

COMPANY REGISTRATION NUMBER: 04616709

CHARITY REGISTRATION NUMBER: 1055386

Ipswich and Suffolk Council for Racial Equality
Company Limited by Guarantee
Unaudited financial statements
31 March 2024

Ipswich and Suffolk Council for Racial Equality

Company Limited by Guarantee

Financial statements

Year ended 31 March 2024

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Ipswich and Suffolk Council for Racial Equality

Company Limited by Guarantee

Trustees' annual report (incorporating the directors' report)

Year ended 31 March 2024

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

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

Reference and administrative details

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

The trustees

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

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

Ipswich and Suffolk Council for Racial Equality

Company Limited by Guarantee

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

Year ended 31 March 2024

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

Ipswich and Suffolk Council for Racial Equality

Company Limited by Guarantee

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

Year ended 31 March 2024

Objectives and activities

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

Our Activities:

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

Our Charitable Objects:

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

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

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

Public benefit

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

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

Ipswich and Suffolk Council for Racial Equality

Company Limited by Guarantee

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

Year ended 31 March 2024

Achievements and performance

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

Projects:

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

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

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

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

Ipswich and Suffolk Council for Racial Equality

Company Limited by Guarantee

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

Year ended 31 March 2024

Financial review

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

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

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

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

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

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

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

Reserves policy

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

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

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

Ipswich and Suffolk Council for Racial Equality

Company Limited by Guarantee

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

Year ended 31 March 2024

Plans for future periods

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

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

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

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

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

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

Ipswich and Suffolk Council for Racial Equality

Company Limited by Guarantee

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

Year ended 31 March 2024

Structure, governance and management

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

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

Recruitment and appointment of new trustees

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

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

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

Risk management

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

Independent examiner reappointment

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

Small company provisions

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

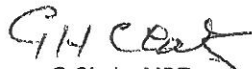
Ipswich and Suffolk Council for Racial Equality

Company Limited by Guarantee

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

Year ended 31 March 2024

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



G Clarke MBE
Trustee and Chair

Ipswich and Suffolk Council for Racial Equality

Company Limited by Guarantee

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

Year ended 31 March 2024

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

Responsibilities and basis of report

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

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

Independent examiner's statement

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

1. accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
2. the financial statements do not accord with those records; or
3. the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
4. the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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

 20/12/24

L Thurston FCCA
Independent Examiner

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

Ipswich and Suffolk Council for Racial Equality

Company Limited by Guarantee

Statement of financial activities (including income and expenditure account)

Year ended 31 March 2024

		Unrestricted funds £	2024 Restricted funds £	Total funds £	2023 Total funds £
	Note				
Income and endowments					
Donations, grants and legacies	5	17,771	–	17,771	18,315
Charitable activities	6	22,677	84,782	107,459	100,620
Other trading activities	7	354	–	354	298
Investment income		3,930	–	3,930	1,772
Total income		<u>44,732</u>	<u>84,782</u>	<u>129,514</u>	<u>121,005</u>
Expenditure					
Charitable activities	8	(33,907)	(161,042)	(194,949)	(236,982)
Total expenditure		<u>(33,907)</u>	<u>(161,042)</u>	<u>(194,949)</u>	<u>(236,982)</u>
Net expenditure and net movement in funds		<u>10,825</u>	<u>(76,260)</u>	<u>(65,435)</u>	<u>(115,977)</u>
Reconciliation of funds					
Total funds brought forward		121,174	90,039	211,213	327,190
Total funds carried forward		<u>131,999</u>	<u>13,779</u>	<u>145,778</u>	<u>211,213</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 12 to 20 form part of these financial statements.

Ipswich and Suffolk Council for Racial Equality

Company Limited by Guarantee

Balance sheet

31 March 2024

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

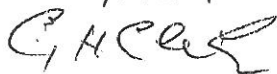
For the year ending 31 March 2024 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

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

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

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



G Clarke MBE
Trustee and Chair

Company registration number: 04616709

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

Ipswich and Suffolk Council for Racial Equality

Company Limited by Guarantee

Notes to the financial statements

Year ended 31 March 2024

1. General information

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

2. Statement of compliance

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

3. Accounting policies

Basis of preparation

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

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

Going concern

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

Income tax

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

Fund accounting

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

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

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

Ipswich and Suffolk Council for Racial Equality

Company Limited by Guarantee

Notes to the financial statements *(continued)*

Year ended 31 March 2024

3. Accounting policies *(continued)*

Income

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

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

Expenditure

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

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

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

Operating leases

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

Tangible assets

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

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

Ipswich and Suffolk Council for Racial Equality

Company Limited by Guarantee

Notes to the financial statements *(continued)*

Year ended 31 March 2024

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.

Ipswich and Suffolk Council for Racial Equality

Company Limited by Guarantee

Notes to the financial statements *(continued)*

Year ended 31 March 2024

5. Donations, grants and legacies

	Unrestricted Funds £	Total Funds 2024 £	Unrestricted Funds £	Total Funds 2023 £
Donations				
Donations	4,646	4,646	815	815
Grants				
Grants	13,125	13,125	17,500	17,500
	<u>17,771</u>	<u>17,771</u>	<u>18,315</u>	<u>18,315</u>

6. Charitable activities

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

7. Other trading activities

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

Ipswich and Suffolk Council for Racial Equality

Company Limited by Guarantee

Notes to the financial statements *(continued)*

Year ended 31 March 2024

8. Expenditure on charitable activities

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

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

Analysis of support costs

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

9. Net expenditure

Net expenditure is stated after charging/(crediting):

	2024 £	2023 £
Depreciation of tangible fixed assets	<u>451</u>	<u>652</u>

10. Independent examination fees

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

Ipswich and Suffolk Council for Racial Equality

Company Limited by Guarantee

Notes to the financial statements *(continued)*

Year ended 31 March 2024

11. Staff costs

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

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

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

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

12. Trustee remuneration and expenses

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

13. Tangible fixed assets

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

14. Debtors

	2024 £	2023 £
Trade debtors	8,578	8,742
Prepayments and accrued income	18,864	—
	<u>27,442</u>	<u>8,742</u>

Ipswich and Suffolk Council for Racial Equality

Company Limited by Guarantee

Notes to the financial statements *(continued)*

Year ended 31 March 2024

15. Creditors: Amounts falling due within one year

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

16. Analysis of charitable funds

Year ended 31 March 2024

Restricted funds

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

Ipswich and Suffolk Council for Racial Equality

Company Limited by Guarantee

Notes to the financial statements *(continued)*

Year ended 31 March 2024

Year ended 31 March 2023

Restricted funds

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

Restricted fund purposes:

- Stop and Search Reference Group - police supporting the Group and the 3rd party reporting centre for complaints.
- BAME Support Work - work delivered in collaboration with a Clinical Commissioning Group to understand causes of health inequalities in BAME communities and co-producing solutions with them.
- Prisons Fund - The 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.

The following restricted projects have been completed:

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

Ipswich and Suffolk Council for Racial Equality

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Notes to the financial statements *(continued)*

Year ended 31 March 2024

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

17. Analysis of net assets between funds

31 March 2024

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

31 March 2023

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

18. Operating lease commitments

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

	2024 £	2023 £
Not later than 1 year	900	–

19. Related parties

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

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