

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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|  | <b>Page</b> |
|--|-------------|
| Trustees' annual report (incorporating the directors' report)                | <b>1</b>    |
| Independent examiner's report to the trustees                                | <b>9</b>    |
| Statement of financial activities (including income and expenditure account) | <b>11</b>   |
| Balance sheet  | <b>12</b>   |
| Notes to the financial statements  | <b>13</b>   |

# **Ipswich and Suffolk Council for Racial Equality**

## **Company Limited by Guarantee**

### **Trustees' annual report (incorporating the directors' report)**

#### **Year ended 31 March 2021**

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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**

|   |  |
|---|--|
| <b>Registered charity name</b>                | Ipswich and Suffolk Council for Racial Equality                              |
| <b>Charity registration number</b>            | 1055386  |
| <b>Company registration number</b>            | 04616709   |
| <b>Principal office and registered office</b> | 46a Saint Matthews Street<br>Ipswich<br>Suffolk<br>IP1 3EP<br>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)

# **Ipswich and Suffolk Council for Racial Equality**

**Company Limited by Guarantee**

**Trustees' annual report (incorporating the directors' report) *(continued)***

**Year ended 31 March 2021**

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

# **Ipswich and Suffolk Council for Racial Equality**

## **Company Limited by Guarantee**

### **Trustees' annual report (incorporating the directors' report) *(continued)***

**Year ended 31 March 2021**

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#### **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).

# **Ipswich and Suffolk Council for Racial Equality**

## **Company Limited by Guarantee**

### **Trustees' annual report (incorporating the directors' report) *(continued)***

**Year ended 31 March 2021**

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#### **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.

# **Ipswich and Suffolk Council for Racial Equality**

## **Company Limited by Guarantee**

### **Trustees' annual report (incorporating the directors' report) *(continued)***

#### **Year ended 31 March 2021**

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##### **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.

# **Ipswich and Suffolk Council for Racial Equality**

## **Company Limited by Guarantee**

### **Trustees' annual report (incorporating the directors' report) *(continued)***

#### **Year ended 31 March 2021**

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##### **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.



# **Ipswich and Suffolk Council for Racial Equality**

## **Company Limited by Guarantee**

### **Trustees' annual report (incorporating the directors' report) *(continued)***

#### **Year ended 31 March 2021**

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##### **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 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.

##### **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.

# **Ipswich and Suffolk Council for Racial Equality**

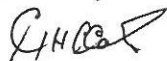
**Company Limited by Guarantee**

**Trustees' annual report (incorporating the directors' report) *(continued)***

**Year ended 31 March 2021**

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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**

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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).

# **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** *(continued)*

**Year ended 31 March 2021**

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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 17/10/21*

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

|  |      | Unrestricted<br>funds | 2021<br>Restricted<br>funds | Total funds      | 2020<br>Total funds |
|--|------|-----------------------|-----------------------------|------------------|---------------------|
|  | Note | £                     | £                           | £                | £                   |
| <b>Income and endowments</b>               |      |                       |                             |                  |                     |
| 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                 |
| <b>Total income</b>                        |      | <u>50,231</u>         | <u>234,460</u>              | <u>284,691</u>   | <u>183,838</u>      |
| <b>Expenditure</b>                         |      |                       |                             |                  |                     |
| Charitable activities                      | 8    | (42,997)              | (163,886)                   | (206,883)        | (147,524)           |
| <b>Total expenditure</b>                   |      | <u>(42,997)</u>       | <u>(163,886)</u>            | <u>(206,883)</u> | <u>(147,524)</u>    |
| <b>Net income before transfer of funds</b> |      | 7,234                 | 70,574                      | 77,808           | 36,314              |
| Transfer between funds                     |      | 1,018                 | (1,018)                     | —                | —                   |
| <b>Net movement in funds</b>               |      | <u>8,252</u>          | <u>69,556</u>               | <u>77,808</u>    | <u>36,314</u>       |
| <b>Reconciliation of funds</b>             |      |                       |                             |                  |                     |
| Total funds brought forward                |      | <u>130,766</u>        | <u>77,585</u>               | <u>208,351</u>   | <u>172,037</u>      |
| <b>Total funds carried forward</b>         |      | <u>139,018</u>        | <u>147,141</u>              | <u>286,159</u>   | <u>208,351</u>      |

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

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.

# **Ipswich and Suffolk Council for Racial Equality**

## **Company Limited by Guarantee**

### **Notes to the financial statements**

**Year ended 31 March 2021**

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#### **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.

# **Ipswich and Suffolk Council for Racial Equality**

## **Company Limited by Guarantee**

### **Notes to the financial statements *(continued)***

#### **Year ended 31 March 2021**

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#### **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.



# Ipswich and Suffolk Council for Racial Equality

## Company Limited by Guarantee

### Notes to the financial statements *(continued)*

Year ended 31 March 2021

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#### 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<br>Funds<br>£ | Restricted<br>Funds<br>£ | Total Funds<br>2021<br>£ |
|------------------|----------------------------|--------------------------|--------------------------|
| <b>Donations</b> |                            |                          |                          |
| Donations        | 2,574                      | –                        | 2,574                    |
| <b>Grants</b>    |                            |                          |                          |
| Grants           | 36,179                     | 31,250                   | 67,429                   |
|                  | <u>38,753</u>              | <u>31,250</u>            | <u>70,003</u>            |
|                  | Unrestricted<br>Funds<br>£ | Restricted<br>Funds<br>£ | Total Funds<br>2020<br>£ |
| <b>Donations</b> |                            |                          |                          |
| Donations        | 674                        | –                        | 674                      |

# Ipswich and Suffolk Council for Racial Equality

## Company Limited by Guarantee

### Notes to the financial statements *(continued)*

Year ended 31 March 2021

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

|               | Unrestricted<br>Funds<br>£ | Restricted<br>Funds<br>£ | Total Funds<br>2020<br>£ |
|---------------|----------------------------|--------------------------|--------------------------|
| <b>Grants</b> |                            |                          |                          |
| Grants        | 21,640                     | –                        | 21,640                   |
|               | <u>22,314</u>              | <u>–</u>                 | <u>22,314</u>            |

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<br>£ | Total 2020<br>£ |
|---|-----------------|-----------------|
| <b>Restricted</b>                       |                 |                 |
| 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             |
|   | <u>203,210</u>  | <u>124,338</u>  |
| <b>Unrestricted</b>                     |                 |                 |
| Other income from charitable activities | 11,179          | 36,597          |
|   | <u>214,389</u>  | <u>160,935</u>  |

#### 7. Other trading activities

|               | Unrestricted<br>Funds<br>£ | Total Funds<br>2021<br>£ | Unrestricted<br>Funds<br>£ | Total Funds<br>2020<br>£ |
|---------------|----------------------------|--------------------------|----------------------------|--------------------------|
| Subscriptions | <u>229</u>                 | <u>229</u>               | <u>399</u>                 | <u>399</u>               |

# Ipswich and Suffolk Council for Racial Equality

## Company Limited by Guarantee

### Notes to the financial statements *(continued)*

Year ended 31 March 2021

#### 8. Expenditure on charitable activities

|               | Unrestricted<br>Funds<br>£ | Restricted<br>Funds<br>£ | Total Funds<br>2021<br>£ |
|---------------|----------------------------|--------------------------|--------------------------|
| Staff costs   | 42,997                     | 85,463                   | 128,460                  |
| Support costs | —                          | 78,423                   | 78,423                   |
|               | <u>42,997</u>              | <u>163,886</u>           | <u>206,883</u>           |

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

#### Analysis of support costs

|                              | 2021<br>£     | 2020<br>£     |
|------------------------------|---------------|---------------|
| 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           |
|                              | <u>78,423</u> | <u>49,325</u> |

#### 9. Net income

Net income is stated after charging/(crediting):

|                                       | 2021<br>£    | 2020<br>£    |
|---------------------------------------|--------------|--------------|
| Depreciation of tangible fixed assets | <u>2,726</u> | <u>2,970</u> |

# Ipswich and Suffolk Council for Racial Equality

## Company Limited by Guarantee

### Notes to the financial statements *(continued)*

#### Year ended 31 March 2021

#### 10. Staff costs

|                       | 2021<br>£      | 2020<br>£     |
|-----------------------|----------------|---------------|
| Wages and salaries    | 119,399        | 80,380        |
| Social security costs | 6,447          | 13,531        |
| Pension costs         | 2,614          | 4,288         |
|                       | <u>128,460</u> | <u>98,199</u> |

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<br>£ | Office<br>equipment<br>£ | Computer<br>equipment<br>£ | Total<br>£    |
|-------------------------|----------------|--------------------------|----------------------------|---------------|
| <b>Cost</b>             |                |                          |                            |               |
| 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)      |
| <b>At 31 March 2021</b> | <u>—</u>       | <u>7,124</u>             | <u>9,121</u>               | <u>16,245</u> |
| <b>Depreciation</b>     |                |                          |                            |               |
| 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)      |
| <b>At 31 March 2021</b> | <u>—</u>       | <u>7,124</u>             | <u>6,901</u>               | <u>14,025</u> |
| <b>Carrying amount</b>  |                |                          |                            |               |
| <b>At 31 March 2021</b> | <u>—</u>       | <u>—</u>                 | <u>2,220</u>               | <u>2,220</u>  |
| At 31 March 2020        | <u>—</u>       | <u>89</u>                | <u>3,659</u>               | <u>3,748</u>  |

# Ipswich and Suffolk Council for Racial Equality

## Company Limited by Guarantee

### Notes to the financial statements *(continued)*

#### Year ended 31 March 2021

#### 13. Debtors

|                                | 2021<br>£     | 2020<br>£     |
|--------------------------------|---------------|---------------|
| Trade debtors                  | 8,200         | 24,275        |
| Prepayments and accrued income | —             | 1,752         |
| Other debtors                  | 7,480         | 4,143         |
|                                | <u>15,680</u> | <u>30,170</u> |

#### 14. Creditors: Amounts falling due within one year

|                              | 2021<br>£     | 2020<br>£    |
|------------------------------|---------------|--------------|
| Trade creditors              | 26,878        | 750          |
| Other creditors and accruals | 4,460         | 1,860        |
|                              | <u>31,338</u> | <u>2,610</u> |

#### 15. Analysis of charitable funds

Year ended 31 March 2021

##### Restricted funds

|                                 | At 1 Apr 2020<br>£ | Income<br>£    | Expenditure<br>£ | Transfers<br>£ | At 31 Mar<br>2021<br>£ |
|---------------------------------|--------------------|----------------|------------------|----------------|------------------------|
| 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)          | —              | —                      |
|                                 | <u>77,585</u>      | <u>234,460</u> | <u>(163,886)</u> | <u>(1,018)</u> | <u>147,141</u>         |

##### Unrestricted funds

|               |                |               |                 |              |                |
|---------------|----------------|---------------|-----------------|--------------|----------------|
| General Funds | <u>130,766</u> | <u>50,231</u> | <u>(42,997)</u> | <u>1,018</u> | <u>139,018</u> |
|---------------|----------------|---------------|-----------------|--------------|----------------|

# Ipswich and Suffolk Council for Racial Equality

## Company Limited by Guarantee

### Notes to the financial statements *(continued)*

#### Year ended 31 March 2021

Year ended 31 March 2020

#### Restricted funds

|                                 | At 1 Apr 2019<br>£ | Income<br>£    | Expenditure<br>£ | Transfers<br>£ | At 31 Mar<br>2020<br>£ |
|---------------------------------|--------------------|----------------|------------------|----------------|------------------------|
| 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                 |
|                                 | <u>6,569</u>       | <u>124,338</u> | <u>(53,322)</u>  | <u>—</u>       | <u>77,585</u>          |

#### Unrestricted funds

|               |                |               |                 |          |                |
|---------------|----------------|---------------|-----------------|----------|----------------|
| General Funds | <u>165,468</u> | <u>59,500</u> | <u>(94,202)</u> | <u>—</u> | <u>130,766</u> |
|---------------|----------------|---------------|-----------------|----------|----------------|

#### 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.

# Ipswich and Suffolk Council for Racial Equality

## Company Limited by Guarantee

### Notes to the financial statements *(continued)*

#### Year ended 31 March 2021

- Seeds for Change - to improve the life chances of young people in Ipswich, steer young people away from crime and 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 desistance 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<br>Funds<br>£ | Designated<br>Funds<br>£ | Restricted<br>Funds<br>£ | Total<br>Funds<br>£ |
|-----------------------|-----------------------|--------------------------|--------------------------|---------------------|
| Tangible fixed assets | 2,220                 | —                        | —                        | 2,220               |
| Current assets        | 136,798               | —                        | 147,141                  | 283,939             |
| <b>Net Assets</b>     | <b>139,018</b>        | <b>—</b>                 | <b>147,141</b>           | <b>286,159</b>      |

31 March 2020

|                       | General<br>Funds<br>£ | Designated<br>Funds<br>£ | Restricted<br>Funds<br>£ | Total<br>Funds<br>£ |
|-----------------------|-----------------------|--------------------------|--------------------------|---------------------|
| Tangible fixed assets | 3,748                 | —                        | —                        | 3,748               |
| Current assets        | 127,018               | —                        | 77,585                   | 204,603             |
| <b>Net Assets</b>     | <b>130,766</b>        | <b>—</b>                 | <b>77,585</b>            | <b>208,351</b>      |

#### 17. Operating lease commitments

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

|                       | 2021<br>£ | 2020<br>£ |
|-----------------------|-----------|-----------|
| Not later than 1 year | —         | 863       |

# **Ipswich and Suffolk Council for Racial Equality**

## **Company Limited by Guarantee**

### **Notes to the financial statements *(continued)***

**Year ended 31 March 2021**

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#### **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).