IPSWICH AND SUFFOLK COUNCIL FOR RACIAL EQUALITY

England & Wales · Charity number 1055386

Details

Status	Registered
Legal form	Charitable company
Company number	04616709
Registered	1996-05-15
Register	View on the Charity Commission register

Contact

Address	44 St Matthews Street Ipswich IP1 3EP
Phone	01473408111
Email	phanuel@iscre.org.uk
Website	www.iscre.org.uk

Activities

Objects: “WORKING ACROSS SUFFOLK, EAST ANGLIA GENERALLY AND SUCH OTHER PLACES AS THE TRUSTEES SHALL DETERMINE (INCLUDING WITHIN HER MAJESTY’S PRISONS), TO:WORK TOWARDS THE ELIMINATION OF DISCRIMINATION ON THE GROUNDS OF A PERSON’S RACE, SEX, DISABILITY, AGE, MARITAL AND CIVIL PARTNERSHIP STATUS, PREGNANCY AND MATERNITY STATUS, SEXUAL ORIENTATION, GENDER REASSIGNMENT, RELIGION OR BELIEF AND TO PROMOTE EQUALITY OF OPPORTUNITY AND GOOD RELATIONS BETWEEN ALL PERSONS AND TO ADVANCE AND ORGANISE CO-OPERATION IN THE ACHIEVEMENT OF THE AFORESAID PURPOSES;PREVENT AND OR RELIEVE POVERTY BY PROVIDING OR ASSISTING IN THE PROVISION OF LEGAL ADVICE AND ASSISTANCE, LEGAL REPRESENTATION, EDUCATION AND TRAINING;PROMOTE LEGAL RIGHTS AND RESPONSIBILITIES, HUMAN RIGHTS AND EQUALITY AND DIVERSITY, CONFLICT RESOLUTION OR RECONCILIATION AND THE PROMOTION OFA. RELIGIOUS OR RACIAL HARMONY OR EQUALITY FOR THE PUBLIC BENEFIT BY, FOR EXAMPLE:B. THE ELIMINATION OF DISCRIMINATION ON THE GROUNDS OF RACE, GENDER, DISABILITY, SEXUAL ORIENTATION OR RELIGION;C. ADVANCING EDUCATION AND RAISING AWARENESS IN LEGAL RIGHTS;D. CONDUCTING OR COMMISSIONING RESEARCH AND PUBLISHING THE RESULTS TO THE PUBLIC;E. CULTIVATING A SENTIMENT IN FAVOUR OF THE RULE OF LAW, HUMAN RIGHTS AND EQUALITY AND DIVERSITY.

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Activities: ISCRE provides advice, advocacy and support to individuals and families who experience race discrimination and harassment in areas of education, criminal justice system and supporting communities.

Classification

- **How:** Provides Advocacy/advice/information
- **What:** General Charitable Purposes, Education/training, Disability, The Prevention Or Relief Of Poverty, Economic/community Development/employment, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Children/young People, Elderly/old People, People With Disabilities, People Of A Particular Ethnic Or Racial Origin, Other Charities Or Voluntary Bodies, Other Defined Groups, The General Public/mankind

Geography

- **Area of benefit:** SUFFOLK
- Suffolk

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£136,717	£186,094	-	-
2024-03-31	£129,514	£194,949	-	-
2023-03-31	£121,005	£236,982	-	-
2022-03-31	£305,766	£264,735	-	-
2021-03-31	£284,691	£206,833	-	-

Trustees

Name	Role	Appointed
Mr Hamil Clarke	Chair	2014-09-19
Daisy Weekes		2015-09-17
Georgia-Mae Louise Chung		2023-06-06
Glen Chisholm		2023-06-06
Mrs Liz Pettman		2013-11-07

Linked charities

- IPSWICH AND SUFFOLK COUNCIL FOR RACIAL EQUALITY (1055386-1)

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IPSWICH AND SUFFOLK COUNCIL FOR RACIAL EQUALITY

England & Wales - Charity number 1055386

Accounts

COMPANY REGISTRATION NUMBER: 04616709

CHARITY REGISTRATION NUMBER: 1055386

Ipswich and Suffolk Council for Racial Equality

Company Limited by Guarantee

Unaudited financial statements

31 March 2025

Ipswich and Suffolk Council for Racial Equality

Company Limited by Guarantee

Financial statements

Year ended 31 March 2025

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Ipswich and Suffolk Council for Racial Equality

Company Limited by Guarantee

Trustees' annual report (incorporating the directors' report)

Year ended 31 March 2025

The trustees, who are also the directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 31 March 2025.

The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the charity's governing document, the Charities Act 2011 and Companies Act 2006 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland published in October 2019.

Reference and administrative details

Registered charity name	Ipswich and Suffolk Council for Racial Equality
Charity registration number	1055386
Company registration number	04616709
Principal office and registered office	46a Saint Matthews Street Ipswich Suffolk IP1 3EP United Kingdom

The trustees

The trustees who served during the year and at the date of approval were as follows:

G Clarke MBE (Chair)
G Chisholm
G Chung
E Pettman
D Weekes
A Grant OBE (Resigned 31/10/2024)

Senior Management	P Mutumburi (Business and Operations Director)
Company secretary	S Lee
Independent examiner	A Robinson FCA Lovewell Blake LLP Chartered accountants First Floor Suite 2 Hillside Business Park Bury St Edmunds IP32 7EA
Bankers	CAF Bank Limited 25 Kings Hill Avenue Kings Hill West Malling Kent ME19 4JQ

Objectives and activities

Ipswich and Suffolk Council for Racial Equality is referred to locally and throughout these accounts as ISCRE, its activities include the provision of advice, advocacy and support to individuals and families who experience race and other forms of discrimination or harassment in all aspects of employment and service provision including the criminal justice system, health, education, and housing.

Our Activities:

ISCRE has continued to provide support to organisations across the East Anglia region through training, advice and support, to understand the impact of racial inequality, whilst equipping them with the tools to help them create inclusive workplaces. This work also includes elevating community voice so that people from diverse communities get the opportunity to inform service provision.

Our Charitable Objects:

Working across Suffolk, East Anglia generally and such other places as the Trustees shall determine (including within His Majesty's Prisons), to work towards the elimination of discrimination on the grounds of a person's race, sex, disability, age, marital and civil partnership status, pregnancy and maternity status, sexual orientation, gender reassignment, religion or belief and to promote equality of opportunity and good relations between all persons and to advance and organise co-operation in the achievement of the aforesaid purposes; prevent and or relieve poverty by providing or assisting in the legal representation, education and training; promote legal rights and responsibilities, human rights and equality and diversity, conflict resolution or reconciliation and the promotion of:

Religious or racial harmony or equality for the public benefit by, for example:

- The elimination of discrimination on the grounds of race, gender, disability, sexual orientation or religion.
- Advancing education and raising awareness in legal rights.
- Conducting or commissioning research and publishing the results to the public.
- Cultivating a sentiment in favour of the rule of law, human rights and equality and diversity.

Public benefit

In shaping our objectives for the year and planning our activities, the Trustees have considered the Charity Commissions guidance on public benefit when setting the objectives for the year.

The Trustees confirm that they have complied with the duty in section 4 of the Charities Act 2011.

Achievements and performance

The organisation continues to play a pivotal role in challenging unfairness and unlawful racial discrimination, whilst keeping race on the agenda in Suffolk and beyond. Our vision of a fairer Suffolk for all people to live, work and visit has been embraced by organisations and individuals across the county.

Projects:

Beyond Boundaries - funded by Sizewell C, Beyond Boundaries is an innovative, community-informed initiative designed to support young people from racially minoritised and disadvantaged backgrounds to overcome barriers to employment, social inclusion and progression. Delivered in partnership with local employers, statutory agencies and community organisations, the programme provides tailored mentoring, skills development, confidence-building and pathways into education, training and work. Beyond Boundaries places lived experience at its heart, addressing inequality, discrimination and systemic barriers while strengthening resilience, aspiration and employability. Through this approach, the programme helps individuals realise their potential while contributing to a more inclusive local workforce and delivering meaningful social value aligned with Sizewell C's commitment to levelling up communities in Suffolk and the surrounding region.

Desistence Readiness - The desistence readiness work in prisons across East Anglia remains one of ISCRE's flagship projects. ISCRE's work has contributed to the knowledge, evidence and future development of interventions and policy work with the prisons' minority ethnic communities, and those that are marginalised, disadvantaged or experiencing the worst outcomes towards their rehabilitation in custody. As an external partner supporting prisons in the areas of equality, social inclusion and dispro portionality, ISCRE continues to strengthen its reputation as an important regional think-tank, addressing the rehabilitation needs of minority ethnic and hard to reach groups in custody.

Suffolk Police Powers Public Scrutiny Group - The aim of the SPPPS is to build a sustainable relationship between members of the community and Suffolk Police in order to further the Equality agenda; ensure legal compliance and influence the wider community cohesion agenda. We facilitate SPPPS meetings in order to build trust and confidence in the use of police powers. The group provides people from BAME communities and others with a safe space and a neutral platform to share their experiences whil st challenging unfairness in order to reduce disproportionality in the use of the policing tool.

Diversity and Equality Works - ISCRE's consultancy service delivering a wide range of services to the voluntary, public and private sectors to further our commitment to ensuring diversity and equality are at the forefront of driving lifelong change in Suffolk for all. Services delivered include working with staff and organisation to reviewing existing services, conducting "fit for purpose" reviews and audits based on diversity and equality, diversity and inclusion training and EDI leadership devel opment programmes. As part of this, ISCRE also designs and delivers specialist tailor-made training to meet specific organisational needs and requirements on the issues of diversity and equality.

Financial review

The charity continues to be dependent on grant funding to achieve its objectives. In the year under review the trustees are grateful to all those funders. The support from these organisations has ensured that ISCRE continues to exist and to deliver services to the most vulnerable people of Suffolk.

Service level agreements with Prisons and Suffolk Police were renewed for the year and continue to have positive impact on the lives of local people.

The support from a Local Council and a charity have allowed ISCRE the capacity to identify gaps in service provision and to explore new opportunities for the charity.

During the year income increased to £136,717 (2024: £129,514), despite this there was a deficit in the year of £49,377 (2024: £65,435).

Further information about our income and expenditure is set out in the Statement of Financial Activities and supporting notes. Any cash resources not immediately required are held in bank and building society deposits under powers contained in the memorandum and articles of association.

The charity's deficit in the current year has had an adverse effect on year end cash balances, which have decreased to £112,373 (2024: £167,193).

Reserves policy

The trustees actively review the reserves available on a regular basis and given the general uncertainty surrounding funding and project income aim to maintain reserves equivalent to approximately £115,000 (2024: £115,000). This figure is based on the expected level of expenditure over 6 months. This level of reserves takes into account existing and future commitments.

At the 31 March 2025 the reserves held for general purposes amounted to £88,065 (2024: £131,999). Which is no longer in line with the reserves policy of the charity.

As at 31 March 2025 total reserves held were £96,401 of which £8,336 were restricted as detailed in the notes to the accounts. The remaining £88,065 is unrestricted, and of this £88,065 is considered to be ‘free reserve’ in line with the Charity Commission guidance.

Plans for future periods

The development of a new race equality focused strategy has progressed well after the separation from Suffolk Law Centre, with new areas of work being developed. The Trustees have agreed to set up a new consultancy project to service deliver a wide range of services to the voluntary, public and private sectors to include working with staff and organisation to reviewing existing services using a diversity perspective, conducting "fit for purpose" reviews and audits based on diversity and equality, diversity and inclusion training and leadership development programmes. As part of this, ISCRE will also design and deliver specialist tailor-made training to meet specific organisational needs and requirements on the issues of diversity and equality.

Our relationship with the prisons and the commissioners in the Hertfordshire, Essex and Suffolk region, and our services is now much more integrated into their day-to-day service delivery and our services have been commended by His Majesty's Inspectorate of Prisons for its impact in preparing prisoners for life after incarceration.

We are looking forward to building on our work in prisons by extending the services to local communities especially those from minority ethnic backgrounds. We are keen to deliver culturally appropriate projects with looked after young people and those at risk of entering the criminal justice system.

In the new financial year, we are looking at consolidating the work of our Stop and Search Reference Group to include public scrutiny of all police powers and training of new police officers. Community engagement with young people has substantially improved, working with schools and colleges to deliver initiatives to increase their awareness of rights whilst enhancing their capability to provide public scrutiny of use of police powers.

We have developed and tested interventions with private and commercial sector organisations, delivering services aimed towards improving their diverse staff recruitment, retention and progression strategies. These have been well received and we are looking at expanding the services in conjunction with the Suffolk Chamber and other commercial entities.

ISCRE will be bolstering its community engagement initiatives using the newly formed Friends of ISCRE - an ISCRE led community group which is working towards keeping race on the agenda by promoting civic participation amongst people from minority ethnic communities.

Structure, governance and management

Ipswich and Suffolk Council for Racial Equality is a company limited by guarantee incorporated on 13 December 2002 and a registered charity constituted 15 May 1996, and governed by trustees, under the terms of its memorandum and articles of association.

The current board of trustees and the changes which have occurred since the previous annual report are as stated on the reference and administrative details section of these accounts. The trustees of the company are also directors for the purposes of company law.

Recruitment and appointment of new trustees

Several of the current trustees are familiar with the work of the charity, having served on the Board for some time. New trustees are invited to attend a meeting with the Chair and the trustees to familiarise themselves with the charity and the context within which it operates.

Our policy for appointing new trustees is to identify people who have skills and characteristics that will be beneficial to the charity.

On appointment the trustees receive a copy of the governing documents and Charity Commission trustee documents. New trustees are briefed on the background and work of the charity and future aims.

Risk management

The trustees have identified the major risks facing the charity and have assessed their potential impact. Appropriate systems have been established to monitor and manage these risks.

The Board of Trustees follows the Charity Commissions guidance 'Charities and risk management in identifying and weighting risks.

Independent examiner reappointment

A resolution to appoint A Robinson FCA of Lovewell Blake LLP as independent examiner will be proposed at the next Annual General Meeting.

Small company provisions

This report has been prepared taking advantage of the small companies' exemption of section 415A of the Companies Act 2006.

The trustees' annual report was approved on 22/12/2025 and signed on behalf of the board of trustees by:

George Clarke MBE

G Clarke MBE
Trustee and Chair

Ipswich and Suffolk Council for Racial Equality

Company Limited by Guarantee

Independent examiner's report to the trustees of Ipswich and Suffolk Council for Racial Equality

Year ended 31 March 2025

I report to the charity trustees on my examination of the financial statements of the company for the year ended 31 March 2025 which comprise the statement of financial activities (including income and expenditure account), balance sheet and the related notes.

Responsibilities and basis of report

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

Having satisfied myself that the financial statements of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your company's financial statements 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

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

1. accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or

2. the financial statements do not accord with those records; or

3. the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or

4. the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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.

Abigail Robinson

A Robinson FCA
Independent Examiner

Lovewell Blake LLP
Chartered accountants
First Floor Suite
2 Hillside Business Park
Bury St Edmunds
IP32 7EA

22/12/2025

Ipswich and Suffolk Council for Racial Equality

Company Limited by Guarantee

Statement of financial activities (including income and expenditure account)

Year ended 31 March 2025

	Note	2025 Unrestricted funds £	2025 Restricted funds £	2025 Total funds £	2024 Total funds £
Income and endowments					
Donations, grants and legacies	5	17,724	–	17,724	17,771
Charitable activities	6	21,921	94,135	116,056	107,459
Other trading activities	7	242	–	242	354
Investment income		2,695	–	2,695	3,930
Total income		42,582	94,135	136,717	129,514
Expenditure					
Charitable activities	8	(85,656)	(100,438)	(186,094)	(194,949)
Total expenditure		(85,656)	(100,438)	(186,094)	(194,949)
Net expenditure before transfer of funds		(43,074)	(6,303)	(49,377)	(65,435)
Transfer between funds		190	(190)	–	–
Net movement in funds		(42,884)	(6,493)	(49,377)	(65,435)
Reconciliation of funds					
Total funds brought forward		131,999	13,779	145,778	211,213
Total funds carried forward		89,115	7,286	96,401	145,778

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

The notes on pages 10 to 18 form part of these financial statements.

Ipswich and Suffolk Council for Racial Equality

Company Limited by Guarantee

Balance sheet

31 March 2025

	Note	2025 £	2025 £	2024 £	2024 £
Fixed assets					
Tangible fixed assets	**13**		–		22
Current assets					
Debtors	**14**	26,794		27,442	
Cash at bank and in hand		112,373		167,193	
		139,167		194,635	
Creditors: Amounts falling due within one year	**15**	(42,766)		(48,879)	
Net current assets			96,401		145,756
Total assets less current liabilities			96,401		145,778
Net assets			96,401		145,778
Funds of the charity					
Restricted funds			7,476		13,779
Unrestricted funds			88,925		131,999
Total charity funds	**17**		96,401		145,778

For the year ending 31 March 2025 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

These financial statements were approved by the board of trustees and authorised for issue on 22/12/2025, and are signed on behalf of the board by:

George Clarke MBE

G Clarke MBE
Trustee and Chair

Company registration number: 04616709

The notes on pages 10 to 18 form part of these financial statements.

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is 46a Saint Matthews Street, Ipswich, Suffolk, IP1 3EP, United Kingdom.

2. Statement of compliance

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

The accounts have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient for the charity to be able to continue as a going concern for the foreseeable future, however the trustees are mindful of the continuing deficits over the last two years as part of the going concern consideration.

Income tax

As a registered charity, the activities are exempt from United Kingdom Income and Corporation taxation, provided that the income is applied to charitable purposes.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal.

3. Accounting policies *(continued)*

Income

All income is included in the statement of financial activities when entitlement has passed to the charity, it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- income from grants and contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.
- income from subscriptions is recognised on a receivable basis.
- investment income is recognised on a receivable basis.

Expenditure

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Operating leases

The lease payments are for rent and are recognised as an expense over the lease term on a straight-line basis. The aggregate benefit of lease incentives is recognised as a reduction to expense over the lease term, on a straight-line basis.

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

3. Accounting policies *(continued)*

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Office equipment	-	33% straight line
Computer equipment	-	33% straight line

Financial instruments

A financial asset or a financial liability is recognised only when the entity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs, unless the arrangement constitutes a financing transaction, where it is recognised at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

4. Limited by guarantee

The charitable company has no share capital but is limited by guarantee. There are twelve guarantors under clause four of the memorandum and articles of association. Each guarantor undertakes to contribute to the assets of the charitable company, in the event of it being wound up, with each guarantors' liability limited to £2.

5. Donations, grants and legacies

	Unrestricted Funds £	**Total Funds 2025 £**	Unrestricted Funds £	Total Funds 2024 £
Donations				
Donations	224	224	4,646	4,646
Grants				
Grants	17,500	17,500	13,125	13,125
	17,724	17,724	17,771	17,771

6. Charitable activities

	Unrestricted Funds **£**	Restricted Funds **£**	2025 **£**	2024 **£**
Prisons	–	74,375	74,375	70,520
Other income from charitable activities	21,921	–	21,921	22,677
Suffolk Police Authority	–	19,760	19,760	8,800
L D Rope	–	–	–	5,462
	21,921	94,135	116,056	107,459

7. Other trading activities

	Unrestricted Funds £	**Total Funds 2025 £**	Unrestricted Funds £	Total Funds 2024 £
Subscriptions	242	242	354	354

8. Expenditure on charitable activities

	Unrestricted Funds £	Restricted Funds £	**Total Funds 2025 £**
Staff costs	52,351	89,984	142,335
Support costs	33,305	10,454	43,759
	85,656	100,438	186,094

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Staff costs	15,099	129,642	144,741
Support costs	18,808	31,400	50,208
	33,907	161,042	194,949

Analysis of support costs

	2025 £	2024 £
Project costs	10,423	19,908
Office costs	12,408	12,767
Rent	7,881	1,725
Water	443	452
Electricity	1,172	4,414
Insurance	340	1,122
AGM costs	–	2,906
Depreciation	22	451
Advertising	593	155
Legal and professional fees	10,417	6,238
Bank charges	60	70
	43,759	50,208

9. Net expenditure

Net expenditure is stated after charging/(crediting):

	2025 £	2024 £
Depreciation of tangible fixed assets	22	451

10. Independent examination fees

	2025 £	2024 £
Fees payable to the independent examiner for:		
Independent examination of the financial statements	3,684	2,460

11. Staff costs

	2025	2024
	£	£
Wages and salaries	132,471	134,511
Social security costs	6,832	6,928
Pension costs	2,847	2,887
Other staff expenses	185	415
	142,335	144,741

The average head count of employees during the year was 4 (2024: 4).

No employee received employee benefits of more than £60,000 during the year (2024: Nil).

The key management personnel of the charity comprise the trustees and senior management team as listed on the reference and administration details page of these accounts. The total value of remuneration and benefits received by Key Management Personnel was £36,824 (2024: £37,150).

12. Trustee remuneration and expenses

The trustees were neither entitled to, nor received, any remuneration from the charity during the year. No trustee received reimbursement for expenses during the current or prior period.

13. Tangible fixed assets

	Office equipment	Computer equipment	Total
	£	£	£
Cost			
At 1 April 2024 and 31 March 2025	7,124	9,876	17,000
Depreciation			
At 1 April 2024	7,124	9,854	16,978
Charge for the year	–	22	22
At 31 March 2025	7,124	9,876	17,000
Carrying amount			
At 31 March 2025	–	–	–
At 31 March 2024	–	22	22

14. Debtors

	2025	2024
	£	£
Trade debtors	24,457	8,578
Prepayments and accrued income	2,337	18,864
	26,794	27,442

15. Creditors: Amounts falling due within one year

	2025	2024
	£	£
Trade creditors	1,654	20,519
Other creditors and accruals	17,823	2,730
Net wages	23,289	25,630
	42,766	48,879

16. Deferred income

The charity deferred amounts in relation to conditional income of £13,125 (£Nil) as at the year end date.

17. Analysis of charitable funds

Year ended 31 March 2025

Restricted funds

	At 1 Apr 2024	Income	Expenditure	Transfers	**At 31 Mar 2025**
	£	£	£	£	**£**
Stop and Search Reference Group	3,073	19,760	(23,946)	–	(1,113)
BAME Support Work	4,405	–	(1)	–	4,404
Prisons	6,301	74,375	(76,301)	–	4,375
Connecting the Generations	–	–	(190)	190	–
	13,779	94,135	(100,438)	190	7,666
Unrestricted funds					
General funds	131,999	42,582	(85,656)	(190)	88,735

Year ended 31 March 2024

Restricted funds

	At 1 Apr 2023 £	Income £	Expenditure £	Transfers £	**At 31 Mar 2024 £**
Stop and Search Reference Group	3,057	8,800	(8,784)	–	3,073
Vision and Voice	4,859	–	(4,859)	–	–
Bank Foundation	14,752	–	(14,752)	–	–
BAME Support Work	37,752	–	(33,347)	–	4,405
Bank C-19	200	–	(200)	–	–
Prisons	9,119	70,520	(73,338)	–	6,301
Community Ambition	6,500	–	(6,500)	–	–
Supporting Men in BAME Community	3,800	–	(3,800)	–	–
National Lottery	10,000	5,462	(15,462)	–	–
	90,039	84,782	(161,042)	–	13,779
Unrestricted funds					
General funds	121,174	44,732	(33,907)	–	131,999

Restricted fund purposes:

- Stop and Search Reference Group - police supporting the Group and the 3rd party reporting centre for complaints. The overspend related to staff costs being greater than anticipated and the charity is working with the fund provider to recover amounts whilst completing the remaining project work.

- BAME Support Work - work delivered in collaboration with a Clinical Commissioning Group to understand causes of health inequalities in BAME communities and co-producing solutions with them.

- Prisons Fund - The desistence readiness work in prisons led by the Community Diversity Officer remains one of ISCRE's most successful projects over the last 18 years. ISCRE's work has contributed to the knowledge, evidence and future development of interventions and policy work with BAME people, and those that are marginalised, disadvantaged, or experiencing the worst outcomes towards their rehabilitation in custody. As an external partner supporting prisons in the areas of equality, social inclusion, and disproportionality, ISCRE continues to strengthen its reputation as an important regional think-tank, addressing the rehabilitation needs of minority ethnic and hard to reach groups in custody.

- Connecting the Generations - The income received within this fund is restricted to the purposes set out by the fund provider and the project is complete. The slight overspend in the year to 31 March 2025 has been made up by a transfer from the General funds of the charity.

18. Analysis of net assets between funds

31 March 2025

	General Funds £	Restricted Funds £	Total Funds £
Current assets	88,735	7,666	96,401
Net Assets	88,735	7,666	96,401

31 March 2024

	General Funds £	Restricted Funds £	Total Funds £
Tangible fixed assets	22	–	22
Current assets	131,977	13,779	145,756
Net Assets	131,999	13,779	145,778

19. Operating lease commitments

The total future minimum lease payments under non-cancellable operating leases are as follows:

	2025 £	2024 £
Not later than 1 year	863	900

20. Related parties

There were no related party transactions in this or the prior year.

IPSWICH AND SUFFOLK COUNCIL FOR RACIAL EQUALITY

England & Wales - Charity number 1055386

Accounts

COMPANY REGISTRATION NUMBER: 04616709

CHARITY REGISTRATION NUMBER: 1055386

Ipswich and Suffolk Council for Racial Equality

Company Limited by Guarantee

Unaudited financial statements

31 March 2024

Ipswich and Suffolk Council for Racial Equality

Company Limited by Guarantee

Financial statements

Year ended 31 March 2024

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Ipswich and Suffolk Council for Racial Equality

Company Limited by Guarantee

Trustees' annual report (incorporating the directors' report)

Year ended 31 March 2024

The trustees, who are also the directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 31 March 2024.

The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the charity's governing document, the Charities Act 2011 and Companies Act 2006 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland published in October 2019.

Reference and administrative details

Registered charity name	Ipswich and Suffolk Council for Racial Equality
Charity registration number	1055386
Company registration number	04616709
Principal office and registered office	46a Saint Matthews Street Ipswich Suffolk IP1 3EP United Kingdom

The trustees

The trustees who served during the year and at the date of approval were as follows:

G Clarke MBE (Chair)
G Chisholm (Appointed 06/06/2023)
G Chung (Appointed 06/06/2023)
E Pettman
D Weekes
P Burton (Resigned 18/04/2023)
S Connelly (Resigned 08/02/2024)
A Grant OBE (Resigned 31/10/2024)
Dr S Rao (Resigned 08/02/2024)

Senior Management	P Mutumburi (Business and Operations Director)
Company secretary	S Steward (Resigned 06/06/2023) S Lee (Appointed 06/06/2023)
Independent examiner	L Thurston FCCA Lovewell Blake LLP Chartered accountants First Floor Suite 2 Hillside Business Park Bury St Edmunds IP32 7EA
Bankers	CAF Bank Limited 25 Kings Hill Avenue Kings Hill West Malling Kent ME19 4JQ

Objectives and activities

Ipswich and Suffolk Council for Racial Equality is referred to locally and throughout these accounts as ISCRE, its activities include the provision of advice, advocacy and support to individuals and families who experience race and other forms of discrimination or harassment in all aspects of employment and service provision including the criminal justice system, health, education, and housing.

Our Activities:

ISCRE has continued to provide support to organisations across the East Anglia region through training, advice and support, to understand the impact of racial inequality, whilst equipping them with the tools to help them create inclusive workplaces. This work also includes elevating community voice so that people from diverse communities get the opportunity to inform service provision.

Our Charitable Objects:

The charity's stated objectives per the governing document are to work across Suffolk, East Anglia generally and such other places as the Trustees shall determine (including within Her Majesty's Prisons), to work towards the elimination of discrimination on the grounds of a person's race, sex, disability, age, marital and civil partnership status, pregnancy and maternity status, sexual orientation, gender reassignment, religion or belief and to promote equality of opportunity and good relations between all persons and to advance and organise co-operation in the achievement of the aforesaid purposes; prevent and or relieve poverty by providing or assisting in the legal representation, education and training; promote legal rights and responsibilities, human rights and equality and diversity, conflict resolution or reconciliation and the promotion of:

Religious or racial harmony or equality for the public benefit by, for example:

- The elimination of discrimination on the grounds of race, gender, disability, sexual orientation or religion.
- Advancing education and raising awareness in legal rights.
- Conducting or commissioning research and publishing the results to the public.
- Cultivating a sentiment in favour of the rule of law, human rights and equality and diversity.

Public benefit

In shaping our objectives for the year and planning our activities, the trustees have considered the Charity Commission's guidance on Public Benefit including, The Public Benefit Requirement (PB1), Running a Charity (PB2) and Reporting (PB3).

The Trustees confirm that they have complied with their duty in section 4 of the Charities Act 2011.

Achievements and performance

The organisation continues to play a pivotal role in challenging unfairness and unlawful racial discrimination, whilst keeping race on the agenda in Suffolk and beyond. Our vision of a fairer Suffolk for all people to live, work and visit has been embraced by organisations and individuals across the county.

Projects:

Desistence Readiness - The desistence readiness work in prisons across East Anglia remains one of ISCRE's flagship projects. ISCRE's work has contributed to the knowledge, evidence and future development of interventions and policy work with the prisons' minority ethnic communities, and those that are marginalised, disadvantaged or experiencing the worst outcomes towards their rehabilitation in custody. As an external partner supporting prisons in the areas of equality, social inclusion and disproportionality, ISCRE continues to strengthen its reputation as an important regional think-tank, addressing the rehabilitation needs of minority ethnic and hard to reach groups in custody.

Stop and Search Reference Group (SSRG) - The aim of the SSRG is to build a sustainable relationship between members of the community and Suffolk Police in order to further the Equality agenda; ensure legal compliance and influence the wider community cohesion agenda. We facilitate SSRG meetings in order to build trust and confidence in the use of Stop and Search powers. The group provides people from BAME communities and others with a safe space and a neutral platform to share their experiences whilst challenging unfairness in order to reduce disproportionality in the use of the policing tool.

Connecting the Generations - work to elevate the voices of young people by facilitating engagement with older people from similar backgrounds to share experiences and learn from each other. The projects include educating young people about pathways towards better opportunities and away from the criminal justice system.

Diversity and Equality Works - ISCRE's consultancy service delivering a wide range of services to the voluntary, public and private sectors to further our commitment to ensuring diversity and equality are at the forefront of driving lifelong change in Suffolk for all. Services delivered include working with staff and organisation to reviewing existing services, conducting "fit for purpose" reviews and audits based on diversity and equality, diversity and inclusion training and EDI leadership development programmes. As part of this, ISCRE also designs and delivers specialist tailor-made training to meet specific organisational needs and requirements on the issues of diversity and equality.

Financial review

The charity continues to be dependent on grant funding to achieve its objectives. In the year under review the Trustees are grateful to all those funders. The support from these organisations has ensured that ISCRE continues to exist and to deliver services to the most vulnerable people of Suffolk.

Service level agreements with Prisons and Suffolk Police were renewed for the year and continue to have positive impact on the lives of local people.

The support from a Local Council and a charity have allowed ISCRE the capacity to identify gaps in service provision and to explore new opportunities for the charity.

The transfer of all legal services projects from ISCRE to Suffolk Law Centre has seen a significant reduction in the balances of restricted funds carried forward. This is because the corresponding balances are now being reported in the Suffolk Law Centre accounts. Nevertheless, the move in the medium to long term will strengthen ISCRE because it can focus its strategy, service delivery and fundraising on its core purposes whilst sharing backroom and overhead costs with Suffolk Law Centre.

During the year income increased to £129,514 (2023: £121,005), despite this there was a deficit in the year of £65,435 (2023: deficit of £115,977).

Further information about our income and expenditure is set out in the Statement of Financial Activities and supporting notes. Any cash resources not immediately required are held in bank and building society deposits under powers contained in the memorandum and articles of association.

The chariy's deficit in the current year has had an adverse effect on year end cash balances, which have decreased to £167,193 (2023: £253,151).

Reserves policy

The trustees actively review the reserves available on a regular basis and given the general uncertainty surrounding funding and project income aim to maintain reserves equivalent to approximately £115,000 (2023: £115,000). This figure is based on the expected level of expenditure over 6 months. This level of reserves takes into account existing and future commitments.

At the 31 March 2024 the reserves held for general purposes amounted to £131,999 (2023: £121,174). Which is in line with the reserves policy of the charity.

As at 31 March 2024 total reserves held were £145,778 of which £13,779 were restricted as detailed in note 16. The remaining £131,999 is unrestricted, and of this £131,977 is considered to be 'free reserve' in line with the Charity Commission guidance. This is in line with the reserves policy of the charity.

Plans for future periods

The development of a new race equality focussed strategy has progressed well after the separation from Suffolk Law Centre, with new areas of work being developed. The Trustees have agreed to set up a new consultancy project to service deliver a wide range of services to the voluntary, public and private sectors to include working with staff and organisation to reviewing existing services using a diversity perspective, conducting "fit for purpose" reviews and audits based on diversity and equality, diversity and inclusion training and leadership development programmes. As part of this, ISCRE will also design and deliver specialist tailor-made training to meet specific organisational needs and requirements on the issues of diversity and equality.

Our relationship with the prisons and the commissioners in the Hertfordshire, Essex and Suffolk region, and our services is now much more integrated into their day-to-day service delivery and our services have been commended by His Majesty's Inspectorate of Prisons for its impact in preparing prisoners for life after incarceration.

We are looking forward to building on our work in prisons by extending the services to local communities especially those from minority ethnic backgrounds. We are keen to deliver culturally appropriate projects with looked after young people and those at risk of entering the criminal justice system.

In the new financial year, we are looking at consolidating the work of our Stop and Search Reference Group to include public scrutiny of all police powers and training of new police officers. Community engagement with young people has substantially improved, working with schools and colleges to deliver initiatives to increase their awareness of rights whilst enhancing their capability to provide public scrutiny of use of police powers.

We have developed and tested interventions with private and commercial sector organisations, delivering services aimed towards improving their diverse staff recruitment, retention and progression strategies. These have been well received and we are looking at expanding the services in conjunction with the Suffolk Chamber and other commercial entities.

ISCRE will be bolstering its community engagement initiatives using the newly formed Friends of ISCRE - an ISCRE led community group which is working towards keeping race on the agenda by promoting civic participation amongst people from minority ethnic communities.

Structure, governance and management

Ipswich and Suffolk Council for Racial Equality is a company limited by guarantee incorporated on 13 December 2002 and a registered charity constituted 15 May 1996, and governed by trustees, under the terms of its memorandum and articles of association.

The current board of trustees and the changes which have occurred since the previous annual report are as stated on the reference and administrative details section of these accounts. The trustees of the company are also directors for the purposes of company law.

Recruitment and appointment of new trustees

Several of the current trustees are familiar with the work of the charity, having served on the Board for some time. New trustees are invited to attend a meeting with the Chairman and the trustees to familiarise themselves with the charity and the context within which it operates.

Our policy for appointing new trustees is to identify people who have skills and characteristics that will be beneficial to the charity.

On appointment the trustees receive a copy of the governing documents and Charity Commission trustee documents. New trustees are briefed on the background and work of the charity and future aims.

Risk management

The trustees have identified the major risks facing the chanty and have assessed their potential impact. Appropriate systems have been established to monitor and manage these risks.

The Board of Trustees follows the Charity Commissions guidance 'Charities and risk management in identifying and weighting risks.

Related parties

The Trustees of ISCRE are also Trustees of the associated charity Suffolk Law Centre, who have a close working relationship with ISCRE and share space and expertise. This is applicable only until 6th June 2023, after which the ISCRE Trustees stood down from their positions at Suffolk Law Centre.

Independent examiner reappointment

A resolution to appoint L Thurston FCCA of Lovewell Blake LLP as independent examiner will be proposed at the next Annual General Meeting.

Small company provisions

This report has been prepared taking advantage of the small companies' exemption of section 415A of the Companies Act 2006.

The trustees' annual report was approved on 20/12/2024 and signed on behalf of the board of trustees by:

G Clarke MBE
Trustee and Chair

Ipswich and Suffolk Council for Racial Equality

Company Limited by Guarantee

Independent examiner's report to the trustees of Ipswich and Suffolk Council for Racial Equality

Year ended 31 March 2024

I report to the charity trustees on my examination of the financial statements of the company for the year ended 31 March 2024 which comprise the statement of financial activities (including income and expenditure account), balance sheet and the related notes.

Responsibilities and basis of report

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

Having satisfied myself that the financial statements of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your company's financial statements 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

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

1. accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or

2. the financial statements do not accord with those records; or

3. the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or

4. the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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.

L Thurst 20/12/24

L Thurston FCCA
Independent Examiner

Lovewell Blake LLP
Chartered accountants
First Floor Suite
2 Hillside Business Park
Bury St Edmunds
IP32 7EA

Ipswich and Suffolk Council for Racial Equality

Company Limited by Guarantee

Statement of financial activities (including income and expenditure account)

Year ended 31 March 2024

	Note	2024 Unrestricted funds £	2024 Restricted funds £	2024 Total funds £	2023 Total funds £
Income and endowments					
Donations, grants and legacies	5	17,771	–	17,771	18,315
Charitable activities	6	22,677	84,782	107,459	100,620
Other trading activities	7	354	–	354	298
Investment income		3,930	–	3,930	1,772
Total income		44,732	84,782	129,514	121,005
Expenditure					
Charitable activities	8	(33,907)	(161,042)	(194,949)	(236,982)
Total expenditure		(33,907)	(161,042)	(194,949)	(236,982)
Net expenditure and net movement in funds		10,825	(76,260)	(65,435)	(115,977)
Reconciliation of funds					
Total funds brought forward		121,174	90,039	211,213	327,190
Total funds carried forward		131,999	13,779	145,778	211,213

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

The notes on pages 12 to 20 form part of these financial statements.

Ipswich and Suffolk Council for Racial Equality

Company Limited by Guarantee

Balance sheet

31 March 2024

	Note	2024 £	2024 £	2023 £	2023 £
Fixed assets					
Tangible fixed assets	13		22		473
Current assets					
Debtors	14	27,442		8,742	
Cash at bank and in hand		167,193		253,151	
		194,635		261,893	
Creditors: Amounts falling due within one year	15	(48,879)		(51,153)	
Net current assets			145,756		210,740
Total assets less current liabilities			145,778		211,213
Net assets			145,778		211,213
Funds of the charity					
Restricted funds			13,779		90,039
Unrestricted funds			131,999		121,174
Total charity funds	16		145,778		211,213

For the year ending 31 March 2024 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

These financial statements were approved by the board of trustees and authorised for issue on 20/12/2024, and are signed on behalf of the board by:

G Clarke MBE
Trustee and Chair

Company registration number: 04616709

The notes on pages 12 to 20 form part of these financial statements.

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is 46a Saint Matthews Street, Ipswich, Suffolk, IP1 3EP, United Kingdom.

2. Statement of compliance

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

The accounts have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient for the charity to be able to continue as a going concern.

Income tax

As a registered charity, the activities are exempt from United Kingdom Income and Corporation taxation, provided that the income is applied to charitable purposes.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal.

3. **Accounting policies** *(continued)*

Income

All income is included in the statement of financial activities when entitlement has passed to the charity, it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.

- income from grants and contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Expenditure

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Operating leases

The lease payments are for rent and are recognised as an expense over the lease term on a straight-line basis. The aggregate benefit of lease incentives is recognised as a reduction to expense over the lease term, on a straight-line basis.

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

3. Accounting policies *(continued)*

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Office equipment	-	33% straight line
Computer equipment	-	33% straight line

Financial instruments

A financial asset or a financial liability is recognised only when the entity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs, unless the arrangement constitutes a financing transaction, where it is recognised at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Debt instruments are subsequently measured at amortised cost.

4. Limited by guarantee

The charitable company has no share capital but is limited by guarantee. There are twelve guarantors under clause four of the memorandum and articles of association. Each guarantor undertakes to contribute to the assets of the charitable company, in the event of it being wound up, with each guarantors' liability limited to £2.

5. Donations, grants and legacies

	Unrestricted Funds £	**Total Funds 2024 £**	Unrestricted Funds £	Total Funds 2023 £
Donations				
Donations	4,646	4,646	815	815
Grants				
Grants	13,125	13,125	17,500	17,500
	17,771	17,771	18,315	18,315

6. Charitable activities

	Unrestricted Funds £	Restricted Funds £	2024 £	2023 £
Prisons	–	70,520	70,520	65,625
Other income from charitable activities	22,677	–	22,677	11,195
Suffolk Police Authority	–	8,800	8,800	8,800
National Lottery	–	5,462	5,462	10,000
Community Foundation	–	–	–	5,000
	22,677	84,782	107,459	100,620

7. Other trading activities

	Unrestricted Funds £	**Total Funds 2024 £**	Unrestricted Funds £	Total Funds 2023 £
Subscriptions	354	354	298	298

8. Expenditure on charitable activities

	Unrestricted Funds £	Restricted Funds £	**Total Funds 2024 £**
Staff costs	15,099	129,642	144,741
Support costs	18,808	31,400	50,208
	33,907	161,042	194,949

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Staff costs	38,585	92,319	130,904
Support costs	17,713	88,365	106,078
	56,298	180,684	236,982

Analysis of support costs

	2024 £	2023 £
Project costs	19,908	87,964
Office costs	12,767	6,030
Rent	1,725	2,097
Water	452	136
Electricity	4,414	3,530
Insurance	1,122	314
AGM costs	2,906	2,547
Depreciation	451	652
Advertising	155	1,258
Legal and professional fees	6,238	1,519
Bank charges	70	31
	50,208	106,078

9. Net expenditure

Net expenditure is stated after charging/(crediting):

	2024 £	2023 £
Depreciation of tangible fixed assets	451	652

10. Independent examination fees

	2024 £	2023 £
Fees payable to the independent examiner for:		
Independent examination of the financial statements	2,460	2,238

11. Staff costs

	2024	2023
	£	£
Wages and salaries	134,511	121,961
Social security costs	6,928	6,286
Pension costs	2,887	2,657
Other staff expenses	415	–
	144,741	130,904

The average head count of employees during the year was 4 (2023: 5).

No employee received employee benefits of more than £60,000 during the year (2023: Nil).

The key management personnel of the charity comprise the trustees and senior management team as listed on the reference and administration details page of these accounts. The total value of remuneration and benefits received by Key Management Personnel was £37,150 (2023: £33,693).

12. Trustee remuneration and expenses

The trustees were neither entitled to, nor received, any remuneration from the charity during the year. No trustee received reimbursement for expenses during the current or prior period.

13. Tangible fixed assets

	Office equipment	Computer equipment	Total
	£	£	£
Cost			
At 1 April 2023 and 31 March 2024	7,124	9,876	17,000
Depreciation			
At 1 April 2023	7,124	9,403	16,527
Charge for the year	–	451	451
At 31 March 2024	7,124	9,854	16,978
Carrying amount			
At 31 March 2024	–	22	22
At 31 March 2023	–	473	473

14. Debtors

	2024	2023
	£	£
Trade debtors	8,578	8,742
Prepayments and accrued income	18,864	–
	27,442	8,742

15. Creditors: Amounts falling due within one year

	2024	2023
	£	£
Trade creditors	20,519	25,154
Other creditors and accruals	2,730	2,508
Net wages	25,630	23,491
	48,879	51,153

16. Analysis of charitable funds

Year ended 31 March 2024

Restricted funds

	At 1 Apr 2023	Income	Expenditure	Transfers	At 31 Mar 2024
	£	£	£	£	£
Stop and Search Reference Group	3,057	8,800	(8,784)	–	3,073
Vision and Voice	4,859	–	(4,859)	–	–
Bank Foundation	14,752	–	(14,752)	–	–
BAME Support Work	37,752	–	(33,347)	–	4,405
Bank C-19	200	–	(200)	–	–
Prisons	9,119	70,520	(73,338)	–	6,301
Community Ambition	6,500	–	(6,500)	–	–
Supporting Men in BAME Community	3,800	–	(3,800)	–	–
National Lottery	10,000	5,462	(15,462)	–	–
	90,039	84,782	(161,042)	–	13,779
Unrestricted funds					
General funds	121,174	44,732	(33,907)	–	131,999

Year ended 31 March 2023

Restricted funds

	At 1 Apr 2022 £	Income £	Expenditure £	Transfers £	At 31 Mar 2023 £
Stop and Search Reference Group	1,404	8,800	(7,147)	–	3,057
Vision and Voice	15,609	–	(10,750)	–	4,859
Bank Foundation	42,628	–	(27,876)	–	14,752
BAME Support Work	83,909	–	(46,157)	–	37,752
Girls Self Esteem	3,786	–	(3,786)	–	–
Bank C-19 Fund	599	–	(399)	–	200
Prisons Fund	21,863	65,625	(78,369)	–	9,119
Community Ambition	11,500	–	(5,000)	–	6,500
Supporting Men in BAME Community	–	5,000	(1,200)	–	3,800
National Lottery	–	10,000	–	–	10,000
	181,298	89,425	(180,684)	–	90,039
Unrestricted funds					
General Funds	145,892	31,580	(56,298)	–	121,174

Restricted fund purposes:

- Stop and Search Reference Group - police supporting the Group and the 3rd party reporting centre for complaints.
- BAME Support Work - work delivered in collaboration with a Clinical Commissioning Group to understand causes of health inequalities in BAME communities and co-producing solutions with them.
- Prisons Fund - The desistence readiness work in prisons led by the Community Diversity Officer remains one of ISCRE's most successful projects over the last 18 years. ISCRE's work has contributed to the knowledge, evidence and future development of interventions and policy work with BAME people, and those that are marginalised, disadvantaged, or experiencing the worst outcomes towards their rehabilitation in custody. As an external partner supporting prisons in the areas of equality, social inclusion, and disproportionality, ISCRE continues to strengthen its reputation as an important regional think-tank, addressing the rehabilitation needs of minority ethnic and hard to reach groups in custody.

The following restricted projects have been completed:

- Vision and Voice - A collective of organisations delivering work to elevate the voices of young people across Suffolk in order to improve their mental wellbeing.
- Bank Foundation - A project to evidence the impact of ISCRE's work in prisons aimed at influencing the criminal justice system on equality, diversity, and inclusion best practice.
- Bank C-19 Fund - Remote working with Prisons in to support ISCRE's response to the COVID - 19 crises.
- Community Ambition - Represents amounts set aside as instructed by the fund provider in order to further ISCRE's aims and objectives.

- Supporting Men in BAME Community - to support the furtherance of specific purposes as set out by the fund provider.
- National Lottery - to support the furtherance of specific purposes as set out by the fund provider.

17. Analysis of net assets between funds

31 March 2024

	General Funds	Restricted Funds	Total Funds
	£	£	£
Tangible fixed assets	22	–	22
Current assets	131,977	13,779	145,756
Net Assets	131,999	13,779	145,778

31 March 2023

	General Funds	Restricted Funds	Total Funds
	£	£	£
Tangible fixed assets	273	200	473
Current assets	120,901	89,839	210,740
Net Assets	121,174	90,039	211,213

18. Operating lease commitments

The total future minimum lease payments under non-cancellable operating leases are as follows:

	2024	2023
	£	£
Not later than 1 year	900	–

19. Related parties

Up until June 2023 the charity shared a number of Trustees with Suffolk Law Centre. During the prior year the charity charged costs of £41,531, was recharged expenses of £27,480 and incurred net receipts after payments of £14,051 to and from Suffolk Law Centre. At the prior year end there was an outstanding debtor owed from Suffolk Law Centre totalling £1,658. There were no transactions with Suffolk Law Centre in the current year which occurred before June 2023.

There were no other related party transactions in this or the prior year.

IPSWICH AND SUFFOLK COUNCIL FOR RACIAL EQUALITY

England & Wales - Charity number 1055386

Accounts

COMPANY REGISTRATION NUMBER: 04616709

CHARITY REGISTRATION NUMBER: 1055386

Ipswich and Suffolk Council for Racial Equality

Company Limited by Guarantee

Unaudited financial statements

31 March 2023

Ipswich and Suffolk Council for Racial Equality

Company Limited by Guarantee

Financial statements

Year ended 31 March 2023

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Ipswich and Suffolk Council for Racial Equality

Company Limited by Guarantee

Trustees' annual report (incorporating the directors' report)

Year ended 31 March 2023

The trustees, who are also the directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 31 March 2023.

The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the charity's governing document, the Charities Act 2011 and Companies Act 2006 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland published in October 2019.

Reference and administrative details

Registered charity name	Ipswich and Suffolk Council for Racial Equality
Charity registration number	1055386
Company registration number	04616709
Principal office and registered office	46a Saint Matthews Street Ipswich Suffolk IP1 3EP United Kingdom

The trustees

The trustees who served during the year and at the date of approval were as follows:

G Clarke MBE (Chair)
G Chishom (Appointed 06/06/2023)
G Chung (Appointed 06/06/2023)
S Connely
A Grant OBE
E Pettman
Dr S Rao
D Weekes
P Burton (Resigned 18/04/2023)
B Howard (Resigned 14/10/2022)

Senior Management	P Mutumburi (Business and Operations Director)
Company secretary	S Steward (Resigned 06/06/2023) S Lee (Appointed 06/06/2023)
Independent examiner	L Thurston FCCA Lovewell Blake LLP Chartered accountants First Floor Suite 2 Hillside Business Park Bury St Edmunds IP32 7EA
Bankers	CAF Bank Limited 25 Kings Hill Avenue Kings Hill West Malling Kent ME19 4JQ

Objectives and activities

Ipswich and Suffolk Council for Racial Equality is referred to locally and throughout these accounts as ISCRE, its activities include the provision of advice, advocacy and support to individuals and families who experience race and other forms of discrimination or harassment in all aspects of employment and service provision including the criminal justice system, health, education, and housing.

Our Activities:

ISCRE has continued to provide support to organisations across the East Anglia region through training, advice and support, to understand the impact of racial inequality, whilst equipping them with the tools to help them create inclusive workplaces. This work also includes elevating community voice so that people from diverse communities get the opportunity to inform service provision.

Our Charitable Objects:

Working across Suffolk, East Anglia generally and such other places as the Trustees shall determine (including within Her Majesty's Prisons), to work towards the elimination of discrimination on the grounds of a person's race, sex, disability, age, marital and civil partnership status, pregnancy and maternity status, sexual orientation, gender reassignment, religion or belief and to promote equality of opportunity and good relations between all persons and to advance and organise co-operation in the achievement of the aforesaid purposes; prevent and or relieve poverty by providing or assisting in the legal representation, education and training; promote legal rights and responsibilities, human rights and equality and diversity, conflict resolution or reconciliation and the promotion of:

Religious or racial harmony or equality for the public benefit by, for example:

- The elimination of discrimination on the grounds of race, gender, disability, sexual orientation or religion.
- Advancing education and raising awareness in legal rights.
- Conducting or commissioning research and publishing the results to the public.
- Cultivating a sentiment in favour of the rule of law, human rights and equality and diversity.

Public benefit

In shaping our objectives for the year and planning our activities, the trustees have considered the Charity Commission's guidance on Public Benefit including, The Public Benefit Requirement (PB1), Running a Charity (PB2) and Reporting (PB3).

Achievements and performance

The organisation continues to play a pivotal role in challenging unfairness and unlawful racial discrimination, whilst keeping race on the agenda in Suffolk and beyond. Our vision of a fairer Suffolk for all people to live, work and visit has been embraced by organisations and individuals across the county.

Projects:

Desistence Readiness - The desistence readiness work in prisons across East Anglia remains one of ISCRE's flagship projects. ISCRE's work has contributed to the knowledge, evidence and future development of interventions and policy work with the prisons' minority ethnic communities, and those that are marginalised, disadvantaged or experiencing the worst outcomes towards their rehabilitation in custody. As an external partner supporting prisons in the areas of equality, social inclusion and disproportionality, ISCRE continues to strengthen its reputation as an important regional think-tank, addressing the rehabilitation needs of minority ethnic and hard to reach groups in custody.

Stop and Search Reference Group (SSRG) - The aim of the SSRG is to build a sustainable relationship between members of the community and Suffolk Police in order to further the Equality agenda; ensure legal compliance and influence the wider community cohesion agenda. We facilitate SSRG meetings in order to build trust and confidence in the use of Stop and Search powers. The group provides people from BAME communities and others with a safe space and a neutral platform to share their experiences whilst challenging unfairness in order to reduce disproportionality in the use of the policing tool.

Connecting the Generations - work to elevate the voices of young people by facilitating engagement with older people from similar backgrounds to share experiences and learn from each other. The projects include educating young people about pathways towards better opportunities and away from the criminal justice system.

Diversity and Equality Works - ISCRE's consultancy service delivering a wide range of services to the voluntary, public and private sectors to further our commitment to ensuring diversity and equality are at the forefront of driving lifelong change in Suffolk for all. Services delivered include working with staff and organisation to reviewing existing services, conducting "fit for purpose" reviews and audits based on diversity and equality, diversity and inclusion training and EDI leadership development programmes. As part of this, ISCRE also designs and delivers specialist tailor-made training to meet specific organisational needs and requirements on the issues of diversity and equality.

Financial review

The charity continues to be dependent on grant funding to achieve its objectives. In the year under review the Trustees are grateful to all those funders. The support from these organisations has ensured that ISCRE continues to exist and to deliver services to the most vulnerable people of Suffolk.

Service level agreements with Prisons and Suffolk Police were renewed for the year and continue to have positive impact on the lives of local people.

The support from a Local Council and a charity have allowed ISCRE the capacity to identify gaps in service provision and to explore new opportunities for the charity.

The transfer of all legal services projects from ISCRE to Suffolk Law Centre has seen a significant reduction in the balances of restricted funds carried forward. This is because the corresponding balances are now being reported in the Suffolk Law Centre accounts. Nevertheless, the move in the medium to long term will strengthen ISCRE because it can focus its strategy, service delivery and fundraising on its core purposes whilst sharing backroom and overhead costs with Suffolk Law Centre.

During the year income decreased to £121,005 (2022: £305,766) resulting in a deficit in the year of £115,977 (2022: surplus of £41,031).

Further information about our income and expenditure is set out in the Statement of Financial Activities and supporting notes. Any cash resources not immediately required are held in bank and building society deposits under powers contained in the memorandum and articles of association.

Reserves policy

The trustees actively review the reserves available on a regular basis and given the general uncertainty surrounding funding and project income aim to maintain reserves equivalent to approximately £115,000 (2022: £130,000). This figure is based on the expected level of expenditure over 6 months. This level of reserves takes into account existing and future commitments.

At the 31 March 2023 the reserves held for general purposes amounted to £121,174 (2022: £145,892). Which is inline with the reserves policy of the charity.

Plans for future periods

The development of a new race equality focussed strategy has progressed well after the separation from Suffolk Law Centre, with new areas of work being developed. The Trustees have agreed to set up a new consultancy project to service deliver a wide range of services to the voluntary, public and private sectors to include working with staff and organisation to reviewing existing services using a diversity perspective, conducting "fit for purpose" reviews and audits based on diversity and equality, diversity and inclusion training and leadership development programmes. As part of this, ISCRE will also design and deliver specialist tailor-made training to meet specific organisational needs and requirements on the issues of diversity and equality.

Our relationship with the prisons and the commissioners in the Hertfordshire, Essex and Suffolk region, and our services is now much more integrated into their day-to-day service delivery and our services have been commended by His Majesty's Inspectorate of Prisons for its impact in preparing prisoners for life after incarceration.

We are looking forward to building on our work in prisons by extending the services to local communities especially those from minority ethnic backgrounds. We are keen to deliver culturally appropriate projects with looked after young people and those at risk of entering the criminal justice system.

In the new financial year, we are looking at consolidating the work of our Stop and Search Reference Group to include public scrutiny of all police powers and training of new police officers. Community engagement with young people has substantially improved, working with schools and colleges to deliver initiatives to increase their awareness of rights whilst enhancing their capability to provide public scrutiny of use of police powers.

We have developed and tested interventions with private and commercial sector organisations, delivering services aimed towards improving their diverse staff recruitment, retention and progression strategies. These have been well received and we are looking at expanding the services in conjunction with the Suffolk Chamber and other commercial entities.

ISCRE will be bolstering its community engagement initiatives using the newly formed Friends of ISCRE - an ISCRE led community group which is working towards keeping race on the agenda by promoting civic participation amongst people from minority ethnic communities.

Structure, governance and management

Ipswich and Suffolk Council for Racial Equality is a company limited by guarantee incorporated on 13 December 2002 and a registered charity constituted 15 May 1996, and governed by trustees, under the terms of its memorandum and articles of association.

The current board of trustees and the changes which have occurred since the previous annual report are as stated on the reference and administrative details section of these accounts. The trustees of the company are also directors for the purposes of company law.

Recruitment and appointment of new trustees

Several of the current trustees are familiar with the work of the charity, having served on the Board for some time. New trustees are invited to attend a meeting with the Chairman and the trustees to familiarise themselves with the charity and the context within which it operates.

Our policy for appointing new trustees is to search out people who have skills and characteristics that will be beneficial to the charity. On appointment the trustees receive a copy of the governing documents and Charity Commission trustee documents. New trustees are briefed on the background and work of the charity and future aims.

Risk management

The trustees have identified the major risks facing the chanty and have assessed their potential impact. Appropriate systems have been established to monitor and manage these risks.

The Board of Trustees follows the Charity Commissions guidance 'Charities and risk management in identifying and weighting risks.

Related parties

The trustees are trustees of the associated charity Suffolk Law Centre, who have a close working relationship with ISCRE and share space and expertise. This is applicable only until 18th April 2023, after which the ISCRE Trustees stood down within Suffolk Law Centre.

Independent examiner reappointment

A resolution to appoint L Thurston FCCA of Lovewell Blake LLP as independent examiner will be proposed at the next Annual General Meeting.

Small company provisions

This report has been prepared taking advantage of the small companies' exemption of section 415A of the Companies Act 2006.

The trustees' annual report was approved on 6/12/2023 and signed on behalf of the board of trustees by:

G Clarke MBE
Trustee and Chair

Ipswich and Suffolk Council for Racial Equality

Company Limited by Guarantee

Independent examiner's report to the trustees of Ipswich and Suffolk Council for Racial Equality

Year ended 31 March 2023

I report to the charity trustees on my examination of the financial statements of the company for the year ended 31 March 2023 which comprise the statement of financial activities (including income and expenditure account), balance sheet and the related notes.

Responsibilities and basis of report

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

Having satisfied myself that the financial statements of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your company's financial statements 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

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

1. accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or

2. the financial statements do not accord with those records; or

3. the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or

4. the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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.

LThurston 7/12/23

L Thurston FCCA
Independent Examiner

Lovewell Blake LLP
Chartered accountants
First Floor Suite
2 Hillside Business Park
Bury St Edmunds
IP32 7EA

Ipswich and Suffolk Council for Racial Equality

Company Limited by Guarantee

Statement of financial activities (including income and expenditure account)

Year ended 31 March 2023

	Note	2023 Unrestricted funds £	2023 Restricted funds £	2023 Total funds £	2022 Total funds £
Income and endowments					
Donations, grants and legacies	5	18,315	–	18,315	50,230
Charitable activities	6	11,195	89,425	100,620	255,282
Other trading activities	7	298	–	298	203
Investment income		1,772	–	1,772	51
Total income		31,580	89,425	121,005	305,766
Expenditure					
Charitable activities	8	(56,298)	(180,684)	(236,982)	(264,735)
Total expenditure		(56,298)	(180,684)	(236,982)	(264,735)
Net (expenditure)/income and net movement in funds		(24,718)	(91,259)	(115,977)	41,031
Reconciliation of funds					
Total funds brought forward		145,892	181,298	327,190	286,159
Total funds carried forward		121,174	90,039	211,213	327,190

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

The notes on pages 12 to 20 form part of these financial statements.

Ipswich and Suffolk Council for Racial Equality

Company Limited by Guarantee

Balance sheet

31 March 2023

	Note	2023 £	2023 £	2022 £	2022 £
Fixed assets					
Tangible fixed assets	12		473		1,125
Current assets					
Debtors	13	8,742		–	
Cash at bank and in hand		253,151		363,451	
		261,893		363,451	
Creditors: Amounts falling due within one year	14	(51,153)		(37,386)	
Net current assets			210,740		326,065
Total assets less current liabilities			211,213		327,190
Net assets			211,213		327,190
Funds of the charity					
Restricted funds			90,039		181,298
Unrestricted funds			121,174		145,892
Total charity funds	15		211,213		327,190

For the year ending 31 March 2023 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

These financial statements were approved by the board of trustees and authorised for issue on ...6/12/2023..., and are signed on behalf of the board by:

G H Clarke

G Clarke MBE
Trustee and Chair

Company registration number: 04616709

The notes on pages 12 to 20 form part of these financial statements.

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is 46a Saint Matthews Street, Ipswich, Suffolk, IP1 3EP, United Kingdom.

2. Statement of compliance

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

The accounts have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient for the charity to be able to continue as a going concern.

Income tax

As a registered charity, the activities are exempt from United Kingdom Income and Corporation taxation, provided that the income is applied to charitable purposes.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal.

3. **Accounting policies** *(continued)*

Income

All income is included in the statement of financial activities when entitlement has passed to the charity, it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.

- income from grants and contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Expenditure

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.

- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

3. Accounting policies *(continued)*

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Office equipment	-	33% straight line
Computer equipment	-	33% straight line

Financial instruments

A financial asset or a financial liability is recognised only when the entity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs, unless the arrangement constitutes a financing transaction, where it is recognised at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Debt instruments are subsequently measured at amortised cost.

4. Limited by guarantee

The charitable company has no share capital but is limited by guarantee. There are twelve guarantors under clause four of the memorandum and articles of association. Each guarantor undertakes to contribute to the assets of the charitable company, in the event of it being wound up, with each guarantors' liability limited to £2.

5. Donations, grants and legacies

	Unrestricted Funds £	Restricted Funds £	**Total Funds 2023 £**
Donations			
Donations	815	–	815
Grants			
Grants	17,500	–	17,500
	18,315	–	18,315

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Donations			
Donations	580	–	580
Grants			
Grants	26,150	23,500	49,650
	26,730	23,500	50,230

6. Charitable activities

	Unrestricted Funds £	Restricted Funds £	2023 £	2022 £
Prisons	–	65,625	65,625	105,000
Other income from charitable activities	11,195	–	11,195	13,460
National Lottery	–	10,000	10,000	–
Suffolk Police Authority	–	8,800	8,800	8,800
Community Foundation	–	5,000	5,000	12,500
Clinical Commissioning Group	–	–	–	82,563
Green Light Trust	–	–	–	38,184
	11,195	89,425	100,620	260,507

7. Other trading activities

	Unrestricted Funds £	**Total Funds 2023 £**	Unrestricted Funds £	Total Funds 2022 £
Subscriptions	298	298	203	203

8. Expenditure on charitable activities

	Unrestricted Funds £	Restricted Funds £	**Total Funds 2023 £**
Staff costs	38,585	92,319	130,904
Support costs	17,713	88,365	106,078
	56,298	180,684	236,982

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Staff costs	–	151,608	151,608
Support costs	28,345	84,782	113,127
	28,345	236,390	264,735

Analysis of support costs

	2023 £	2022 £
Project costs	87,964	75,668
Office costs	6,030	18,636
Rent	2,097	5,176
Water	136	314
Electricity	3,530	4,537
Insurance	314	652
AGM costs	2,547	386
Depreciation	652	1,850
Advertising	1,258	2,500
Legal, professional and examination fees	1,519	3,110
Staff welfare	–	202
Bank charges	31	96
	106,078	113,127

9. Net (expenditure)/income

Net (expenditure)/income is stated after charging/(crediting):

	2023 £	2022 £
Depreciation of tangible fixed assets	652	1,850

10. Staff costs

	2023	2022
	£	£
Wages and salaries	121,961	140,223
Social security costs	6,286	8,300
Pension costs	2,657	3,085
	130,904	151,608

The average head count of employees during the year was 5 (2022: 5).

No employee received employee benefits of more than £60,000 during the year (2022: Nil).

The key management personnel of the charity comprise the trustees and senior management team as listed on the reference and administration details page of these accounts. The total value of remuneration and benefits received by Key Management Personnel was £33,693 (2022: £39,022).

11. Trustee remuneration and expenses

The trustees were neither entitled to, nor received, any remuneration from the charity during the year. One trustee received reimbursed expenditure for charitable activities totalling £Nil (2022: £386) during the year.

12. Tangible fixed assets

	Office equipment	Computer equipment	Total
	£	£	£
Cost			
At 1 April 2022 and 31 March 2023	7,124	9,876	17,000
Depreciation			
At 1 April 2022	7,124	8,751	15,875
Charge for the year	–	652	652
At 31 March 2023	7,124	9,403	16,527
Carrying amount			
At 31 March 2023	–	473	473
At 31 March 2022	–	1,125	1,125

13. Debtors

	2023	2022
	£	£
Trade debtors	8,742	–

14. Creditors: Amounts falling due within one year

	2023 £	2022 £
Trade creditors	25,154	6,518
Other creditors and accruals	2,508	2,370
Net wages	23,491	28,498
	51,153	37,386

15. Analysis of charitable funds

Year ended 31 March 2023

Restricted funds

	At 1 Apr 2022 £	Income £	Expenditure £	Transfers £	At 31 Mar 2023 £
Stop and Search Reference Group	1,404	8,800	(7,147)	–	3,057
Vision and Voice	15,609	–	(10,750)	–	4,859
Bank Foundation	42,628	–	(27,876)	–	14,752
BAME Support Work	83,909	–	(46,157)	–	37,752
Girls Self Esteem	3,786	–	(3,786)	–	–
Bank C-19 Fund	599	–	(399)	–	200
Prisons Fund	21,863	65,625	(78,369)	–	9,119
Community Ambition	11,500	–	(5,000)	–	6,500
Supporting Men in BAME Community	–	5,000	(1,200)	–	3,800
National Lottery	–	10,000	–	–	10,000
	181,298	89,425	(180,684)	–	90,039
Unrestricted funds					
General Funds	145,892	31,580	(56,298)	–	121,174

Year ended 31 March 2022

Restricted funds

	At 1 Apr 2021 £	Income £	Expenditure £	Transfers £	At 31 Mar 2022 £
Stop and Search Reference Group	4,159	8,800	(11,555)	–	1,404
Vision and Voice	2,719	38,184	(25,294)	–	15,609
Bank Foundation	25,250	23,500	(6,122)	–	42,628
Rules of Engagement	9,514	–	(9,514)	–	–
BAME Support Work	52,330	82,563	(50,984)	–	83,909
Girls Self Esteem	3,786	–	–	–	3,786
Seeds for Change	10,249	–	(10,249)	–	–
Bank C-19 Fund	998	–	(399)	–	599
Prisons Fund	38,136	105,000	(121,273)	–	21,863
Hardship Fund	–	1,000	(1,000)	–	–
Community Ambition	–	11,500	–	–	11,500
	147,141	270,547	(236,390)	–	181,298
Unrestricted funds					
General Funds	139,018	35,219	(28,345)	–	145,892

Restricted fund purposes:

- Stop and Search Reference Group - police supporting the Group and the 3rd party reporting centre for complaints.
- Vision and Voice - A collective of organisations delivering work to elevate the voices of young people across Suffolk in order to improve their mental wellbeing.
- Bank Foundation - A project to evidence the impact of ISCRE's work in prisons aimed at influencing the criminal justice system on equality, diversity, and inclusion best practice.
- BAME Support Work - work delivered in collaboration with a Clinical Commissioning Group to understand causes of health inequalities in BAME communities and co-producing solutions with them.
- Bank C-19 Fund - Remote working with Prisons in to support ISCRE's response to the COVID - 19 crises.
- Prisons Fund - The desistence readiness work in prisons led by the Community Diversity Officer remains one of ISCRE's most successful projects over the last 18 years. ISCRE's work has contributed to the knowledge, evidence and future development of interventions and policy work with BAME people, and those that are marginalised, disadvantaged, or experiencing the worst outcomes towards their rehabilitation in custody. As an external partner supporting prisons in the areas of equality, social inclusion, and disproportionality, ISCRE continues to strengthen its reputation as an important regional think-tank, addressing the rehabilitation needs of minority ethnic and hard to reach groups in custody.
- Community Ambition - Represents amounts set aside as instructed by the fund provider in order to further ISCRE's aims and objectives.
- Supporting Men in BAME Community - to support the furtherance of specific purposes as set out by the fund provider.

- National Lottery - to support the furtherance of specific purposes as set out by the fund provider.

The following projects have been completed in the prior year or as at the year end date:

- Girls Self Esteem - Development of workshops to build the self-esteem of girls in schools by fostering their ability to discover their truest selves and develop the skills, knowledge, confidence and courage they need to consistently make informed life-choices from a place of self-knowledge, self-love and strength.
- Rules of Engagement - young people seeking to inform local police about how best to engage with them and co-producing a template for future engagement.
- Seeds for Change - to improve the life chances of young people in Ipswich, steer young people away from crime an anti-social behaviour and improve young people's resilience and life choices.
- Hardship Fund - to support vulnerable clients during the difficult Covid-19 periods.

16. Analysis of net assets between funds

31 March 2023

	General Funds £	Restricted Funds £	Total Funds £
Tangible fixed assets	273	200	473
Current assets	120,901	89,839	210,740
Net Assets	121,174	90,039	211,213

31 March 2022

	General Funds £	Restricted Funds £	Total Funds £
Tangible fixed assets	524	601	1,125
Current assets	145,368	180,697	326,065
Net Assets	145,892	181,298	327,190

17. Related parties

During the year the charity charged costs of £41,531 (2022: £66,360), was recharged expenses of £27,480 (2022: £27,913) and incurred net receipts after payments of £14,051 (2022: £45,927) to and from Suffolk Law Centre, a related party charity which shares a number of trustees with Ipswich and Suffolk Council for Racial Equality. At the year end there was an outstanding debtor owed from Suffolk Law Centre totalling £1,658 (2022: £Nil).

IPSWICH AND SUFFOLK COUNCIL FOR RACIAL EQUALITY

England & Wales - Charity number 1055386

Accounts

COMPANY REGISTRATION NUMBER: 04616709

CHARITY REGISTRATION NUMBER: 1055386

Ipswich and Suffolk Council for Racial Equality

Company Limited by Guarantee

Unaudited financial statements

31 March 2022

Ipswich and Suffolk Council for Racial Equality

Company Limited by Guarantee

Financial statements

Year ended 31 March 2022

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Ipswich and Suffolk Council for Racial Equality

Company Limited by Guarantee

Trustees' annual report (incorporating the directors' report)

Year ended 31 March 2022

The trustees, who are also the directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 31 March 2022.

The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the charity's governing document, the Charities Act 2011 and Companies Act 2006 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland published in October 2019.

Reference and administrative details

Registered charity name	Ipswich and Suffolk Council for Racial Equality
Charity registration number	1055386
Company registration number	04616709
Principal office and registered office	46a Saint Matthews Street Ipswich Suffolk IP1 3EP United Kingdom

The trustees

The trustees who served during the year and at the date of approval were as follows:

G Clarke MBE (Chair)
A Grant OBE
B Howard
E Pettman
Dr S Rao
D Weekes
S Muedec (Appointed 18/03/2022)
P Burton (Appointed 18/03/2022)
J Lea (Resigned 21/02/2022)
C Cumberbatch (Resigned 07/10/2021)
L Gooch (Resigned 18/03/2022)

Senior Management	P Mutumburi (Business and Operations Director)
Company secretary	C Cumberbatch (Resigned) S Hawkins (Appointed)
Independent examiner	L Thurston FCCA Lovewell Blake LLP Chartered accountants First Floor Suite 2 Hillside Business Park Bury St Edmunds IP32 7EA
Bankers	CAF Bank Limited 25 Kings Hill Avenue Kings Hill West Malling Kent ME19 4JQ

Objectives and activities

Ipswich and Suffolk Council for Racial Equality is referred to locally and throughout these accounts as ISCRE, its activities include the provision of advice, advocacy and support to individuals and families who experience race and other forms of discrimination or harassment in all aspects of employment and service provision including the criminal justice system, health, education, and housing.

Our Activities:

Due to increased awareness of unfair and unlawful discrimination, ISCRE saw an increase in demand for support from individuals, families and communities experiencing unfairness from service providers. A significant potion of our service delivery was focused on supporting organisations with advice and guidance on how to embed inclusive approaches into practices.

Our Charitable Objects:

Working across Suffolk, East Anglia generally and such other places as the Trustees shall determine (including within Her Majesty's Prisons), to work towards the elimination of discrimination on the grounds of a person's race, sex, disability, age, marital and civil partnership status, pregnancy and maternity status, sexual orientation, gender reassignment, religion or belief and to promote equality of opportunity and good relations between all persons and to advance and organise co-operation in the achievement of the aforesaid purposes; prevent and or relieve poverty by providing or assisting in the legal representation, education and training; promote legal rights and responsibilities, human rights and equality and diversity, conflict resolution or reconciliation and the promotion of:

Religious or racial harmony or equality for the public benefit by, for example:

- The elimination of discrimination on the grounds of race, gender, disability, sexual orientation or religion.
- Advancing education and raising awareness in legal rights.
- Conducting or commissioning research and publishing the results to the public.
- Cultivating a sentiment in favour of the rule of law, human rights and equality and diversity.

Public benefit

In shaping our objectives for the year and planning our activities, the trustees have considered the Charity Commission's guidance on Public Benefit including, The Public Benefit Requirement (PB1), Running a Charity (PB2) and Reporting (PB3).

Achievements and performance

The organisation continues to play a pivotal role in challenging unfairness and unlawful discrimination, whilst keeping race on the agenda in Suffolk and beyond. Our vision of a fairer Suffolk for all people to live, work and visit has been embraced by organisations and individuals across the county.

Projects:

Desistence Readiness - The desistence readiness work in prisons across East Anglia remains one of ISCRE's flagship projects. ISCRE's work has contributed to the knowledge, evidence and future development of interventions and policy work with BAME people, and those that are marginalised, disadvantaged or experiencing the worst outcomes towards their rehabilitation in custody. As an external partner supporting prisons in the areas of equality, social inclusion and disproportionality, ISCRE continues to strengthen its reputation as an important regional think-tank, addressing the rehabilitation needs of minority ethnic and hard to reach groups in custody.

Stop and Search Reference Group (SSRG) - The aim of the SSRG is to build a sustainable relationship between members of the community and Suffolk Police in order to further the Equality agenda; ensure legal compliance and influence the wider community cohesion agenda. We facilitate SSRG meetings in order to build trust and confidence in the use of Stop and Search powers. The group provides
people from BAME communities and others with a safe space and a neutral platform to share their experiences whilst challenging unfairness in order to reduce disproportionality in the use of the policing tool.

Vision and Voice - work to elevate the voices of young people in education across Suffolk in order to improve their mental wellbeing. This also includes support to young people and families experiencing unfairness in education, including training and guidance for school staff.

Lloyds Bank Foundation - A project to evidence the impact of ISCRE's work in prisons aimed at influencing the criminal justice system on equality, diversity and inclusion best practice.

WhatAreWeMissing? - Work delivered in collaboration with NHS Suffolk to understand causes of health inequalities in BAME communities and co-producing solutions with them.

Financial review

The charity continues to be dependent on grant funding to achieve its objectives. In the year under review the Trustees are grateful to all those funders. The support from these organisations has ensured that ISCRE continues to exist and to deliver services to the most vulnerable people of Suffolk.

Service level agreements with Prisons and Suffolk Police were renewed for the year and continue to have positive impact on the lives of local people.

The support from a Local Council and a charity have allowed ISCRE the capacity to identify gaps in service provision and to explore new opportunities for the charity.

The transfer of all legal services projects from ISCRE to Suffolk Law Centre has seen a significant reduction in the balances of restricted funds carried forward. This is because the corresponding balances are now being reported in the Suffolk Law Centre accounts. Nevertheless, the move in the medium to long term will strengthen ISCRE because it can focus its strategy, service delivery and fundraising on its core purposes whilst sharing backroom and overhead costs with Suffolk Law Centre.

During the year income increased to £305,766 (2021: £284,691) resulting in a surplus generated in the year of £41,031 (2021: £77,808).

Further information about our income and expenditure is set out in the Statement of Financial Activities and supporting notes. Any cash resources not immediately required are held in bank and building society deposits under powers contained in the memorandum and articles of association.

Reserves policy

The trustees actively review the reserves available on a regular basis and given the general uncertainty surrounding funding and project income aim to maintain reserves equivalent to approximately £130,000 (2021: £130,000). This figure is based on the expected level of expenditure over 6 months. This level of reserves takes into account existing and future commitments.

At the 31 March 2022 the reserves held for general purposes amounted to £145,892 (2021: £139,018). Which is inline with the reserves policy of the charity.

Plans for future periods

The last financial year has seen welcome change in engagement with organisations and service providers across Suffolk. As ISCRE celebrates 45 years of successful service delivery and community engagement, 2022 brings with it opportunities to build on the good work over the last four and half decades.

We have seen the strengthening of our relationship with the prisons and the commissioners in the Hertfordshire, Essex and Suffolk region, and our services are now much more integrated into their day-to-day service delivery. A lot of focus is being put into ensuring that the prisoners we support have a voice to their desistance readiness journey. We believe that our new initiatives in staff training and development will help to embed inclusive cultures into the prisons.

We are delighted to see that various initiatives are being put in place to ensure that the integrated health and social care delivery systems are listening to and responding to the needs of the multi-cultural communities. Much of this work has been influenced by our 'What Are We Missing' programme that we initiated during the pandemic.

While the Stop and Search Reference Group continues to grow from strength to strength, we are also involved in the development of policies to build an inclusive workforce. Community engagement with young people is improving, working with schools and colleges to deliver initiatives to increase their awareness of rights.

We have noticed an increase in reports of discrimination in education. Inquiries are being received from parents of children in schools, colleges and universities reporting unfairness in the provision of education, application of school policies and procedures relating to discipline, access to facilities or services, and exclusions. This is clearly an area of future growth for ISCRE as we seek to provide support to communities and education service providers to create a fairer education system.

We are also in discussions with private and commercial sector organisations to provide services aimed towards improving their diverse staff recruitment, retention and progression strategies.

While all these new services provide welcome opportunities for the organisation, the overall economic environment points to challenging financial pressures coming from increased utility bills and increased salaries in line with the cost of living crisis.

Trustees will continue to closely monitor the operating environment and will work with management to make the necessary decisions to ensure that ISCRE remains viable.

Structure, governance and management

Ipswich and Suffolk Council for Racial Equality is a company limited by guarantee incorporated on 13 December 2002 and a registered charity constituted 15 May 1996, and governed by trustees, under the terms of its memorandum and articles of association.

The current board of trustees and the changes which have occurred since the previous annual report are as stated on the reference and administrative details section of these accounts. The trustees of the company are also directors for the purposes of company law.

Recruitment and appointment of new trustees

Several of the current trustees are familiar with the work of the charity, having served on the Board for some time. New trustees are invited to attend a meeting with the Chairman and the trustees to familiarise themselves with the charity and the context within which it operates.

Our policy for appointing new trustees is to search out people who have skills and characteristics that will be beneficial to the charity. On appointment the trustees receive a copy of the governing documents and Charity Commission trustee documents. New trustees are briefed on the background and work of the charity and future aims.

Risk management

The trustees have identified the major risks facing the chanty and have assessed their potential impact. Appropriate systems have been established to monitor and manage these risks.

The Board of Trustees follows the Charity Commissions guidance 'Charities and risk management in identifying and weighting risks.

Related parties

The trustees are trustees of the associated charity Suffolk Law Centre, who have a close working relationship with ISCRE and share space and expertise.

Independent examiner reappointment

A resolution to appoint L Thurston FCCA of Lovewell Blake LLP as independent examiner will be proposed at the next Annual General Meeting.

Small company provisions

This report has been prepared taking advantage of the small companies' exemption of section 415A of the Companies Act 2006.

The trustees' annual report was approved on 18/10/22 and signed on behalf of the board of trustees by:

G Clarke MBE
Trustee and Chair

Ipswich and Suffolk Council for Racial Equality

Company Limited by Guarantee

Independent examiner's report to the trustees of Ipswich and Suffolk Council for Racial Equality

Year ended 31 March 2022

I report to the charity trustees on my examination of the financial statements of the company for the year ended 31 March 2022 which comprise the statement of financial activities (including income and expenditure account), balance sheet and the related notes.

Responsibilities and basis of report

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

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

Independent examiner's statement

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

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

1. accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or

2. the financial statements do not accord with those records; or

3. the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or

4. the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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.

L Thurst 4/11/22

L Thurston FCCA
Independent Examiner

Lovewell Blake LLP
Chartered accountants
First Floor Suite
2 Hillside Business Park
Bury St Edmunds
IP32 7EA

Ipswich and Suffolk Council for Racial Equality

Company Limited by Guarantee

Statement of financial activities (including income and expenditure account)

Year ended 31 March 2022

	Note	2022 Unrestricted funds £	2022 Restricted funds £	2022 Total funds £	2021 Total funds £
Income and endowments					
Donations, grants and legacies	5	26,730	23,500	50,230	70,003
Charitable activities	6	8,235	247,047	255,282	214,389
Other trading activities	7	203	–	203	229
Investment income		51	–	51	70
Total income		35,219	270,547	305,766	284,691
Expenditure					
Charitable activities	8	(28,345)	(236,390)	(264,735)	(206,883)
Total expenditure		(28,345)	(236,390)	(264,735)	(206,883)
Net income and net movement in funds		6,874	34,157	41,031	77,808
Reconciliation of funds					
Total funds brought forward		139,018	147,141	286,159	208,351
Total funds carried forward		145,892	181,298	327,190	286,159

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

The notes on pages 13 to 21 form part of these financial statements.

Ipswich and Suffolk Council for Racial Equality

Company Limited by Guarantee

Balance sheet

31 March 2022

	Note	2022 £	2022 £	2021 £	2021 £
Fixed assets					
Tangible fixed assets	12		1,125		2,220
Current assets					
Debtors	13	–		15,680	
Cash at bank and in hand		363,451		299,597	
		363,451		315,277	
Creditors: Amounts falling due within one year	14	(37,386)		(31,338)	
Net current assets			326,065		283,939
Total assets less current liabilities			327,190		286,159
Net assets			327,190		286,159
Funds of the charity					
Restricted funds			181,298		147,141
Unrestricted funds			145,892		139,018
Total charity funds	15		327,190		286,159

For the year ending 31 March 2022 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

These financial statements were approved by the board of trustees and authorised for issue on ....., and are signed on behalf of the board by:

G Clarke MBE
Trustee and Chair

Company registration number: 04616709

The notes on pages 13 to 21 form part of these financial statements.

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is 46a Saint Matthews Street, Ipswich, Suffolk, IP1 3EP, United Kingdom.

2. Statement of compliance

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

The accounts have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient for the charity to be able to continue as a going concern.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal.

3. **Accounting policies** *(continued)*

Income

All income is included in the statement of financial activities when entitlement has passed to the charity, it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.

- income from grants and contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Expenditure

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.

- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

3. **Accounting policies** *(continued)*

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Office equipment	-	33% straight line
Computer equipment	-	33% straight line

Financial instruments

A financial asset or a financial liability is recognised only when the entity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs, unless the arrangement constitutes a financing transaction, where it is recognised at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Debt instruments are subsequently measured at amortised cost.

4. **Limited by guarantee**

The charitable company has no share capital but is limited by guarantee. There are twelve guarantors under clause four of the memorandum and articles of association. Each guarantor undertakes to contribute to the assets of the charitable company, in the event of it being wound up, with each guarantors' liability limited to £2.

5. **Donations, grants and legacies**

	Unrestricted Funds £	Restricted Funds £	**Total Funds 2022 £**
Donations			
Donations	580	–	580
Grants			
Grants	26,150	23,500	49,650
	26,730	23,500	50,230

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Donations			
Donations	2,574	–	2,574

5. Donations, grants and legacies *(continued)*

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Grants			
Grants	36,179	31,250	67,429
	38,753	31,250	70,003

6. Charitable activities

	Total 2022 £	Total 2021 £
Restricted		
Clinical Commissioning Group	82,563	58,500
Prisons	105,000	96,250
Green Light Trust	38,184	27,960
Community Foundation	12,500	11,500
Suffolk Police Authority	8,800	8,800
Community Group	–	200
	247,047	203,210
Unrestricted		
Other income from charitable activities	13,460	11,179
	260,507	214,389

7. Other trading activities

	Unrestricted Funds £	Total Funds 2022 £	Unrestricted Funds £	Total Funds 2021 £
Subscriptions	203	203	229	229

8. Expenditure on charitable activities

	Unrestricted Funds £	Restricted Funds £	**Total Funds 2022 £**
Staff costs	–	151,608	151,608
Support costs	28,345	84,782	113,127
	28,345	236,390	264,735

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Staff costs	42,997	85,463	128,460
Support costs	–	78,423	78,423
	42,997	163,886	206,883

Analysis of support costs

	2022 £	2021 £
Project costs	75,668	48,849
Office costs	18,636	12,690
Rent	5,176	4,169
Water	314	281
Electricity	4,537	2,773
Insurance	652	970
AGM costs	386	27
Depreciation	1,850	2,726
Advertising	2,500	2,869
Legal and professional fees	1,046	897
Independent examination fees	2,064	1,860
Staff welfare	202	243
Bank charges	96	69
	113,127	78,423

9. Net income

Net income is stated after charging/(crediting):

	2022 £	2021 £
Depreciation of tangible fixed assets	1,850	2,726

10. Staff costs

	2022	2021
	£	£
Wages and salaries	140,223	119,399
Social security costs	8,300	6,447
Pension costs	3,085	2,614
	151,608	128,460

The average head count of employees during the year was 5 (2021: 4).

No employee received employee benefits of more than £60,000 during the year (2021: Nil).

The key management personnel of the charity comprise the trustees and senior management team as listed on the reference and administration details page of these accounts. The total value of remuneration and benefits received by Key Management Personnel was £39,022 (2021: £38,763).

11. Trustee remuneration and expenses

The trustees were neither entitled to, nor received, any remuneration from the charity during the year. One trustee received reimbursed expenditure for charitable activities totalling £386 (2021: £27) during the year.

12. Tangible fixed assets

	Office equipment	Computer equipment	Total
	£	£	£
Cost			
At 1 April 2021	7,124	9,121	16,245
Additions	–	755	755
At 31 March 2022	7,124	9,876	17,000
Depreciation			
At 1 April 2021	7,124	6,901	14,025
Charge for the year	–	1,850	1,850
At 31 March 2022	7,124	8,751	15,875
Carrying amount			
At 31 March 2022	–	1,125	1,125
At 31 March 2021	–	2,220	2,220

13. Debtors

	2022	2021
	£	£
Trade debtors	–	8,200
Other debtors	–	7,480
	–	15,680

14. Creditors: Amounts falling due within one year

	2022 £	2021 £
Trade creditors	6,518	26,878
Other creditors and accruals	2,370	4,460
Net wages	28,498	–
	37,386	31,338

15. Analysis of charitable funds

Year ended 31 March 2022

Restricted funds

	At 1 Apr 2021 £	Income £	Expenditure £	Transfers £	At 31 Mar 2022 £
Stop and Search Reference Group	4,159	8,800	(11,555)	–	1,404
Vision and Voice	2,719	38,184	(25,294)	–	15,609
Bank Foundation	25,250	23,500	(6,122)	–	42,628
Rules of Engagement	9,514	–	(9,514)	–	–
BAME Support Work	52,330	82,563	(50,984)	–	83,909
Girls Self Esteem	3,786	–	–	–	3,786
Seeds for Change	10,249	–	(10,249)	–	–
Bank C-19	998	–	(399)	–	599
Prisons	38,136	105,000	(121,273)	–	21,863
Hardship Fund	–	1,000	(1,000)	–	–
Community Ambition	–	11,500	–	–	11,500
	147,141	270,547	(236,390)	–	181,298
Unrestricted funds					
General Funds	139,018	35,219	(28,345)	–	145,892

Year ended 31 March 2021

Restricted funds

	At 1 Apr 2020 £	Income £	Expenditure £	Transfers £	At 31 Mar 2021 £
Stop and Search Reference Group	1,387	8,800	(6,028)	–	4,159
Desistence Readiness	2,214	200	(2,414)	–	–
Youth Project	1,018	–	–	(1,018)	–
Vision and Voice	1,967	27,960	(27,208)	–	2,719
Bank Foundation	31,250	–	(6,000)	–	25,250
Rules of Engagement	19,749	–	(10,235)	–	9,514
BAME Support Work	20,000	58,500	(26,170)	–	52,330
National Emergency Fund	–	5,000	(5,000)	–	–
Girls Self Esteem	–	4,000	(214)	–	3,786
Seeds for Change	–	18,250	(8,001)	–	10,249
Bank C-19	–	13,000	(12,002)	–	998
Prisons	–	96,250	(58,114)	–	38,136
Hardship Fund	–	2,500	(2,500)	–	–
	77,585	234,460	(163,886)	(1,018)	147,141
Unrestricted funds					
General Funds	130,766	50,231	(42,997)	1,018	139,018

Restricted fund purposes:

- Stop and Search Reference Group - police supporting the Group and the 3rd party reporting centre for complaints.
- Desistence Readiness - service level agreements relating to equality and diversity work at prisons.
- Youth Project - to support the furtherance of specific purposes as set out by the fund provider.
- Vision and Voice - A collective of organisations delivering work to elevate the voices of young people across Suffolk in order to improve their mental wellbeing.
- Bank Foundation - A project to evidence the impact of ISCRE's work in prisons aimed at influencing the criminal justice system on equality, diversity and inclusion best practice.
- Rules of Engagement - young people seeking to inform local police about how best to engage with them and co-producing a template for future engagement.
- BAME Support Work - work delivered in collaboration with a Clinical Commissioning Group to understand causes of health inequalities in BAME communities and co-producing solutions with them.
- National Emergency Fund - to fund equipment and supplies related to Covid and to support staff to work remotely.
- Girls Self Esteem - Development of workshops to build the self-esteem of girls in schools by fostering their ability to discover their truest selves and develop the skills, knowledge, confidence and courage they need to consistently make informed life-choices from a place of self-knowledge, self-love and strength.

- Seeds for Change - to improve the life chances of young people in Ipswich, steer young people away from crime an anti-social behaviour and improve young people's resilience and life choices.
- Bank Foundation COVID fund - Remote working with Prisons in to support ISCRE's response to the COVID - 19 crises.
- Prison's restricted funds - The desistence readiness work in prisons led by the Community Diversity Officer remains one of ISCRE's most successful projects over the last 18 years. ISCRE's work has contributed to the knowledge, evidence and future development of interventions and policy work with BAME people, and those that are marginalised, disadvantaged or experiencing the worst outcomes towards their rehabilitation in custody. As an external partner supporting prisons in the areas of equality, social inclusion and disproportionality, ISCRE continues to strengthen its reputation as an important regional think-tank, addressing the rehabilitation needs of minority ethnic and hard to reach groups in custody.
- Hardship Fund - to support vulnerable clients during the difficult Covid-19 periods.
- Community Ambition - Represents amounts set aside as intructed by the fund provider in order to further ISCRE's iams and objectives.

16. Analysis of net assets between funds

31 March 2022

	General Funds	Restricted Funds	Total Funds
	£	£	£
Tangible fixed assets	524	601	1,125
Current assets	145,368	180,697	326,065
Net Assets	145,892	181,298	327,190

31 March 2021

	General Funds	Restricted Funds	Total Funds
	£	£	£
Tangible fixed assets	2,220	–	2,220
Current assets	136,798	147,141	283,939
Net Assets	139,018	147,141	286,159

17. Related parties

During the year the charity charged costs of £66,360 (2021: £42,640), was recharged expenses of £27,913 (2021: £27,074) and incurred net receipts after payments of £45,927 (2021: £12,229) to and from Suffolk Law Centre, a related party charity which shares a number of trustees with Ipswich and Suffolk Council for Racial Equality. At the year end there was an outstanding debtor owed from Suffolk Law Centre totalling £Nil (2021: £7,480).

IPSWICH AND SUFFOLK COUNCIL FOR RACIAL EQUALITY

England & Wales - Charity number 1055386

Accounts

COMPANY REGISTRATION NUMBER: 04616709

CHARITY REGISTRATION NUMBER: 1055386

Ipswich and Suffolk Council for Racial Equality

Company Limited by Guarantee

Unaudited financial statements

31 March 2021

Ipswich and Suffolk Council for Racial Equality

Company Limited by Guarantee

Financial statements

Year ended 31 March 2021

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Ipswich and Suffolk Council for Racial Equality

Company Limited by Guarantee

Trustees' annual report (incorporating the directors' report)

Year ended 31 March 2021

The trustees, who are also the directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 31 March 2021.

The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the charity's governing document, the Charities Act 2011 and Companies Act 2006 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland published in October 2019.

Reference and administrative details

Registered charity name	Ipswich and Suffolk Council for Racial Equality
Charity registration number	1055386
Company registration number	04616709
Principal office and registered office	46a Saint Matthews Street Ipswich Suffolk IP1 3EP United Kingdom

The trustees

The trustees who served during the year and at the date of approval were as follows:

G Clarke MBE (Chair)
J Lea (Treasurer)
C Cumberbatch (Appointed 21/12/20)
L Gooch
A Grant OBE
B Howard
E Pettman
Dr S Rao
D Weekes
M Howgate (Resigned 21/12/20)
S Raychaudhuri (Resigned 30/11/20)

Senior Management	P Mutumburi (Business and Operations Director)
Company secretary	D Bradshaw (Resigned 30/04/20) M Howgate (Appointed 30/04/20, Resigned 21/12/20) S Hawkins (Appointed 21/12/20, Resigned 12/01/21) C Cumberbatch (Appointed 12/01/21)
Independent examiner	L Thurston FCCA Lovewell Blake LLP Chartered accountants First Floor Suite 2 Hillside Business Park Bury St Edmunds IP32 7EA
Bankers	CAF Bank Limited 25 Kings Hill Avenue Kings Hill West Malling Kent ME19 4JQ

Objectives and activities

Ipswich and Suffolk Council for Racial Equality is referred to locally and throughout these accounts as ISCRE, its activities include the provision of advice, advocacy and support to individuals and families who experience race and other forms of discrimination or harassment in all aspects of employment and service provision including the criminal justice system, health, education, and housing.

Our Activities:

2020-21 was a significant year for ISCRE, as a range of events, from the Black Lives Matter protests to the Covid-19 pandemic, highlighting the need to address societal inequalities especially those face by communities from minority ethnic communities, thereby increasing demand on the charity's services.

Our Charitable Objects:

Working across Suffolk, East Anglia generally and such other places as the Trustees shall determine (including within Her Majesty's Prisons), to work towards the elimination of discrimination on the grounds of a person's race, sex, disability, age, marital and civil partnership status, pregnancy and maternity status, sexual orientation, gender reassignment, religion or belief and to promote equality of opportunity and good relations between all persons and to advance and organise co-operation in the achievement of the aforesaid purposes; prevent and or relieve poverty by providing or assisting in the legal representation, education and training; promote legal rights and responsibilities, human rights and equality and diversity, conflict resolution or reconciliation and the promotion of:

Religious or racial harmony or equality for the public benefit by, for example:

- The elimination of discrimination on the grounds of race, gender, disability, sexual orientation or religion.
- Advancing education and raising awareness in legal rights.
- Conducting or commissioning research and publishing the results to the public.
- Cultivating a sentiment in favour of the rule of law, human rights and equality and diversity

Public benefit

In shaping our objectives for the year and planning our activities, the trustees have considered the Charity Commission's guidance on Public Benefit including, The Public Benefit Requirement (PB1), Running a Charity (PB2) and Reporting (PB3).

Achievements and performance

The organisation has played a pivotal role during the year under review in bringing to focus the need for better engagement with people from minority ethnic communities by service providers across Suffolk and beyond. Utilising our strategy, Working Towards a Fairer Suffolk, ISCRE strengthened links with partners in health, education, the criminal justice system and the voluntary sector. We believe the profile of the Charity has grown over the period under review, providing us with a solid base for future growth.

Projects:

Desistence Readiness - The desistence readiness work in prisons led by the Community Diversity Officer remains one of ISCRE's flagship projects over the last 18 years. ISCRE's work has contributed to the knowledge, evidence and future development of interventions and policy work with BAME people, and those that are marginalised, disadvantaged or experiencing the worst outcomes towards their rehabilitation in custody. As an external partner supporting prisons in the areas of equality, social inclusion and disproportionality, ISCRE continues to strengthen its reputation as an important regional think-tank, addressing the rehabilitation needs of minority ethnic and hard to reach groups in custody.

Stop and Search Reference Group (SSRG) - The aim of the SSRG is to build a sustainable relationship between members of the community and Suffolk Police in order to further the Equality agenda; ensure legal compliance and influence the wider community cohesion agenda. We facilitate SSRG meetings in order to build trust and confidence in the use of Stop and Search powers. The group provides people from BAME communities and others with a safe space and a neutral platform to share their experiences whilst challenging unfairness in order to reduce disproportionality in the use of the policing tool.

Rules of Engagement - Aimed at ensuring that young people have a say and determine how mainstream service provision engages with them. This work involves young people in the co-production of solutions to problems that affect them.

Vision and Voice - A collective of organisations delivering work to elevate the voices of young people across Suffolk in order to improve their mental wellbeing.

Bank Foundation - A project to evidence the impact of ISCRE's work in prisons aimed at influencing the criminal justice system on equality, diversity and inclusion best practice.

Bank Foundation COVID fund - Remote working with Prisons in to support ISCRE's response to the COVID - 19 crises.

WhatAreWeMissing? - Work delivered in collaboration with a Suffolk Clinical Commissioning Group to understand causes of health inequalities in BAME communities and co-producing solutions with them.

National Emergency Fund - To fund equipment and supplies related to Covid and to support staff to work remotely.

Suffolk Hardship Fund - To support vulnerable clients during the difficult Covid-19 periods .

Seeds for Change - To improve the life chances of young people in Ipswich, steer young people away from crime an anti-social behaviour and improve young people's resilience and life choices.

Financial review

The charity continues to be dependent on grant funding to achieve its objectives. In the year under review the Trustees are grateful to all those funders. The support from these organisations has ensured that ISCRE continues to exist and to deliver services to the most vulnerable people of Suffolk.

Service level agreements with Prisons and Suffolk Police were renewed for the year and continue to have positive impact on the lives of local people.

The support from a Local Council and a charity have allowed ISCRE the capacity to identify gaps in service provision and to explore new opportunities for the charity.

The transfer of all legal services projects from ISCRE to Suffolk Law Centre has seen a significant reduction in the balances of restricted funds carried forward. This is because the corresponding balances are now being reported in the Suffolk Law Centre accounts. Nevertheless, the move in the medium to long term will strengthen ISCRE because it can focus its strategy, service delivery and fundraising on its core purposes whilst sharing backroom and overhead costs with Suffolk Law Centre.

During the year income increased to £284,691 (2020: £183,838) resulting in a surplus generated in the year of £77,808 (2020: £36,314).

Further information about our income and expenditure is set out in the Statement of Financial Activities and supporting notes. Any cash resources not immediately required are held in bank and building society deposits under powers contained in the memorandum and articles of association.

Reserves Policy

The trustees actively review the reserves available on a regular basis and given the general uncertainty surrounding funding and project income aim to maintain reserves equivalent to approximately £130,000 (2020: £130,000). This figure is based on the expected level of expenditure over 6 months. This level of reserves takes into account existing and future commitments.

At the 31 March 2021 the reserves held for general purposes amounted to £139,018 (2020: £130,766). Although this is in line with the reserves target, the trustees will endeavour to maintain a balance between funding and expenditure to increase the level of unrestricted reserves held to be closer to the 6 month reserves policy.

Plans for future periods

For the financial year 2021-22 ISCRE will consolidate on the important relationships that have been built in 2020-21 with partners in mainstream service provision.

The changes in the health service to focus on integrated care will give ISCRE an opportunity to build on work done with a Clinical Commissioning Group through the What Are We Missing programme. The What Are We Missing programme will now move into its strategic phase, with ISCRE facilitating the development of a multi-cultural community engagement strategy for Suffolk.

A new collaborative youth project with partners will give young people from minority ethnic communities an opportunity to inform the way health services are delivered in Suffolk, thereby improving outcomes for all. This is building on similar work being done with the police and young people from Suffolk's black community.

The desistance readiness project across 10 prisons in the East of England has worked well during the lockdown and the upcoming period will be used to recover from the pandemic whilst laying the groundwork for future delivery.

Our relationship with Suffolk Police continues to grow with ISCRE now assisting with community engagement and public scrutiny of their use of force in addition to facilitating the Stop and search Reference Group.

The wellbeing in schools work has been well received and discussions are currently taking place to extend the work into new schools across Suffolk. This will be complemented by the equality impact assessment programme being rolled out by ISCRE across a number of primary schools in Ipswich.

Structure, governance and management

Ipswich and Suffolk Council for Racial Equality is a company limited by guarantee incorporated on 13 December 2002 and a registered charity constituted 15 May 1996, and governed by trustees, under the terms of its memorandum and articles of association.

The current board of trustees and the changes which have occurred since the previous annual report are as stated on the reference and administrative details section of these accounts. The trustees of the company are also directors for the purposes of company law.

Recruitment and appointment of new trustees

Several of the current trustees are familiar with the work of the charity, having served on the Board for some time. New trustees are invited to attend a meeting with the Chairman and the trustees to familiarise themselves with the charity and the context within which it operates.

Our policy for appointing new trustees is to search out people who have skills and characteristics that will be beneficial to the charity. On appointment the trustees receive a copy of the governing documents and Charity Commission trustee documents. New trustees are briefed on the background and work of the charity and future aims.

Risk management

The trustees have identified the major risks facing the chanty and have assessed their potential impact. Appropriate systems have been established to monitor and manage these risks.

The Board of Trustees follows the Charity Commissions guidance 'Charities and risk management in identifying and weighting risks.

Related parties

The trustees are trustees of the associated charity Suffolk Law Centre, who have a close working relationship with ISCRE and share space and expertise.

Independent examiner reappointment

A resolution to appoint L Thurston FCCA of Lovewell Blake LLP as independent examiner will be proposed at the next Annual General Meeting.

Small company provisions

This report has been prepared taking advantage of the small companies' exemption of section 415A of the Companies Act 2006.

The trustees' annual report was approved on 23rd Sept 2021 and signed on behalf of the board of trustees by:

G Clarke MBE
Trustee and Chair

Ipswich and Suffolk Council for Racial Equality

Company Limited by Guarantee

Independent examiner's report to the trustees of Ipswich and Suffolk Council for Racial Equality

Year ended 31 March 2021

I report to the charity trustees on my examination of the financial statements of the company for the year ended 31 March 2021 which comprise the statement of financial activities (including income and expenditure account), balance sheet and the related notes.

Responsibilities and basis of report

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

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

Independent examiner's statement

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

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

1. accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or

2. the financial statements do not accord with those records; or

3. the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or

4. the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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.

L Thurston 19/10/21

L Thurston FCCA
Independent Examiner

Lovewell Blake LLP
Chartered accountants
First Floor Suite
2 Hillside Business Park
Bury St Edmunds
IP32 7EA

Ipswich and Suffolk Council for Racial Equality

Company Limited by Guarantee

Statement of financial activities (including income and expenditure account)

Year ended 31 March 2021

	Note	2021 Unrestricted funds £	2021 Restricted funds £	2021 Total funds £	2020 Total funds £
Income and endowments					
Donations, grants and legacies	5	38,753	31,250	70,003	22,314
Charitable activities	6	11,179	203,210	214,389	160,935
Other trading activities	7	229	–	229	399
Investment income		70	–	70	190
Total income		50,231	234,460	284,691	183,838
Expenditure					
Charitable activities	8	(42,997)	(163,886)	(206,883)	(147,524)
Total expenditure		(42,997)	(163,886)	(206,883)	(147,524)
Net income before transfer of funds		7,234	70,574	77,808	36,314
Transfer between funds		1,018	(1,018)	–	–
Net movement in funds		8,252	69,556	77,808	36,314
Reconciliation of funds					
Total funds brought forward		130,766	77,585	208,351	172,037
Total funds carried forward		139,018	147,141	286,159	208,351

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

The notes on pages 13 to 22 form part of these financial statements.

Ipswich and Suffolk Council for Racial Equality

Company Limited by Guarantee

Balance sheet

31 March 2021

	Note	2021 £	2021 £	2020 £	2020 £
Fixed assets					
Tangible fixed assets	12		2,220		3,748
Current assets					
Debtors	13	15,680		30,170	
Cash at bank and in hand		299,597		177,043	
		315,277		207,213	
Creditors: Amounts falling due within one year	14	(31,338)		(2,610)	
Net current assets			283,939		204,603
Total assets less current liabilities			286,159		208,351
Net assets			286,159		208,351
Funds of the charity					
Restricted funds			147,141		77,585
Unrestricted funds			139,018		130,766
Total charity funds	15		286,159		208,351

For the year ending 31 March 2021 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

These financial statements were approved by the board of trustees and authorised for issue on 23rd Sept 2021 and are signed on behalf of the board by:

G Clarke MBE
Trustee and Chair

Company registration number: 04616709

The notes on pages 13 to 22 form part of these financial statements.

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is 46a Saint Matthews Street, Ipswich, Suffolk, IP1 3EP, United Kingdom.

2. Statement of compliance

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

The accounts have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient for the charity to be able to continue as a going concern. The Trustees have taken into account the impact of Covid-19 when assessing going concern.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal.

3. **Accounting policies** *(continued)*

Income

All income is included in the statement of financial activities when entitlement has passed to the charity, it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.

- income from grants and contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Expenditure

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.

- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Operating leases

The lease payments are for rent and are recognised as an expense over the lease term on a straight-line basis. The aggregate benefit of lease incentives is recognised as a reduction to expense over the lease term, on a straight-line basis.

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

3. Accounting policies *(continued)*

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Furniture	-	20% straight line
Office equipment	-	33% straight line
Computer equipment	-	33% straight line

Financial instruments

A financial asset or a financial liability is recognised only when the entity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs, unless the arrangement constitutes a financing transaction, where it is recognised at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Debt instruments are subsequently measured at amortised cost.

4. Limited by guarantee

The charitable company has no share capital but is limited by guarantee. There are 12 guarantors under clause 4 of the memorandum and articles of association. Each guarantor undertakes to contribute to the assets of the charitable company, in the event of it being wound up, with each guarantors' liability limited to £2.

5. Donations, grants and legacies

	Unrestricted Funds £	Restricted Funds £	**Total Funds 2021 £**
Donations			
Donations	2,574	–	2,574
Grants			
Grants	36,179	31,250	67,429
	38,753	31,250	70,003

	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
Donations			
Donations	674	–	674

5. Donations, grants and legacies *(continued)*

	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
Grants			
Grants	21,640	–	21,640
	22,314	–	22,314

The grant from a Local Council includes a contribution to rent for office accommodation to the value of £13,800 (2020: £13,800).

6. Charitable activities

	Total 2021 £	**Total 2020 £**
Restricted		
Clinical Commissioning Group	58,500	20,000
Prisons	96,250	26,100
Green Light Trust	27,960	14,191
Bank	–	32,000
Community Foundation	11,500	20,000
Suffolk Police Authority	8,800	8,800
Community Group	200	–
Law Centre	–	1,847
CIC	–	600
Lock Retailer	–	600
Community Trust	–	200
	203,210	124,338
Unrestricted		
Other income from charitable activities	11,179	36,597
	214,389	160,935

7. Other trading activities

	Unrestricted Funds £	**Total Funds 2021 £**	Unrestricted Funds £	Total Funds 2020 £
Subscriptions	229	229	399	399

8. Expenditure on charitable activities

	Unrestricted Funds £	Restricted Funds £	**Total Funds 2021 £**
Staff costs	42,997	85,463	128,460
Support costs	–	78,423	78,423
	42,997	163,886	206,883

	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
Staff costs	64,398	33,801	98,199
Support costs	29,804	19,521	49,325
	94,202	53,322	147,524

Analysis of support costs

	2021 £	2020 £
Project costs	48,849	11,984
Office costs	12,690	12,916
Rent	4,169	4,888
Water	281	621
Electricity	2,773	6,057
Insurance	970	527
Travel costs	–	107
AGM costs	27	1,664
Depreciation	2,726	2,970
Advertising	2,869	2,836
Legal and professional fees	897	2,492
Independent examination fees	1,860	1,860
Staff welfare	243	287
Bank charges	69	116
	78,423	49,325

9. Net income

Net income is stated after charging/(crediting):

	2021 £	2020 £
Depreciation of tangible fixed assets	2,726	2,970

10. Staff costs

	2021	2020
	£	£
Wages and salaries	119,399	80,380
Social security costs	6,447	13,531
Pension costs	2,614	4,288
	128,460	98,199

The average head count of employees during the year was 4 but excludes recharges. This is less than the 2020 average head count of 10 due to the fact that from the beginning of the year, the trustees sought to reduce staff being recharged.

No employee received employee benefits of more than £60,000 during the year (2020: Nil).

The key management personnel of the charity comprise the trustees and senior management team as listed on the reference and administration details page of these accounts. The total value of remuneration and benefits received by Key Management Personnel was £38,763 (2020: £35,810).

11. Trustee remuneration and expenses

The trustees were neither entitled to, nor received, any remuneration from the charity during the year. One trustee received reimbursed expenditure for this charities activities totalling £27 (2020: £21) during the year.

12. Tangible fixed assets

	Furniture	Office equipment	Computer equipment	Total
	£	£	£	£
Cost				
At 1 April 2020	5,057	24,822	9,191	39,070
Additions	–	–	1,198	1,198
Disposals	(5,057)	(17,698)	(1,268)	(24,023)
At 31 March 2021	–	7,124	9,121	16,245
Depreciation				
At 1 April 2020	5,057	24,733	5,532	35,322
Charge for the year	–	89	2,637	2,726
Disposals	(5,057)	(17,698)	(1,268)	(24,023)
At 31 March 2021	–	7,124	6,901	14,025
Carrying amount				
At 31 March 2021	–	–	2,220	2,220
At 31 March 2020	–	89	3,659	3,748

13. Debtors

	2021	2020
	£	£
Trade debtors	8,200	24,275
Prepayments and accrued income	–	1,752
Other debtors	7,480	4,143
	15,680	30,170

14. Creditors: Amounts falling due within one year

	2021	2020
	£	£
Trade creditors	26,878	750
Other creditors and accruals	4,460	1,860
	31,338	2,610

15. Analysis of charitable funds

Year ended 31 March 2021

Restricted funds

	At 1 Apr 2020	Income	Expenditure	Transfers	At 31 Mar 2021
	£	£	£	£	£
Stop and Search Reference Group	1,387	8,800	(6,028)	–	4,159
Desistence Readiness	2,214	200	(2,414)	–	–
Youth Project	1,018	–	–	(1,018)	–
Vision and Voice	1,967	27,960	(27,208)	–	2,719
Bank Foundation	31,250	–	(6,000)	–	25,250
Rules of Engagement	19,749	–	(10,235)	–	9,514
BAME Support Work	20,000	58,500	(26,170)	–	52,330
National Emergency Fund	–	5,000	(5,000)	–	–
Girls Self Esteem	–	4,000	(214)	–	3,786
Seeds for Change	–	18,250	(8,001)	–	10,249
Bank C-19	–	13,000	(12,002)	–	998
Prisons	–	96,250	(58,114)	–	38,136
Hardship Fund	–	2,500	(2,500)	–	–
	77,585	234,460	(163,886)	(1,018)	147,141
Unrestricted funds					
General Funds	130,766	50,231	(42,997)	1,018	139,018

Year ended 31 March 2020

Restricted funds

	At 1 Apr 2019 £	Income £	Expenditure £	Transfers £	At 31 Mar 2020 £
Stop and Search Reference Group	1,687	8,800	(9,100)	–	1,387
Desistence Readiness	1,486	26,700	(25,972)	–	2,214
Living Rights	(1,847)	1,847	–	–	–
It Takes a Village	–	1,200	(1,200)	–	–
Health Justice	1,500	–	(1,500)	–	–
Youth Project	3,546	–	(2,528)	–	1,018
Destination Norwich Road	197	600	(797)	–	–
Vision and Voice	–	13,191	(11,224)	–	1,967
Bank Foundation	–	32,000	(750)	–	31,250
Rules of Engagement	–	20,000	(251)	–	19,749
BAME Support Work	–	20,000	–	–	20,000
	6,569	124,338	(53,322)	–	77,585
Unrestricted funds					
General Funds	165,468	59,500	(94,202)	–	130,766

Restricted fund purposes:

- Stop and Search Reference Group - police supporting the Group and the 3rd party reporting centre for complaints.
- Desistence Readiness - service level agreements relating to equality and diversity work at prisons.
- Youth Project - to support the furtherance of specific purposes as set out by the fund provider.
- Vision and Voice - A collective of organisations delivering work to elevate the voices of young people across Suffolk in order to improve their mental wellbeing.
- Bank Foundation - A project to evidence the impact of ISCRE's work in prisons aimed at influencing the criminal justice system on equality, diversity and inclusion best practice.
- Rules of Engagement - young people seeking to inform local police about how best to engage with them and co-producing a template for future engagement.
- BAME Support Work - work delivered in collaboration with a Clinical Commissioning Group to understand causes of health inequalities in BAME communities and co-producing solutions with them.
- National Emergency Fund - to fund equipment and supplies related to Covid and to support staff to work remotely.
- Girls Self Esteem - Development of workshops to build the self-esteem of girls in schools by fostering their ability to discover their truest selves and develop the skills, knowledge, confidence and courage they need to consistently make informed life-choices from a place of self-knowledge, self-love and strength.

- Seeds for Change - to improve the life chances of young people in Ipswich, steer young people away from crime an anti-social behaviour and improve young people's resilience and life choices.
- Bank Foundation COVID fund - Remote working with Prisons in to support ISCRE's response to the COVID - 19 crises.
- Prison's restricted funds - The desistence readiness work in prisons led by the Community Diversity Officer remains one of ISCRE's most successful projects over the last 18 years. ISCRE's work has contributed to the knowledge, evidence and future development of interventions and policy work with BAME people, and those that are marginalised, disadvantaged or experiencing the worst outcomes towards their rehabilitation in custody. As an external partner supporting prisons in the areas of equality, social inclusion and disproportionality, ISCRE continues to strengthen its reputation as an important regional think-tank, addressing the rehabilitation needs of minority ethnic and hard to reach groups in custody.
- Hardship Fund - to support vulnerable clients during the difficult Covid-19 periods.

16. Analysis of net assets between funds

31 March 2021

	General Funds	Designated Funds	Restricted Funds	Total Funds
	£	£	£	£
Tangible fixed assets	2,220	–	–	2,220
Current assets	136,798	–	147,141	283,939
Net Assets	139,018	–	147,141	286,159

31 March 2020

	General Funds	Designated Funds	Restricted Funds	Total Funds
	£	£	£	£
Tangible fixed assets	3,748	–	–	3,748
Current assets	127,018	–	77,585	204,603
Net Assets	130,766	–	77,585	208,351

17. Operating lease commitments

The total future minimum lease payments under non-cancellable operating leases are as follows:

	2021	2020
	£	£
Not later than 1 year	–	863

18. Related parties

During the year the charity charged costs of £42,640 (2020: £170,351), was recharged expenses of £27,074 (2020: £3,264) and incurred net receipts after payments of £12,229 (2020: £174,848) to and from Suffolk Law Centre, a related party charity which shares a number of trustees with Ipswich and Suffolk Council for Racial Equality. At the year end there was an outstanding debtor owed from Suffolk Law Centre totalling £7,480 (2020: £4,143).