THE RACE EQUALITY CENTRE

England & Wales · Charity number 1053154

Details

Other names	LEICESTER & LEICESTERSHIRE RACIAL EQUALITY COUNCIL, LEICESTER RACIAL EQUALITY COUNCIL
Status	Registered
Legal form	Charitable company
Company number	03140691
Registered	1996-02-22
Register	View on the Charity Commission register

Contact

Address	2nd Floor Phoenix Yard 5-9 Upper Brown Street Leicester LE1 5TE
Phone	01162042790
Email	administrator@theraceequalitycentre.org.uk
Website	www.theraceequalitycentre.org.uk

Activities

Objects: (1) TO WORK TOWARDS THE ELIMINATION OF RACIAL DISCRIMINATION;(2) TO PROMOTE EQUALITY OF OPPORTUNITY AND GOOD RELATIONS BETWEEN PERSONS OF DIFFERENT RACIAL GROUPS WITHOUT DISTINCTION OF GENDER, SEXUAL ORIENTATION, DISABILITY, OR OF POLITICAL, RELIGIOUS OR OTHER OPINIONS.(3) TO ADVANCE EDUCATION AND RELIEVE POVERTY AMONGST IMMIGRANTS AND REFUGEES PARTICULARLY BY THE PROVISION OF LEGAL AND OTHER ADVICE.

Activities: We provide advice, advocacy, support to all communities in Leicester to address issues related to racial inequality, discrimination and harassment.

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Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** General Charitable Purposes, Education/training, Economic/community Development/employment
- **Who:** Children/young People, People Of A Particular Ethnic Or Racial Origin, Other Charities Or Voluntary Bodies, The General Public/mankind

Geography

- Leicester City
- Leicestershire

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£506,157	£477,445	£272,721	10
2024-03-31	£285,460	£394,068	-	-
2023-03-31	£225,859	£287,877	-	-
2022-03-31	£414,028	£304,437	-	-
2021-03-31	£536,736	£331,431	£305,584	11

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Trustees

Name	Role	Appointed
SURINDER SHARMA	Chair	
Ashok Mohindra		2018-10-08
CANON IRVING RICHARDS		
Camille London-Miyo		2020-01-03
Gail Pringle		2021-09-09
KATHRYN JANE HART		
Kirk Master		2024-09-17
Marcus Solanki		2020-12-01
Mokhtar Hussain		2021-09-09
Reg Mawdsley		2025-08-12
Sherilyn Pereira		2024-09-17
Tahera Khan		2024-09-17
Wajeeda Yusuf		2021-09-09

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THE RACE EQUALITY CENTRE

England & Wales - Charity number 1053154

Accounts

TREC
THE RACE EQUALITY CENTRE

Annual Report

2024-2025



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FOREWORD

The past year has been one of both challenge and opportunity for organisations working in the equality sector. Against the backdrop of growing political debate on migration, community cohesion, and social justice in the UK, TREC has continued to demonstrate the vital role that grassroots, community-rooted organisations play in building stronger, fairer societies.

Building Capacity Through Staff Development

Central to our progress has been investment in our people. By upskilling staff to provide Level 2 immigration advice under the Immigration Advice Authority's standards, TREC has strengthened its ability to respond effectively to community needs in an increasingly complex policy environment. More than half of our staff are engaged in accredited training and study programmes. This not only enhances their individual professional development but also expands the collective resilience and credibility of the organisation at a time when access to justice and quality advice is under strain across the UK.

Innovating with the Inherently Global Project

Innovation remains at the heart of our work. The Inherently Global feasibility study, funded by the Heritage Lottery Fund, represents a bold vision: Leicester's first interactive heritage experience dedicated to celebrating the histories and contributions of the Global Majority. In the current political climate, where migration is often framed through narratives of restriction and division, this project offers a counterpoint rooted in dignity, pride, and truth. By using digital and interactive technologies, we are creating spaces that challenge negative stereotypes and instead highlight the enduring value of migration to Britain's cultural and economic fabric.

Empowering Communities Through Partnerships

Our partnerships continue to bring fresh energy and resilience to local communities. The expansion of our ESOL programme into our Garden of Sanctuary, alongside the "Plant to Plate" allotment project, demonstrates the power of practical, grassroots initiatives in fostering belonging and wellbeing. Through the Empower Biz programme, delivered in collaboration with African Heritage Alliance, B-Global, and Highfields Centre under the Levelling Up agenda, we have addressed systemic barriers faced by African Heritage entrepreneurs. At a time when economic inequalities remain stark, this programme has been a crucial lever for sustainable growth and inclusive economic participation.

Collaboration and Civic Engagement

TREC's credibility continues to open doors to influence and collaboration at civic and institutional levels. Our contributions to Loughborough University's Anti-Racist Agreement, the East Midlands CPS Hate Crime Scrutiny Group, and Leicestershire Police Coercive Powers Scrutiny Group highlight the trust placed in us to bring accountability and lived experience into decision-making spaces. Equally, our support for the 40th anniversary of Leicester's Caribbean Carnival reaffirms our belief that cultural celebration and civic engagement are essential to the fight for equality and justice.

FOREWORD (Contd.)

Supporting Individuals and Families

Beyond policy influence and innovation, our frontline services remain a lifeline for thousands. Over the past year, we supported individuals and families across a wide spectrum of needs, resolving immigration challenges, securing housing, addressing discrimination, and facilitating wellbeing and social integration. These services generated a measurable £803,881 in benefits for service users. But beyond the numbers, the real value lies in the restored dignity, security, and opportunity we were able to provide to those most affected by inequality and exclusion.

Finally, this report pays tribute to TREC's staff, volunteers, Executive members and Funders, all of whom are significant as is evidenced in the following pages of this Annual Report.
The following pages gives the reader a glimpse of the areas of work undertaken in the past year by 8.4 FTE staff, 3 service contractors and 6 volunteers

Iris Lightfoote CEO



FUNDERS

(in alphabetical order)

Active Leicester Community Fund
Lloyds Bank Foundation
The National Lottery Fund - Awards for All
The National Lottery - Heritage Fund
The National Lottery - Reaching Communities
Postcode Places Trust
UKSPF

DONORS

Community Union
Sarah Brackett & A Brackett
Unite East Midlands Union

OVERVIEW OF THE YEAR 23/24

We welcomed 75 attendees to the AGM which was held at the Abbey Park Campus of Leicester College. Unfortunately our scheduled keynote speaker was unwell and cancelled at the last minute leaving us in a dilemma.
We were extremely grateful that Shockat Adam MP who turned up as a guest agreed to step in to provide an informative, heartfelt account of the history of race relations in Leicester followed by lively question and answer session.
We would like to formally thank both Shockat Adam MP and Leicester College for ensuring the evening was a success.











TREC's Global Heroes (Together We Won the War) exhibition was again displayed to new audiences at the Made in Africa event held in the Haymarket Shopping Centre as well as the Military History Live event at the Leicester Adult Education Centre.
Both events attract thousands of visitors and we always receive such positive feedback who are unaware of the contribution made by Africa, Asia, the Caribbean and China in terms of manpower and resources to World War II.

OVERVIEW OF THE YEAR 24/25

HEALTH & WELLBEING





Chill & Chat Group Activities

The Chill and Chat group operated across two venues during the year. Initially, sessions were held at Highfields Library, which resulted in an increase in members registering with the library, often alongside their families. This encouraged greater awareness and utilisation of the library's facilities.
The group relocated to the free Community Hub at the Haymarket Shopping Centre. This partnership was established to strengthen our visibility within the city centre and to enhance awareness of TREC's role and services within the wider local community.

The sessions have since adopted a more informal, drop-in format while continuing to provide a safe and supportive environment for clients. Attendees are able to access guidance and signposting to a range of relevant health and wellbeing services. Alongside this, a programme of health and wellbeing activities has been maintained, the activities provide an opportunity to learn about life in the UK, with a particular emphasis on "Getting to Know Leicester" . Throughout the summer, the group participated in a range of creative arts and crafts, as well as mindfulness activities. These sessions are designed to reduce social isolation, helping participants connect with others while improving their social and English language skills.
We are especially grateful to Max and Dean from the Haymarket for their partnership work with us, which has enabled us to access a free venue. Operating from the City Centre makes our services more accessible and central to our clients.

Food Growing Course

A food-growing course was sourced for the Chill and Chat Group, organised by The Conservation Volunteers (TCV) and led by Gurpreet Kaur. Originally scheduled to take place at the TREC Health and Wellbeing Allotment, the six-week programme was relocated to the Highfields Centre and Library due to adverse weather conditions.
The course provided participants with practical skills in growing food, trees, and indoor plants from seed, as well as guidance on plant maintenance. In addition, attendees learned about compost-making and explored the wider benefits of food growing, including its positive impact on reducing their carbon footprint, supporting the environment, and improving personal health and wellbeing.

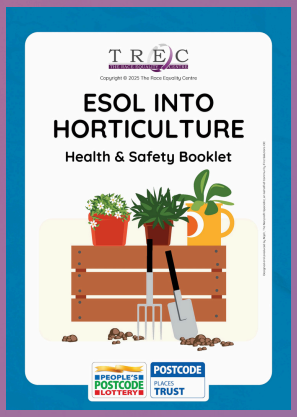
These are a few quotes from the participants;
'I learnt how to test the soil & about different soil types'
'I didn't realise the impact of growing conditions for the different types of herbs'
'learning how to actually sow the seeds!'
'the course made me think about composting and how easy it is, I will be doing this in the future'
The idea for the course was to take what the group had learnt into their home environments and to our allotment to encourage them to grow organic produce, and to understand how to grow things for themselves whether or not they had a garden.

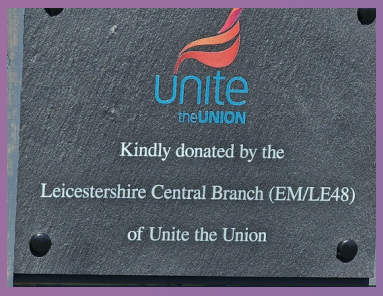
OVERVIEW OF THE YEAR 24/25

TREC's Garden of Sanctuary and Allotment Plot



We have been busy developing our new allotment plot. Despite the less-than-ideal summer weather, we've found opportunities to visit with our clients. We've enjoyed the benefits of plum and early-season apple picking which our clients used for making vinegar.
Participants from our food growing course also had the chance to visit and see the potential of what could be achieved on an allotment.
We've pruned and trimmed the hedges and trees on site, a task that will require ongoing attention to maintain and we have also held a few Chill and Chat group sessions there.





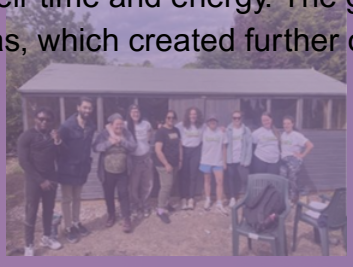




Thanks to funding from the Unite Union we have purchased a shed for the storage of our equipment, activities and teaching. With additional funding from the Postcode Places Trust we employed an Outdoor Education Officer who worked with our ESOL Officer to create a series of ESOL into Horticulture booklets which has taught our clients about:
Health & Safety on an allotment,
What to plant and grow,
When to plant and grow and
Where to plant. .

Dunelm

The Health and Wellbeing Allotment at TREC was further developed through collaborative work with Liz from Trade, who supported us in securing a Staff Volunteer Day with the Dunelm LGBT+ staff group. Volunteers assisted with planting hedges around the allotment, preparing the ground for food growing, painting the newly acquired shed, and assembling furniture and items kindly donated by Dunelm. These resources will be used to support our clients as part of our Health and Wellbeing activities.
We are extremely grateful for this support, which not only enhanced the allotment facilities but also fostered positive connections between our organisations. The day highlighted excellent teamwork, with volunteers from both Dunelm and Trade contributing their time and energy. The group also enjoyed a shared picnic lunch of samosas and aloo parathas, which created further opportunities for networking and relationship building.



OVERVIEW OF THE YEAR 24/25

Health & Wellbeing Day

As a part of the Black History and Mental Health Month the Pamela Campell-Morris Health and Wellness Alliance, held a health and wellbeing day, this was organised by the African Heritage Alliance and Highfield Rangers who came together with the Sue Young Cancer Support to put on a memorable health and wellbeing event particularly, but not exclusively, aimed at the BAME community. There were many different stalls and TREC was also present with our stall sharing information about our services and meeting the community in a relaxed and informative event which was focusing on raising awareness on cancer in the black communities

The Digital Poverty Alliance, a charity working to alleviate digital poverty, delivered their Tech4Youth initiative in Leicestershire, offering young people aged 11–19 the opportunity to apply for a laptop, along with support for internet connectivity and digital skills where needed.
Through this initiative, several of our young people were successful in receiving laptops. Before being presented with their devices, participants attended a workshop led by Immy Black, Senior Project and External Affairs Officer at the Digital Poverty Alliance. The **workshop was hosted at the** Bangladesh Youth and Cultural Shomiti (BYCS) Action Resource **C**entre,
with thanks to Dr Choudray and his team for their warm hospitality.



The impact of this initiative has been significant:

- One parent reported that their son has not only been using the laptop for college work but has also helped them practice for the Life in the UK test, benefiting the whole family.
- An unaccompanied asylum-seeking young person expressed his happiness at being able to communicate more effectively with his family online, compared to using his phone.
- A young woman preparing to start college shared her excitement at receiving the laptop in time to support her studies.

This initiative has provided vital digital access, helping to reduce barriers to education, communication, and inclusion for our young people and their families.

TREC at Leicester Pride 2024



As part of our ongoing collaboration with Trade Sexual Health, we were invited to host a stall inside their very popular marquee. This gave us the opportunity to be part of the Pride celebrations and increase our visibility within the community. Our presence ensured that any of our service users belonging to these communities could approach us to talk about their health and well-being needs without fear of judgment or ostracisation.





A few of our clients also joined us as volunteers. For many, it was their first time being part of a Pride procession, and they were both surprised and curious, asking lots of questions about how and why the event takes place. Beyond showcasing our work at TREC, the event also provided a valuable opportunity to engage with the community and recruit potential volunteers.

OVERVIEW OF THE YEAR 24/25

EmpowerBiz

Empower Biz is a comprehensive business support programme to empower and uplift businesses owned by people of African Heritage of all genders who have been running their businesses for more than 12 months. The Project acquired UKSPF fundings, a government initiative to support local communities of £210,000; £40,000 was allocated for capital renovations at the African Caribbean Centre. This amount was for the creation of a Black Business Hub and co-working space.

TREC is the lead partner in the management of the Project.

Project achievement to date includes:

·Creation and launch of a Black Business Hub and co-working space based at the African Caribbean Centre in February 2025.

·110 entrepreneurs received personalised support and guidance

·212 individuals attended Master classes, workshops and training on meet the funder, investment readiness, employment law, digital solutions, bid readiness, access to finance, management to leadership, and social entrepreneurship.

·21 jobs were created, and 15 jobs were safeguarded because of the project's intervention.

·6 businesses received assistance to obtain shop front grants and business loans.

·Leicester Black Business Conference and Exhibition held in February 2025

The project was successful in receiving an extension to March 2026. During Phase 2 **the focus will be on** assisting business to grow and expand in the following way:

·Adopt new or improved products or services to the firm.

· Adopt new to the firm technologies or processes

· Improved productivity.

·engage in new markets

·engage in knowledge transfer activity following support



Imane Kaddo from Modestly Co explains how the project has supported her and her business.

‘ModestlyCo has been operating for over a year, growing a strong online presence with over 24,000 Instagram followers, largely driven by viral content. With an annual turnover of £45,000, the business was founded to provide photography prevention pouches worldwide, catering to weddings and private corporate events.

We faced difficulties in scaling due to financial barriers, a lack of information, and limited access to relevant networks. Alfred provided valuable insights into available grant opportunities and guided us through the application process. He offered expert guidance on completing funding applications and identified grants that our business was eligible for.

I gained confidence in applying for funding and am now in the final stages of securing a grant to support digital marketing efforts. I successfully completed the grant applications with the guidance provided. Without this support, I would have missed out on key grant opportunities and would not have acquired the knowledge and skills needed to complete such applications independently. We would have faced missed opportunities and financial challenges that could have slowed our growth.

The support was invaluable. It provided me with reassurance, a sense of direction, and a trusted advisor who genuinely supports my business and its success.

The experience has shown me the importance of seeking support and being proactive in accessing available funding opportunities. I would seek help in other areas of my business sooner, as I often overlook the fact that support and funding are available.

I am so grateful for the support I have received. Entrepreneurship can be a lonely journey and having access to experienced professionals who genuinely want to see my business succeed has been invaluable. This is support I would never have been able to afford otherwise.’

OVERVIEW OF THE YEAR 24/25

ESOL into Employability



In the previous year, TREC developed an innovative English for Speakers of Other Languages (ESOL) Entry Level 1 course on **Safety Signs at Work**. The course leads learners through the basic colours and shapes used in safety signs and teaches them the meaning of these coloured shapes. Participants learned to identify the meaning of specific signs, located them in a real-life settings and then received a TREC certificate of participation.

We have continued to deliver our ESOL for Safety Signs classes and have been able to take them into a variety of community settings. Learners enjoyed the classes and were pleased to receive their TREC certificates!

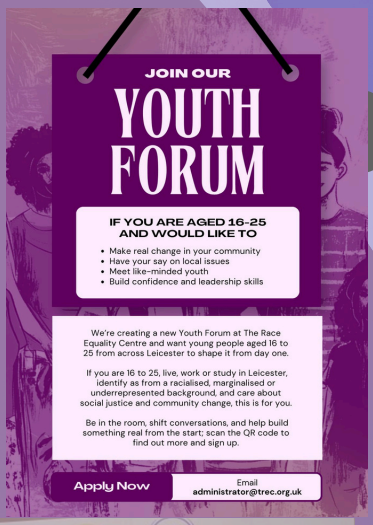
The course has been widely welcomed, and we hope to develop it further in the next phase of the project.



Young People

As part of TREC's strategic aim of strengthening our work with young people we have been holding a series of meetings to create a Young Person's forum. This work will nurture growth and inspire young people to amplify their voices, equipping them with the means to address issues which directly affect them, providing opportunities to take part in activities and learning. At the beginning of this financial year, we secured funding to begin this vital work and have recruited a Project Co-ordinator and created an action plan to begin this vital piece of work.

If you or your organisation know of any suitable young people, please nominate them to join us in empowering the next generation leaders.





TREC also attended the Violence Reduction Networks 'Community Partnership' event which enabled TREC to hear first hand from young people, issues that directly impact them and initiatives designed to divert them from serious youth violence.

OVERVIEW OF THE YEAR 24/25

TREC/Loughborough University Anti-Racist partnership

TREC are working with the Equity, Diversity and Inclusion Services Team located in the Vice-Chancellor's Office of Loughborough University. The work is driven through an anti-racist working group whose overarching aim is to embed anti-racism as a standard of good practice across all aspects of university business, ensuring equity, belonging, and the elimination of institutional racism for staff and students.

Loughborough University's Anti-Racist Working Group drives the University's commitment to race equality by embedding anti-racist practice across all areas of university life.

It develops and oversees annual action plans aligned with the Race Equality Charter, reporting progress to the Equity Diversity and Inclusion Operational Board. The group supports senior leaders, staff, and students in addressing racial inequality, eliminating institutional racism, and fostering belonging. Its work spans policy, culture, education, partnerships, and guidance, including developing toolkits and responding to global events, ensuring that anti-racism is integrated as a standard of good practice throughout the institution.

Advice Hub

TREC were successful in securing funding for 18 months from The National Lottery - Reaching Communities to create an Advice Hub open to all residents of Leicester. This opportunity allows TREC's expertise in welfare benefits, tenancy and housing, and immigration to go beyond it's remit of new arrivals. It also affords us to share our knowledge of existing specialised advisors across the city enabling access to those desperately needing help.

The project is being delivered along with cookery and nutrition classes focussing on four cohorts (women, men, young people and individuals experiencing mental ill health.) Our workshops focussing on young people have seen us delivering to service users of the Centre Project who are unaccompanied minors, children of refugees, children either in care or leaving care and entering independent living. These sessions provide life-long skills with essential and tailored advice on healthy living and eating.











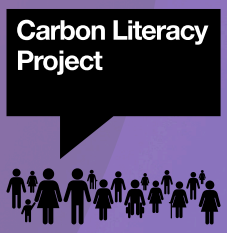


OVERVIEW OF THE YEAR 24/25

ENVIRONMENTAL



TREC attended **UOcean's Heights of Possibility** evening; an inspiring youth empowerment and conservation event, one of many inspirational initiatives created by their founder Chris Desai. The evening featured keynote speakers from the aviation industry from underrepresented backgrounds, sharing their journeys and expertise, alongside engaging panel discussions exploring the intersection of sustainability and innovation.
TREC had nominated a young person who entered the UK as an unaccompanied minor and we are delighted to announce was he was one of the three chosen to receive training hours towards a Private Pilot's Licence, sponsored by **Aerosparx** and the **Husbands Bosworth Gliding Centre**.



Two members of TREC staff have completed a **Carbon Literacy Course** which has resulted in revised working practices aimed at reducing our charity's carbon footprint.

In our ongoing support for **Fuel Poverty Action**, TREC attended an online webinar, participating in an in-depth discussion on Energy For All which focussed on individuals suffering from fuel poverty and forced to live, and die, in cold, damp and uninhabitable homes. This was a rare opportunity to hear from experts as to why we need Energy For All more than ever, how we can make it come true, and how it compares to alternatives.

We joined the campaign for the Climate and Nature Bill organised by Zero Hours calling on the new government to create a new UK law to address the climate and nature crisis by setting legally binding targets, requiring a strategy for emissions reduction and biodiversity recovery, and establishing a Climate and Nature Assembly.
The second reading for the Climate and Nature Bill in the House of Commons took place on January 24, 2025.
Despite the government's lack of support for the bill's passage, the Minister for Nature and the Secretary of State for Energy Security and Net Zero promised to address the bill's objectives and spirit in future actions.

COERCIVE POWERS SCRUTINY GROUP (CPSG)

TREC continues to host the bi-monthly CPSG (Coercive Powers Scrutiny Group) meeting with members of Leicestershire Police, solicitors, and members of the community to address the continual disproportionality in Stop Search and Use of Force against young Black men. The meetings consist of the viewing of Body Worn Camera footage and the scrutinising of data and statistics provided in Legitimacy reports which consistently demonstrate disproportionality rates of between 5/6 times more than white subjects. It is also an opportunity for community members to address issues occurring in their own communities.
We have also attended Leicestershire Police's Strategic Independent Advisory Group (IAG) and have followed this up by developing associated work with its current chair.

OVERVIEW OF THE YEAR 24/25

Racial Minority Voluntary Sector Assembly (RMVSA)



We continue to share information on the arts, community events, job vacancies, funding, training and relevant news with our Assembly members through regular emails and
bi-monthly ebulletins. We also work behind the scenes providing advice, information and guidance when requested.
As part of this work we assisted the Eritrean Community Group to secure £20k to further develop their work to provide activities and learning to both their young people and community as a whole.
We were invited to attend the group's annual Independence Day event which was a wonderful opportunity to see this growing community laugh, play, eat and celebrate their educational achievements.

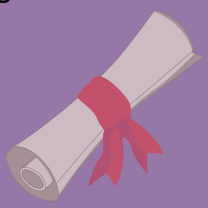
Working with and bringing our knowledge to whole communities is important to TREC. One such event was the St Matthews Community Forum which was a fantastic opportunity for residents, community leaders, and local organisations to come together and discuss key issues affecting the St Matthews Estate. The event featured roundtable discussions on specific topics such as Healthcare, Youth Services, Housing, Public Safety and Community.

TREC Staff Training and Development

TREC's staff member has participated in a Racial Justice Programme which offered an opportunity to explore the interconnectedness of racism, immigration policies, and the hostile environment in the UK. Learning was rooted in political education, deepening understanding of the ongoing impact of colonialism and global imperialism, and the ways in which white and ethnosupremacy continue to shape our systems and everyday lives.
After completing a learning programme in Finance and Sustainability and Leadership and Management training with the School of Social Entrepreneurs (SSE) TREC's staff member was afforded the opportunity of addressing the next cohort of learners as an SSE Fellow to share the benefits of their learning. They have since attended a Learn to Grow Management Course at the University of Leicester School of Business which enabled a focus on various aspects of TREC's strategic work. They will now be embarking on a Senior Leadership (Master's equivalent) at DeMontfort University.

After successfully undertaking Level 2 Immigration Advisor training, we a delighted to announce TREC is now registered at Level 2 Asylum and Protection.





OVERVIEW OF THE YEAR 24/25

Apprenticeships and Student Placements

We have great news in that our Level 3 Business Administration apprentice completed his studies with flying colours. He is now employed as our Triage Officer and will undertake his Business Degree Apprenticeship with DeMontfort University and will focus on TREC's marketing and social media presence.

We also afforded a placement to a student from Aston University who wanted to experience the various aspects of charity work. She attended our Health and Wellbeing service's Chill and Chat group, sat alongside our apprentice in reception as first point of contact for all enquiries into TREC and participated in the creation of content for our community café. She also attended the VRN (Violence Reduction Network) Community Partnership Event 2025: "With and For Young People" which she immensely enjoyed.

We have also accommodated approximately 5 young people through Juniper Training in both our community café and TREC reception enabling them to gain valuable work experience. They have since progressed to further education.



OVERVIEW OF THE YEAR 24/25

INHERENTLY GLOBAL

TREC have received funds from The Heritage Lottery Fund to undertake an options appraisal and feasibility study into the development and growth of a visitor attraction centre. The centre's development is based on the recognition that Leicester is one of the most culturally diverse cities in the UK yet despite this richness, engagement with traditional arts and heritage venues remains low, and many stories of history, migration, and creativity remain untold or under-celebrated.
The Inherently Global project seeks to change that. This ambitious initiative aims to create a landmark, digitised heritage experience in Leicester, honouring the cultural, societal, and historical contributions of migrant communities while challenging negative narratives around migration.
To realise this vision, the organisation sought a professional consultancy team with expertise in heritage, community engagement, and feasibility studies to deliver:

- A comprehensive options appraisal and feasibility study, including cost, risk, and funding strategies.
- Clear recommendations on venue, partnerships, governance, and operating models.
- A marketing and audience engagement strategy tailored to Leicester's diverse demographics.



The options appraisal and feasibility study is now nearing completion.
The project is designed around eight core ambitions:

- Cultural recognition: celebrating the contributions of Global Majority communities through a bold, community-driven space.
- Turning aspiration into action: transforming visionary ideas into practical, deliverable solutions.
- Responding to community need: addressing grassroots demand for inclusive "third spaces" and intergenerational storytelling.
- Building on existing momentum: harnessing years of engagement, leadership, and research.
- Testing feasibility: evaluating venues, delivery models, and governance structures.
- Ensuring sustainability: developing solutions that are fundable, resilient, and aligned with community values.
- Providing clarity and confidence: equipping decision-makers with robust evidence.
- Honouring lived heritage: amplifying authentic voices and embedding pride at the project's heart.

At its core, the vision is to create an inclusive, dynamic, and interactive environment that represents diverse migration experiences while engaging multiple generations.
Leicester's youthful, digitally fluent population is central to the project. Community consultation revealed that while barriers such as cost, trust, and cultural relevance hinder heritage engagement, there is strong appetite for fresh, interactive formats.
Key insights included:

- A preference for multi-sensory, immersive storytelling using AR/VR and oral histories.
- A demand for youth-driven formats via platforms like TikTok, YouTube, and Instagram.
- A call for exhibitions that rotate, surprise, and celebrate joy and resilience, not just trauma.
- The need for accessible, centrally located venues, with free or subsidised entry.



As one participant remarked: "African history did not start with slavery."

INHERENTLY GLOBAL (Contd.)

Space Content and Experience

Drawing on community voices, the project envisions a heritage centre that is as dynamic as the communities it represents. Proposed features include:

- Immersive environments that engage all the senses from soundscapes and food aromas to tactile materials.
- Intergenerational storytelling with oral histories, youth-generated digital content, and family-friendly activities.
- Flexible thematic zones covering migration journeys, youth culture, creativity, faith traditions, and climate-linked displacement.
- Spaces for dialogue and rest including workshops, quiet reflection areas, and a café serving global cuisines.
- Digital and outreach layers extending the experience online and through mobile “pop-up” exhibitions.



As one youth participant explained: “Up until the last 2 years I have not been interested in history because of how it was traditionally taught.” The project intends to change that perception for generations to come.

A Shared Future

The Inherently Global project is more than an idea - it is a community-driven response to a real need for inclusive cultural spaces. By amplifying lived heritage, embracing innovation, and embedding authenticity, it has the potential to create a nationally significant, globally resonant landmark.

Above all, Inherently Global reflects the spirit of Leicester: diverse, proud, and forward-looking.





OVERVIEW OF THE YEAR 24/25

Race Discrimination: The Rising Trend of Victimisation of Employees Following Protected Acts

In recent months, we have observed a concerning trend emerging in workplaces across various sectors; that is the increasing victimisation of employees who have undertaken protected acts related, in particular, to racial discrimination and/or racial harassment. Despite progressive equality legislation and heightened awareness of diversity and inclusion in the workplace, individuals who raise legitimate concerns about race-based discrimination or harassment are often subjected to retaliation such as isolation, denial of opportunities, or disciplinary action.

This article explores the nature of this trend, the legal frameworks in place, the implications for workplace culture, and the responsibilities of employers in addressing and reversing this damaging pattern.

Understanding Protected Acts and Victimisation

Under the UK Equality Act 2010 and similar global anti-discrimination laws, a protected act includes making a complaint or allegation of discrimination, supporting someone else's complaint, or bringing proceedings related to race discrimination. These acts are explicitly safeguarded by law; retaliating against someone for engaging in such actions constitutes victimisation, a serious legal breach. Victimisation can take many forms including but not limited to:

- Exclusion from meetings or projects
- Unwarranted negative performance reviews
- Delays or denial of promotions
- Hostile treatment from colleagues or management
- Disciplinary action



An employee who experiences victimisation may have an actionable claim against their employer even if they are still employed. Such an employee can seek compensation from the court as many times as they experience such adverse treatments.

A Growing and Alarming Pattern

Despite these protections, more than half of recent caseloads indicate a growing number of employees being penalised after making race-related complaints ranging from summary dismissal based on some concocted capability allegations and ill-managed investigation and grievance procedure which to say the least is generally seen as tick box exercise to deliberately orchestrated isolation of the employee. Several trends contribute to this increase:

1. Culture of Silence and Denial

In many organisations, issues around race remain a taboo. Employees who speak up are often seen as "troublemakers" or accused of being overly sensitive. When the status quo is challenged, particularly on racial grounds, there is often a reflexive response to defend the act as ‘banter’ or the organisation’s reputation rather than investigate the claim impartially.

2. Lack of Effective Internal Processes

Some HR departments are ill-equipped or reluctant to handle race-related complaints effectively. Investigations may be superficial, and outcomes often lack transparency. This inadequate response can embolden perpetrators and discourage others from coming forward.



3. Racial Power Imbalances

Victimisation is more likely to occur in environments where racial minorities are underrepresented in leadership positions. Without diverse decision-makers, there is a risk of bias when assessing complaints or disciplinary actions involving race.

Real Impact of Victimisation

The impact on employees who experience this kind of victimisation is profound. Beyond the immediate emotional toll of being punished for speaking up, there are often long-term professional consequences like career stagnation or derailment, reduced trust in institutional support systems, high turnover and loss of skilled workers and most importantly, mental health struggles, including anxiety and depression.

Victimisation not only harm individuals but also undermines organisational performance, employee morale, and reputational standing.



Employer Responsibilities and Best Practices

Organisations have a legal obligation and moral duty to prevent victimisation. We recommend taking the following proactive measures:

i. Employers must articulate a zero-tolerance stance on racism and communicate this consistently by creating, disseminating and implementing clear Anti-Racist Policies.
ii. Managers and HR professionals (i.e. leadership team) must be trained to recognise retaliation and respond supportively to protected acts.
iii. Providing safe, confidential ways to report discrimination encourages openness and reduces fear of backlash.
iv. Reviewing workplace culture and diversity metrics can highlight systemic issues before they lead to complaints.
v. Holding perpetrators of racism and victimisation accountable regardless of their position, reinforces organisational integrity.



Conclusion

The victimisation of employees following protected acts concerning race is a troubling trend that undermines the very principles of workplace equality. It not only silences voices that must be heard but also perpetuates systemic injustice. Employers must take a firm, transparent, and supportive approach to ensure that the act of speaking out against racism is protected not only in theory but in practice.

Creating an inclusive, respectful workplace means ensuring that all employees - especially those who take the difficult step of challenging discrimination - are supported, heard, and shielded from reprisal.

Should your organisation need help with any of the measures listed above, contact the TREC Training Team on **0116 204 2790.**

KEY PERFORMANCE INDICATORS (KPI'S)

Challenging racial discrimination



Responses to consultations	4
Requests for assistance from organisations	9
Events for cross-racial sharing and learning	54
Number of interventions following international/national/local issue/conflict	3

Training and Education



Further develop our training arm:	
Create new training programmes	4

Empowerment



Financial benefits: integration assistance for New Arrivals	£803,881k
Tenancy/Housing issues addressed	145
Diversify existing services	6

Expertise



Invitations onto local/national/regional platforms	5
New services piloted	5
Named as partner/contributer in research	2

Colour indicates status: Green=achieved or surpassed, Amber=50% on target or less

KEY PERFORMANCE INDICATORS (KPI'S)

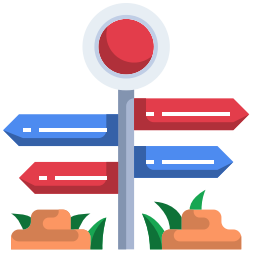
Interaction and collaboration



New affiliates and Assembly members	12
New partnerships	2
Increase profile on social media platforms	4201
Current/New volunteers	6
Published Impact Report	2
Climate Justice partners	4

WORK OUTPUTS

Advice & Guidance



Case Tiers	2024/25	2023/24
1	72	103
2	379	288
3	476	512
Total	**927**	**903**

Benefits generated



2024/25	2023/24
£806,065.61	**£316,633.13**

Health & Wellbeing Chill & Chat sessiions



2024/25	2023/24
179	**31**

WORK OUTPUTS

ESOL Support



2024/25	2023/24
70	53

Housing/Tenancy



	2024/25	2023/24
Housing/Tenancy issues	145	36
Accomidation gained/saved	33	16

Immigration Support



2024/25	2023/24
337	209

Health & Wellbeing



2024/25	2023/24
102	160

Race Discrimination Casework



2024/25	2023/24
35	21

Windrush Compensation



2024/25	2023/24
5	19

CASE STUDIES

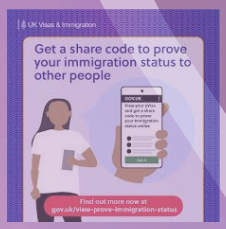
Immigration Advice: Removing Barriers Through End-to-End Support

M, a lone parent with two young children, contacted our office for assistance. She was homeless and living in temporary accommodation provided by the local authority. She was also in receipt of welfare benefits, which meant she was unable to afford the substantial Home Office fees to apply for British citizenship for her children.
We supported M in applying for a fee waiver on the basis of her financial situation. This was successful, and the fees were waived by the Home Office. Following this positive outcome, we assisted M with British citizenship applications for both children, ensuring all required evidence and forms were correctly submitted.
Once her children were successfully granted British citizenship, M returned to us for further support. We then helped her with passport applications for both children, completing the process and enabling them to obtain their passports.
This case highlights the financial barriers many families face when trying to secure citizenship and essential documentation for their children and underscores the importance of accessible services that remove those barriers through practical advice, advocacy, and end-to-end support.



Introduction of the new E-Visa
The Home Office has introduced a new online immigration status system called an E-Visa that shifts client's status details from a physical Biometric Residence Card to a secure online system. This has presented particular challenges for our clients due to many of them not being made aware of the transition, facing language barriers, and lack of familiarity with technology. This has also caused a huge amount of stress and panic amongst our clients due to the lack of understanding of the difference between an
E-Visa and their Home Office Status.

To ensure a smooth transition for our clients and to alleviate the stress and confusion, we have been booking in face-to-face appointments to explain the changes, showing them how to navigate the new online system step by step, and clarifying how it works. Although this was time consuming, we wanted to ensure that each client understood the new process and the requirements of the new system, and time limitation. This system is crucial for clients to have a clear understanding of and to be able to navigate the new online system themselves going forward. It is particularly important as they may need to provide their immigration status and share codes to employers, landlords and for the benefit system via the online system, upon request.
As it is a new system in place, we have extended ongoing support assuring our clients that we are here to help them navigate the new online system whenever they need it.





TENANCY SUPPORT

Case 1

Client A, a single mother of three, recently received Leave to Remain and moved into a council tenancy on March 26th. She appeared exhausted and close to tears. With limited English and little understanding of the system, she was overwhelmed by the sudden loss of NASS support and the need to apply for housing and benefits.

Following the standard NASS notice, she believed she could only take clothes when leaving her accommodation. As a result, she left behind all her belongings, including essential adaptations for her disabled son with severe epilepsy. Without his specialist bed, he was forced to sleep with her, leaving her sleep-deprived and anxious for his safety.

SERCO was contacted to retrieve the adaptations, but what should have been straightforward became a lengthy process of calls and emails. Eventually, the items were recovered. Concerns I was also raised with an Occupational Therapist, who arranged a full review of the new property to assess access issues and explore the possibility of a ground-floor wet room.

Recognising her wider needs, Client A was linked with Supporting Tenants and Residents (STAR), the local Family Centre, and interpreter services. It was also explained about her entitlement to a nursery place for her youngest child, to give her some respite.

Through this support, urgent issues were addressed, and Client A now has access to ongoing services that can help her build stability for herself and her children.

Case 2

In July 2024, Mr W (62) approached TREC for housing support. He had declared himself homeless with Leicester City Council in January but received no response. With a serious back injury limiting his mobility, this was unacceptable.

Mr W, a former lorry driver, had sustained spinal damage from his work, forcing him to stop driving and reducing his income. This affected his self-esteem, led to depression, and contributed to the breakdown of his relationship. At the time, he was sofa-surfing between his children and elderly father, describing himself as “at rock bottom.”

Through ongoing support and encouragement, we developed a plan. Mr W sought stronger pain relief and was prescribed antidepressants, while his GP provided a supporting letter for his housing case. We also helped him claim Personal Independence Payment (PIP).

Despite repeated emails and submissions to his housing officer, progress was slow, leaving Mr W increasingly despondent. Eventually, his PIP claim was approved, strengthening his homeless declaration. Still, 11 months after applying, he had no bidding number and remained homeless.

We raised the issue at a multi-agency forum, which led to his case being escalated. Soon after, he was given a bidding number and, on the second attempt, successfully secured a one-bedroom bungalow.

The next challenge was helping him set up his first solo tenancy. We arranged utilities, housing and council tax support, and a blue badge, while his backdated PIP payment provided financial stability. Though initially stressful, over 18 months Mr W gradually settled, regained confidence, and began focusing on family and positive experiences.

He often reflects on how dark that period was and credits TREC with saving him, but he has been reminded that he showed the strength to get through it—TREC simply provided the tools.

RESETTLEMENT

Mr. and Mrs. A and their children came to the UK from Nigeria and claimed asylum in 2024 and were granted Refugee Status in February 2025. They were signposted to our office by The British Red Cross, Leicester to be assisted in processing their children's benefit claims.

Mr. and Mrs. A called our office and were given an appointment within 48 hours with our Resettlement officer. On 26th February they arrived on time and were warmly welcomed.

TREC's holistic approach allows us to manage the overall needs of our clients now that they have been granted leave to remain in the UK.

Housing: from the day they receive their status they will receive a notice from their housing provider requesting them to arrange moving out of their SERCO accommodation 28 days from the day the Home Office decided their asylum claim. They were referred to our Tenancy Support Officer who could assist them with their homelessness declaration, completing an online housing application.

Benefits: from the day they received their status their Home Office support will cease, and a letter of discontinuation will be sent to them (Section 95) informing them to contact the nearest Job Centre Plus (JCP) and to claim benefits.

With our assistance they completed their E-Visa applications, and we applied for Child Benefit, attaching copies of the relevant documents and sending the application by post to the Child Benefits office.

Mr. and Mrs. A confirmed they had created their Universal Credit accounts and were waiting for their identification appointment. We informed them on how Universal Credit accounts work and that they would need to log in in their account in the same way as they log in into their email accounts. This is the only way the JCP will communicate with them. We provided a demonstration on how to log in into their Universal Credit account and what they should look for.

On May the 14th 2025, Mr. and Mrs. A's Universal Credit claim was successfully decided, and their first payment was determined and paid into their bank account including their children's Universal Credit element.

Mr. and Mrs. A were temporarily housed in the Holiday Inn hotel by the Leicester City Council homelessness team as emergency accommodation until suitable accommodation was found for them. On 27th May, Mr. and Mrs. A's Child Benefit claim was successfully decided, and the payments were paid into their bank account excluding their two college children, a form was sent to their pervious address requesting further information regarding their children's education levels.

Since they were given their Leave to Remain and placed in emergency accommodation, Mr. and Mrs. A are still waiting for an allocation of a house.

Here is a message of appreciation from the family:

Thank you once again for your support to me & my family. You welcomed my husband and I warmly at your office on Wednesday 26th February 2025. You also assisted us by helping to print hard copies of our e-Visa's for our personal keep. You advised us on how to go about integrating into the system, etc. All this you managed to do on the day of our visit to your office; we appreciate your efficiency.

FUTURE DEVELOPMENTS

Looking Ahead

TREC's 10-year strategy sets out an ambitious vision for the future, one that we are steadily realising. In the year ahead, we will formalise our Youth Executive Team to ensure young voices shape the organisation's direction; move from feasibility to development in the Inherently Global project; and deepen our collaborative work on housing equity, social justice, and community-led development.

As the UK faces turbulent debates about race, migration, and belonging, TREC remains steadfast in its commitment: to empower communities, challenge inequities, and create spaces for healing, growth, and celebration. Our work is not just about service delivery; it is about reshaping narratives, influencing systems, and building a society in which everyone, regardless of background, can flourish.

FINANCIAL ACTIVITIES

Statement of Financial Activities
(including summary income and expenditure account)
for the year ended 31 March 2025

			2025	2024
	Unrestricted funds	**Restricted funds**	**Total funds**	Total funds
	£	**£**	**£**	£
Income and endowments from				
Donations and legacies	**1,966**	-	**1,966**	**5,900**
Other trading activities	-	-	-	-
Charitable activities	**78,221**	**425,970**	**504,191**	279,560
Total income	**80,187**	**425,970**	**506,157**	285,460
Total expenditure				
Expenditure on: Charitable activities	**141,197**	**336,248**	**477,445**	394,608
Total expenditure	**141,197**	**336,248**	**477,445**	394,608
Net income/(expenditure)	**(61,010)**	**89,722**	**28,712**	(109,148)
Net movement in funds	**(61,010)**	**89,722**	**28,712**	(109,148)
Reconciliation of funds				
Total brought forward	**174,492**	**69,517**	**244,009**	353,157
Total funds carried forward	**113,482**	**159,239**	**272,721**	244,009
Fixed assets				
Tangible assets	**7,439**		**7,439**	11,103
Current assets				
Debtors	**3,091**	**35,439**	**38,530**	34,128
Cash at bank and in hand	**111,987**	**144,771**	**256,758**	237,057
	115,078	**180,210**	**295,228**	271,185
Liabilities				
Creditors: Amounts falling due within one year	**(9,035)**	**(20,971)**	**(30,006)**	(38,279)
Net current assets	**106,043**	**159,239**	**265,282**	232,906
Total net assets	**113,482**	**159,239**	**272,721**	244,009
The funds of the charity:				
Unrestricted funds			**113,482**	174,492
Restricted finds			**159,239**	69,517
Total charity funds			**272,721**	244,009

These notes form part of these financial statements

AFFILIATED ORGANISATIONS & PARTNERS

AAA Strike 4 Success Ltd
African Development Project
Afro Innovation
After 18
Age UK
AGR Law Ltd
Ansaar
Antigua & Barbuda Association
Association of Afghan United in Britain
Association for Bengali Communities
Bangladesh Youth & Cultural Shomiti
Brit Bangla Progressive Society
Caribbean Court Day Centre
Children and Parents Alliance (CAPta)
Civic Leicester
Climate Action Leicester & Leicestershire
Communication Workers Union
Community Trade Union
Confederation of Indian Organisations
East West Community Project
Employees United Union
Federation of Iraqi Refugees
Fosse Health Trust
Friends of the Earth England & Wales
General Federation of Trade Unions
Global Hands CIC
Highfields Community Association
Hindu Religious & Cultural Society
Indian Workers Association
Johnson Astills Solicitors
Leicester Barbados Association
Leicester Black History Consortium
Leicester Brahma Samaj
Leicester Caribbean Carnival
Leicester Caribbean Cricket & Social Club
Leicester City of Sanctuary
Leicester College
Leicester Ethnic Elderly Advocacy Project
Leicester Friends of the Earth
Leicester Irish Forum
Leicester Red-Thread Ltd
Leicestershire Asian Business Association
Leicestershire Centre for Integrated Living
Leicestershire & District Trades Council
Leicestershire Partnership NHS Trust
Leicestershire & Rutland County FA
Loughborough University
Moat Community College
National Association of Youth Justice
NUT, Black Teachers Network
Octavian Continental Ltd
One Building Solution Ltd
Opal 22
Pakistani Youth & Community Association
Pride without Borders
Ramgaria Board
Regent College
Rik Basra Leukaemia Campaign
Riverside Housing
Shama Women's Centre
Shree Sanatan Mandir
Soft Touch Arts
South Asian Health Action Charity
Sported
Stephen Lawrence Research Centre
St Matthew's Tenants Association
Sugars Gym
Telehealth Africa
Telehealth Aspire
The Urban Equestrian Academy Ltd
Trade Sexual Health
Transport & General Workers Union
Unison Leicester
Vayyu Foundation/UOcean
Voluntary Action Leicestershire



AFFILIATED INDIVIDUALS

Ajay Aggarwal
Anita Saigal
Anu Jalota
Arthur Dion Hanna
Ashok Mohindra
Cameron Johnson
Dane Smith
Deano Presto
Dr Carlton Howson
Faizan Arzbegi
Garry Guye
Harbans Thiaray
Helen Beynon
Israel Ndlovu
Jennifer Finlayson
Julian Harrison
Kathryn Hart
Kulbir Minhas
Lara Hussain
Lynne Woodward
Marcus Samuel-Brown
Mariam Issa
Professor Arthur Rowe
Professor Raghu-Raghavan
Professor Surinder Sharma
Rachel McGinty
Reg Mawdsley
Robert Lee
Rohini Corfield
Ruth Sinhal
Sirdeep Singh Flora
Suzanna Overton-Edwards
Wajeeda Yusuf
Yousif Hassan Abdallah

Prejudice

Listen,
Prejudice has power over me
Not just when it's in the mouth of a stranger
but when it's in the things that we read
In the hearts of the media, in what co-workers believe
In the judicial system and the minds of police
Prejudice that taunts like a Matador's red cape
Then pretends that it was never there
They won't speak of the riches they stole, the jewels that they wear
Of colonial torture but only of unfair
Only…. not enough jobs, not enough space
Promising prosperity or merit, not race
But the nation is still clutching its purse
at the sight of our Brown huge immigrant
Sometimes we are a tropical assortment to taste and tame
One troubled commune in a tent called BAME
I am a Black, British, Muslim woman with West African roots,
Just because she wears a scarf too doesn't mean we're in cahoots
Just because he's kind of dark too
doesn't mean we're shooting hoops
These boxes made for systems that flat-pack people
That call a boy in a hood or backpack lethal
so they don't have to admit what they took from him
The records of his history, peace, safety, self-worth, confidence
I want to fill an enormous water balloon
with private school confidence
Burst it with a slingshot, let it rain down
deeper blue than the summer sky
Over all the poor kids and Black kids and Muslims in this country
Who are never told they can, or never see it
So when you're faced with an 'unconscious bias'
that doesn't trust you are capable
You can talk belief faster than prejudice
Convinced enough of yourself to say,
I am a world, I am a universe of pure blue elements,
deeper than the summer sky,
There is nothing that I cannot do with time
And those centuries that have chained us
will reach us at the finish line
And even if we don't, we'll make our own
Our daughters and our sons will know it was not just a fable
That a silk red rope in the future, rippling in the sun
And knowing our brilliance means we have won

By Rukaya Fetuga

TREC

THE RACE EQUALITY CENTRE



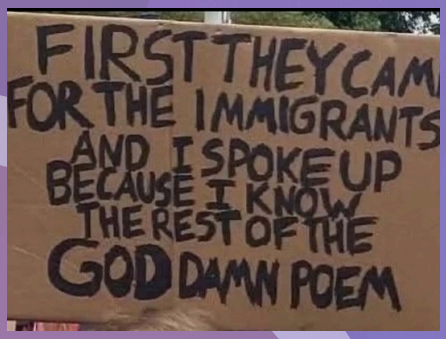












Telephone: 01162042790
www.trec.org.uk
administrator@trec.org.uk

Twitter:@TRECLeicester
Facebook: TREC TheRaceEqualityCentre

Registered Company Number: 03140691 (England and Wales)
Registered Charity Number: 1053154
2nd Floor, Phoenix Yard, 5-9 Upper Brown St, Leicester, LE1 5TE

REGISTERED COMPANY NUMBER: 03140691 (England and Wales)
REGISTERED CHARITY NUMBER: 1053154

Report of the Trustees and

Unaudited Financial Statements

for the year ended 31 March 2025

for

The Race Equality Centre

The Race Equality Centre

Contents of the Financial Statements
for the year ended 31 March 2025

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The Race Equality Centre

Report of the Trustees (incorporating the Report of the Directors)
for the year ended 31 March 2025

The Trustees, who are also Directors of the Charity for the purposes of the Companies Act 2006, present their report with the financial statements of the Charity for the year ended 31 March 2025. The Trustees have adopted the provisions of the Charities SORP (FRS 102): 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)'

REFERENCE AND ADMINISTRATIVE DETAILS
Registered name: The Race Equality Centre
Other working name: TREC
Registered Company number: 03140691 (England and Wales)
Registered Charity number: 1053154

Registered and principal office
2nd Floor
Phoenix Yard
5-9 Upper Brown Street
Leicester
LE1 5TE

Trustees and directors

Prof S Sharma (Chair)	
K Hart (Vice Chair)	
R Mawdsley (Treasurer)	Appointed 12 August 2025
M Hussain	
T Khan	Appointed 17 September 2024
C London-Miyo	
K Master	Appointed 17 September 2024
A Mohindra	
SD Pereira	Appointed 17 September 2024
GSM Pringle	
I Richards	
MJ Solanki	
Y Wajeeda	
DS Bagri	Resigned 17 September 2024
L Gonsalves	Resigned 17 September 2024
CP Thamotheram	Resigned 1 April 2024

Company Secretary and Chief Executive Officer
I Lightfoote

Independent Examiner
Jane Davies FCA
Chartered Accountant
Financial Answers Limited
102 Chaveney Road
Quorn
Loughborough
LE12 8AD

Bankers
Lloyds Bank plc
7 High Street
Leicester
LE1 4FP

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The Race Equality Centre (TREC) is a company limited by guarantee, governed by its Memorandum and Articles of Association, dated 18 September 2006. It is registered as a charity with the Charities Commission.

Recruitment and appointment of new trustees

The Charity is run by an executive committee comprising 12 trustees. The term of office for trustees is 3 years with an opportunity to be re-elected. One third of the executive committee stand down every year and all affiliated organisations (of six months or longer membership) are invited to nominate incoming trustees. Nominations are approved at the Annual General Meeting.

All new members are invited to sign an acceptance form in which they agree:

a) To seek to promote the objects of the Centre
b) To fulfil their share of responsibility for:
    i) implementing the Centre's policies and work programme;
    ii) the employment, management and support of staff;
    iii) the financial affairs of the Centre;
c) To participate actively in Executive Committee meetings;
d) To recognise and observe the confidential nature of the business of TREC; and
e) Not to disclose or make use of, either during or after the period of their tenure, any confidential information concerning the business or financial affairs of TREC.

New members are invited to an induction session immediately following approval.

Ongoing joint training is afforded to trustees via strategy and visioning days that are built into the annual calendar. The elected committee members act as trustees for the purposes of charity and company law. At the first committee meeting following the Annual General Meeting officers are elected by the committee. Funders have the right to nominate a member to be co-opted to the Executive Committee.

Organisational structure

The board meets bi-monthly and there is a management group covering development, membership and finance, which meets in the intervening months. The Chief Executive Officer is appointed by the trustees to manage the day to day operations of the charity. To facilitate effective operations, the Chief Executive Officer has delegated authority, within terms of delegation approved by the executive, for operational matters including employment related activities.

The charity has a close relationship with the statutory sector and voluntary sector organisations whose principal areas of activity focus on equality issues.

Risk management

The charity has developed an 'office working manual' which is regularly reviewed (at least every 3 years), consisting of guidance notes, codes of practice, policies and protocols. There is a dedicated section on financial regulations. Executive members and the staff team have been involved in reviewing these documents and all are shared with new recruits during induction. Further, the charity has named staff and executive members responsible for health & safety; first aid; children & vulnerable adults; volunteers; placements; and finance (for which it has a Treasurer and an assistant Treasurer). The strategy and visioning/away days (attended by Executive and staff members) are used to determine and set future direction of the organisation, and current and perceived risks and opportunities to the organisation (from the bigger picture) whilst the management group is tasked to identify and make recommendations as appropriate on a bi-monthly basis in areas of concern to the organisation.

The Race Equality Centre

Report of the Trustees (incorporating the Report of the Directors)
for the year ended 31 March 2025

Objectives and aims

The Race Equality Centre's work arises out of the Equality Act 2010, the Human Rights Act and proposals from the European Union to combat discrimination.

In shaping our objectives and planning our activities, the trustees have considered the Charity Commission's guidance on public benefit, including the guidance 'public benefit : running a charity (PB2)'.

The objects of the charity are:

1) to work towards the elimination of racial discrimination;
2) to promote equality of opportunity and good relations between persons of different racial groups without distinction of gender, age, marital status, sexual orientation, disability, religion and/or belief;
3) to advance education and relieve poverty amongst immigrants and refugees particularly by the provision of legal and other advice.

As its mission, The Race Equality Centre actively promotes, seeks and implements a racially just, fair and equitable society, which will enhance the quality of life for all citizens of Leicester & Leicestershire. The service that we offer to fulfil this mission:

- Community Development
- Public Education
- Policy Development
- Advice, Support and Representation

The major areas of activity are:

- To work with our local councils to tackle racial discrimination and disadvantage and promote equality of opportunity;
- To work with the 'public sector' to make full use of the positive duty under the Equality Act 2010;
- To work with the local private sector organisations through a balance of advocacy, law enforcement and the promotion of the business case for racial equality;
- To seek to change public attitudes in order to make racial discrimination socially unacceptable;
- To ensure that our work is well informed by close contact with local racial minority communities and to assist in building their capacity to tackle racial discrimination and disadvantage;
- To monitor/evaluate the impact of public bodies on racial minority communities.

Fundamental to that work is the need to operate at a strategic level with the recognition that focused involvement in targeted areas assists with the development of improved practices. To achieve this TREC has embarked on a number of programmes, which have given rise to both project based work and strategic intervention with public bodies and the voluntary sector. The areas of work include:

- Generic race equality development
- Integration, resettlement and support for refugees and new arrivals
- Multi-faceted race equality intervention through partnership arrangements
- Racial harassment and race discrimination monitoring and intervention
- Policy development, including use of primary research
- Public education and raising awareness, including participation in conferences, and delivery of training

The Charity is reliant upon volunteers to operate on a day to day basis. The trustees would like to express their thanks to all of the individuals who have given their time during the year.

ACHIEVEMENT AND PERFORMANCE

Charitable activities

Building Capacity Through Staff Development

TREC has invested in upskilling its staff, enabling us to respond to Level 2 immigration enquiries in line with the Immigration Advice Authority's standards. Over half of our staff are supported to attend accredited training or study programmes, strengthening both their skills and our organisational impact.

Innovating with the Inherently Global Project

We are nearing completion of the Inherently Global feasibility study, supported by the Heritage Lottery Fund. This initiative aims to establish Leicester's first interactive heritage experience, celebrating the cultural and historical contributions of the Global Majority, particularly the positive impact of migration. By employing digital and interactive technologies, the centre will preserve diverse stories while challenging negative migration narratives.

Empowering Communities Through Partnerships

Our ESOL (English for Speakers of Other Languages) programme has grown into a 'Garden of Sanctuary' alongside our ongoing 'Plant to Plate' allotment project.

Through the Empower Biz programme, delivered with African Heritage Alliance, B-Global, and Highfields Centre under the UK Government Levelling Up initiative, we have successfully extended support for African Heritage entrepreneurs, addressing unique barriers and fostering sustainable growth.

Collaboration and Civic Engagement

In the last year, TREC has contributed expertise and leadership to:

- Loughborough University's Anti-Racist Agreement
- The East Midlands Crown Prosecution Service Hate Crime Scrutiny Group
- Leicestershire Police Coercive Powers Scrutiny Group
- The 40th anniversary of Leicester's Caribbean Carnival

These activities reflect our commitment to social justice, equity, and cultural celebration.

Supporting Individuals and Families

TREC continues to be a lifeline for local communities. Over the year, we:

- Addressed 1,786 integration issues
- Facilitated 179 Chill & Chat wellbeing sessions
- Resolved 145 tenancy-related issues
- Helped secure or save 33 accommodations
- Assisted 1,063 individuals with immigration matters
- Supported 98 complainants on race discrimination matters
- Guided 102 clients on mental health and wellbeing
- Provided 15 individuals with ESOL support

Our direct services generated a total of £803,881 in benefits for service users.

FINANCIAL REVIEW

Reserves policy

TREC maintains reserves in line with our board's agreed protocol, ensuring adequate resources are always available to meet obligations. Restricted funds are allocated as required by contractual agreements, and principal funding sources are clearly identified in our accounts.
At 31 March 2025, the charity had unrestricted reserves of £106,043.

The board is satisfied that the charity's assets are available and adequate to fulfil its obligations.

FUTURE DEVELOPMENTS

TREC is preparing for the future by expanding on the above areas to include:

- Advancing actions from our 10-year strategy
- Formalising the Youth Executive Team to shape organisational direction
- Completing the Inherently Global feasibility study and moving into development stages
- Building collaborative partnerships to advance housing equity, social justice, and community-led development initiatives

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees, who are also the Directors of the company for the purposes of company law, are responsible for preparing the trustees' report and 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 have elected to 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 company and of the incoming resources and application of resources, including the income and expenditure, of the company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable 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;
- observe the methods and principles in the Charities SORP.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the company and to 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 Report of the Trustees (incorporating the Report of the Directors) has been prepared taking advantage of the small companies exemption under the Companies Act 2006.

ON BEHALF OF THE BOARD:

S Sharma
Trustee
Date: 16-09-25

I Lightfoote
Secretary
Date: 16-09-25

Independent Examiner's Report
Report to the trustees of The Race Equality Centre
On the accounts for the year ended 31 March 2025

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2025, which are set out on pages 7 to 16.

Responsibilities and basis of report
As the charity's trustees of the Company (who are also the directors of the company for the purposes of company law), you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ("the 2006 Act").

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

Independent examiner's statement
The company's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of The Institute of Chartered Accountants in England and Wales.

I have completed my examination. I confirm that no material matters have come to my attention which gives me cause to believe that:

- accounting records were not kept in accordance with section 386 of the Companies Act 2006; or
- the accounts do not accord with such records; or
- the accounts do not comply with relevant accounting requirements under section 396 of the Companies Act 2006 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
- the accounts have not been prepared in accordance with the Charities SORP (FRS102).

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

Jane Davies FCA
Chartered Accountant
Financial Answers Limited
102 Chaveney Road
Quorn
Loughborough
LE12 8AD

Date:

The Race Equality Centre

Statement of Financial Activities
(including summary income and expenditure account)
for the year ended 31 March 2025

	Notes	Unrestricted funds £	Restricted funds £	2025 Total funds £	2024 Total funds £
Income and endowments from:					
Donations and legacies		**1,966**	-	**1,966**	5,900
Other trading activities		-	-	-	-
Charitable activities		**78,221**	**425,970**	**504,191**	279,560
Total income	3	**80,187**	**425,970**	**506,157**	285,460
Expenditure on:					
Charitable activities	4	**141,197**	**336,248**	**477,445**	394,608
Total expenditure		**141,197**	**336,248**	**477,445**	394,608
Net income/(expenditure)		**(61,010)**	**89,722**	**28,712**	(109,148)
Transfers between funds	14	-	-	-	-
Net movement in funds		**(61,010)**	**89,722**	**28,712**	(109,148)
Reconciliation of funds:					
Total funds brought forward		**174,492**	**69,517**	**244,009**	353,157
Total funds carried forward		**113,482**	**159,239**	**272,721**	244,009

The notes form part of these financial statements.

The Race Equality Centre
Registered Company number: 03140691
Registered Charity number: 1053154

Balance Sheet
at 31 March 2025

	Notes	Unrestricted funds £	Restricted funds £	2025 Total funds £	2024 Total funds £
Fixed assets					
Tangible assets	10	**7,439**	-	**7,439**	11,103
Current assets					
Debtors	11	**3,091**	**35,439**	**38,530**	34,128
Cash at bank and in hand		**111,987**	**144,771**	**256,758**	237,057
		115,078	**180,210**	**295,288**	271,185
Liabilities					
Creditors: Amounts falling due within one year	12	**(9,035)**	**(20,971)**	**(30,006)**	(38,279)
Net current assets		**106,043**	**159,239**	**265,282**	232,906
Total net assets		**113,482**	**159,239**	**272,721**	244,009
NET ASSETS		**113,482**	**159,239**	**272,721**	244,009
The funds of the charity:	14				
Unrestricted funds				**113,482**	174,492
Restricted funds				**159,239**	69,517
Total charity funds				**272,721**	244,009

The Charitable Company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2025.

The members have not required the Charitable Company to obtain an audit of its financial statements for the year ended 31 March 2025 in accordance with Section 476 of the Companies Act 2006.

The Trustees acknowledge their responsibilities for:

a) ensuring that the Charitable Company keeps accounting records which comply with Sections 386 and 387 of the Companies Act 2006 and
b) preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of each financial year and of its profit or loss 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 company.

The financial statements were approved by the Board of Trustees on 16 September 2025 and were signed on its behalf by:

S Sharma
Trustee

The notes form part of these financial statements.

The Race Equality Centre
Registered Company number: 03140691
Registered Charity number: 1053154

Statement of Cash Flows
at 31 March 2025

	Notes	2025 Total funds £	2024 Total funds £
Cash flows from operating activities	17	**19,701**	(103,873)
Net cash (used in)/provided by operating activities			
Increase in cash and cash equivalents in the year		**19,701**	(103,873)
Cash and cash equivalents at the beginning of the year	**18**	**237,057**	340,930
Cash and cash equivalents at the end of the year	**18**	**256,758**	237,057

Notes to the Financial Statements for the year ended 31 March 2025

1. STATUTORY INFORMATION

The Race Equality Centre is a private charitable company limited by guarantee incorporated in England and Wales. The registered office is 2nd Floor, Phoenix Yard, 5-9 Upper Brown Street, Leicester, LE1 5TE and the company registration number is 03140691.

2. ACCOUNTING POLICIES

ACCOUNTING CONVENTION

The financial statements have been prepared under the historical cost convention, and in accordance with the Financial Reporting Standard 102, the Companies Act 2006 and the requirements of the Charities SORP (FRS 102): 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)'

The financial statements present information about the company as an individual entity, are prepared in sterling, which is the functional currency of the charity and are rounded to the nearest £1.

GOING CONCERN

The financial statements have been prepared on a going concern basis on the grounds that the trustees consider that the projected cash flow will be more than adequate for the charity's needs.

CHARITABLE FUNDS

Restricted funds are to be used for specified purposes laid down by the donor. Expenditure for those purposes is charged to the fund, together with a fair allocation of overheads and support costs.

Unrestricted funds are donations and other incoming resources received or generated for expenditure on the general objectives of the charity.

INCOMING RESOURCES

Donations and gifts

All monetary donations and gifts are included in full in the Statement of Financial Activities, when receivable, provided that there are no donor-imposed restrictions as to the timing of the related expenditure, in which case recognition is deferred until the pre-condition has been met.

Grants receivable

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

Primary trading income

Income from immigration advice and consultancy is included the Statement of Financial Activities when the work is carried out. For longer term consultancy arrangements, income is recognised over the term of the contract according to the percentage stage of completion.

Café income is included as received.

Investment income

Investment income, including associated income tax recoveries, is recognised when receivable.

RESOURCES EXPENDED

Expenditure is accounted for on an accruals basis as soon as there is a legal or constructive obligation committing the charity to the expenditure and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Allocation and apportionment of costs

Where costs are specific to an activity, they are allocated directly to that activity.

Support costs are allocated to projects and activities on the basis of the proportion of income earned or the staff costs consumed, depending on the driver determining the level of cost.

TANGIBLE FIXED ASSETS

Tangible fixed assets are initially measured at cost and subsequently measured at cost, net of depreciation.

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

Plant and machinery etc	33% on reducing balance

ACCOUNTING POLICIES (continued)

TAXATION
The charity is exempt from corporation tax on its charitable activities

OPERATING LEASES
Rentals payable under operating leases are charged to the income and expenditure account on a straight-line basis over the period of the lease.

PENSION COSTS
The charity operates a defined contribution pension scheme. Contributions to this scheme are charged to the Statement of Financial Activities in the period to which they relate.

3. INCOME AND ENDOWMENTS

	2025	2024
Donations and legacies	£	£
Donations	**1,966**	5,900
Charitable Activities	**£**	£
Income from:		
Grants	**453,470**	244,699
Immigration advice work	**18,093**	17,120
Café	**5,028**	9,422
Other consultancy work	**27,600**	8,319
	504,191	279,560

Grants received are as follows:

	£	£
Big Lottery grants	**195,806**	119,284
Lloyds Bank Foundation for England & Wales	**27,500**	25,000
UKSPF Empowerbiz	**149,754**	60,246
Inherently Global	**45,708**	-
Voice 4 Change	**23,917**	-
Other grants	**10,785**	40,169
	453,470	244,699

4. CHARITABLE EXPENDITURE

	2025	2024
	£	£
Salaries, wages and related costs	**237,132**	247,351
Consultants and subcontract costs	**116,402**	54,704
Other direct costs	**67,767**	36,184
Support costs	**56,144**	56,369
	477,445	394,608

5. SUPPORT COSTS

	2025	2024
	£	£
Staff training and travel	**664**	669
Premises costs	**20,799**	21,364
Finance costs	**5,261**	4,806
Administrative costs	**25,491**	23,619
Depreciation	**3,664**	5,597
Governance	**265**	314
	56,144	56,369

6. GOVERNANCE COSTS

	2025	2024
	£	£
Annual General Meeting	**265**	314

7. NET INCOMING/(OUTGOING) RESOURCES

Net resources are stated after charging

	2025	2024
	£	£
Independent examiner's fees - independent examination	**1,500**	1,800
Operating leases	**9,375**	23,801
Depreciation - owned assets	**3,664**	5,597

8. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2025 nor for the year ended 31 March 2024.

Trustees' Expenses
There were no trustees' expenses paid for the year ended 31 March 2025 nor for the year ended 31 March 2024.

9. STAFF COSTS

	2025	2024
	£	£
Wages and salaries	222,504	231,751
Social security costs	11,662	12,689
Pension costs (defined contribution scheme)	2,966	2,911
	237,132	247,351

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

	2025	2024
Race equality officer	1	1
Management and administration	1	1
Project staff	9	10
	11	12

No employees were paid in excess of £60,000 per annum (2024: none)
At the time of writing TREC works with 12 volunteers in targeted areas of our programme delivery. These individuals have been utilised in accordance with their specialist fields to include – research, IT and language training. No value is attributed to volunteers' time in the accounts.

10. TANGIBLE FIXED ASSETS

	Plant and machinery etc
	£
COST	
At 1 April 2024	82,013
At 31 March 2025	82,013
DEPRECIATION	
At 1 April 2024	70,910
Charge for year	3,664
Disposals	-
At 31 March 2025	74,574
NET BOOK VALUE	
At 31 March 2025	7,439
At 31 March 2024	11,103

11. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025	2024
	£	£
Trade debtors	27,481	42
Other debtors	11,049	34,086
	38,530	34,128

12. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025	2024
	£	£
Taxation and social security	4,356	4,428
Other creditors	25,650	33,851
	30,006	38,279

13. OPERATING LEASE COMMITMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2025	2024
	£	£
Within one year	8,281	18,787
Between one and five years	1,764	10,045
	10,045	28,832

14. MOVEMENT IN FUNDS

	At 01/04/24	Net movement in funds	Transfers between funds	At 31/03/25
	£	£	£	£
Unrestricted funds				
General fund	174,492	(61,010)	-	113,482
Total unrestricted funds	174,492	(61,010)	-	113,482
Restricted funds				
Allotment grants	370	4,809	-	5,179
Big Lottery - Home	-	11,009	-	11,009
Big Lottery - LRSS project	39,233	24,799	-	64,032
Big Lottery - Reaching Communities	-	26,368	-	26,368
Community Advice	-	-	-	-
Inherently Global	-	20,730	-	20,730
Postcode Places Trust	19,163	(18,285)	-	878
UKSPF Empowerbiz	6,192	(3)	-	6,189
Unite Union	2,775	(2,775)	-	-
Voice 4 Change	-	23,917	-	23,917
Winter pressures	1,784	(847)	-	937
Total restricted funds	69,517	89,722	-	159,239
TOTAL FUNDS	244,009	28,712	-	272,721

Net movement in funds, included in the above are as follows:

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	80,187	141,197	(61,010)
Restricted funds			
Allotment grants	5,610	801	4,809
Big Lottery - Home	19,500	8,491	11,009
Big Lottery - LRSS project	131,649	106,850	24,799
Big Lottery - Reaching Communities	44,657	18,289	26,368
Community Advice	5,175	5,175	-
Inherently Global	45,708	24,978	20,730
Postcode Places Trust	-	18,285	(18,285)
UKSPF Empowerbiz	149,754	149,757	(3)
Unite Union	-	2,775	(2,775)
Voice 4 Change	23,917	-	23,917
Winter pressures	-	847	(847)
TOTAL FUNDS	506,157	477,445	28,712

14. MOVEMENT IN FUNDS (continued)

Details of the major restricted funds are as follows:

Big Lottery – LRSS Project

The LRSS project is a three-year grant received from the National Lottery which commenced in June 2022. Its purpose is to support refugees and asylum seekers arriving in the UK through information, advice, guidance, and advocacy. Ongoing funding is subject to reviews of progress targets and funding reports.

In March 2025, the grant was renewed for a further three-year period, commencing in June 2025.

Big Lottery – Reaching Communities

Reaching Communities is a 18-month project which commenced in October 2024. Its purpose is to provide advice hub spaces to support social welfare in local communities. Ongoing funding is subject to reviews of progress targets and funding reports.

Inherently Global

Inherently Global is a grant from the National Lottery Heritage Fund.
It is a feasibility study to establish a landmark digitised heritage experience in Leicester, showcasing the cultural, societal, and historical contributions of migrant communities. Ongoing funding is subject to reviews of progress targets and funding reports.

UKSPF Empowerbiz

UKSPF Empowerbiz is an 18- month grant from Leicester City Council. Its purpose is to provide business support programmes for fledgling African Heritage entrepreneurs in partnership with three other charities.

15. RELATED PARTY TRANSACTIONS

There were no related party transactions during the current or prior years.

16. ULTIMATE CONTROLLING PARTY

The trustees consider that there is no Ultimate Controlling Party.

17. RECONCILIATION OF INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2025	2024
	£	£
Net income/(expenditure) for the reporting period (as per the statement of financial activities)	**28,712**	(109,148)
Adjustments for:		
Depreciation	**3,664**	5,597
(Increase)/Decrease in debtors	**(4,402)**	(26,274)
Increase in creditors	**(8,273)**	25,952
Net cash generated from operating activities	**19,701**	(103,873)

18. ANALYSIS OF CASH AND CASH EQUIVALENTS

	£	£
Cash at bank	**249,481**	229,072
Cash in hand	**7,277**	7,985
	256,758	237,057

Independent Examiner's Report
Report to the trustees of The Race Equality Centre
On the accounts for the year ended 31 March 2025

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2025, which are set out on pages 7 to 16.

Responsibilities and basis of report
As the charity's trustees of the Company (who are also the directors of the company for the purposes of company law), you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ("the 2006 Act").

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

Independent examiner's statement
The company's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of The Institute of Chartered Accountants in England and Wales.

I have completed my examination. I confirm that no material matters have come to my attention which gives me cause to believe that:

- accounting records were not kept in accordance with section 386 of the Companies Act 2006; or
- the accounts do not accord with such records; or
- the accounts do not comply with relevant accounting requirements under section 396 of the Companies Act 2006 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
- the accounts have not been prepared in accordance with the Charities SORP (FRS102).

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



Jane Davies FCA
Chartered Accountant
Financial Answers Limited
102 Chaveney Road
Quorn
Loughborough
LE12 8AD

Date: 16 September 2025

THE RACE EQUALITY CENTRE

England & Wales - Charity number 1053154

Accounts

REGISTERED COMPANY NUMBER: 03140691 (England and Wales)
REGISTERED CHARITY NUMBER: 1053154

Report of the Trustees and
Unaudited Financial Statements
for the year ended 31 March 2024
for
The Race Equality Centre

The Race Equality Centre

Contents of the Financial Statements
for the year ended 31 March 2024

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The Race Equality Centre

Report of the Trustees (incorporating the Report of the Directors)
for the year ended 31 March 2024

The Trustees, who are also Directors of the Charity for the purposes of the Companies Act 2006, present their report with the financial statements of the Charity for the year ended 31 March 2024. The Trustees have adopted the provisions of the Charities SORP (FRS 102): 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)'

REFERENCE AND ADMINISTRATIVE DETAILS
Registered name: The Race Equality Centre
Other working name: TREC
Registered Company number: 03140691 (England and Wales)
Registered Charity number: 1053154

Registered and principal office
Highfields Centre 1st Floor
96 Melbourne Road
Leicester
LE2 0DS

Trustees and directors
Prof S Sharma (Chair)
K Hart (Treasurer)
DS Bagri
L Gonsalves
M Hussain
C London-Miyo
A Mohindra
GSM Pringle
I Richards
MJ Solanki
CP Thamotheram
Y Wajeeda

Company Secretary and Chief Executive Officer
I Lightfoote

Independent Examiner
Jane Davies FCA
Chartered Accountant
Financial Answers Limited
102 Chaveney Road
Quorn
Loughborough
LE12 8AD

Bankers
Lloyds Bank plc
7 High Street
Leicester
LE1 4FP

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The Race Equality Centre (TREC) is a company limited by guarantee, governed by its Memorandum and Articles of Association, dated 18 September 2006. It is registered as a charity with the Charities Commission.

Recruitment and appointment of new trustees

The Charity is run by an executive committee comprising 12 trustees. The term of office for trustees is 3 years with an opportunity to be re-elected. One third of the executive committee stand down every year and all affiliated organisations (of six months or longer membership) are invited to nominate incoming trustees. Nominations are approved at the Annual General Meeting.

All new members are invited to sign an acceptance form in which they agree:

a) To seek to promote the objects of the Centre
b) To fulfil their share of responsibility for:
    i) implementing the Centre's policies and work programme;
    ii) the employment, management and support of staff;
    iii) the financial affairs of the Centre;
c) To participate actively in Executive Committee meetings;
d) To recognise and observe the confidential nature of the business of TREC; and
e) Not to disclose or make use of, either during or after the period of their tenure, any confidential information concerning the business or financial affairs of TREC.

New members are invited to an induction session immediately following approval.

Ongoing joint training is afforded to trustees via strategy and visioning days that are built into the annual calendar. The elected committee members act as trustees for the purposes of charity and company law. At the first committee meeting following the Annual General Meeting officers are elected by the committee. Funders have the right to nominate a member to be co-opted to the Executive Committee.

Organisational structure

The board meets bi-monthly and there is a management group covering development, membership and finance, which meets in the intervening months. The Chief Executive Officer is appointed by the trustees to manage the day to day operations of the charity. To facilitate effective operations, the Chief Executive Officer has delegated authority, within terms of delegation approved by the executive, for operational matters including employment related activities.

The charity has a close relationship with the statutory sector and voluntary sector organisations whose principal areas of activity focus on equality issues.

Risk management

The charity has developed an 'office working manual' which is regularly reviewed (at least every 3 years), consisting of guidance notes, codes of practice, policies and protocols. There is a dedicated section on financial regulations. Executive members and the staff team have been involved in reviewing these documents and all are shared with new recruits during induction. Further, the charity has named staff and executive members responsible for health & safety; first aid; children & vulnerable adults; volunteers; placements; and finance (for which we have a Treasurer and an assistant Treasurer). The strategy and visioning/away days (attended by Executive and staff members) are used to determine and set future direction of the organisation, and current and perceived risks and opportunities to the organisation (from the bigger picture) whilst the management group is tasked to identify and make recommendations as appropriate on a bi-monthly basis in areas of concern to the organisation.

Objectives and aims

The Race Equality Centre's work arises out of the Equality Act 2010, the Human Rights Act and proposals from the European Union to combat discrimination.

In shaping our objectives and planning our activities, the trustees have considered the Charity Commission's guidance on public benefit, including the guidance 'public benefit : running a charity (PB2)'.

The objects of the charity are:

1) to work towards the elimination of racial discrimination;
2) to promote equality of opportunity and good relations between persons of different racial groups without distinction of gender, age, marital status, sexual orientation, disability, religion and/or belief;
3) to advance education and relieve poverty amongst immigrants and refugees particularly by the provision of legal and other advice.

As its mission, The Race Equality Centre actively promotes, seeks and implements a racially just, fair and equitable society, which will enhance the quality of life for all citizens of Leicester & Leicestershire. The service that we offer to fulfil this mission:

- Community Development
- Public Education
- Policy Development
- Advice, Support and Representation

The major areas of activity are:

- To work with our local councils to tackle racial discrimination and disadvantage and promote equality of opportunity;
- To work with the 'public sector' to make full use of the positive duty under the Equality Act 2010;
- To work with the local private sector organisations through a balance of advocacy, law enforcement and the promotion of the business case for racial equality;
- To seek to change public attitudes in order to make racial discrimination socially unacceptable;
- To ensure that our work is well informed by close contact with local racial minority communities and to assist in building their capacity to tackle racial discrimination and disadvantage;
- To monitor/evaluate the impact of public bodies on racial minority communities.

Fundamental to that work is the need to operate at a strategic level with the recognition that focused involvement in targeted areas assists with the development of improved practices. To achieve this TREC has embarked on a number of programmes, which have given rise to both project based work and strategic intervention with public bodies and the voluntary sector. The areas of work include:

- Generic race equality development
- Integration, resettlement and support for refugees and new arrivals
- Multi-faceted race equality intervention through partnership arrangements
- Racial harassment and race discrimination monitoring and intervention
- Policy development, including use of primary research
- Public education and raising awareness, including participation in conferences, and delivery of training

The Charity is reliant upon volunteers to operate on a day to day basis. The trustees would like to express their thanks to all of the individuals who have given their time during the year.

ACHIEVEMENT AND PERFORMANCE

Charitable activities

As previously noted, one area of maintenance of the organisation is the continual upskilling of staff and volunteers and we have afforded the necessary space and time for the completion of training programmes to include addressing health & wellbeing. In the last financial year over 50% of our staff were given the time to study and/or attend accredited training programmes/courses.

Work is continuing to realise the long-awaited vision of our Heritage Impact Centre now renamed Inherently Global. Communication and work on the detail has commenced but still have some way to go. The vision is to create a landmark, technologically, groundbreaking, interactive and immersive institution, to acknowledge and illuminate key historical contributions which impacted on establishing the world as we know it.

Time has been spent firming up the actions required to bring about meaningful and identifiable goals to actualise the recently adopted 10-year strategy, refreshing some policy areas and diversifying some delivery packages. This includes the development and delivery of a pilot course on Safety Signs at Work English for Speakers of Other Languages (ESOL) Entry Level 1; the development of a 'garden of sanctuary' alongside our plant to plate allotment which is ongoing; the launch of our Karibuni Café (welcome in Swahili); continued collaboration with three universities and Age UK in the 'Frailty and Ethnicity' research project which brings together two concepts that are multifaceted lived experiences – the relationship between ethnicity and the experience of frailty in old age. TREC, in partnership with African Heritage Alliance, B-Global, and Highfields Centre are delivering the UK Government Levelling Up Programme Empower Biz. This is a business support programme to uplift businesses owned by African Heritage entrepreneurs who face unique challenges. Empower Biz's task is to provide the necessary resources, support, and opportunities to assist these businesses to thrive and succeed.

Finally, our group activities for the last financial year included the continued contribution/involvement in Leicestershire Police Coercive Powers Scrutiny Group and Leicestershire Equalities Challenge Group. For individuals and families, we addressed 903 integration matters, facilitated 31 chill & chat (health & wellbeing) sessions, attended to 53 housing related issues, offered support to 209 individuals on immigration matters, assisted 40 complainants on race discrimination, 160 in mental health & wellbeing issues and, 53 with ESOL support.

FINANCIAL REVIEW

Reserves policy

Our policy on reserves is to adhere to a protocol agreed by our executive board, which ensures that reserves adequate to meet our needs are always maintained. Restricted funds are those which are required by contracts entered into to be spent in accordance with a schedule agreed within that contract. Principal funding sources are identified in the income and expenditure account and are in accordance with the requirement of funders.

At 31 March 2024, the charity had unrestricted reserves of £163,389.

The committee is satisfied that the charity's assets are available and adequate to fulfil its obligations.

FUTURE DEVELOPMENTS

Our future plans include:

- To actively engage in the agreed actions developed from TREC's 10-year strategy.
- To formalise the developing youth executive team which informs the agenda of the organisation.
- To successfully undertake the feasibility study on the Inherently Global programme, previously known as the Heritage Impact Centre.
- To develop and deliver an Advice Hub to run alongside the Karibuni café which will enable TREC's expertise to be accessible to the whole community

FUTURE FUNDING

The trustees and staff are continually taking steps to seek ongoing and additional funding using different approaches as has been recommended in our organisation review. This includes a strong focus on income generation.

Charities are strongly advised to hold reserves of between 3-9 months, and in accordance with our Reserves Policy TREC's reserves are for at least 6 months

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees, who are also the Directors of the company for the purposes of company law, are responsible for preparing the trustees' report and 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 have elected to 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 company and of the incoming resources and application of resources, including the income and expenditure, of the company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable 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;
- observe the methods and principles in the Charities SORP.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the company and to 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 Report of the Trustees (incorporating the Report of the Directors) has been prepared taking advantage of the small companies exemption under the Companies Act 2006.

ON BEHALF OF THE BOARD:

Surinder Sharma (Sep 10, 2024 21:27 GMT+2)

S Sharma
Trustee
Date: 10/09/24

Iris Lightfoote

I Lightfoote
Secretary
Date: 10/09/24

Independent Examiner's Report
Report to the trustees of The Race Equality Centre
On the accounts for the year ended 31 March 2024

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2024, which are set out on pages 7 to 15.

Responsibilities and basis of report

As the charity's trustees of the Company (who are also the directors of the company for the purposes of company law), you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ("the 2006 Act").

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

Independent examiner's statement

The company's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of The Institute of Chartered Accountants in England and Wales.

I have completed my examination. I confirm that no material matters have come to my attention which gives me cause to believe that:

- accounting records were not kept in accordance with section 386 of the Companies Act 2006; or
- the accounts do not accord with such records; or
- the accounts do not comply with relevant accounting requirements under section 396 of the Companies Act 2006 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
- the accounts have not been prepared in accordance with the Charities SORP (FRS102).

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



Jane Davies FCA
Chartered Accountant
Financial Answers Limited
102 Chaveney Road
Quorn
Loughborough
LE12 8AD

Date: 10/09/24

The Race Equality Centre

Summary of Financial Activities
(including summary income and expenditure account)
for the year ended 31 March 2024

	Notes	Unrestricted funds £	Restricted funds £	2024 Total funds £	2023 Total funds £
Income and endowments from:					
Donations and legacies		**2,625**	**3,275**	**5,900**	300
Other trading activities		**-**	**-**	**-**	25
Charitable activities		**60,087**	**219,473**	**279,560**	225,534
Total income	3	**62,712**	**222,748**	**285,460**	225,859
Expenditure on:					
Charitable activities	4	**167,863**	**226,745**	**394,608**	287,877
Total expenditure		**167,863**	**226,745**	**394,608**	287,877
Net expenditure		**(105,151)**	**(3,997)**	**(109,148)**	(62,018)
Transfers between funds	14	**1,881**	**(1,881)**	**-**	-
Net movement in funds		**(103,270)**	**(5,878)**	**(109,148)**	(62,018)
Reconciliation of funds:					
Total funds brought forward		**277,762**	**75,395**	**353,157**	415,175
Total funds carried forward		**174,492**	**69,517**	**244,009**	353,157

The notes form part of these financial statements

The Race Equality Centre
Registered Company number: 03140691
Registered Charity number: 1053154

Balance Sheet
at 31 March 2024

	Notes	Unrestricted funds £	Restricted funds £	2024 Total funds £	2023 Total funds £
Fixed assets					
Tangible assets	10	**11,103**	**-**	**11,103**	16,700
Current assets					
Debtors	11	**4,005**	**30,123**	**34,128**	7,854
Cash at bank and in hand		**175,157**	**61,900**	**237,057**	340,930
		179,162	**92,023**	**271,185**	348,784
Liabilities					
Creditors: Amounts falling due within one year	12	**(15,773)**	**(22,506)**	**(38,279)**	(12,327)
Net current assets		**163,389**	**69,517**	**232,906**	336,457
Total net assets		**174,492**	**69,517**	**244,009**	353,157
NET ASSETS		**174,492**	**69,517**	**244,009**	353,157
The funds of the charity:	14				
Unrestricted funds				**174,492**	277,762
Restricted funds				**69,517**	75,395
Total charity funds				**244,009**	353,157

The Charitable Company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2024.

The members have not required the Charitable Company to obtain an audit of its financial statements for the year ended 31 March 2024 in accordance with Section 476 of the Companies Act 2006.

The Trustees acknowledge their responsibilities for:

a) ensuring that the Charitable Company keeps accounting records which comply with Sections 386 and 387 of the Companies Act 2006 and
b) preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of each financial year and of its profit or loss 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 company.

The financial statements were approved by the Board of Trustees on 10 September 2024 and were signed on its behalf by:

K Hart
Trustee
The notes form part of these financial statements

Notes to the Financial Statements for the year ended 31 March 2024 (continued)

1. STATUTORY INFORMATION

The Race Equality Centre is a private charitable company limited by guarantee incorporated in England and Wales. The registered office is Highfields Centre 1st Floor, 96 Melbourne Road, Leicester, England, LE2 0DS and the company registration number is 03140691.

2. ACCOUNTING POLICIES

ACCOUNTING CONVENTION

The financial statements have been prepared under the historical cost convention, and in accordance with the Financial Reporting Standard 102, the Companies Act 2006 and the requirements of the Charities SORP (FRS 102): 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)'

The financial statements present information about the company as an individual entity, are prepared in sterling, which is the functional currency of the charity and are rounded to the nearest £1.

GOING CONCERN

The financial statements have been prepared on a going concern basis on the grounds that the trustees consider that the projected cash flow will be more than adequate for the charity's needs.

CHARITABLE FUNDS

Restricted funds are to be used for specified purposes laid down by the donor. Expenditure for those purposes is charged to the fund, together with a fair allocation of overheads and support costs.

Unrestricted funds are donations and other incoming resources received or generated for expenditure on the general objectives of the charity.

INCOMING RESOURCES

Donations and gifts

All monetary donations and gifts are included in full in the Statement of Financial Activities, when receivable, provided that there are no donor-imposed restrictions as to the timing of the related expenditure, in which case recognition is deferred until the pre-condition has been met.

Grants receivable

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

Primary trading income

Income from immigration advice and consultancy is included the Statement of Financial Activities when the work is carried out. For longer term consultancy arrangements, income is recognised over the term of the contract according to the percentage stage of completion.

Café income is included as received.

Investment income

Investment income, including associated income tax recoveries, is recognised when receivable.

RESOURCES EXPENDED

Expenditure is accounted for on an accruals basis as soon as there is a legal or constructive obligation committing the charity to the expenditure and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Allocation and apportionment of costs

Where costs are specific to an activity, they are allocated directly to that activity.

Support costs are allocated to projects and activities on the basis of the proportion of income earned or the staff costs consumed, depending on the driver determining the level of cost.

TANGIBLE FIXED ASSETS

Tangible fixed assets are initially measured at cost and subsequently measured at cost, net of depreciation.

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

Plant and machinery etc	33% on reducing balance

A**CCOUNTING POLICIES (continued)**

TAXATION
The charity is exempt from corporation tax on its charitable activities

OPERATING LEASES
Rentals payable under operating leases are charged to the income and expenditure account on a straight line basis over the period of the lease.

PENSION COSTS
The charity operates a defined contribution pension scheme. Contributions to this scheme are charged to the Statement of Financial Activities in the period to which they relate.

3. INCOME AND ENDOWMENTS

	2024	2023
Donations and legacies	**£**	£
Donations	**5,900**	300
Other trading activities		
Space hire and related charges	**-**	25
Charitable Activities	**£**	£
Income from:		
Grants	**244,699**	178,496
Immigration advice work	**17,120**	17,363
Café	**9,422**	-
Other consultancy work	**8,319**	29,675
	279,560	225,534

Grants received are as follows:

	£	£
Big Lottery grants	**119,284**	117,366
Lloyds Bank Foundation for England & Wales	**25,000**	27,250
UKSPF Empowerbiz	**60,246**	-
Social Enterprise Support Fund (via Highfield Community Association)	**-**	23,000
Other grants	**40,169**	10,880
	244,699	178,496

4. CHARITABLE EXPENDITURE

	2024	2023
	£	£
Salaries, wages and related costs	**247,351**	218,208
Consultants and subcontract costs	**54,704**	4,085
Other direct costs	**36,184**	6,900
Support costs	**56,369**	58,684
	394,608	287,877

5. SUPPORT COSTS

	2024	2023
	£	£
Salaries, wages and related costs	**669**	1,544
Premises costs	**21,364**	19,919
Finance costs	**4,806**	3,002
Administrative costs	**23,619**	25,283
Depreciation	**5,597**	8,479
Governance	**314**	457
	56,369	58,684

6. GOVERNANCE COSTS

	2024	2023
	£	£
Annual General Meeting	**314**	457

7. NET INCOMING/(OUTGOING) RESOURCES

Net resources are stated after charging

	2024	2023
	£	£
Independent examiner's fees - independent examination	**1,800**	1,000
Independent examiner's fees - other services	**-**	1,749
Operating leases	**23,801**	20,361
Depreciation - owned assets	**5,597**	8,479

8. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2024 nor for the year ended 31 March 2023.

Trustees' Expenses
There were no trustees' expenses paid for the year ended 31 March 2024 nor for the year ended 31 March 2023.

9. STAFF COSTS

	2024	2023
	£	£
Wages and salaries	**231,751**	205,778
Social security costs	**12,689**	9,870
Pension costs (defined contribution scheme)	**2,911**	2,560
	247,351	218,208

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

	2024	2023
Race equality officer	**1**	1
Management and administration	**1**	1
Project staff	**10**	9
	12	11

No employees were paid in excess of £60,000 per annum (2023: none)
At the time of writing TREC works with 15 volunteers in targeted areas of our programme delivery. These individuals have been utilised in accordance with their specialist fields to include – research, IT and language training. No value is attributed to volunteers' time in the accounts.

10. TANGIBLE FIXED ASSETS

	Plant and machinery etc
	£
COST	
At 1 April 2023	**104,114**
Disposals	**(22,101)**
At 31 March 2024	**82,013**
DEPRECIATION	
At 1 April 2023	**87,414**
Charge for year	**5,597**
Disposals	**(22,101)**
At 31 March 2024	**70,910**
NET BOOK VALUE	
At 31 March 2024	**11,103**
At 31 March 2023	16,700

11. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023
	£	£
Trade debtors	**42**	2,462
Other debtors	**34,086**	5,392
	34,128	7,854

12. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023
	£	£
Taxation and social security	**4,428**	3,127
Other creditors	**33,851**	9,200
	38,279	12,327

13. OPERATING LEASE COMMITMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	£	£
Within one year	**18,787**	23,801
Between one and five years	**10,045**	28,832
	28,832	52,633

14. MOVEMENT IN FUNDS

	At 01/04/23	Net movement in funds	Transfers between funds	At 31/03/24
	£	£	£	£
Unrestricted funds				
General fund	**277,762**	**(105,151)**	**1,881**	**174,492**
Designated fund re ERDF	**-**	**-**	**-**	**-**
Total unrestricted funds	**277,762**	**(105,151)**	**1,881**	**174,492**
Restricted funds				
Clothworks	**2,857**	**(970)**	**(1,887)**	**-**
Big Lottery - LRSS project	**43,708**	**(4,475)**	**-**	**39,233**
Allotment grants	**911**	**(541)**	**-**	**370**
Social Enterprise Support Fund (via Highfield CA)	**23,000**	**(23,000)**	**-**	**-**
Other café grants	**919**	**(925)**	**6**	**-**
Postcode Places Trust	**-**	**19,163**	**-**	**19,163**
UKSPF Empowerbiz	**-**	**6,192**	**-**	**6,192**
Winter pressures	**4,000**	**(2,216)**	**-**	**1,784**
Unite Union	**-**	**2,775**	**-**	**2,775**
Community Advice	**-**	**-**	**-**	**-**
Locality Cost of Living	**-**	**-**	**-**	**-**
Total restricted funds	**75,395**	**(3,997)**	**(1,881)**	**69,517**
TOTAL FUNDS	**353,157**	**(109,148)**	**-**	**244,009**

Net movement in funds, included in the above are as follows:

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	**62,712**	**167,863**	**(105,151)**
Restricted funds			
Clothworks	**-**	**970**	**(970)**
Big Lottery - LRSS project	**119,284**	**123,759**	**(4,475)**
Allotment grants	**-**	**541**	**(541)**
Social Enterprise Support Fund (via Highfield CA)	**-**	**23,000**	**(23,000)**
Other café grants	**6,256**	**7,181**	**(925)**
Postcode Places Trust	**19,163**	**-**	**19,163**
UKSPF Empowerbiz	**60,245**	**54,053**	**6,192**
Winter pressures	**-**	**2,216**	**(2,216)**
Unite Union	**2,775**	**-**	**2,775**
Community Advice	**5,025**	**5,025**	**-**
Locality Cost of Living	**10,000**	**10,000**	**-**
TOTAL FUNDS	**285,460**	**394,608**	**(109,148)**

14. MOVEMENT IN FUNDS (continued)

Details of the major restricted funds are as follows:

Big Lottery – LRSS Project

The LRSS project is a three-year grant received from the National Lottery which commenced in June 2022. Its purpose is to support refugees and asylum seekers arriving in the UK. Ongoing funding is subject to reviews of progress targets and funding reports.

Postcode Places Trust

The Postcode Places project is a one-off grant received from the People's Postcode Lottery to support activities, including the provision of an 'outdoor learning officer', on the charity's allotment plots. The activities related to the grant commenced after the year end.

UKSPF Empowerbiz

UKSPF Empowerbiz is an 18 month grant from Leicester City Council. Its purpose is to provide a business support program for racial minority entrepreneurs in partnership with three other charities.

15. RELATED PARTY TRANSACTIONS

There were no related party transactions during the current or prior years.

Signature: Aria Lightfoote

Email: i.lightfoote@theraceequalitycentre.org.uk

TREC accounts 2024

Final Audit Report 2024-09-11

Created:	2024-09-10
By:	Catherine Walker (cath@walkeraccountancy.co.uk)
Status:	Signed
Transaction ID:	CBJCHBCAABAAaMXrPR36CUHKDYWNkHG3xXGP9cLNwKOr

"TREC accounts 2024" History

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Signature Date: 2024-09-11 - 5:10:59 PM GMT - Time Source: server- IP address: 82.15.186.75

Document e-signed by Jane Davies (jane.financial.answers@gmail.com)

Signature Date: 2024-09-11 - 5:56:42 PM GMT - Time Source: server- IP address: 82.0.202.21

Agreement completed.

2024-09-11 - 5:56:42 PM GMT

Adobe Acrobat Sign

THE RACE EQUALITY CENTRE

England & Wales - Charity number 1053154

Accounts

REGISTERED COMPANY NUMBER: 03140691 (England and Wales)
REGISTERED CHARITY NUMBER: 1053154

Report of the Trustees and

Unaudited Financial Statements

for the year ended 31 March 2023

for

The Race Equality Centre

The Race Equality Centre

Contents of the Financial Statements
for the year ended 31 March 2023

Report of the Trustees (incorporating the Report of the Directors)	1
Report of the Independent Examiner	6
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Balance Sheet	8
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The Race Equality Centre

Report of the Trustees (incorporating the Report of the Directors)
for the year ended 31 March 2023

The Trustees, who are also Directors of the Charity for the purposes of the Companies Act 2006, present their report with the financial statements of the Charity for the year ended 31 March 2023. The Trustees have adopted the provisions of the Charities SORP (FRS 102): 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)'

REFERENCE AND ADMINISTRATIVE DETAILS
Registered name: The Race Equality Centre
Other working name: TREC
Registered Company number: 03140691 (England and Wales)
Registered Charity number: 1053154

Registered and principal office
1st Floor
96 Melbourne Road
Leicester
LE2 0DS

Trustees and directors
Prof S Sharma (Chair)
K Hart (Treasurer)
DS Bagri
L Gonsalves
M Hussain
C London-Mayo
A Mohindra
GSM Pringle
I Richards
MJ Solanki
CP Thamotheram
Y Wajeeda

Company Secretary and Chief Executive Officer
I Lightfoote

Independent Examiner
Catherine Walker FCA
Walker Accountancy Limited
2 Marina Drive
Spondon
Derby
DE21 7AF

Bankers
Lloyds Bank plc
7 High Street
Leicester
LE1 4FP

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The Race Equality Centre (TREC) is a company limited by guarantee, governed by its Memorandum and Articles of Association, dated 18 September 2006. It is registered as a charity with the Charities Commission.

Recruitment and appointment of new trustees

The Charity is run by an executive committee comprising 12 trustees. The term of office for trustees is 3 years with an opportunity to be re-elected. One third of the executive committee stand down every year and all affiliated organisations (of six months or longer membership) are invited to nominate incoming trustees. Nominations are approved at the Annual General Meeting.

All new members are invited to sign an acceptance form in which they agree:

a) To seek to promote the objects of the Centre
b) To fulfil their share of responsibility for:
   i) implementing the Centre's policies and work programme;
   ii) the employment, management and support of staff;
   iii) the financial affairs of the Centre;
c) To participate actively in Executive Committee meetings;
d) To recognise and observe the confidential nature of the business of TREC; and
e) Not to disclose or make use of, either during or after the period of their tenure, any confidential information concerning the business or financial affairs of TREC.

New members are invited to an induction session immediately following approval.

Ongoing joint training is afforded to trustees via strategy and visioning days that are built into the annual calendar. The elected committee members act as trustees for the purposes of charity and company law. At the first committee meeting following the Annual General Meeting officers are elected by the committee. Funders have the right to nominate a member to be co-opted to the Executive Committee.

Organisational structure

The board meets bi-monthly and there is a management group covering development, membership and finance, which meets in the intervening months. The Chief Executive Officer is appointed by the trustees to manage the day to day operations of the charity. To facilitate effective operations, the Chief Executive Officer has delegated authority, within terms of delegation approved by the executive, for operational matters including employment related activities.

The charity has a close relationship with the statutory sector and voluntary sector organisations whose principal areas of activity focus on equality issues.

Risk management

The charity has developed an 'office working manual' which is regularly reviewed (at least every 3 years), consisting of guidance notes, codes of practice, policies and protocols. There is a dedicated section on financial regulations. Executive members and the staff team have been involved in reviewing these documents and all are shared with new recruits during induction. Further, the charity has named staff and executive members responsible for health & safety; first aid; children & vulnerable adults; volunteers; placements; and finance (for which we have a Treasurer and an assistant Treasurer). The strategy and visioning/away days (attended by Executive and staff members) are used to determine and set future direction of the organisation, and current and perceived risks and opportunities to the organisation (from the bigger picture) whilst the management group is tasked to identify and make recommendations as appropriate on a bi-monthly basis in areas of concern to the organisation.

Objectives and aims

The Race Equality Centre's work arises out of the Equality Act 2010, the Human Rights Act and proposals from the European Union to combat discrimination.

In shaping our objectives and planning our activities, the trustees have considered the Charity Commission's guidance on public benefit, including the guidance 'public benefit : running a charity (PB2)'.

The objects of the charity are:

1) to work towards the elimination of racial discrimination;
2) to promote equality of opportunity and good relations between persons of different racial groups without distinction of gender, age, marital status, sexual orientation, disability, religion and/or belief;
3) to advance education and relieve poverty amongst immigrants and refugees particularly by the provision of legal and other advice.

As its mission, The Race Equality Centre actively promotes, seeks and implements a racially just, fair and equitable society, which will enhance the quality of life for all citizens of Leicester & Leicestershire. The service that we offer to fulfil this mission:

- Community Development
- Public Education
- Policy Development
- Advice, Support and Representation

The major areas of activity are:

- To work with our local councils to tackle racial discrimination and disadvantage and promote equality of opportunity;
- To work with the 'public sector' to make full use of the positive duty under the Equality Act 2010;
- To work with the local private sector organisations through a balance of advocacy, law enforcement and the promotion of the business case for racial equality;
- To seek to change public attitudes in order to make racial discrimination socially unacceptable;
- To ensure that our work is well informed by close contact with local racial minority communities and to assist in building their capacity to tackle racial discrimination and disadvantage;
- To monitor/evaluate the impact of public bodies on racial minority communities.

Fundamental to that work is the need to operate at a strategic level with the recognition that focused involvement in targeted areas assists with the development of improved practices. To achieve this TREC has embarked on a number of programmes, which have given rise to both project based work and strategic intervention with public bodies and the voluntary sector. The areas of work include:

- Generic race equality development
- Integration, resettlement and support for refugees and new arrivals
- Multi-faceted race equality intervention through partnership arrangements
- Racial harassment and race discrimination monitoring and intervention
- Policy development, including use of primary research
- Public education and raising awareness, including participation in conferences, and delivery of training

The Charity is reliant upon volunteers to operate on a day to day basis. The trustees would like to express their thanks to all of the individuals who have given their time during the year.

ACHIEVEMENT AND PERFORMANCE

Charitable activities

Significant to the maintenance of the organisation is the need to continually upskill the staff and volunteers and we have afforded the necessary space and time for the completion of training programmes. These include MSc in Global Health, Trauma Training, Basic Counselling, Dealing with Grief & Loss, Trading & Sustainability - introduction and graduate programmes offered by Lloyds Bank Foundation, levelling up with the Office of the Immigration Services Commissioner (OISC). Personal development is important to the maintenance of relevance.

Also of relevance is the work started during the year to realise the long-awaited vision of our Heritage Impact Centre. Communication and work on the detail has commenced but still have a long way to go. The vision is to create a landmark, technologically, groundbreaking, interactive and immersive, 'institution without walls', to acknowledge and illuminate key historical contributions which impacted on establishing the world as we know it.

Our group activities for the last financial year included facilitating a funding fair for the racial minority voluntary assembly members, attended by 30 thankful organisations. We engaged our users from the Chill & Chat group with the Kayaking rivers clean-up campaign as part of their ongoing environmental awareness and mindfulness activities. Further, the development and delivery of stop and search workshops commenced. We continue to contribute to Leicestershire Police Coercive Powers Scrutiny Group and Leicestershire Equalities Challenge Group. We started work in partnership with the University of Loughborough on its anti-racist agenda, participated with University of Liverpool, Leicester, University Hospitals of Leicester Hospitals Trust, and University of Nottingham to 'Understanding the varied experiences of frailty in older age with respect to ethnicity: a mixed method approach'. For individuals and families, we addressed 1079 integration matters, facilitated 132 chill & chat sessions, attended to 133 housing related issues, offered support to 500 individuals on immigration matters, assisted 96 complainants on race discrimination, 162 in mental health & wellbeing and, 122 with ESOL support.

Finally, our bimonthly e-bulletins which contains elements of our activities, local and national debates alongside its accompanying book reviews affords TREC the opportunity to share our work in a timely fashion.

FINANCIAL REVIEW

Reserves policy

Our policy on reserves is to adhere to a protocol agreed by our executive board, which ensures that reserves adequate to meet our needs are always maintained. Restricted funds are those which are required by contracts entered into to be spent in accordance with a schedule agreed within that contract. Principal funding sources are identified in the income and expenditure account and are in accordance with the requirement of funders.

At 31 March 2023, the charity had unrestricted reserves of £263,919.

The committee is satisfied that the charity's assets are available and adequate to fulfil its obligations.

FUTURE DEVELOPMENTS

Our future plans include:

- To finalise and formalise TREC's 10-year strategy and developing an action plan.
- To harness the voices of younger people by creating a youth executive team to inform the agenda of the organisation.
- To take the Heritage Impact Centre one step closer to realising the vision.
- Working in partnership with Friends of the Earth and the UOcean Project to ensure the tagline 'climate justice equals racial justice' is understood and acted upon by racially minoritized communities

FUTURE FUNDING

The trustees and staff are continually taking steps to seek ongoing and additional funding using different approaches as has been recommended in our organisation review. This includes a strong focus on income generation.

Charities are strongly advised to hold reserves of between 3-9 months, and in accordance with our Reserves Policy TREC's reserves are for 6 for months

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees, who are also the Directors of the company for the purposes of company law, are responsible for preparing the trustees' report and 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 have elected to 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 company and of the incoming resources and application of resources, including the income and expenditure, of the company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable 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;
- observe the methods and principles in the Charities SORP.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the company and to 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 Report of the Trustees (incorporating the Report of the Directors) has been prepared taking advantage of the small companies exemption under the Companies Act 2006.

ON BEHALF OF THE BOARD:

I Lightfoote
Secretary
Date: 05-09-2023

The Race Equality Centre

Report of the Independent Examiner to the Trustees of The Race Equality Centre

I report on the accounts of the Company for the year ended 31 March 2023, which are set out on pages 7 to 15.

Respective responsibilities of Trustees and examiner
The Trustees (who are also the Directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The Trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

Having satisfied myself that the Charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the Charities Act
- to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the Charities Act
- to state whether particular matters have come to my attention

Basis of independent examiner's report
My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the Charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as Trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the next statement.

Independent examiner's statement
In connection with my examination, no matter has come to my attention:

1. which gives me reasonable cause to believe that, in any material respect, the requirements:
   - to keep accounting records in accordance with section 386 of the Companies Act 2006 and
   - to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities have not been met; or
2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

CWalker.

Catherine Walker FCA
Chartered Accountant
Walker Accountancy Limited
2 Marina Drive
Spondon
Derby
DE21 7AF

Date: 05-09-23

The Race Equality Centre

Summary of Financial Activities
(including summary income and expenditure account)
for the year ended 31 March 2023

	Notes	Unrestricted funds £	Restricted funds £	2023 Total funds £	2022 Total funds £
Income and endowments from:					
Donations and legacies		**300**	**-**	**300**	6,165
Other trading activities		**25**	**-**	**25**	-
Charitable activities		**69,639**	**155,895**	**225,534**	407,863
Total income	3	**69,964**	**155,895**	**225,859**	414,028
Expenditure on:					
Charitable activities	4	**67,978**	**219,899**	**287,877**	304,437
Total expenditure		**67,978**	**219,899**	**287,877**	304,437
Net (expenditure)/income		**1,986**	**(64,004)**	**(62,018)**	109,591
Transfers between funds	14	**11,531**	**(11,531)**	**-**	-
Net movement in funds		**13,517**	**(75,535)**	**(62,018)**	109,591
Reconciliation of funds:					
Total funds brought forward		**264,245**	**150,930**	**415,175**	305,584
Total funds carried forward		**277,762**	**75,395**	**353,157**	415,175

The notes form part of these financial statements

The Race Equality Centre

Balance Sheet
at 31 March 2023

	Notes	Unrestricted funds £	Restricted funds £	2023 Total funds £	2022 Total funds £
Fixed assets					
Tangible assets	10	**13,843**	**2,857**	**16,700**	25,179
Current assets					
Debtors	11	**7,854**	**-**	**7,854**	5,297
Cash at bank and in hand		**268,392**	**72,538**	**340,930**	391,632
		276,246	**72,538**	**348,784**	396,929
Liabilities					
Creditors: Amounts falling due within one year	12	**(12,327)**	**-**	**(12,327)**	(6,933)
Net current assets		**263,919**	**72,538**	**336,457**	389,996
Total net assets		**277,762**	**75,395**	**353,157**	415,175
NET ASSETS		**277,762**	**75,395**	**353,157**	415,175
The funds of the charity:	14				
Unrestricted funds				**277,762**	264,245
Restricted funds				**75,395**	150,930
Total charity funds				**353,157**	415,175

The Charitable Company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2023.

The members have not required the Charitable Company to obtain an audit of its financial statements for the year ended 31 March 2023 in accordance with Section 476 of the Companies Act 2006.

The Trustees acknowledge their responsibilities for:

a) ensuring that the Charitable Company keeps accounting records which comply with Sections 386 and 387 of the Companies Act 2006 and
b) preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of each financial year and of its profit or loss 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 company.

The financial statements were approved by the Board of Trustees on and were signed on its behalf by:

K Hart
Trustee

The notes form part of these financial statements

Notes to the Financial Statements for the year ended 31 March 2023

1. STATUTORY INFORMATION

The Race Equality Centre is a private charitable company limited by guarantee incorporated in England and Wales. The registered office is Highfields Centre 1st Floor, 96 Melbourne Road, Leicester, England, LE2 0DS and the company registration number is 03140691.

2. ACCOUNTING POLICIES

ACCOUNTING CONVENTION

The financial statements have been prepared under the historical cost convention, and in accordance with the Financial Reporting Standard 102, the Companies Act 2006 and the requirements of the Charities SORP (FRS 102): 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)'

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts are in these financial statements rounded to the nearest £1.

GOING CONCERN

The financial statements have been prepared on a going concern basis on the grounds that the trustees consider that the projected cash flow will be more than adequate for the charity's needs.

CHARITABLE FUNDS

Restricted funds are to be used for specified purposes laid down by the donor. Expenditure for those purposes is charged to the fund, together with a fair allocation of overheads and support costs.

Unrestricted funds are donations and other incoming resources received or generated for expenditure on the general objectives of the charity.

INCOMING RESOURCES

Donations and gifts

All monetary donations and gifts are included in full in the Statement of Financial Activities, when receivable, provided that there are no donor-imposed restrictions as to the timing of the related expenditure, in which case recognition is deferred until the pre-condition has been met.

Grants receivable

Revenue grants are credited as incoming resources when they are receivable provided conditions for receipt have been complied with.

Earned income

Earned income is included the Statement of Financial Activities when the work is carried out.

Investment income

Investment income, including associated income tax recoveries, is recognised when receivable.

RESOURCES EXPENDED

Expenditure is accounted for on an accruals basis as soon as there is a legal or constructive obligation committing the charity to the expenditure and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Allocation and apportionment of costs

Where costs are specific to an activity, they are allocated directly to that activity.

Support costs are allocated to projects and activities on the basis of the proportion of income earned or the staff costs consumed, depending on the driver determining the level of cost.

TANGIBLE FIXED ASSETS

Tangible fixed assets are initially measured at cost and subsequently measured at cost, net of depreciation.

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

Plant and machinery etc	33% on reducing balance

ACCOUNTING POLICIES (continued)

TAXATION

The charity is exempt from corporation tax on its charitable activities

OPERATING LEASES

Rentals payable under operating leases are charged to the income and expenditure account on a straight line basis over the period of the lease.

PENSION COSTS

The charity operates a defined contribution pension scheme. Contributions to this scheme are charged to the Statement of Financial Activities in the period to which they relate.

3. INCOME AND ENDOWMENTS

	2023	2022
	£	£
Donations and legacies		
Donations	300	6,165
Other trading activities		
Space hire and related charges	25	-
Charitable Activities	£	£
Income from:		
Grants	178,496	387,298
Immigration advice work	17,363	18,990
Other consultancy work	29,675	1,575
	225,534	407,863

Grants received are as follows:

	£	£
Big Lottery grants	117,366	287,512
Leicester and Rutland Community Foundation	-	-
Lloyds Bank Foundation for England & Wales	27,250	30,000
Power to Change	-	47,359
Coronavirus Job Retention Scheme	-	10,532
Social Enterprise Support Fund (via Highfield Community Association)	23,000	-
Other grants	10,880	11,895
	178,496	387,298

4. CHARITABLE EXPENDITURE

	2023	2022
	£	£
Salaries, wages and related costs	218,208	232,179
Consultants and subcontract costs	4,085	4,761
Other direct costs	6,900	10,933
Support costs	58,684	56,564
	287,877	304,437

5. SUPPORT COSTS

	2023	2022
	£	£
Salaries, wages and related costs	**1,544**	1,055
Premises costs	**19,919**	17,901
Finance costs	**3,002**	2,637
Administrative costs	**25,283**	22,560
Depreciation	**8,479**	10,638
Governance	**457**	1,773
	58,684	56,564

6. GOVERNANCE COSTS

	2023	2022
	£	£
Annual General Meeting	**457**	1,773

7. NET INCOMING/(OUTGOING) RESOURCES

Net resources are stated after charging

	2023	2022
	£	£
Independent examiner's fees - independent examination	**1,000**	1,000
Independent examiner's fees - other services	**1,749**	1,370
Operating leases	**20,361**	15,782
Depreciation - owned assets	**8,479**	10,638

8. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2023 nor for the year ended 31 March 2022.

Trustees' Expenses
There were no trustees' expenses paid for the year ended 31 March 2023 nor for the year ended 31 March 2022.

9. STAFF COSTS

	2023	2022
	£	£
Wages and salaries	205,778	217,878
Social security costs	9,870	11,337
Pension costs	2,560	2,964
	218,208	232,179

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

	2023	2022
Race equality officer	1	1
Management and administration	1	1
Project staff	9	9
	11	11

No employees were paid in excess of £60,000 per annum (2022: none)

At the time of writing TREC works with 15 volunteers in targeted areas of our programme delivery. These individuals have been utilised in accordance with their specialist fields to include – research, IT and language training.

10. TANGIBLE FIXED ASSETS

	Plant and machinery etc
	£
COST	
At 1 April 2022	104,114
Additions	-
At 31 March 2023	104,114
DEPRECIATION	
At 1 April 2022	78,935
Charge for year	8,479
At 31 March 2023	87,414
NET BOOK VALUE	
At 31 March 2023	16,700
At 31 March 2022	25,179

11. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022
	£	£
Trade debtors	2,462	-
Other debtors	5,392	5,297
	7,854	5,297

12. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022
	£	£
Taxation and social security	3,127	3,878
Other creditors	9,200	3,055
	12,327	6,933

13. OPERATING LEASE COMMITMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	£	£
Within one year	23,801	3,500
Between one and five years	28,832	-
	52,633	3,500

14. MOVEMENT IN FUNDS

	At 01/04/22	Net movement in funds	Transfers between funds	At 31/03/23
	£	£	£	£
Unrestricted funds				
General fund	264,245	1,986	11,531	277,762
Designated fund re ERDF	-	-	-	-
Total unrestricted funds	264,245	1,986	11,531	277,762
Restricted funds				
Clothworks	4,264	(1,407)	-	2,857
PCC Fund	18,986	(18,986)	-	-
Big Lottery - Galvanise project	88,039	(76,508)	(11,531)	-
Big Lottery - LRSS project	39,641	4,067	-	43,708
Allotment grants	-	911	-	911
Lloyds Bank Foundation	-	-	-	-
Social Enterprise Support Fund (via Highfield CA)	-	23,000	-	23,000
Other café grants	-	919	-	919
Winter pressures	-	4,000	-	4,000
Kickstart	-	-	-	-
Total restricted funds	150,930	(64,004)	(11,531)	75,395
TOTAL FUNDS	415,175	(62,018)	-	353,157

Net movement in funds, included in the above are as follows:

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	69,964	67,978	1,986
Restricted funds			
Clothworks	-	1,407	(1,407)
PCC Fund	-	18,986	(18,986)
Big Lottery - Galvanise project	-	76,508	(76,508)
Big Lottery - LRSS project	117,366	113,299	4,067
Allotment grants	1,800	889	911
Lloyds Bank Foundation	2,250	2,250	-
Social Enterprise Support Fund (via Highfield CA)	23,000	-	23,000
Other café grants	3,000	2,081	919
Winter pressures	4,000	-	4,000
Kickstart	4,479	4,479	-
TOTAL FUNDS	225,859	287,877	(62,018)

15. RELATED PARTY TRANSACTIONS

There were no related party transactions during the current or prior years.

THE RACE EQUALITY CENTRE

England & Wales - Charity number 1053154

Accounts

REGISTERED COMPANY NUMBER: 03140691 (England and Wales)
REGISTERED CHARITY NUMBER: 1053154

Report of the Trustees and Unaudited Financial Statements for the year ended 31 March 2022 for The Race Equality Centre

The Race Equality Centre

Contents of the Financial Statements
for the year ended 31 March 2022

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Report of the Trustees (incorporating the Report of the Directors)	1
Report of the Independent Examiner	6
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Statement of Cash Flows	9
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STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The Race Equality Centre (TREC) is a company limited by guarantee, governed by its Memorandum and Articles of Association, dated 18 September 2006. It is registered as a charity with the Charities Commission.

Recruitment and appointment of new trustees

The Charity is run by an executive committee comprising 9 trustees. The term of office for trustees is 3 years with an opportunity to be re-elected. One third of the executive committee stand down every year and all affiliated organisations (of six months or longer membership) are invited to nominate incoming trustees. Nominations are approved at the Annual General Meeting.

All new members are invited to sign an acceptance form in which they agree:

a) To seek to promote the objects of the Centre
b) To fulfil their share of responsibility for:
(i) implementing the Centre's policies and work programme;
(ii) the employment, management and support of staff;
(iii) the financial affairs of the Centre;
c) To participate actively in Executive Committee meetings;
d) To recognise and observe the confidential nature of the business of TREC; and
e) Not to disclose or make use of, either during or after the period of their tenure, any confidential information concerning the business or financial affairs of TREC.

Ongoing joint training is afforded to trustees via strategy and visioning days that are built into the annual calendar. The elected committee members act as trustees for the purposes of charity and company law. At the first committee meeting following the Annual General Meeting officers are elected by the committee. Funders have the right to nominate a member to be co-opted to the Executive Committee.

Organisational structure

The board meets bi-monthly and there is a management group covering development, membership, finance and audits, which meets in the intervening months. The Chief Executive Officer is appointed by the trustees to manage the day to day operations of the charity. To facilitate effective operations, the Chief Executive Officer has delegated authority, within terms of delegation approved by the executive, for operational matters including employment related activities.

Related parties

The charity has a close relationship with the statutory sector and voluntary sector organisations whose principal areas of activity focus on equality issues.

In addition, the charity is the Asset Lock Body for TREC Training & Consultancy CIC, a community interest company incorporated on 21 March 2007.

Risk management

The charity has developed an 'office working manual' which is regularly reviewed (at least every 3 years), consisting of guidance notes, codes of practice, policies and protocols. There is a dedicated section on financial regulations. Executive members and the staff team have been involved in reviewing these documents and all are shared with new recruits during induction. Further, the charity has named staff and executive members responsible for health & safety; first aid; children & vulnerable adults; volunteers; placements; and finance (for which we have a Treasurer and an assistant Treasurer). The strategy and visioning/away days (attended by Executive and staff members) are used to determine and set future direction of the organisation, and current and perceived risks and opportunities to the organisation (from the bigger picture) whilst the management group is tasked to identify and make recommendations as appropriate on a bi-monthly basis in areas of concern to the organisation.

The Race Equality Centre

Report of the Trustees (incorporating the Report of the Directors)
for the year ended 31 March 2022

The Trustees, who are also Directors of the Charity for the purposes of the Companies Act 2006, present their report with the financial statements of the Charity for the year ended 31 March 2022. The Trustees have adopted the provisions of the Charities SORP (FRS 102): 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)'

REFERENCE AND ADMINISTRATIVE DETAILS
Registered name: The Race Equality Centre
Other working name: TREC
Registered Company number: 03140691 (England and Wales)
Registered Charity number: 1053154

Registered and principal office
1st Floor
96 Melbourne Road
Leicester
LE2 0DS

Trustees and directors
Prof S Sharma (Chair)
K Hart (Treasurer)
DS Bagri
L Gonsalves
M Hussain (appointed 9 September 2021)
C London-Miyo
A Mohindra
GSM Pringle (appointed 9 September 2021)
I Richards
MJ Solanki
CP Thamotheram
Y Wajeeda (appointed 9 September 2021)
S Bone (resigned 9 September 2021)
I Ndlovu (resigned 9 September 2021)

Company Secretary and Chief Executive Officer
I Lightfoote

Independent Examiner
Catherine Walker FCA
Walker Accountancy Limited
2 Marina Drive
Spondon
Derby
DE21 7AF

Bankers
Lloyds Bank plc
7 High Street
Leicester
LE1 4FP

Report of the Trustees (incorporating the Report of the Directors) for the year ended 31 March 2022

OBJECTIVES AND ACTIVITIES

Objectives and aims

The Race Equality Centre's work arises out of the Equality Act 2010, the Human Rights Act and proposals from the European Union to combat discrimination.

In shaping our objectives and planning our activities, the trustees have considered the Charity Commission's guidance on public benefit, including the guidance 'public benefit : running a charity (PB2)'.

The objects of the charity are:

(1) to work towards the elimination of racial discrimination;
(2) to promote equality of opportunity and good relations between persons of different racial groups without distinction of gender, age, marital status, sexual orientation, disability, religion and/or belief;
(3) to advance education and relieve poverty amongst immigrants and refugees particularly by the provision of legal and other advice.

As its mission, The Race Equality Centre actively promotes, seeks and implements a racially just, fair and equitable society, which will enhance the quality of life for all citizens of Leicester & Leicestershire. The service that we offer to fulfil this mission:

i. Community Development
ii. Public Education
iii. Policy Development
iv. Advice, Support and Representation

The major areas of activity are:

i. To work with our local councils to tackle racial discrimination and disadvantage and promote equality of opportunity;
ii. To work with the 'public sector' to make full use of the positive duty under the Equality Act 2010;
iii. To work with the local private sector organisations through a balance of advocacy, law enforcement and the promotion of the business case for racial equality;
iv. To seek to change public attitudes in order to make racial discrimination socially unacceptable;
v. To ensure that our work is well informed by close contact with local racial minority communities and to assist in building their capacity to tackle racial discrimination and disadvantage;
vi. To monitor/evaluate the impact of public bodies on racial minority communities.

Fundamental to that work is the need to operate at a strategic level with the recognition that focused involvement in targeted areas assists with the development of improved practices. To achieve this TREC has embarked on a number of programmes, which have given rise to both project based work and strategic intervention with public bodies and the voluntary sector. The areas of work include:

i. Generic race equality development
ii. Integration, resettlement and support for refugees and new arrivals
iii. Multi-faceted race equality intervention through partnership arrangements
iv. Racial harassment and race discrimination monitoring and intervention
v. Policy development, including use of primary research
vi. Public education and raising awareness, including participation in conferences, and delivery of training

The Charity is reliant upon volunteers to operate on a day to day basis. The trustees would like to express their thanks to all of the individuals who have given their time during the year.

ACHIEVEMENT AND PERFORMANCE

Charitable activities

The work over the past year spans addressing the needs of individuals and communities, sharing knowledge, advancing equity principles, and working in collaboration with organisations and institutions both here and abroad. For the latter we hosted and supported Valerie Taylor from the Valarie Taylor Trust - Centre for Rehabilitation of the Paralysed in Bangladesh, during her visit(s) to Leicester. The Trust's aim is to help in the treatment, care, and rehabilitation of disabled poor people throughout Bangladesh.

At the start of the year, we engaged with several criminal justice agencies and academic institutions to deliver the 'Colour of Injustice virtual Conference in Leicester'. Here, we took advantage of highlighting pertinent dates relating to extenuating issues so, publicly launched the event virtually on 22nd March which was the International Day for the Elimination of Racial Discrimination. Expanding on the theme we uploaded the keynote speakers' videos on the 12th April, this day commemorating the 40th year since Brixton's uprising leading to the Scarman report on the disproportionality and indiscriminate use of stop/search. The virtual conference was delivered in two parts early morning and early evening on 20th April.

The conference was successful with over 60 people in attendance all having meaningful discussions with our key speakers either in the Q&A or breakout sessions. The key speakers gave attendees the opportunity to voice their concerns to the representatives directly with a focus on disproportionality in policing, drug law and enforcement.

Participation in a regional conference continues our growing relationship with Friends of the Earth which led to us being invited to the COP22 campaign planning meeting. Recognition of our joint working activities has led to us receiving 2022 Earthmovers Award for Inspirational Partnership work for our contribution to local activism in grassroots network.

The above work was being done alongside developing our website and social media platforms to further increase/enhance our virtual presence, achieving our varying key performance indicators in accordance with our strategic aims and, keeping our stakeholders abreast of race related activities through our e-bulletins and book reviews. The latter two have so far received positive feedback.

FINANCIAL REVIEW

Reserves policy

Our policy on reserves is to adhere to a protocol agreed by our executive board, which ensures that reserves adequate to meet our needs are always maintained. Restricted funds are those which are required by contracts entered into to be spent in accordance with a schedule agreed within that contract. Principal funding sources are identified in the income and expenditure account and are in accordance with the requirement of funders.

At 31 March 2022, the charity had unrestricted reserves of £243,330.

The committee is satisfied that the charity's assets are available and adequate to fulfil its obligations.

FUTURE DEVELOPMENTS

Our future plans include:

- Development and delivery of a 3-pronged 'self-respite action centred programme' - spending quality time outdoors creating a 'garden of sanctuary', planting/cultivating fruits/vegetables and, from the produce grown, creating menus for consumption in the newly acquired Karibuni Café thereby anchoring the mind and focusing attention on specific senses, tuning it into the sights, sounds, smells, and textures of the tasks at hand.
- Developing and facilitating the delivery of workshops to young people: Knowing your Rights & Responsibilities when Stopped and Searched. To include strip and intimate searches.
- The provision of targeted services to Loughborough University through a partnership agreement. 'Anti-racism – TREC/LU'

FUTURE FUNDING

The trustees and staff are continually taking steps to seek ongoing and additional funding using different approaches as has been recommended in our organisation review. This includes a strong focus on income generation.

Charities are strongly advised to hold reserves of between 3-9 months, and in accordance with our Reserves Policy TREC's reserves are 6 for months.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees are responsible for preparing the trustees' report and financial statements in accordance with applicable law and regulations.

Company law requires the directors to prepare financial statements for each financial year. Under that law the directors have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the directors 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 company and of the incoming resources and application of resources, including the income and expenditure, of the company for that period. In preparing these financial statements, the directors are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business;
- observe the methods and principles in the Charities SORP.

The directors are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the company and to 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 Report of the Trustees (incorporating the Report of the Directors) has been prepared taking advantage of the small companies exemption of section 415A of the Companies Act 2006.

ON BEHALF OF THE BOARD:

I Lightfoote
Secretary
Date: 26-09-2022

Report of the Independent Examiner to the Trustees of The Race Equality Centre

I report on the accounts of the Company for the year ended 31 March 2022, which are set out on pages 7 to 15.

Respective responsibilities of Trustees and examiner
The Trustees (who are also the Directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The Trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

Having satisfied myself that the Charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the Charities Act
- to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the Charities Act
- to state whether particular matters have come to my attention

Basis of independent examiner's report
My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the Charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as Trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the next statement.

Independent examiner's statement
In connection with my examination, no matter has come to my attention:

(1) which gives me reasonable cause to believe that, in any material respect, the requirements:
- to keep accounting records in accordance with section 386 of the Companies Act 2006 and
- to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities have not been met; or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

CAWalker.

Catherine Walker FCA
Chartered Accountant
Walker Accountancy Limited
2 Marina Drive
Spondon
Derby
DE21 7AF

Date: 26.9.22

The Race Equality Centre

Statement of Financial Activities
(including summary income and expenditure account)
for the year ended 31 March 2022

	Notes	Unrestricted funds £	Restricted funds £	2022 Total funds £	2021 Total funds £
Income and endowments from:					
Donations and legacies		**5,625**	**540**	**6,165**	5,666
Charitable activities		**61,096**	**346,767**	**407,863**	531,070
Total income	2	**66,721**	**347,307**	**414,028**	536,736
Expenditure on:					
Charitable activities	3	**14,882**	**289,555**	**304,437**	331,431
Total expenditure		**14,882**	**289,555**	**304,437**	331,431
Net income		**51,839**	**57,752**	**109,591**	205,305
Transfers between funds	13	**18,650**	**(18,650)**	**-**	-
Net movement in funds		**70,489**	**39,102**	**109,591**	205,305
Reconciliation of funds:					
Total funds brought forward		**193,756**	**111,828**	**305,584**	100,279
Total funds carried forward		**264,245**	**150,930**	**415,175**	305,584

The notes form part of these financial statements.

The Race Equality Centre
Company number 03140691

Balance Sheet
At 31 March 2022

	Notes	Unrestricted funds £	Restricted funds £	2022 Total funds £	2021 Total funds £
Fixed assets					
Tangible assets	9	**20,915**	**4,264**	**25,179**	24,527
Current assets					
Debtors	10	**5,297**	**-**	**5,297**	25,592
Cash at bank and in hand		**244,966**	**146,666**	**391,632**	328,615
		250,263	**146,666**	**396,929**	354,207
Liabilities					
Creditors: Amounts falling due within one year	11	**(6,933)**	**-**	**(6,933)**	(73,150)
Net current assets		**243,330**	**146,666**	**389,996**	281,057
Total net assets		**264,245**	**150,930**	**415,175**	305,584
The funds of the charity:	13				
Unrestricted funds				**264,245**	193,756
Restricted funds				**150,930**	111,828
Total charity funds				**415,175**	305,584

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 Charitable 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.

The Trustees acknowledge their responsibilities for:

(a) ensuring that the Charitable Company keeps accounting records which comply with Sections 386 and 387 of the Companies Act 2006 and

(b) preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of each financial year and of its profit or loss 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 company.

The financial statements were approved by the Board of Trustees on 26.9.22 and were signed on its behalf by:

K Hart
Trustee

The notes form part of these financial statements.

The Race Equality Centre

Statement of Cash Flows
for the year ended 31 March 2022

	Notes	2022 Total funds £	2021 Total funds £
Cash flows from operating activities	16	**74,307**	177,734
Net cash (used in)/provided by operating activities			
Cash flows from investing activities			
Purchase of tangible fixed assets		**(11,290)**	(16,399)
Increase in cash and cash equivalents in the year		**63,017**	161,335
Cash and cash equivalents at the beginning of the year	**17**	**328,615**	167,280
Cash and cash equivalents at the end of the year	**17**	**391,632**	328,615

The notes form part of these financial statements.

1. ACCOUNTING POLICIES

ACCOUNTING CONVENTION

The financial statements have been prepared under the historical cost convention, and in accordance with the Financial Reporting Standard 102, the Companies Act 2006 and the requirements of the Charities SORP (FRS 102): 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)'

GOING CONCERN

The financial statements have been prepared on a going concern basis on the grounds that the trustees consider that the projected cash flow will be more than adequate for the charity's needs. The trustees have considered the uncertainties in relation to the charity's future funding (set out in the Report of the Trustees on page 5) and are confident of the charity's ability to continue as a going concern.

Should the charity be unable to continue to operate then it would be necessary to reflect the following adjustments in the financial statements.

- Certain additional liabilities may have to be provided in the financial statements.
- Fixed assets may have to be written down to their recoverable amounts and reclassified as current assets.
- Current assets may have to be written down to their recoverable amounts.

INCOMING RESOURCES

Donations and gifts

All monetary donations and gifts are included in full in the Statement of Financial Activities, when receivable, provided that there are no donor-imposed restrictions as to the timing of the related expenditure, in which case recognition is deferred until the pre-condition has been met.

Cash collected to which the charity is legally entitled but which has not been received at the year-end is included as income.

Grants receivable

Revenue grants are credited as incoming resources when they are receivable provided conditions for receipt have been complied with, unless they relate to a specified future period, in which case they are deferred.

Investment income

Investment income, including associated income tax recoveries, is recognised when receivable.

RESOURCES EXPENDED

Expenditure is accounted for on an accruals basis as soon as there is a legal or constructive obligation committing the charity to the expenditure and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Allocation and apportionment of costs

Where costs are specific to an activity, they are allocated directly to that activity.

Support costs are allocated to projects and activities on the basis of the proportion of income earned or the staff costs consumed, depending on the driver determining the level of cost.

TANGIBLE FIXED ASSETS

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

Plant and machinery etc	- 33% on reducing balance

TAXATION

The charity is exempt from corporation tax on its charitable activities.

FUND ACCOUNTING

Restricted funds are to be used for specified purposes laid down by the donor. Expenditure for those purposes is charged to the fund, together with a fair allocation of overheads and support costs.

Unrestricted funds are donations and other incoming resources received or generated for expenditure on the general objectives of the charity.

Designated funds are unrestricted funds that have been designated for specific purposes by the committee.

OPERATING LEASES

Rentals payable under operating leases are charged to the income and expenditure account on a straight line basis over the period of the lease.

VAT

Irrecoverable VAT is charged to the management account in unrestricted funds.

2. INCOME AND ENDOWMENTS

	2022	2021
	£	£
Donations and legacies		
Donations	6,165	5,666
Other trading activities		
Space hire and related charges	-	-
	£	£
Charitable Activities		
Income from:		
Grants	387,298	516,072
Immigration advice work	18,990	9,898
Other consultancy work	1,575	5,100
	407,863	531,070

Grants received are as follows:

	£	£
Big Lottery grants	287,512	242,483
Lloyds Bank Foundation for England & Wales	30,000	77,597
Power to Change	47,359	62,839
Coronavirus Job Retention Scheme	10,532	50,724
Other grants	11,895	82,429
	387,298	516,072
Investments		
Bank interest	-	-

3. CHARITABLE EXPENDITURE

	2022	2021
	£	£
Salaries, wages and related costs	232,179	217,413
Consultants and subcontract costs	4,761	16,147
Other direct costs	10,933	56,960
Support costs	56,564	40,911
	304,437	331,431

4. SUPPORT COSTS

	2022	2021
	£	£
Salaries, wages and related costs	1,055	796
Premises costs	17,901	8,019
Finance costs	2,637	2,590
Administrative costs	22,560	20,852
Depreciation	10,638	8,654
Governance	1,773	-
	56,564	40,911

5. GOVERNANCE COSTS

	2022	2021
	£	£
Annual General Meeting	1,773	-

6. NET INCOMING/(OUTGOING) RESOURCES

Net resources are stated after charging:

	2022	2021
	£	£
Depreciation - owned assets	10,638	8,654

7. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2022 nor for the year ended 31 March 2021.

Trustees' Expenses
There were no trustees' expenses paid for the year ended 31 March 2022 nor for the year ended 31 March 2021.

8. STAFF COSTS

	2022	2021
	£	£
Wages and salaries	217,878	203,235
Social security costs	11,337	10,809
Pension costs	2,964	3,369
	232,179	217,413

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

	2022	2021
Race equality officer	1	1
Management and administration	1	1
Project staff	9	9
	11	11

No employees were paid in excess of £60,000 per annum (2021: none).

At the time of writing TREC works with 15 volunteers in targeted areas of our programme delivery. These individuals have been utilised in accordance with their specialist fields to include – research, IT and language training.

9. TANGIBLE FIXED ASSETS

	Plant and machinery etc £
COST	
At 1 April 2021	**92,824**
Additions	**11,290**
At 31 March 2022	**104,114**
DEPRECIATION	
At 1 April 2021	**68,297**
Charge for year	**10,638**
At 31 March 2022	**78,935**
NET BOOK VALUE	
At 31 March 2022	**25,179**
At 31 March 2021	24,527

10. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022 £	2021 £
Trade debtors	-	-
Other debtors	**5,297**	25,592
	5,297	25,592

11. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022 £	2021 £
Trade creditors	-	-
Taxation and social security	**3,878**	991
Other creditors	**3,055**	72,159
	6,933	73,150

12. OPERATING LEASE COMMITMENTS

Minimum lease payments under non-cancellable operating leases expiring as follows:

	2022	2021
	£	£
Within one year	-	-
Between one and five years	3,500	17,500
	3,500	17,500

13. MOVEMENT IN FUNDS

	At 01/04/21	Net movement in funds	Transfers between funds	At 31/03/22
	£	£	£	£
Unrestricted funds				
General fund	193,756	51,839	18,650	264,245
Restricted funds				
Clothworks	6,364	(2,100)	-	4,264
PCC Fund	18,434	552	-	18,986
Big Lottery - Galvanise project	31,429	56,610	-	88,039
Big Lottery - LRSS project	34,747	4,894	-	39,641
Big Lottery - Covid 19 Fund	12,122	(832)	(11,290)	-
Colour of Injustice	7,360	-	(7,360)	-
Lloyds Bank Foundation	1,372	(1,372)	-	-
Leicester and Rutland Community Foundation	-	-	-	-
PCC Covid Fund	-	-	-	-
Power to Change	-	-	-	-
Leicestershire Cares	-	-	-	-
NHS Step Up to Great Mental Health	-	-	-	-
Total restricted funds	111,828	57,752	(18,650)	150,930
TOTAL FUNDS	305,584	109,591	-	415,175

Transfers between funds relate to management costs included in projects and purchases of fixed assets.
Net movement in funds, included in the above are as follows:

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	66,721	14,882	51,839
Restricted funds			
Clothworks	-	2,100	(2,100)
PCC Fund	9,426	8,874	552
Big Lottery - Galvanise project	176,718	120,108	56,610
Big Lottery - LRSS project	110,794	105,900	4,894
Big Lottery - Covid 19 Fund	-	832	(832)
Colour of Injustice	-	-	-
Lloyds Bank Foundation	-	1,372	(1,372)
Leicester and Rutland Community Foundation	-	-	-
PCC Covid Fund	-	-	-
Power to Change	47,359	47,359	-
Leicestershire Cares	540	540	-
NHS Step Up to Great Mental Health	2,470	2,470	-
TOTAL FUNDS	414,028	304,437	109,591

14. RELATED PARTY TRANSACTIONS

There were no related party transactions during the current or prior years.

15. ULTIMATE CONTROLLING PARTY

The trustees consider that there is no Ultimate Controlling Party.

16. RECONCILIATION OF INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2022	2021
	£	£
Net income/(expenditure) for the reporting period (as per the statement of financial activities)	**109,591**	205,305
Adjustments for:		
Depreciation	**10,638**	8,654
(Increase)/Decrease in debtors	**20,295**	(19,528)
Increase in creditors	**(66,217)**	(16,697)
Net cash generated from operating activities	**74,307**	177,734

17. ANALYSIS OF CASH AND CASH EQUIVALENTS

Cash at bank	**389,479**	325,061
Cash in hand	**2,153**	3,554
	391,632	328,615

THE RACE EQUALITY CENTRE

England & Wales - Charity number 1053154

Accounts

REGISTERED COMPANY NUMBER: 03140691 (England and Wales)
REGISTERED CHARITY NUMBER: 1053154

Report of the Trustees and
Unaudited Financial Statements
for the year ended 31 March 2021
for
The Race Equality Centre

CHARITY COMMISSION
FIRST CONTACT
- 5 OCT 2021
ACCOUNTS
RECEIVED

The Race Equality Centre

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for the year ended 31 March 2021

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CHARITY COMMISSION
FIRST CONTACT
- 5 OCT 2021
ACCOUNTS
RECEIVED

The Race Equality Centre

Report of the Trustees (incorporating the Report of the Directors)
for the year ended 31 March 2021

The Trustees, who are also Directors of the Charity for the purposes of the Companies Act 2006, present their report with the financial statements of the Charity for the year ended 31 March 2021. The Trustees have adopted the provisions of the Charities SORP (FRS 102): 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)'

REFERENCE AND ADMINISTRATIVE DETAILS
Registered name: The Race Equality Centre
Other working name: TREC
Registered Company number: 03140691 (England and Wales)
Registered Charity number: 1053154

Registered and principal office
1st Floor
96 Melbourne Road
Leicester
LE2 0DS

Trustees and directors
Prof S Sharma (Chair)
S Bone
K Hart
I Ndlovu
I Richards
CP Thamotheram
L Gonsalves
A Mohindra
DS Bagri

Company Secretary and Chief Executive Officer
I Lightfoote

Independent Examiner
Catherine Walker FCA
Walker Accountancy Limited
2 Marina Drive
Spondon
Derby
DE21 7AF

Bankers
Lloyds Bank plc
7 High Street
Leicester
LE1 4FP

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The Race Equality Centre (TREC) is a company limited by guarantee, governed by its Memorandum and Articles of Association, dated 18 September 2006. It is registered as a charity with the Charities Commission.

Recruitment and appointment of new trustees

The Charity is run by an executive committee comprising 9 trustees. The term of office for trustees is 3 years with an opportunity to be re-elected. One third of the executive committee stand down every year and all affiliated organisations (of six months or longer membership) are invited to nominate incoming trustees. Nominations are approved at the Annual General Meeting.

All new members are invited to sign an acceptance form in which they agree:

a) To seek to promote the objects of the Centre
b) To fulfil their share of responsibility for:
(i) implementing the Centre's policies and work programme;
(ii) the employment, management and support of staff;
(iii) the financial affairs of the Centre;
c) To participate actively in Executive Committee meetings;
d) To recognise and observe the confidential nature of the business of TREC; and
e) Not to disclose or make use of, either during or after the period of their tenure, any confidential information concerning the business or financial affairs of TREC.

Ongoing joint training is afforded to trustees via strategy and visioning days that are built into the annual calendar. The elected committee members act as trustees for the purposes of charity and company law. At the first committee meeting following the Annual General Meeting officers are elected by the committee. Funders have the right to nominate a member to be co-opted to the Executive Committee.

Organisational structure

The board meets bi-monthly and there is a management group covering development, membership, finance and audits, which meets in the intervening months. The Chief Executive Officer is appointed by the trustees to manage the day to day operations of the charity. To facilitate effective operations, the Chief Executive Officer has delegated authority, within terms of delegation approved by the executive, for operational matters including employment related activities.

Related parties

The charity has a close relationship with the statutory sector and voluntary sector organisations whose principal areas of activity focus on equality issues.

In addition, the charity is the Asset Lock Body for TREC Training & Consultancy CIC, a community interest company incorporated on 21 March 2007.

Risk management

The charity has developed an 'office working manual' which is regularly reviewed (at least every 3 years), consisting of guidance notes, codes of practice, policies and protocols. There is a dedicated section on financial regulations. Executive members and the staff team have been involved in reviewing these documents and all are shared with new recruits during induction. Further, the charity has named staff and executive members responsible for health & safety; first aid; children & vulnerable adults; volunteers; placements; and finance (for which we have a Treasurer and an assistant Treasurer). The strategy and visioning/away days (attended by Executive and staff members) are used to determine and set future direction of the organisation, and current and perceived risks and opportunities to the organisation (from the bigger picture) whilst the management group is tasked to identify and make recommendations as appropriate on a bi-monthly basis in areas of concern to the organisation.

Report of the Trustees (incorporating the Report of the Directors)
for the year ended 31 March 2021

OBJECTIVES AND ACTIVITIES

Objectives and aims

The Race Equality Centre's work arises out of the Equality Act 2010, the Human Rights Act and proposals from the European Union to combat discrimination.

In shaping our objectives and planning our activities, the trustees have considered the Charity Commission's guidance on public benefit, including the guidance 'public benefit : running a charity (PB2)'.

The objects of the charity are:

(1) to work towards the elimination of racial discrimination;
(2) to promote equality of opportunity and good relations between persons of different racial groups without distinction of gender, age, marital status, sexual orientation, disability, religion and/or belief;
(3) to advance education and relieve poverty amongst immigrants and refugees particularly by the provision of legal and other advice.

As its mission, The Race Equality Centre actively promotes, seeks and implements a racially just, fair and equitable society, which will enhance the quality of life for all citizens of Leicester & Leicestershire. The service that we offer to fulfil this mission:

i. Community Development
ii. Public Education
iii. Policy Development
iv. Advice, Support and Representation

The major areas of activity are:

i. To work with our local councils to tackle racial discrimination and disadvantage and promote equality of opportunity;
ii. To work with the 'public sector' to make full use of the positive duty under the Equality Act 2010;
iii. To work with the local private sector organisations through a balance of advocacy, law enforcement and the promotion of the business case for racial equality;
iv. To seek to change public attitudes in order to make racial discrimination socially unacceptable;
v. To ensure that our work is well informed by close contact with local racial minority communities and to assist in building their capacity to tackle racial discrimination and disadvantage;
vi. To monitor/evaluate the impact of public bodies on racial minority communities.

Fundamental to that work is the need to operate at a strategic level with the recognition that focused involvement in targeted areas assists with the development of improved practices. To achieve this TREC has embarked on a number of programmes, which have given rise to both project based work and strategic intervention with public bodies and the voluntary sector. The areas of work include:

i. Generic race equality development
ii. Integration, resettlement and support for refugees and new arrivals
iii. Multi-faceted race equality intervention through partnership arrangements
iv. Racial harassment and race discrimination monitoring and intervention
v. Policy development, including use of primary research
vi. Public education and raising awareness, including participation in conferences, and delivery of training

The Charity is reliant upon volunteers to operate on a day to day basis. The trustees would like to express their thanks to all of the individuals who have given their time during the year.

ACHIEVEMENT AND PERFORMANCE

Charitable activities

In keeping with other organisations, TREC experienced changes to its service delivery during this period as a result of the COVID19 pandemic. The financial year started with all staff being away from the office in keeping with government instructions. This lock down of the office building did not connect to a lock down in business as, for some of our service users, the deadlines for applications were still to be applied. Similarly for race discrimination, Employment Tribunal hearing dates were still being scheduled.

It was a period when clients renting from private landlords were seeking our assistance to advise on changes to housing law (i.e. the interim cessation of eviction notices), individuals receiving a positive decision were in a daze as to where to go and what to do, knowing (believing) they still had 28 days to vacate their NASS accommodation, one individual stuck in limbo following the sudden news of the death of a parent back in their country of origin as no other family member was on the island.
The period saw TREC delivering new a service resulting from the pleas of clients who required provision and resources. The regular food and provision we managed and, in some cases delivered; aided for example, one terminally ill individual living as a sole parent of children under six. This service assisted a further 65+ families per week to get access to food and, top-ups for essential services.

If there could be any positive coming out of this past year it includes the speed with which different methods of communication was learned and taught. This being exampled with our regular group activities needing to be transformed to virtual sessions, the information being gleaned to populate application forms for individuals on tight deadlines now being received and redirected electronically, the training programmes previously delivered in a classroom now accessed through e-portals. TREC's staff and volunteers did not flinch at the recognition that we have moved beyond what was previously considered the norm, evolving into digitised experts as a matter of need.

Keeping our volunteers active was an important feature of the year where activities were minimal but two such dedicated persons assisted with papers on current affairs and a second with e-bulletins and book reviews. Papers included: Windrush, Shame and Scandal: Race, Class, Gender, and Immigration in a British Context; and Corona Virus (COVID 19): The Racial Dimensions of a Pandemic; on Health and Wellbeing; TREC on Police and Race; TREC on Poverty.

For book reviews we looked at: Kill the Black One First; Black and British – a forgotten history; The Good Immigrant – a collection of 21 essays; How to be an Antiracist; White Privilege – the myth of a post racial society; Brit(ish) – on race, identity and belonging; This is why I resist – don't define me by my black identity; A cancer of Betrayal – the revisionism of the Report of the Commission on Race and ethnic disparities. Other volunteers engaged in the virtual activities on a regular basis.

The Black Lives Matter protests, sparked by the racist murder of George Floyd in Minnesota USA, highlighted the need for urgent action to address the absence of racial equality internationally nationally and locally here in Leicester. Requests to join roundtable discussions was responded to by TREC with a plea for action over yet more words.

The digital learning within TREC allowed for a visioning of our involvement (as shared last year) in focusing on improving our IT presence and to that end our website was updated and relaunched together with our social platforms being pulled into the 21st Century in keeping with the new outputs from the staff/volunteer team.

FINANCIAL REVIEW

Reserves policy

Our policy on reserves is to adhere to a protocol agreed by our executive board, which ensures that reserves adequate to meet our needs are always maintained. Restricted funds are those which are required by contracts entered into to be spent in accordance with a schedule agreed within that contract. Principal funding sources are identified in the income and expenditure account and are in accordance with the requirement of funders.

At 31 March 2021, the charity had unrestricted reserves of £178,727.

The committee is satisfied that the charity's assets are available and adequate to fulfil its obligations.

FUTURE DEVELOPMENTS

Our organisational development and growth plan is continuing to force us to concentrate our work in a number of distinctively different but necessary areas which does not detract from current areas being delivered to include:

- extended work with young people
- Participatory action research training for young girls and women
- Collaboration with Climate Action Leicester and Friends of the Earth to address race issues within the purview of the changing environment
- Expansion on-line accredited courses
- Increased social media presence

FUTURE FUNDING

The trustees and staff are continually taking steps to seek ongoing and additional funding using different approaches as has been recommended in our organisation review. This includes a strong focus on income generation.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees are responsible for preparing the trustees' report and financial statements in accordance with applicable law and regulations.

Company law requires the directors to prepare financial statements for each financial year. Under that law the directors have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the directors 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 company and of the incoming resources and application of resources, including the income and expenditure, of the company for that period. In preparing these financial statements, the directors are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business;
- observe the methods and principles in the Charities SORP.

The directors are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the company and to 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 Report of the Trustees (incorporating the Report of the Directors) has been prepared taking advantage of the small companies exemption of section 415A of the Companies Act 2006.

ON BEHALF OF THE BOARD:

.....

I Lightfoote
Secretary
Date: 09-09-2021

Report of the Independent Examiner to the Trustees of The Race Equality Centre

I report on the accounts of the Company for the year ended 31 March 2021, which are set out on pages 7 to 15.

Respective responsibilities of Trustees and examiner
The Trustees (who are also the Directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The Trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

Having satisfied myself that the Charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the Charities Act
- to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the Charities Act
- to state whether particular matters have come to my attention

Basis of independent examiner's report
My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the Charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as Trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the next statement.

Independent examiner's statement
In connection with my examination, no matter has come to my attention:

(1) which gives me reasonable cause to believe that, in any material respect, the requirements:
- to keep accounting records in accordance with section 386 of the Companies Act 2006 and
- to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities

have not been met; or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached

CWalker.

Catherine Walker FCA
Chartered Accountant
Walker Accountancy Limited
2 Marina Drive
Spondon
Derby
DE21 7AF

Date: 9th Sept 2021

The Race Equality Centre

Statement of Financial Activities
(including summary income and expenditure account)
for the year ended 31 March 2021

	Notes	Unrestricted funds £	Restricted funds £	2021 Total funds £	2020 Total funds £
Income and endowments from:					
Donations and legacies		**5,666**	**-**	**5,666**	10
Other trading activities		**-**	**-**	**-**	1,840
Charitable activities		**85,721**	**445,349**	**531,070**	284,853
Investments		**-**	**-**	**-**	-
Total income	2	**91,387**	**445,349**	**536,736**	286,703
Expenditure on:					
Charitable activities	3	**15,649**	**315,782**	**331,431**	239,604
Total expenditure		**15,649**	**315,782**	**331,431**	239,604
Net income		**75,738**	**129,567**	**205,305**	47,099
Transfers between funds	13	**38,715**	**(38,715)**	**-**	-
Net movement in funds		**114,453**	**90,852**	**205,305**	47,099
Reconciliation of funds:					
Total funds brought forward		**82,437**	**17,842**	**100,279**	53,180
Total funds carried forward		**196,890**	**108,694**	**305,584**	100,279

The notes form part of these financial statements.

The Race Equality Centre
Company number 03140691

Balance Sheet
At 31 March 2021

	Notes	Unrestricted funds £	Restricted funds £	2021 Total funds £	2020 Total funds £
Fixed assets					
Tangible assets	9	**18,163**	**6,364**	**24,527**	16,782
Current assets					
Debtors	10	**25,592**	**-**	**25,592**	6,064
Cash at bank and in hand		**157,275**	**171,340**	**328,615**	167,280
		182,867	**171,340**	**354,207**	173,344
Liabilities					
Creditors: Amounts falling due within one year	11	**(4,140)**	**(69,010)**	**(73,150)**	(89,847)
Net current assets		**178,727**	**102,330**	**281,057**	83,497
Total net assets		**196,890**	**108,694**	**305,584**	100,279
The funds of the charity:	13				
Unrestricted funds				**196,890**	82,437
Restricted funds				**108,694**	17,842
Total charity funds				**305,584**	100,279

The Charitable Company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2021.

The members have not required the Charitable Company to obtain an audit of its financial statements for the year ended 31 March 2021 in accordance with Section 476 of the Companies Act 2006.

The Trustees acknowledge their responsibilities for:

(a) ensuring that the Charitable Company keeps accounting records which comply with Sections 386 and 387 of the Companies Act 2006 and

(b) preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of each financial year and of its profit or loss 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 company.

The financial statements were approved by the Board of Trustees on 9/9/21 and were signed on its behalf by:

.....
K Hart
Trustee

The notes form part of these financial statements.

The Race Equality Centre

Statement of Cash Flows
for the year ended 31 March 2021

	Notes	2021 Total funds £	2020 Total funds £
Cash flows from operating activities	16	**177,734**	66,481
Net cash (used in)/provided by operating activities			
Cash flows from investing activities			
Purchase of tangible fixed assets		**(16,399)**	(8,621)
Increase in cash and cash equivalents in the year		**161,335**	57,860
Cash and cash equivalents at the beginning of the year	**17**	**167,280**	109,420
Cash and cash equivalents at the end of the year	**17**	**328,615**	167,280

The notes form part of these financial statements.

1. ACCOUNTING POLICIES

ACCOUNTING CONVENTION

The financial statements have been prepared under the historical cost convention, and in accordance with the Financial Reporting Standard 102, the Companies Act 2006 and the requirements of the Charities SORP (FRS 102): 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)'

GOING CONCERN

The financial statements have been prepared on a going concern basis on the grounds that the trustees consider that the projected cash flow will be more than adequate for the charity's needs. The trustees have considered the uncertainties in relation to the charity's future funding (set out in the Report of the Trustees on page 5) and are confident of the charity's ability to continue as a going concern.

Should the charity be unable to continue to operate then it would be necessary to reflect the following adjustments in the financial statements.

- Certain additional liabilities may have to be provided in the financial statements.
- Fixed assets may have to be written down to their recoverable amounts and reclassified as current assets.
- Current assets may have to be written down to their recoverable amounts.

INCOMING RESOURCES

Donations and gifts

All monetary donations and gifts are included in full in the Statement of Financial Activities, when receivable, provided that there are no donor-imposed restrictions as to the timing of the related expenditure, in which case recognition is deferred until the pre-condition has been met.

Cash collected to which the charity is legally entitled but which has not been received at the year-end is included as income.

Grants receivable

Revenue grants are credited as incoming resources when they are receivable provided conditions for receipt have been complied with, unless they relate to a specified future period, in which case they are deferred.

Investment income

Investment income, including associated income tax recoveries, is recognised when receivable.

RESOURCES EXPENDED

Expenditure is accounted for on an accruals basis as soon as there is a legal or constructive obligation committing the charity to the expenditure and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Allocation and apportionment of costs

Where costs are specific to an activity, they are allocated directly to that activity.

Support costs are allocated to projects and activities on the basis of the proportion of income earned or the staff costs consumed, depending on the driver determining the level of cost.

TANGIBLE FIXED ASSETS

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

Plant and machinery etc	- 33% on reducing balance

TAXATION

The charity is exempt from corporation tax on its charitable activities.

FUND ACCOUNTING

Restricted funds are to be used for specified purposes laid down by the donor. Expenditure for those purposes is charged to the fund, together with a fair allocation of overheads and support costs.

Unrestricted funds are donations and other incoming resources received or generated for expenditure on the general objectives of the charity.

Designated funds are unrestricted funds that have been designated for specific purposes by the committee.

OPERATING LEASES

Rentals payable under operating leases are charged to the income and expenditure account on a straight line basis over the period of the lease.

VAT

Irrecoverable VAT is charged to the management account in unrestricted funds.

2. INCOME AND ENDOWMENTS

	2021	2020
Donations and legacies	£	£
Donations	**5,666**	10
Other trading activities		
Space hire and related charges	**-**	1,840
Charitable Activities	**£**	£
Income from:		
Grants	**516,072**	257,000
Immigration advice work	**9,898**	21,492
Other consultancy work	**5,100**	6,361
	531,070	284,853

Grants received are as follows:

	£	£
Big Lottery grants	**242,483**	210,285
Leicester and Rutland Community Foundation	**-**	37,375
Lloyds Bank Foundation for England & Wales	**77,597**	-
Power to Change	**62,839**	-
Coronavirus Job Retention Scheme	**50,724**	-
Other grants	**82,429**	9,340
	516,072	257,000
Investments		
Bank interest	**-**	-

3. CHARITABLE EXPENDITURE

	2021	2020
	£	£
Salaries, wages and related costs	**217,413**	180,563
Consultants and subcontract costs	**16,147**	-
Other direct costs	**56,960**	38
Support costs	**40,911**	59,003
	331,431	239,604

4. SUPPORT COSTS

	2021	2020
	£	£
Salaries, wages and related costs	**796**	1,482
Premises costs	**8,019**	24,135
Finance costs	**2,590**	2,434
Administrative costs	**20,852**	22,517
Depreciation	**8,654**	7,208
Governance	**-**	1,227
	40,911	59,003

5. GOVERNANCE COSTS

	2021	2020
	£	£
Annual General Meeting	-	1,227

6. NET INCOMING/(OUTGOING) RESOURCES

Net resources are stated after charging:

	2021	2020
	£	£
Depreciation - owned assets	8,654	7,208

7. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2021 nor for the year ended 31 March 2020.

Trustees' Expenses
There were no trustees' expenses paid for the year ended 31 March 2021 nor for the year ended 31 March 2020.

8. STAFF COSTS

	2021	2020
	£	£
Wages and salaries	203,235	169,515
Social security costs	10,809	8,202
Pension costs	3,369	2,846
	217,413	180,563

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

	2021	2020
Race equality officer	1	1
Management and administration	1	1
Project staff	9	8
	11	10

No employees were paid in excess of £60,000 per annum (2020: none).

At the time of writing TREC works with 15 volunteers in targeted areas of our programme delivery. These individuals have been utilised in accordance with their specialist fields to include – research, IT and language training.

9. TANGIBLE FIXED ASSETS

	Plant and machinery etc £
COST	
At 1 April 2020	76,425
Additions	16,399
At 31 March 2021	92,824
DEPRECIATION	
At 1 April 2020	59,643
Charge for year	8,654
At 31 March 2021	68,297
NET BOOK VALUE	
At 31 March 2021	24,527
At 31 March 2020	16,782

10. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021 £	2020 £
Trade debtors	-	1,800
Other debtors	25,592	4,264
	25,592	6,064

11. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021 £	2020 £
Trade creditors	-	-
Taxation and social security	991	2,929
Other creditors	72,159	86,918
	73,150	89,847

12. OPERATING LEASE COMMITMENTS

Minimum lease payments under non-cancellable operating leases expiring as follows:

	2021	2020
	£	£
Within one year	-	-
Between one and five years	17,500	31,500
	17,500	31,500

13. MOVEMENT IN FUNDS

	At 01/04/20	Net movement in funds	Transfers between funds	At 31/03/21
	£	£	£	£
Unrestricted funds				
General fund	82,437	72,604	38,715	193,756
Restricted funds				
Clothworks	9,498	(3,134)	-	6,364
PCC Fund	3,111	16,453	(1,130)	18,434
Big Lottery - Galvanise project	5,233	26,196	-	31,429
Big Lottery - LRSS project	-	45,356	(10,609)	34,747
Big Lottery - Covid 19 Fund	-	14,138	(2,016)	12,122
Colour of Injustice	-	7,360	-	7,360
Lloyds Bank Foundation	-	6,608	(5,236)	1,372
Leicester and Rutland Community Foundation	-	8,821	(8,821)	-
PCC Covid Fund	-	4,453	(4,453)	-
Power to Change	-	3,200	(3,200)	-
BAME Infrastructure Fund	-	3,250	(3,250)	-
Total restricted funds	17,842	132,701	(38,715)	111,828
TOTAL FUNDS	100,279	205,305	-	305,584

Transfers between funds relate to management costs included in projects and purchases of fixed assets.
Net movement in funds, included in the above are as follows:

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	91,387	18,783	72,604
Restricted funds			
Clothworks	-	3,134	(3,134)
PCC Fund	27,297	10,844	16,453
Big Lottery - Galvanise project	97,679	71,483	26,196
Big Lottery - LRSS project	124,866	79,510	45,356
Big Lottery - Covid 19 Fund	19,938	5,800	14,138
Colour of Injustice	7,360	-	7,360
Lloyds Bank Foundation	57,597	50,989	6,608
Leicester and Rutland Community Foundation	17,853	9,032	8,821
PCC Covid Fund	9,920	5,467	4,453
Power to Change	62,839	59,639	3,200
BAME Infrastructure Fund	20,000	16,750	3,250
TOTAL FUNDS	536,736	331,431	205,305

14. RELATED PARTY TRANSACTIONS

There were no related party transactions during the current or prior years.

15. ULTIMATE CONTROLLING PARTY

The trustees consider that there is no Ultimate Controlling Party.

16. RECONCILIATION OF INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2021	2020
	£	£
Net income/(expenditure) for the reporting period (as per the statement of financial activities)	**205,305**	47,099
Adjustments for:		
Depreciation	**8,654**	7,208
(Increase)/Decrease in debtors	**(19,528)**	(1,180)
Increase in creditors	**(16,697)**	13,354
Net cash generated from operating activities	**177,734**	66,481

17. ANALYSIS OF CASH AND CASH EQUIVALENTS

Cash at bank	**325,061**	163,972
Cash in hand	**3,554**	3,308
	328,615	167,280