

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**

---

	<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 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**

<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 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)

# Ipswich and Suffolk Council for Racial Equality

## Company Limited by Guarantee

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

**Year ended 31 March 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

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

## **Company Limited by Guarantee**

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

**Year ended 31 March 2022**

---

#### **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 portion 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).

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

## **Company Limited by Guarantee**

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

#### **Year ended 31 March 2022**

---

##### **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:**

**Desistance Readiness** - The desistance 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.

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

## **Company Limited by Guarantee**

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

#### **Year ended 31 March 2022**

---

##### **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.

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

## **Company Limited by Guarantee**

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

#### **Year ended 31 March 2022**

---

##### **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.



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

## **Company Limited by Guarantee**

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

**Year ended 31 March 2022**

---

#### **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 2022**

---

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).

# 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 2022**

---

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

 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

		Unrestricted funds	2022 Restricted funds	Total funds	2021 Total funds
	Note	£	£	£	£
<b>Income and endowments</b>					
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
<b>Total income</b>		<u>35,219</u>	<u>270,547</u>	<u>305,766</u>	<u>284,691</u>
<b>Expenditure</b>					
Charitable activities	8	(28,345)	(236,390)	(264,735)	(206,883)
<b>Total expenditure</b>		<u>(28,345)</u>	<u>(236,390)</u>	<u>(264,735)</u>	<u>(206,883)</u>
<b>Net income and net movement in funds</b>		<u>6,874</u>	<u>34,157</u>	<u>41,031</u>	<u>77,808</u>
<b>Reconciliation of funds</b>					
Total funds brought forward		139,018	147,141	286,159	208,351
<b>Total funds carried forward</b>		<u>145,892</u>	<u>181,298</u>	<u>327,190</u>	<u>286,159</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 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 £	£	2021 £	£
<b>Fixed assets</b>					
Tangible fixed assets	12		1,125		2,220
<b>Current assets</b>					
Debtors	13	—		15,680	
Cash at bank and in hand		363,451		299,597	
		363,451		315,277	
<b>Creditors: Amounts falling due within one year</b>	14	(37,386)		(31,338)	
<b>Net current assets</b>			326,065		283,939
<b>Total assets less current liabilities</b>			327,190		286,159
<b>Net assets</b>			327,190		286,159
<b>Funds of the charity</b>					
Restricted funds			181,298		147,141
Unrestricted funds			145,892		139,018
<b>Total charity funds</b>	15		327,190		286,159

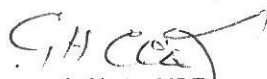
For the year ending 31 March 2022 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

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.

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

## **Company Limited by Guarantee**

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

**Year ended 31 March 2022**

---

#### **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.

# Ipswich and Suffolk Council for Racial Equality

## Company Limited by Guarantee

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

**Year ended 31 March 2022**

---

#### **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.



# Ipswich and Suffolk Council for Racial Equality

## Company Limited by Guarantee

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

Year ended 31 March 2022

---

#### 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 £
<b>Donations</b>			
Donations	580	—	580
<b>Grants</b>			
Grants	26,150	23,500	49,650
	<u>26,730</u>	<u>23,500</u>	<u>50,230</u>
	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
<b>Donations</b>			
Donations	2,574	—	2,574

# Ipswich and Suffolk Council for Racial Equality

## Company Limited by Guarantee

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

Year ended 31 March 2022

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

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
<b>Grants</b>			
Grants	36,179	31,250	67,429
	<u>38,753</u>	<u>31,250</u>	<u>70,003</u>

#### 6. Charitable activities

	Total 2022 £	Total 2021 £
<b>Restricted</b>		
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
	<u>247,047</u>	<u>203,210</u>
<b>Unrestricted</b>		
Other income from charitable activities	13,460	11,179
	<u>260,507</u>	<u>214,389</u>

#### 7. Other trading activities

	Unrestricted Funds £	Total Funds 2022 £	Unrestricted Funds £	Total Funds 2021 £
Subscriptions	203	203	229	229
	<u>203</u>	<u>203</u>	<u>229</u>	<u>229</u>

# Ipswich and Suffolk Council for Racial Equality

## Company Limited by Guarantee

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

Year ended 31 March 2022

#### 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
	<u>28,345</u>	<u>236,390</u>	<u>264,735</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
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>

#### 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
	<u>113,127</u>	<u>78,423</u>

#### 9. Net income

Net income is stated after charging/(crediting):

	2022 £	2021 £
Depreciation of tangible fixed assets	<u>1,850</u>	<u>2,726</u>

# Ipswich and Suffolk Council for Racial Equality

## Company Limited by Guarantee

### Notes to the financial statements (continued)

#### Year ended 31 March 2022

#### 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
	<u>151,608</u>	<u>128,460</u>

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 £
<b>Cost</b>			
At 1 April 2021	7,124	9,121	16,245
Additions	—	755	755
<b>At 31 March 2022</b>	<u>7,124</u>	<u>9,876</u>	<u>17,000</u>
<b>Depreciation</b>			
At 1 April 2021	7,124	6,901	14,025
Charge for the year	—	1,850	1,850
<b>At 31 March 2022</b>	<u>7,124</u>	<u>8,751</u>	<u>15,875</u>
<b>Carrying amount</b>			
<b>At 31 March 2022</b>	<u>—</u>	<u>1,125</u>	<u>1,125</u>
At 31 March 2021	<u>—</u>	<u>2,220</u>	<u>2,220</u>

#### 13. Debtors

	2022 £	2021 £
Trade debtors	—	8,200
Other debtors	—	7,480
	<u>—</u>	<u>15,680</u>

# Ipswich and Suffolk Council for Racial Equality

## Company Limited by Guarantee

### Notes to the financial statements (continued)

#### Year ended 31 March 2022

#### 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	—
	<u>37,386</u>	<u>31,338</u>

#### 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
	<u>147,141</u>	<u>270,547</u>	<u>(236,390)</u>	<u>—</u>	<u>181,298</u>

##### Unrestricted funds

General Funds	<u>139,018</u>	<u>35,219</u>	<u>(28,345)</u>	<u>—</u>	<u>145,892</u>
---------------	----------------	---------------	-----------------	----------	----------------

# Ipswich and Suffolk Council for Racial Equality

## Company Limited by Guarantee

### Notes to the financial statements (continued)

#### Year ended 31 March 2022

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)	—	—
	<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>
---------------	----------------	---------------	-----------------	--------------	----------------

#### 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 2022

- 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 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.
- Community Ambition - Represents amounts set aside as instructed by the fund provider in order to further ISCRE's aims 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
<b>Net Assets</b>	<b>145,892</b>	<b>181,298</b>	<b>327,190</b>

31 March 2021

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

#### 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).

