to manage their care to the best of their ability, but also to challenge the support options that are available to them if they are not content with what is offered. However, the work highlighted a range of challenges that services need to meet in order for them to deliver good quality personal health budgets, such as strong community engagement, listening to service users, and communicating well.

#### Dementia Project

The Foundation continued to work on dementia, with the focus shifting to help those affected by the COVID-19 pandemic. This project had five key outcomes: Telephone and online support for people affected by dementia who are concerned about COVID-19; Advocacy support and liaison on behalf of people affected by dementia and COVID-19; Telephone and online information to organisations wanting to know how their staff, customers, volunteers, students, etc. can support people affected by dementia from BAME backgrounds who are concerned about COVID-19; practical support, including volunteers, to collect and deliver essential supplies to people affected by dementia and social restrictions such as 'shielding'; and producing a national resource of written, spoken and video translations of latest guidance and communication.

The project worked with 21 community organisations representing Pakistani, African Caribbean, African, Irish, Indian, Bangladeshi, Somali, Chinese, Polish and Lithuanian ethnic groups, with a total reach of 21,203 people in four months. There was a diverse geographical reach, with the project partners working across urban and rural area, contacting people who had become severely isolated during the COVID-19 pandemic. The advocacy services supported both service users and carers, and case studies were compiled to enable organisations to talk to services about the changes that are needed. Project partners also developed a range of online services ranging from reminiscence therapies to podcasts in order to continue to meet the needs of their communities.

The Foundation also translated more than 14 distinct pieces of information and guidance around dementia and COVID-19 into written resources in 10 community languages including: Arabic, Bengali, Chinese, Gujarati, Kurdish, Punjabi, Portuguese, Polish, Somali and Urdu – with most of these also recorded as audio resources too.

#### Parental Conflict Project

The Foundation worked with the Association of Mental Health Providers and Men's Health Forum to produce a learning resource for public health nurses and other professionals working with families. The aim is to reduce the negative impact of parental conflict on children and young people. The Foundation engaged with people and organisations to share their knowledge, experience and understanding including first person accounts about parental conflict from people with experience of living and working with this issue as well as from young people. The resource included information about strategies and interventions that have been put into practice, and how effective they have been.

#### NBTA

We continue to provide Secretariat support to the National, Black, Asian, Mixed Race and Minority Ethnic Transplant Alliance (NBTA) who work on addressing inequalities in organ, blood and stem cell donation and transplantation issues. The past year has seen proactive work by individual members around vaccine hesitancy, addressing donation issues due to COVID-19 and lockdown measures, supporting communities, and events reflecting on progress since the anniversary of the 'deemed consent' for organ donation was implemented in May 2019.

NBTA continues to work with NHS Blood and Transfusion ("NHSBT") and has put in place a partnership agreement between the two organisations with NBTA acting as a 'critical friend' and assisting NHSBT with its reach into the black, Asian and minority ethnic communities. NBTA have developed a three year strategy and is looking to secure funding for future work. Another trustee has also come on board.

#### **Coalition of Race Equality Organisations (CORE)**

We continue to work with our colleagues in CORE including share information with them about our work on health and care.

#### **Strengthening Families Strengthening Communities (SFSC) Parenting Programme**

SFSC is an inclusive evidence-based parenting programme, designed to promote protective factors associated with good parenting and better outcomes for children and young people, with the goal of violence-free healthy lifestyles, families and communities. It was designed originally to meet the needs of black and minority ethnic and other parents who were not engaged by the existing provision, and is now used across all communities. The programme has been delivered since 2000 through statutory, voluntary and community organisations and is now one of the leading parenting interventions in England. There are several strands to the work of SFSC: delivery and support; training; and evaluation.

The year 2020-21, which encompassed a global pandemic, impacted significantly the work of SFSC. For some part of the year any in-person group work or training was not allowed to take place, and for much of the rest of the year, school closures, local authority restrictions and health anxieties impacted the ability for programmes and training to take place. Whilst this has a very direct impact on numbers of parents receiving in-person group work and practitioners attending our core training, we did see a rapid development and expansion of online services, allowing us to continue to support vulnerable families and the practitioners that work with them.

#### Delivery and support

A mixture of delivery methods took place this year, this included around 52 SFSC 13 week programmes registered (although some delivered the last four or five sessions via an online meeting

platform), 88 Introduction to SFSC online group programmes, and 365 participants completing SFSC online (six session programme of individual learning and weekly facilitator led group work sessions). In total SFSC programmes were likely to have reached around 1500 parents. As in past years, the number of programmes delivered was highest in London, however SFSC was also being delivered in Bristol, Nottingham, Kirklees, Calderdale, Manchester, Hull, Hertfordshire and Luton, amongst other areas. We continued to provide intensive support for delivery in Islington, Waltham Forest, and Westminster as well as in new areas such as the City of London, Brent, Camden, Hackney and Haringey.

#### Training and support

We continue to train practitioners to deliver SFSC to parents but to a lesser degree due to COVID restrictions as our Core training offer requires in person delivery. In the 2020-21 financial year we trained 42 new facilitators in London and Calderdale. Importantly, the training evaluations continue to show that over 90 per of participants feel that the training met or exceeded their expectations. We also delivered three advanced facilitator course online and three courses in person, including three refresher courses attended by 41 participants.

We developed a new course and facilitator training programme which allowed facilitators to deliver a shortened introductory SFSC model. We held 36 of these training courses which were attended by 216 facilitators.

Demand for programme visits were understandably much lower this year, both due to fewer programmes but also restrictions on numbers at venues. However, we carried out 10 programme observations, 22 supervisions for pairs of facilitators, and completed four portfolio reviews with agencies delivery SFSC. In addition intensive support was given to seven agencies around delivering Introduction to SFSC online courses.

#### Evaluation

A large-scale four-year research study of SFSC moved into its second year. This study is funded by The National Institute for Health Research (“NIHR”) and includes a number of universities come together and is led by Professor Richard Watt at University College London. The work comprises a Randomised Control Trial, a process evaluation and an economic evaluation across 7 urban areas of England where ethnically and socially mixed communities live. Following a successful pilot stage, the main data collection phase of the study was due to start in April 2020 but was significantly impacted by the pandemic. With programmes initially stopped from running and then agencies expressing reluctance to risk a speedy return to delivery, less delivery sites than planned have taken part this year, however, follow up data was successfully captured from programmes that had taken part in this work in the previous year remotely, as well as data collection beginning in new sites in Ealing, Westminster and Calderdale. Patient and Public Involvement work also continued with online meetings replacing in person sessions.

#### SFSC Delivery Contracts

We have continued to hold contracts for directly commissioned delivery of SFSC, in Islington, Waltham Forest, and Westminster as well as with small projects in London Boroughs of Brent, Camden, Hackney, Haringey and Lambeth and the City of London

Our delivery work in Waltham Forest continued in 2020-21, and was adjusted numerous times during the year to take account of ever-changing circumstances. This meant that some parents ended up attending online course options whilst venues and services were closed. We were nonetheless still able to work with more parents that we agreed with our Commissioning Lead, reaching 100 parents over the course of the year. This work was commissioned through the Community Safety Team and paid for via Prevent funds from the Home Office. This work has been recommissioned for 2021-22. In addition, we delivered SFSC six week online courses to around 70 Waltham Forest Parents.

Similarly in Westminster we continued to oversee the delivery of SFSC through our support to the wider VCSE sector. This saw the delivery of four SFSC programmes delivered in person despite the COVID restrictions through organisations such as the African Development Society using a range of community-based venues including schools and community centres like Paddington Arts. We also delivered 12 Introduction to SFSC online courses and several online safety workshops. The programmes reached 152 parents with positive feedback from parents and facilitators. Westminster also took part in the Together research study this year. As was the case with Waltham Forest, successful delivery led to this programme of work being recommissioned for 2021-22.

We saw ongoing but reduced delivery in Islington with programme co-facilitation provided by the Bright Start service with three programmes commissioned for this year. Two were delivered and a third was replaced by a set of online courses. This work also supported wider borough priorities around moving families out of poverty and closer to work. A further interim contract was confirmed for 2021-22.

Several small projects involving direct SFSC delivery or support to community agencies to deliver the programme also took place this year. This included working with the Somali Youth Development Resource Centre in Camden, Potential Mentoring in Brent, Markfield Project in Haringey and African Community School in Hackney. We also worked alongside Lambeth Early Help team to focus SFSC delivery on parents of teenagers across the borough.

### **Public benefit**

The period covering this annual report saw two internationally significant events highlighting the impact of racism and disadvantage: the COVID-19 pandemic, and the death of George Floyd and subsequent “Black Lives Matter” activism. Many organisations and institutions have been confronted with their poor record of action on race equality, and some have taken real steps to addressing those issues.

Our work shows that institutions and organisations can improve the experiences and outcomes for individuals, families and communities that experience racism and disadvantage through awareness raising, implementing better practice and embedding this through changes in policies. This process also results in a system that is transformed to better identify, listen and respond to the needs of the broader community.

In 2020-21 we, like many charitable organisations, had to step up our work at short notice in order to respond to the impact of the COVID-19 pandemic, and adjust our services at the same time. As one of the leading organisations in race equality in England, and with our specialisms on health and social care and children and families, the Foundation was called upon to support a wide range of services from the NHS to local community organisations.

Early on we raised awareness of the risks facing Black, Asian and minority ethnic communities through publication of briefing papers, blogs, electronic newsletters, online events, and through participation in a range of working groups and committees. For example we participated in the weekly Mental Health/Learning Disabilities and Autism COVID webinar which was run by NHS England's mental health 'cell' and was tasked with sharing the latest information and coordinating response with the VCSE sector to the impact of COVID on people who use mental health services.

Our work to improve practice continued throughout this time. Our project on parental conflict both built on our decades of expertise in children and families, and met a growing need from families and the services supporting them during the stressful periods of lockdown, home-schooling and financial insecurity experienced by many families.

The focus on progressing racial equality in national policies largely comprised our work on COVID-19. Within this we were able to draw attention to risk factors such as the higher prevalence of long-term conditions and higher levels of housing deprivation behind the disproportionate deaths of Black, Asian and minority ethnic people. This enabled us to repurpose and retool many of our briefings on these subjects to underline the importance of national policies to address the wider determinants of health. This will undoubtedly continue through 2021-22 as we work on the actions needed to address post-COVID-19 recovery at a societal level, particularly across health, housing, education and children and families. We were also able to build on our work on mental health and responded to the government's Mental Health Act White Paper, briefing other community organisations and partners on the key issues in the government's planned reforms.

### **Monitoring performance**

The Foundation continues to monitor its own performance. We collect both quantitative feedback as well as qualitative. A major element in this area is the randomised control trial of the Strengthening Families, Strengthening Communities parenting programme currently being carried out by University College London.

An example of securing feedback is the roll out of our support for voluntary and community organisations that were providing support Black, Asian and Minority Ethnic people living with Dementia and their carers.

People living with dementia and their carers who have commented on their positive involvement in project activities. For example, on a trip to a National Trust park, two Caribbean older people commented, it was *'such a lovely day'*, and *'I can't hear any traffic'*. Feedback on the help Together Dementia Support provided to a South Asian gentleman involving trips to scenic places where he could admire nature, and alleviate some of the strain he was experiencing, came from his daughter; *"over the months, the trips have been great in getting my father out the house. This really has helped his mood and given him a routine as this is weekly. It has also helped me as his carer. I feel very comfortable and at ease knowing my father is picked up and dropped off at his door and there are people looking after him and I trust they are having a good day out."*

Feedback from other family carers includes, *"I believe this service should be shared for more people to access, because I am sure others like me are struggling and do not know where to turn"* (carer from the Bristol Black Carers project), and a carer involved in the Irish in Britain carers' webinar: *"I won't be able to join today. However, I do intend to watch the videos on my return with my sister in law who has an Irish mother in her 90s with dementia"*.

Some projects have completed their own evaluations which has demonstrated effective impact of the project activities on the recipients and on the wider community in raising awareness of dementia

and its impact on black and minority ethnic people and their family. For example, Bristol Black Carers 'Helping Hand with Dementia project' worked with both carers and people living with dementia providing a range of activities including meals on wheels, counselling sessions, domiciliary support, befriending support, home visits and hair maintenance. A number of case studies illustrate the impact of the project, for example, Joshua is a 60-year-old male who shares the caring responsibility for his mother with his one sister. Through counselling that addressed his experience of racism, family relationship, and how his emotions could affect his physical health and mental well-being, he was able to discuss strategies for moving forward in supporting his mother. This includes practicing conflict resolution methods, listening skills and relaxation techniques. Since attending these one-to-one sessions Joshua feels he is better able to listen better and his relationship is improving with his sister, who is now more willing to support him with the care of their mother.

### **Financial Review**

We have noted previously that the period since 2010 has been challenging, but we approached 2020-21 with some confidence having secured a significant amount of the funding for the coming year by the time the budget was set in February 2020. However, less than a month later everything appeared to have changed with the potentially devastating impact of COVID-19 becoming clear and the announcement of a range of measures. Deeply worrying consequences for the communities that we work with and measures that had a direct impact on the work that we had planned to do in 2020-21, for example with young men in Cookham Wood Young Offenders Institution and their families.

However, as the annual report and accounts documents, the Foundation has both managed to pursue key aspects of our work, securing support for some of the most at risk as result of the pandemic, and remain financially stable. Indeed, the funding secured supported by grants obtained from the Coronavirus Job Retention Scheme ("CJRS"), enabled us to retain staff expertise and avoid possible staff redundancies. As a result, the Trustees were able to pay affected staff 100% of their contractual entitlement whereas the CJRS provided 80% or £2,500 per month for the employee's wages. The employment costs of the employees placed on furlough amounted to £57,463 versus CJRS grants received of £38,676.

A key development here was highlighting the impact of the COVID and the associated measure on people Black, Asian and minority ethnic people living with dementia and the voluntary organisations supporting them. Details are provided elsewhere, but we were able to secure over £470,000 of support for people living with dementia and the organising supporting them. This has inevitably impacted both the income and expenditure of the Foundation, with our turnover being higher than £1million for the first time in 10 years.

This stability has been added to by a further decrease in our defined benefit scheme pension liability. The actuaries annual update statement shows that our liability has been further reduced in 2020-21 from £121,000 to £52,000 as at 31 March 2021. The actuaries advise that this downward trend we have seen during the last few years has been primarily due to a very strong investment performance by the Local Government Pension Scheme. At this time of economic uncertainty we remain hopeful that we can generate sufficient funds to meet the ongoing costs of the pension scheme.

We would like to thank all our funders who include the Department of Health and Social Care, the London Boroughs of Islington, Lambeth, Lewisham, Southwark, Waltham Forest and Westminster, the City of London, as well as other local authorities such as Hertfordshire County Council.

## **Reserves**

Race Equality Foundation reserves policy is linked to the organisation's risk policy and the creation of reserves is one course of action agreed by Trustees to mitigate financial risks. Race Equality Foundation reserves policy, therefore, has three main purposes:

1. Firstly, it is to provide a source of funding when there are short-term adverse fluctuations in income or expenditure.
2. Secondly, it is to ensure that, in the event of the possible closure of the organisation due to funding difficulties (other than short-term), the main operations of the organisation can continue for a period of time to facilitate an orderly process.
3. Thirdly, it is to ensure that, in the event of possible closure there are sufficient funds to pay the pension liability which becomes payable in the event of closure.

To achieve these aims, the Trustees have agreed to continue building reserves over the next five years.

The members of the Management Committee have examined the requirement for free reserves, those unrestricted funds not invested in tangible fixed assets or otherwise committed. The Management Committee considers that, given the nature of the charity's work, the level of free reserves should be equivalent to approximately three month's operational expenditure, currently £150,000. Unrestricted reserves as at 31 March 2021 were approximately £229,000, net of the investment in tangible fixed assets and after deducting the pension scheme liability. However, whilst the 31 March 2021 level exceeds the desired operational buffer, the significant risk associated with the LGPS, over which we have almost no control, persuades us to continue the policy of building reserves where possible.

In addition, approximately £60,000 of funds received for expenditure on the Foundation's charitable purposes had not been spent by 31 March 2021 and were consequently carried forward.

## **Plans for future periods**

The considerable upheaval during 2020-21 is likely to continue into 2021-22 with the ongoing impact of the pandemic and the associated measures. Our plans will involve continuing to highlight the impact of the pandemic in terms of racial equality at the same time as promoting steps to address any inequality.

At the same time we will work to ensure that the period of recovery also addresses the longer term issues on the comparatively poorer experiences of health and care for Black, Asian and minority ethnic communities. This will be combined with building on our successes with Strengthening Families, Strengthening Communities parenting programme, including reaching out to new areas with the programme and with new cohorts of parents, such as parents in the criminal justice system. In addition, we will continue to build evidence on the efficacy of SFSC programme with the main phased of the randomised control trial implemented.

This will have to be accompanied by improving our fundraising, whilst keeping close control of our expenditure.

## **Statement of Trustees' Responsibilities**

The trustees (who are also the directors for the purpose of company law) are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and regulations.

Company law requires the trustees to prepare financial statements for each financial year. Under that law the trustees must prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the trustees must not approve the financial statements unless they are satisfied that they 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;
- make judgments and accounting 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; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue to operate.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and 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 company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees confirm that so far as they are aware, there is no relevant audit information (as defined by section 418(3) of the Companies Act 2006) of which the charitable company's auditors are unaware. They have taken all the steps that they ought to have taken as trustees in order to make themselves aware of any relevant audit information and to establish that the charitable company's auditors are aware of that information.

Approved and authorised for distribution, by the Management Committee and signed on its behalf by:

A handwritten signature in black ink that reads "Constantia Pennie". The signature is written in a cursive, slightly slanted style.

Constantia Pennie, Chair

Approved on: 14 October 2021

## **INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF RACE EQUALITY FOUNDATION**

### **Opinion**

We have audited the financial statements of Race Equality Foundation (the 'charitable company') for the year ended 31 March 2021 which comprise Statement of Financial Activities, Balance Sheet, Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2021 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

### **Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### **Conclusions relating to going concern**

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the entity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

### **Other information**

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

### **Opinions on other matters prescribed by the Companies Act 2006**

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report, which includes the directors' report and the strategic report prepared for company law purposes, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

### **Matters on which we are required to report by exception**

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report including the strategic report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit

### **Responsibilities of trustees**

As explained more fully in the trustees' responsibilities statement [set out on page...] the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

### **Auditor's responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Discussions were held with, and enquiries made of, management and those charged with governance with a view to identifying those laws and regulations that could be expected to have a material impact on the financial statements. During the engagement team briefing, the outcomes of these discussions and enquiries were shared with the team, as well as consideration as to where and how fraud may occur in the entity.

The following laws and regulations were identified as being of significance to the entity:

- those laws and regulations considered to have a direct effect on the financial statements include UK financial reporting standards, Company Law, Employment law and Pensions legislation.
- It is considered that there are no laws and regulations for which non-compliance may be fundamental to the operating aspects of the business.

Audit procedures undertaken in response to the potential risks relating to irregularities (which include fraud and non-compliance with laws and regulations) comprised of: inquiries of management and those charged with governance as to whether the entity complies with such laws and regulations; enquiries with the same concerning any actual or potential litigation or claims; inspection of relevant legal correspondence; review of board minutes; testing the appropriateness of entries in the nominal ledger, including journal entries; reviewing transactions around the end of the reporting period; and the performance of analytical procedures to identify unexpected movements in account balances which may be indicative of fraud.


No instances of material non-compliance were identified. However, the likelihood of detecting irregularities, including fraud, is limited by the inherent difficulty in detecting irregularities, the effectiveness of the entity's controls, and the nature, timing and extent of the audit procedures performed. Irregularities that result from fraud might be inherently more difficult to detect than irregularities that result from error. As explained above, there is an unavoidable risk that material misstatements may not be detected, even though the audit has been planned and performed in accordance with ISAs (UK).

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Audit report  
For the year ending 31 March 2021

**Use of our report**

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



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**Andrew Warren (Senior Statutory Auditor)**

**For and on behalf of McBrides Accounts LLP, Statutory Auditor**

Date: 22/10/21  
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Statement of Financial Activities  
For the year ending 31 March 2021  
(Including the Income and Expenditure Account)

	Notes	Restricted funds £	Unrestricted funds £	2021 Total funds £	2020 Total funds £
<b>Income</b>					
Donations and legacies - Donations			21,082	21,082	-
Income from charitable activities					
- Promoting good race relations	2	1,092,934	144,096	1,237,030	934,961
- Coronavirus job retention scheme	6	-	38,676	38,676	
Investment income		-	205	205	-
<b>Total income</b>		<b>1,092,934</b>	<b>204,059</b>	<b>1,296,993</b>	<b>934,961</b>
<b>Expenditure</b>					
Expenditure on charitable activities					
- Promoting good race relations	3	1,039,128	141,111	1,180,239	922,448
<b>Total expenditure</b>		<b>1,039,128</b>	<b>141,111</b>	<b>1,180,239</b>	<b>922,448</b>
<b>Net income for the year</b>		<b>53,806</b>	<b>62,948</b>	<b>116,754</b>	<b>12,513</b>
Transfer of funds		6,336	(6,336)	-	-
<b>Other recognised gains and losses:</b>					
<b>- Re-measurement of the pension fund net defined liability</b>					
- Change in financial assumptions		-	(799,000)	(799,000)	451,000
- Return on plan assets excluding interest income		-	885,000	885,000	(269,000)
<b>Net income and net movement in funds for the year</b>		<b>60,142</b>	<b>142,612</b>	<b>202,754</b>	<b>194,513</b>
<b>Fund balances brought forward</b>		<b>-</b>	<b>87,944</b>	<b>87,944</b>	<b>(106,569)</b>
<b>Fund balances carried forward</b>		<b>60,142</b>	<b>230,556</b>	<b>290,698</b>	<b>87,944</b>

All of the above results are derived from continuing activities.

There were no other recognised gains or losses other than those stated above.

The accounting policies and notes on pages 23 to 34 form a part of these financial statements.

Balance sheet  
As at 31 March 2021

	Notes	2021 £	2021 £	2020 £	2020 £
<b>Fixed assets</b>					
Tangible assets	9		1,370		327
<b>Current assets</b>					
Debtors	10	126,233		106,278	
Cash at bank and in hand		460,953		233,822	
<b>Total Current Assets</b>		<b>587,186</b>		<b>340,100</b>	
<b>Liabilities</b>					
Creditors falling due within one year	11	(245,858)		(131,483)	
<b>Net Current Assets</b>			<b>341,328</b>		<b>208,617</b>
<b>Total assets less current liabilities</b>			<b>342,698</b>		<b>208,944</b>
<b>Creditors falling due after more than one year</b>					
- Pension liability			(52,000)		(121,000)
<b>Total Net Assets/(Liabilities)</b>			<b>290,698</b>		<b>87,944</b>
<b>The funds of the charity</b>					
Restricted income funds	12		60,142		-
Unrestricted income funds					
- General fund	12		282,556		208,944
- Pension reserve	14		(52,000)		(121,000)
<b>Total Funds/(Deficit)</b>			<b>290,698</b>		<b>87,944</b>

The accounting policies and notes on pages 23 to 34 form a part of these financial statements.

These accounts have been prepared in accordance with the special provisions of Part XV of the Companies Act 2006 relating to small companies.

Under the Companies Act 2006, s454, on a voluntary basis, the directors can amend these financial statements if they subsequently prove to be defective.

Approved and authorised for distribution, by the Management Committee and signed on its behalf by:



Tajinder Gill, Treasurer

Approved on: 14 October 2021

Company number: 03121679

Statement of Cash Flows  
For the year ending 31 March 2021

	Notes	2021 £	2021 £	2020 £	2020 £
Net income/(expenditure)			116,754		12,513
Adjustments:					
- Investment income			(205)		
- Depreciation			671		327
- Pension fund			17,000		59,000
- (Increase) in debtors		(19,955)		(10,597)	
- Increase in creditors		114,375	94,420	10,983	386
Net cash generated by operating activities			228,640		72,226
Cash provided/(used) by investing activities					
- Investment income			205		-
- Capital expenditure			(1,714)		-
Increase in cash and cash equivalents in the year			227,131		72,226
Cash and cash equivalents at the beginning of the year			233,822		161,596
Cash and cash equivalents at the end of the year			<b>460,953</b>		<b>233,822</b>
Cash on deposit (less than 3 months)			458,510		226,136
Cash on current account and in hand			2,443		7,686
Total cash and cash equivalents			<b>460,953</b>		<b>233,822</b>

## Notes to the Financial Statements

### Legal status

The Foundation is a company limited by guarantee and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £10 per member of the charity.

#### 1. Accounting policies

##### Basis of financial statements

The financial statements are 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) (effective 1 January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006. The financial statements are presented in sterling, which is also the functional currency of the charitable company. The financial statements are presented to the nearest £1.

Race Equality Foundation meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

##### Going concern

It is the opinion of the Trustees that the use of the going concern basis of accounting is appropriate because:

- ◆ there are no material uncertainties relating to events or conditions that may cast significant doubt about the ability of the charitable Company to continue as a going concern;
- ◆ there is reasonable expectation that the charitable Company has adequate resources to continue in operational existence for the foreseeable future.

##### Income recognition

Income is recognised in the period in which the charity has entitlement, it is probable that the income will be received, and the amount of the income receivable can be measured with reasonable certainty.

Income from grants and service agreements, including capital grants, is included in income when these are receivable, except as follows:

- ◆ When funders specify that grants and monies given to the charity must be used in future accounting periods, the income is deferred to those periods.
- ◆ When funders impose conditions which have to be fulfilled before the charity becomes entitled to use such income, the income is deferred and not included in income until the pre-conditions for use have been met.
- ◆ When funders specify that grants and similar monies, including capital grants, are for particular purposes, which do not amount to pre-conditions regarding entitlement, the income is included in income as restricted funds when receivable.
- ◆ For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted; the estate has been finalised and notification has been made by the executor(s) to the Foundation that a distribution will be made; or when a distribution is received from the estate.
- ◆ Donated services are accounted for as income, with an equivalent amount accounted for as resources expended, when the value of services is material.

##### Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably and includes any attributable VAT.

## Notes to the Financial Statements

### Expenditure (continued)

Expenditure is classified under the following activity headings:

- ◆ The costs of generating funds include the salaries, direct costs and overheads associated with generating voluntary income.
- ◆ The costs of charitable activities comprise expenditure on the charity's primary charitable purposes of promoting good race relations and, therefore, endeavouring to eliminate discrimination on the grounds of race.
- ◆ Governance costs are the costs associated with the governance arrangements of the charity including audit/independent examination costs and the necessary legal procedures for compliance with statutory requirements.
- ◆ Direct costs include the costs of printing materials expensed as incurred. No account is taken of any stock which exists at period end.

Certain costs, including central functions have been apportioned between the above headings using bases consistent with the use of resources, mainly on the basis of project staff costs.

### Tangible fixed assets

All assets costing more than £500 and with an expected useful life exceeding one year are capitalised.

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life:

- ◆ Leasehold improvements: 20% per annum;
- ◆ Computer equipment 33% of cost and fixtures & fittings 25% per annum on reducing balance method;
- ◆ Office equipment and restricted fund equipment: 20 - 25% per annum on reducing balance method

### Fund accounting

Funds held by the charity are as follows:

- ◆ Unrestricted funds comprise those monies which may be used towards meeting the charitable objectives of the charity and which may be applied at the discretion of the Management Committee.
- ◆ Restricted funds are monies raised for, and their use restricted to, a specific purpose, or donations subject to donor imposed conditions.

Further explanation of the nature and purpose of each of the restricted funds is included in the notes to the accounts.

### Leased assets

Rentals applicable to operating leases, where substantially all of the benefits and risks of ownership remain with the lessor, are charged to profit and loss on a straight-line basis over the lease term.

### Pension costs

The charity contributes to the Local Government Pension Scheme ("LGPS") a multi-employer defined benefit pension scheme, providing benefits based on final pensionable pay for certain employees. LGPS is administered by Essex County Council in accordance with the Local Government Pension Scheme Regulations 2013. The assets of the scheme are held and managed separately from those of the charity. An actuarial valuation of the scheme is obtained triennially and is updated, using a roll forward approach, at each reporting date.

The expected cost of providing pensions, as calculated annually by professionally qualified actuaries, is charged to the Statement of Financial Activities so as to spread the cost of pensions over employees' working lives with the charity. Cash contributions are determined by the actuaries and agreed with the trustees at each triennial valuation in order to fund the scheme over the next three years and are expressed as a percentage of current and expected future pensionable payroll.

## Notes to the Financial Statements

### Pension costs (continued)

In accordance with FRS 102, the following elements are reported in the Statement of Financial Activities:

- i. the service costs of pension provision relating to the period, together with the cost of any benefits relating to past service (allocated to staff costs);
- ii. the net interest, which is calculated by applying the discount rate to the net balance of the defined benefit obligation and the fair value of plan assets, is recognised as a finance cost; and
- iii. actuarial gains and losses arising from experience adjustments and changes in actuarial assumptions are charged or credited to other comprehensive income. These amounts together with the return on plan assets, less amounts included in net interest, are disclosed as "Re-measurement of the pension fund net defined liability".

The liability recognised in the balance sheet in respect of the defined benefit plan is the Foundation's share of the present value of the defined benefit obligation less the fair value of the plan assets as determined by the actuaries at the reporting date.

For certain employees, the charity contributes to the NEST defined contribution workplace pension scheme.

### Stock

Costs of facilitators and parent manuals are expensed as incurred.

### Financial instruments

The charity only has financial assets and liabilities of a kind that qualify as basic financial instruments except for the pension liability (see above and note 14). Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

### Debtors

Trade and other debtors are recognised at the settlement amount due. Expenditure that may benefit a period of time is measured on a time apportionment basis and classified as a prepayment.

### Creditors

Creditors are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors are recognised at their settlement amount.

### Cash at bank and in hand

Cash at bank and in hand includes cash and short term deposits with a maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

### Foreign currencies

Transactions in foreign currencies are recorded at the rate of exchange ruling at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies are translated at the rate of exchange ruling at the balance sheet date. All differences are taken to the Statement of Financial Activities.

### Key judgements and estimations

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. There is a significant risk of material adjustment in respect of the £52,000 pension liability within the next reporting period due to any changes in the assumptions used (see note 14) in either the actuaries triennial or annual roll forward valuations.

## Notes to the Financial Statements

<b>2. Income from charitable activities</b>	Restricted funds	Unrestricted funds	<b>2021 Total funds</b>	2020 Total funds
	£	£	£	£
<b>Grants</b>				
Dept. of Health – Health and Wellbeing: Framework	89,500	-	89,500	59,998
Dept. of Health – Health and Wellbeing: Parental conflict	30,000	-	30,000	-
Dept. of Health – COVID-19: Dementia	475,030	-	475,030	-
Dept. of Health – Health and Wellbeing: Musculoskeletal	-	-	-	69,810
Dept. of Health – Health and Wellbeing: Blood pressure	-	-	-	69,950
NHS England – Learning disabilities	50,000	-	50,000	-
Lambeth, Southwark & Lewisham RISE	-	-	-	96,200
SFSC Randomised Control Trial	65,850	-	65,850	49,961
SFSC Waltham Forest	106,353	-	106,353	112,723
SFSC Westminster	85,431	-	85,431	107,161
SFSC Cookham Wood	29,555	-	29,555	45,162
SFSC City of London	25,912	-	25,912	-
SFSC - Other	75,006	-	75,006	94,261
The Health Foundation – Collaboration for Wellbeing and Health	50,297	-	50,297	-
The Baring Foundation – Inclusion in Arts and Mental Health activities	10,000	-	10,000	-
<b>Other income</b>				
SFSC Training and reference material	-	88,987	88,987	151,920
Consultancy	-	55,109	55,109	77,815
	<u>1,092,934</u>	<u>144,096</u>	<u>1,237,030</u>	<u>934,961</u>
<i>2020</i>	<i>700,316</i>	<i>234,645</i>	<i>934,961</i>	

## Notes to the Financial Statements

<b>3. Expenditure on charitable activities</b>	Central core costs (Refer to note 4) £	Staff costs (Refer to note 6) £	Direct operating costs £	<b>2021 Total</b> £	2020 Total £
Dept. of Health – Health and Wellbeing: Framework	15,281	71,058	3,502	89,841	60,106
Dept. of Health – Health and Wellbeing: Parental conflict	2,919	13,570	14,050	30,539	-
Dept. of Health – COVID-19: Dementia	9,014	41,914	424,225	475,153	-
Dept. of Health – Health and Wellbeing: Musculoskeletal	-	-	-	-	69,909
Dept. of Health – Health and Wellbeing: Blood pressure	-	-	-	-	70,533
NHS England – Learning disabilities	187	869	1,200	2,256	-
Lambeth, Southwark & Lewisham RISE	-	-	-	-	96,763
SFSC Randomised Control Trial	10,166	47,274	10,397	67,837	50,883
SFSC Waltham Forest	16,472	76,593	13,991	107,056	112,886
SFSC Westminster	9,368	43,561	33,827	86,756	107,851
SFSC Cookham Wood	5,253	24,427	130	29,810	45,475
SFSC City of London	2,018	9,386	15,242	26,646	-
SFSC - Other	11,738	54,580	9,017	75,335	89,633
The Health Foundation – Collaboration for Wellbeing and Health	4,679	21,759	16,681	43,119	-
The Baring Foundation – Inclusion in Arts and Mental Health activities	775	3,605	400	4,780	-
SFSC Training and reference material	-	-	21,719	21,719	101,165
Consultancy	22,356	24,908	14,665	61,929	117,244
Coronavirus Job Retention Scheme furloughed staff costs	-	57,463	-	57,463	-
	<b>110,226</b>	<b>490,967</b>	<b>579,046</b>	<b>1,180,239</b>	<b>922,448</b>
<i>2020</i>	<i>176,621</i>	<i>472,697</i>	<i>273,130</i>	<i>922,448</i>	

## 4. Support and governance costs

	<b>2021</b> £	2020 £
<b>Further analysis</b>		
Premises costs	58,914	80,798
Communication costs	1,640	9,201
Legal and other professional fees including consultancy	11,485	9,134
Pension scheme		
- Current service cost	50,000	54,000
- Past service cost	-	31,000
- Interest cost (net of return on scheme assets)	3,000	6,000
- Contributions paid & allocated in Staff costs	(38,000)	(33,000)
- Administration expense	2,000	1,000
Office costs	18,107	15,768
Depreciation	671	327
Other costs	2,409	2,393
	<b>110,226</b>	<b>176,621</b>

The above support costs are allocated to charitable activities on the basis of project staffing costs.

## Notes to the Financial Statements

### 5. Net income/ (expenditure) for the year

This is stated after charging:

	2021 £	2020 £
Depreciation	671	327
Governance Costs:		
- Trustees expenses	-	637
- Auditors remuneration (excluding VAT)	4,750	-
- Independent examination (excluding VAT)	-	1,700
Rentals under operating leases:		
- Property (excluding VAT)	34,787	55,258
- Equipment	399	799

### 6. Staff costs and numbers

Staff costs during the year were as follows:

	2021 £	2020 £
Salaries	405,426	392,559
Social security costs	36,823	37,059
Pension costs	46,303	40,297
Staff training & Welfare costs	2,415	2,782
	<u>490,967</u>	<u>472,697</u>

No employee earned over £60,000 (including taxable benefits but excluding employer pension contributions) during the year (2020 – None).

The total employee benefits of the key management personnel of the Foundation (Chief Executive Officer) were £80,691 (2020: £78,303).

The average number of employees during the year was as follows:

	2021 No	2020 No
Chief Executive Officer	1	1
Project staff	11	14
Management and administrative staff	1	1
	<u>13</u>	<u>16</u>

During the year the charity claimed the grants available under the Government's Coronavirus Job Retention Scheme of £38,676 (2020: Nil). The Trustees decided to pay the affected employees 100% of their normal contractual entitlement resulting in costs of £57,463 (2020: Nil)

### 7. Management Committee members' remuneration/expenses

None of the members of the Management Committee received any remuneration during the year (2020: £Nil).

During the year, travel and subsistence expenses incurred in the performance of their duties were not claimed by any trustee (2020: 5). Expenses reimbursed to the trustees amounted to £Nil (2020: £637).

## Notes to the Financial Statements

### 8. Taxation

The Foundation is a registered charity and therefore is not liable to income tax or corporation tax on income derived from its charitable activities, as it falls within the various exemptions available to registered charities. The Foundation is not registered for VAT.

<b>9. Tangible fixed assets</b>	Leasehold Improvements	Furniture & Fixtures	Plant & Machinery	Office Equipment	Restricted Fund Equipment	<b>Total</b>
	£	£	£	£	£	£
<b>Cost</b>						
At 1 April 2020	44,018	3,631	10,932	12,205	4,870	75,656
Additions	-	-	-	1,714	-	1,714
Disposals	-	-	-	-	-	-
At 31 March 2021	44,018	3,631	10,932	13,919	4,870	77,370
<b>Depreciation</b>						
At 1 April 2020	44,017	3,497	10,932	12,013	4,870	75,329
Charge for year	-	134	-	537	-	671
At 31 March 2021	44,017	3,631	10,932	12,550	4,870	76,000
<b>Net book values</b>						
At 31 March 2020	1	-	-	1,369	-	1,370
At 31 March 2021	1	134	-	192	-	327

<b>10. Debtors</b>	<b>2021</b>	<b>2020</b>
	£	£
Fees receivable	78,840	96,091
Prepayment and other debtors	47,393	10,187
	<b>126,233</b>	<b>106,278</b>

Included within other debtors is a rent deposit of £10,414 which might be repayable after more than one year dependent on the current negotiations with the landlord.

<b>11. Creditors: amounts falling due within one year</b>	<b>2021</b>	<b>2020</b>
	£	£
Trade creditors	39,971	15,510
Social security and other taxes	11,549	10,493
Pension contributions	5,390	4,995
Deferred income	107,494	57,316
Accruals and sundry creditors	81,454	43,169
	<b>245,858</b>	<b>131,483</b>

## Notes to the Financial Statements

### 11a Deferred Income

	2021 £	2020 £
Deferred Income brought forward	57,316	53,875
Released to income in the year	(57,316)	(53,875)
Deferred income in the year	107,494	57,316
Deferred Income carried forward (See note 11)	107,494	57,316

### 12. Restricted and Unrestricted funds

During the year to 31 March 2021 the funds of the charity included restricted funds held on trusts to be applied for specific purposes. The Trustees Report contains a fuller description of the individual activities. The programmes delivered were as follows:

	At 1 April 2020 £	Income £	Expenditure £	Transfer of Funds £	At 31 March 2021 £
<b>Revenue funding</b>					
Dept. of Health – Health and Wellbeing (why wellbeing is relevant to health policy)	-	89,500	(89,841)	341	-
Dept. of Health – Health and Wellbeing: Parental conflict	-	30,000	(30,539)	539	-
Dept. of Health – COVID-19: Dementia	-	475,030	(475,153)	123	-
NHS England – Learning disabilities	-	50,000	(2,256)	-	47,744
SFSC Randomised Control Trial (evaluating the effectiveness of parenting programmes)	-	65,850	(67,837)	1,986	-
SFSC parenting programmes for					
- Waltham Forest	-	106,353	(107,056)	703	-
- Westminster	-	85,431	(86,756)	1,325	-
- Cookham Wood	-	29,555	(29,810)	255	-
- City of London	-	25,912	(26,646)	734	-
- Other	-	75,006	(75,335)	330	-
The Health Foundation – Collaboration for Wellbeing and Health (collective action to address the wider determinants of health)	-	50,297	(43,119)	-	7,178
The Baring Foundation (issues around the inclusion of Ethnically Diverse communities in Arts and Mental Health Activities)	-	10,000	(4,780)	-	5,220
Total restricted funds	-	1,092,934	(1,039,128)	6,336	60,142
Total unrestricted funds					
- General fund	208,944	204,059	(141,111)	10,664	282,556
- Pension reserve	(121,000)	-	86,000	(17,000)	(52,000)
Total funds	87,944	1,296,993	(1,094,239)	-	290,698

### 13. Analysis of net assets between funds

	Restricted funds £	Unrestricted funds £	Total 2021 £	Total 2020 £
<b>Fund balances at 31 March</b>				
Are represented by:				
- Tangible fixed assets	-	1,370	1,370	327

## Notes to the Financial Statements

- Current assets	60,142	527,044	587,186	340,100
- Creditors: amounts falling due within one year	-	(245,858)	(245,858)	(131,483)
- Pension liability provision	-	(52,000)	(52,000)	(121,000)
Total net assets	60,142	230,556	290,698	87,944
	2020	-	87,944	87,944

### 14 Pension commitments

For certain employees, Race Equality Foundation participates in a defined benefit multi-employer scheme with the assets held in a fund (Essex Pension Fund) administered by Essex County Council. The pension benefits are provided by the Local Government Pension Scheme ("LGPS"). The contributions are determined by independent qualified actuaries based on triennial valuations. The last triennial valuation was carried out as at 31 March 2019 by Barnett Waddingham LLP which determined that the charity's contribution rate should be 23.0% for the 3 years commencing 1 April 2020.

Barnett Waddingham LLP were engaged by the Trustees to assess and provide the balance sheet and funding status disclosures to be made by the Race Equality Foundation as at 31 March 2021 in respect of its pension obligations under the LGPS. This information, reported on 30<sup>th</sup> April 2021, shows a net liability of £52,000 as at 31 March 2021 (2020: £121,000).

### Financial Reporting Standard 102 – Retirement Benefits

Total LGPS pension contributions charged during the year amounted to £38,000 (2020: £33,000). Contributions totalling £4,112 in respect of LGPS (2020: £3,741) were payable to the fund at the year end and are included in creditors.

The major assumptions used by Barnett Waddingham LLP were as follows:

	2021 %	2020 %
Rate of increase in salaries	3.80	2.90
Rate of increase in pensions in payment	2.80	1.90
Discount rate	2.00	2.35
Rate of inflation:		
- CPI increases	2.80	1.90
- RPI increases	3.20	2.70

The mortality assumptions used were:

	2021 Years	2020 Years
Longevity at age 65 retiring today		
- Males	21.6	21.8
- Females	23.6	23.7
Longevity at age 65 retiring in 20 years		
- Males	22.9	22.9
- Females	25.1	25.4

The estimated asset allocation in the scheme and present value of scheme liabilities were:

	2021 £000's	2020 £000's
Equities	2,666	1,979
Gilts	111	146
Other bonds	216	205
Property	307	304
Cash/temporary investments	204	141
Alternative assets	498	390
Other managed funds	312	218

## Notes to the Financial Statements

Far value of scheme assets (bid value)	4,314	3,383
Present value of scheme liabilities	(4,366)	(3,504)
Net liability	(52)	(121)

### 14 Pension commitments (continued)

The reconciliation of opening and closing balances of the present value of the defined benefit obligation is as follows:	2021 £000's	2020 £000's
Opening defined benefit obligation	3,504	3,815
Current service cost	50	54
Past service costs *	-	31
Interest cost	82	91
Change in financial assumptions	873	(358)
Change in demographic assumptions	(37)	(25)
Experience loss/(gain) on defined benefit obligation	(37)	(36)
Estimated benefits paid (net of transfers in)	(82)	(81)
Contribution by scheme participants	13	13
Closing defined benefit obligation	4,366	3,504

\* Past service costs represent the estimated effect of rectifying the discrimination identified in the policy of transitional protection that was part of the 2015 reforms to public service pension schemes which has been held to be unlawful by the Courts.

A sensitivity analysis of scheme liabilities to a change in discount rates on the defined benefit obligation and projected service cost, together with a +/- 1 year age rating adjustment to the mortality assumption is as follows:

	£000's	£000's	£000's
Adjustment to discount rate	+ 0.1%	0.0%	- 0.1%
- Present value of total obligation	4,287	4,366	4,447
- Projected service cost	67	69	71
Adjustment to life expectancy assumptions	+ 1 year	None	- 1 year
- Present value of total obligation	4,559	4,366	4,181
- Projected service cost	72	69	65
Adjustment to long term salary increase assumptions	+ 0.1%	0.0%	- 0.1%
- Present value of total obligation	4,380	4,366	4,352
- Projected service cost	69	69	69
Adjustment to pension increases and deferred revaluation	+ 0.1%	0.0%	- 0.1%
- Present value of total obligation	4,432	4,366	4,301
- Projected service cost	71	69	67

The reconciliation of fair value of scheme assets is as follows:	2021 £000's	2020 £000's
Opening fair value of scheme assets	3,383	3,571
Interest on assets	79	85
Return on assets less interest	885	(269)
Other actuarial gains/(losses)	-	32
Administration expenses	(2)	(1)
Contributions by employer including unfunded	38	33

## Notes to the Financial Statements

Contributions by fund participants	13	13
Estimated benefits paid (net of transfers in and including unfunded)	(82)	(81)
Closing fair value of scheme assets	4,314	3,383

### 14 Pension commitments (continued)

The reconciliation of scheme assets and liabilities is as follows:	Assets £000's	Liabilities £000's	Total £000's
At 1 April 2020	3,383	(3,504)	(121)
Benefits paid	(82)	82	-
Employer contributions	38	-	38
Fund participant contributions	13	(13)	-
Current service cost	-	(50)	(50)
Past service cost	-	-	-
Administration expense	(2)	-	(2)
Interest income/(expense)	79	(82)	(3)
Re-measurement gains/(losses)			
- Change in financial assumptions	-	(873)	(873)
- Return on plan assets excluding interest income	885	-	885
Change in demographic assumptions	-	37	37
Experience gain on defined benefit obligation	-	37	37
Other actuarial gains/(losses)	-	-	-
At 31 March 2021	4,314	(4,366)	(52)

### 15 Financial commitments

At 31 March 2021 the charity had the following future minimum lease payments under non-cancellable operating leases for the following periods:

Payments due	Land and buildings		Other	
	2021 £	2020 £	2021 £	2020 £
Not later than one year	-	-	599	400
Later than one year and not later than five years	-	-	-	-
Total	-	-	599	400

Negotiations with the landlord are currently in progress for the continued occupation of the offices.

### 16 Liability of members

Members of the charitable company guarantee to contribute an amount not exceeding £10 to the assets of the charitable company in the event of winding up. There are 10 members as at the current year end of 31 March 2021, and there were 11 members at the end of 2020.

### 17 Ultimate controlling party

In the opinion of the trustees there is no ultimate controlling party of the charity.

### 18 Related party transactions

There have been no related party transactions in the reporting period that require disclosure other than the reimbursement of Trustees travelling expenses (see Note 7).

Notes to the Financial Statements

**19 Comparative Statement of Financial Activities (2020)**

	Restricted funds	Unrestricted funds	2020 Total funds	2019 Total funds
	£	£	£	£
<b>Income</b>				
Income from charitable activities	700,316	234,645	934,961	722,639
<b>Total income</b>	<b>700,316</b>	<b>234,645</b>	<b>934,961</b>	<b>722,639</b>
<b>Expenditure</b>				
Expenditure on charitable activities				
- Promoting good race relations	704,039	218,409	922,448	779,277
<b>Total expenditure</b>	<b>704,039</b>	<b>218,409</b>	<b>933,448</b>	<b>779,277</b>
<b>Net income/expenditure for the year</b>	<b>(3,723)</b>	<b>16,236</b>	<b>12,513</b>	<b>(56,638)</b>
Transfer of Funds	3,723	(3,723)	-	-
<b>Other recognised gains and losses:</b>				
<b>- Re-measurement of the pension fund net defined liability</b>				
- Change in financial assumptions	-	451,000	451,000	88,000
- Return on plan assets excluding interest income	-	(269,000)	(269,000)	119,000
<b>Net income and net movement in funds for the year</b>	<b>-</b>	<b>194,513</b>	<b>194,513</b>	<b>150,362</b>
<b>Fund balances brought forward</b>	<b>-</b>	<b>(106,569)</b>	<b>(106,569)</b>	<b>(256,931)</b>
<b>Fund balances carried forward</b>	<b>-</b>	<b>87,944</b>	<b>87,944</b>	<b>(106,569)</b>