

ACTION FOR RACE EQUALITY

England & Wales · Charity number 1056043

Details

Other names	BLACK TRAINING AND ENTERPRISE GROUP, ARE, B T E G
Status	Registered
Legal form	Charitable company
Company number	03203812
Registered	1996-06-10
Register	View on the Charity Commission register

Contact

Address	200a Pentonville Road London N1 9JP
Phone	02078325810
Email	hello@actionforraceequality.org.uk
Website	www.actionforraceequality.org.uk

Activities

Objects: 1. THE PROMOTION OF GOOD RACE RELATIONS, THE ELIMINATION OF DISCRIMINATION ON THE GROUNDS OF RACE AND ENCOURAGING EQUALITY OF OPPORTUNITY BETWEEN PERSONS OF DIFFERENT RACIAL GROUPS PARTICULARLY IN THE AREAS OF EMPLOYMENT AND JOB OPPORTUNITIES 2. THE ADVANCEMENT OF EDUCATION IN THE AREAS OF VOCATIONAL TRAINING AND BUSINESS ENTERPRISE. 3 THE RELIEF OF POVERTY THROUGH ASSISTING WITH OR OBTAINING EMPLOYMENT TRAINING FOR EMPLOYMENT OR GAINING WORK EXPERIENCE. 4 THE PROMOTION OF INDUSTRY AND COMMERCE FOR THE PUBLIC BENEFIT BY ASSISTING IN PROMOTING OPPORTUNITIES FOR EMPLOYMENT, IN PARTICULAR AREAS AMONGST PARTICULAR COMMUNITIES WHERE INVOLUNTARY UNEMPLOYMENT IS CAUSING SUFFERING BY REASON OF POVERTY OR ILL HEALTH.

Activities: The charity's aims are to increase education attainment, employment and entrepreneurship rates for BAME people to the national average; to ensure that BAME communities and individuals contribute to the economic growth of their communities; to work with individuals and communities to improve integration and cohesion.

Classification

- **How:** Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Acts As An Umbrella Or Resource Body
- **What:** General Charitable Purposes, Education/training, Disability, Economic/community Development/employment, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Children/young People, People With Disabilities, People Of A Particular Ethnic Or Racial Origin, Other Charities Or Voluntary Bodies

Geography

- Throughout England

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£2,029,566	£1,452,454	£1,510,489	20
2024-03-31	£1,166,953	£1,048,292	£933,377	11
2023-03-31	£1,100,280	£889,534	£814,716	13
2022-03-31	£946,822	£819,713	£603,970	11
2021-03-31	£807,331	£612,925	£476,861	9

Trustees

Name	Role	Appointed
Seema Manchanda	Chair	
Ambrose James Quashie		2018-07-23
Femi Bola		
ILA CHANDAVARKAR		
Kenneth Sule-Ejeh		2021-09-29
Laura Durrant		2021-09-29
MR ZAHID HUSSAIN		
Marlon Christopher Bruce		2021-09-29
Rajesh Patel MBE		2014-05-01

ACTION FOR RACE EQUALITY

England & Wales - Charity number 1056043

Accounts



A Company Limited by Guarantee

**Report of the Trustees and audited financial statements for the
year ended 31st March 2025**

Action for Race Equality

200a Pentonville Road, London, N1 9JP

T: 020 7832 5800 E: hello@actionforraceequality.org.uk

Charity registration number: 105604

Company registration number: 03203812

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Report of the Trustees and audited financial statements for the year ended, 31st March 2025

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Legal and administrative information

Name of charity: Action for Race Equality (ARE)

Charity registration number: 1056043

Company limited by guarantee registration number: 03203812

Principal and registered office: 200a Pentonville Road, London N1 9JP

Charitable company's trustees and officers:

Seema Manchanda, Chair

Ambrose Quashie, Vice-Chair

David Izamoje, Secretary (resigned September 2025)

Femi Bola MBE Secretary (from September 2025)

Kenneth Sule-Ejeh, Treasurer]

Laura Durrant Chair of HR Sub Group

Ila Chandavarkar

Marlon Bruce

Raj Patel MBE

Zahid Hussain

Joel O'Loughlin, Advisor

Patrons:

Prof Greg Clark CBE

Lieutenant Colonel Sulle D Alhaji

Chief Executive Officer and senior staff members to whom day- to-day management of the charitable company is delegated by the trustees:

Jeremy Crook OBE, Chief Executive

Indra Nauth, Deputy Chief Executive

Banker: Unity Trust Bank, Four Brindley Place, Birmingham B12JB

Auditor: Able & Young, Airport House, Purley Way, Croydon, CRO OX

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Charitable company's other current staff

Bowale Fadare, Policy and Research Officer (appointed 01.07.24)
Brianna Cyrus, Head of Education and Youth Programmes
Cornelius Alexander, Head of PR & Comms (appointed 21.07.25)
Ellisha Coates, Programme Director (appointed 16.06.25)
Emma Piet, Evidence into Action Programme Manager (Appointed 10.12.24)
Kim McIntosh, Windrush Policy Manager
Maanya Jones, Programme Support Officer (Appointed 07.10.24)
Meka Beresford, Head of Policy
Nola Sterling, UPLIFT Programme Manager (Appointed 28.10.24)
Qasim Alli, Policy and Research Officer
Rabia Mirza, Windrush Policy and Comms Officer (Appointed 28.07.25)
Stephen Roach, R2S Programme Lead (Appointed 18.06.24)
Tara Shah, Programme & Finance Co-ordinator
William De Sousa, PR & Communications Apprentice (Appointed 10.09.2024)

ARE Senior Associates

Alex Louis
Ashok Shah
Dr Liz Mackie
Tebussum Rashid
Dr Tutu Adebisi

The Trustees (who are also the directors for the purposes of company law) are pleased to present their report and the audited financial statements of Action for Race Equality for the year ending 31 March 2025. These comply with statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standards applicable to charities in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

Public Benefit

We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities. Action for Race Equality provides public benefit by improving the lives of young Black, Asian and Mixed heritage people through our projects, supporting staff in Black and Asian led organisations and in our policy work on tackling poverty, inequality and employment.

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ARE's Mission, Vision, Values and Aims

Mission	Vision
To end racial inequality	To champion fairness, challenge discrimination and pioneer innovative solutions to empower Black, Asian and Mixed Heritage communities through education, employment and enterprise
Values	Aims
Responsive: We listen, we observe, we learn and if we need to change what we do and how we do it, we will Inclusive: We engage across communities, sectors and generations, listening and responding, respecting diverse views, issues and needs Collaborative: We work with partners and stakeholders to strengthen our intersectional approach Leading by practice: We are anti-racist and lead by example. We believe in and deliver projects and activities based on an anti-racist and anti-discrimination agenda	To tackle GCSE attainment and school exclusion race disparities To tackle race disparities in the employment To tackle race disparities in the enterprise system To tackle race disparities in the criminal justice system To strengthen Black and Asian-led and organisations and charities To tackle systemic and institutional racism in public services

Report of the Trustees

The Trustees continued to support our dedicated staff team. We developed our new strategic plan 2024-27 which is underpinned with our theory of change. We delivered positive interventions for children and young people, piloted our new youth leadership programme, supported Black and Asian led civil society organisations and used our national voice to influence policy makers. The Board ensured our finances remained stable and supported Jeremy Crook and Indra Nauth – the senior leadership team to lead and manage programme delivery, staff development and organisational growth while expanding our activities where opportunities presented themselves. Overall, we focused on bearing down on racial inequalities and inspiring those with power and resources to use them effectively. In these challenging times our resilience is a symbol of our resistance.

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Chief Executives' report

We started the year with an expectation that the country would start a new chapter focused on economic growth and creating opportunities for young people.

However, it was not long into the Government's first term in office that we witnessed dangerous racist riots across the country and a disturbing wave of anti-migrant and anti-immigrant hostilities which impacts on British Black and Asian communities. The spirit of many people across the country was heavily dampened by these developments.

The disdain for EDI (including ethnicity and gender targets) and anti-migrant attacks emanating from the USA only exacerbate the situation. These are serious developments which impact on the attitudes and behaviours in our communities and workplaces and will continue to impact negatively on our communities and organisations between now and the next general election (and beyond) unless the Government and the people of this country robustly defend our values of race equality and inclusion.

We prepared for the July General Election by producing our Ten Point Action Plan to increase the employment rates for young ethnic minority people and the Windrush Justice Programme policy manifesto. Shortly after the Labour Party's landslide General Election victory ARE produced a very important document - *A Better Way to Tackle Institutional Racism* - for the Alliance for Racial Justice which we helped to establish the previous year.

Subsequently, ARE and other representatives from the Alliance for Racial Justice met with Seema Malhotra MP, the lead minister for race equality across Government, to discuss the recommendations in the above document. We set out that the rationale for the paper was to start a conversation about the need for legislation to go much further than the public sector equality duty in the Equality Act, and to explicitly identify and address institutional racism. Without an effective legislative foundation, we will not see the end of institutional racism in public organisations such as the Metropolitan Police.

The new Government's election manifesto committed to introducing ethnicity pay gap (EPG) reporting and we were delighted to partner with ShareAction and Dianne Greyson (founder of #ethnicitypaygapcampaign) to lobby the Government to ensure there is a mandatory requirement on employers to publish EPG data and produce effective actions plans to close any pay gaps.

I was pleased to join the Home Office Strategic Race Board as an external trusted partner. The Board is chaired by the Second Permanent Secretary. In February the Home Office announced they would be appointing a Windrush Commissioner, and this was followed a month later with the creation of the Government's Race Equality Engagement Group chaired by Baroness Doreen Lawrence.

We pride ourselves on evaluating and learning from our own programmes. Over the past three decades we have developed and applied different capacity building techniques to benefit Black and Asian civil society organisations. Consequently, we thought it was time to ask the question, what 'Really' works'

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when it comes to capacity building in our sector and ARE led the first national conference to explore this theme. Positively, Voice 4 Change England, Olmec and The Ubele Initiative agreed to collaborate with us. We will use the evidence we have to influence charitable trusts and other funders to invest capacity building that leads to better organisational growth and sustainability for Black and Asian led organisations.

We were pleased to employ our first staff member (Emma Piet, Evidence into Action Programme Manager) outside London via our Youth Futures Foundation funded Evidence into Action and Connected Futures Initiative. Emma is based at Hamara Healthy Living Centre in Leeds.

I want to acknowledge the ARE team for their professionalism, excellent work and commitment. All of us continue to learn and develop our knowledge and skills. I am very proud of the work they do and the commitment to tackle racial injustice.

I have been asked a few times this year by Black and Asian leaders in our sector, how do I keep motivated after so many years involved in anti-racist work? I draw much energy from the work we do with children and young people, ARE trustees and staff, our amazing volunteers and youth action network, the colleagues we work with across the civil society, public and private sector.

I want to thank Seema Manchanda, (Chair), Ambrose Quashie (Vice Chair), Laura Durrant (Chair of HR Subgroup) and all the Trustees for their leadership and support, and our understanding and supportive funders. Finally, I want to acknowledge **Joel O'Loughlin**, our Board Advisor and former Trustee for his commitment to ARE (formerly BTEG) when it was a project in NCVO over 30 years ago. He will be stepping away from direct involvement as an advisor. I want to thank him for the unwavering support he has given me and the charity.

Jeremy Crook OBE

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ARE POLICY, PROGRAMME AND COMMUNICATIONS DELIVERY

POLICY

This year our policy team grew to include a Policy and Research Officer and a Policy and Research Officer (Stakeholder Engagement) in addition to our Head of Policy. With additional staffing, we were able to increase our work significantly.

We have re-established our policy newsletter, bringing the latest news, updates and information, and launched a new event series. The Policy Action Forum (PAF). Recognising that too frequently discussions of race and racism are treated as an add-on, the PAF invites experts across specific areas to unpack why racial disparities are occurring and invite discussion on what needs to happen to end disproportionality. We have looked at capacity building, equalities, use of reasonable force in schools, the Crime and Policing Bill, and other key areas of interest.

We have also launched the Race Equity in Education Network, a group of about 40 ethnic minority organisations/expert individuals working across the education sector who have come together to collaborate on policy related to anti-racist education. This is particularly important to our work, as we recognise the roll of education as a doorway to other children's services, and as we continue to try and disrupt the 'school to prison pipeline.'

The change in Government during this period gave us a new opportunity to meet with key ministers aligned with our work, including Lord Timpson (prisons and probation), Dame Diana Johnson (policing), Sir Nic Dakin (youth justice), and Seema Malhotra MP (race). The new government also presented several key policy consultations, which ARE submitted evidence to. This included the; proposed amendments to PACE Codes of Practice A and C: strip searches policy change; Equality and Human Rights Commission's strategic plan; Ministry of Justice's Independent Sentencing Review 2024-2025 Call for Evidence; Evidence submission to Justice Committee inquiry on Rehabilitation and Resettlement; Department for Education's Curriculum and Assessment Review Call for Evidence; HM Inspectorate of Constabulary and Fire & Rescue Services proposed policing inspection programme and framework 2025-29; Crime and Policing Bill call for evidence; Knives and offensive weapons policy framework; and the Mayor's Office for Policing and Crime (MOPAC) and policing plan. In addition, we also took part in several extensive consultations with the National Police Chief's Council on the Police Race Action Plan and with the Youth Custody Service on the development of their strategy, which was described as 'rich and powerful insight'.

In addition to working on a national level, we also produced an evidence submission, which was supported by over 30 partner organisations, for the United Nations Committee on the Elimination of Racial Discrimination's review of the United Kingdom. Our evidence was submitted in July, and in August our Head of Policy and Deputy Chief Executive attended the hearing in Geneva and gave a

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verbal statement to the committee. It was good to see many of the committee's recommendations align with our suggestions.

ARE proudly work in collaboration with several key organisations, including members of the Alliance for Racial Justice. In April, we held a two-part roundtable with members and experts in the field of legislation and racial justice to discuss the effectiveness of the Equality Act 2010 and legislation in tackling institutional racism. In September, we published '*A Better Way to Tackle Institutional Racism*', a report which draws on the knowledge exchanged at the roundtable and makes several recommendations to improve the ability to tackle racism in public bodies.

Testimonials

"Your contributions were so insightful and both you and the work of Action for Race Equality came across incredibly well to the Ministry of Justice, MOPAC and the dozen voluntary sector organisations." – Chair of the MOPAC Third Sector and Service User Adult Ethnic Disproportionality Working Group

"Thought provoking, insightful, and extremely well led and facilitated." – attendee of the Alliance for Racial Justice 'A Better Way to Tackle Institutional Racism' report launch

"I'm very much grateful Jeremy, to you and your members, I know I've already engaged with Meka, but this is actually another level, which is really rich and powerful, to actually be the start of this conversation." – Youth Custody Service lead on strategy engagement

"Your input at the working group meetings and into the strategic plan and vision have been very important. ARE is going from strength to strength." – Better Justice Partnership co-ordinator.

EDUCATION

Route2Success (R2S) Ethnic Minority Role-model and Mentoring Programme

ARE's Routes2Success (R2S) Role Model Programme is in its twelfth year and final year funded by the Greater London Authority (GLA) under the New Deal for Young People (NDYP). We focused on expanding the programme's offer of 1-to-1 mentoring and increasing our delivery capacity by recruiting more volunteers. Working in partnership with Father2Father and Your Story has enabled us to exceed the number of children and young people that we have supported over the two years of NDYP funding. During this reporting period we have worked with over 283 young people aged 10 to 24.

We joined the GLA's Virtual Mentoring platform to support role model recruitment, and our Project Development and Engagement Officer developed a strategic recruitment plan, resulting in 16 new volunteers. We were also selected by the GLA to be evaluated for systems change, a testament to the effectiveness and potential of our approach. As a result, we worked with the Institute for Voluntary

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Action Research (IVAR) to form a focus group with R2S stakeholders. During this focus group we explored ways to integrate systems change into our work, an important step toward long-term sustainability and innovation. The case study was published on the Propel website in May 2025 as part of the NDYP.



We are pleased that our 1-to-1 mentoring reached its highest capacity to date, with 19 young people supported across three schools. The impact of these were powerful and positive experiences for both mentees and mentors. ***“I love these sessions so much because it has improved my mental state and I have a feeling that I can achieve all goals if I have a growth mindset.” – Year 9 student.*** Our role model sessions continue to motivate and inspire young people, with **67%** reporting increased confidence about their future.

We have worked with **12** schools across **8** London boroughs and **1** prison this year.

This year saw an increase in Race Equality Action Projects (REAPs), and we are proud to have supported young Black boys and ethnic minority girls in successfully delivering three projects: a docu-drama on unconscious bias, a podcast on crime and policing, and a peer mentoring initiative.

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“I found the REAP an amazing experience and I am grateful for the opportunity. I have learnt a lot of skills that I can use for my personal life and as a peer mentor. At first when I started the project, I was not too sure on how I was going to do or even if I could do it. But I had amazing support around me, and I appreciate it because now I am doing well, and I have learnt a lot.” – Year 10 Student

All of the young people that took part in a REAP reported that they had increased their socio-emotional skills such as teamwork, communication and discussing feelings.

We continue to engage with the International Community of Mentoring, meeting quarterly with organisations worldwide including from Australia, Canada, the US, France, and Spain - to share best practice and insights. This collaboration led to the development of a shared set of mentoring principles.

Youth leaders in the 21st Century Programme Piloted

We successfully piloted ARE’s new youth leadership programme with a focus on fostering essential leadership skills across key areas for young people aged 16–24 years old. External facilitators delivered seven impactful sessions, covering vital topics such as financial debt and management, power and power relationships, interrupting bias, and social action projects.

Out of the 8 participants that started the programme, 6 sustained their involvement and successfully completed the course. We are exploring making the course accredited which could make it more appealing to young people. Karl Murray carried out an external evaluation of the programme and found strong findings on its impact. According to the evaluation 95% of participants reported that the

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course was impactful and the unit on interrupting bias and power relationships received particularly positive feedback, with participants citing it as especially helpful and insightful. There are areas for refinement so that we can better meet the needs of a diverse group of young people including differentiation by age, stage in life, learning styles and ensure the programme remains an attractive, relevant and accessible learning opportunity.

EMPLOYMENT

Building Ethnic Diversity in the Youth Employability Sector

This two-year programme funded by Youth Futures Foundation came to end in January 2025, culminating in an event to share learning from the programme, particularly our Deep Dive with ten organisations across England about what worked when providing employability support to young people from ethnic minority backgrounds. This programme led to the creation of ARE's first ever Youth Action Network (YAN), 10 young people who informed on our work, including shaping two national youth employment conferences, featuring in several podcasts discussing issues impacting young people, and the publication of a number of blogs by the YAN, one of which was reshared by the BBC on their social media platforms.

ARE with our partner Making Education a Priority held a Northern Cities Youth Employment conference in Manchester in February 2025, which saw 80 people attend to hear from employers, young people, funders and other stakeholders about the challenges young people in Northern Cities face.

Graduate Connector Programme

Funded by Columbia Threadneedle Foundation ARE piloted a one-year programme from May 2024 which aimed to engage 200 ethnic minority graduates, seeking employment in London and connect them with work opportunities and support to help them develop the skills needed to land their first graduate-level job.

We employed Freya Johnson, a recent graduate, to lead programme which was launched on Friday 31st May and over the year we engaged over 200 graduates looking for work.

We held a series of online workshops including: pre-application workshops with employers who had graduate level vacancies; CV development workshops; using AI to aid job search and applications; maximising your LinkedIn profile. The programme culminated with an in-person networking event at City Hall for graduates and employers, which also included a CV clinic and opportunity to get professional headshots. The job outcomes were much lower than planned. However, graduates benefited from the support, opportunities and contact with employers. ARE have used learning from the pilot to inform on our future employment programmes.

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Moving on Up

This ten-year programme funded by Trust for London and City Bridge Foundation, testing out approaches to support young Black men in London aged 16-24 into quality jobs came to an end in October. Over its life, the programme engaged over 1000 young Black men and supported nearly 600 into work.

As the work came to an end ARE produced a learning insights paper, which was turned into, 'Tackling ethnic minority youth employment 10 Recommendations for Action' document. One of these recommendations was to establish the Race Equity in Employment Taskforce with Business in the Community for twelve months and we began work on this.

FUNDING FOR BLACK, ASIAN AND MINORITY ETHNIC LED ORGANISATIONS

Windrush Justice Programme (WJP)

Policy work

It was a busy and productive year for the Windrush justice policy. In June, we launched, '*The Home Office Scandal: A Manifesto for Windrush Justice*', ahead of the General Election. Following a survey of WJP groups and other key stakeholders, the manifesto highlighted the key issues the collective wanted the new government to tackle during their first year in office. The manifesto was covered as part of a Sky News package and Yvette Cooper MP, the then Home Secretary, wrote an Op-Ed in the Guardian committing to some of our recommendations.



After the election, we built relationships with the new Ministers and civil servants to advance the cause of Windrush Justice. In October, the Home Secretary announced new support for Windrush victims, the Windrush Compensation Scheme Advocacy Support Fund. This is one of the recommendations in our Windrush manifesto.

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We also developed relationships with more backbench MPs and in late-November, hosted a parliamentary event to bring attention to key issues such as the number of nil compensation awards for eligible claims, the need for funded legal representation and the new advocacy support fund.

We used these new relationships with MPs to get relevant parliamentary questions asked and to write letters to the Home Secretary raising key concerns.

Onward granting and capacity building

The Windrush Justice Programme (WJP), a £1.3m fund, entered year 3 of its funded programme. During this period, we funded a further eight organisations bringing the total funded to 20, and the onward granting total to £450,000.

The organisational development support to organisations on the programme, which included 1-to-1 consultancy support continued. One Windrush Justice Programme member, reflecting on the organisational development aspect of the programme stated:

"We feel ARE have acknowledged our needs as an organisation, helping us to stabilise ourselves and keep going under the pressure of an enormous amount of work."

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The network as a whole has continued to strengthen, with more established groups on the programme, mentoring newer ones. One group said that

“As a growing organisation in this field, we have received tremendous support and mentoring from [another Windrush Justice Programme member]. [This member] has been helping us to train new Caseworkers to help with the backlog of potential cases.”

By the end of June 2024, 8 groups funded in Round 2 returned their case data, of which 192 potential Windrush victims/survivors had been supported.

- 116 of these are for compensation, 3 are Tier 1 or Tier 2 reviews, 10 are to confirm citizenship via the Status scheme
- At least 7 of these cases are supporting people based overseas. These include from countries in the St Lucia, Grenada and Nigeria.

One new WJP member, reflecting on what the grant has enabled them to do, and the impact it has had on their work and those they support, said:

“Through the Windrush project, we have supported individuals whose lives were profoundly disrupted by the injustices of the Windrush scandal. [The grant has] enabled [us] to significantly expand our reach and impact, providing dedicated support to individuals from the Windrush generation [...] With this funding, we have been able to employ a staff member who devotes one full day each week to this work, supported by three volunteers. This has ensured consistent, specialised support for those navigating complex documentation and legal processes. The grant has allowed us to see people from across London and even beyond the capital, demonstrating the widespread need for this type of service.”

Violence Reduction Unit (VRU) Stronger Futures & Innovation Fund

ARE continued to deliver bespoke capacity-building support for organisations funded through the VRU's Stronger Futures programme. Through 15 interactive workshops and tailored 1-to-1 consultancy, 105 participants from 23 community-led organisations developed skills in governance, financial resilience, trauma-informed practice, communications, and monitoring and evaluation.

Support covered a wide range of areas including strategic planning, HR, policy reviews and development, staff and team development, EDI-focused workshops and listening sessions, systems and process reviews, communications and marketing, and fundraising support (from identifying funders to critiquing draft applications). This broad offer has helped organisations strengthen their sustainability and increase their ability to showcase impact.

Feedback highlighted the value of flexible, culturally competent support that enables long-term growth and resilience. Coaching for project leads and senior staff has been especially impactful in supporting wellbeing, leadership development, and strategic thinking.

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“Over the past 14 weeks, I’ve had coaching sessions through ARE, which have been incredibly beneficial. I had been struggling with a mental block that made me take 10 steps forward and 5 steps back. This recurring pattern began to affect my personal growth and wellbeing.” Participant on the programme.

Pathways to Economic Opportunities (P2E)

This two-year programme funded by JP Morgan Chase, where ARE provided organisational capacity building support, came to an end in November 2024. 19 organisations received over 500 hours of 1-to-1 bespoke consultancy support and 6 workshops were delivered including:

- Different aspects of utilising Microsoft 365 apps to maximise efficiency
- Utilising the Lightning Decision Jam methodology to explore monitoring and evaluation
- Exploring sustainability beyond the length of the programme.

Feedback on the Consultancy Support:

“At first, we came together to discuss offering volunteer opportunities to our young creatives. But little did we know, this meeting sparked the start of a wonderful partnership! My team and I are excited to explore more ways to make a lasting impact through storytelling and creativity in our communities. Our appreciation and gratitude go to our consultant for connecting us and for seeing the potential in our mutual work across both organisations.

Our findings highlighted that P2E organisations have leveraged between 8% to 615% additional funds of their original grant amount awarded over the two-year programme.

“The P2E programme has been a transformative experience for our organisation. Through targeted workshops, insightful assessments, and tailored coaching, the program has helped us identify and capitalise on our strengths while addressing areas for improvement. The impact on our organisation has been profound, fostering a shared sense of purpose, improved communication, and enhanced leadership capabilities.” (P2E Partner Organisation)

With London Community Foundation the final programme event was held at JP Morgan Chase in Canary Wharf on 11 November. Speakers included colleagues from LCF, JP Morgan Chase, Ubele and ARE. There was a panel discussion co-facilitated by ARE, who interviewed two organisations and one consultant that took part in P2E. A final report was produced and available [here](#).

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National Capacity Building Conference

A conference to explore capacity building and what 'really' works for Black and Asian organisations was held in December in partnership with Voice for Change England, The Ubele Initiative and Olmec. With over 40 attendees including some funders, there was an opportunity to hear what all four partners were doing in this space, hearing from Urban MBA about the use of AI in capacity building and the chance to take part in four themed workshops to explore issues around capacity building in more detail. There are plans to hold a series of roadshows across England to really understand the different models of capacity building and what's actually working. A report of the conference is available [here](#).

Evidence Into Action (EiA)

The Youth Futures Foundation's (YFF) Evidence into Action programme helps organisations apply proven strategies to tackle youth unemployment, especially among marginalised groups, while Connected Futures builds local partnerships to address place-based employment challenges and create systemic change for young people.

YFF awarded ARE Enterprise Ltd a three-year contract as Strategic Partner in their EiA and Connected Futures extension programmes. Our work began in May 2024, and involved providing support to over twenty organisations across England (including Leeds, Bradford, Walsall and Sheffield for Connected Futures and Birmingham, London, Manchester and Blackburn for Evidence into Action) to provide organisational development and enable funded partners to share their learning. In December we recruited a Programme Manager, Emma Piet who leads on this work. Emma is our first employee to be based outside of London and works from a Connected Futures lead partner office in Leeds.

UPLIFT

ARE began delivery on our £1million ten-year programme funded by City Bridge Foundation's Anchor Fund, to support up to 30 grassroots organisations per year to have a stronger voice and greater policy understanding and influencing skills.

We recruited a new Programme Manager; Nola Sterling who started with ARE in October 2024. A twelve-month delivery plan with communications strategy was developed and we recruited 14 organisations to work with in the first year and held an induction workshop in July carry meet all groups and undertake an organisational strengths review. We participated with other Anchor funded programmes in learning sessions led by The Social Innovation Partnership to develop an overarching Theory of change.

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ENTERPRISE

ARE Business Support Work

Islington Council commissioned ARE Enterprise Ltd to deliver a support programme to businesses in the borough, which is specifically targeted at those led by ethnic minorities, women or those with a disability. 32 businesses were enrolled on the programmes, of which 24 completed all the activities. The businesses had access to:

- An average of 2.5 days of highly personalised one-to-one business support.
- Six themed masterclasses run by expert consultants on topics such as business planning, marketing and financial management, in addition to three workshops delivered in collaboration with Islington Council on procurement, energy efficiency and climate resilience, and apprenticeship levy funding. A workshop on AI was also delivered by one of the programme participants.
- Two networking events, at the programme mid and end points, were attended by Cllr Bell-Bradford, the Deputy Leader of the Council, which offered valuable opportunities for in-person relationship building and information sharing, including direct engagement with the council.
- The opportunity to apply for a small grant. 23 businesses were successful and received £2,275 of funding.

Both the businesses and Islington Council were very complimentary about the programme, which exceeded its targets. Overall:

- 79% of businesses developed new/improved products/services.
- 79% of businesses entered new markets.
- 4 new jobs were created.

There was a significant increase in business knowledge and confidence (e.g., 91.7% increase in strategic knowledge, 81.3% in financial planning).

Separately, Camden Council funded ARE Enterprise Ltd with £15k to deliver a package of business support to businesses who they have funded. As of March 2025, there were 15 businesses on the programme receiving one-to-one business consultancy support.

ARE Enterprise Ltd

TRAINING & CONSULTANCY

ARE Enterprise Ltd has expanded its consultancy and training portfolio, securing new work with ADVANCE, Brent Council, City Bridge Foundation, AB Charitable Trust, Tower Hamlets Council and Hull Forum CIC. We successfully delivered a range of workshops, including DEI training, "Language Matters" sessions, and a high-impact Away Day for ADVANCE involving over 100 women. Our role in facilitating the Tower Hamlets Women's Commission at short notice highlighted our ability to respond flexibly and effectively. We also facilitated the 'There's no justice without racial justice' event hosted by AB Charitable Trust, Barrow Cadbury Trust and Black Men 4 Change that reflected on and

Action For Race Equality (A company limited by guarantee)

Report of the Trustees and audited financial statements for the year ended 31st March 2025

recognised a 5-year journey between funders and VCS sector specialists keen to question, challenge and change the continued racial disproportionality in the criminal justice system.

Case Study – ADVANCE Charity Away Day

ARE facilitated ADVANCE's Away Day for more than 100 women, achieving excellent participant feedback (4.8/5). The event combined professional development with peer support, reinforcing ADVANCE's mission while showcasing ARE's expertise in designing and delivering inclusive, impactful experiences.

COMMUNICATIONS

This year has been one of expansion for ARE's communications work and a year where the strategy has been assessed for the future. From supporting high-profile events to securing national media coverage and relaunching digital channels, the team has strengthened ARE's visibility and credibility across key audiences. Efforts were directed at improving branding consistency, developing new resources for staff, and ensuring our campaigns reached wider and more diverse communities. The team has also had new recruitments including our first ever PR & Comms Apprentice, helping strengthen the capacity of the team.

Branding & Resources

A significant achievement during this period was the creation of over 100 communications materials, ranging from infographics, posters, and business cards to branded promotional items such as pens and notebooks for external events. The central SharePoint site was introduced to the wider team, helping streamline access to resources and reinforce a unified approach to communications. Additionally, the Routes2Success Instagram was successfully rebranded to reflect the whole of ARE, ensuring consistency across social media platforms.

Website

Communications supported the development and launch of over eight new webpages, including those for flagship initiatives such as UPLIFT, Evidence into Action, and the Race Equity in Employment Taskforce. Existing pages, such as the Windrush Justice site, were also refreshed. The website attracted steady traffic with over 4,138 sessions and 8,615 page views, with users spending an average of 1 minute 30 seconds per visit. Plans are underway to refresh the website further and align it with ARE's wider communications strategy.

Social Media & Digital Engagement

ARE grew its digital presence significantly this year, surpassing 10,400 followers across all platforms. LinkedIn remained the strongest channel, gaining 1,900 followers and reaching 82,827 individuals, while newer platforms also expanded ARE's reach: a Bluesky account established in October 2024 now has over 2,000 followers. Facebook and Instagram grew steadily, while the X (Twitter) account gained 70 new followers. In total, ARE's posts reached over 97,000 individuals. The team also delivered 23 newsletters and e-shots, engaging over a thousand stakeholders and subscribers.

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Campaigns & Media Coverage

ARE supported the successful launch of four major campaigns and projects, including Journey to Inclusion, Designing the Windrush Manifesto, a new blog series by Patrick Vernon, and the launch of the ARE podcasts. In late 2024, these efforts helped secure extensive Windrush coverage across Sky News, The Independent, The Voice, and the Evening Standard, raising the profile of ARE's policy and advocacy work.

Events

The communications team supported several major events across the year, including the VRU event (April 2024), P2E final event (November 2024), the Windrush Parliamentary event (November 2024), the Capacity Building Conference (December 2024), and the Northern Cities Youth Employment Conference (February 2025). Communications also supported programme teams by producing over 95 tailored posts, ranging from recruitment campaigns and statements to project updates and opinion pieces.

Alliance for Police Accountability (APA)

ARE continued to serve as the accountable body for the APA which includes managing their grants and employing staff. A Memorandum of Understanding between ARE and the APA was agreed, formalising governance and operational frameworks. The APA deepened its strategic partnerships, supported affected families, and influenced national discussions on police accountability, safeguarding, and systemic reform. ARE employed two APA officers at different times during the year and both moved the APA's priorities forward.

Key Highlights

- The Birmingham Race Impact Group (BRIG) joined as the APA's first regional partner and University of East London (UEL) became the first university research partner, supporting joint conferences and research development.
- National Police Chiefs' Council's (NPCC) National Race Action Plan (PRAP)
The APA convened and led the Civil Society Strategy Group to coordinate responses to the NPCC's consultation about the PRAP. This coalition successfully secured a pause in PRAP's development to allow for further scrutiny and stronger engagement with the National Black Police Association (NBPA).
- Established a constructive "critical friend" relationship with the Independent Office for Police Conduct (IOPC).
- Engaged with the Office of the United Nations High Commissioner for Human Rights (OHCHR) to highlight systemic racism in UK policing.

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- Submitted joint comments with ARE and UEL to the UN Committee on the Elimination of Racial Discrimination (CERD).

The APA wrote to the Home Secretary urging continuation of Baroness Casey's independent review into the Metropolitan Police Service and continued to advocate for automatic trauma support for children affected by police violence and for safeguarding reform.

APA Events and Public Engagement

1. Policing and the Black Child Conference (May 2024):

Co-hosted with UEL, this landmark event amplified the voices of families impacted by police violence. It generated recommendations for safeguarding Black children during police encounters, later published in the Policing & the Black Child report.

2. Truth and Transformation? Two Years on From Casey Conference (March 2025):

Held on International Women's Day in partnership with UEL, this high-profile conference examined progress since the Casey Review. The event brought together 68 delegates and keynote speakers included: Dr Tina Stavranaki (UN CERD), Dame Diana Johnson DBE MP, (the then Policing Minister), Chantelle Lunt (APA steering group member), Deputy Commissioner Alison Heydari (NPCC), Simone Orefuwa (NBPA), and Dr Nadia Habashi (UEL).

3. Black LGBTQ+ Policing Roundtable (October 2024):

Delivered in collaboration with UK Black Pride to examine the intersection of race, sexuality, and policing.

4. Child X Community Meeting (August 2024):

The APA participated in community discussions supporting families affected by police violence, building on ongoing advocacy around the Child X case.

The APA provided trauma-informed care and advocacy for families affected by police violence. The work ensured appropriate responses from local authorities and the IOPC and strengthened networks of peer and professional support. The APA continued to shape national discourse on policing and racial justice through targeted media engagement and public communications and featured in outlets including Open Democracy (on racial bias and adultification in policing) and The Voice Online (on disproportionate policing of Black children). Regular newsletters were sent to update members, stakeholders, and the wider community on key developments and opportunities for engagement.

The APA valued the funding from Esmée Fairbairn Foundation, Clothworkers Foundation, Barrow Cadbury Trust and AB Charitable Trust. And continued building relationships with civil society funders to strengthen the APA's long-term capacity and independence

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PLANS FOR THE FUTURE

We will focus on developing new funding proposals for national and London strategic initiatives. Commission a feasibility study and develop a road map to acquire an asset for ARE. ARE will also help to strengthen the Alliance for Racial Justice and Alliance for Police Accountability.

REVIEW OF THE FINANCIAL POSITION

As with other charities of similar size and sector the inherent nature of grant funding is for short-term duration. The charity runs different projects to achieve its core objectives. Similar to other charities in this sector, it is finding it increasingly difficult to attract suitable funds to carry out all the objectives it wishes to achieve.

The majority of the income of the charity is from grants. The income of the charity for the year was £2,029,566 (2024 - £1,166,953) and the resources expended were £1,452,454 (2024 - £1,048,292). The free unrestricted reserves at the financial year end were £292,827. Reserves of £627,600 have been designated towards future shortfalls in project commitments to meet the charity's mission commitments, an increased presence in the regions outside London and to cover potential redundancy pay liabilities. The restricted reserves of the charity were £590,062 which will be spent on delivering projects in accordance with the grant mandate.

Reserves Policy

The charity's aims is to hold free reserves equivalent to approximately nine months of charitable core costs in order to continue to fund the activity of the charity including support and governance costs. The core costs of the charity for nine months would be £305,000. The free reserves which are a part of the unrestricted reserves are held to make sure the charity can maintain its activities and meet its liabilities including liabilities to staff whilst awaiting the outcomes of grant applications.

The free reserves held by the charity at the financial year end were £292,827 and represent approximately nine months of costs.

Staff

All staff are directly engaged in activities in furtherance of the objectives of Action For Race Equality and their cost has been allocated accordingly. The largest expenditure of the charity is staff costs and these are consistently reviewed to ensure optimization of the charity's resources.

Structure, Governance and Management

The organization is a charitable company limited by guarantee. The charitable company was incorporated on 24 May 1996 and registered as a charity on 10 June 1996. The registered charity

Action For Race Equality (A company limited by guarantee)

Report of the Trustees and audited financial statements for the year ended 31st March 2025

operates within its memorandum and articles of association. Action For Race Equality is a charity limited by guarantee. The guarantee of each member is limited to £1

Governance and Management Structure

The Board of Trustees is comprised of individuals from the voluntary, private and public sectors with a broad range of knowledge and experience relevant to the charity. The Board convenes throughout the year and holds an additional strategic planning away day.

Action For Race Equality Trustees have delegated management of the Action For Race Equality to the Executive Director who reports on performance against the Strategic Plan approved by the Trustees.

Risk Assessment

The Board of Trustees constantly review and assess the risks to which the charity is exposed, particularly our activities at national level, operational and financial risks.

Trustees' Responsibilities

Charity and company law require the Board of Trustees to prepare financial statements for each financial year that give a true and fair view of the state of affairs of the company and the incoming resources and application of resources, including income and expenditure, for the financial year. In preparing the financial statements the trustees should:

- Select suitable accounting policies and applied them consistently
- Make judgments and estimates that are reasonable and prudent
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue on that basis.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the group and the charity and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware at the time of approving our trustees' annual report:

- There is no relevant audit information of which the charitable company's auditor is unaware; and
- The trustees have taken all steps that they ought to have taken to make them themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

Action For Race Equality (A company limited by guarantee)

Report of the Trustees and audited financial statements for the year ended 31st March 2025

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislations in other jurisdictions.

Auditors

Able & Young acted as the auditors of the charitable company and have expressed their willingness to continue in that capacity.

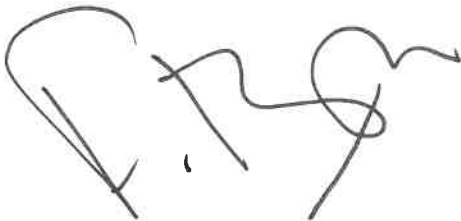
Small company exemption

This report of the Directors has been prepared in accordance with the Companies Act 2006 relating to small companies.

By order of the Board

Femi Bola

Dated: 11 December 2025

A handwritten signature in dark ink, appearing to be 'Femi Bola', written in a cursive style.

Opinion

We have audited the financial statements of Action for Race Equality (the 'parent company') and its subsidiary undertakings (the 'group') for the year ended 31 March 2025 which comprise the Consolidated Statement of Financial Activities (incorporating an Income and Expenditure Account), the Consolidated Balance Sheet, the Charity Balance Sheet and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including FRS 102 'The Financial Reporting Standard applicable to the UK and Republic of Ireland'

In our opinion the financial statements:

- give a true and fair view of the state of the group's and the parent charitable company's affairs as at 31 March 2025 and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- Have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The Report of the Trustees has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- The trustees were not entitled to take advantage of the small company's exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Trustees.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Based upon our understanding of the company and the industry, we identified that the principal risk of non-compliance with laws and regulations related to company law applicable in England and Wales, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements. Such as the Companies Act 2006 and payroll tax.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the override of controls) testing the appropriateness of journal entries and other adjustments, assessing whether judgement made in making accounting estimates are indicative of potential bias.

Audit procedures included:

- Enquiring with management regarding correspondence with regulators and tax authorities;
- Evaluating management controls designed to prevent fraud and detect irregularities;
- Challenging assumptions and judgements made by management in their critical accounting estimates.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

**REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF
ACTION FOR RACE EQUALITY**

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Rekha Shah

Rekha Shah (Senior Statutory Auditor)
For and on behalf of Able and Young Ltd
Chartered Accountants
And Registered Auditors
Airport House
Purley Way
Croydon
England
CR0 0XZ

16 December 2025

Action For Race Equality (A company limited by guarantee)

Report of the Trustees and audited financial statements for the year ended 31st March 2025

Action For Race Equality
(A company limited by guarantee)

Consolidated statement of financial activities
(Including consolidated income and expenditure account)

For the year ended 31 March 2025

	Notes	Unrestricted Funds 2025	Restricted Funds 2025	Total Funds 2025	Total Funds 2024
		£	£	£	£
Income					
Donations and legacies		8,981	46,224	55,205	34,395
Income from charitable activities		178,000	1,490,045	1,668,045	871,702
Other trading activities		259,229	-	259,229	221,137
Investment income		47,087	-	47,087	39,719
Total income	2	493,297	1,536,269	2,029,566	1,166,953
Expenditure					
Raising funds		248,335	-	248,335	146,829
Charitable activities		53,982	1,150,137	1,204,119	901,463
Total resources expended	3	302,317	1,150,137	1,452,454	1,048,292
Net incoming/(outgoing)					
Resources before transfers		190,980	386,132	577,112	118,661
Transfers between the funds		(35,677)	35,677	-	-
Net movement in funds for the year		155,303	421,809	577,112	118,661
Fund balances brought forward at 1 April 2024		765,124	168,253	933,377	814,716
Fund balances carried forward at 31 March 2025	15	920,427	590,062	1,510,489	933,377

The charity derived its income from continuing charitable grants and activities. The results also include income and expenses of the trading subsidiary.

There were no recognised gains and losses other than those included in the statement of financial activities above.

Action For Race Equality (A company limited by guarantee)

Report of the Trustees and audited financial statements for the year ended, 31st March 2025

Action For Race Equality
(A company limited by guarantee)

Consolidated balance sheet
As at 31 March 2025

			2025	2024
	Notes	£	£	£
Fixed assets				
Tangible assets	9		1	1
Current assets				
Debtors	11	251,509	29,644	
Short term investments	12	163,150	159,757	
Cash at bank and in hand		1,463,216	1,690,115	
		<u>1,877,875</u>	<u>1,879,516</u>	
Creditors - amounts falling due within one year	13	<u>367,387</u>	<u>946,140</u>	
Net current assets			<u>1,510,488</u>	<u>933,376</u>
Net assets			<u>1,510,489</u>	<u>933,377</u>
Funds				
Income funds				
Unrestricted funds				
General funds			292,827	462,124
Designated funds			627,600	303,000
Restricted funds			<u>590,062</u>	<u>168,253</u>
Total funds	15		<u>1,510,489</u>	<u>933,377</u>

The trustees have prepared group accounts in accordance with the Companies act 2006, s. 398 and the Charities Act 2011, S. 138. These accounts are prepared in accordance with the special provisions of Part 15 of the Companies Act relating to small companies and constitute the annual accounts required by the Companies Act 2006 and are for circulation to members of the company.

Approved by the trustees on and signed on their behalf by:



S Manchanda
Trustee

Date: 11 December 2025

Action For Race Equality (A company limited by guarantee)

Report of the Trustees and audited financial statements for the year ended,31st March 2025

Action For Race Equality
(A company limited by guarantee)

Charity balance sheet
As at 31 March 2025

	Notes	£	2025 £	£	2024 £
Fixed assets					
Tangible assets	9		1		1
Investments	10		2		2
			<u>3</u>		<u>3</u>
Current assets					
Debtors	11	269,518		7,634	
Short term investments	12	163,150		159,758	
Cash at bank and in hand		<u>1,414,583</u>		<u>1,670,898</u>	
		<u>1,847,251</u>		<u>1,838,289</u>	
Creditors - amounts falling due within one year	13	<u>360,978</u>		<u>929,129</u>	
Net current assets			<u>1,486,273</u>		<u>909,160</u>
Net assets			<u><u>1,486,276</u></u>		<u><u>909,163</u></u>
Funds					
Income funds					
Unrestricted funds					
General funds			268,614		437,910
Designated funds			627,600		303,000
Restricted funds			<u>590,062</u>		<u>168,253</u>
Total funds			<u><u>1,486,276</u></u>		<u><u>909,163</u></u>

The directors have prepared company's accounts in accordance with the Companies act 2006, s. 398 and the Charities Act 2011, S. 138. These accounts are prepared in accordance with the special provisions of Part 15 of the Companies Act relating to small companies and constitute the annual accounts required by the Companies Act 2006 and are for circulation to members of the company.

Approved by the trustees on and signed on their behalf by:



S Manchanda
Trustee

Date: 11 December 2025

Action For Race Equality (A company limited by guarantee)

Report of the Trustees and audited financial statements for the year ended 31st March 2025

Action For Race Equality
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Cash flow statement
For the year ended 31 March 2025

	Notes	Group 2025	Charity 2025	Group 2024	Charity 2024
		£	£	£	£
Cash provided (used) in operating activities	16	(261,190)	(291,364)	485,575	478,978
Cash flows from investing activities:					
Interest income		47,087	46,009	39,719	39,497
Taxation			-		-
Purchase of tangible fixed assets		(12,796)	(10,960)	(3,993)	(3,993)
Net cash used in investing activities		34,291	35,049	35,726	35,504
Change in cash and cash equivalents in the year		(226,899)	(256,315)	521,301	514,482
Cash and cash equivalents brought forward		1,690,115	1,670,898	1,168,814	1,156,416
Cash and cash equivalents carried forward		1,463,216	1,414,583	1,690,115	1,670,898

Action For Race Equality (A company limited by guarantee)

Report of the Trustees and audited financial statements for the year ended 31st March 2025

Action For Race Equality
(A company limited by guarantee)

Notes to the financial statements
For the year ended 31 March 2025

1 ACCOUNTING POLICIES

The principle accounting policies, which have been applied consistently, are as follows:

1.1 Basis of preparation

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 (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Action For Race Equality meets the definition of a public benefit entity under FRS 102, Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

1.2 Company status

The company is limited by guarantee. The guarantors are the directors of the company. The liability in respect of the guarantee is limited to £1 per member.

1.3 Going concern

The financial statements have been prepared on a going concern basis, which is dependent upon the availability of adequate continued funding. The nature of the company's funding is inherently uncertain and should grant funding be discontinued in the future years, the charity would have to find other sources of funding, or significantly curtail its activity.

After reviewing the charity's forecasts and projections, the trustees have a reasonable expectations that the charity has adequate resources to continue in operational existence for the foreseeable future. The charity therefore continues to adopt the going concern basis in preparing its financial statements.

1.4 Group financial statements

The consolidated financial statements comprise Action For Race Equality, the charity, and its wholly owned subsidiary ARE Enterprise Ltd . A separate Statement of Financial Activities and income and expenditure account for the charity has not been presented because the Charitable Company has taken advantage of the exemption afforded by section 408 of the Companies Act 2006.

Action For Race Equality (A company limited by guarantee)

Report of the Trustees and audited financial statements for the year ended 31st March 2025

Action For Race Equality
(A company limited by guarantee)

Notes to the financial statements
For the year ended 31 March 2025 (continued)

1.5 Fund accounting

Unrestricted funds

Unrestricted funds are grants and other income received or generated for the objects of the charity without further specified purpose and are available as general funds.

General funds are available for use at the discretion of the trustees in the furtherance of the general objectives of the trust.

Designated funds represent unrestricted funds allocated by trustees for particular purposes.

1.6 Restricted funds

Restricted funds are funds to be used for specified purposes based on the conditions imposed by the donors.

All income and expenditure is shown in the Statement of Financial Activities.

1.7 Income

Income from grants and donations, including capital grants, is included in the Statement of Financial Activities when the charitable company is entitled to the funds, any performance conditions attached to the grants have been met and the amount can be measured with reasonable certainty. Income is deferred when the charitable company has to fulfil conditions before becoming entitled to it or where it is received for use in a future accounting period. The notes to the Statement of Financial Activities show the gross amount received together with the changes in the amount deferred. Deferred income is included in creditors.

Income from charitable trading activities is included in income in the period in which the activity takes place and includes income receivable for training, consultancy, conferences, commission and publication sales.

1.8 Resources expended

All expenditure is accounted for on an accruals basis and is recognised when there is a legal or constructive obligation to pay. Expenditure items have been classified under headings that aggregate all costs related to each category. Where costs cannot be directly attributed to particular activities, they have been allocated on the basis of staff time spent on each activity.

Staff costs and overhead expenses, including any support or governance costs, are allocated to activities on the basis of staff time spent on those activities.

Costs of raising funds are those costs arising from trading activities.

1.9 Pension costs

The company operates a money purchase (defined contribution) pension scheme. Contribution payable to this scheme are charged to the statement of financial activities in the period to which they relate. These contributions are invested separately from the company's assets.

Action For Race Equality (A company limited by guarantee)

Report of the Trustees and audited financial statements for the year ended 31st March 2025

Action For Race Equality
(A company limited by guarantee)

Notes to the financial statements
For the year ended 31 March 2025 (continued)

1.10 Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less depreciation.

Depreciation is provided on all tangible fixed assets at rates calculated to write off the cost less the estimated residual value over the expected life of each asset as follows:

Equipment - on a straight line basis over 1 to 3 years

1.11 Investments

Investments in subsidiary undertakings are recognised at cost.

1.12 Current assets

Trade and other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid.

1.13 Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less.

1.14 Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts.

Action For Race Equality (A company limited by guarantee)

Report of the Trustees and audited financial statements for the year ended 31st March 2025

Action For Race Equality
(A company limited by guarantee)

Notes to the financial statements
For the year ended 31 March 2025 (continued)

2 Incoming resources

	2025 £	2024 £
Restricted Funds		
AB Charitable Trust	27,500	127,500
Barrow Cadbury Trust	33,000	17,000
Big Lottery Fund	-	118,112
Blackbaud	15,000	30,000
Comic Relief	75,000	120,000
Columbia Threadneedle Foundation	-	60,000
Esmee Fairbairn Foundation	100,000	-
Greater London Authority	102,675	184,815
London Community Fund	-	27,000
Legal Education Foundation	64,823	-
Network For Social Change	-	109,186
Paul Hamlyn Foundation	-	110,000
The City Bridge Trust	240,000	-
Trust for London	34,968	119,000
Youth Futures Foundation	122,870	82,534
AB Charitable Trust APA	-	27,500
Esmee Fairbairn Foundation APA	75,000	-
The Clothworkers' Foundation APA	29,500	50,000
Donations and other income	1,224	-
Grants received in advance - movement	614,709	(381,125)
Total restricted Grants	1,536,269	801,522
Unrestricted Funds		
The Clothworkers' Foundation	100,000	100,000
The City Bridge Trust	74,500	-
Income from charitable activities	3,500	180
Donations	8,981	4,395
	1,723,250	906,097
Activities for generating funds	259,229	221,137
Investment income: Bank interest	47,087	39,719
	2,029,566	1,166,953

Income is accounted for on a receivable basis. Where income is received in advance and the expenses may not have been incurred relevant to that income the excess income is carried forward and utilised in subsequent period or year.

All the above restricted funds have been spent and the expenditure is noted in note 3 to the accounts. Where the grant period straddles the accounting year the unspent part of the grant is carried forward as a restricted reserve and is spent in the subsequent period.

Action For Race Equality (A company limited by guarantee)

Report of the Trustees and audited financial statements for the year ended 31st March 2025

Action For Race Equality
(A company limited by guarantee)

Notes to the financial statements
For the year ended 31 March 2025 (continued)

3 Total resources expended

	Policy & Research	Children & Young people	Employment & Enterprise	Capacity & Grants	Partnership & Training	Support costs	2025 Total	2024 Total
Staff and external staff costs	173,072	145,857	327,092	188,418	34,150	24,145	892,734	555,849
Training and recruitment	1,570	818	1,696	2,316	141	197	6,738	7,381
Premises	10,363	8,683	9,599	6,796	1,208	1,421	38,070	29,770
Conference/seminar facilities	12	11,055	11,481	15,735	8,023	0	46,306	113,627
Communications	2,578	4,016	7,358	5,950	454	241	20,597	11,309
Grants / Payments to partners	0	110,594	52,325	253,270	0	0	416,189	313,374
Travelling and subsistence	1,605	1,907	6,356	2,377	173	0	12,418	7,134
Audit and legal fees	1,389	1,063	1,623	805	1,543	181	6,604	5,812
Depreciation	2,740	2,644	5,577	920	915	0	12,796	3,993
	<u>193,330</u>	<u>286,637</u>	<u>423,107</u>	<u>476,588</u>	<u>46,607</u>	<u>26,185</u>	<u>1,452,453</u>	<u>1,048,249</u>
Restricted								
Charitable activities							1,150,137	875,469
Unrestricted							248,335	146,829
Costs of generating voluntary income							53,982	25,994
Charitable activities							<u>1,452,454</u>	<u>1,048,292</u>

Action For Race Equality (A company limited by guarantee)

Report of the Trustees and audited financial statements for the year ended 31st March 2025

Action For Race Equality
(A company limited by guarantee)

Notes to the financial statements
For the year ended 31 March 2025 (continued)

4 Net incoming resources before transfers

This is stated after charging:

	2025	2024
	£	£
Directors emoluments	-	-
Depreciation	12,796	3,993
Operating leases - land and buildings	34,272	24,192
Auditors' remuneration		
Audit fee	2,769	3,350

5 Staff costs

Staff costs during the period were as follows:

	2025	2024
	£	£
Salaries and wages	541,003	386,095
Social security costs	48,826	33,709
Other pension costs	42,659	29,421
	632,488	449,225

One employee earned, as defined for taxation purposes, £60,000 or more.

The average number of employees during the period, analysed by function was:

	2025	2024
	Number	Number
Direct charitable expenditure		
Chief officer	1	1
Others	18	9
Management and administration	1	1
	20	11

6 Pension costs

Money purchase (defined contribution) pension scheme

The charity operates a money purchase (defined contribution) pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The pension cost charge represents contributions payable by the company to the fund and amounted to £42,659 (2024 - £29,421).

Action For Race Equality (A company limited by guarantee)

Report of the Trustees and audited financial statements for the year ended 31st March 2025

Action For Race Equality

(A company limited by guarantee)

Notes to the financial statements

For the year ended 31 March 2025 (continued)

7 Taxation

As a registered charity under the Charities Act 2011, income from charitable activities is exempt in accordance with sections 466-493 of the Corporation Tax Act 2010.

8 Trustees' Remuneration and expenses

The trustees nor the directors received any remuneration during the period for acting as trustees.

All the trustees and directors are entitled to have their expenses reimbursed.
These expenses were reimbursed as follows:

	2025	2024
Travelling and subsistence expenses	<u>617</u>	<u>221</u>

9 Tangible fixed assets

Group and the charity

	Furniture and equipment £
Cost	
At 1 April 2024	22,275
Additions	12,796
Obsolete assets written off	(11,905)
At 31 March 2025	<u>23,166</u>
Depreciation	
At 1 April 2024	22,274
Charge for the year	12,796
Obsolete assets written off	(11,905)
At 31 March 2025	<u>23,165</u>
Net book value	
At 31 March 2025	<u>1</u>
At 31 March 2024	<u>1</u>

Action For Race Equality (A company limited by guarantee)

Report of the Trustees and audited financial statements for the year ended 31st March 2025

Action For Race Equality
(A company limited by guarantee)

Notes to the financial statements
For the year ended 31 March 2025 (continued)

10 Net income from trading

The charity has one trading wholly owned subsidiary, ARE Enterprise Ltd, which is incorporated in the UK and registered in England, the accounts of which are audited and filed at Companies House. A summary of its financial position is given below.

Profit and loss account of ARE Enterprise Ltd	2025	2024
	£	£
Turnover	259,229	221,137
Expenses	(248,335)	(152,681)
Covenanted payment to charity	(11,972)	(68,947)
	(1,078)	(491)
Interest receivable	1,078	491
Profit on ordinary activities after taxation	-	-
Summarised balance sheet of ARE Enterprise Ltd	2025	2024
	£	£
Current assets	116,941	47,991
Creditors: amounts falling due within one year	(92,725)	(23,775)
Net assets	24,216	24,216
Called up share capital	2	2
Profit and loss account	24,214	24,214
	24,216	24,216

The charity's investment in ARE Enterprise Ltd is two ordinary shares of £1 each, being the whole issued share capital of ARE Enterprise Ltd.

Action For Race Equality (A company limited by guarantee)

Report of the Trustees and audited financial statements for the year ended 31st March 2025

Action For Race Equality
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Notes to the financial statements
For the year ended 31 March 2025 (continued)

11 Debtors

	Group		Charity	
	2025	2024	2025	2024
	£	£	£	£
Trade debtors	5,385	19,920	-	-
Amount due from subsidiary undertaking	-	-	86,315	6,764
Other debtors	246,124	9,724	183,203	870
	<u>251,509</u>	<u>29,644</u>	<u>269,518</u>	<u>7,634</u>

12 Short term investments

This is a 90-day fixed interest rate deposit held with Nationwide.

13 Creditors - amounts falling due within one year

	Group		Charity	
	2025	2024	2025	2024
	£	£	£	£
Trade creditors	4,360	2,452	3,010	1,321
Amount due to subsidiary undertaking	-	-	-	-
Taxation and social security costs	269	11,284	-	-
Other creditors and deferred income	362,758	932,404	357,968	927,808
	<u>367,387</u>	<u>946,140</u>	<u>360,978</u>	<u>929,129</u>

14 Analysis of net assets between funds

	Unrestricted General	Restricted funds	Total funds
	£	£	£
Fixed assets	1	-	1
Current assets	956,054	921,821	1,877,875
Current liabilities	(35,628)	(331,759)	(367,387)
Total net assets	<u>920,427</u>	<u>590,062</u>	<u>1,510,489</u>

Action For Race Equality (A company limited by guarantee)

Report of the Trustees and audited financial statements for the year ended 31st March 2025

Action For Race Equality
(A company limited by guarantee)

Notes to the financial statements
For the year ended 31 March 2025 (continued)

15 Statement of funds

	Notes	Balance 31 March 2024 £	Incoming £	Outgoing £	Transfers £	Balance 31 March 2025 £
General funds		462,124	493,297	(302,317)	(360,277)	292,827
Designated funds		303,000	-	-	324,600	627,600
Restricted funds	a	168,253	1,536,269	(1,150,137)	35,677	590,062
Total funds	b	933,377	2,029,566	(1,452,454)	-	1,510,489

The balances will be carried forward and used as follows:

- a The balance will all be utilised in the forthcoming months to meet the delivery commitments made by the charity.
- b The balance will be used to continue the funding of the charity's mission.

Due to the short term nature of the funding that the charity receives the charity is building up a nine month reserve, on grounds of prudence, to finance its activities during the time lag between existing grants expiring and new sources of funds being obtained and in the event of any unforeseen circumstances.

Designated funds are funds

Designated funds are unrestricted funds that have been set aside at the discretion of the trustees for following purposes.

	2025 £	2024 £
Service development, research and staffing fund	477,600	198,800
Regional networks	150,000	-
	<u>627,600</u>	<u>198,800</u>

The charity wishes to continue its successful work in developing policy research, working with young people and increasing employment for the minority communities. In order to achieve these objectives the charity relies on grant funding which is generally of a short term nature. In order to deliver the objectives mentioned the charity designates its unrestricted reserves for any shortfall in funding until the funding is confirmed. Designated funds were increased by transferring £174,600 (2024: £104,200) to the service development, research and staffing fund and £150,000 to regional networks fund.

Action For Race Equality (A company limited by guarantee)

Report of the Trustees and audited financial statements for the year ended 31st March 2025

Action For Race Equality
(A company limited by guarantee)

Notes to the financial statements
For the year ended 31 March 2025 (continued)

16 Reconciliation of net movement in funds to net cash flow from operating activities

	Group		Charity	
	2025	2024	2025	2024
	£	£	£	£
Net incoming resources				
(as per the statement of financial activities)	577,112	118,661	577,112	118,661
Depreciation charge	12,796	3,993	10,961	3,993
Interest income	(47,087)	(39,719)	(46,009)	(39,497)
Decrease (increase) in short term investments	(3,393)	(2,975)	(3,393)	(2,975)
Decrease (increase) in debtors	(221,864)	14,927	(261,884)	(6,764)
Increase (decrease) in creditors	(578,753)	390,688	(568,151)	405,560
Net cash provided by operating activities	<u>(261,190)</u>	<u>485,575</u>	<u>(291,364)</u>	<u>478,978</u>

17 Commitments under operating leases

	2025	2024
Total commitments	<u>10,080</u>	<u>6,048</u>

Accounts



A Company Limited by Guarantee

**Report of the Trustees and audited financial statements for
the year ended 31st March 2024**

Action for Race Equality

200a Pentonville Road, London, N1 9JP

T: 020 7832 5800 E: hello@actionforraceequality.org.uk

Charity registration number: 105604

Company registration number: 03203812

Action For Race Equality (A company limited by guarantee)

Report of the Trustees and audited financial statements for the year ended 31st March 2024

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Action For Race Equality (A company limited by guarantee)

Report of the Trustees and audited financial statements for the year ended 31st March 2024

Legal and administrative information

Name of charity: Action for Race Equality (ARE)

Charity registration number: 1056043

Company limited by guarantee registration number: 03203812

Principal and registered office: 200a Pentonville Road, London N1 9JP

Charitable company's trustees and officers:

Ambrose Quashie, Vice-Chair

David Izamoje, Secretary

Femi Bola MBE

Ila Chandavarkar

Joel O'Loughlin, Advisor

Kenneth Sule-Ejeh, Treasurer

Laura Durrant

Marlon Bruce

Raj Patel MBE

Seema Manchanda, Chair

Zahid Hussain

Patrons:

Prof Greg Clark CBE

Lieutenant Colonel Sulle D Alhaji

Chief Executive Officer and senior staff members to whom day- to-day management of the charitable company is delegated by the trustees:

Jeremy Crook OBE, Chief Executive

Tebussum Rashid, Deputy Chief Executive (resigned 08.09.23)

Indra Nauth, Deputy Chief Executive (appointed 01.01.24)

Banker: Unity Trust Bank, Four Brindley Place, Birmingham B12JB

Auditor: Able & Young, Airport House, Purley Way, Croydon, CRO OX

Charitable company's other staff

Bowale Fadare, Policy and Research Officer (appointed 01.07.24)

Brianna Cyrus, R2S Programme Manager

Action For Race Equality (A company limited by guarantee)

Report of the Trustees and audited financial statements for the year ended 31st March 2024

Emmanuelle Andrews, Windrush Grants & Programme Manager (appointed 08.10.24)

Freya Johnson, Employment Programmes Delivery Lead (appointed 01.05.24)

Indra Nauth, Programme Director (until 31.12.23)

Kim McIntosh, Windrush Grants & Programme Manager

Liam Campbell, Local Project Development and Engagement Officer (Appointed 08.01.24)

Maanya Jones, Programme Support Officer (Appointed 07.10.24)

Megan Wong, P2E Grants & Programme Manager

Meka Beresford, Head of Policy (Appointed 15.05.23)

Nisha Bhatia, R2S Programme Coordinator (Appointed 19.09.23 left 22.05.24)

Nasrin Warsame, Windrush Policy and Comms Officer (Appointed 07.11.24)

Nola Sterling, UPLIFT Programme Manager (Appointed 28.10.24)

Payal Bhavsar, Senior Communications and Engagement Officer

Philip Flynn, Project Support Officer (Resigned 14.11.23)

Phoebe Georgestone, R2S Programme Coordinator (Resigned 14.07.23)

Qasim Alli, Policy and Research Officer (Appointed 04.12.23)

Sira Thiam, Development Officer, Alliance for Police Accountability (Appointed 04.06.24)

William De Sousa, PR & Communications Apprentice (Appointed 10.09.2024)

Zarin Tasnim, Executive Assistant to SLT (Appointed 02.09.24)

ARE Associates

Dr Liz Mackie (Moving on Up)

Karl Murray (Evaluation, Mentoring & Leadership)

Alex Louis (Communications/PR)

Tutu Adebiyi (Business development)

The Trustees (who are also the directors for the purposes of company law) are pleased to present their report and the audited financial statements of Action for Race Equality

Action For Race Equality (A company limited by guarantee)

Report of the Trustees and audited financial statements for the year ended 31st March 2024

for the year ending 31 March 2024. These comply with statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standards applicable to charities in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

Public Benefit

We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities. Action for Race Equality provides public benefit by improving the lives of young Black, Asian and Mixed heritage people through our projects, supporting staff in Black and Asian led organisations and in our policy work on tackling poverty, inequality and employment.

ARE's Mission, Vision, Values and Aims

Mission	Vision
To end racial inequality	To champion fairness, challenge discrimination and pioneer innovative solutions to empower Black, Asian and Mixed Heritage communities through education, employment and enterprise
Values	Aims
Responsive: We listen, we observe, we learn and if we need to change what we do and how we do it, we will Inclusive: We engage across communities, sectors and generations, listening and responding, respecting diverse views, issues and needs Collaborative: We work with partners and stakeholders to strengthen our intersectional approach Leading by practice: We are anti-racist and lead by example. We believe in and deliver projects and activities based on an anti-racist and anti-discrimination agenda	To tackle GCSE attainment and school exclusion race disparities To tackle race disparities in the employment To tackle race disparities in the enterprise system To tackle race disparities in the criminal justice system To strengthen Black and Asian-led and organisations and charities To tackle systemic and institutional racism in public services

Action For Race Equality (A company limited by guarantee)

Report of the Trustees and audited financial statements for the year ended 31st March 2024

Report of the Trustees

The Trustees have continued to work with the excellent staff team at ARE, led by Jeremy Crook and Indra Nauth, to ensure the organisation is well managed, financially stable, and legally operating while continuing to be goal oriented and ambitious in our approaches to ending racism. This year has been a busy year as always, with new grant funding of over £300k. We also secured for the first time ten year funding of £1.4m by the City Bridge Foundation, for investment into our policy work; developing our longer term strategy, increasing engagement with young people on the issues of race and hosting the end of programme MOU awards . Further detail is provided in the Chief Executive's report below.

Chief Executive's report

The team undertook a tremendous amount of positive work during the year with civil society, public and private sector organisations. A key strength of ARE is our commitment to work collaboratively and this remains a strong feature of our approach.

We worked with London schools to inspire children at risk of not fulfilling their full potential in education through our Routes2Success role-model and mentoring programmes and Race Equality Action Projects (REAPs). We reviewed and strengthened our Safeguarding Policy and trained Trustees, staff and volunteers. We connected and supported Black, Asian and ethnic minority grassroots organisations with capacity building support through our Pathways to Economic Opportunities and Youth Futures Foundation programmes. Some organisations on these programmes delivered peer learning workshops.

ARE communications and social media activities went from strengthen to strength, attracting more interest and followers. Our newsletter and a flow of blogs drew increased interest in our activities.

We continued to work with the Department for Work and Pensions (DWP), Ministry of Justice (MoJ)/HM Prison and Probation Service (HMPPS), Greater London Authority, the Met Police and other policing bodies. Constructive meetings were held with two Ministers from these departments. Our focus remained on the need for race disparities to start reducing.

We continued to be a 'critical friend' to HMPPS, attending the final year of internal meetings for the Race Action Programme Board (RAP). The RAP focused on the workforce developing race allyship, D&I leaning hub, progression buddies, reverse mentoring, inclusive behaviour programme, safe space and immersive films. In relation

Action For Race Equality (A company limited by guarantee)

Report of the Trustees and audited financial statements for the year ended 31st March 2024

to prisoners a Prison Performance Tool was adopted which measures race disparities for all adult prisons including the use of force.

ARE's criminal justice system National Independent Advisory Group (NIAG) continued to challenge HMPPS and Youth Justice Board to maintain a strong focus on reducing race disparities.

We started the year with the Met Police embarking on its journey to eliminate institutional racism within the organisation following the Casey Review (2023). The Mayor of London set up the new London Policing Board with a formidable membership. However, the task of the Board is hindered with the Met Commissioner's refusal to accept the Met is institutionally racist.

The Met wound down the STRIDE External Advisory Board that I had been a member of for nearly a decade and chaired by two previous Commissioners. I accepted the Met's invitation to join their Professional Reference Group (PRG) which focuses their misconduct policy and practice - a key issue highlighted by the Casey Review. The PRG is chaired by an Assistant Commissioner.

Many of the large organisations we interact with have race data patterns that point to long standing institutional problem. These include low Black and Asian representation at senior levels, challenges with progression and retention, disparities in pay and higher levels of activation of disciplinary procedures; inequitable procurement and ethnically narrow supply chains; and unequal grant and commissioning in relation to Black and Asian led charities and businesses. Leaders of these organisations with these features must do more.

I've often felt this year we are engaging with external colleagues that are already committed to ending race disparities - equality, diversity and inclusion meetings tend to be comprised of ethnic minority individuals and women from all backgrounds. White senior men are conspicuous by their absence. This was one reason why we produced the Moving on Up *Positive Action Guide for London CEOs* with our employer network. We do not feel enough white male CEOs/C-Suite are taking responsibility for driving change in their organisations. White male leaders need to accept that they have a responsibility to face up to and overcome racism. Until they do little will change at an organisation or systems level.

I want to thank all the schools, PRUs and prisons that opened their doors for us; the children and young people that participated in our programmes and our youth network; our amazing R2S role-model volunteers (a small number have volunteered with us for over a decade); the civil society organisations that participate in our capacity building

Action For Race Equality (A company limited by guarantee)

Report of the Trustees and audited financial statements for the year ended 31st March 2024

programmes; our ARE Associates; employer champions and our patient and committed funders.

I want to acknowledge the ARE team for their professionalism, excellent work and commitment. Indra Nauth, Deputy Chief Executive, has led the work with our external Associates to put better systems in place to support our internal HR, comms and service delivery. ARE entered into a three-year contract with Peninsula HR services.

After nearly two decades at ARE Tebussum Rashid (formerly Deputy Chief Executive) resigned. Tebussum contributed a great deal to ARE's success, resilience and organisational culture. Many civil society leaders and organisations have benefited from her knowledge and skills, personal touch and inclusive way of working. I have observed several occasions where individuals have recalled, with gratitude, the encouragement and support Tebussum provided over years and the difference it made to their personal and organisational growth. This year, Tebussum led our successful application to the City Bridge Foundation which secured our first 10-year £1.4m grant to support our policy and capacity building work in the Capital. We are delighted Tebussum is now a Senior ARE Associate.

Finally, I want to acknowledge and thank Seema Manchanda, Chair of ARE and the Trustee board for their time, expertise and support. Ambrose Quashie (Vice Chair) and Laura Durrant (Chair of HR Subgroup), along with Seema, often find time between board meetings to support the senior management team. The Trustees rightly challenge me to make a positive impact for our stakeholders; provide evidenced based solutions, ensure financial sustainability and support our staff team.

Jeremy Crook OBE

NEW GRANTS

ARE were delighted to secure grant funding from new funders/programmes totalling £309,000 which included core funding to be delivered over the next 1-3 years. Funders include City Bridge Foundation's Anchor Fund, the Clothworkers' Foundation and the Columbia Threadneedle Foundation. We attended several learning workshops for these funds, to input into overall Theory of Change models for the programmes, developed with other organisations funded to deliver within the same fund.

ARE POLICY, PROGRAMME AND COMMUNICATIONS DELIVERY

POLICY

This year marked a renewed opportunity for ARE to develop its policy team to align with the strategic direction of policy, as set out in our strategic plan. ARE recruited a new

Action For Race Equality (A company limited by guarantee)

Report of the Trustees and audited financial statements for the year ended 31st March 2024

Head of Policy in May 2023. We increased our policy focus across all our streams of work, in addition to continuing our well embedded work to tackle racial disparities in the criminal justice system through advisory work, publications, and evidence submissions.

We focused on increased impact through collaboration this year. We joined and continued to contribute to several key joint initiatives such as the Alliance for Racial Justice, the Alliance for Police Accountability, the Structural Inequalities Alliance, and the Better Justice Partnership led by NACRO, a multi-organisational partnership seeking Criminal Justice System (CJS) change by designing a targeted and effective strategy to build government support for system reform. We also continue to run our National Independent Advisory Group, a dedicated group of experts on racial and criminal justice policy and practice. This year, the NIAG spoke with a number of key CJS figures including Alison Lowe OBE, the Deputy Mayor of West Yorkshire for Policing and Crime and the Association of Police and Crime Commissioners lead for tackling racial disparity, and Jamie Bennett, the Chief Strategy Officer of the Youth Justice Board, who told us that ARE's work is one of the reasons why the YJB *'has a very specific objective in our strategy around reducing disparity'*. We also met with Minister Mike Freer MP who was responsible for race disparities in the Ministry of Justice and discussed our key recommendation for a cross-department strategy to tackle racial disparities in the justice system.

In addition to increased collaboration, we sought to improve awareness of our policy work through a number of events, including: delivering a lecture about race disparities in the CJS and the Lammy Review to UCL Criminology students; talking on a panel about race disparities in employment opportunities at Islington's Voluntary, Community, Faith and Social Enterprise Conference, and facilitating a workshop with the young people involved with Wipers Youth CIC, identifying the issues most important to them, designing solutions to those issues, and a campaign/comms plan around it.

We confirmed further funding for our policy work which will enable us to increase our staffing capacity and deliver on our increased outputs from next year. This will include supporting Dr Kitty Lympieropoulou (University of Plymouth), who has been successful in securing a grant to carry out research that builds on her previous collaboration with ARE looking at cumulative disadvantage in the CJS.

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Alliance for Police Accountability (APA)

ARE is the accountable body for the APA and employs staff. In June, Sira Thiam was appointed as the APA Development Officer (part-time).

The APA initiative was launched in July 2023 at Lambeth Town Hall (London). The APA are calling for community-orientated policing in response to the very low levels of public trust and confidence Black communities have in the police. Speakers included Mina Smallman, Andy George (Chair of National Black Police Association), and Baroness Casey (in a recorded interview). The event had good media coverage and was featured on BBC and ITV London's evening news, and covered in written media by Sky News and other news sources.

The APA also held a press conference in October 2023 to support Child X, a 13-year-old Black boy who was tackled by armed police when his brightly coloured water pistol was mistaken for a gun.

The APA's Steering Group met regularly to set the strategic direction and agree delivery and monitor funding applications. These meetings sometimes included external speakers, such as Abimbola Johnson, the chair of the National Police Chiefs' Council Independent Scrutiny and Oversight Board, which is responsible for critically reviewing the NPCC's National Race Action Plan.

Over the year, the APA secured funding to implement their work plan. Initial funders were Lankelly Chase Foundation, the Clothworkers' Foundation, and AB Charitable Trust - a total of £77,500 has been secured to date.

During this period, the APA started reaching out to potential partner organisations across the five cities we plan to initially work in: Birmingham, Manchester, Liverpool, Cardiff, and London. The APA signed a Memorandum of Understanding with the Black Equity Organisation (BEO).

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EDUCATION

Route2Success (R2S) Ethnic Minority Role-model and Mentoring Programme

ARE's R2S Role-model Programme is now in its eleventh year. With continued funding from the National Lottery Community Fund and additional support from the Greater London Authority through the Propel collaboration, we formed valuable partnerships with two London-based mentoring organisations: Father2Father and Your Story. These partnerships enabled us to provide mentoring services across London to 293 young people during the reporting period. We exceeded our initial target for this year and are on track to engage 400 ethnic minority young people, aged 10-24 over the two years.

We recruited 11 new Black, Asian, and Arab volunteer role-models and mentors, which has significantly enhanced our ability to deliver inspirational sessions on staying in education and personal development to 13 schools across 8 London boroughs. Our role-model sessions continued to motivate and inspire young people, with 65% reporting increased confidence about their future and 68% saying they are more likely to stay in or return to education. As one Year 8 student from Preston Manor High School shared, *"These sessions were very influential for me. I have thoughts and questions I never really asked myself, and this will help me improve toward the future"*.

We are delighted to have successfully completed two Race Equality Action Projects (REAP) this year with the support of our expert role-models. Twenty young people from two schools designed, developed, and executed projects that highlighted racial inequalities, covering topics such as Windrush and immigration, mental health, and Black boys in education. As a result of participating in the REAP, 71% of the young people reported feeling more confident about their future goals, and 86% said they felt

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more equipped to plan and achieve their ambitions. Additionally, all participants showed improvement in at least two socio-emotional skills, such as empathy and relationship-building. As the Head of Year 9 at Phoenix Academy shared, *"The Speak Easy podcast has been a huge success and something all of our students enjoyed. It was incredible to see the significant improvements made by every student."*

In January 2024, we were invited to collaborate with international mentoring organisations to deliver a workshop at the MENTOR USA Summit. The workshop, titled *Quality Mentoring: Exploring International Approaches, Insights, and Lessons Learned*, provided an excellent opportunity to work alongside leading organisations from Spain, France, and Canada. These partners recognised ARE's R2S Programme and our contribution to the development of the Mayor's Mentoring Quality Framework as a valuable tool for assessing mentoring practices. As a result of this collaboration, we established an international community of practice, where mentoring professionals meet quarterly to share insights, collaborate, and enhance our knowledge and skills in building effective mentoring systems and frameworks.

EMPLOYMENT

Moving on Up (MoU) Employment Initiative

This year saw ARE entering the tenth year of the MoU programme, funded by Trust for London and City Bridge Foundation, Brent Council and Jobcentre Plus who committed over £3m over this period to address employment disparities for young Black men aged 16-24 in London.

Testing out the final year of the MoU Collective Impact Partnership (CIP) model, partners in Brent and Newham drew their programmes to close, engaging over 900 young Black men and supporting a total of 302 into work across the four-year period.

Evaluation partners Clearview held a series of workshops and interviews to gather evidence and share learning from the CIP model. The evaluation concluded that partners felt they have achieved more success working collaboratively as opposed to in silos, bringing about greater awareness of their work and less duplication of activities in the sector and geographical area.

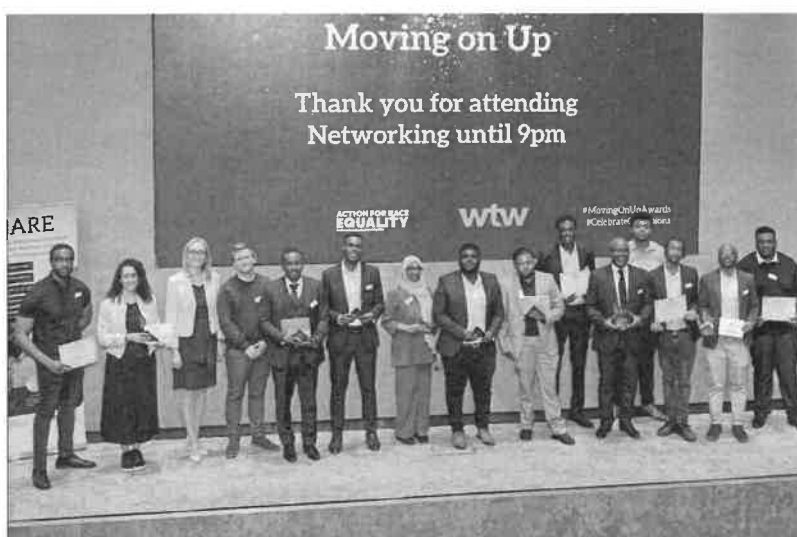
As the work of MoU came to an end, ARE produced a learning paper to share with key stakeholders and a policy paper entitled *'Ending Racial Disparities in Youth Employment: Ten Recommendations for Action'*. ARE ended this period in talks with key strategic employer engagement organisations about setting up a Race Equity in Employment Task Force, one of the ten recommendations.

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MoU Awards

On 20th March, WTW kindly hosted ARE's MoU Awards event which celebrated and recognised successful young Black men, employers and the MoU programme as a whole. The event highlighted the difference that targeted approaches to youth unemployment could make. Four young Black men received awards five were highly commended, our MoU Ambassadors presented the 'Real' Role-model Award and Special Recognition Awards were presented to Dr Bola Abisogun OBE (Chair of MoU Advisory Group) and Sioned Churchill (former Director of Grants, Trust for London).



Building Ethnic Diversity in the Youth Employability Sector

Funded for two years by a Youth Futures Foundation Infrastructure grant, ARE worked with ten organisations across England to take a Deep Dive into how they deliver their employability services, holding knowledge transfer sessions and workshops to share best practice and knowledge so that everyone involved could strengthen the work they do to support young people from Black, Asian and Mixed heritage backgrounds into good quality jobs. The Deep Dive group met several times during the year, particularly to input into the design of Youth Futures new Evidence into Action fund, to discuss Youth Futures Foundation Youth Employment Toolkit, to share learning on diversifying income and utilising sales techniques to engage young people and employers.

The programme also saw the creation of the first ever Youth Action Network (YAN) within ARE, with nine young people from across England bringing their voices to our work.

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Our YAN helped inform on our Parliamentary event held in November 2023 with keynote speakers Sir Stephen Timms MP and Alison McGovern MP (Shadow Minister for Employment). Young people, employers and colleagues from our Deep Dive groups shared their experiences about tackling youth unemployment.

In February 2024, we held a national youth employment conference focussed on *Strengthening Education to Employment Pathways for Black, Asian & Mixed Heritage young people*. Over 70 people came together to take part in engaging discussions and to propose solutions. Our YAN helped plan and deliver the conference, taking part in panel discussions and sharing their views in a series of statements about youth unemployment.



FUNDING FOR BLACK, ASIAN AND MINORITY ETHNIC LED ORGANISATIONS

Pathways to Economic Opportunities (P2E)

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P2E has been funded by JP Morgan Chase together with London Community Foundation to deliver a two-year capacity building programme for London based *led by and for* organisations with a focus on providing employment, enterprise and financial health support to their communities. At the mid-point of the programme 19 partner organisations took part in P2E's tailored organisational development support programme. A key aim was to connect each organisation with a consultant who could guide them in refining key aspects of their operations. With many organisations focusing on HR, fundraising, and strategy development, this effort was crucial for building organisational resilience and sustainability beyond the length of the program. While many faced limited capacity to engage in consultancy work, the majority of organisations began the process to focus on key gaps in their organisation.

Throughout the year, peer-learning and collaboration were central to the programme. Organisations took part in workshops, Action Learning Sets, World Cafes, and Lightning Decision Jams. These activities not only encouraged networking but also sparked collaborative ventures to solve shared challenges such as the impact of the cost of living on increased rent prices and demand on services. Notable sessions included a Lightning Decision Jam hosted by You Press on monitoring and evaluation techniques, and a World Cafe where topics were facilitated by Olmec, Urban MBA, and ASKI, focusing on organisational change, partnerships, and income diversification.

"The pressure and focus on our organisational development is needed. Otherwise these things would be on the backburner and I'd be scared to start it because I wouldn't know where to start. So whilst it is a lot of extra work, it has been really supportive to not feel alone. We have a year to really focus on making the changes within the organisation. It's a good push to really focus on improving in these areas."

New consultants were brought in to expand the breadth of support available, providing expertise in areas like HR, fundraising and strategy development. Through the funding and consultancy, the 19 organisations raised additional funding ranging from 8% to 615% of their original grant amounts. These funds will provide a solid foundation for continued growth and sustainability.

Windrush Justice Programme (WJP)

The WJP, a £1.3m fund, entered year two of this three-year funded programme. After a successful initial year, the programme continued to grow. We saw 48 organisations apply to our eligibility check, demonstrating the growing familiarity that the programme is having amongst the Windrush advocacy community. Out of those 48 applicants, ARE

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progressed 19 to expression of interest (EOI) stage. We invited 16 groups to a virtual conversation, and 8 were chosen to be funded by the independent panel. This brings the total number of groups on the programme to 20.

During this period, we also started delivering the organisational development support to organisations on the programme, which includes 1-to-1 consultancy, Action Learning Sets, and workshops on topics like burnout, bid writing, and marketing to reach more clients.

By the end of Jan 2024, 9 groups funded in round 1 returned their case data, of which 294 eligible cases have been supported.

- 212 of these are for compensation, 33 are Tier 1 or 2 Reviews, 22 are to confirm status.
- 17 of these cases are supporting people based overseas. These include from countries in the Caribbean, India, Nigeria, and the USA.
- 54 of the cases have required over 10 hours of support from the advocates, 26 of which have needed over 20 hours and 3 of them needed over 100 hours of support.

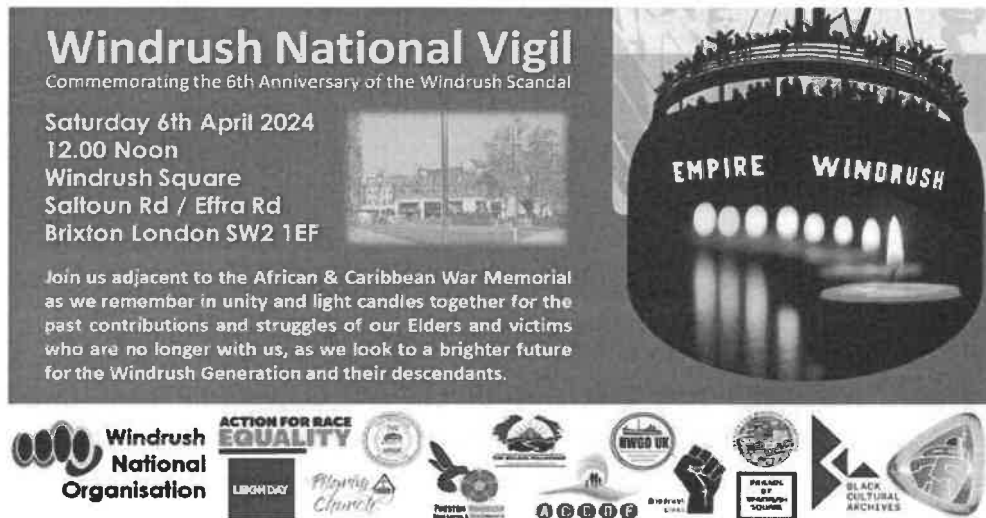
One WJP member, after receiving 121 consultancy support said:

“Thank you. I love these sessions because it brings a structure to my daily business life in Windrush. To an outsider, I am told I am doing a lot because I am busy doing things. What you are bringing is structure and help to build on the capacity and skills we’ve got. Putting things in context. I think this is needed and I hope its forever. We require a lot of things e.g. CRM, Excel training, Data collation, advocacy training. I want to become a trainer based on what we do. I like the collaborative working but would like to be provide train-the-trainer to others”.

At the end of the period, the WJP team attended a Windrush Vigil in Windrush Square in Brixton, organised by WJP group, Windrush National Organisation and a member of the Churches Together in England (CTE) Racial Justice Working Group. The vigil, which honoured the Windrush generation for a significant moment of remembrance and reflection, saw attendees from a range of backgrounds, including religious leaders, activists and supporter. ARE’s, Jeremy Crook OBE, spoke alongside local MPs and key Windrush campaigners such as Professor Patrick Vernon OBE and Jacqueline McKenzie.

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Windrush policy

The groups on our WJP knew first-hand the challenges and barriers facing victims of the Windrush scandal. This made them well-placed to shape the government's response and make recommendations.

In May 2023, ARE held a parliamentary event, *The Windrush Scandal 5 Years On: what needs to change?* Chaired by Bell Ribeiro-Addy MP and Dawn Butler MP, the meeting was attended by the then-Minister Lord Simon Murray, who listened to WJP members and victims of the scandal share their experiences. Stephen Kinnock MP, then Labour's shadow immigration minister, also attended. The event was covered in [The Guardian](#) and ARE had regular meetings with Home Office officials following the event. Baroness Floella Benjamin also mentioned our work in her Lords debate on the scandal.



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As we moved into an election year in 2024, our focus moved to collaborating with WJP groups and key stakeholders such as Black Equity Organisation, AgeUK and law centres on a Windrush manifesto. Between January and March, the team conducted a survey of WJP groups and feedback from key stakeholders, setting the foundation for the 2024 general election manifesto development.

VRU Stronger Futures & Innovation Fund

Working in partnership with Rocket Science UK Ltd, ARE delivered Phase 1 and 2 of the Violence Reduction Unit (VRU) Stronger Futures programme, to oversee the administration of grants and to support the assessment of applications, the monitoring of the grants awarded and organisation development.

Phase 3 of the VRU Stronger Futures Programme 2023-25 was designed to enable community-led groups to support vulnerable young Londoners by providing them with opportunities and support in the hours following school, as well as at weekends in some cases. It invested £3.1m to 21 projects across London.

The VRU Innovation Fund is enabling community-led groups to test new approaches and ideas to support vulnerable Londoners who are either at risk or have been involved in violence with grants of up to £50,000 with an aim to support around 50 initiatives over a two-year period.

To ensure maximum impact, The VRU programmes adopted a 'funder plus' model, i.e. alongside grant funding, each grant recipient receives capacity-building workshops and customised support to enhance resilience and sustainability.

ARE leads on the capacity building support element.

The strength of the VRU programmes was in the co-production approach at various stages of design and review, including the programme design stage, promotion and engagement at application stage, developing the MEL toolkit, designing and hosting the engagement events and insights to the workshop topics.

Throughout the period of the programmes, each successful organisation was supported with free capacity building support each year and access to a range of thematic workshops. This direct support commenced from January 2024 starting with needs assessments of 21 Stronger Futures organisations and 12 Innovation Fund holders,

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followed by consultancy support from ARE specialist associates. The range of support included:

- Communication strategies and messaging
- Audit of policies and procedures
- Funding strategies
- Website critique and/or development
- Stakeholder analysis
- Team development
- Leadership coaching

During this period three workshops were hosted by ARE:

Finance: impact of the cost of living - A facilitated learning session examined the impact of the cost of living on the sector including the effects on delivery and planning, sharing good practice and tips including reviewing expenditure, reprioritising activities, budgeting, rebalancing costs, turnover forecasting and cost calculation.

Monitoring, evaluation, and Impact - Examined the challenges in collecting data and learning from young people and shared existing creative and youth-focused evaluation approaches, as well as some "gold-standard" research tools

Comms – External Stakeholder communication provided best practice and insights to current use of platforms and language and importantly how to project core messaging for various platforms and audiences.

"The communication with the external stakeholder's part of the webinar was great. It was the major part that I took away from the webinar. I was very happy with the webinar as a whole and it covered everything I had questions about, it was a good learning experience. Listening to other participants stories and information helped make all the things we learnt about feel more grounded and relevant".

Stronger Futures participant on External Stakeholder Communication workshop

"Alex has been absolutely amazing as expected!! Honestly, she's gone above and beyond and thanks to her, LiC finally have a new website that launches today! We've loved working with Alex and we are incredibly grateful for everything she's done." *Leaders in Community, Stronger Futures recipient*

"I've run out of words for Tutu, we'd be completely lost without her."

Stronger Futures Grant recipient.

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ENTERPRISE

Future Camden Fund

Camden Council initially commissioned ARE Enterprise Ltd with £3000 in April 2023 to help them shape their offer for a business support programme targeting Black and Minority Ethnic and female business owners in the borough. This approach came as the Council had seen our work in the neighboring borough of Islington where ARE had had considerable success in reaching Black female entrepreneurs who wanted to start their own business.

In May, we conducted a survey asking for the views of Minority Ethnic-led businesses, female business owners or businesses owners with a disability in Camden and held a focus group with Black entrepreneurs at the shared workspace Camden Town Unlimited. These activities both fed into a report for the Council, with key recommendations of what their programme of support could look like, where the programme should be promoted to attract the target businesses and who would be best placed to carry it out.

In October, ARE Enterprise Ltd was successful in bidding to provide the organisation development support to the entrepreneurs, and in November the first panel was held to access applications. ARE associate Tutu Adebisi was a key part of the panel alongside the team at Camden Council.

The Future Camden Fund kick-off meeting was held in February 2024, where we met the three businesses who were successful in joining the programme in the first round, and explained what the organisation support from ARE Enterprise Ltd would look like. It was agreed that activities would begin once the funding from Camden Council had been received by businesses.



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TRAINING & CONSULTANCY

Through ARE E Ltd, we delivered several workshops for ADVANCE which were well received with good feedback. We developed new processes to ensure efficient processing of enquiries and also a new process to attract new consultants. This resulted in several new consultants joining the associate pool, to increase our capacity to deliver more training. We delivered a bespoke training programme to a funder around interrupting bias when assessing funding applications.

COMMUNICATIONS

The past year has been one of steady progress and consolidation for our communications. While the pace of some of the changes was gradual, we made significant strides in developing our communications strategy, growing our engagement levels, and team capacity. These developments have laid a strong foundation for future growth and impact, enhancing the quality of our outputs and increasing visibility for our projects and policy work.

Branding

A key achievement was the continuous refining of our brand management and quality control processes. We have worked carefully to support Programme Teams and beneficiaries by sharing our brand kit, ensuring that ARE's logo and messaging are used across our partnerships more frequently and making the brand accessible to participating groups, such as on the Windrush Justice Programme, Moving on Up, and Routes2Success.



With the application of branding controls on Canva (to manage staff created content), and setting expectations on our brand internally, our brand identity is a lot more

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consistent and recognised within the sector. We have received positive feedback from programme participants on our outputs.

Website

Website updates were a major focus throughout the year. A significant portion of efforts were directed towards refreshing the content on Moving on Up and launching the Youth Action Network pages ahead of key events (Moving on Up Awards and Youth Employment Conference), which were critical for ARE campaigns. Search engine optimisation is the next step in the development of the website, to ensure our pages are optimised for online searches.

Despite challenges in securing case studies from some of our Moving on Up partners, we saw a notable increase in web traffic, with over 4600 page views, a 59% increase from the previous period. Partially, this can be down to the fact that we have more than doubled our blog output since 2021-2022.¹ Along with updating the Criminal Justice pages with a new look, announcing the closure of the NIAG, launching the Journey to Inclusion online resource-hub and mapping a refresh of the Routes2Success pages, the website has evolved from its 2021 iteration and will continue to do so as part of our plans to continuously improve how we communicate with stakeholders with input from Programme Leads.

Social media

Social media engagement was also an area of growth. Through coordinated posting of articles and updates, tagging and engaging in other stakeholder's posts, we increased our LinkedIn followers by 983, achieved an engagement rate of 8.46%, and had 3,355-page interactions with 4,860 post clicks.²

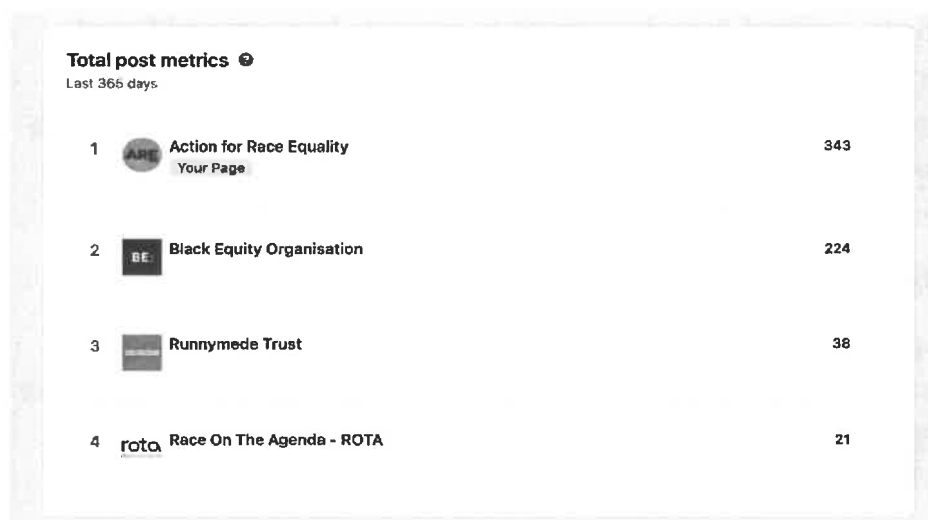
ARE's main X account gained 701 net new followers in this period and had a post engagement rate of 5.33% which is significant compared to the non-profit benchmark of 3.7%. We recorded a total of 6,776 post interactions.³

Our Instagram and Facebook channels also saw a notable uptick in interaction due to trials in paid-for advertising (for the Moving on Up Awards).

The closure of the EQUAL project, and its transition into ARE's wider Criminal Justice pages, was a key moment in 2023. This transition, while causing ARE to lose some followers/stakeholder details, has allowed us to bring key resources, commentary and learnings under ARE's brand.

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Total post metrics (LinkedIn)

Ranked by total post updates in the last 365 days. Percentage shows change from the previous 365 days.

News media

On the media front, our team saw increased visibility, with ARE featuring in significant media outlets such as LBC and the Metro, as well as mentioned in the House of Lords by Baroness Lola Young for our Windrush work. These media moments have shown there is scope to grow our influence and connections with journalists, particularly in the areas of criminal justice and Windrush Justice.

Partnerships were developed because of Communications activities this year. The Trinnovo Group's partnership with ARE, which stemmed from their interest in our work through social media, is a testament to the growing recognition of our impact. Through this partnership, we have gained valuable resources in volunteer support, networking opportunities, and knowledge sharing (such as AI and LinkedIn workshops for young people).

Internal Communications

Internally, we made great strides in improving our processes, particularly through the introduction of new planning workflows in Teams and the implementation of a shared-communications planner (Trello). These changes were made to streamline our day-to-day operations and help other team members to think more strategically about their communications planning. This is something to grow and progress in coming months.

In conclusion, while the past year has been one of gradual but consistent progress, we have positioned ourselves to be more efficient, agile and strategic in the year ahead.

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Through enhanced quality control, brand assets (like corporate banners and flyers), increased engagement across our digital channels and more visible partnerships, we are better equipped to meet the growing need for effective, planned communications, engagement and marketing support as our team and programmes expand.

PLANS FOR THE FUTURE

The implementation of our strategic plan 2024-27 and managing our organisational growth is critical. We will be piloting our Youth Leaders in the 21st Century programme with a group of young people aged 16-24 years and launching our UK Racial Terminology survey. Finally, we will develop new London employment initiatives.

REVIEW OF THE FINANCIAL POSITION

The majority of income of the charity is from grants. The income of the charity for the year was £1,166,953 (2023 - £1,100,280) and the resources expended were £1,048,292 (2022 - £889,534). The unrestricted reserves at the financial year end were £462,164 with further designated reserves of £303,000 towards future restructuring in order for the organisation to meet its mission commitments.

As with other charities of similar size and sector the inherent nature of grant funding is of short-term duration. The charity runs different projects to achieve its core objectives. Similar to other charities in this sector, it is finding it increasingly difficult to attract suitable funds to carry out all the objectives it wishes to achieve.

Reserves Policy

The charity's aims to hold free reserves equivalent to approximately nine months of charitable spending in order to continue to fund the activity of the charity including support and governance costs. The free reserves which are a part of the unrestricted reserves are held to make sure the charity can maintain its activities and meet its liabilities including liabilities to staff whilst awaiting the outcomes of grant applications.

The free reserves held by the charity at the financial year end were £462,164 and represent approximately six months of costs.

Staff

All staff are directly engaged in activities in furtherance of the objectives of Action For Race Equality and their cost has been allocated accordingly. The largest expenditure of

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the charity is staff costs and these are consistently reviewed to ensure optimization of the charity's resources.

Structure, Governance and Management

The organization is a charitable company limited by guarantee. The charitable company was incorporated on 24 May 1996 and registered as a charity on 10 June 1996. The registered charity operates within its memorandum and articles of association. Action For Race Equality is a charity limited by guarantee. The guarantee of each member is limited to £1

Governance and Management Structure

The Board of Trustees is comprised of individuals from the voluntary, private and public sectors with a broad range of knowledge and experience relevant to the charity. The Board convenes throughout the year and holds an additional strategic planning away day.

Action For Race Equality Trustees have delegated management of the Action For Race Equality to the Executive Director who reports on performance against the Strategic Plan approved by the Trustees.

Risk Assessment

The Board of Trustees constantly review and assess the risks to which the charity is exposed, particularly our activities at national level, operational and financial risks.

Trustees' Responsibilities

Charity and company law require the Board of Trustees to prepare financial statements for each financial year that give a true and fair view of the state of affairs of the company and the incoming resources and application of resources, including income and expenditure, for the financial year. In preparing the financial statements the trustees should:

- Select suitable accounting policies and applied them consistently
- Make judgments and estimates that are reasonable and prudent
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue on that basis.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the group and the charity and

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to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware at the time of approving our trustees' annual report:

- There is no relevant audit information of which the charitable company's auditor is unaware; and
- The trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislations in other jurisdictions.

Auditors

Able & Young acted as the auditors of the charitable company and have expressed their willingness to continue in that capacity.

Small company exemption

This report of the Directors has been prepared in accordance with the Companies Act 2006 relating to small companies.

By order of the Board



Femi Bola

Dated: 12 December 2024

Opinion

We have audited the financial statements of Action for Race Equality (the 'parent company') and its subsidiary undertakings (the 'group') for the year ended 31 March 2024 which comprise the Consolidated Statement of Financial Activities (incorporating an Income and Expenditure Account), the Consolidated Balance Sheet, the Charity Balance Sheet and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including FRS 102 'The Financial Reporting Standard applicable to the UK and Republic of Ireland'

In our opinion the financial statements:

- give a true and fair view of the state of the group's and the parent charitable company's affairs as at 31 March 2024 and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- Have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The Report of the Trustees has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- The trustees were not entitled to take advantage of the small company's exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Trustees.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Based upon our understanding of the company and the industry, we identified that the principal risk of non-compliance with laws and regulations related to company law applicable in England and Wales, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements. Such as the Companies Act 2006 and payroll tax.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the override of controls) testing the appropriateness of journal entries and other adjustments, assessing whether judgement made in making accounting estimates are indicative of potential bias.

Audit procedures included:

- Enquiring with management regarding correspondence with regulators and tax authorities;
- Evaluating management controls designed to prevent fraud and detect irregularities;
- Challenging assumptions and judgements made by management in their critical accounting estimates.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

**REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF
ACTION FOR RACE EQUALITY**

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Rekha Shah

Rekha Shah (Senior Statutory Auditor)
For and on behalf of Able and Young Ltd
Chartered Accountants
And Registered Auditors
Airport House
Purley Way
Croydon
England
CR0 0XZ

16 December 2024

Action For Race Equality
(A company limited by guarantee)

Consolidated statement of financial activities
(Including consolidated income and expenditure account)

For the year ended 31 March 2024

	Notes	Unrestricted Funds 2024	Restricted Funds 2024	Total Funds 2024	Total Funds 2023
		£	£	£	£
Income					
Donations and legacies		4,395	30,000	34,395	44,777
Income from charitable activities		100,180	771,522	871,702	950,963
Other trading activities		221,137	-	221,137	92,523
Investment income		39,719	-	39,719	12,017
Total income	2	<u>365,431</u>	<u>801,522</u>	<u>1,166,953</u>	<u>1,100,280</u>
Expenditure					
Raising funds		146,829	-	146,829	56,314
Charitable activities		25,994	875,469	901,463	833,220
Total resources expended	3	<u>172,823</u>	<u>875,469</u>	<u>1,048,292</u>	<u>889,534</u>
Net incoming/(outgoing)					
Resources before transfers		192,608	(73,947)	118,661	210,746
Transfers between the funds		-	-	-	-
Net movement in funds for the year		<u>192,608</u>	<u>(73,947)</u>	<u>118,661</u>	<u>210,746</u>
Fund balances brought forward at 1 April 2023		<u>572,516</u>	<u>242,200</u>	<u>814,716</u>	<u>603,970</u>
Fund balances carried forward at 31 March 2024	15	<u><u>765,124</u></u>	<u><u>168,253</u></u>	<u><u>933,377</u></u>	<u><u>814,716</u></u>

The charity derived its income from continuing charitable grants and activities. The results also include income and expenses of the trading subsidiary.

There were no recognised gains and losses other than those included in the statement of financial activities above.

Action For Race Equality
(A company limited by guarantee)

Consolidated balance sheet
As at 31 March 2024

			2024	2023
	Notes	£	£	£
Fixed assets				
Tangible assets	9		1	1
Current assets				
Debtors	11	29,644	44,572	
Short term investments	12	159,758	156,782	
Cash at bank and in hand		1,690,115	1,168,813	
		<u>1,879,516</u>	<u>1,370,167</u>	
Creditors - amounts falling due within one year	13	<u>946,140</u>	<u>555,452</u>	
Net current assets			<u>933,376</u>	<u>814,715</u>
Net assets			<u>933,377</u>	<u>814,716</u>
Funds				
Income funds				
Unrestricted funds				
General funds		462,124	373,716	
Designated funds		303,000	198,800	
Restricted funds		<u>168,253</u>	<u>242,200</u>	
Total funds	15		<u>933,377</u>	<u>814,716</u>

The trustees have prepared group accounts in accordance with the Companies act 2006, s. 398 and the Charities Act 2011, S. 138. These accounts are prepared in accordance with the special provisions of Part 15 of the Companies Act relating to small companies and constitute the annual accounts required by the Companies Act 2006 and are for circulation to members of the company.

Approved by the trustees on and signed on their behalf by:



S Manchanda
Trustee

Date: 12 December 2024

Action For Race Equality
(A company limited by guarantee)

Charity balance sheet
As at 31 March 2024

			2024	2023
	Notes	£	£	£
Fixed assets				
Tangible assets	9		1	1
Investments	10		2	2
			<u>3</u>	<u>3</u>
Current assets				
Debtors	11	7,634	870	
Short term investments	12	159,758	156,782	
Cash at bank and in hand		1,670,898	1,156,416	
		<u>1,838,289</u>	<u>1,314,068</u>	
Creditors - amounts falling due within one year	13	<u>929,129</u>	<u>523,569</u>	
Net current assets			<u>909,160</u>	<u>790,499</u>
Net assets			<u>909,163</u>	<u>790,502</u>
Funds				
Income funds				
Unrestricted funds				
General funds			437,910	349,502
Designated funds			303,000	198,800
Restricted funds			<u>168,253</u>	<u>242,200</u>
Total funds		(0)	<u>909,163</u>	<u>790,502</u>

The directors have prepared company's accounts in accordance with the Companies act 2006, s. 398 and the Charities Act 2011, S. 138. These accounts are prepared in accordance with the special provisions of Part 15 of the Companies Act relating to small companies and constitute the annual accounts required by the Companies Act 2006 and are for circulation to members of the company.

Approved by the trustees on and signed on their behalf by:



S Manchanda
Trustee

Date: 12 December 2024

Action For Race Equality
(A company limited by guarantee)

Cash flow statement
For the year ended 31 March 2024

	Notes	Group 2024	Charity 2024	Group 2023	Charity 2023
		£	£	£	£
Cash provided (used) in operating activities	16	485,575	478,978	401,063	398,980
Cash flows from investing activities:					
Interest income		39,719	39,497	12,017	11,795
Taxation			-		-
Purchase of tangible fixed assets		(3,993)	(3,993)	(3,401)	(3,401)
Net cash used in investing activities		35,726	35,504	8,616	8,394
Change in cash and cash equivalents in the year		521,302	514,482	409,679	407,374
Cash and cash equivalents brought forward		1,168,813	1,156,416	759,134	749,042
Cash and cash equivalents carried forward		1,690,115	1,670,898	1,168,813	1,156,416

1 ACCOUNTING POLICIES

The principle accounting policies, which have been applied consistently, are as follows:

1.1 Basis of preparation

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 (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Action For Race Equality meets the definition of a public benefit entity under FRS 102, Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

1.2 Company status

The company is limited by guarantee. The guarantors are the directors of the company.
The liability in respect of the guarantee is limited to £1 per member.

1.3 Going concern

The financial statements have been prepared on a going concern basis, which is dependent upon the availability of adequate continued funding. The nature of the company's funding is inherently uncertain and should grant funding be discontinued in the future years, the charity would have to find other sources of funding, or significantly curtail its activity.

After reviewing the charity's forecasts and projections, the trustees have a reasonable expectations that the charity has adequate resources to continue in operational existence for the foreseeable future. The charity therefore continues to adopt the going concern basis in preparing its financial statements.

1.4 Group financial statements

The consolidated financial statements comprise Action For Race Equality, the charity, and its wholly owned subsidiary ARE Enterprise Ltd . A separate Statement of Financial Activities and income and expenditure account for the charity has not been presented because the Charitable Company has taken advantage of the exemption afforded by section 408 of the Companies Act 2006.

1.5 Fund accounting

Unrestricted funds

Unrestricted funds are grants and other income received or generated for the objects of the charity without further specified purpose and are available as general funds.

General funds are available for use at the discretion of the trustees in the furtherance of the general objectives of the trust.

Designated funds represent unrestricted funds allocated by trustees for particular purposes.

1.6 Restricted funds

Restricted funds are funds to be used for specified purposes based on the conditions imposed by the donors.

All income and expenditure is shown in the Statement of Financial Activities.

1.7 Income

Income from grants and donations, including capital grants, is included in the Statement of Financial Activities when the charitable company is entitled to the funds, any performance conditions attached to the grants have been met and the amount can be measured with reasonable certainty. Income is deferred when the charitable company has to fulfil conditions before becoming entitled to it or where it is received for use in a future accounting period. The notes to the Statement of Financial Activities show the gross amount received together with the changes in the amount deferred. Deferred income is included in creditors.

Income from charitable trading activities is included in income in the period in which the activity takes place and includes income receivable for training, consultancy, conferences, commission and publication sales.

1.8 Resources expended

All expenditure is accounted for on an accruals basis and is recognised when there is a legal or constructive obligation to pay. Expenditure items have been classified under headings that aggregate all costs related to each category. Where costs cannot be directly attributed to particular activities, they have been allocated on the basis of staff time spent on each activity.

Staff costs and overhead expenses, including any support or governance costs, are allocated to activities on the basis of staff time spent on those activities.

Costs of raising funds are those costs arising from trading activities.

1.9 Pension costs

The company operates a money purchase (defined contribution) pension scheme. Contribution payable to this scheme are charged to the statement of financial activities in the period to which they relate. These contributions are invested separately from the company's assets.

Action For Race Equality

(A company limited by guarantee)

Notes to the financial statements

For the year ended 31 March 2024 (continued)

1.10 Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less depreciation.

Depreciation is provided on all tangible fixed assets at rates calculated to write off the cost less the estimated residual value over the expected life of each asset as follows:

Equipment - on a straight line basis over 1 to 3 years

1.11 Investments

Investments in subsidiary undertakings are recognised at cost.

1.12 Current assets

Trade and other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid.

1.13 Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less.

1.14 Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts.

Action For Race Equality
(A company limited by guarantee)

Notes to the financial statements
For the year ended 31 March 2024 (continued)

2 Incoming resources

	2024 £	2023 £
Restricted Funds		
AB Charitable Trust	127,500	110,000
Barrow Cadbury Trust	17,000	30,130
Big Lottery Fund	118,112	173,560
Blackbaud	30,000	-
Comic Relief	120,000	15,000
Columbia Threadneedle Foundation	60,000	-
Disrupt Foundation	-	50,000
Esmee Fairbairn Foundation	-	37,400
Greater London Authority	184,815	57,500
London Community Fund	27,000	18,000
Network For Social Change	109,186	
Paul Hamlyn Foundation	110,000	300,000
The City Bridge Trust	-	160,000
Trust for London	119,000	107,750
Youth Futures Foundation	82,534	58,900
AB Charitable Trust APA	27,500	-
The Clothworkers' Foundation APA	50,000	-
Grants received in advance - movement	(381,125)	(307,794)
Total restricted Grants	801,522	810,446
Unrestricted Funds		
The Clothworkers' Foundation	100,000	-
Income from charitable activities	180	37,421
Other grants	-	123,096
Donations	4,395	24,778
	906,097	995,741
Activities for generating funds	221,137	92,522
Investment income: Bank interest	39,719	12,017
	1,166,953	1,100,280

Income is accounted for on a receivable basis. Where income is received in advance and the expenses may not have been incurred relevant to that income the excess income is carried forward and utilised in subsequent period or year.

All the above restricted funds have been spent and the expenditure is noted in note 3 to the accounts. Where the grant period straddles the accounting year the unspent part of the grant is carried forward as a restricted reserve and is spent in the subsequent period.

Action For Race Equality
(A company limited by guarantee)

Notes to the financial statements
For the year ended 31 March 2024 (continued)

3 Total resources expended

	Policy & Research £	Children & Young people £	Employment & Enterprise £	Capacity & Grants £	Partnership & Training £	Support costs £	2024 Total £	2023 Total £
Staff and external staff costs	60,059	109,531	157,073	199,721	13,769	15,695	555,849	583,330
Training and recruitment	1,177	286	4,694	934	0	289	7,381	2,289
Premises	2,551	8,191	8,327	9,773	0	927	29,770	26,542
Conference/seminar facilities	46	4,394	17,598	12,515	76,432	2,642	113,627	13,479
Communications	803	1,412	1,194	6,285	201	1,414	11,309	9,001
Grants / Payments to partners	0	91,594	16,000	205,500	0	280	313,374	241,689
Travelling and subsistence	41	1,063	676	249	3,313	1,792	7,134	6,043
Audit and legal fees	451	1,350	1,329	1,493	962	226	5,812	3,760
Depreciation	116	233	234	681	0	2,729	3,993	3,401
	65,246	218,056	207,126	437,151	94,677	25,994	1,048,249	889,534
Restricted								
Charitable activities							875,469	673,157
Unrestricted								
Costs of generating voluntary income							146,829	56,314
Charitable activities							25,994	160,063
							1,048,292	889,534

Action For Race Equality
(A company limited by guarantee)

Notes to the financial statements
For the year ended 31 March 2024 (continued)

4 Net incoming resources before transfers

This is stated after charging:

	2024	2023
	£	£
Directors emoluments	-	-
Depreciation	3,993	3,401
Operating leases - land and buildings	24,192	23,337
Auditors' remuneration		
Audit fee	3,350	3,350

5 Staff costs

Staff costs during the period were as follows:

	2024	2023
	£	£
Salaries and wages	386,095	364,838
Social security costs	33,709	34,183
Other pension costs	29,421	27,777
	449,225	426,798

One employee earned, as defined for taxation purposes, £60,000 or more.

The average number of employees during the period, analysed by function was:

	2024	2023
	Number	Number
Direct charitable expenditure		
Chief officer	1	1
Others	9	11
Management and administration	1	1
	11	13

6 Pension costs

Money purchase (defined contribution) pension scheme

The charity operates a money purchase (defined contribution) pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The pension cost charge represents contributions payable by the company to the fund and amounted to £29,421 (2023 - £27,777).

Action For Race Equality
(A company limited by guarantee)

Notes to the financial statements
For the year ended 31 March 2024 (continued)

7 Taxation

As a registered charity under the Charities Act 2011, income from charitable activities is exempt in accordance with sections 466-493 of the Corporation Tax Act 2010.

8 Trustees' Remuneration and expenses

The trustees nor the directors received any remuneration during the period for acting as trustees.

All the trustees and directors are entitled to have their expenses reimbursed.

These expenses were reimbursed as follows:

	2024	2023
Travelling and subsistence expenses	<u>£221</u>	<u>£47</u>

9 Tangible fixed assets

Group and the charity

	Furniture and equipment £
Cost	
At 1 April 2023	18,282
Additions	3,993
At 31 March 2024	<u>22,275</u>
Depreciation	
At 1 April 2023	18,281
Charge for the year	3,993
At 31 March 2024	<u>22,274</u>
Net book value	
At 31 March 2024	<u>1</u>
At 31 March 2023	<u>1</u>

Action For Race Equality
(A company limited by guarantee)

Notes to the financial statements
For the year ended 31 March 2024 (continued)

10 Net income from trading

The charity has one trading wholly owned subsidiary, ARE Enterprise Ltd , which is incorporated in the UK and registered in England, the accounts of which are audited and filed at Companies House. A summary of its financial position is given below.

Profit and loss account of ARE Enterprise Ltd	2024	2023
	£	£
Turnover	221,137	92,522
Expenses	(152,681)	(55,271)
Covenanted payment to charity	(68,947)	(37,473)
	(491)	(222)
Interest receivable	491	222
Profit on ordinary activities after taxation	-	-
Summarised balance sheet of ARE Enterprise Ltd	2024	2023
	£	£
Current assets	47,991	61,133
Creditors: amounts falling due within one year	(23,775)	(36,917)
Net assets	24,216	24,216
Called up share capital	2	2
Profit and loss account	24,214	24,214
	24,216	24,216

The charity's investment in ARE Enterprise Ltd is two ordinary shares of £1 each, being the whole issued share capital of ARE Enterprise Ltd.

Action For Race Equality
(A company limited by guarantee)

Notes to the financial statements
For the year ended 31 March 2024 (continued)

11 Debtors

	Group		Charity	
	2024	2023	2024	2023
	£	£	£	£
Trade debtors	19,920	43,702	-	-
Amount due from subsidiary undertaking	-	-	6,764	-
Other debtors	9,724	870	870	870
	<u>29,644</u>	<u>44,572</u>	<u>7,634</u>	<u>870</u>

12 Short term investments

This is a 90-day fixed interest rate deposit held with Nationwide.

13 Creditors - amounts falling due within one year

	Group		Charity	
	2024	2023	2024	2023
	£	£	£	£
Trade creditors	2,452	5,599	1,321	5,599
Amount due to subsidiary undertaking	-	-	-	5,035
Taxation and social security costs	11,284	5,672	-	-
Other creditors and deferred income	932,404	544,181	927,808	512,935
	<u>946,140</u>	<u>555,452</u>	<u>929,129</u>	<u>523,569</u>

14 Analysis of net assets between funds

	Unrestricted General	Restricted funds	Total funds
	£	£	£
Fixed assets	1	-	1
Current assets	794,616	1,084,900	1,879,516
Current liabilities	(29,493)	(916,647)	(946,140)
Total net assets	<u>765,124</u>	<u>168,253</u>	<u>933,377</u>

Action For Race Equality
(A company limited by guarantee)

Notes to the financial statements
For the year ended 31 March 2024 (continued)

15 Statement of funds

	Notes	Balance 31 March 2023 £	Incoming £	Outgoing £	Transfers £	Balance 31 March 2024 £
General funds		373,716	365,431	(172,823)	(104,200)	462,124
Designated funds		198,800	-	-	104,200	303,000
Restricted funds	a	242,200	801,522	(875,469)	-	168,253
Total funds	b	<u>814,716</u>	<u>1,166,953</u>	<u>(1,048,292)</u>	<u>-</u>	<u>933,377</u>

The balances will be carried forward and used as follows:

- a The balance will all be utilised in the forthcoming months to meet the delivery commitments made by the charity.
- b The balance will be used to continue the funding of the charity's mission.

Due to the short term nature of the funding that the charity receives the charity is building up a six month reserve, on grounds of prudence, to finance its activities during the time lag between existing grants expiring and new sources of funds being obtained and in the event of any unforeseen circumstances.

Designated funds are funds

Designated funds are unrestricted funds that have been set aside at the discretion of the trustees for following purposes.

	2024 £	2023 £
Service development, research and staffing fund	198,800	203,000
Transfers	104,200	(4,200)
	<u>303,000</u>	<u>198,800</u>

The charity wishes to continue its successful work in developing policy research, working with young people and increasing employment for the minority communities. In order to achieve these objectives the charity is in the process of revising its structure and increasing the number of staff to deliver its core mission. It is seeking funding to continue this work and has designated some of its reserves to the revised structure whilst obtaining this funding.

Action For Race Equality
(A company limited by guarantee)

Notes to the financial statements
For the year ended 31 March 2024 (continued)

16 Reconciliation of net movement in funds to net cash flow from operating activities

	Group		Charity	
	2024	2023	2024	2023
	£	£	£	£
Net incoming resources				
(as per the statement of financial activities)	118,661	210,746	118,661	210,746
Depreciation charge	3,993	3,401	3,993	3,401
Interest income	(39,719)	(12,017)	(39,497)	(11,795)
Decrease (increase) in short term investments	(2,975)	(859)	(2,975)	(859)
Decrease (increase) in debtors	14,928	(27,112)	(6,764)	0
Increase (decrease) in creditors	390,688	226,904	405,560	197,487
Net cash provided by operating activities	<u>485,575</u>	<u>401,063</u>	<u>478,978</u>	<u>398,980</u>

17 Commitments under operating leases

	2024	2023
Total commitments	<u>6,048</u>	<u>6,048</u>

Accounts



A Company Limited by Guarantee

**Report of the Trustees and audited financial statements for the
year ended 31 March 2023**

Action for Race Equality 200a Pentonville Road London N1 9JP

T: 020 7832 5800 E: hello@actionforraceequality.org.uk

Charity registration number. 105604

Company registration number: 03203812

Action for Race Equality

Report of the Trustees (incorporating a Chief Executive's Report) for the year ended 31 March 2023

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Action for Race Equality

Report of the Trustees (incorporating a Chief Executive's Report) for the year ended 31 March 2023

Legal and administrative information

Name of charity: Action for Race Equality (ARE)

Charity registration number: 1056043

Company limited by guarantee registration number: 03203812

Principal and registered office: 200a Pentonville Road, London N1 9JP

Charitable company's trustees and officers:

Femi Bola MBE, Secretary

Marion Bruce

Ila Chandavarkar

Laura Durrant

Zahid Hussain

David Izamoje, Treasurer

Seema Manchanda, Chair

Raj Patel MBE

Ambrose Quashie, Vice Chair

Kenneth Sule-Ejeh

Patrons:

Prof Greg Clark CBE

Lieutenant Colonel Sulle D Alhaji

Chief Executive Officer and senior staff members to whom day- to-day management of the charitable company is delegated by the trustees:

Jeremy Crook OBE, Chief Executive

Tebussum Rashid, Deputy Chief Executive (Resigned 8.9.2023)

Banker: Unity Trust Bank, Four Brindley Place, Birmingham B12JB

Auditor: Able & Young, Airport House, Purley Way, Croydon, CRO OX

Action for Race Equality

Report of the Trustees (incorporating a Chief Executive's Report) for the year ended 31 March 2023

Charitable company's other staff

Victoria Atanda, Youth Panel lead
Nisha Bhatia, R2S Project Coordinator
Payal Bhavsar, Senior Communications Officer
Meka Beresford, Head of Policy
Brianna Cyrus, R2S Programme Manager
Philip Flynn, Project Support Officer (Resigned 4.12.2023)
Pheobe Georgestone, R2S Project Coordinator (Resigned 14.7.2023)
Adeline Iziren, Communications Manager (Moving on Up) (11.5.2022 to 12.8.2022)
Kim McIntosh, Windrush Grants & Programme Manager (Resigned 30.11.2023)
Katie McNab, Civil Service Fast Stream placement (seconded from 01.09.22 to 29.2.23)
Indra Nauth, Programme Director
Maithreyi Rajeshkumar, Head of Policy (Resigned 21.09.22)
Tara Shah, Project Support Officer
Megan Wong, Pathways 2 Economic Opportunities, Grants & Programme Manager

ARE Associates

Dr Liz Mackie (Moving on Up)
Karl Murray (Evaluation, Mentoring & Leadership)
Alex Louis (Communications/PR)
Tutu Adebiyi (Business development)

The Trustees (who are also the directors for the purposes of company law) are pleased to present their report and the audited financial statements of Action for Race Equality for the year ending 31 March 2023. These comply with statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standards applicable to charities in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

Public Benefit

We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities. Action For Race Equality provides public benefit by improving the lives of young Black, Asian and Mixed heritage people through our projects, supporting Black and Asian led organisations through on-ward grant giving and capacity building and in our policy work on tackling race disparities in education, employment and business.

Action for Race Equality

Report of the Trustees (incorporating a Chief Executive's Report) for the year ended 31 March 2023

ARE's Mission, Vision, Values and Aims

Mission	Vision
To end racial inequality	To champion fairness, challenge discrimination and pioneer innovative solutions to empower Black, Asian and Mixed Heritage communities through education, employment and enterprise
Values	Aims
Responsive: We listen, we observe, we learn and if we need to change what we do and how we do it, we will Inclusive: We engage across communities, sectors and generations, listening and responding, respecting diverse views, issues and needs Collaborative: We work with partners and stakeholders to strengthen our intersectional approach Leading by practice: We are anti-racist and lead by example. We believe in and deliver projects and activities based on an anti-racist and anti-discrimination agenda	To tackle GCSE attainment and school exclusion race disparities To tackle race disparities in employment To tackle race disparities in the enterprise system To tackle race disparities in the criminal justice system To strengthen Black and Asian-led and organisations and charities To tackle systemic and institutional racism in public services

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Report of the Trustees (incorporating the Chief Executive's Report)

As the UK emerged from the Covid pandemic it was clear it would take a long time for the country to recover socially, economically and for the NHS to deal with the massive waiting list. These challenges have the greatest impact on the poorest families and were further exacerbated with the cost-of-living crisis.

As a charity with a focus on children and young people we are deeply concerned about the impact of the above factors on their education, mental health and well-being. Across the country there remain significant numbers of children not in school (7.5% in 2022/23, House of Commons Library). We see the impact of societal pressures on children, teachers and parents and frontline charities doing the best that they can to support their communities.

In London, thanks to our Routes2Success role models and mentors we have worked with schools to add value by supporting boys and girls at risk of not completing their education or fulfilling their potential. The challenges for young people coming out of Covid was getting back into a routine at school (sleep patterns/waking up early), coping with the demands of school expectations and catching up with what was missed during the pandemic.

For a short period in the UK following the murder of George Floyd and the BLM protests we witnessed racism towards Black people become 'centre stage' and leaders across the public, private and voluntary sector were challenged to face up to Black peoples lived experience of racism and its impact on all aspects of their lives. The Government concluded there was racism, but it was not systemic and institutional; the country's policing chiefs and the prison and probation service produced race action plans. However, three years on there is no evidence that any race disparities have been narrowed and the Casey Review (March 2023) concluded what many Black Londoners have experienced for decades that there is institutional racism, sexism and homophobia in the Met Police.

The Government's denial of systemic and institutional racism makes our work far more challenging because policy makers, employers, educational institutions and the criminal justice system (CJS) avoid focusing on the root cause of race disparities and consequently their action plans fall short on delivering systemic change. ARE will continue raise these concerns and support Black and Asian communities to battle against systemic and institutional racism and the opportunity deficits this creates.

In June 2022 the Census 2021 was released which showed the ethnic minority population in England and Wales increase from 14% (Census 2011) to 18%. Today, the ethnic minority population in London is 46%; Birmingham (51%); Leicester (59%) and Manchester (43%). This matters in terms of public sector workforces reflecting this ethnic diversity and

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providing culturally relevant services and private sector leaders setting relevant workforce targets. ARE believes it is no longer acceptable for employers in the cities above to have ethnicity targets set at 14%.

The 25th of October 2022 was historic with the first UK Government Indian heritage Prime Minister - this followed on from the first African heritage Chancellor of the Exchequer. This should send a message to people from all ethnic backgrounds and especially young people that there is no position in society that is out of scope of Black, Asian and Mixed heritage people. We hope that all future Governments' see the importance of reflecting the ethnic and gender diversity of the country.

We decided to step away from the Coalition of Race Equality Organisations and with a small group of partner organisations including, the Race Equality Foundation, Operation Black Vote, HIAS+JCORE and Friends, Families and Travellers we collectively set up the new Alliance for Racial Justice which has a strong focus on tackling institutional racism. We believe England's race equality sector needs a robust national voice to tackle institutional and systemic racism. This will be important as we move toward the next general election.

Following our Reflective Review (2022) of the EQUAL National Independent Advisory Group we developed a new strategy to tackle race disparities in the CJS. Our focus remains on the youth justice system, policing and the prison and probation service. To avoid duplication by creating another national ethnic minority CJS network we made a commitment to work with Clinks charity's Race and Justice Network which is mostly comprised of ethnic minority service providers.

Unexpectedly we were approached by the Paul Hamlyn Foundation and asked if we would be willing to participate in their new Windrush grant programme. We quickly developed a proposal and worked with the Foundation to secure additional significant grants from several other funders including the Greater London Authority (GLA), City Bridge Foundation, Trust for London and the Network for Social Change. In total ARE attracted £1.3m for a three-year onward grant and capacity building programme which we called the *Windrush Justice Programme*. ARE demonstrated great agility to set up a new programme and start awarding grants to grassroots advocacy organisations within six months.

Thanks to our funders we ramped up our capacity building of small organisations and continue to believe that a vibrant and strengthened ethnic minority civil society sector builds stronger and integrated communities. ARE has focused on developing new organisational values, a new 3-year strategic plan and strengthened our human resources.

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Progressive funders have been prepared to do things differently and have spent more time listening Black and Asian led organisations about the best way to support them and in some cases, funders have channelled large grants through Black and Asian led infrastructure organisations for onward grant giving. We are proud of the onward grant giving and capacity building we have provided. The feedback from the beneficiary organisations has been positive and instructive.

ARE's staff, Trustees, volunteers, Patrons, Associates and Advisors (the "ARE family") have worked exceptionally hard to deliver our programmes and policy campaigns. And support new external initiatives like the Alliance for Police Accountability. We have collaborated with highly committed organisations across sectors at the local, regional and national level. We want to take this opportunity to thank the "ARE family", our funders (charitable, corporate and donations we receive via our website), businesses, the public servants, and Ministers that we try to influence, and we work with.

Finally, I wouldn't be able to lead and guide the ARE team without the support that I receive from Seema Manchanda, our exceptional Chair, Ambrose Quashie (Vice Chair) and Laura Durrant (Human Resource/Talent lead) and the trustee board. My thanks to the ARE trustees for their time and dedication.

Jeremy Crook OBE.

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ARE PROGRAMMES

EDUCATION

Route2Success (R2S) Ethnic Minority Role Model and Mentoring Programme

"During the three sessions I have learnt to build my career and my dreams and aspirations. And how to build a start and a beginning for doing my dream job. I also build more respect and have more hope for myself." Year 9, Black male at Heron Hall Academy (May 2022).

R2S continued to connect ethnic minority young people aged 10-24 with role models and mentors from similar backgrounds. This London project funded by National Lottery Community Fund enables and encourages children and young people, male and female, to plan for their futures; to succeed in education and employment, have an entrepreneurial mind-set, have clear career routes, inspire positive choices and provide guidance to overcome the obstacles/barriers that are so often part of everyday life.

- We have worked with 177 young people and 137 young people have attended 2 or more sessions. We are well on track to achieve our three-year beneficiary target of 600 young people.
- 11 R2S role models delivered 42 workshops in 9 schools.

A female student attended three group mentoring sessions and was engaged and motivated by the role models especially with regards to her upcoming GCSEs.

'If I had to rate R2S on a scale of 1-5, I would give it a 5. My mentor was kind, motivational, and helped open my eye to things I never realised were a problem. She helped me figure out what career I would like to pursue. It was a really enjoyable discussing my life. Overall, I would recommend R2S to many of my friends as it is a great way to become motivated and understand the importance of my GCSE grades.'

*'I just wanted to say a massive thank you to you both for all your help over the last year with our amazing students. It has been fantastic to see the progress some of them have made, and I genuinely believe working with you and the mentors has been a massive reason for it. A*** and L**, for example, have really turned it around over the last month. Please pass on our appreciation to Hepburn too.' Head of Year 9, Phoenix Academy (Dec 2022).*

Impact

We ask the young people that participate in R2S to complete a feedback form after every session and overall, our role models have had a positive impact. Our data shows:

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- 75% of young people that attended two or more sessions felt that their self-esteem and confidence had increased because of the sessions.
- 79% of the young people felt more confident about their future.
- 72% said that they were more likely to go on to further education.
- 66% said that they were more likely to consider entrepreneurship.

Working with Communities Empowerment Network (CEN) to support parents

This year with our programme partner CEN we have hosted 13 parent forums attended by 59 parents and 6 parent coffee mornings. 31 parents have received 1-2-1 support from CEN and 59 parents have been signposted to external organisations. Parents have been pleased with the support given by ARE/CEN. 100% said the session made them more aware of the support services available to parents and young people.

"Thank you for this session. Today I was feeling so helpless, but sitting in this session has given me the kick to keep on trying to support my child." - **parent attendee at 'The Unseen Effects of Exclusion' Forum.**

R2S supported CEN with a conference entitled *Empowering Parents* on Saturday 12th November at Coram. The event was designed to demonstrate how good collaborative practice between schools, parents, and children can reduce the number of students excluded through discussions and activities designed to unify, upskill, and empower parents. There was a panel including key speakers in the field including CEN Chair and Co-Founder Professor Gus John and former headteacher Barbara Aimable. The feedback from the 22 parents who attended was excellent - 80% said it was supportive and extremely useful.

Sustainability

We secured corporate donations from Glendower who gave us a £20K in March 2022 and Blackbaud are providing a £45K donation over three years. We received £410,700 funding from the Greater London Authority (GLA) in March 2023 under the Propel New Deal for Young People which will allow us to expand our work to an additional four London boroughs and partner with two other charities: Your Story and Father2Father. We appreciate these significant contributions that allow us to expand our reach. We will continue to put the call out for more volunteer role model and mentors.

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EMPLOYMENT

Moving on Up (MoU) Employment Initiative

MoU is ARE's ground-breaking positive action employment initiative funded since 2015 by Trust for London, City Bridge Foundation and more recently by Brent council and Jobcentre Plus (Newham). We have continued to provide strategic support for the programme and support to the MoU Collective Impact Partnerships in Brent and Newham, including:

- Secretariat support for 15 meetings covering the Advisory Group, Employer Champions Group and Newham Collective Impact.
- Attended a range of meetings including monthly funder planning meetings and quarterly Brent and Newham Collective Impact meetings.
- Contributed to commissioning of new external evaluators for Collective Impact evaluation.
- Produced two policy and data briefings
- Recruited a senior MoU communications lead.

On average over three years the two collective impact partnerships supported 120 young Black men into work each year.

Bola Abisogun OBE FRICS, stepped down as chair of the MoU Advisory Group which he had chaired from its inception. We thanked Bola for the considerable time and expertise and his devotion to MoU. He received positive tributes from the members.

MoU Employer Champions

Our employer champions group met throughout the year to explore ways of increasing employment opportunities for young Black men and expanding the membership of the group. The champions informed a new seven-page product for young Black men entitled, *'Top Tips Preparing for your interview on-line or fact-to-face'* and we are promoting this to young Black men via social media and youth employability organisations.

MoU took two groups of our young Black male Ambassadors to visit WTW, a global insurance company and of our MoU employer champions and JP Morgan. The Ambassadors got to meet WTW's Chief Information Officer Mark Beardall along with other senior staff within the Technology team and ask them about how WTW ensures it recruits and retains Black talent. During the visit, WTW committed to taking on at least five young Black men as apprentices at WTW in the coming year, a target they reached. J.P. Morgan also provided an opportunity for a small group of MoU Ambassadors to meet with senior leaders and three young Black male staff who shared their journeys and roles within the global business.

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Greater London Authority (GLA) collaboration



In September, ARE collaborated with the GLA's Workforce Integration Network (WIN) team and successfully hosted '*A Journey Towards Inclusion: Young, Black and Talented*' event where leaders from across Construction, Finance and Technology and a cohort of young Black men came together at the iconic headquarters of the Royal Institution of Chartered Surveyors in Westminster.

The afternoon saw over 120 guests attend, including representatives from Balfour Beatty, HS2, Transport for London, Wates Group, Thames Water, Fat Beehive, Jacobs, Kier, Lendlease and Berkeley Group.

Guest speaker Deputy Mayor Dr Debbie Weekes-Bernard emphasised the need for employers to use the young Black male talent pool, two panellists' employers shared the practical actions they take, two young Black male MoU ambassadors shared their experiences and young Tottenham poet Giovanni Rose (Poetry Society's Foyle Young Poet, 2021) delivered new inspirational poems.

The event enabled over 30 young Black men (and some parents) to network with employers and find out more about how to find and apply successfully for jobs in sectors where young Black men have been historically under-represented. One young Black man with a desire to work in the construction sector, connected with an employer present and subsequently attended their apprenticeship open day and successfully applied for a level three apprenticeship.

ARE's funding for the recent two-year MoU phase ended in October 2022 and we successfully obtained two further years of funding to October 2024. Also, during this period, ARE took on a government funded Kickstart Scheme placement (facilitated by our MoU East London Business Alliance) for six months - Victoria Atanda provided project

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support during this placement and secured a permanent position at ARE once her placement ended.

Ethnic Diversity in the Youth Employability Sector Programme funded by Youth Futures Foundation

This programme started in November and aims to strengthen the Black, Asian and Mixed-heritage led employability sector by working with a group of ten organisations across England, sharing best practice and tackling the challenges they face – all to ensure better job outcomes for young people aged 16-24 from Black, Asian and Mixed-heritage backgrounds.

The programme is informed by a new ARE Youth Panel and we recruited a new ARE Youth Panel Lead - Victoria Atanda. We began recruitment of the Youth Panel early in 2023.

The group of organisations set out what they expect to achieve from the programme and their thoughts on how we can share learning, best practice and 'what's working' to support young people into good jobs. We have started to support each organisation with organisational development, provided two with one-to-one support to develop funding applications. We will continue to support all organisations with fundraising to help them secure crucial core costs in addition to programme funding. One group's feedback included, *'ARE is so knowledgeable and helpful. I wish I could clone your staff and have them working with me in the West Midlands.'*

CRIMINAL JUSTICE SYSTEM (CJS)

EQUAL National Independent Advisory Group (NIAG)

The EQUAL NIAG is comprised of representatives from civil society, academia, funders and CJS civil servants. ARE continued to host quarterly EQUAL NIAG meetings and speakers have included Justin Russell, HM Chief Inspector of Probation and Alana Ajani, Programme Director HMPPS RAP.

NIAG members in collaboration with funders met to develop the work strategy going forward. This has included the development of a new Theory of Change, Stakeholder analysis and management plan, comms strategy, policy priority area review and fundraising strategy.

EQUAL contributed to a wide range of policy spaces. We also undertook a review of our policy strategy, developed a theory of change and new three-year policy strategy which connected our core policy priorities - education, employment and criminal justice.

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Representation on Boards

EQUAL continued to be represented on a number of panels and boards including the HMPPS External Advice and Scrutiny Panel (EASP) and Service Users Advisory Group (SUAG – now LEEN), Ministerial Roundtables, MOPAC's Gangs Violence Matrix Reference Group, MPS Strategic Race, Inclusion, Diversity and Equality External Advisory Board, Transition2Adulthood and sector led panels via Clinks and the Criminal Justice Alliance (CJA). Work with these Boards/panels has included:

- Contribution to the Police, Crime, Sentencing and Courts Bill campaign - attended the House of Lords to set out our equalities concerns with other organisations (Agenda, Traveller Movement, Alliance for Youth Justice), this event had been arranged by EQUAL and CJA. Reed Smith LLP a law firm and AIG Insurance have agreed to offer pro bono support to CJA on the work around the bill. EQUAL and CJA have been looking more specifically at the ways in which the government are failing to show due regard to the Equality Act 2010 Public Sector Equality Duty.
- National Police Chiefs' Council (NPCC) National Race Action Plan (NRAP) - EQUAL participated in meetings regarding the NRAP giving a critical lens to its depth and substance and submitted recommendations.
- Continued engagement with HMPPS on PAVA spray (incapacitant spray similar to pepper spray). ARE is against its use in the prisons.
- Supported Manchester Metropolitan University, in a policy capacity, on a research project, looking specifically at Crown Court and magistrate court datasets, looking at sentencing and remand and the ethnic inequalities and disparity, and what drives that disparity, particularly in relation to sentencing and remand.
- EQUAL responded to the Inclusive Britain report, which is the government action plan response to the problematic CRED report (2021).

Campaigning

Gangs Violence Matrix (GVM) campaign

The team worked hard to progress and launch a campaign to question and challenge the existence and use of the database. Working with HelpFilm and their pro bono support a film was produced and launched on 2nd November 2022. This coincided with Liberty's Judicial Review of the GVM.

The film is based on interviews and workshops carried out by EQUAL/ARE to engage young people and sees criminal justice experts, Leroy Logan MBE (former Metropolitan Police Superintendent and member of the Alliance for Police Accountability); Lana Adamou (Lawyer at Liberty UK); Katrina Ffrench (Director and Founder of UNJUST UK); Sammy Odoi (Founder of Wipers CIC) and Jeremy Crook OBE (ARE) and young Black people openly share their experience and insights into the long-term emotional, psychological and social toll of over policing of Black communities that the Matrix forms part of.

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'What we spoke about was relatable. I showed empathy, listening to my colleagues, especially Awate Suleiman – pressure off my chest.'

'Realised just how much the police get away with, and how little is actually done for the young people in general. The session was really informative.'

Following the campaign and a legal challenge by human rights charity Liberty on behalf of UNJUST UK and Awate Suleiman, the Met Police removed around 2000 names from the GVM and recognised the need to overhaul the Matrix including a rename.

Alliance for Police Accountability (APA)

The APA is a newly established England and Wales initiative consisting of influential Black individuals and national Black organisations such as Black Police Association, BlackMen4Change and Black Equality Organisation. ARE is the accountable body for APA funding and coordinated the APA's 62 page '*Community Orientated Policing (COP) A Compelling Case*' document which was completed in January 2023. The document makes the case for developing new forms of community orientated policing with Black communities and sets out a multi-million-pound three-year strategy.

The APA is actively engaged in consultative processes with the Metropolitan Police Service, the Mayor of London's Office, the College of Policing, the National Police Chiefs Council, and the Independent Scrutiny and Oversight Board for the NPCC's National Race Action Plan.

The APA's aims to engage and consult with Black communities in four cities to develop Black policing charters (at local and national levels) and Black-led public health charters. The project's goal is to establish local police monitoring groups that enhance police accountability and facilitate community-led public health action and violence reduction networks.

The APA Steering Group is chaired by Lee Jasper (former GLA Deputy Mayor for Policing and race equality campaigner).

In March the APA staged a press conference outside New Scotland Yard to coincide with the publication of the Casey Review. Members of the APA Steering Group including ARE's Chief Executive called for police reform and effective accountability.

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ONWARD GRANT GIVING & CAPACITY BUILDING FOR BLACK, ASIAN AND MINORITY ETHNIC LED ORGANISATIONS

Pathways to Economic Opportunities (P2E)

P2E is a two-year programme funded by JP Morgan Chase and London Community Foundation, providing funding and organisational development support to 19 Black and Minoritised Ethnic-led (BME) organisations in London working on employment, enterprise and financial health. ARE has organised and delivered:

- 3 workshops (leadership training, building resilience, writing better bids)
- Introductory workshop to organisational development
- An Action Learning Set on the Cost of Living
- Met with 6 partner organisations to assess their organisational development needs and matched them to consultants; and published two blogs.

Impact

Several partner organisations have secured additional funding including core funding. One organisation said they had secured two lots of 3-year funding ranging from £100-200k, and that that was a result of the organisational development support.

There is increased networking amongst organisations including peer-mentoring support; and -increased knowledge around specific topics including building resilience and wellbeing within a team, communications and social media, writing bids, and leadership. Skills sharing and problem-solving support amongst partners about dealing with challenges including cost of living, monitoring and evaluation.

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Participants have valued the 1-1 consultancy support – having an expert to provide support and make recommendations has been useful. Even though it has involved additional work. One organisation leader stated:

'The pressure and focus on our organisational development is needed. Otherwise, these things would be on the backburner, and I'd be scared to start it because I wouldn't know where to start. So, whilst it is a lot of extra work, it has been really supportive...we have a year to really focus on making the changes within the organisation. It's a good push to really focus on improving in these areas.'

Stronger Futures - GLA Violence Reduction Unit (VRU) funded.

Stronger Futures is supported by £1.38m fund for organisations across London to support young Londoners at risk of crime/already involved in crime – targeting support for hours after school to 10pm, weekends and holidays. Working in partnership with Rocket Science, ARE has provided grant management skills to ten of the seventeen funded organisations and has managed the organisational development element for all seventeen organisations. This included 1-2-1 tailored consultancy support and themed masterclasses. The ongoing and relational nature of the support also provided organisations with the flexibility to react to issues as they arose, rather than offering a rigid programme that did not suit organisations' day-to-day experiences.

Testimonial from one of the organisations supported:

'You're not fumbling around in the dark looking out there who can help you on a piece of work, you've got someone there in front of you, who you're working through a number of sessions for the duration of the grant which is good... The capacity building support, I would give it a 10 out of 10. It's helped us greatly. We had a good consultant, went through our policies, made sure that all the policies were in line with the guidelines and compliance up to date, and it was excellent.'

Rocket Science and ARE were successful in securing an additional nine months funding from August 2022, to support the Stronger Futures funding recipients with their capacity building and exit strategies.

The Stronger Futures Networking Reception in March 2023 at Coin Street Community Builders brought together all of the Stronger Futures funding recipients to network, establish and develop collaboration pathways, to support each other to overcome immediate challenges and to discuss innovation/new ideas. The event was particularly useful as allowed space to examine the impact of the cost of living and challenges facing the groups around burnout and trauma.

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Windrush Justice Programme (WJP)

The £1.3m WJP was created to provide small grants to grassroots organisations across the UK who were providing advocacy support to anyone wanting to access the Home Office Windrush Compensation Scheme, and/or to regulate their status as a British Citizen in order to access the Scheme. Many groups were operating in a voluntary capacity and had started this work based on the need they had seen/heard directly from communities affected and some had been created following support they had given their own family members. In addition to the grants the programme provided tailored consultancy organisational development support to strengthen the organisations. WJP, working with Patrick Vernon a leading Windrush campaigner is also developing policy and lobbying policy makers for change.

Onward grant giving performance

- One funding round run and grant decisions taken by a new in-person independent assessment panel.
- 12 organisations providing advocacy support onward granted funding of £22k across two years. A total of £198k was onward granted within this financial year.

A standout moment was co-designing the grants application process with over twenty small organisations who were planning to apply to the WJP. This co-design led to ARE using a conversation assessment model rather than an application form, where members of the WJP team would meet with key people within the organisation who were applying to interview/chat with them about the advocacy work they are doing, the challenges they face, how they would use the funding and what difference this would make to their organisation and those they were supporting. These chats were incredibly impactful and full of rich information including case studies, with organisations stating that "this process has been so helpful as I don't like completing applications forms [for funding] as I'm not good at that. This way lets me tell you about all of the work we're doing and is less stressful".

In October a new part time Grants and Programme Manager Kim McIntosh was employed. New funding of £110k was secured in January 2023 from the Network for Social Change. This funder consists of high-net-worth individuals who commit funding to causes and initiatives that they want to fund/champion.

ARE's WJP team consisting of Jeremy Crook, Indra Nauth and Kim McIntosh met with Lord Simon Murray, who is Parliamentary Under Secretary of State at the Home Office and Home Office colleagues in February 2023. The meeting was an opportunity to set out the work of the WJP and to build and develop relationships with colleagues at the Home Office.

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ENTERPRISE

Islington Enterprise Support

Our work supporting Black, Asian and minority owned businesses in Islington impacted by Covid continued to the end of November 2022. We supported a total of twelve businesses from a range of sectors including IT website/network support, a biodegradable wipes company and two beauty businesses. With ARE consultants we delivered four online masterclasses which included topics like *Accessing public sector contracts; Turning [social media] clicks to sales; Financial Management and Improving your website*. To share content from the workshops we developed a set of guides which included the workshop content.

Using the Action Learning Set (ALS) peer to peer learning model, six facilitated sessions were held with participants raising challenges that included *Marketing products/the business to stand out in a crowded market and competing with skilled offshore workers*. We had originally planned to hold 3 ALS sessions however they proved to be one of the most popular elements of the programme, with many businesses wanting to present their challenge(s).

Two networking events were held with the Council and businesses, given business owners a chance to share their thoughts on the programme and to hear what other initiatives the Council's Inclusive Economies team were planning. We met regularly with colleagues from Islington Council to track the outcomes and update the Council on its impact.

Islington Inclusive Entrepreneurship Programme

The Inclusive Entrepreneurs programme also continued to December 2022 we provided a bespoke programme of business support and networking for underrepresented entrepreneurs. In particular, Black, Asian and Minority Owned businesses. The programme also targeted female entrepreneurs and people with disabilities in the borough of Islington, as part of the wider Business Recovery Programme.

ARE provided specialist facilitators and consultants who delivered a mix of one-to-one sessions, masterclasses, peer-to-peer learning groups and opportunities to attend networking events. The programme delivered culturally appropriate business support which was a hugely successful element of this work.

- 94% of the 17 businesses supported were Black, Asian or mixed heritage owned
- 82% were female owned and 18% were male owned
- 41% were owned by disabled people

The intersectionality of the businesses is illustrated by the fact that five of the participating businesses were female, Black or Asian and disabled.

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In September we held an in-person event with Councillor Santiago Bell-Bradford who leads on the Inclusive Economies brief at Islington Council. Over half of the entrepreneurs attended (along with businesses from Enterprise support programme). The Councillor was pleased to hear firsthand how the grants provided by ARE and the business support offered, had made such a crucial difference to the entrepreneurs on their start-up journey. He said, *'you often see budget headlines in a report but not really understand what sits behind these. To actually meet people how were support, brings this information to life.'*

Case Study: Anaquaa Apparel

'The funding helped Anaquaa Apparel get off the ground. We are a tiny charity, but with this funding we were able to invest in our concept of running a social enterprise and launched our first range, build a website and social media platforms, hold 3 community events, paid staff for social media and design work, as well as recruiting two Black, Asian and Minority Ethnic women in the community to produce the clothing. Aside from the financial impact we benefitted hugely from the one-to-one support with our consultant Tutu. She has a great depth of knowledge of the community needs and is very detailed and thorough in her planning which helped our Director and Operations Coordinator learn a lot about business planning, financial management, creating strategic long-term objectives and managing our time, this support has been invaluable.'

ARE CONSULTANCY

STRENGTHENING ARE - Charities Aid Foundation (CAF)

ARE received funding from CAF to strengthen the organisation and ensure we remained resilient. We used the £10k consultancy of the funding to develop a new Theory of Change (ToC) and three-year strategy for the organisation, including a Communication Strategy. With external HR support we have developed a new organisation structure that reflects the activities and roles required to implement the new strategy. ARE also trained all staff on using Office 365 to use processes to work more efficiently.

ARE used the main grant of £126k to fund staffing costs for both salaried employees to strengthen the work we do and also costs to buy in expertise in areas we don't have or need this experience due to our size - e.g., Human Resources, IT systems support and payroll services. Salaried roles included main grants project support, part funding the comms officer role and part funding of core costs for ARE's Chief Executive and Deputy Chief Executive.

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Comic Relief Global Majority Fund (GMF)

We were pleased to be awarded funding of £385k from Comic Relief's GMF Phase 3, with £130k to be spent in the first couple of years (from January 2022) to continue to strengthen ARE and take forward our new Theory of Change and strategy. Part of the grant will be used to start a new onward granting programme from next year.

PLANS FOR THE FUTURE

From April 2024 we will be implementing our new three-year strategic plan supported by our new organisational structure.

This will involve strengthening our policy and communications, support for the Senior Leadership Team and programme managers. We will prepare to communicate our policy priorities in relation to the forthcoming Mayoral and Police and Crime Commissioner elections in 2024 and the likely General Election.

The ARE staff team will continue to develop internal processes where we can, to make our work more effective and streamlined.

We started our racial terminology research hosting two online consultations and the full survey of young people in England Wales will go live in early in 2024.

Review of the Financial Position

The majority of income of the charity is from grants. The income of the charity for the year was £1,100,280 (2022 - £946,822) and the resources expended were £889,534 (2022 - £819,713). The charity received grants from a number of new funders as set out in the notes to the accounts. The unrestricted reserves at the financial year end were £373,716 with further designated reserves of £198,800 towards future projects to do with education, entrepreneurship, employment and the criminal justice system.

As with other charities of similar size and sector the inherent nature of grant funding is of short-term duration. The charity runs different projects to achieve its core objectives. Similar to other charities in this sector, it is finding it increasingly difficult to attract suitable funds to carry out all the objectives it wishes to achieve.

Reserves Policy

The charity's aims to hold free reserves equivalent to approximately nine months of charitable spending in order to continue to fund the activity of the charity including support and governance costs. The free reserves which are a part of the unrestricted reserves are held to make sure the charity can maintain its activities and meet its liabilities including liabilities to staff whilst awaiting the outcomes of grant applications.

Action for Race Equality

Report of the Trustees (incorporating a Chief Executive's Report) for the year ended 31 March 2023

The free reserves held by the charity at the financial year end were £373,716 and represent approximately six months of costs.

Staff

All staff are directly engaged in activities in furtherance of the objectives of Action for Race Equality and their cost has been allocated accordingly. The largest expenditure of the charity is staff costs and these are consistently reviewed to ensure optimization of the charity's resources.

Structure, Governance and Management

The organisation is a charitable company limited by guarantee. The charitable company was incorporated on 24 May 1996 and registered as a charity on 10 June 1996. The registered charity operates within its memorandum and articles of association. Action For Race Equality is a charity limited by guarantee. The guarantee of each member is limited to £1

Governance and Management Structure

The Board of Trustees is comprised of individuals from the voluntary, private and public sectors with a broad range of knowledge and experience relevant to the charity. The Board convenes throughout the year and holds an additional strategic planning away day.

Action for Race Equality Trustees have delegated management of the Action for Race Equality to the Executive Director who reports on performance against the Strategic Plan approved by the Trustees.

Risk Assessment

The Board of Trustees constantly review and assess the risks to which the charity is exposed, particularly our activities at national level, operational and financial risks.

Trustees' Responsibilities

Charity and company law require the Board of Trustees to prepare financial statements for each financial year that give a true and fair view of the state of affairs of the company and the incoming resources and application of resources, including income and expenditure, for the financial year. In preparing the financial statements the trustees should:

- Select suitable accounting policies and applied them consistently

Action for Race Equality

Report of the Trustees (incorporating a Chief Executive's Report) for the year ended 31 March 2023

- Make judgments and estimates that are reasonable and prudent
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue on that basis.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the group and the charity and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the Trustees are aware at the time of approving our trustees' annual report:

- There is no relevant audit information of which the charitable company's auditor is unaware; and
- The trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislations in other jurisdictions.

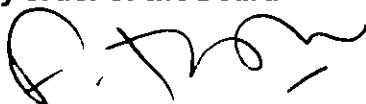
Auditors

Able & Young acted as the auditors of the charitable company and have expressed their willingness to continue in that capacity.

Small company exemption

This report of the Directors has been prepared in accordance with the Companies Act 2006 relating to small companies.

By order of the Board



F Bola

Dated: 07 December 2023

ACTION FOR RACE EQUALITY

Independent auditors' report to the members of Action For Race Equality

We have audited the financial statements of Action For Race Equality, formerly known as Black Training and Enterprise Group Limited (BTEG) for the year ended 31 March 2023 which comprise the Consolidated Statement of Financial Activities (incorporating an Income and Expenditure Account), the Balance Sheet, the Consolidated Balance Sheet and the related notes 1 to 17. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and the requirements of the Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

This report is made solely to the charitable company's members, as a body, in accordance with Section 495 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of directors and auditor

As explained more fully in the Responsibilities of trustees Statement as set out on page 22-23, the trustees (who are also directors of the charitable company) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view.

Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's (APB's) Ethical Standards for Auditors.

Scope of the audit of the financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of whether the accounting policies are appropriate to the charitable company's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the directors; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the Trustees' (Directors') Report to identify material inconsistencies with the audited financial statements. If we become aware of any apparent material misstatements or inconsistencies we consider the implications of our report.

ACTION FOR RACE EQUALITY

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Based upon our understanding of the company and the industry , we identified that the principal risk of non compliance with laws and regulations related to company law applicable in England and Wales, and we considered the extent to which non compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements. such as the Companies Act 2006 and payroll tax .

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the override of controls) testing the appropriateness of journal entries and other adjustments, assessing whether judgement made in making accounting estimates are indicative of potential bias.

Audit procedures included:

- Enquiring with management regarding correspondence with regulators and tax authorities;
- Evaluating management controls designed to prevent fraud and detect irregularities;
- Challenging assumptions and judgements made by management in their critical accounting estimates.

Opinion on financial statements

In our opinion the financial statements:

- give a true and fair view of the state of the group's and the parent charitable company's affairs as at 31 March 2023 and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been properly prepared in accordance with the requirements of the Companies Act 2006.

Opinion on other matter prescribed by the Companies Act 2006

In our opinion the information given in the Trustees' (Directors') Report for the financial year for which the financial statements are prepared is consistent with the financial statements.

ACTION FOR RACE EQUALITY

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- the parent charitable company has not kept adequate and sufficient accounting records, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the directors were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies exemption in preparing the Directors' Report.

Rekha Shah

Rekha Shah FCCA CTA
Senior Statutory Auditor
For and on behalf of Able & Young
Chartered certified Accountants and Registered Auditors
Airport House
Purley Way
Croydon
Croydon CRO 0XZ

Dated. 18 December 2023

Action For Race Equality
(A company limited by guarantee)

Consolidated statement of financial activities
(Including consolidated income and expenditure account)

For the year ended 31 March 2023

	Notes	Unrestricted Funds 2023	Restricted Funds 2023	Total Funds 2023	Total Funds 2022
		£	£	£	£
Income					
Donations and legacies		24,777	20,000	44,777	34,484
Income from charitable activities		152,459	798,504	950,963	840,277
Other trading activities		92,523	-	92,523	71,620
Investment income		12,017	-	12,017	441
Total income	2	<u>281,776</u>	<u>818,504</u>	<u>1,100,280</u>	<u>946,822</u>
Expenditure					
Raising funds		56,314	-	56,314	50,741
Charitable activities		160,063	673,157	833,220	768,972
Total resources expended	3	<u>216,377</u>	<u>673,157</u>	<u>889,534</u>	<u>819,713</u>
Net incoming/(outgoing) Resources before transfers		65,399	145,347	210,746	127,109
Transfers between the funds		0	-	-	-
Net movement in funds for the year		<u>65,399</u>	<u>145,347</u>	<u>210,746</u>	<u>127,109</u>
Fund balances brought forward at 1 April 2022		<u>507,117</u>	<u>96,853</u>	<u>603,970</u>	<u>476,861</u>
Fund balances carried forward at 31 March 2023	15	<u>572,516</u>	<u>242,200</u>	<u>814,716</u>	<u>603,970</u>

The charity derived its income from continuing charitable grants and activities. The results also include income and expenses of the trading subsidiary.

There were no recognised gains and losses other than those included in the statement of financial activities above.

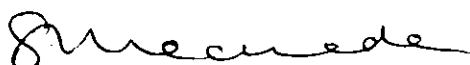
Action For Race Equality
(A company limited by guarantee)

Consolidated balance sheet
As at 31 March 2023

			2023	2022
	Notes	£	£	£
Fixed assets				
Tangible assets	9		1	1
Current assets				
Debtors	11	44,572	17,460	
Short term investments	12	156,782	155,923	
Cash at bank and in hand		1,168,813	759,134	
		<u>1,370,167</u>	<u>932,517</u>	
Creditors - amounts falling due within one year	13	<u>555,452</u>	<u>328,548</u>	
Net current assets			<u>814,715</u>	<u>603,969</u>
Net assets			<u>814,716</u>	<u>603,970</u>
Funds				
Income funds				
Unrestricted funds				
General funds			373,716	304,117
Designated funds			198,800	203,000
Restricted funds			<u>242,200</u>	<u>96,853</u>
Total funds	15		<u>814,716</u>	<u>603,970</u>

The trustees have prepared group accounts in accordance with the Companies act 2006, s. 398 and the Charities Act 2011, S. 138. These accounts are prepared in accordance with the special provisions of Part 15 of the Companies Act relating to small companies and constitute the annual accounts required by the Companies Act 2006 and are for circulation to members of the company.

Approved by the trustees on and signed on their behalf by:



S Manchanda
Trustee

Date: 07 December 2023

Action For Race Equality
(A company limited by guarantee)

Charity balance sheet
As at 31 March 2023

			2023	2022
	Notes	£	£	£
Fixed assets				
Tangible assets	9		1	1
Investments	10		2	2
			<u>3</u>	<u>3</u>
Current assets				
Debtors	11	870	870	
Short term investments	12	156,782	155,923	
Cash at bank and in hand		1,156,416	749,042	
		<u>1,314,068</u>	<u>905,835</u>	
Creditors - amounts falling due within one year	13	<u>523,569</u>	<u>326,082</u>	
Net current assets			<u>790,499</u>	<u>579,753</u>
Net assets			<u>790,502</u>	<u>579,756</u>
Funds				
Income funds				
Unrestricted funds				
General funds			349,502	279,903
Designated funds			198,800	203,000
Restricted funds			<u>242,200</u>	<u>96,853</u>
Total funds		(0)	<u>790,502</u>	<u>579,756</u>

The directors have prepared company's accounts in accordance with the Companies act 2006, s. 398 and the Charities Act 2011, S. 138. These accounts are prepared in accordance with the special provisions of Part 15 of the Companies Act relating to small companies and constitute the annual accounts required by the Companies Act 2006 and are for circulation to members of the company.

Approved by the trustees on and signed on their behalf by:



S Manchanda
Trustee

Date: 07 December 2023

Action For Race Equality
(A company limited by guarantee)

Cash flow statement
For the year ended 31 March 2023

	Notes	Group 2023	Charity 2023	Group 2022	Charity 2022
		£	£	£	£
Cash provided (used) in operating activities	16	401,063	398,980	178,131	177,932
Cash flows from investing activities:					
Interest income		12,017	11,795	441	441
Taxation			-	-	-
Purchase of tangible fixed assets		(3,401)	(3,401)	(2,976)	(2,976)
Net cash used in investing activities		8,616	8,394	(2,535)	(2,535)
Change in cash and cash equivalents in the year		409,679	407,374	175,596	175,397
Cash and cash equivalents brought forward		759,134	749,042	583,538	573,645
Cash and cash equivalents carried forward		1,168,813	1,156,416	759,134	749,042

1 ACCOUNTING POLICIES

The principle accounting policies, which have been applied consistently, are as follows:

1.1 Basis of preparation

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 (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Action For Race Equality meets the definition of a public benefit entity under FRS 102, Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

1.2 Company status

The company is limited by guarantee. The guarantors are the directors of the company.
The liability in respect of the guarantee is limited to £1 per member.

1.3 Going concern

The financial statements have been prepared on a going concern basis, which is dependent upon the availability of adequate continued funding. The nature of the company's funding is inherently uncertain and should grant funding be discontinued in the future years, the charity would have to find other sources of funding, or significantly curtail its activity.

After reviewing the charity's forecasts and projections, the trustees have a reasonable expectations that the charity has adequate resources to continue in operational existence for the foreseeable future. The charity therefore continues to adopt the going concern basis in preparing its financial statements.

1.4 Group financial statements

The consolidated financial statements comprise Action For Race Equality, the charity, and its wholly owned subsidiary ARE Enterprise Ltd . A separate Statement of Financial Activities and income and expenditure account for the charity has not been presented because the Charitable Company has taken advantage of the exemption afforded by section 408 of the Companies Act 2006.

1.5 Fund accounting

Unrestricted funds

Unrestricted funds are grants and other income received or generated for the objects of the charity without further specified purpose and are available as general funds.

General funds are available for use at the discretion of the trustees in the furtherance of the general objectives of the trust.

Designated funds represent unrestricted funds allocated by trustees for particular purposes.

1.6 Restricted funds

Restricted funds are funds to be used for specified purposes based on the conditions imposed by the donors.

All income and expenditure is shown in the Statement of Financial Activities.

1.7 Income

Income from grants and donations, including capital grants, is included in the Statement of Financial Activities when the charitable company is entitled to the funds, any performance conditions attached to the grants have been met and the amount can be measured with reasonable certainty. Income is deferred when the charitable company has to fulfil conditions before becoming entitled to it or where it is received for use in a future accounting period. The notes to the Statement of Financial Activities show the gross amount received together with the changes in the amount deferred. Deferred income is included in creditors.

Income from charitable trading activities is included in income in the period in which the activity takes place and includes income receivable for training, consultancy, conferences, commission and publication sales.

1.8 Resources expended

All expenditure is accounted for on an accruals basis and is recognised when there is a legal or constructive obligation to pay. Expenditure items have been classified under headings that aggregate all costs related to each category. Where costs cannot be directly attributed to particular activities, they have been allocated on the basis of staff time spent on each activity.

Staff costs and overhead expenses, including any support or governance costs, are allocated to activities on the basis of staff time spent on those activities.

Costs of raising funds are those costs arising from trading activities.

1.9 Pension costs

The company operates a money purchase (defined contribution) pension scheme. Contribution payable to this scheme are charged to the statement of financial activities in the period to which they relate. These contributions are invested separately from the company's assets.

Action For Race Equality
(A company limited by guarantee)

Notes to the financial statements
For the year ended 31 March 2023 (continued)

1.10 Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less depreciation.

Depreciation is provided on all tangible fixed assets at rates calculated to write off the cost less the estimated residual value over the expected life of each asset as follows:

Equipment - on a straight line basis over 1 to 3 years

1.11 Investments

Investments in subsidiary undertakings are recognised at cost.

1.12 Current assets

Trade and other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid.

1.13 Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less.

1.14 Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts.

Action For Race Equality
(A company limited by guarantee)

Notes to the financial statements
For the year ended 31 March 2023 (continued)

2 Incoming resources

	2023 £	2022 £
Restricted Funds		
AB Charitable Trust	110,000	25,000
Barrow Cadbury Trust	30,130	25,750
Big Lottery Fund	173,560	57,763
Comic Relief	15,000	-
Disrupt Foundation	50,000	-
Esmée Fairbairn Foundation	37,400	34,000
Greater London Authority	57,500	22,500
Hackney Council CSV	-	30,941
Islington Council	-	274,500
Lankelly Chase Foundation	-	51,156
London Community Fund	18,000	9,000
Paul Hamlyn Foundation	300,000	-
The City Bridge Trust	160,000	-
Trust for London	107,750	115,000
Youth Futures Foundation	58,900	-
Others	-	20,000
Grants received in advance - movement	(307,794)	(39,753)
Total restricted Grants	810,446	625,857
Unrestricted Funds		
Charities Aid Foundation (CAF)	31,500	104,500
Joseph Rowntree Charitable Trust	-	36,667
Income from charitable activities	37,421	23,121
Other grants	3,000	-
Donations	24,778	34,484
Grants received in advance	88,596	50,132
	995,741	874,761
Activities for generating funds	92,522	71,620
Investment income: Bank interest	12,017	441
	1,100,280	946,822

Income is accounted for on a receivable basis. Where income is received in advance and the expenses may not have been incurred relevant to that income the excess income is carried forward and utilised in subsequent period or year.

All the above restricted funds have been spent and the expenditure is noted in note 3 to the accounts. Where the grant period straddles the accounting year the unspent part of the grant is carried forward as a restricted reserve and is spent in the subsequent period.

Action For Race Equality
(A company limited by guarantee)

Notes to the financial statements
For the year ended 31 March 2023 (continued)

3 Total resources expended

	Projects & partnerships £	Policy & Influence £	Poverty & Employment £	Support costs £	2023 Total £	2022 Total £
Staff and external staff costs	176,694	83,023	309,918	13,695	583,330	530,255
Training and recruitment	2,194	71	22	2	2,289	1,247
Premises	4,081	4,145	14,486	3,830	26,542	23,769
Conference/seminar facilities	574	2,819	10,086	-	13,479	5,024
Communications	4,427	889	2,058	1,627	9,001	14,170
Grants / Payments to partners	-	-	241,689	-	241,689	234,945
Travelling and subsistence	940	15	1,341	3,747	6,043	2,428
Audit and legal fees	1,797	323	1,640	-	3,760	2,146
Depreciation	-	-	1,884	1,517	3,401	2,976
Other	-	-	-	-	-	2,753
	<u>190,707</u>	<u>91,285</u>	<u>583,124</u>	<u>24,418</u>	<u>889,534</u>	<u>819,713</u>
Restricted						
Charitable activities					673,157	667,785
Unrestricted						
Costs of generating voluntary income					56,314	50,741
Charitable activities					160,063	101,187
					<u>889,534</u>	<u>819,713</u>

Action For Race Equality
(A company limited by guarantee)

Notes to the financial statements
For the year ended 31 March 2023 (continued)

4 Net incoming resources before transfers

This is stated after charging:

	2023	2022
	£	£
Directors emoluments	-	-
Depreciation	3,401	2,976
Operating leases - land and buildings	23,337	17,865
Auditors' remuneration		
Audit fee	3,350	2,400

5 Staff costs

Staff costs during the period were as follows:

	2023	2022
	£	£
Salaries and wages	364,838	314,606
Social security costs	34,183	27,581
Other pension costs	27,777	23,431
	426,798	365,618

One employee earned, as defined for taxation purposes, £60,000 or more.

The average number of employees during the period, analysed by function was:

	2023	2022
	Number	Number
Direct charitable expenditure		
Chief officer	1	1
Others	11	9
Management and administration	1	1
	13	11

6 Pension costs

Money purchase (defined contribution) pension scheme

The charity operates a money purchase (defined contribution) pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The pension cost charge represents contributions payable by the company to the fund and amounted to £27,777 (2022 - £23,431).

Action For Race Equality
(A company limited by guarantee)

Notes to the financial statements
For the year ended 31 March 2023 (continued)

7 Taxation

As a registered charity under the Charities Act 2011, income from charitable activities is exempt in accordance with sections 466-493 of the Corporation Tax Act 2010.

8 Trustees' Remuneration and expenses

The trustees nor the directors received any remuneration during the period for acting as trustees.

All the trustees and directors are entitled to have their expenses reimbursed.
These expenses were reimbursed as follows:

	2023	2022
Travelling and subsistence expenses	<u>£47</u>	<u>£98</u>

9 Tangible fixed assets

Group and the charity

	Furniture and equipment £
Cost	
At 1 April 2022	14,881
Additions	3,401
At 31 March 2023	<u>18,282</u>
Depreciation	
At 1 April 2022	14,880
Charge for the year	3,401
At 31 March 2023	<u>18,281</u>
Net book value	
At 31 March 2023	<u>1</u>
At 31 March 2023	<u>1</u>

Action For Race Equality
(A company limited by guarantee)

Notes to the financial statements
For the year ended 31 March 2023 (continued)

10 Net income from trading

The charity has one trading wholly owned subsidiary, ARE Enterprise Ltd (formerly BTEG Limited), which is incorporated in the UK and registered in England, the accounts of which are audited and filed at Companies House. A summary of its financial position is given below.

Profit and loss account of ARE Enterprise Ltd	2023	2022
	£	£
Turnover	92,522	71,620
Expenses	(55,271)	(49,886)
Covenanted payment to charity	(37,473)	(10,000)
	(222)	11,734
Interest receivable	222	1
Profit on ordinary activities after taxation	-	11,735

Summarised balance sheet of ARE Enterprise Ltd	2023	2022
	£	£
Current assets	61,133	54,469
Creditors: amounts falling due within one year	(36,917)	(30,253)
Net assets	24,216	24,216
Called up share capital	2	2
Profit and loss account	24,214	24,214
	24,216	24,216

The charity's investment in ARE Enterprise Ltd is two ordinary shares of £1 each, being the whole issued share capital of ARE Enterprise Ltd.

Action For Race Equality
(A company limited by guarantee)

Notes to the financial statements
For the year ended 31 March 2023 (continued)

11 Debtors

	Group		Charity	
	2023	2022	2023	2022
	£	£	£	£
Trade debtors	43,702	16,590	-	-
Amount due from subsidiary undertaking	-	-	-	-
Other debtors	870	870	870	870
	<u>44,572</u>	<u>17,460</u>	<u>870</u>	<u>870</u>

12 Short term Investments

This is a 90-day fixed interest rate deposit held with Nationwide.

13 Creditors - amounts falling due within one year

	Group		Charity	
	2023	2022	2023	2022
	£	£	£	£
Trade creditors	5,599	6,166	5,599	4,166
Amount due to subsidiary undertaking	-	-	5,035	27,786
Taxation and social security costs	5,672	2,752	-	-
Other creditors and deferred income	544,181	319,630	512,935	294,130
	<u>555,452</u>	<u>328,548</u>	<u>523,569</u>	<u>326,082</u>

14 Analysis of net assets between funds

	Unrestricted General	Restricted funds	Total funds
	£	£	£
Fixed assets	1	-	1
Current assets	622,421	747,746	1,370,167
Current liabilities	(49,906)	(505,546)	(555,452)
Total net assets	<u>572,516</u>	<u>242,200</u>	<u>814,716</u>

Action For Race Equality
(A company limited by guarantee)

Notes to the financial statements
For the year ended 31 March 2023 (continued)

15 Statement of funds

	Notes	Balance 31 March 2022 £	Incoming £	Outgoing £	Transfers £	Balance 31 March 2023 £
General funds		304,117	281,776	(216,377)	4,200	373,716
Designated funds		203,000	-	-	(4,200)	198,800
Restricted funds	a	96,853	818,504	(673,157)	0	242,200
Total funds	b	603,970	1,100,280	(889,534)	-	814,716

The balances will be carried forward and used as follows:

- a The balance will all be utilised in the forthcoming months to meet the delivery commitments made by the charity.
- b The balance will be used to continue the funding of the charity's mission.

Due to the short term nature of the funding that the charity receives the charity is building up a six month reserve, on grounds of prudence, to finance its activities during the time lag between existing grants expiring and new sources of funds being obtained and in the event of any unforeseen circumstances.

Designated funds are funds

Designated funds are unrestricted funds that have been set aside at the discretion of the trustees for following purposes.

	2023 £	2022 £
Service development, research and staffing fund	203,000	91,476
Transfers	(4,200)	111,524
	<u>198,800</u>	<u>203,000</u>

The charity wishes to continue its successful work in developing policy research, enterprise and employment Routes 2 Success and Equals projects. It is seeking funding to continue this work and has designated some of its reserves whilst obtaining this funding.

Action For Race Equality
(A company limited by guarantee)

Notes to the financial statements
For the year ended 31 March 2023 (continued)

16 Reconciliation of net movement in funds to net cash flow from operating activities

	Group		Charity	
	2023	2022	2023	2022
	£	£	£	£
Net incoming resources				
(as per the statement of financial activities)	210,746	127,109	210,746	115,374
Depreciation charge	3,401	2,976	3,401	2,976
Interest income	(12,017)	(441)	(11,795)	(441)
Decrease (increase) in short term investments	(859)	(83)	(859)	(83)
Decrease (increase) in debtors	(27,112)	52,218	0	46,753
Increase (decrease) in creditors	226,904	(3,648)	197,487	13,353
Net cash provided by operating activities	<u>401,063</u>	<u>178,131</u>	<u>398,980</u>	<u>177,932</u>

17 Commitments under operating leases

	2023	2022
Total commitments	<u>6,048</u>	<u>4,032</u>

ACTION FOR RACE EQUALITY

England & Wales - Charity number 1056043

Accounts

ACTION FOR RACE EQUALITY

A Company Limited by Guarantee

Report of the Trustees and audited financial statements for the year ended 31 March 2022

Action for Race Equality

200a Pentonville Road

London N1 9JP

T: 020 7832 5800

F: 020 7832 5835

Charity registration number: 1056043

Company registration number: 03203812

**Report of the Trustees and audited financial statements for the year ended 31
March 2022**

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Action For Race Equality

Report of the Trustees (incorporating a Chief Executive's Report) for the year ended March 2022

Legal and administrative information

Name of charity: Action for Race Equality (ARE)

Charity registration number: 1056043

Company limited by guarantee registration number: 03203812

Principal and registered office: 200a Pentonville Road, London N1 9JP

Charitable company's trustees and officers:

Femi Bola MBE, Secretary

Marlon Bruce (Appointed 29.09.2021)

Ila Chandavarkar, Treasurer

Laura Durrant (Appointed 29.09.2021)

Zahid Hussain

David Izamoje (Appointed 25.11.2021)

Seema Manchanda, Chair

Raj Patel MBE

Ambrose Quashie

Kenneth Sule-Ejeh (Appointed 29.09.2021)

Patrons:

Greg Clark CBE

Lieutenant Colonel Sulle D Alhaji

Chief Executive Officer and senior staff members to whom day- to-day management of the charitable company is delegated by the trustees:

Jeremy Crook OBE, Chief Executive

Tebussum Rashid, Deputy Chief Executive

Banker: Unity Trust Bank, Four Brindleyplace, Birmingham B1 2JB

Auditor: Able & Young, Airport House, Purley Way, Croydon, CR0 0XZ

Action For Race Equality

Report of the Trustees (incorporating a Chief Executive's Report) for the year ended March 2022

The Trustees (who are also the directors for the purposes of company law) are pleased to present their report and the audited financial statements of Action for Race Equality for the year ending 31 March 2022. These comply with statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standards applicable to charities in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

Aims and Mission

The aims for which the charitable company is established are:

- To increase employment rates for Black, Asian and Mixed heritage people to the national average.
- To ensure that Black, Asian and Minority Ethnic communities contribute to the economic regeneration of their communities.
- To raise the attainment levels of Black, Asian and Mixed heritage pupils in education to the national average.
- To work with individuals and communities to improve integration and cohesion through developing shared values and aspirations for the whole community.
- To motivate and inspire individuals to act on their ideas and to realise their enterprise potential.

Public Benefit

We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities. Action For Race Equality provides public benefit by improving the lives of young Black, Asian and Mixed heritage people through our projects, supporting staff in Black and Asian led organisations and in our policy work on tackling poverty, inequality and employment.

Our mission

Action for Race Equality's mission is to end racial inequality. We believe that the contribution of all communities makes a nation, builds dynamic local communities, generates wealth and improves well-being. We champion fairness, challenge discrimination and pioneer innovative solutions to empower BAME communities through education, employment and enterprise.

Action For Race Equality

Report of the Trustees (incorporating a Chief Executive's Report) for the year ended March 2022

Achievements Against Key Objectives 2021-22

Action for Race Equality focuses on Black, Asian and Mixed heritage young people aged 10-30 and is committed to improving their education and employment outcomes. Keeping young people out of the justice system is one of our aims.

Report of the Trustees (incorporating the Chief Executive's Report)

During the year we hosted our organisation's 30th anniversary reception at Camden Arts Centre and announced our plan to change the name of the charity to Action for Race Equality (ARE). The new name and website have been positively received by organisations we work with, funders, our staff and those viewing the website for the first time and providing feedback.

It was a memorable occasion, organised by Tebussum Rashid, which included a Q&A session with author Reni Eddo-Lodge, poetry from Shareefa Energy and Zahid Hussain (ARE Trustee) and I reflected on our work over 30 years. The organisation presented me with an amazing surprise portrait by Fleur Boya, a temporary staff member, post graduate and artist. This received over a million views on social media!

As a charity we remain concerned about the government's lack of action to tackle the underrepresentation of young Black, Asian and Mixed heritage people in apprenticeships and we want to have assurance from the Government that Levelling Up will deliver equity for our Black and Asian communities in the most deprived areas of the country. Five years on from the Lammy review we want to see evidence of positive change for Black, Asian and Minority Ethnic and Muslim people in custody.

Our staff, role model and mentor volunteers have made a tremendous positive impact for: children and young people; Black and Asian led civil society organisations; unrepresented business start-ups and employers.

Our collaboration with several funders during and following the pandemic has helped channel more grant funding and capacity support to Black, Asian and minority ethnic organisations. We welcomed the establishment of the Baobab Foundation and Black Equality Organisation. Both should support the empowerment of African and Caribbean communities and organisations and bring national influence in the struggle to eradicate systemic racism.

Action For Race Equality through our EQUAL National Independent Advisory Group (NIAG) continued to meet on a quarterly basis and we have used a links with the Ministry of Justice (MoJ) and HM Prison and Probation Service to keep the focus on the need to improve outcomes for Black, Asian, Mixed heritage and Muslim people in the justice

Action For Race Equality

Report of the Trustees (incorporating a Chief Executive's Report) for the year ended March 2022

system. Layers of governance and processes only matter if they are underpinned with effective policies that eliminate racial inequalities.

We have responded to unexpected opportunities and demonstrated our agility to deliver quickly and effectively. For example, we received grants from Islington Council to enable us to deliver a business start-up grants and programme within six months and by Bloomberg Associates (on behalf of the GLA) to develop a new mentoring quality framework.

We continued to collaborate with various organisations to widen our reach and delivery. We participated in a wide range of advisory groups, the Hamilton Commission, Levelling the Playing Field steering group, supported academic criminal justice system research (Manchester Metropolitan University), supported partners leading on lobbying for important amendments to the Police Crime and Sentencing Bill; worked closely with the MoJ to deliver two ministerial round tables on race disparities.

One of our key strengths is our commitment to learn from what we do, improve and share this learning with other organisations. We also use this learning and especially the lived experience of young people in education and the labour market to influence policy makers and funders. This approach is integral to all our activities, especially those provided for children and young people. We know that many children and young people struggled under the lockdowns, lost loved ones and missed direct contact with family and friends. This experience impacted many children and young people in terms of mental health and well-being.

We would like to acknowledge those funders that have enabled us to strengthen the organisation's systems. Organisationally we are committed to update our HR policies, find the best ways of working in the hybrid environment and to efficiently track, analyse and report our impact.

We would like to thank the schools and the children and young people that take up our services provided by our inspirational Routes2Success role models and mentors, our NIAG members, the Moving on Up employer champions, our new and established funders, those that made donations including Glendower, Brent and Newham councils.

We acknowledge the excellent rebranding and new website done by Think First with support from the Action for Race Equality project team.

I am especially grateful for the support and guidance from Seema Manchanda (Chair), Laura Durrant (chair of ARE HR Subgroup) and our senior leaders.

Lastly without our dedicated staff, trustees and patrons there would be no organisation and impact - we thank them for their commitment to make a difference and the pride they take in the organisation and the inclusive culture they have developed.

Jeremy Crook OBE, Chief Executive

CHILDREN AND YOUNG PEOPLE

Routes2Success (R2S) – Ethnic Minority Community Role Model Programme

R2S offers group and 1-2-1 mentoring for children and young people and is delivered by a group of inspirational volunteer role models and mentors. Many of the young people we work with according to their schools, consider the children to have behavioural challenges and/or low self-esteem and confidence.

We are delighted to report that Action for Race Equality (ARE) achieved the London Youth Quality Mark (Bronze level) and thank our R2S Programme Manager for gathering the organisational evidence and the Project Coordinator for the support provided.

Black Men for Change (BM4C): *Change 21* programme (funded by GLA Violence Reduction Unit)

In the early part of the year much of our delivery for Change 21 continued on-line. The programme targets young Black people at risk of serious youth violence or not achieving their full potential. We delivered six sessions benefiting 33 young people (mostly young Black males). In addition, we delivered 1-2-1 mentoring for 10 young people. Working online presented challenges with attendance and lower rates of completed feedback forms from young people. The young people that participated provided positive feedback.

"Today's session was empowering and inspirational" **25-year-old Black male**

"Kemi's word of wisdom was very touching along with Michael's encouragement of self-motivation and life goals. It's important because some do need that motivational push." **25-year-old Black male.**

"I loved the session. I really needed the picking up in terms of motivation and increasing self-worth. The interview tips were super helpful, but Kem's speech really got to me and I loved the warmth of this." **21-year-old Black male.**

"Enjoyed discussing job interview techniques and am looking to perfect how I answer questions and also the follow ups" **25-year-old Black male**

"Was interesting and was good to gain some knowledge around interview techniques and preparation" **18-year-old Mixed heritage male.**

"It was helpful towards directing a future which I see as up in the air as of right now." **19-year-old Mixed heritage male.**

Action For Race Equality

Report of the Trustees (incorporating a Chief Executive's Report) for the year ended March 2022

Impact

Of the young people that attended our R2S online sessions we achieved the following impact:

- **84%** said that after the session they were more aware of what employers were looking for from an employee
- **76%** said that the event had made them more likely to start planning their future.

R2S Young London Fund (GLA)

We completed the final year and delivered 11 R2S sessions in four schools benefiting 44 ethnic minority males aged 10-15. We also recruited and inducted seven new volunteer role models.

A New Deal for Young People (GLA)

The Mayor of London's Mission - A New Deal for Young People - was created to ensure that 100,000 disadvantaged young Londoners have access to high quality mentoring opportunities, and that all young Londoners have access to quality local youth activities.

This mission is led by three co-chairs: Lib Peck (Director of the GLA VRU), Martin Pratt FRSA (Deputy Chief Executive & Executive Director Supporting People at London Borough of Camden) and ARE's Chief Executive. The mission is also supported by Bloomberg Associates who funded ARE to produce a new mentoring quality framework. ARE assembled a small project team and began developing the framework. Working closely with GLA and Bloomberg colleagues a thorough consultation exercise was undertaken with Civil society mentoring organisations and young people. The three co-chairs have formed a positive working relationship and liaised with London Funders to explore the potential for greater funding for mentoring.

R2S and Community Empowerment Network (CEN) programme (funded by National Lottery Community Fund)

This new three-year partnership programme with CEN started in July and allows us to benefit from CEN's expertise of supporting parents and to employ a new Project Coordinator. We have had nineteen parents referred from R2S to CEN and we have worked with CEN to deliver two parent forums.

Impact

This year 393 children and young people participated in R2S school-based programmes. R2S is based on every young person attending three sessions spread over a short period of time. We hope young people will benefit in four respects - increased self-esteem, feeling more confident about the future, wanting to continue in education and increased interest in entrepreneurship.

Action For Race Equality

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- 46% (141) of the 307 young people that completed three sessions had increased self esteem
- 75% (267) of young people felt more confident about their future.
- 76% (272) stated they were more likely to remain in education.
- 63% (225) stated they were more likely to consider entrepreneurship.

Young people

*'If I had to rate R2S on a scale of 1-5, I would give it a 5. ** was absolutely motivational, and helped open my eye to things I never realised were a problem. She helped me figure out what I would like to do for my post 16, as well as the career I would like to pursue.'*

Year 10 student, Lea Valley Academy

"I think this session was very good and inspiring. I like that it was very interactive and everyone was encouraged to talk and discuss." **Year 10 student, Saracens High School.**

"I have learnt that education is for myself and just 1 subject can take you far in life and you can become successful." **Year 10 student, Enfield Grammar Boys' School.**

Schools

"I just wanted to send a quick message to say thank you for the workshops that you have put on for us over the last few weeks. The students have continued to talk about it and their positivity and language has really changed which is fantastic." **Assistant Headteacher, Heron Hall School**

"Thanks for that Brianna and thank you again for coming, the boys' attitude in the last session was a great difference." **Head of Year 8, Hatch End High School**

"Our boys are very excited about tomorrow and were very positive about the last session." **Black African and Black Caribbean Achievement Co-ordinator and Deputy Head of Mathematics, Gunnersbury School.**

EMPLOYMENT

Following the publication of the House of Commons Committee of Public Accounts *DWP Employment Support* report, ARE participated in two live interviews for BBC Radio 4 (World at One and Moneybox). The report highlighted that the impact of Covid on young Black people had been '*particularly acute, with rising to a 'shocking 41.6% in the last quarter of 2020 compared to an already high 24.5% a year earlier'*'. The Committee rightly recommended that DWP '*must obtain good-quality data for all claimants and ensure that its evaluations of all of its employment programmes include an assessment of the impact*

Action For Race Equality

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for different groups, whether employment support schemes are reaching and working for everyone, and ensuring that no groups are left behind.'

In September 2021, on behalf of the Chair of the MoU Advisory Group, we wrote to Kwasi Kwarteng MP, the then Secretary of State for Business, Energy and Industrial Strategy urging him to require all employers with 50+ employees to monitor and publish information about job and apprenticeship applications and appointments by age, gender and ethnicity, and promote the *Inclusive Employers Toolkit* (IET) to all employers, actively encouraging them to adopt the toolkit actions and report on progress.

In April 2022 we received a response from the then Minister for Equalities and Levelling Up Communities, commending the MoU programme and highlighting the commitments made in the government's *Inclusive Britain* response to the CRED Commission.

Moving on Up (MoU) - supporting young Black men, 16-24, into good employment

Our MoU briefings highlighted the unemployment rate for young Black men in London remains significantly higher than for young White men. Of young men in London available for and actively seeking work, in the period July 2020 to June 2021, 37.2% of young Black men were unemployed, compared with 18.9% of young white men. Graduate unemployment rates for young Black men remain shockingly high and over three times the rate for young White male graduates. Of young men in the UK with degree level qualifications available for and actively seeking work in the period July 2020 to June 2021, 53% of young Black graduates were unemployed, compared with 15% of young White graduates.

ARE (and our partner Shared enterprise CIC Ltd) continued its role as strategic partner with Trust for London and City Bridge Trust to test our ground-breaking programme to eliminate the employment gap between young white men and young Black men in the capital. ARE was delighted when the funders agreed to provide a further two year's funding for the two MoU collective impact partnerships in the London borough of Brent and Newham.

From January 2020 to March 2022 Newham partners supported 90 young Black men with 22 moving into quality jobs paying London Living Wage or above. In Brent (Jan to Dec 2020) MoU partners engaged 178 young Black men with 68 progressing to employment of which 28 were London Living Wage and with a further 5 London Living Wage jobs secured for young black men from Dec 2021 to March 2022. Brent council secured additional funding for their MoU partnerships which strengthened and increased the number of civil society partners.

ARE organised regular Employer Champions meetings and explored ways to attract more employers to meetings. We focused on how to get more employers to adopt and

Action For Race Equality

Report of the Trustees (incorporating a Chief Executive's Report) for the year ended March 2022

implement the Mayor of London's Inclusive Employer Toolkit. The Trust for London commissioned the Behavioural Insights Team (BIT) to conduct the first London employer messages testing trial in relation to the IET and young Black men. MoU worked closely with the GLA's Workforce Integration Network on the BIT trial.

BIT message testing results

Our intention was to identify what messages and which message senders would have the greatest effect in encouraging employers to take action to improve employment outcomes for young Black men. The trial involved four message/messenger combinations:

- Two messages: one making a business and one making a social case for taking action
- Two messengers: the Mayor of London and a young Black male graduate

All emails included a direct call to action – urging recipients to click on the link to the IET. The emails sent from London.gov.uk email address in September 2021 to over 19,000 London based employers. Each employer was sent one of four message/messenger combinations, and effects of the four messages tracked. The trial shows that messages from someone in a leadership role, like the mayor, were more effective. But numbers were low: it took more than 19,000 emails to get around 30 toolkit downloads. Overall, the limited number of employers downloading the toolkit shows there is still a huge challenge to galvanise employers to embrace this diversity and inclusion issue.

MoU Young Black Male Ambassadors

ARE continued to engage with our small group of nine ambassadors and tried meeting with them on evenings and at the weekend to encourage more effective participation. Seven attended a Saturday session in February with two employer champions - WTW and Keyhaven Capital Partners Ltd. We are committed to have a group of young Black men inform the MoU programme but we recognise the challenges facing young people who are at work, studying or job searching.

Youth Futures Foundation (YFF)

In December we were delighted that our application to YFF Infrastructure Resilience Grant Programme was successful. Our project title is 'Action for Race Equality Infrastructure Organisation', and we were awarded a grant of £277k for two years. We will work closely with a group of ten Black and Asian youth employment organisations via peer-to-peer workshops, conferences and 'systems leaders' knowledge transfer to increase their capacity and connect them to funders including YFF. The project will also support a new Youth Panel.

Action For Race Equality

Report of the Trustees (incorporating a Chief Executive's Report) for the year ended March 2022

CRIMINAL JUSTICE SYSTEM

Our EQUAL team carried out a wide range of activities to drive change in the criminal justice system.

EQUAL National Independent Advisory Group

ARE organised productive quarterly meetings of the NIAG. Justin Russell, HM Chief Inspector of Probation, attended our December meeting and set out the inspectorate's approach to race equality and highlighted the findings from two thematic inspections: Race equality in probation (March 2021) and Black and mixed heritage boys on Youth Offending Team caseloads (Oct 2021). The NIAG welcomed the reports and the Chief Inspector's commitment to address race disparities through inspections. Alana Ajani, Programme Director – HMPPS Race Action Programme (RAP) also updated the NIAG on the implementation of the RAP action plan.

Reflective Review

We appointed The Social Business Company in October to undertake a reflective review of EQUAL's impact between 2018 to 2021. This entailed interviews with key stakeholders including NAIG members. The report was published in March 2022 and was considered by the NIAG. The report set out a strategy for ARE to consider to reset and strengthen its approach to making the criminal justice system inclusive and equitable.

National Probation Service (NPS London)

We successfully completed a 6-week project to assist NPS London in mapping Black, Asian and Minority Ethnic organisations that they can engage to give better outcomes to their young Black male and young Muslim male service users. We had 34 completions of the survey and 30 viable organisations given to NPS London. We developed a well-received Long-Term Strategy and NPS were pleased with both products.

Take Action: legal action workshops with EQUAL and Liberty

Throughout March to July 2021 EQUAL, in conjunction with Liberty the Human Rights organisation and facilitators from the Criminal Justice Alliance (CJA) and Maslaha, we organised online legal action workshops to upskill and inform smaller grassroots organisations working with ethnic minority communities in the criminal justice system. The main aim of the workshops was to help frontline and grassroots organisations to acquire legal tools to strategically challenge racial inequalities across the criminal justice system. The workshops overall received a great response, over 62 organisations applied to attend with 47 organisations located across the UK attending the workshops following a sifting process.

Action For Race Equality

Report of the Trustees (Incorporating a Chief Executive's Report) for the year ended March 2022

We received a positive blog from Racial Justice Network on their participation, and selected attendees were then interviewed by Baring Foundation's Dr Bharat Malkani on a new Legal Action research project.

#TimeToAct: policy series with Criminal Justice Alliance and Barrow Cadbury Trust | April - July 2021

Barrow Cadbury Trust (BCT) convened a discussion with colleagues from EQUAL, Clinks, and the Criminal Justice Alliance in Spring 2021, to explore how best to respond to David Lammy MP's call for the civil society sector to interrogate how far the Ministry of Justice and Her Majesty's Prison and Probation Service have implemented his Review's 35 recommendations. EQUAL responded by coordinating the first of a three-part series, *Reimagining the Lammy Review* in May 2021. This was followed up by two more events: Working with Police and Crime Commissioners to tackle race inequality (Criminal Justice Alliance and Centre for Justice Innovation), and the role of the voluntary sector and trust and foundations in tackling race inequality in the criminal justice system (Clinks and Barrow Cadbury Trust). Approximately, a total of 200 attendees tuned in to the whole series.

Signups from two of these online events were used to build EQUAL's newsletter database, which has seen a consistently high open rate average of 29.08% since starting in Spring 2021. (Not-for-profit average: 21.62%, Government Agency or Services average: 28.22%)

Rebranding and transition

In December EQUAL took part in a brand strategy and communications audit and refresh, with the support of BIOSCALE Studio - a branding specialist from Fivver platform.

We created a 'new look feel' for our comms, honed in on our key stakeholders and who we want to reach, as well as planning documents and tools needed to organise and manage long-term campaigns and editorial content. Following ARE's rebrand in February 2022, and ongoing theory of change and strategy work, we have now developed a separate theory of change for EQUAL, and are planning to incorporate it into ARE's corporate brand for greater impact, and consistency amongst projects.

Ethnic Inequalities in the Criminal Justice System research project

EQUAL has supported an ADR UK (Administrative Data Research UK), and Economic and Social Research Council funded project on *Ethnic Inequalities in the Criminal Justice System* by Dr Kitty Lymeropoulou (Principal investigator) and Dr Patrick Williams and Jon Bannister with further support from Clinks. In June 2022, we chaired a roundtable discussion at the Ministry of Justice (MoJ) with civil society organisations and the MoJ's data first team to share a summary of the research findings. A briefing of this work is forthcoming and will explore ethnic disparities in remand and sentencing.

Action For Race Equality

Report of the Trustees (Incorporating a Chief Executive's Report) for the year ended March 2022

Met Police External Advisory Board (EAB)

The Met had to deal with the tragic and disturbing murder of Sarah Everard by a serving police officer which ultimately led to the resignation of the Commissioner. The Mayor of London made clear that the Met had to deal with the culture of sexism, misogyny and racism that prevails in the organisation.

The Chief Executive attended quarterly meetings of the Commissioner/Acting Commissioner chaired by EAB. The Met strengthened its action plans which covered increasing the representation of ethnic minority police officers and getting a grip on a range of race disparities. While ARE (and many others) want the Met to build an inclusive and fair culture we do not believe it's possible to achieve this when the Met is responsible for administering a secret gangs' violence database when 80% of the young people on it are Black, and continuing to stop and search disproportionately high numbers of Black children and young men. The EAB allows for a small group of critical friends to push leaders to journey beyond their institutional comfort zones.

These policies and practices can only feed and allow to flourish those internal cultures that reinforce negative stereotypes about young Black men and girls.

Black Men for Change – Alliance for Police Accountability

This innovative project seeks to test out new ways of building trust and confidence between the Police and Black communities and take a public health approach to reducing violence in Black communities in England and Wales. Funding for phase one has been provided by Lankelly Chase Foundation.

ARE serves as the accountable body for the APA project. We employed a temporary senior researcher to produce a research/scoping and three-year programme proposal. We organised regular meetings of the APA Steering Group chaired by Lee Jasper. This phase has been delayed and the final phase one report and will be completed in December 2022.

FUNDING FOR BLACK, ASIAN AND MINORITY ETHNIC LED ORGANISATIONS

London Community Foundation – Building Resilience with Communities

ARE was selected as the Main Programme Partner for the JP Morgan Chase £2m three-year programme. The programme will provide funding for Black, Asian and minority ethnic organisations to strengthen them and their communities. We are involved in co-designing the programme; procurement of an external evaluator and capacity building partner; grant management; selection of grantees and supporting them as they spend the grant.

We also successfully submitted a proposal to LCF to run the Capacity Building element of the new funding programme.

Action For Race Equality

Report of the Trustees (incorporating a Chief Executive's Report) for the year ended March 2022

Rocket Science Ltd led ARE partnership GLA/VRU Stronger Voices programme

This new programme that will be active between June 2021 and Aug 2022. The grant programme value is £1.3m and will fund organisations to support young Londoners at risk of crime/already involved in crime. It will target support for after school hours to 10pm, weekends and holidays. The aim is to fund 20 organisations approximately £50-60k. ARE will provide capacity building support (webinars) to organisations applying for the fund, pre and post application; 1-2-1 support; and participate in the application assessment process.

Charities Aid Foundation (CAF) Resilience Fund

We are delighted that CAF has awarded us a grant (£126k) for 18 months from to Sept 2021 to March 2023, to develop our capacity and become a more resilient organisation. We are taking part in peer-to-peer learning every eight weeks and will be expected to develop a management roadmap to set out the use of funds.

ISLINGTON COUNCIL PROGRAMMES

Enterprise Support

Islington council gave ARE a grant of £24k which enabled ARE to support local Black, Asian and minority owned businesses from October 2021 to June 2022. Our target was to engage and support ten businesses with four days each one-to-one support and we have currently supported six. We organised three masterclasses and three action learning sets which have been well received. We also conducted a short scoping survey to identify impact of Covid on Black, Asian and minority owned businesses in the borough.

Islington Inclusive Entrepreneurship programme

The council gave a grant to ARE which enabled us to distribute £136k of grants to start-ups in the borough between January 2022 to March 2022. We identified and supported entrepreneurs from underrepresented communities including those from Black, Asian and minority backgrounds, women and those with disabilities. The programme consisted of a mix of grant funding (up to £10k) and support (as for Enterprise programme). We co-designed the application process and had 26 individuals/new start-ups apply for the seed funding. We funded 17 new start-ups with a range of grants between 5k and 10k and hosted workshops and action learning sets. We are grateful for the support we received from the Council in running this programme.

Action For Race Equality

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PRODUCTS & PUBLICATIONS

Leadership Skills Toolkit (GLA Team London)

ARE delivered leadership skills workshops in collaboration with Preston Manor School and 14 of their students. The toolkit was launched in July online with Debbie Bernard-Weekes, GLA Deputy Mayor and a group of young people from Preston Manor School.

Youth Futures Foundation (YFF) Guide

ARE's Deputy Chief Executive joined YFF as a funding panellist for their Connected Futures Foundation funding round and was commissioned to produce '*Quick EDI Guide For Youth Futures Foundation Grant Assessors*'.

BTEG 2021 YOUNG PEOPLE SURVEY

In June we launched our survey which was based on the views of nearly 250 young people aged 16-24 from across the UK. The standout findings were young people's concerns about Covid-19, mental health and the effects of racial discrimination on their employment prospects. 75% of respondents agreed that an apprenticeship would be a good route to the careers they want to pursue. Our press release was covered by the Voice Online and the research was funded by Joseph Rowntree Charitable Trust.

ETHNIC MINORITY PEOPLE AND APPRENTICESHIPS

In July we published a twelve-page briefing entitled '*Ethnic Minority People And Apprenticeships In England*', which showed ethnic minority people are far less likely than White people to have done an apprenticeship. But the lower participation in apprenticeships is not due to the lack of interest. There is a mismatch between the geographic regions where Black, Asian and Mixed ethnicity young people live, and the regions where apprenticeship places are available. Over the period 2017-2020, 9% of White males reported that they had completed an apprenticeship, compared with 3% of Black or Asian males and just 1% of Asian females. We made five recommendations and called on the government to lead action with employers to tackle the continued underrepresentation of ethnic minority young people on apprenticeships in higher value sectors such as engineering and construction.

PLANS FOR THE FUTURE

Increasing ARE's policy and research capacity to cover education, employment and criminal justice system (CJS) policy areas will be a priority. This will be important as we run up to the next General Election. We have a strategy for strengthening our CJS policy

Action For Race Equality

Report of the Trustees (incorporating a Chief Executive's Report) for the year ended March 2022

and influencing work. Our priority is to translate this into an attractive funding proposition to attract potential funders.

ARE will also play a role in creating a new Alliance for Racial Justice and will work closely with other race equality organisations to ensure our collective voice at the national level is stronger.

We hosted two online consultations on racial terminology this year and we will launch the UK Racial Terminology survey next year.

Making sure we have the appropriate infrastructure and human resources to deliver on existing and future programme opportunities remains important.

Review of the Financial Position

The majority of income of the charity is from grants. The income of the charity for the year was £946,822 (2021- £807,331) and the resources expended were £819,713 (2021 - £612,925). The charity received grants from a number of new funders as set out in the notes to the accounts. The grants from funders such as Islington Council, Comic Relief etc were to enable the charity to support civil society organisations by giving them financial grants and capacity building structures. The unrestricted reserves at the financial year end were £304,117 with further designated reserves of £203,000 towards future projects to do with education, entrepreneurship, employment and the criminal justice system.

As with other charities of similar size and sector the inherent nature of grant funding is of short-term duration. The charity runs different projects to achieve its core objectives. Similar to other charities in this sector, it is finding it increasingly difficult to attract suitable funds to carry out all the objectives it wishes to achieve.

Reserves Policy

The charity's aims to hold free reserves equivalent to approximately six months of charitable spending in order to continue to fund the core activity of the charity including support and governance costs. The free reserves which are a part of the unrestricted reserves are held to make sure the charity can maintain its core activities and meet its liabilities including liabilities to staff whilst awaiting the outcomes of grant applications.

The free reserves held by the charity at the financial year end were £304,117 and represent approximately six months of costs.

Staff

All staff are directly engaged in activities in furtherance of the objectives of Action For Race Equality and their cost has been allocated accordingly. The largest

Action For Race Equality

Report of the Trustees (incorporating a Chief Executive's Report) for the year ended March 2022

expenditure of the charity is staff costs and these are consistently reviewed to ensure optimization of the charity's resources.

Structure, Governance and Management

The organization is a charitable company limited by guarantee. The charitable company was incorporated on 24 May 1996 and registered as a charity on 10 June 1996. The registered charity operates within its memorandum and articles of association. Action For Race Equality is a charity limited by guarantee. The guarantee of each member is limited to £1

Governance and Management Structure

The Board of Trustees is comprised of individuals from the voluntary, private and public sectors with a broad range of knowledge and experience relevant to the charity. The Board convenes throughout the year and holds an additional strategic planning away day.

Action For Race Equality Trustees have delegated management of the Action For Race Equality to the Executive Director who reports on performance against the Strategic Plan approved by the Trustees.

Risk Assessment

The Board of Trustees constantly review and assess the risks to which the charity is exposed, particularly our activities at national level, operational and financial risks.

Trustees' Responsibilities

Charity and company law require the Board of Trustees to prepare financial statements for each financial year that give a true and fair view of the state of affairs of the company and the incoming resources and application of resources, including income and expenditure, for the financial year. In preparing the financial statements the trustees should:

- Select suitable accounting policies and applied them consistently
- Make judgments and estimates that are reasonable and prudent
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue on that basis.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the group and the charity and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the

Action For Race Equality

Report of the Trustees (incorporating a Chief Executive's Report) for the year ended March 2022

assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware at the time of approving our trustees' annual report:

- There is no relevant audit information of which the charitable company's auditor is unaware; and
- The trustees have taken all steps that they ought to have taken to make them themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website.

Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislations in other jurisdictions.

Auditors

Able & Young acted as the auditors of the charitable company and have expressed their willingness to continue in that capacity.

Small company exemption

This report of the Directors has been prepared in accordance with the Companies Act 2006 relating to small companies.

By order of the Board

A handwritten signature in black ink, appearing to be 'D Izamoje', with a long horizontal stroke extending to the right.

D Izamoje

Dated: 15 December 2022

ACTION FOR RACE EQUALITY (Formerly known as BLACK TRAINING AND ENTERPRISE GROUP LIMITED (BTEG))

Independent auditors' report

to the members of Action For Race Equality, formerly known as Black Training and Enterprise Group Limited (BTEG)

We have audited the financial statements of Action For Race Equality, formerly known as Black Training and Enterprise Group Limited (BTEG) for the year ended 31 March 2022 which comprise the Consolidated Statement of Financial Activities (incorporating an Income and Expenditure Account), the Balance Sheet, the Consolidated Balance Sheet and the related notes 1 to 17. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and the requirements of the Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

This report is made solely to the charitable company's members, as a body, in accordance with Section 495 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of directors and auditor

As explained more fully in the Responsibilities of trustees Statement as set out on page 17-18, the trustees (who are also directors of the charitable company) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view.

Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's (APB's) Ethical Standards for Auditors.

Scope of the audit of the financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of whether the accounting policies are appropriate to the charitable company's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the directors; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the Trustees' (Directors') Report to identify material inconsistencies with the audited financial statements. If we become aware of any apparent material misstatements or inconsistencies we consider the implications of our report.

ACTION FOR RACE EQUALITY (Formerly known as BLACK TRAINING AND ENTERPRISE GROUP LIMITED (BTEG))

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Based upon our understanding of the company and the industry , we identified that the principal risk of non compliance with laws and regulations related to company law applicable in England and Wales, and we considered the extent to which non compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements. such as the Companies Act 2006 and payroll tax .

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the override of controls) testing the appropriateness of journal entries and other adjustments, assessing whether judgement made in making accounting estimates are indicative of potential bias.

Audit procedures included:

- Enquiring with management regarding correspondence with regulators and tax authorities;
- Evaluating management controls designed to prevent fraud and detect irregularities;
- Challenging assumptions and judgements made by management in their critical accounting estimates.

Opinion on financial statements

In our opinion the financial statements:

- give a true and fair view of the state of the group's and the parent charitable company's affairs as at 31 March 2022 and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been properly prepared in accordance with the requirements of the Companies Act 2006.

Opinion on other matter prescribed by the Companies Act 2006

In our opinion the information given in the Trustees' (Directors') Report for the financial year for which the financial statements are prepared is consistent with the financial statements.

ACTION FOR RACE EQUALITY (Formerly known as BLACK TRAINING AND ENTERPRISE GROUP LIMITED (BTEG))

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- the parent charitable company has not kept adequate and sufficient accounting records, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the directors were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies exemption in preparing the Directors' Report.

Rekha Shah

Rekha Shah FCCA CTA
Senior Statutory Auditor
For and on behalf of Able & Young, Statutory Auditors
Airport House
Purley Way
Croydon
Croydon CRO 0XZ

Dated. 19 December 2022

Action For Race Equality
(A company limited by guarantee)

Consolidated statement of financial activities
(Including consolidated income and expenditure account)

For the year ended 31 March 2022

	Notes	Unrestricted Funds 2022	Restricted Funds 2022	Total Funds 2022	Total Funds 2021
		£	£	£	£
Income					
Donations and legacies		34,484	-	34,484	45,571
Income from charitable activities		214,420	625,857	840,277	681,819
Other trading activities		71,620	-	71,620	79,710
Investment income		441	-	441	231
Total income	2	<u>320,965</u>	<u>625,857</u>	<u>946,822</u>	<u>807,331</u>
Expenditure					
Raising funds		50,741	-	50,741	64,109
Charitable activities		101,187	667,785	768,972	548,816
Total resources expended	3	<u>151,928</u>	<u>667,785</u>	<u>819,713</u>	<u>612,925</u>
Net incoming/(outgoing)					
Resources before transfers		169,037	(41,928)	127,109	194,406
Transfers between the funds		(7,330)	7,330	-	-
Net movement in funds for the year		<u>161,707</u>	<u>(34,598)</u>	<u>127,109</u>	<u>194,406</u>
Fund balances brought forward at 1 April 2021		<u>345,410</u>	<u>131,451</u>	<u>476,861</u>	<u>282,455</u>
Fund balances carried forward at 31 March 2022	15	<u>507,117</u>	<u>96,853</u>	<u>603,970</u>	<u>476,861</u>

The charity derived its income from continuing charitable grants and activities. The results also include income and expenses of the trading subsidiary.

There were no recognised gains and losses other than those included in the statement of financial activities above.

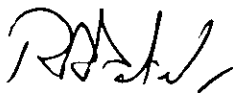
Action For Race Equality
(A company limited by guarantee)

Consolidated balance sheet
As at 31 March 2022

	Notes	£	2022 £	£	2021 £
Fixed assets					
Tangible assets	9		1		1
Current assets					
Debtors	11	17,460		69,678	
Short term investments	12	155,923		155,840	
Cash at bank and in hand		759,134		583,538	
		<u>932,517</u>		<u>809,056</u>	
Creditors - amounts falling due within one year	13	<u>328,548</u>		<u>332,196</u>	
Net current assets			<u>603,969</u>		<u>476,860</u>
Net assets			<u>603,970</u>		<u>476,861</u>
Funds					
Income funds					
Unrestricted funds					
General funds			304,117		253,754
Designated funds			203,000		91,656
Restricted funds			<u>96,853</u>		<u>131,451</u>
Total funds	15		<u>603,970</u>		<u>476,861</u>

The trustees have prepared group accounts in accordance with the Companies act 2006, s. 398 and the Charities Act 2011, S. 138. These accounts are prepared in accordance with the special provisions of Part 15 of the Companies Act relating to small companies and constitute the annual accounts required by the Companies Act 2006 and are for circulation to members of the company.

Approved by the trustees on and signed on their behalf by:



R Patel MBE
Trustee

Date: 15 December 2022

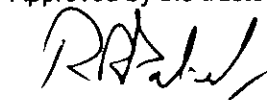
Action For Race Equality
(A company limited by guarantee)

Charity balance sheet
As at 31 March 2022

			2022	2021
	Notes	£	£	£
Fixed assets				
Tangible assets	9		1	1
Investments	10		2	2
			<u>3</u>	<u>3</u>
Current assets				
Debtors	11	870	47,623	
Short term investments	12	155,923	155,840	
Cash at bank and in hand		749,042	573,645	
		<u>905,835</u>	<u>777,108</u>	
Creditors - amounts falling due within one year	13	<u>326,082</u>	<u>312,729</u>	
Net current assets			<u>579,753</u>	<u>464,379</u>
Net assets			<u>579,756</u>	<u>464,382</u>
Funds				
Income funds				
Unrestricted funds				
General funds			279,903	241,455
Designated funds			203,000	91,476
Restricted funds			<u>96,853</u>	<u>131,451</u>
Total funds			<u>579,756</u>	<u>464,382</u>

The directors have prepared company's accounts in accordance with the Companies act 2006, s. 398 and the Charities Act 2011, S. 138. These accounts are prepared in accordance with the special provisions of Part 15 of the Companies Act relating to small companies and constitute the annual accounts required by the Companies Act 2006 and are for circulation to members of the company.

Approved by the trustees on and signed on their behalf by:



R Patel MBE
Trustee

Date: 15 December 2022

Action For Race Equality**(A company limited by guarantee)****cash flow statement****For the year ended 31 March 2022**

	Notes	Group 2022	Charity 2022	Group 2021	Charity 2021
		£	£	£	£
Cash provided (used) in operating activities	16	178,131	177,932	385,364	386,756
Cash flows from investing activities:					
Interest income		441	441	231	227
Taxation			-	-	-
Purchase of tangible fixed assets		(2,976)	(2,976)	(4,437)	(4,437)
Net cash used in investing activities		(2,535)	(2,535)	(4,206)	(4,210)
Change in cash and cash equivalents in the year		175,596	175,397	381,158	382,546
Cash and cash equivalents brought forward		583,538	573,645	202,380	191,099
Cash and cash equivalents carried forward		759,134	749,042	583,538	573,645

Action For Race Equality
(A company limited by guarantee)

Notes to the financial statements
For the year ended 31 March 2022

1 ACCOUNTING POLICIES

The principle accounting policies, which have been applied consistently, are as follows:

1.1 Basis of preparation

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 (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Action For Race Equality meets the definition of a public benefit entity under FRS 102, Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

1.2 Company status

The company is limited by guarantee. The guarantors are the directors of the company.
The liability in respect of the guarantee is limited to £1 per member.

1.3 Going concern

The financial statements have been prepared on a going concern basis, which is dependent upon the availability of adequate continued funding. The nature of the company's funding is inherently uncertain and should grant funding be discontinued in the future years, the charity would have to find other sources of funding, or significantly curtail its activity.

After reviewing the charity's forecasts and projections, the trustees have a reasonable expectations that the charity has adequate resources to continue in operational existence for the foreseeable future. The charity therefore continues to adopt the going concern basis in preparing its financial statements.

1.4 Group financial statements

The consolidated financial statements comprise Action For Race Equality, the charity, and its wholly owned subsidiary ARE Enterprise Ltd . A separate Statement of Financial Activities and income and expenditure account for the charity has not been presented because the Charitable Company has taken advantage of the exemption afforded by section 408 of the Companies Act 2006.

Action For Race Equality
(A company limited by guarantee)

Notes to the financial statements
For the year ended 31 March 2022 (continued)

1.5 Fund accounting

Unrestricted funds

Unrestricted funds are grants and other income received or generated for the objects of the charity without further specified purpose and are available as general funds.

General funds are available for use at the discretion of the trustees in the furtherance of the general objectives of the trust.

Designated funds represent unrestricted funds allocated by trustees for particular purposes.

1.6 Restricted funds

Restricted funds are funds to be used for specified purposes based on the conditions imposed by the donors.

All income and expenditure is shown in the Statement of Financial Activities.

1.7 Income

Income from grants and donations, including capital grants, is included in the Statement of Financial Activities when the charitable company is entitled to the funds, any performance conditions attached to the grants have been met and the amount can be measured with reasonable certainty. Income is deferred when the charitable company has to fulfil conditions before becoming entitled to it or where it is received for use in a future accounting period. The notes to the Statement of Financial Activities show the gross amount received together with the changes in the amount deferred. Deferred income is included in creditors.

Income from charitable trading activities is included in income in the period in which the activity takes place and includes income receivable for training, consultancy, conferences, commission and publication sales.

1.8 Resources expended

All expenditure is accounted for on an accruals basis and is recognised when there is a legal or constructive obligation to pay. Expenditure items have been classified under headings that aggregate all costs related to each category. Where costs cannot be directly attributed to particular activities, they have been allocated on the basis of staff time spent on each activity.

Staff costs and overhead expenses, including any support or governance costs, are allocated to activities on the basis of staff time spent on those activities.

Costs of raising funds are those costs arising from trading activities.

1.9 Pension costs

The company operates a money purchase (defined contribution) pension scheme. Contribution payable to this scheme are charged to the statement of financial activities in the period to which they relate. These contributions are invested separately from the company's assets.

Action For Race Equality
(A company limited by guarantee)

Notes to the financial statements
For the year ended 31 March 2022 (continued)

1.10 Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less depreciation.

Depreciation is provided on all tangible fixed assets at rates calculated to write off the cost less the estimated residual value over the expected life of each asset as follows:

Equipment - on a straight line basis over 1 to 3 years

1.11 Investments

Investments in subsidiary undertakings are recognised at cost.

1.12 Current assets

Trade and other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid.

1.13 Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less.

1.14 Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts.

Action For Race Equality
(A company limited by guarantee)

Notes to the financial statements
For the year ended 31 March 2022 (continued)

2 Incoming resources

	2022 £	2021 £
Restricted Funds		
AB Charitable Trust	25,000	45,000
Baring Fund	-	30,000
Barrow Cadbury Trust	25,750	24,750
Big Lottery Fund	57,763	31,600
Comic Relief	-	350,000
Esmée Fairbairn Foundation	34,000	17,000
Greater London Authority - Young Londoners Fund	22,500	48,000
Hackney Council CSV	30,941	21,991
Islington Council	274,500	-
Lankelly Chase Foundation	51,156	30,000
London Community Fund	9,000	15,000
Trust for London	115,000	9,865
Others	20,000	-
Grants received in advance	(39,753)	(82,889)
Total restricted Grants	625,857	540,317
Unrestricted Funds		
Big Lottery	-	50,000
Charities Aid Foundation (CAF)	104,500	-
City Bridge Trust	-	41,250
Joseph Rowntree Charitable Trust	36,667	55,032
Income from charitable activities	23,121	45,045
Other grants	-	20,220
Donations	34,484	45,571
Grants received in advance	50,132	(70,045)
	874,761	727,390
Activities for generating funds	71,620	79,710
Investment income: Bank interest	441	231
	946,822	807,331

Income is accounted for on a receivable basis. Where income is received in advance and the expenses may not have been incurred relevant to that income the excess income is carried forward and utilised in subsequent period or year.

All the above restricted funds have been spent and the expenditure is noted in note 3 to the accounts. Where the grant period straddles the accounting year the unspent part of the grant is carried forward as a restricted reserve and is spent in the subsequent period.

Action For Race Equality
(A company limited by guarantee)

Notes to the financial statements
For the year ended 31 March 2022 (continued)

3 Total resources expended

	Projects & partnerships	Policy & influence	Poverty & Employment	Support costs	2022 Total	2021 Total
	£	£	£	£	£	£
Staff and external staff costs	94,815	145,948	245,093	44,399	530,255	418,458
Training and recruitment	243	488	452	64	1,247	472
Premises	4,272	6,986	12,510	-	23,769	26,014
Conference/seminar facilities	3,105	232	981	706	5,024	131
Communications	1,399	1,535	9,835	1,401	14,170	8,956
Grants / Payments to partners	-	-	234,945	-	234,945	150,000
Travelling and subsistence	215	27	1,631	555	2,428	1,038
Audit and legal fees	27	603	940	576	2,146	1,920
Depreciation	-	-	2,976	-	2,976	4,437
Other	2,753	-	-	-	2,753	1,500
	<u>106,830</u>	<u>155,819</u>	<u>509,363</u>	<u>47,701</u>	<u>819,713</u>	<u>612,925</u>
Restricted						
Charitable activities					667,785	471,615
Unrestricted						
Costs of generating voluntary income					50,741	64,109
Charitable activities					<u>101,187</u>	<u>77,201</u>
					<u>819,713</u>	<u>612,925</u>

Action For Race Equality
(A company limited by guarantee)

Notes to the financial statements
For the year ended 31 March 2022 (continued)

4 Net Incoming resources before transfers

This is stated after charging:

	2022	2021
	£	£
Directors emoluments	-	-
Depreciation	2,976	4,437
Operating leases - land and buildings	17,865	23,453
Auditors' remuneration		
Audit fee	2,400	1,920
	<u>2,400</u>	<u>1,920</u>

5 Staff costs

Staff costs during the period were as follows:

	2022	2021
	£	£
Salaries and wages	314,606	287,169
Social security costs	27,581	24,633
Other pension costs	23,431	21,568
	<u>365,618</u>	<u>333,370</u>

One employee earned, as defined for taxation purposes, £60,000 or more.

The average number of employees during the period, analysed by function was:

	2022	2021
	Number	Number
Direct charitable expenditure		
Chief officer	1	1
Others	9	7
Management and administration	1	1
	<u>11</u>	<u>9</u>

6 Pension costs

Money purchase (defined contribution) pension scheme

The charity operates a money purchase (defined contribution) pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The pension cost charge represents contributions payable by the company to the fund and amounted to £23,431 (2021 - £21,568).

Action For Race Equality
(A company limited by guarantee)

Notes to the financial statements
For the year ended 31 March 2022 (continued)

7 Taxation

As a registered charity under the Charities Act 2011, income from charitable activities is exempt in accordance with sections 466–493 of the Corporation Tax Act 2010.

8 Trustees' Remuneration and expenses

The trustees nor the directors received any remuneration during the period for acting as trustees.

All the trustees and directors are entitled to have their expenses reimbursed.
These expenses were reimbursed as follows:

	2022	2021
Travelling and subsistence expenses	<u>£98</u>	<u>£26</u>

L Durrant received £1,350 for professional services provided to the charity.

9 Tangible fixed assets

Group and the charity

	Furniture and equipment £
Cost	
At 1 April 2021	11,905
Additions	2,976
At 31 March 2022	<u>14,881</u>
Depreciation	
At 1 April 2021	11,904
Charge for the year	2,976
At 31 March 2022	<u>14,880</u>
Net book value	
At 31 March 2022	<u>1</u>
At 31 March 2021	<u>1</u>

Action For Race Equality
(A company limited by guarantee)

Notes to the financial statements
For the year ended 31 March 2022 (continued)

10 Net Income from trading

The charity has one trading wholly owned subsidiary, ARE Enterprise Ltd (formerly BTEG Limited), which is incorporated in the UK and registered in England, the accounts of which are audited and filed at Companies House. A summary of its financial position is given below.

Profit and loss account of ARE Enterprise Ltd	2022	2021
	£	£
Turnover	71,620	79,710
Expenses	(49,886)	(62,126)
Covenanted payment to charity	(10,000)	(17,588)
	<u>11,734</u>	<u>(4)</u>
Interest receivable	1	4
Profit on ordinary activities after taxation	<u>11,735</u>	<u>-</u>
Summarised balance sheet of ARE Enterprise Ltd	2022	2021
	£	£
Current assets	54,469	65,723
Creditors: amounts falling due within one year	(30,253)	(53,242)
Net assets	<u>24,216</u>	<u>12,481</u>
Called up share capital	2	2
Profit and loss account	<u>24,214</u>	<u>12,479</u>
	<u>24,216</u>	<u>12,481</u>

The charity's investment in ARE Enterprise Ltd is two ordinary shares of £1 each, being the whole issued share capital of ARE Enterprise Ltd.

Action For Race Equality
(A company limited by guarantee)

Notes to the financial statements
For the year ended 31 March 2022 (continued)

11 Debtors

	Group		Charity	
	2022	2021	2022	2021
	£	£	£	£
Trade debtors	16,590	67,830	-	12,000
Amount due from subsidiary undertaking	-	-	-	33,775
Other debtors	870	1,848	870	1,848
	<u>17,460</u>	<u>69,678</u>	<u>870</u>	<u>47,623</u>

12 Short term investments

This is a 90-day fixed interest rate deposit held with Nationwide.

13 Creditors - amounts falling due within one year

	Group		Charity	
	2022	2021	2022	2021
	£	£	£	£
Trade creditors	6,166	15,283	4,166	13,683
Amount due to subsidiary undertaking	-	-	27,786	-
Taxation and social security costs	2,752	-	-	-
Other creditors and deferred income	319,630	316,913	294,130	299,046
	<u>328,548</u>	<u>332,196</u>	<u>326,082</u>	<u>312,729</u>

14 Analysis of net assets between funds

	Unrestricted	Restricted	Total
	General	funds	funds
	£	£	£
Fixed assets	1	-	1
Current assets	550,750	381,767	932,517
Current liabilities	(43,634)	(284,914)	(328,548)
Total net assets	<u>507,117</u>	<u>96,853</u>	<u>603,970</u>

Action For Race Equality
(A company limited by guarantee)

Notes to the financial statements
For the year ended 31 March 2022 (continued)

15 Statement of funds

	Notes	Balance 31 March 2021 £	Incoming £	Outgoing £	Transfers £	Balance 31 March 2022 £
General funds		253,934	320,965	(151,928)	(118,854)	304,117
Designated funds		91,476	-	-	111,524	203,000
Restricted funds	a	131,451	625,857	(667,785)	7,330	96,853
Total funds	b	476,861	946,822	(819,713)	-	603,970

The balances will be carried forward and used as follows:

- a The balance will all be utilised in the forthcoming months to meet the delivery commitments made by the charity.
- b The balance will be used to continue the funding of the charity's mission.

Due to the short term nature of the funding that the charity receives the charity is building up a six month reserve, on grounds of prudence, to finance its activities during the time lag between existing grants expiring and new sources of funds being obtained and in the event of any unforeseen circumstances.

Designated funds are funds

Designated funds are unrestricted funds that have been set aside at the discretion of the trustees for following purposes.

	2022 £	2021 £
Service development, research and staffing fund	91,476	68,249
Transfers	111,524	23,227
	<u>203,000</u>	<u>91,476</u>

The charity wishes to continue its successful work in developing policy research, enterprise and employment Routes 2 Success and Equals projects. It is seeking funding to continue this work and has designated some of its reserves whilst obtaining this funding.

Action For Race Equality
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Notes to the financial statements
For the year ended 31 March 2022 (continued)

16 Reconciliation of net movement in funds to net cash flow from operating activities

	Group		Charity	
	2022	2021	2022	2021
	£	£	£	£
Net incoming resources				
(as per the statement of financial activities)	127,109	194,406	115,374	194,406
Depreciation charge	2,976	4,437	2,976	4,437
Interest income	(441)	(231)	(441)	(227)
Decrease (increase) in short term investments	(83)	(88)	(83)	(88)
Decrease (increase) in debtors	52,218	(37,477)	46,753	(17,772)
Increase (decrease) in creditors	(3,648)	224,317	13,353	206,000
Net cash provided by operating activities	<u>178,131</u>	<u>385,364</u>	<u>177,932</u>	<u>386,756</u>

17 Commitments under operating leases

	2022	2021
Total commitments	<u>4,032</u>	<u>4,032</u>

Accounts

ACTION FOR RACE EQUALITY

(Formerly known as the Black Training and Enterprise Group (BTEG))

A Company Limited by Guarantee

**Report of the Trustees and audited financial statements for the year ended 31
March 2021**

Action for Race Equality

200a Pentonville Road

London N1 9JP

T: 020 7832 5800

F: 020 7832 5835

Charity registration number: 1056043

Company registration number: 03203812

**Action For Race Equality
(Formerly known as Black Training and Enterprise Group (BTEG))
Report of the Trustees (incorporating a Chief Executive's Report)**

**Report of the Trustees and audited financial statements for the year ended
31 March 2021**

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**Action For Race Equality
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Report of the Trustees (Incorporating a Chief Executive's Report)**

Legal and administrative information

Name of charity: Black Training and Enterprise Group (BTEG)

Charity registration number: 1056043

Company limited by guarantee registration number: 03203812

Principal and registered office: 200a Pentonville Road, London N1 9JP

Charitable company's trustees and officers:

Femi Bola MBE, Secretary
Marlon Bruce (Appointed 29.09.2021)
Ila Chandavarkar
Laura Durrant (Appointed 29.09.2021)
Tony Durrant MBE (Retired 19.11.2020)
Zahid Hussain, Treasurer
David Izamoje (Appointed 25.11.2021)
Seema Manchanda, Chair
Raj Patel MBE
Ambrose Quashie
Kenneth Sule-Ejeh (Appointed 29.09.2021)

Patrons

Greg Clark CBE
Lieutenant Colonel Sulle D Alhaji

Chief Executive Officer and senior staff members to whom day- to-day management of the charitable company is delegated by the trustees:

Jeremy Crook OBE, Chief Executive
Tebussum Rashid, Deputy Chief Executive

Banker: Unity Trust Bank, Nine Brindleyplace, Birmingham B1 2HB

Auditor: Able & Young, Airport House, Purley Way, Croydon, CR0 0XZ

**Action For Race Equality
(Formerly known as Black Training and Enterprise Group (BTEG))
Report of the Trustees (incorporating a Chief Executive's Report)**

The Trustees (who are also the directors for the purposes of company law) are pleased to present their report and the audited financial statements of Black Training and Enterprise Group (BTEG) for the year ending 31 March 2021. These comply with statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standards applicable to charities in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

Aims and Mission

The aims for which the charitable company is established are:

- To increase employment rates for BAME people to the national average.
- To ensure that BAME communities contribute to the economic regeneration of their communities.
- To raise the attainment levels of BAME pupils in education to the national average.
- To work with individuals and communities to improve integration and cohesion through developing shared values and aspirations for the whole community.
- To motivate and inspire individuals to act on their ideas and to realise their enterprise potential.

Public Benefit

We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities. BTEG provides public benefit by improving the lives of young BAME people through our projects, supporting staff in BAME organisations and in our policy work on tackling poverty, inequality and employment.

Our mission

BTEG's mission is to end racial inequality. We believe that the contribution of all communities makes a nation, builds dynamic local communities, generates wealth and improves well-being. We champion fairness, challenge discrimination and pioneer innovative solutions to empower BAME communities through education, employment and enterprise.

Achievements Against Key Objectives 2020-21

BTEG focuses on black, Asian and mixed heritage young people aged 10-30 and is committed to improving their education and employment outcomes. Keeping young people out of the justice system is one of our aims.

Report of the Trustees (incorporating the Chief Executive's Report)

The year turned out to be one that we will remember for many years - the global Covid-19 pandemic, the many lives lost, the murder of George Floyd and its aftermath. None of us knew how the year would unfold but these developments had serious impacts on race equality in the USA, UK and other parts of the world. As a country there was a shared concern for everyone's mental health and well-being, especially children and young people, people living alone, people on low incomes and those families living in overcrowded accommodation and at BTEG we ensured we supported our stakeholders during this period.

The filming of George Floyd's murder by a police officer triggered global Black Lives Matter protests and debates about racism and the treatment of Black people - policing, employment and health outcomes were focused on and the case was remade that these must be understood by everyone and tackled at a systemic and institutional level.

The government sponsored Commission on Race and Ethnic Disparities (CRED) report (31 March 2021) did not help matters with its denial that the root cause of race disparities was systemic and institutional racism. It also fuelled the debate about race and ethnicity terminology and called for 'BAME' to be dropped by government. Some government departments reverted to using 'ethnic minority.' The race equality sector and a diversity of other organisations rejected the CRED report's conclusions. BTEG published its CRED report rebuttal statement and wrote a blog on institutional racism and the police, which has been read over two thousand times. We received an increase in emails from public, private and voluntary sector organisations seeking advice on what to do within their organisations especially on the back of conversations with their Black staff.

Some FE colleges contacted us seeking advice on what they can do to improve employment outcomes for their Black learners. Disappointingly, after we provided written responses to these colleges with significant cohorts of Black learners, there was no follow up from these colleges. We put this down, in part, to a coincidence of crisis both Floyd's murder and the pandemic placing multiple pressures on organisations.

One of our funder's, the Joseph Rowntree Charitable Trust (JRCT) made a public statement about how the Rowntree company benefited from the exploitation of people in Britain's colonies and announced they would conduct further research. Indeed, charitable trusts on a wider scale started to look at the proportion of funding they allocate annually to Black and Asian led organisations.

Sadly, the pandemic and racism look set to be with us for the foreseeable future so we must all continue to fight for race equality.

The first of three national lockdowns started at the end of March (26 March 2020, 2 Nov 2020 & January 2021). A furlough scheme was announced after an internal

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consultation we furloughed three staff and the projects they worked on were paused. All staff returned to work in July.

Organisationally, we communicated with our staff and ensured they had access to IT so they could work from home.

All our funders were supportive during this difficult year, and some made unexpected and unrestricted grants to help us through the year and this was greatly appreciated. We want to acknowledge the massive support we received from our new and old funders - their support made a significant difference to BTEG and many other Black, Asian and Minority Ethnic-led organisations and their service users.

We participated in many on-line conversations relating to policing, funders and the creation of new Black and Asian led funding and sustainability initiatives, including the newly established Baobab Foundation.

We would like to thank our service users and we commend the children and young people for digging deep and finding the resilience to continue with their education. Without the cooperation of London schools, it would not be possible to deliver our programme - we thank them.

We were delighted when Livia's Ltd reached out to us and made a commitment to donate a percentage of sales from one of their confectionery products for a period of time. We were also thrilled when Renni Eddo-Large, the author of *'Why I'm No Longer Talking To White People About Race'* and Waterstones bookshop agreed to donate a percentage of book sales for a period of time. An explanatory plaque about BTEG appeared in every Waterstones bookshop window next to Renni's book. In December, our former BTEG chair Tony Durrant MBE and long-standing trustee retired from the board. Everyone at BTEG would like to thank him for his dedication, support, insights and long service to the charity.

We have a great group of staff, volunteer role models and external partners who have remained focused and committed to delivering quality projects. They are greatly valued by the organisation.

Finally, no charity can survive without a dedicated group of trustees and during an incredibly challenging year they met more often and provided strategic leadership and support to the SMT. Their commitment and support for the staff makes BTEG a good organisation to work for. A special thanks to Seema Manchanda, Chair of BTEG.

Jeremy Crook OBE
Chief Executive

**Action For Race Equality
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Covid-19 impact on civil society organisations and their service users**

We participated in a wide range of on-line meetings concerned with Black, Asian and minority ethnic organisations and communities that were hosted by policy makers and leaders, including government Ministers, the Mayor of London, Met Police Commissioner, the Leader of the Opposition.

FUNDING FOR BAME-LED ORGANISATIONS IMPACTED BY COVID-19

London Community Fund and National Lottery Community Fund (NLCF)

We were funded by the London Community Foundation and the NLCF to provide capacity building support for 50 small BAME-led organisations in England over a six-month period. We delivered much of the support via on-line workshops and 1-2-1 support. Over 200 hours of support and 24 hours of e-learning was provided. A total of 61 organisations benefited from the project. User comments included:

'Very informative and well-presented workshop. Facilitator was excellent - well done!'

'I am working with more confidence and focus with my consultant's optimism and encouragement'

Comic Relief and National Emergencies Trust - Global Majority Fund

We successfully applied to Comic Relief and the National Emergencies Trust and were awarded £205k to disseminate £5k grants to forty-one organisations. Additional funding was allocated to strengthen BTEG. The beneficiaries of the grant provided positive feedback and especially valued the three days of support that accompanied the grant. The funding and support helped to sustain the organisations and, in some cases, grow.

CHILDREN AND YOUNG PEOPLE

Routes2Success (R2S) - Ethnic Minority Community Role Model Programme

*"This boosted my confidence and understanding of social life and work. I think I can achieve my dream if I work hard enough" **Male student, Lea Valley Academy.***

*"I feel like this session has empowered me as a young black woman and how I am motivated to succeed in life and also the speakers that came and the video inspired me." **Female Student, Heron Hall***

*"The sessions were very good and inspiring because they have made me more likely to follow my dreams and to also continue education." **Male Student, Barn Croft Primary School***

"I must say a big thank you to yourself and Pheobe for working with our students thus far. It makes me think that you are by far, our number one employment/ Career

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partner who seem to excite and appropriately engage our students for the purpose of 'building life skills'. Feedback from staff and the girls have been tremendous thus far." Mrs Burke, Assistant Principal Parkside Studio College.

"I would like to praise this organisation (BTEG) personally. The work they have been doing with the young ladies has been absolutely fantastic and it has really moulded and shaped them because [name retracted] 8SSB is in my form came by today and spoke to me about how much she has changed her mind set and how much she loved going to these sessions..." Mr Smith, teacher at Kingsmead High School.

"I would just like to thank you for your work with our year 11 boys today. You gave them a different perspective from school staff and the professionals who led workshops earlier in the day. Thank you for sharing your stories, your advice and your blueprint for a positive masculinity. I will let you know how they get on their exams, but we may be in touch sooner as we would like more of our boys to be inspired as these were." Hugh Greany, Deputy Head at Kingsmead High School

"I just wanted to thank you all for a great session - the boys really enjoyed it, as did all of the adults." Laura Neuveglise, Co-Head of School, Tower Bridge.

Despite the Covid-19 challenges we faced; we were delighted to reach our seventh year of delivering R2S, which the Mayor's Young Londoner's Fund currently funds. R2S is only made possible with funding and our amazing group of volunteer male and female role models. The powerful quotes above are testament to their great work and the support provided by the R2S team. Some role models have been with us from the start of R2S. Without the cooperation of the schools involved it would not be possible to reach and inspire the young people.

The R2S Programme Manager was furloughed between April 2020 and July 2020 when schools were closed. Although we adapted to offer online services to schools this was limited because they focused on academic lessons. However, many schools engaged when lockdown lifted, so between October and December we were very busy, but with another lockdown in January we were unable to deliver again until March.

We focused on maintaining relationships with schools and our volunteers to ensure that the programme's presence and interest remained even during school closures and isolation rules. Some of our volunteers faced business challenges due to the pandemic and lockdowns.

We delivered twenty-seven workshops in 7 schools across three boroughs (Enfield, Waltham Forest and Haringey) and engaged with 117 young people. The children and young people complete an evaluation form after every workshop. The following outcomes were achieved:

- 82% of the young people that attended all three R2S sessions said that they felt more confident in the future after their attendance.

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- 70% of the young people said that they were more likely to stay on to further education after attending the R2S sessions.

Our patron Professor Greg Clarke CBE generously commissioned a film maker to produce four R2S promotional videos aimed at schools and attracting volunteers and corporate support. We are using the videos on social media platforms.

In partnership with the Communities Empowerment Network (CEN) charity we successfully applied to the National Lottery Community Fund (NLCF) to expand the project to reach nine other boroughs (Brent, Hammersmith and Fulham, Southwark, Newham, Harrow, Hounslow, Hillingdon, Barnet) and add a parenting support service via CEN. We received a three-year grant of £350k.

Black Men 4 Change (BM4C) Shift25 programme funded by GLA Violence Reduction Unit (VRU)

We developed relationships with four community anchor partner organisations - Hackney CVS, Spark2life, Code7 and Voyage - and recruited and trained fifteen role models and mentors. We developed e-resources to deliver on-line sessions for young black males. Our R2S role models supported twelve events that were hosted by our community anchor partners and thirty young people participated. We tested a new on-line speed mentoring format, and this worked well. Eleven young people received 1-2-1 mentoring.

Finally, we are pleased to report that our R2S Programme Manager achieved a standard 1 certificate for the Theory of Change from Project Oracle and began activities for BTEG to achieve the London Youth Quality Mark.

Mayor of London Recovery Programme Youth Mission - A New Deal for Young People

BTEG's Chief Executive was invited to become one of the co-chairs for the New Deal for Young People along with Lib Peck (Director of the GLA VRU) and Martin Pratt FRSA (Deputy Chief Executive & Executive Director Supporting People at London Borough of Camden). This important mission: *By 2024 provide all young people in need are entitled to a personal mentor and all young Londoners have access to quality local youth activities.* We chaired sessions with voluntary sector mentoring organisations on how we build organisational capacity for smaller mentoring providers and the best way to maintain and develop quality mentoring services during and after the programme.

EMPLOYMENT

Moving on Up - supporting young black men, 16-24, into good employment in London

BTEG (and our partner Shared Enterprise CIC Ltd) continued its role as strategic partner with Trust for London and City Bridge Trust to test our ground-breaking

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programme to break the perennial pattern of higher unemployment rates for young black men in the capital.

The ethnic disparity in the employment rates between young white men and young black men continues to grow wider. The average unemployment rate for young black men was 46% compared with 14% of young white men (Dec 2020). This was an increase from 33% over 12 months.

The national lockdown began just as our new cross sector MoU collective impact partnerships in Brent and Newham were starting to deliver their two-year action plans. This necessitated all delivery being done virtually. Our cadre of nine MoU young Black male ambassadors joined the MoU programme meetings and supportive on-line conversations to share their personal challenges under lockdown and its impact on their mental health. Throughout the year several ambassadors struggled to attend meetings due to their learning and employment commitments. When they were able to contribute to on-line MoU meetings their inputs were highly valued.

The Brent and Newham partnerships hosted several on-line employability and job brokerage events and our Employer Champions and Advisory Group met during the year. Despite the pandemic the two partnerships engaged 250 young black men. The partnerships are chaired by senior officers from local authorities, with BTEG providing secretariat support to the Newham partnership.

In October, the Mayor of London, Deputy Mayor, BTEG/MoU and several employers successfully launched the GLA's new Inclusive Employers Toolkit on-line. It was produced by BTEG with support from forty-five employers. Over 170 individuals participated, and the feedback was very positive. To date there have been 358 downloads and 7,977 unique views of the toolkit from the GLA website. BTEG has worked closely with the GLA Workforce Integration Network team and was commissioned by the GLA to provide practical support for businesses that expressed an interest to implement the toolkit.

We would like to thank our Employer Champions Group chairs Arthur Ntale (Veritas Investments) and Anthony Impey (Be the Business) and Bola Abisogun, the chair of the MoU Advisory Group which meets quarterly.

BTEG and MOU wrote a constructive joint letter to the chair of the CRED setting out several practical recommendations for the commission to consider and we extended an invitation for the chair to attend an MoU Advisory Group.

Apprenticeships

We wrote to Gillian Keegan MP, the then Minister for Apprenticeships, setting out our concerns in relation to Covid-19 and its likely impact on BAME apprenticeship starts and redundancies. The minister responded and set out the financial incentives they had introduced to encourage employers to offer apprenticeships and stated, *'We are monitoring the impact of COVID-19 on vulnerable groups, including those from a*

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BAME background. I therefore very much welcome your recommendations around encouraging more uptake by BAME apprentices...' We continue to call on the Department for Education to take targeted action to improve the recruitment practices of employers offering apprenticeships and reconsider ending the Five Cities initiative.

BTEG spoke at a national event organised by the BAME Alliance for Apprenticeships which also included the Minister for Apprenticeships.

ACTION FOR RACE EQUALITY IN THE CRIMINAL JUSTICE SYSTEM

EQUAL National Independent Advisory Group (NIAG)

EQUAL/BTEG is a member of the HMPPS External Advice and Scrutiny Panel (Chair) and Race Action Programme Board; MOPAC's GVM Reference Group; the Metropolitan Police's STRIDE External Advisory Board. Our participation in these advisory bodies allows us to constructively challenge policy and practice where race disparities persist. EQUAL wants to see greater use being made of Black, Asian and Muslim civil society providers in the prison and probation systems.

We recruited five new members to the NIAG, which met on a quarterly basis and engaged with those leading on Criminal Justice System (CJS) policy or programmes. In October Payal Bhavsar joined the EQUAL Secretariat team as the Communications and Engagement Officer (part-time).

EQUAL supported regular roundtables with MoJ Minister Alex Chalk MP and participated in many meetings to discuss the MoJ's post-Lammy workstreams as well as forming a part of the Female Offender Minority Ethnic working group. We sent an open letter to the Minister about the rollout of the PAVA spray in prisons and its disproportionate impact on Black and Muslim men.

EQUAL had an article published in the *Independent Monitor*, the journal of the Association of Members of the Independent Monitoring Boards, on the MoJ update report in response to the Lammy review implementation. We also made a response to the HM Inspectorate of Prisons report, Minority ethnic prisoners' experiences of rehabilitation and release planning (Oct 2020). We provided oral and written evidence to the Justice Select Committee on youth justice.

BTEG's blog *Time to track, trace and remove racism* was published by the Voice Newspaper On-line and was referred to in one public meeting by the London Deputy Mayor for Policing. The Met Police stopped and searched more than 20,000 young Black men during the Covid-19 lockdown, and the majority of these resulted in no further action.

Before the onset of the pandemic, EQUAL made a commitment to engage with the civil society sector across the country. We themed this approach as TimeToTalk and TimeToAct and worked collaboratively with other national partners to deliver events.

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#TimeToTalk on-line discussions

In November we hosted our second on-line event – *The Injustice of the Youth Justice System* - the main speakers were Keith Fraser, chair of the Youth Justice Board and two NIAG members. In February 2021 we hosted our third and final on-line event on *section 60 police stops*. Over sixty people attended, and several shared their traumatic experiences of s60 police stops where, in a defined area for a specific time, the police can stop anyone without reasonable suspicion. We had facilitators from our NIAG join us in a successful discussion. Evidence from the event was used to inform EQUAL's section 60 super-complaint statement submitted to the Criminal Justice Alliance'.

Legal Action Project

EQUAL and Liberty successfully applied to AB Charitable Trust and the Barings Foundation for £60k grant to deliver a series of legal action workshops. EQUAL along with Liberty started recruiting for our Take Action: Legal Action Workshop series in March 2021 to equip small and grassroots Black, Asian and minority ethnic led organisations in the criminal justice sector with legal tools to enact systemic change.

Police, Crime, Sentencing and Courts (PCSC) Bill

EQUAL, as part of a wider working group initiated by the Criminal Justice Alliance (CJA), has worked on a sector-wide campaign to have aspects of the PCSC bill withdrawn and formally consulted on. The working group produced an open letter to Prime Minister Boris Johnson setting out issues of racial disparity that will likely be increased by legislation within the Bill. Comms work (infographics and social media posts) was completed by EQUAL alongside the comms team at Clinks and CJA. EQUAL was quoted in the Independent, The Voice and i-news and was interviewed on several local BBC radio stations.

Gangs Violence Matrix work

EQUAL is working on the controversial police Gangs Violence Matrix (GVM) campaign to:

1. Raise awareness of the GVM
2. Help people find out if they are on the GVM and,
3. Provide guidance on how to get a name removed from the GVM

We planned to use London based influencers to land the message with young people, who might be on the GVM, and their parents. We tried to gather data and information on the GVM from the Information Commissioner's Office and the Metropolitan Police by making a series of Freedom of Information requests. Unfortunately, these were unsuccessful because they were too large in scope. With the support of data protection lawyers at AIG Insurance company, the FOI requests were reformulated, but again met with a negative response.

We are now re-thinking and consulting on our approach to this campaign.

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OTHER ACTIVITIES

Cabinet Office Race Disparity Advisory Group

The final meeting of the race disparity advisory group took place and BTEG was thanked by the Prime Minister for our contributions.

One of the key outcomes of the race disparity audit website was the establishment of the Youth Futures Foundation (YFF) with funds from dormant bank accounts to tackle youth unemployment and close race disparities. Sir Simon Woolley CBE, the now former Director of OBV and chair of the race disparity advisory group was deservedly made a peer of the realm.

We are liaising with YFF to develop a proposal with a focus on supporting Black and Asian organisations supporting young people on their pathways to good employment.

CRÈME project (ROTA Race on The Agenda and Runnymede Trust) Communications partnership

The CRÈME Project Communications Officer, employed by ROTA, assisted with several promotional campaigns to garner interest in BTEG's new funding and capacity building programmes and liaised with the film maker to produce the R2S promotional films. He also commissioned and wrote blogs to promote the work of EQUAL and MoU.

Macquarie Investment Bank partnership

We received useful advice from Macquarie volunteers on selecting a CRM system and making use of social media platforms. Macquarie hosted a fundraising event and made a £2500 donation to BTEG. We have valued building a relationship with representatives from the Macquarie *Fusion EMEA Employee Network Group*. BTEG successfully applied to the Big Alliance CoRE programme for further support from Macquarie and Slaughter & May.

PLANS FOR THE FUTURE

2021 marks BTEG's 30th anniversary and on the 8th of December 2021 Companies House approved our name change from BTEG to Action for Race Equality. We plan to launch a new website early next year. We will undertake a UK consultation on race and ethnicity terminology to inform the terms we use in future. We have commissioned a reflective review of the EQUAL initiative and we will consider the findings and develop a new strategy to guide our work on tackling the serious racial inequalities in the CJS.

The pandemic and the BLM protests have exposed entrenched race disparities and the failure of the Equality Act 2010 public sector equality duty to eliminate these at

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an institutional level. We will identify allies and campaign for the Act to be strengthened to address the major gap in its current form.

For children and young people, we will look at the feasibility of expanding our role model and mentoring offer in London and major cities, such as Birmingham, Manchester and Leeds.

We have secured funding from the London Borough of Islington to support young entrepreneurs and we are committed to sustaining this project for the long term.

Review of the Financial Position

The majority of income of the charity is from grants. The income of the charity for the year was £807,331 (2020 - £429,954) and the resources expended were £612,925 (2019 - £424,001). The charity received grants from a number of new funders as set out in the notes to the accounts. The grants from funders such as Comic Relief were to support civil society organisations by giving them grants and capacity building support. This is expected to continue for the next couple of years after which income is expected to decrease to its historical level. The unrestricted reserves at the financial year end were £253,934 with further designated reserves of £91,476 towards future projects to do with education, entrepreneurship and employment.

As with other charities of similar size and sector the inherent nature of grant funding is of short-term duration. The charity runs different projects to achieve its core objectives. Similar to other charities in this sector, it is finding it increasingly difficult to attract suitable funds to carry out all the objectives it wishes to achieve.

Reserves Policy

The charity's aims are to hold free reserves equivalent to approximately six months of charitable spending in order to continue to fund the core activity of the charity including support and governance costs. The free reserves which are a part of the unrestricted reserves are held to make sure the charity can maintain its core activities and meet its liabilities including liabilities to staff such as redundancies whilst awaiting the outcomes of grant applications.

The free reserves held by the charity at the financial year end were £253,934 and represent approximately five months of costs.

Staff

All staff are directly engaged in activities in furtherance of the objectives of BTEG and their cost has been allocated accordingly. The largest expenditure of the charity is staff costs and these are consistently reviewed to ensure optimization of the charity's resources.

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Report of the Trustees (Incorporating a Chief Executive's Report)
Structure, Governance and Management**

The organisation is a charitable company limited by guarantee. The charitable company was incorporated on 24 May 1996 and registered as a charity on 10 June 1996. The registered charity operates within its memorandum and articles of association. BTEG is a charity limited by guarantee. The guarantee of each member is limited to £1

Governance and Management Structure

The Board of Trustees is comprised of individuals from the voluntary, private and public sectors with a broad range of knowledge and experience relevant to the charity. The Board convenes throughout the year and holds an additional strategic planning away day.

BTEG Trustees have delegated management of the BTEG to the Executive Director who reports on performance against the Strategic Plan approved by the Trustees.

Risk Assessment

The Board of Trustees constantly review and assess the risks to which the charity is exposed, particularly our activities at national level, operational and financial risks.

Trustees' Responsibilities

Charity and company law require the Board of Trustees to prepare financial statements for each financial year that give a true and fair view of the state of affairs of the company and the incoming resources and application of resources, including income and expenditure, for the financial year. In preparing the financial statements the trustees should:

- Select suitable accounting policies and applied them consistently
- Make judgments and estimates that are reasonable and prudent
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue on that basis.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the group and the charity and to enable them to ensure that the financial statements comply

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(Formerly known as Black Training and Enterprise Group (BTEG))
Report of the Trustees (incorporating a Chief Executive's Report)**

with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware at the time of approving our trustees' annual report:

- There is no relevant audit information of which the charitable company's auditor is unaware; and
- The trustees have taken all steps that they ought to have taken to make them themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislations in other jurisdictions.

Auditors

Able & Young acted as the auditors of the charitable company and have expressed their willingness to continue in that capacity.

Small company exemption

This report of the Directors has been prepared in accordance with the Companies Act 2006 relating to small companies.

By order of the Board



Femi Bola MBE

Dated: 17 December 2021

ACTION FOR RACE EQUALITY

(Formerly known as Black Training And Enterprise Group (BTEG))

Independent Auditors' Report

to the members of Action For Race Equality (formerly known as Black Training And Enterprise Group (BTEG))

Opinion

We have audited the financial statements of Action For Race Equality (the "parent charity") and its subsidiary undertakings (the "group") for the year ended 31 March 2021 which comprise the Consolidated Statement of Financial Activities (incorporating an Income and Expenditure Account), the Consolidated Balance Sheet, the Charity Balance Sheet and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 "The Financial Reporting Standard applicable to the UK and Republic of Ireland"

In our opinion the financial statements:

- give a true and fair view of the state of the group's and the parent charitable company's affairs as at 31 March 2021 and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been properly prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the Trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue

Other information

The Trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report on this regard.

Opinion on other matter prescribed by the Companies Act 2006

In our opinion the information given in the Trustees' Report for the financial year for which the financial statements are prepared is consistent with the financial statements and the Trustees' Report has been prepared in accordance with applicable legal requirements.

ACTION FOR RACE EQUALITY
(Formerly known as Black Training And Enterprise Group (BTEG))

Independent Auditors' Report
to the members of Action For Race Equality (formerly known as Black Training And Enterprise Group (BTEG))

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- the parent charitable company has not kept adequate and sufficient accounting records, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies exemption in preparing the Trustees' Report.

Responsibilities of trustees

As explained more fully in the Trustees' Responsibilities Statement, the Trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the group's and the parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the group or the parent charitable company or to cease operations, or have no realistic alternative but to do

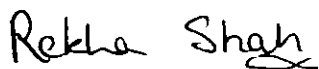
Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: <http://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Rekha Shah FCCA CTA
Senior Statutory Auditor
For and on behalf of Able & Young, Accountants and Statutory Auditors
Airport House, Purley Way
Croydon
CR0 0XZ

Dated: 20 December 2021

ACTION FOR RACE EQUALITY**(Formerly known as Black Training And Enterprise Group (BTEG))****(A company limited by guarantee)****CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES****(Including consolidated income and expenditure account)****FOR THE YEAR ENDED 31 MARCH 2021**

	Notes	Unrestricted Funds 2021	Restricted Funds 2021	Total Funds 2021	Total Funds 2020
		£	£	£	£
Income					
Donations and legacies		45,571	-	45,571	46,664
Income from charitable activities		141,502	540,317	681,819	310,641
Other trading activities		79,710	-	79,710	71,206
Investment income		231	-	231	1,443
Total Income	2	<u>267,014</u>	<u>540,317</u>	<u>807,331</u>	<u>429,954</u>
Expenditure					
Raising funds		64,109	-	64,109	76,242
Charitable activities		77,201	471,615	548,816	347,759
Total resources expended	3	<u>141,310</u>	<u>471,615</u>	<u>612,925</u>	<u>424,001</u>
Net incoming/(outgoing) Resources before transfers		125,704	68,702	194,406	5,953
Transfers between the funds		(7,330)	7,330	-	-
Net movement in funds for the year		<u>118,374</u>	<u>76,032</u>	<u>194,406</u>	<u>5,953</u>
Fund balances brought forward at 1 April 2020		<u>227,036</u>	<u>55,419</u>	<u>282,455</u>	<u>276,502</u>
Fund balances carried forward at 31 March 2021	15	<u><u>345,410</u></u>	<u><u>131,451</u></u>	<u><u>476,861</u></u>	<u><u>282,455</u></u>

The charity derived its Income from continuing charitable grants and activities. The results also include income and expenses of the trading subsidiary.

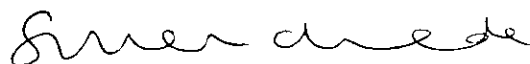
There were no recognised gains and losses other than those included in the statement of financial activities above.

ACTION FOR RACE EQUALITY**(Formerly known as Black Training And Enterprise Group (BTEG))****(A company limited by guarantee)****CONSOLIDATED BALANCE SHEET****AS AT 31 MARCH 2021**

	Notes	£	2021 £	£	2020 £
Fixed assets					
Tangible assets	9		1		1
Current assets					
Debtors	11	69,678		32,201	
Short term investments	12	155,840		155,752	
Cash at bank and in hand		583,538		202,380	
		<u>809,056</u>		<u>390,333</u>	
Creditors - amounts falling due within one year	13	<u>332,196</u>		<u>107,879</u>	
Net current assets			<u>476,860</u>		<u>282,454</u>
Net assets			<u>476,861</u>		<u>282,455</u>
Funds					
Income funds					
Unrestricted funds					
General funds			253,934		158,787
Designated funds			91,476		68,249
Restricted funds			<u>131,451</u>		<u>55,419</u>
Total funds	15		<u>476,861</u>		<u>282,455</u>

The trustees have prepared group accounts in accordance with the Companies act 2006, s. 398 and the Charities Act 2011, S. 138. These accounts are prepared in accordance with the special provisions of Part 15 of the Companies Act relating to small companies and constitute the annual accounts required by the Companies Act 2006 and are for circulation to members of the company.

Approved by the trustees on and signed on their behalf by:



S Manchanda

Trustee

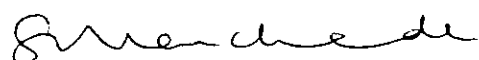
Date: 17 December 2021

ACTION FOR RACE EQUALITY**(Formerly known as Black Training And Enterprise Group (BTEG))****(A company limited by guarantee)****BALANCE SHEET****AS AT 31 MARCH 2021**

	Notes	£	2021 £	£	2020 £
Fixed assets					
Tangible assets	9		1		1
Investments	10		2		2
			<u>3</u>		<u>3</u>
Current assets					
Debtors	11	47,623		29,851	
Short term investments	12	155,840		155,752	
Cash at bank and in hand		573,645		191,099	
		<u>777,108</u>		<u>376,702</u>	
Creditors - amounts falling due within one year	13	<u>312,729</u>		<u>106,729</u>	
Net current assets			<u>464,379</u>		<u>269,973</u>
Net assets			<u><u>464,382</u></u>		<u><u>269,976</u></u>
Funds					
Income funds					
Unrestricted funds					
General funds			241,455		146,308
Designated funds			91,476		68,249
Restricted funds			<u>131,451</u>		<u>55,419</u>
Total funds			<u><u>464,382</u></u>		<u><u>269,976</u></u>

The directors have prepared company's accounts in accordance with the Companies act 2006, s. 398 and the Charities Act 2011, S. 138. These accounts are prepared in accordance with the special provisions of Part 15 of the Companies Act relating to small companies and constitute the annual accounts required by the Companies Act 2006 and are for circulation to members of the company.

Approved by the trustees on and signed on their behalf by:



S Manchanda
Trustee

Date: 17 December 2021

ACTION FOR RACE EQUALITY**(Formerly known as Black Training And Enterprise Group (BTEG))****(A company limited by guarantee)****CASH FLOW STATEMENT****FOR THE YEAR ENDED 31 MARCH 2021**

	Notes	Group 2021	Charity 2021	Group 2020	Charity 2020
		£	£	£	£
Cash provided (used) in operating activities	16	385,595	386,983	(13,017)	(11,531)
Cash flows from investing activities:					
Purchase of tangible fixed assets		(4,437)	(4,437)	(511)	(511)
Net cash used in investing activities		(4,437)	(4,437)	(511)	(511)
Change in cash and cash equivalents in the year		381,158	382,546	(13,528)	(12,042)
Cash and cash equivalents brought forward		202,380	191,099	215,908	203,141
Cash and cash equivalents carried forward		583,538	573,645	202,380	191,099

ACTION FOR RACE EQUALITY
(Formerly known as Black Training And Enterprise Group (BTEG))
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021

1 ACCOUNTING POLICIES

The principle accounting policies, which have been applied consistently, are as follows:

1.1 Basis of preparation

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 (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Black Training And Enterprise Group (BTEG) meets the definition of a public benefit entity under FRS 102, Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

1.2 Company status

The company is limited by guarantee. The guarantors are the directors of the company.
The liability in respect of the guarantee is limited to £1 per member.

1.3 Going concern

The financial statements have been prepared on a going concern basis, which is dependent upon the availability of adequate continued funding. The nature of the company's funding is inherently uncertain and should grant funding be discontinued in the future years, the charity would have to find other sources of funding, or significantly curtail its activity.

After reviewing the charity's forecasts and projections, the trustees have a reasonable expectations that the charity has adequate resources to continue in operational existence for the foreseeable future. The charity therefore continues to adopt the going concern basis in preparing its financial statements.

1.4 Group financial statements

The consolidated financial statements comprise Black Training And Enterprise Group (BTEG), the charity, and its wholly owned subsidiary BTEG Ltd . A separate Statement of Financial Activities and income and expenditure account for the charity has not been presented because the Charitable Company has taken advantage of the exemption afforded by section 408 of the Companies Act 2006.

1.5 Reconciliation with previous Generally Accepted Accounting Practice

In preparing these accounts, the trustees have considered whether in applying the accounting policies required by FRS 102 and the Charities SORP FRS 102 , for the first time, required the restatement of comparative items. There was no restatement of comparatives required.

ACTION FOR RACE EQUALITY
(Formerly known as Black Training And Enterprise Group (BTEG))
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021 (continued)

1.6 Fund accounting

Unrestricted funds

Unrestricted funds are grants and other income received or generated for the objects of the charity without further specified purpose and are available as general funds.

General funds are available for use at the discretion of the trustees in the furtherance of the general objectives of the trust.

Designated funds represent unrestricted funds allocated by trustees for particular purposes.

Restricted funds

Restricted funds are funds to be used for specified purposes based on the conditions imposed by the donors.

All income and expenditure is shown in the Statement of Financial Activities.

1.7 Income

Income from grants and donations, including capital grants, is included in the Statement of Financial Activities when the charitable company is entitled to the funds, any performance conditions attached to the grants have been met and the amount can be measured with reasonable certainty. Income is deferred when the charitable company has to fulfil conditions before becoming entitled to it or where it is received for use in a future accounting period. The notes to the Statement of Financial Activities show the gross amount received together with the changes in the amount deferred. Deferred income is included in creditors.

Income from charitable trading activities is included in income in the period in which the activity takes place and includes income receivable for training, consultancy, conferences, commission and publication sales.

1.8 Resources expended

All expenditure is accounted for on an accruals basis and is recognised when there is a legal or constructive obligation to pay. Expenditure items have been classified under headings that aggregate all costs related to each category. Where costs cannot be directly attributed to particular activities, they have been allocated on the basis of staff time spent on each activity.

Staff costs and overhead expenses, including any support or governance costs, are allocated to activities on the basis of staff time spent on those activities.

Costs of raising funds are those costs arising from trading activities.

1.9 Pension costs

The company operates a money purchase (defined contribution) pension scheme. Contribution payable to this scheme are charged to the statement of financial activities in the period to which they relate. These contributions are invested separately from the company's assets.

ACTION FOR RACE EQUALITY
(Formerly known as Black Training And Enterprise Group (BTEG))
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021 (continued)

1.10 Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less depreciation.

Depreciation is provided on all tangible fixed assets at rates calculated to write off the cost less the estimated residual value over the expected life of each asset as follows:

Equipment - on a straight line basis over 1 to 3 years

1.11 Investments

Investments in subsidiary undertakings are recognised at cost.

1.12 Current assets

Trade and other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid.

1.13 Cash at bank and In hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less.

1.14 Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts.

ACTION FOR RACE EQUALITY**(Formerly known as Black Training And Enterprise Group (BTEG))****(A company limited by guarantee)****NOTES TO THE FINANCIAL STATEMENTS****FOR THE YEAR ENDED 31 MARCH 2021 (continued)****2 Incoming resources**

	2021 £	2020 £
Restricted Funds		
AB Charitable Trust	45,000	-
Baring Fund	30,000	-
Barrow Cadbury Trust	24,750	33,000
Big Lottery Fund	31,600	-
City Bridge Trust	-	55,000
Comic Relief	350,000	-
Esmée Fairbairn Foundation	17,000	34,000
Greater London Authority - Young Londoners Fund	48,000	48,000
Hackney Council CSV	21,991	-
Lankelly Chase Foundation	30,000	-
London Community Fund	15,000	-
Trust for London	9,865	50,000
Others	-	1,338
Grants received in advance	(82,889)	24,125
Total restricted Grants	540,317	245,463
Unrestricted Funds		
Big Lottery	50,000	-
City Bridge Trust	41,250	-
HM Prison & Probation Service	2,628	42,363
Joseph Rowntree Charitable Trust	55,032	36,664
Income from charitable activities	45,045	22,815
Furlough grants	17,592	-
Donation	45,571	-
Grants received in advance	(70,045)	10,000
	727,390	357,305
Activities for generating funds	79,710	71,206
Investment income: Bank interest	231	1,443
	807,331	429,954

Income is accounted for on a receivable basis. Where income is received in advance and the expenses may not have been incurred relevant to that income the excess income is carried forward and utilised in subsequent period or year.

All the above restricted funds have been spent and the expenditure is noted in note 3 to the accounts. Where the grant period straddles the accounting year the unspent part of the grant is carried forward as a restricted reserve and is spent in the subsequent period.

ACTION FOR RACE EQUALITY
(Formerly known as Black Training And Enterprise Group (BTEG))
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021 (continued)

3 Total resources expended

	Projects & partnerships £	Policy & influence £	Poverty & Employment £	Support costs £	2021 Total £	2020 Total £
Staff and external staff costs	64,758	145,362	158,351	49,987	418,458	315,673
Training and recruitment	60	256	110	46	472	5,949
Premises	4,840	8,008	11,184	1,982	26,014	28,521
Conference/seminar facilities	47	-	26	57	130	3,202
Communications	1,505	3,010	2,659	1,782	8,956	11,833
Payments to partners	-	-	150,000	-	150,000	50,184
Travelling and subsistence	1,023	-	-	15	1,038	5,831
Audit and legal fees	263	631	842	184	1,920	1,920
Depreciation	-	-	4,366	71	4,437	511
Other	1,500	-	-	-	1,500	377
	73,996	157,267	327,538	54,124	612,925	424,001
Restricted						
Charitable activities					471,615	249,358
Unrestricted						
Costs of generating voluntary income					64,109	76,242
Charitable activities					77,201	98,401
					612,925	424,001

ACTION FOR RACE EQUALITY
(Formerly known as Black Training And Enterprise Group (BTEG))
 (A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021 (continued)

4 Net incoming resources before transfers

This is stated after charging:

	2021	2020
	£	£
Directors emoluments	-	-
Depreciation	4,437	511
Operating leases - land and buildings	23,453	24,030
Auditors' remuneration		
Audit fee	1,920	1,920

5 Staff costs

Staff costs during the period were as follows:

	2021	2020
	£	£
Salaries and wages	287,169	244,178
Social security costs	24,633	19,757
Other pension costs	21,568	18,205
	<u>333,370</u>	<u>282,140</u>

One employee earned, as defined for taxation purposes, £60,000 or more.

The average number of employees during the period, analysed by function was:

	2021	2020
	Number	Number
Direct charitable expenditure		
Chief officer	1	1
Others	7	7
Management and administration	1	1
	<u>9</u>	<u>9</u>

6 Pension costs

Money purchase (defined contribution) pension scheme

The charity operates a money purchase (defined contribution) pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The pension cost charge represents contributions payable by the company to the fund and amounted to £21,568 (2020 - £18,205).

ACTION FOR RACE EQUALITY
(Formerly known as Black Training And Enterprise Group (BTEG))
 (A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021 (continued)

7 Taxation

As a registered charity under the Charities Act 2011, income from charitable activities is exempt in accordance with sections 466-493 of the Corporation Tax Act 2010.

8 Trustees' Remuneration and expenses

The trustees nor the directors received any remuneration during the period for acting as trustees.

All the trustees and directors are entitled to have their expenses reimbursed.
 These expenses were reimbursed as follows:

	2021	2020
Travelling and subsistence expenses	<u>£26</u>	<u>£200</u>

9 Tangible fixed assets

Group and the charity

	Furniture and equipment £
Cost	
At 1 April 2020	7,468
Additions	<u>4,437</u>
At 31 March 2021	<u>11,905</u>
Depreciation	
At 1 April 2020	7,467
Charge for the year	<u>4,437</u>
At 31 March 2021	<u>11,904</u>
Net book value	
At 31 March 2021	<u>1</u>
At 31 March 2020	<u>1</u>

ACTION FOR RACE EQUALITY**(Formerly known as Black Training And Enterprise Group (BTEG))****(A company limited by guarantee)****NOTES TO THE FINANCIAL STATEMENTS****FOR THE YEAR ENDED 31 MARCH 2021 (continued)****10 Net Income from trading**

The charity has one trading wholly owned subsidiary, BTEG Limited, which is incorporated in the UK and registered in England, the accounts of which are audited and filed at Companies House. A summary of its financial position is given below.

Profit and loss account of BTEG Limited	2021	2020
	£	£
Turnover	79,710	71,206
Expenses	(62,126)	(70,417)
Covenanted payment to charity	(17,588)	(829)
	(4)	(40)
Interest receivable	4	40
(Profit on ordinary activities after taxation)	-	-
Summarised balance sheet of BTEG Limited	2021	2020
	£	£
Current assets	65,723	15,779
Creditors: amounts falling due within one year	(53,242)	(3,298)
Net assets	12,481	12,481
Called up share capital	2	2
Profit and loss account	12,479	12,479
	12,481	12,481

The charity's investment in BTEG Limited is two ordinary shares of £1 each, being the whole issued share capital of BTEG Limited.

ACTION FOR RACE EQUALITY
(Formerly known as Black Training And Enterprise Group (BTEG))
 (A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021 (continued)

11 Debtors

	Group		Charity	
	2021	2020	2021	2020
	£	£	£	£
Trade debtors	67,830	2,350	12,000	-
Amount due from subsidiary undertaking	-	-	33,775	-
Other debtors	1,848	29,851	1,848	29,851
	<u>69,678</u>	<u>32,201</u>	<u>47,623</u>	<u>29,851</u>

12 Short term investments

This is a 90-day fixed interest rate deposit held with Nationwide.

13 Creditors - amounts falling due within one year

	Group		Charity	
	2021	2020	2021	2020
	£	£	£	£
Trade creditors	15,283	4,786	13,683	4,786
Amount due to subsidiary undertaking	-	-	-	2,148
Other creditors and deferred income	316,913	103,093	299,046	99,795
	<u>332,196</u>	<u>107,879</u>	<u>312,729</u>	<u>106,729</u>

14 Analysis of net assets between funds

	Unrestricted	Restricted	Total
	General	funds	funds
	£	£	£
Fixed assets	1	-	1
Current assets	402,795	406,261	809,056
Current liabilities	(57,386)	(274,810)	(332,196)
Total net assets	<u>345,410</u>	<u>131,451</u>	<u>476,861</u>

ACTION FOR RACE EQUALITY
(Formerly known as Black Training And Enterprise Group (BTEG))
 (A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021 (continued)

15 Statement of funds

	Notes	Balance 31 March 2020 £	Incoming £	Outgoing £	Transfers £	Balance 31 March 2021 £
General funds		158,787	267,014	(141,310)	(30,557)	253,934
Designated funds		68,249	-	-	23,227	91,476
Restricted funds	a	55,419	540,317	(471,615)	7,330	131,451
Total funds	b	<u>282,455</u>	<u>807,331</u>	<u>(612,925)</u>	<u>-</u>	<u>476,861</u>

The balances will be carried forward and used as follows:

- a The balance will all be utilised in the forthcoming months to meet the delivery commitments made by the charity.
- b The balance will be used to continue the funding of the charity's mission.

Due to the short term nature of the funding that the charity receives the charity is building up a six month reserve, on grounds of prudence, to finance its activities during the time lag between existing grants expiring and new sources of funds being obtained and in the event of any unforeseen circumstances.

Designated funds are funds

Designated funds are unrestricted funds that have been set aside at the discretion of the trustees for following purposes.

	2021 £	2020 £
Service development and research fund	68,249	81,153
Transfers	23,227	(12,904)
	<u>91,476</u>	<u>68,249</u>

The charity wishes to continue its successful work in developing enterprise and employment Routes 2 Success and Equals projects. It is seeking funding to continue this work and has designated some of its reserves whilst obtaining this funding.

ACTION FOR RACE EQUALITY**(Formerly known as Black Training And Enterprise Group (BTEG))****(A company limited by guarantee)****NOTES TO THE FINANCIAL STATEMENTS****FOR THE YEAR ENDED 31 MARCH 2021 (continued)****16 Reconciliation of net movement in funds to net cash flow from operating activities**

	Group		Charity	
	2021	2020	2021	2020
	£	£	£	£
Net movement in funds	224,406	5,953	224,406	5,953
Add back depreciation charge	4,437	511	4,437	511
Decrease (increase) in short term investments	(88)	(935)	(88)	(935)
Decrease (increase) in debtors	(37,477)	(13,447)	(17,772)	(10,811)
Increase (decrease) in creditors	194,317	(5,099)	176,000	(6,249)
	<u>385,595</u>	<u>(13,017)</u>	<u>386,983</u>	<u>(11,531)</u>

17 Commitments under operating leases

	2021	2020
Total commitments	<u>4,032</u>	<u>7,056</u>