RACE ON THE AGENDA

England & Wales · Charity number 1064975

Details

Other names	ROTA, ROTA RACE ON THE AGENDA
Status	Registered
Legal form	Charitable company
Company number	03425664
Registered	1997-10-22
Register	View on the Charity Commission register

Contact

Address	New Broad Street House 35 New Broad Street London EC2M 1NH
Phone	020 4534 7154
Email	rota@rota.org.uk
Website	www.rota.org.uk

Activities

Objects: TO WORK TOWARDS THE ELIMINATION OF RACIAL DISCRIMINATION AND TO PROMOTE EQUALITY OF OPPORTUNITY, HUMAN RIGHTS AND GOOD RELATIONS BETWEEN PERSONS OF DIFFERENT GROUPS.

Activities: Race on the Agenda (ROTA) is one of Britain's leading social policy think-tanks focusing on issues that affect Black, Asian and minority ethnic (BAME) communities. Originally set up in 1984, ROTA aims to increase the capacity of BAME organisations and strengthen the voice of BAME communities through increased civic engagement and participation in society.

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Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Acts As An Umbrella Or Resource Body, Other Charitable Activities
- **What:** General Charitable Purposes, Education/training, The Prevention Or Relief Of Poverty, Other Charitable Purposes
- **Who:** People Of A Particular Ethnic Or Racial Origin, Other Charities Or Voluntary Bodies, The General Public/mankind

Geography

- **Area of benefit:** UNDEFINED
- Throughout England

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£233,712	£254,121	-	-
2024-03-31	£269,193	£151,043	-	-
2023-03-31	£159,249	£185,983	-	-
2022-03-31	£235,568	£254,132	-	-
2021-03-31	£333,027	£228,831	-	-

Trustees

Name	Role	Appointed
ALI HASSAN AHMED	Chair	
Bakari Ukuu		2024-09-05
Dr Ariel Breaux		2024-09-05
Dr TELE AMULUDUN		
Dr Yansie Rolston		2025-10-15
FEVZI HUSSEIN		2024-09-05
GIFFORD SUTHERLAND		
Kadra Abdinasir		2022-07-06
LORRAINE DONGO		
MICHELLE DALEY		2024-09-05

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RACE ON THE AGENDA

England & Wales - Charity number 1064975

Accounts

RACE ON THE AGENDA

Company No: 3425664
Charity No: 1064975



Financial Statements and Trustees' Report

for the year ended 31 March 2025

Race on the Agenda

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Race on the Agenda

Status:	Company Limited by Guarantee No. 3425664 Charity registration No. 1064975 The Company's governing document is its Memorandum and Articles of Association dated 15 December 2008
Secretary and registered office:	Matthew Johnson (from Feb 2025) Race on the Agenda New Broad Street House 35 New Broad Street London EC2M 1NH Tel: 020 4534 7154 Website: www.rota.org.uk Email: rota@rota.org.uk
Trustees:	Ali Ahmed (Chair) Gifford Sutherland (Treasurer) Lorraine Dongo (Vice-Chair) Dr. Tele Amuludun Jasber Singh (Resigned 5 Sept 2024) Kadra Abdinasir Dr Ariel Breaux (Joined 5 Sept 2024) Bakari Ukuu (Joined 5 Sept 2024) Fevzi Hussein (Joined 5 Sept 2024) Michelle Daley (Joined 5 Sept 2024)
Independent Examiner:	A.A Boafo-Brewu, FCCA, MBA Augustus & Co Chartered Certified Accountants 374 Ley Street Ilford, Essex IG1 4AE
Bankers:	Unity Trust Bank plc 4 Brindley Place Birmingham B1 2JB

Race on the Agenda

Trustees' report
for the year ended
31 March 2025

The trustees are pleased to present their annual directors' report together with the financial statements of the charity for the year ended 31 March 2025 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and the 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).

Structure, governance and management

ROTA is a registered charity (No. 1064975) and a company limited by guarantee (No. 3425664), governed by a memorandum and articles of association. The company has an executive committee, known as the board of trustees, of not less than three people including:

- the honorary officers, Chair, Vice Chair and Treasurer;
- trustees elected by ROTA members;
- trustees co-opted by the board of trustees.

The business of the company is managed by the board of trustees. The board has also established three sub-committees which meet in addition to scheduled general board meetings (bi-monthly). These are:

- Human resources sub-committee (meets ad hoc);
- Finance sub-committee (meets bi-monthly);
- Communications sub-committee (meets at least twice a year).

Governing document

The organisation is a charitable company limited by guarantee, incorporated on 27 August 1997 and registered as a charity on 22 October 1997. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association. The Memorandum and Articles of Association were amended by Resolution dated 15 December 2008. In the event of the company being wound up members are required to contribute an amount not exceeding £10.

Recruitment and appointment of trustees

The directors of the company are also charity trustees for the purposes of charity law and under the company's Articles are known as directors. At each annual general meeting one-third of the directors or, if their number is not three or a multiple of three, the number nearest to one third must retire from office and offer themselves for re-election.

The board has agreed a policy and procedure for the recruitment and selection of new members. Vacancies for elected and co-opted Board members are advertised although candidates may also be identified through networking or contacts.

Advertisements are based on the role description and any skills gaps identified through the most recent board skills audit. During the year 2024/25, there were 4 new board members joining ROTA and 1 resignation. There were a total of 9 registered Board members at the end of the year, 31 March 2025.

Trustee induction and training

Board members are already familiar with the practical work of the charity, having been on the board for several years and having had experience of working in or with the Third Sector. Further policies and procedures for the induction and training of new trustees have been developed, agreed and implemented by the Board. The 4 new Board members attended an induction session where they learnt more about their role of being a ROTA Trustee and their commitment required.

New members of the Board can attend courses in "Roles and Responsibilities of Trustees" organised by the Directory of Social Change. Copies of ROTA publications are distributed to all new board members along with the Memorandum and Articles, the latest financial statements, The Charity Commission publication "Essential Trustee", the NCVO publication "Code of Good Governance", the ROTA business plan, the Charity Commission guide on conflict of interest, Charity Commission Declaration Form and ROTA's latest Annual Report.

Risk management

The board of trustees and Chief Executive regularly review ROTA's activities and identify the risks to which it is exposed, those related to operations and finances. This process involves identifying the risks and prioritising them in terms of potential impact and likelihood of occurrence.

Controls to prevent or minimize the risks are identified, together with deadlines for their implementation. The risk register is reviewed by the board of trustees annually.

Objectives and activities

Summary of the objects of the charity
The object for which the company is established is:

"To work towards the elimination of racial discrimination and to promote equality of opportunity, human rights and good relations between persons of different groups" (ROTA memorandum of association).

ROTA is one of Britain's leading expert organisations on "race" equality, focusing on issues that affect Black and Global Majority communities. Originally set up in 1984 as GLARE (Greater

London Association for Race Equality) ROTA renamed itself and adopted a new constitution in 1997.

ROTA aims to create a just and equitable Britain, working with communities to eliminate systemic racial injustices.

We do this by carrying several strategic projects and through action research on various aspects of the many the Black and Global Majority communities throughout the UK.

Summary of the main activities in the period of 2024 - 2025

ROTA retained its mission on the charitable objective by providing a unique combination of frontline and infrastructure services to all Black and Global Majority led organisations and Black and Global Majority people, paying particular attention to those who tend to be marginalised or excluded.

ROTA focused its attention on exploring and securing funding new funding to sustain the organisation, without the leadership of a Chief Executive, for over half of the year.

Some of ROTA's funding is restricted to London but we also operate more widely in England and our move to providing virtual services meant our reach was national.

Our projects

Brick by Brick – Housing Project

ROTA significantly advanced its Brick by Brick project, positioning racial justice at the heart of housing reform. We hosted two webinars with over 50+ attendees in total, recruited a 11+ advisory group members - including five with lived experience and developed a clear project strategy and communications plan.

Our parliamentary engagement has reached 12+ MPs and peers, resulting in direct references to ROTA's work in 2 House of Lords debates on the Renters (Reform) Bill.

We shaped a formal briefing on racial discrimination in housing for Baroness Janke and our framing was quoted in the House of Lords.

We co-authored an open letter with Heriot-Watt University calling for anti-racist measures in the Renters (Reform) Bill. We shaped key questions for Voice4Change's upcoming roundtable in July 2025 on race and housing.

Our collaborations with Shelter, the Runnymede Trust, and others continue to amplify our calls for change. Through policy influence, stakeholder engagement, and lived experience leadership, ROTA is cementing its position as a thought leader on racial justice and housing.

ROTA Community Research Partnership (RCRP) – Inaugural Year

The inaugural year of the RCRP, enabled by funding from Propel and the City Bridge Foundation, saw significant progress in developing and delivering community-led, anti-racist research, which centres lived experience in the narratives and research which concerns the UK's Black and Global Majority communities.

Key milestones included:

- Finalised our plans for the first year of the partnership.
- Began recruiting our Peer Researchers, kicking off with two public information sessions, attended by c.40 people in total. We had a total of 51 applications for the 10 positions available.
- Finalised recruitment of our 10 Peer Researchers, and delivered our first five-day course of training, focussing on research methods, ethics, and project management. We received very positive feedback on this training, which has formed the basis of our successful efforts to have ROTA accredited by the CPD as a provider of anti-racist research training.
- Peer researchers undertook their research, with ad hoc support from ROTA. PRs were working across a very broad range of issues related to the inequities Black and Global Majorities face in the areas of **education** and **employment**. These included work with: Black girls in London schools; BGM junior recruits in the finance sector; and international students in British universities.
- We compiled, synthesised, and analysed the results returned by our Peer Researchers, before writing up the final report from the 2024 cohort.
- We launched the RCRP final report at an in-person event in London, with c.50 attendees.
- Between January and March, we were busy incorporating the feedback and learnings from our first year into our plan of work for the 2025 RCRP cohort.

ROTA's services in 2024 - 25 can be grouped under four categories:

a) Policy Development, Voice and Representation of issues affecting Britain's Black and Global Majority communities by developing responses to consultations and legislative changes, sitting on policy bodies and by supporting staff of other Black and Global Majority and equality organisations to sit at the decision-making table. Attending steering group meetings at Equality Ours and HEAR Network are prime examples of this.

b) Information, Research and Awareness Raising through innovative research and publications, producing articles, blogs and external papers, holding events, attending and speaking at external events and meetings, campaigning and providing specialised support, consultancy and advice. We held our annual conference, with the theme 'The Power of Community Research' and hosted a discussion session around how we can work more closely with our communities in co-creating research that makes a tangible difference.

c) Media representation and thought leadership ROTA continued to be present in media. Our team regularly makes appearances in the media. We made comments in The Guardian; Civicus;

The I Newspaper; Dazed; and were interviewed for a German National News podcast and a Spanish radio station, both on the Riots.

d) Projects for Capacity-building and Skills Development We held 2 membership engagement sessions and analysed a membership survey.

Additional information on objectives and activities

Volunteers

Volunteers play a vital role in our work. During the year, our Education Policy Researcher volunteer supported ROTA, who committed over 700 hours, leading on our Education work and supporting with the Housing Project.

We met with the DfE and Children and Young People's Mental Health Coalition re school exclusions and persistent absences. DfE requires further consultations to gather additional evidence and carry out impact studies. And updated information from DfE on the latest policy and practice regarding school exclusions. Also met with Traveller Movement and IntegratED to discuss future information exchange/partnering.

ROTA Membership

ROTA membership continued to grow, resulting in a 6.29% increase, composed of both individual and organisational membership. 2024/25 saw 114 new members join ROTA. Total membership at the end of the year was 2,857. We continue to develop our online presence with over 10K X followers, over 840 Facebook followers, over 1k LinkedIn followers, 37 BlueSky followers and 69 Instagram followers.

Fundraising

- We secured funding from the City Bridge Foundation Strategic Initiative fund the new Chief Executive.
- We secured funding from the City Bridge Foundation Anchor programme
- We successfully recruited a new CEO to start in February 2025.
- We secured funding from Oak Foundation to fund the initiation of our new Housing Project, Brick by Brick.

We continue our efforts to explore further long-term, project and core funding.

INFORMATION, RESEARCH AND AWARENESS RAISING:

Our principal target groups continue to be The Black and Global Majority communities, anti-racist voluntary organisations, policy makers in government and public sector bodies, and funders. We believe in evidence-based policy. We disseminated information and increased awareness of issues affecting the Black and Global Majority communities and other equality groups through:

- **In-house publications:** Produced 3 Policy E-Newsletters and 1 Research Publication.
- **ROTA events:** In May 2024, we held 2 RCRP project launch events. And in September we held our AGM 2023/24 and Annual Conference 'The Power of Community Research', hosting a discussion session around the ways in which we can work more closely with our communities in co-creating research that makes a tangible difference.

- **Consultancy and advice**: Recruited a consultant to begin the work of Brick by Brick Housing project, before the recruitment of a full-time project worker.
- **External events:** ROTA staff continue to attend online and in-person events.

SKILLS DEVELOPMENT: ROTA aims to increase the capacity of Black and Global Majority and equality organisations to engage in policy, develop partnerships, and learn from best practice. We also aim to increase the skills and knowledge of Black and Global Majority individuals to fight discrimination and become champions in helping to promote equality of opportunity.

Financial review The financial position of the charity, at the end of the financial year is as set out in the attached financial statements.

Investment policy

The trustees are committed to using and maintaining reserves prudently. As a result of this and the current financial climate ROTA does not invest in medium and long-term markets. Our reserves are placed in a 'risk free' savings account with Unity Trust Bank. The investment is monitored on a weekly basis.

Reserves policy

The board of trustees has examined the charity's requirements for reserves in light of the main risks to the organisation. It has established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets held by the charity should be between 3 and 6 months of the annual expenditure. The reserves are needed to meet the working capital requirements of the charity, and the Board are confident that at this level they would be able to continue the current activities of the charity in the event of a significant drop in funding. At the year-end, unrestricted funds amounted to £114,570 of which £49,570 represented general funds. The trustees have designated the remaining £65,000 for the winding down of the charity in an orderly manner, should it become necessary.

Statement of trustees' responsibilities

The trustees (who are directors of the charitable company for the purpose of company law) are responsible for preparing the trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of the affairs of the charitable company and of the incoming resources and application of resources, including income and expenditure of the charitable company for that period.

In preparing these financial statements, the trustees are required to:

a) select suitable accounting policies and apply them consistently;
b) observe the methods and principles in the Charities SORP;
c) make judgements and estimates that are reasonable and prudent;
d) state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
e) prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

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

The trustees are responsible for the maintenance 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 legislation in other jurisdictions.

Independent Examiner

A resolution to reappoint Augustus & Co, Chartered Certified Accountants, as the Independent Examiner of the company will be proposed at the Annual General Meeting.

This report, which has been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006, was approved by the board on 28 November 2025 and signed on its behalf by:

Ali Ahmed
Ali Ahmed (Dec 1, 2025 10:00:10 GMT)

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Ali Ahmed (Chair and Trustee)

Independent Examiner's Report to the Directors of Race on the Agenda

I report to the trustees (who are also Directors for the purpose of company law) on my examination of the financial statements of Race On The Agenda ('the charitable company') for the year ended 31 March 2025 which comprise the Statement of Financial Activities, the Balance Sheet and related notes.

This report is made solely to the charity's trustees, as a body, in accordance with section 145 of the Charities Act 2011. My work has been undertaken so that I might state to the charity's trustees those matters I am required to state to them in this report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for my work, for this report, or for the opinions I have formed.

Responsibilities and basis of report

As the trustees of charitable company, you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

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

An independent examination does not involve gathering all the evidence that would be required in an audit and consequently does not cover all the matters that an auditor considers in giving their opinion on the financial statements. The planning and conduct of an audit go beyond the limited assurance that an independent examination can provide. Consequently, I express no opinion as to whether the financial statements present a 'true and fair' view and my report is limited to those specific matters set out in the independent examiner's statement.

Independent examiner's statement

If the charitable company's gross income exceeds £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ACCA, which is one of the listed bodies.

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

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

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

A A Boafo-Brewu (FCCA MBA)

Tony Boafo-Brewu

Tony Boafo-Brewu (Dec 2, 2025 12:07:14 GMT)

Augustus & Co

Dated: 02/12/2025

374 Ley Street
Ilford
Essex IG1 4AE

Statement of Financial Activities (incorporating the Income and Expenditure Account) for the year ended 31 March 2025

		Year ended 31 March 2025			*Year ended 31 March 2024*		
	Notes	Restricted Funds £	Unrestricted Funds £	Total £	*Restricted Funds £*	*Unrestricted Funds £*	*Total £*
Income from:							
Donations and legacies	2	-	7,662	7,662	-	51,456	51,456
Income from charitable activities:							
Voluntary income	3	225,750	-	225,750	217,737	-	217,737
Income from other activities:							
Fees and sundry	4	-	300	300	-	-	-
Investment income		-	-	-	-	-	-
Total Income		£225,750	£7,962	£233,712	£217,737	£51,456	£269,193
Expenditure on:							
Raising funds	8	8,754	442	9,196	2,688	2,756	5,444
Charitable activities	5	231,589	13,336	244,925	63,787	81,811	145,599
Total Expenditure		£240,343	£13,778	£254,121	£66,475	£84,567	£151,043
Net income /(expenditure) and net movement in funds for the year		(14,593)	(5,817)	(20,410)	151,261	(33,111)	118,150
Reconciliation of funds							
Total funds brought forward		151,261	120,387	271,648	-	153,498	153,498
Total funds carried forward		136,668	£114,570	£251,238	£151,261	£120,387	£271,648

The Statement of Financial Activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

The notes on pages 13 to 20 form part of these financial statements.
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Balance Sheet as at 31 March 2025

	Note	2025		2024	
		£	£	£	£
Fixed assets					
Tangible assets	12		1,364		356
Total fixed assets			1,364		356
Current assets					
Debtors	13	42,912		1,548	
Cash at bank and in hand		210,341		278,859	
Total current assets		253,253		280,407	
Creditors: amounts falling due within one year	14	(3,378)		(9,115)	
Net current assets/(liabilities)			249,874		271,292
Total assets less current liabilities			251,238		271,648
Net assets			251,238		271,648
The funds of the charity:					
Restricted funds	16		136,668		151,261
Unrestricted funds:					
Designated funds	16	65,000		65,000	
General fund	16	49,570		55,386	
Total unrestricted funds			114,570		120,387
Total charity funds			251,238		271,648

The company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies. The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to small companies subject to the small companies' regime and in accordance with FRS102 SORP.

These financial statements were approved by the board on 28 November 2025 and signed on its behalf by:

Ali Ahmed
Ali Ahmed (Dec 1, 2025 10:00:10 GMT)

Gifford Sutherland (Dec 2, 2025 11:46:43 GMT)

Director - Ali Ahmed (Chair and Trustee)

Director – Gifford Sutherland (Treasurer)

Registered Company number 3425664.

The notes on pages 13 to 20 form part of these financial statements.

Notes to the Financial Statements for the Year Ended 31 March 2025

1 Accounting policies

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the year and in the preceding year.

(i) Basis of accounting

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.

(ii) Fund accounting

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

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

(iii) Incoming resources

All incoming resources are included in the statement of financial activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

- Voluntary income is received by way of grants, donations and gifts and is included in full when receivable.
- Donated services and facilities are included at the value to the charity where this can be quantified. The value of services provided by volunteers has not been included in these accounts.
- Investment income is included when receivable.

(iv) Resources expended

Expenditure is accounted for on an accrual basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered and is reported as part of the expenditure to which it relates.

- Costs of generating funds comprise the costs associated with attracting voluntary income.
- Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.
- Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the charity.

Notes to the Financial Statements for the Year Ended 31 March 2025

- All costs are allocated between the expenditure categories of the statement of financial activities on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned on an appropriate basis.

(v) Depreciation of Fixed assets

Tangible fixed assets are stated at cost less accumulated depreciation. The cost of minor additions or those costing below £500 are not capitalised. Depreciation is provided at rates calculated to write off the cost of each asset over its expected useful life. The rates used are as follows:

Office Furniture and IT Equipment	25% straight line

A full year's depreciation is charged in the first year of use of the asset.

(vi) Pension costs

The company provides a workplace pension through The People's Pension.
For employees who do not join the scheme, the company contributes into their private pension schemes.

2 Donations

	Year to 31 March 2025			*Year to 31 March 2024*		
	Restricted Funds	Unrestricted Funds	Total	*Restricted Funds*	*Unrestricted Funds*	*Total*
	£	£	£	*£*	*£*	*£*
Donations	-	7,662	7,662	-	2,256	2,256
Legacies	-	-	-	-	49,200	49,200
	-	£7,662	£7,662	-	£51,456	£51,456

3 Grants

	Year to 31 March 2025			*Year to 31 March 2024*		
	Restricted Funds	Unrestricted Funds	Total	*Restricted Funds*	*Unrestricted Funds*	*Total*
	£	£	£		*£*	*£*
City Bridge Foundation – Core 1	-	-	-	15,737	-	15,737
City Bridge Foundation – Core 2	30,000	-	30,000	30,000	-	30,000
City Bridge Foundation – Propel	41,750	-	41,750	162,000	-	162,000
City Bridge Foundation – Strategic Initiative	75,000	-	75,000	-	-	-
Oak Foundation	79,000	-	79,000	-	-	-
Paul Hamlyn Foundation	-	-	-	10,000	-	10,000
	£225,750	-	£225,750	£217,737	-	£217,737

Notes to the Financial Statements for the Year Ended 31 March 2025

4 Fees and other incoming resources from charitable activities

	Year to 31 March 2025			*Year to 31 March 2024*		
	Restricted Funds	Unrestricted Funds	Total	*Restricted Funds*	*Unrestricted Funds*	*Total*
	£	£	£	*£*	*£*	*£*
Fees and other services	-	300	300	-	-	-
	-	300	300	-	-	-

5 Analysis of expenditure

	Year to 31 March 2025			*Year to 31 March 2024*		
Basis of Allocation: Unless stated allocated on a usage basis	Restricted Funds	Unrestricted Funds	Total	*Restricted Funds*	*Unrestricted Funds*	*Total*
	£	£	£	*£*	*£*	*£*
Charitable Activities						
Direct Costs:						
Wages and Salaries	152,735	12,007	164,742	48,777	50,705	99,483
Employer's NI contributions	16,277	(3,773)	12,504	3,604	1,882	5,486
Pension Costs	6,071	600	6,671	1,381	2,535	3,916
Staff recruitment	1,724	-	1,724	10,346	5,493	15,838
Staff training	4	1	5	-	-	-
Staff travel and subsistence	608	91	699	-	74	74
Sessional staff	7,050	-	7,050	-	-	-
CRB Disclosure	123	-	123	-	-	-
Volunteer expenses	216	66	282	-	206	206
Equipment and materials	1,818	(1,818)	-	423	304	728
Researchers costs	26,326	-	26,326	-	-	-
Participants costs	200	-	200	-	-	-
Activities and Events	6,737	70	6,807	-	-	-
Consultancy/professional services	7,160	897	8,057	-	4,226	4,226
Rent and service charges	7,260	2,826	10,087	1,841	9,877	11,717
Office costs	4,574	1,430	6,005	103	6,797	6,900
Depreciation charges	-	811	811		503	503
Governance costs (see note 7)	1,461	569	2,030	-	1,966	1,966
Total	£240,343	£13,778	£254,121	£66,475	£84,567	£151,043

Notes to the Financial Statements for the Year Ended 31 March 2025

6 Net Income (Expenditure)

	2025	*2024*
	£	*£*
Net incoming resources is stated after charging:		
Depreciation and other amounts written off tangible assets	811	503
Independent Examiner's fees	1,200	1,200
	£2,011	£1,703

7. Governance costs

	Year to 31 March 2025			*Year to 31 March 2024*		
	Restricted Funds	Unrestricted Funds	Total	*Restricted Funds*	*Unrestricted Funds*	*Total*
	£	£	£	*£*	*£*	*£*
Trustees' costs	179	70	249	-	131	131
Independent examiner's fees	864	336	1,200	-	1,200	1,200
AGM and Annual Report	419	163	582	-	635	635
	£1,461	£569	£2,030	-	£1,966	£1,966

8. Cost of raising funds

	Year to 31 March 2025			*Year to 31 March 2024*		
	Restricted Funds	Unrestricted Funds	Total	*Restricted Funds*	*Unrestricted Funds*	*Total*
	£	£	£	*£*	*£*	*£*
Staff costs	8,754	442	9,196	2,688	2,756	5,444
Fundraiser	-	-	-	-	-	-
	£8,754	£442	£9,196	£2,688	£2,756	£5,444

9 Trustees and key management personnel remuneration and expenses

The trustees did not receive any remuneration. Reimbursed expenses during the year £nil (2024: £131).
The charity considers its key management personnel comprise the Board of Trustees and its CEO.
The total amount of employee benefits including employer's pension contributions and national insurance received by key management personnel were £35,368 (2024: £24,786).

Notes to the Financial Statements for the Year Ended 31 March 2025

10. Staff costs and employee benefits

	2025	*2024*
	£	*£*
Staff costs were as follows:		
Gross salaries	164,742	99,483
Employer's national insurance	12,504	5,486
Pension costs	6,671	3,916
	£183,917	£108,885

The average number of full-time equivalent employees during the year was 3.6 (2024: 2.4)

No employee received emoluments of more than £60,000 pa (2024: None)

11 Pension costs

The company operates a defined contribution pension scheme in respect of its employees and make contribution into private pension plans of employees who have not joined the company's scheme. The scheme and its assets are held by independent managers. The pension scheme charge represents contributions due from the company and amounted to £6,671 (2024: £3,916).

12 Tangible fixed assets

	Office Furniture	IT Equipment	Total
	£	£	£
Costs			
At 1 April 2024	4,512	30,408	34,920
Additions	-	1,818	1,818
Disposals	(4,512)	(28,286)	(32,798)
At 31 March 2025	-	£3,940	£3,940
Depreciation			
At 1 April 2024	*4,512*	*30,051*	*34,563*
Charge for the Year	-	811	811
Disposals	(4,512)	(28,286)	(32,798)
At 31 March 2025	-	£2,577	£2,577
Net book value			
At 31 March 2024	-	357	357
At 31 March 2025	-	£1,364	£1,364

Notes to the Financial Statements for the Year Ended 31 March 2025

13 Debtors

	2025	*2024*
	£	*£*
Rent debtors	757	757
Other debtors	-	40
Prepayments	405	751
Accrued income	41,750	-
	£42,912	£1,548

14 Creditors: amounts falling due within one year

	2025	*2024*
	£	*£*
Other creditors	201	840
Accruals	1,380	1,426
Social security taxes & pensions	1,798	6,849
Deferred income	-	-
	£3,378	£9,115

15 Analysis of net assets between funds

	General funds	Designated funds	Restricted funds	Total funds
	£	£	£	£
Tangible fixed assets	1,364	-	-	1,364
Net Current assets	48,206	65,000	136,668	249,874
Net assets at 31 March 2025	£49,570	£65,000	£136,668	£251,238

The trustees have designated £65,000 for the winding down of the charity in an orderly manner, should it become necessary.

Notes to the Financial Statements for the Year Ended 31 March 2025

16 Movements in funds

	At 1 Apr 2024	Incoming Resources	Outgoing Resources	Transfers	At 31 Mar 2025
	£	£	£		£
Restricted Funds:					
City Bridge Foundation – Core 2	8,241	30,000	29,497	-	8,744
City Bridge Foundation - Propel	143,020	41,750	150,116	-	34,654
City Bridge Foundation - Strategic Initiative	-	75,000	21,048	-	53,952
Oak Foundation	-	79,000	39,681	-	39,319
Total Restricted Funds	£151,261	£225,750	£240,343	-	£136,668
Unrestricted Funds					
Fixed asset Fund	357	1,818	811	-	1,364
Designated Funds	65,000	-	-	-	65,000
General Funds	55,030	6,143	12,967	-	48,206
Total Unrestricted Funds	£120,387	£7,962	£13,778	-	£114,570
Total Funds	£271,648	£233,712	£254,121	-	£251,238

17 Movements in Funds (continued)

Purposes of restricted funds:

City Bridge Foundation - Core 2: this fund is contributing towards salary costs of the CEO.

City Bridge Foundation - Propel: has provided £500,000 over three years (£162,000; £167,000; £171,000). This funding will enable ROTA to expand its delivery of collaborative peer-led research, developing long-term community policy solutions to combat structural racism in London. It will also improve our capacity to train and upskill members of Black and Global Majority-led groups across London, supporting their combined strength, voice and impact.

City Bridge Foundation - Strategic Initiative: has granted £150,000 over 12 months to enable Race On The Agenda to implement the next phase of our strategic development.

Oak Foundation: has provided funding to develop a pilot housing project that will empower individuals with lived experiences of precarious housing and institutional racism in the housing sector to strengthen their voices, connections, and influence and provide a platform for them to expose and challenge discriminatory practices in housing.

Notes to the Financial Statements for the Year Ended 31 March 2025

The fixed assets fund represents the reducing net book value of fixed assets purchased from restricted funds.

In the opinion of the Trustees, there are sufficient resources held to enable each fund to be applied in accordance with the restrictions imposed by the donor.

18 Related party disclosures

There are no related party transactions for the year ended 31 March 2025 (2024: £nil).

19 Legal status of the charity

The charity is a company limited by guarantee and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

20 Corporation Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable activities.

RACE ON THE AGENDA FINANCIAL STATEMENTS AND TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2025

Race on the Agenda
New Broad Street House
35 New Broad Street
London EC2M 1NH

Tel: 020 4534 7154
Website: www.rota.org.uk
Email: rota@rota.org.uk

FINAL - Financial Statement and Trustees Report 2024-25

Final Audit Report 2025-12-02

Created:	2025-11-30
By:	Saifur Valli (saifur@rota.org.uk)
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RACE ON THE AGENDA

England & Wales - Charity number 1064975

Accounts

RACE ON THE AGENDA

Company No: 3425664
Charity No: 1064975

rota

Financial Statements and Trustees' Report

for the year ended 31 March 2024

Race on the Agenda

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Race on the Agenda

Status:	Company Limited by Guarantee No. 3425664 Charity registration No. 1064975 The Company's governing document is its Memorandum and Articles of Association dated 15 December 2008
Secretary and registered office:	Michael Buraimoh (left May 2024) Resource for London 356 Holloway Road London N7 6PA Tel: 020 7697 4093 Website: www.rota.org.uk Email: rota@rota.org.uk Facebook: facebook.com/ROTA.org/ Twitter: twitter.com/raceontheagenda
Trustees:	Ali Ahmed (Chair) Gifford Sutherland (Treasurer) Lorraine Dongo (Vice-Chair) Dr. Tele Amuludun Jasber Singh (Resigned 5 Sept 2024) Kadra Abdinasir Dr Ariel Breaux (Joined 5 Sept 2024) Bakari Ukuu (Joined 5 Sept 2024) Fevzi Hussein (Joined 5 Sept 2024) Michelle Daley (Joined 5 Sept 2024)
Independent Examiner:	A.A Boafo-Brewu, FCCA, MBA Augustus & Co Chartered Certified Accountants 374 Ley Street Ilford, Essex IG1 4AE
Bankers:	Unity Trust Bank plc Nine Brindleyplace Birmingham B1 2HB

Race on the Agenda

Trustees' report
for the year ended
31 March 2024

The trustees are pleased to present their annual directors' report together with the financial statements of the charity for the year ended 31 March 2024 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and the 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).

Structure, governance and management

ROTA is a registered charity (No. 1064975) and a company limited by guarantee (No. 3425664), governed by a memorandum and articles of association. The company has an executive committee, known as the board of trustees, of not less than three people including:

- the honorary officers, Chair, Vice Chair and Treasurer;
- trustees elected by ROTA members;
- trustees co-opted by the board of trustees.

The business of the company is managed by the board of trustees. The board has also established three sub-committees which meet in addition to scheduled general board meetings (bi-monthly). These are:

- Human resources sub-committee (meets ad hoc);
- Finance sub-committee (meets bi-monthly);
- Communications sub-committee (meets at least twice a year).

Governing document

The organisation is a charitable company limited by guarantee, incorporated on 27 August 1997 and registered as a charity on 22 October 1997. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association. The Memorandum and Articles of Association were amended by Resolution dated 15 December 2008. In the event of the company being wound up members are required to contribute an amount not exceeding £10.

Recruitment and appointment of trustees

The directors of the company are also charity trustees for the purposes of charity law and under the company's Articles are known as directors. At each annual general meeting one-third of the

directors or, if their number is not three or a multiple of three, the number nearest to one third must retire from office and offer themselves for re-election.
The board has agreed a policy and procedure for the recruitment and selection of new members. Vacancies for elected and co-opted Board members are advertised although candidates may also be identified through networking or contacts.

Advertisements are based on the role description and any skills gaps identified through the most recent board skills audit. During the year 2023/24, there were no new board members joining or any resignations. There were 6 registered Board members at the end of the year, 31 March 2024.

Trustee induction and training

Board members are already familiar with the practical work of the charity having been on the board for several years and having had experience of working in or with the Third Sector. Further policies and procedures for the induction and training of new trustees have been developed, agreed and implemented by the Board. New members of the Board can attend courses in "Roles and Responsibilities of Trustees" organised by the Directory of Social Change. Copies of ROTA publications are distributed to all new board members along with the Memorandum and Articles, the latest financial statements, The Charity Commission publication "Essential Trustee", the NCVO publication "Code of Good Governance", the ROTA business plan, the Charity Commission guide on conflict of interest, Charity Commission Declaration Form and the ROTA flier.

Risk management

The board of trustees and Chief Executive regularly review ROTA's activities and identify the risks to which it is exposed, those related to operations and finances. This process involves identifying the risks and prioritising them in terms of potential impact and likelihood of occurrence.

Controls to prevent or minimize the risks are identified, together with deadlines for their implementation. The risk register is reviewed by the board of trustees annually.

Objectives and activities

Summary of the objects of the charity
The object for which the company is established is:

"To work towards the elimination of racial discrimination and to promote equality of opportunity, human rights and good relations between persons of different groups" (ROTA memorandum of association).

ROTA is one of Britain's leading expert organisations on "race" equality, focusing on issues that affect Black and Global Majority communities. Originally set up in 1984 as GLARE (Greater London Association for Race Equality) ROTA renamed itself and adopted a new constitution in 1997.

ROTA aims to create a just and equitable Britain, working with communities to eliminate systemic racial injustices.

We do this by carrying several strategic projects and through action research on various aspects of the many the Black and Global Majority communities throughout the UK.

Summary of the main activities in the period of 2023 - 2024

ROTA retained its mission on the charitable objective by providing a unique combination of frontline and infrastructure services to all Black and Global Majority led organisations and Black and Global Majority people, paying particular attention to those who tend to be marginalised or excluded.

ROTA focused its attention on exploring and securing funding new funding to sustain the organisation, without the leadership of a Chief Executive, for over half of the year.

Some of ROTA's funding is restricted to London but we also operate more widely in England and our move to providing virtual services meant our reach was national.

ROTA's services in 2023 - 24 can be grouped under four categories:

a) Policy Development, Voice and Representation of issues affecting Britain's Black and Global Majority communities by developing responses to consultations and legislative changes, sitting on policy bodies and by supporting staff of other Black and Global Majority and equality organisations to sit at the decision-making table. Attending steering group meeting at Equalty Ours and HEAR Network are prime examples of this.

b) Information, Research and Awareness Raising through innovative research and publications, producing articles, blogs and external papers, holding events, attending and speaking at external events and meetings, campaigning and providing specialised support, consultancy and advice. We held our annual conference, chaired by Professor Gus John and presented the finding from our research report oh "Thwarted Ambitions".

c) Media representation and thought leadership ROTA continued to be present in media. Our CEO made 2 media appearances.

d) Projects for Capacity-building and Skills Development We held 2 membership engagement sessions and analysed a membership survey

Additional information on objectives and activities

Volunteers

Volunteers play a vital role in our work. During the year, our Education Policy Researcher volunteer, supported ROTA who committed over 700 hours.

ROTA Membership

ROTA membership continued to grow, resulting in a 0.07% increase, composed of both individual and organisational membership. 2023/24 saw 2 new members join ROTA with the total the total ROTA membership at the year being 2,688. We continue to develop our online presence with over 10K Twitter followers and over 847 Facebook page followers.

Fundraising

During the period we secured £49k of legacy donation and submitted a number of funding proposals.

- We renewed our contract with Airbnb to continue, as an part of their UK Trust and Safety Alliance.
- We secured Strategic Initiative funding from City Bridge Foundation and Paul Hamlyn to begin the recruitment of a new Chief Executive.
- We initiated our Propel Project by recruiting a Training and Engagement Manager and a Research and Policy Coordinator.
- We initiated strategic planning for a new organisational strategy.
- We successfully recruited a new CEO in December.
- We secured a Planning Grant from Oak Foundation for the initiation of our Housing Project work.

With our increased output of funding bids, we secured funding from City Bridge Foundation and Paul Hamlyn and recruiting a Chief Executive in December 2023.

In January 2024, our Propel project began with the recruitment of a Research and Policy Coordinator, followed by the recruitment of a Training and Engagement Manager in March 2024.

We continue to explore further long-term core funding.

INFORMATION, RESEARCH AND AWARENESS RAISING:

Our principal target groups continue to be The Black and Global Majority communities, anti-racist voluntary organisations, policy makers in government and public sector bodies, and funders. We believe in evidence-based policy. We disseminated information and increased awareness of issues affecting the Black and Global Majority communities and other equality groups through:

- **In-house publications:** Produced 1 email newsletter Research Publications, 1 online blogs and 1 Policy E-Newsletters.
- **ROTA events:** In May2023, Professor Gus John chaired ROTA's conference on "Thwarted ambitions" Why do some students choose to withdraw from University?. The conference discussed our Pilot Study on Higher Education indicating that UK-domiciled students from Global Majority and Gypsy, Roma and Traveller communities are more likely to withdraw from university than white students.
- **Consultancy and advice**: ROTA provided advice and support to public, private and third sector organisations and individuals. We advised on the development of most recent research project for the Herriot Watt University on the Race and Homelessness programme, where we served on the advisory board.

- **External events:** ROTA staff continue to attend online and in-person events.

SKILLS DEVELOPMENT: ROTA aims to increase the capacity of Black and Global Majority and equality organisations to get engaged in policy, develop partnerships and learn from best practice. We also aim to increase the skills and knowledge of Black and Global Majority individuals to fight discrimination and become champions in helping to promote equality of opportunity.

Financial review The financial position of the charity, at the end of the financial year is as set out in the attached financial statements.

Investment policy

The trustees are committed to using and maintaining reserves prudently. As a result of this and the current financial climate ROTA does not invest in medium- and long-term markets. Our reserves are placed in a 'risk free' savings account with Unity Trust Bank. The investment is monitored on a weekly basis.

Reserves policy

The board of trustees has examined the charity's requirements for reserves in light of the main risks to the organisation. It has established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets held by the charity should be between 3 and 6 months of the annual expenditure. The reserves are needed to meet the working capital requirements of the charity, and the Board are confident that at this level they would be able to continue the current activities of the charity in the event of a significant drop in funding. At the year-end, unrestricted funds amounted to £120,387, of which £55,387 represented general funds. The trustees have designated the remaining £65,000 for the winding down of the charity in an orderly manner, should it become necessary.

Statement of trustees' responsibilities

The trustees (who are directors of the charitable company for the purpose of company law) are responsible for preparing the trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of the affairs of the charitable company and of the incoming resources and application of resources, including income and expenditure of the charitable company for that period.

In preparing these financial statements, the trustees are required to:

a) select suitable accounting policies and apply them consistently;
b) observe the methods and principles in the Charities SORP;
c) make judgements and estimates that are reasonable and prudent;
d) state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
e) prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

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

The trustees are responsible for the maintenance 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 legislation in other jurisdictions.

Independent Examiner

A resolution to reappoint Augustus & Co, Chartered Certified Accountants, as the Independent Examiner of the company will be proposed at the Annual General Meeting.

This report, which has been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006, was approved by the board on 28 October 2024 and signed on its behalf by:

Ali Ahmed
Ali Ahmed (Nov 13, 2024 13:08 GMT)

Ali Ahmed (Chair and Trustee)

Independent Examiner's Report to the Directors of Race on the Agenda

I report to the trustees (who are also Directors for the purpose of company law) on my examination of the financial statements of Race On The Agenda ('the charitable company') for the year ended 31 March 2024 which comprise the Statement of Financial Activities, the Balance Sheet and related notes.

This report is made solely to the charity's trustees, as a body, in accordance with section 145 of the Charities Act 2011. My work has been undertaken so that I might state to the charity's trustees those matters I am required to state to them in this report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for my work, for this report, or for the opinions I have formed.

Responsibilities and basis of report

As the trustees of charitable company, you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

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

An independent examination does not involve gathering all the evidence that would be required in an audit and consequently does not cover all the matters that an auditor considers in giving their opinion on the financial statements. The planning and conduct of an audit go beyond the limited assurance that an independent examination can provide. Consequently, I express no opinion as to whether the financial statements present a 'true and fair' view and my report is limited to those specific matters set out in the independent examiner's statement.

Independent examiner's statement

If the charitable company's gross income exceeds £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ACCA, which is one of the listed bodies.

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

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

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

A A Boafo-Brewu (FCCA MBA)



Augustus & Co
Dated: 14/11/2024

374 Ley Street
Ilford
Essex IG1 4AE

Statement of Financial Activities (incorporating the Income and Expenditure Account) for the year ended 31 March 2024

	Notes	Year ended 31 March 2024 Restricted Funds £	Unrestricted Funds £	Total £	*Year ended 31 March 2023 Restricted Funds £*	*Unrestricted Funds £*	*Total £*
Income from:							
Donations and legacies	2	-	51,456	51,456	-	3,813	3,813
Income from charitable activities:							
Voluntary income	3	217,737	-	217,737	129,455	-	129,455
Income from other activities:							
Fees and sundry	4	-	-	-	-	25,980	25,980
Investment income		-	-	-	-	-	-
Total Income		£217,737	£51,456	£269,193	£129,455	£29,793	£159,249
Expenditure:							
Raising funds	8	2,688	2,756	5,444	7,914	-	7,914
Charitable activities	5	63,787	81,811	145,599	139,532	38,537	178,069
Total Expenditure		£66,475	£84,567	£151,043	£147,446	£38,537	£185,983
Net income /(expenditure) and net movement in funds for the year		151,261	(33,111)	118,150	(17,990)	(8,744)	(26,734)
Reconciliation of funds							
Total funds brought forward		-	153,498	153,498	17,990	162,241	180,232
Total funds carried forward		£151,261	£120,387	£271,648	-	£153,498	£153,498

The Statement of Financial Activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

Movements in funds are disclosed in Note 16 to the financial statements.

Balance Sheet as at 31 March 2024

	Note	2024		2023	
		£	£	£	£
Fixed assets					
Tangible assets	12		356		859
Total fixed assets			356		859
Current assets					
Debtors	13	1,548		11,022	
Cash at bank and in hand		278,859		145,623	
Total current assets		280,407		156,645	
Creditors: amounts falling due within one year	14	(9,115)		(4,006)	
Net current assets/(liabilities)			271,292		152,639
Total assets less current liabilities			271,648		153,498
Net assets			271,648		153,498
The funds of the charity:					
Restricted funds	16		151,261		-
Unrestricted funds:					
Designated funds	15	65,000		65,000	
General fund	16	55,386		88,498	
Total unrestricted funds			120,387		153,498
Total charity funds			271,648		153,498

The company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies. The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to small companies subject to the small companies' regime and in accordance with FRS102 SORP.

These financial statements were approved by the board on 28 October 2024 and signed on its behalf by:

Ali Ahmed
Ali Ahmed (Nov 13, 2024 13:08 GMT)

Director - Ali Ahmed (Chair and Trustee)

Director – Gifford Sutherland (Treasurer)

Registered Company number 3425664.

The notes on pages 12 to 19 form part of these financial statements.

Notes to the Financial Statements for the Year Ended 31 March 2024

1 **Accounting policies**

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the year and in the preceding year.

(i) Basis of accounting

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.

(ii) Fund accounting

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

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

(iii) Incoming resources

All incoming resources are included in the statement of financial activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

- Voluntary income is received by way of grants, donations and gifts and is included in full when receivable.
- Donated services and facilities are included at the value to the charity where this can be quantified. The value of services provided by volunteers has not been included in these accounts.
- Investment income is included when receivable.

(iv) Resources expended

Expenditure is accounted for on an accrual basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered and is reported as part of the expenditure to which it relates.

- Costs of generating funds comprise the costs associated with attracting voluntary income.
- Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.
- Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of

the charity.

- All costs are allocated between the expenditure categories of the statement of financial activities on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned on an appropriate basis.

(v) Depreciation of Fixed assets

Tangible fixed assets are stated at cost less accumulated depreciation. The cost of minor additions or those costing below £500 are not capitalised. Depreciation is provided at rates calculated to write off the cost of each asset over its expected useful life. The rates used are as follows:

Office and IT equipment	25% straight line

A full year's depreciation is charged in the first year of use of the asset.

(vi) Pension costs

The company provides a workplace pension through The People's Pension.
For employees who do not join the scheme, the company contributes into their private pension schemes.

2 Donations

	Year to 31 March 2024			Year to 31 March 2023		
	Restricted Funds	Unrestricted Funds	Total	Restricted Funds	Unrestricted Funds	Total
	£	£	£	£	£	£
Donations	-	2,256	2,256	-	3,813	3,813
Legacies	-	49,200	49,200	-	-	-
	-	£51,456	£51,456	-	£3,813	£3,813

3 Grants

	Year to 31 March 2024			Year to 31 March 2023		
	Restricted Funds	Unrestricted Funds	Total	Restricted Funds	Unrestricted Funds	Total
	£	£	£	£	£	£
City Bridge Trust, Cornerstone Fund	-	-	-	27,333	-	27,333
City Bridge Foundation – Core 1	15,737	-	15,737	26,883	-	26,883
City Bridge Foundation – Core 2	30,000	-	30,000	-	-	-
City Bridge Foundation – Propel	162,000	-	162,000	-	-	-
Barrow Cadbury Trust	-	-	-	352	-	352
Runnymede Trust	-	-	-	5,786	-	5,786
Oak Foundation	-	-	-	69,101	-	69,101
Paul Hamlyn Foundation	10,000	-	10,000	-	-	-
	£217,737	-	£217,737	£129,455	-	£129,455

4 Fees and other incoming resources from charitable activities

	Year to 31 March 2024			*Year to 31 March 2023*		
	Restricted Funds	Unrestricted Funds	Total	*Restricted Funds*	*Unrestricted Funds*	*Total*
	£	£	£	*£*	*£*	*£*
Fees and other services	-	-	-	-	25,980	25,980
	-	-	-	-	£25,980	£25,980

5 Analysis of expenditure

	Year to 31 March 2024			*Year to 31 March 2023*		
Basis of Allocation: Unless stated allocated on a usage basis	Restricted Funds	Unrestricted Funds	Total	*Restricted Funds*	*Unrestricted Funds*	*Total*
	£	£	£	*£*	*£*	*£*
Charitable Activities						
Direct Costs:						
Wages and Salaries	48,777	50,705	99,483	107,816	21,585	129,401
Employer's NI contributions	3,604	1,882	5,486	6,053	1,238	7,290
Pension Costs	1,381	2,535	3,916	4,808	1,611	6,418
Staff recruitment	10,346	5,493	15,838	60	194	254
Staff travel and subsistence	-	74	74	-	-	-
Staff training	-	-	-	174	-	174
Sessional Staff	-	-	-	600	183	783
Volunteer expenses	-	206	206	100	170	270
Training/Workshops	-	-	-	1,846	-	1,846
Equipment and materials	423	304	728	748	-	748
Publications/Promotion	-	-	-	6,570	28	6,598
Consultancy	-	4,226	4,226	653	972	1,625
Events	-	-	-	1,109	440	1,549
Partnership payments	-	-	-	2,500	-	2,500
Evaluation	-	-	-	6,504	-	6,504
Rent and service charges	1,841	9,877	11,717	3,522	6,744	10,266
IT support	-	-	-	700	-	700
Office costs	103	6,797	6,900	3,684	3,490	7,174
Depreciation charges	-	503	503	-	503	503
Governance costs (see note 7)	-	1,966	1,966	-	1,380	1,380
Total	£66,475	£84,567	£151,043	£147,446	£38,537	£185,983

6 Net Income (Expenditure)

	2024	2023
	£	£
Net incoming resources is stated after charging:		
Depreciation and other amounts written off tangible assets	503	503
Independent Examiner's fees	1,200	1,200
Total	£1,703	£1,703

7. Governance costs

	Year to 31 March 2024			Year to 31 March 2023		
	Restricted Funds	Unrestricted Funds	Total	Restricted Funds	Unrestricted Funds	Total
	£	£	£	£	£	£
Trustees' costs	-	131	131	-	-	-
Independent examiner's fees	-	1,200	1,200	-	1,200	1,200
AGM and Annual Report	-	635	635	-	13	13
	-	£1,966	£1,966	-	£1,213	£1,213

8. Cost of raising funds

	Year to 31 March 2024			Year to 31 March 2023		
	Restricted Funds	Unrestricted Funds	Total	Restricted Funds	Unrestricted Funds	Total
	£	£	£	£	£	£
Staff costs	2,688	2,756	5,444	7,914	-	7,914
Fundraiser	-	-	-	-	-	-
	£2,688	£2,756	£5,444	£7,914	-	£7,914

9 Trustees and key management personnel remuneration and expenses

The trustees did not receive any remuneration. Reimbursed expenses during the year £131 (2023: £0).
The charity considers its key management personnel comprise the Board of Trustees and its CEO.
The total amount of employee benefits including employer's pension contributions received by key management personnel were £24,786 (2023: £24,851).

10. Staff costs and employee benefits

	2024	2023
	£	£
Staff costs were as follows:		
Gross salaries	99,483	129,401
Employer's national insurance	5,486	7,290
Pension costs	3,916	6,418
	£108,885	£143,109

The average number of full-time equivalent employees during the year was 2.4 (2023: 3.5)

No employee received emoluments of more than £60,000 pa (2023: None)

11 Pension costs

The company operates a defined contribution pension scheme in respect of its employees and make contribution into private pension plans of employees who have not joined the company's scheme. The scheme and its assets are held by independent managers. The pension scheme charge represents contributions due from the company and amounted to £3,916 (2023: £6,418).

12 Tangible fixed assets

	Fixtures, Fittings and Equipment	Computer Equipment	Total
	£	£	£
Costs			
At 1 April 2023	4,512	30,407	34,919
Additions	-	-	-
At 31 March 2024	£4,512	£30,407	£34,919
Depreciation			
At 1 April 2023	*4,512*	*29,548*	*34,060*
Charge for the Year	-	503	503
At 31 March 2024	£4,512	£30,051	£34,563
Net book value			
At 31 March 2024	0	356	356
At 31 March 2023	£0	£859	£859

13 Debtors

	2024	2023
	£	£
Rent debtors	757	757
Other debtors	40	-
Prepayments	751	102
Accrued income	-	£10,163
	£1,548	£11,022

14 Creditors: amounts falling due to within one year

	2024	2023
	£	£
Other creditors	840	-
Accruals	1,426	1,380
Social security taxes & pensions	6,849	2,626
Deferred income	-	-
	£9,115	£4,006

15 Analysis of net assets between funds

	General funds	Designated funds	Restricted funds	Total funds
	£	£	£	£
Tangible fixed assets	356	-	-	356
Net Current assets	55,030	65,000	151,261	271,292
Net assets at 31 March 2024	£55,386	£65,000	£151,261	£271,648

The trustees have designated £65,000 for the winding down of the charity in an orderly manner, should it become necessary.

16 Movements in funds

	At 1 Apr 2023	Incoming Resources	Outgoing Resources	Transfers	At 31 Mar 2024
	£	£	£		£
Restricted Funds:					
City Bridge Foundation – Core 1	-	15,737	15,737	-	0
City Bridge Foundation – Core 2	-	30,000	21,759	-	8,241
City Bridge Foundation – Propel	-	162,000	18,980	-	143,020
Paul Hamlyn Foundation	-	10,000	10,000	-	-
Total Restricted Funds	-	£217,737	£66,475	-	£151,261
Unrestricted Funds					
Fixed asset Fund	859	-	503	-	356
Designated Funds	65,000	-	-	-	65,000
General Funds	87,638	51,456	84,064	-	55,030
Total Unrestricted Funds	£153,498	£51,456	£84,567	-	£120,387
Total Funds	£153,498	£269,193	£151,043	-	£271,648

17 Movements in Funds (continued)

Purposes of restricted funds:

City Bridge Foundation - Core 1: has provided funding as contribution towards the core costs of the organisation

City Bridge Foundation - Core 2: this fund is contributing towards salary costs of the CEO.

City Bridge Foundation - Propel: has provided £500,000 over three years (£162,000; £167,000; £171,000). This funding will enable ROTA to expand its delivery of collaborative peer-led research, developing long-term community policy solutions to combat structural racism in London. It will also improve our capacity to train and upskill members of Black and Global Majority-led groups across London, supporting their combined strength, voice and impact.

Paul Hamlyn Foundation: provided funding towards the recruitment of CEO to deliver our strategy as a racial equity infrastructure organization and to advocate for our communities.

The fixed assets fund represents the reducing net book value of fixed assets purchased from restricted funds.

In the opinion of the Trustees, there are sufficient resources held to enable each fund to be applied in accordance with the restrictions imposed by the donor.

18 Related party disclosures

There are no related party transactions for the year ended 31 March 2024 (2023: £nil).

19 Legal status of the charity

The charity is a company limited by guarantee and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

20 Corporation Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable activities.

RACE ON THE AGENDA FINANCIAL STATEMENTS AND TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2024

rota
Resource for London
356 Holloway Road
London N7 6PA

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Email: rota@rota.org.uk

Facebook: facebook.com/ROTA.org
Twitter: twitter.com/raceontheagenda

RACE ON THE AGENDA

England & Wales - Charity number 1064975

Accounts

RACE ON THE AGENDA

Company No: 3425664
Charity No: 1064975

rota

Financial Statements and Trustees' Report

for the year ended 31 March 2023

Race on the Agenda

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Race on the Agenda

Status:	Company Limited by Guarantee No. 3425664 Charity registration No. 1064975 The Company's governing document is its Memorandum and Articles of Association dated 15 December 2008
Secretary and registered office:	Michael Buraimoh Resource for London 356 Holloway Road London N7 6PA Tel: 020 7697 4093 Website: www.rota.org.uk Email: rota@rota.org.uk Facebook: facebook.com/ROTA.org/ Twitter: twitter.com/raceontheagenda
Trustees:	Ali Ahmed (Chair) Gifford Sutherland (Treasurer) Lorraine Dongo (Vice-Chair) Dr. Tele Amuludun Jasber Singh Gurpreet Virdee (Resigned 6 Jul 2022) Keiko Okawa (Resigned 6 Jul 2022) Kadra Abdinasir Oli Kapopo (Resigned 29 Nov. 2022)
Independent Examiner:	A.A Boafo-Brewu, FCCA, MBA Augustus & Co Chartered Certified Accountants 374 Ley Street Ilford, Essex IG1 4AE
Bankers:	Unity Trust Bank plc Nine Brindleyplace Birmingham B1 2HB

Race on the Agenda

Trustees' report
for the year ended
31st March 2023

The trustees are pleased to present their annual directors' report together with the financial statements of the charity for the year ended 31 March 2023 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and the 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).

Structure, governance and management

ROTA is a registered charity (No. 1064975) and a company limited by guarantee (No. 3425664), governed by a memorandum and articles of association. The company has an executive committee, known as the board of trustees, of not less than three people including:

- the honorary officers, Chair, Vice Chair and Treasurer;
- trustees elected by ROTA members;
- trustees co-opted by the board of trustees.

The business of the company is managed by the board of trustees. The board has also established three sub-committees which meet in addition to scheduled general board meetings (bi-monthly). These are:

- Human resources sub-committee (meets ad hoc);
- Finance sub-committee (meets bi-monthly);
- Communications sub-committee (meets at least twice a year).

Governing document

The organisation is a charitable company limited by guarantee, incorporated on 27 August 1997 and registered as a charity on 22 October 1997. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association. The Memorandum and Articles of Association were amended by Resolution dated 15 December 2008. In the event of the company being wound up members are required to contribute an amount not exceeding £10.

Recruitment and appointment of trustees

The directors of the company are also charity trustees for the purposes of charity law and under the company's Articles are known as directors. At each annual general meeting one-third of the directors or, if their number is not three or a multiple of three, the number nearest to one third must retire from office and offer themselves for re-election.

The board has agreed a policy and procedure for the recruitment and selection of new members. Vacancies for elected and co-opted Board members are advertised although candidates may also be identified through networking or contacts.

Advertisements are based on the role description and any skills gaps identified through the most recent board skills audit. During the year 2022/23, three trustee resigned. The Board had an average of 6 members at the end of the year, 31 March 2023.

Trustee induction and training

Some board members are already familiar with the practical work of the charity having been on the board for a number of years and having had experience of working in or with the Third Sector. Further policies and procedures for the induction and training of new trustees have been developed, agreed and implemented by the Board. New members of the Board are able to attend a course "Roles and Responsibilities of Trustees" organised by the Directory of Social Change. Copies of ROTA publications are distributed to all new board members along with the Memorandum and Articles, the latest financial statements, The Charity Commission publication "Essential Trustee", the NCVO publication "Code of Good Governance", the ROTA business plan, the Charity Commission guide on conflict of interest, Charity Commission Declaration Form and the ROTA flier.

Risk management

The board of trustees and Chief Executive have reviewed ROTA's activities and identified the risks to which it is exposed, in particular those related to operations and finances. This process involved identifying the risks and prioritising them in terms of potential impact and likelihood of occurrence. Controls to prevent or minimize the risks have been identified, together with deadlines for their implementation. The risk register is reviewed by the board of trustees annually.

Objectives and activities

Summary of the objects of the charity
The object for which the company is established is:

"To work towards the elimination of racial discrimination and to promote equality of opportunity, human rights and good relations between persons of different groups" (ROTA memorandum of association).

ROTA is one of Britain's leading expert organisations on "race" equality, focusing on issues that affect Black and Global Majority communities. Originally set up in 1984 as GLARE (Greater London Association for Race Equality) ROTA renamed itself and adopted a new constitution in 1997.

ROTA aims to create a just and equitable Britain, working with communities to eliminate systemic racial injustices.

We do this by carrying a number of strategic projects and through action research on various aspects of the many the Black and Global Majority communities throughout the UK.

Summary of the main activities in the period of 2022 - 2023

In planning our activities for the year, the trustees confirm we have had regard to the Charity Commission's guidance on public benefit. ROTA remains focused on its charitable mission. ROTA provides a unique combination of frontline and infrastructure services to all Black and Global Majority led organisations and Black and Global Majority people, paying particular attention to those who tend to be marginalised or excluded.

Some of ROTA's funding is restricted to London but we also operate more widely in England and our move to providing virtual services meant our reach was national.

ROTA's services in 2022 - 23 can be grouped under four categories:

a) Policy Development, Voice and Representation of issues affecting Britain's Black and Global Majority communities by developing responses to consultations and legislative changes, sitting on policy bodies and by supporting staff of other Black and Global Majority and equality organisations to sit at the decision-making table. Our partnership with Voice for Change England to provide the secretariat for the Coalition for Race Equality and our work with the CSV Directors network were prime examples of this.

b) Information, Research and Awareness Raising through innovative research and publications, producing articles, blogs and external papers, holding events, attending and speaking at external events, campaigning and providing specialised support, consultancy and advice. ROTA also produced guidance for Airbnb's 750 UK hosts on how to be anti-racist and more inclusive. In collaboration with Heriot-Watt University, we produced a statistical report, that found that the highest levels of homelessness risks in England are experienced by people from Black and minoritised ethnic backgrounds.

c) Media representation and thought leadership ROTA continued to be present in media. Our CEO, Maurice Mcleod made over 50 media appearances.

d) Projects for Capacity-building and Skills Development through training, advice and support programmes to those working within the Black and Global Majority and equalities sector or providing services to Black and Global Majority and other equality groups and individuals. Our Crème project saw ROTA support communications training for the sector by producing a range of accessible content to help organisations tell their stories more effectively. Our Crème project came to an end in July 2022.

Additional information on objectives and activities

Volunteers

Volunteers play a vital role in our work. During the year, ROTA's work was supported by 5 volunteers who committed a total of over 410 hours.

ROTA Membership

ROTA membership continued to grow, resulting in a 1.05% increase, composed of both individual and organisational membership. 2022/23 saw 28 new members join ROTA with the total the total ROTA membership at the year being 2,686. We continue to develop our online presence with over 10.1K Twitter followers and over 800 Facebook page followers.

Fundraising

During the period we developed a fundraising strategy and identified key target funds over the 12 months. We also developed a project proposal and planning template to ensure that all our project work had clear and transparent strategic purpose, specific objectives and achievable outcomes.

We submitted funding bids for the following grants:

- Trust for London - Better Temporary Accommodation for Londoners Initiative
- Trust for London - Racial Justice Fund
- The Fore Autumn 2022 Fund
- Baobab Foundation
- Joseph Rowntree Charitable Trust - Rights and Justice Fund
- Maurice Hatter Foundation
- Thompson Family Charitable Trust
- Kennedy Leigh Charitable Trust
- Propel London Funders - Deliver and Develop Grants
- Civic Power Fund - Community Action Fund

With our increased output of funding bids, we secured £500,000 in project funding over the next 3 years via Propel London's Building Stronger Communities Fund, which will begin in the next financial year, enabling us to recruit a Training and Engagement Manager and a Research and Policy Coordinator. We are still in need of securing additional long-term core funding.

INFORMATION, RESEARCH AND AWARENESS RAISING:

Our principal target groups continue to be The Black and Global Majority communities, anti-racist voluntary organisations, policy makers in government and public sector bodies, and funders. We believe in evidence-based policy. We disseminated information and increased awareness of issues affecting the Black and Global Majority communities and other equality groups through:

- **In-house publications:** Published 4 Research Publications, 1 online blogs and 1 Policy E-Newsletters. All of these publications are available from our website at rota.org.uk.
- **ROTA events:** On May 25th, 2022, Professor Gus John chaired ROTA's conference on "Thwarted ambitions" Why do some students choose to withdraw from University?. The conference discussed our Pilot Study on Higher Education indicating that UK-domiciled

students from Global Majority and Gypsy, Roma and Traveller communities are more likely to withdraw from university than white students.

- **Consultancy and advice**: As an expert agency on race equality and equality, ROTA provided advice and support to public, private and third sector organisations and individuals. We advised on the development of research projects for the Herriot Watt University on the Race and Homelessness programme, where we served on the advisory board. We also served on Airbnb's Trust and Safety Panel where we advised on how to be more inclusive. We also provided expert and specialised support and advice including the collection of data, carrying out research and helping others to understand and interpret quantitative and qualitative findings within a policy context.
- **External events:** ROTA staff attended online events.

SKILLS DEVELOPMENT: ROTA aims to increase the capacity of Black and Global Majority and equality organisations to get engaged in policy, develop partnerships and learn from best practice. We also aim to increase the skills and knowledge of Black and Global Majority individuals to fight discrimination and become champions in helping to promote equality of opportunity.

Financial review The financial position of the charity, at the end of the financial year is as set out in the attached financial statements.

Investment policy

The trustees are committed to using and maintaining reserves prudently. As a result of this and the current financial climate ROTA does not invest in medium- and long-term markets. Our reserves are placed in a 'risk free' savings account with Unity Trust Bank. The investment is monitored on a weekly basis.

Reserves policy

The board of trustees has examined the charity's requirements for reserves in light of the main risks to the organisation. It has established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets held by the charity should be between 3 and 6 months of the annual expenditure. The reserves are needed to meet the working capital requirements of the charity and the Board are confident that at this level they would be able to continue the current activities of the charity in the event of a significant drop in funding. At the year-end, unrestricted funds amounted to £153,498, of which £88,498 represented general funds. The trustees have designated the remaining £65,000 for the wind down of the charity in an orderly manner, should it become necessary.

Statement of trustees' responsibilities

The trustees (who are directors of the charitable company for the purpose of company law) are responsible for preparing the trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of the affairs of the charitable company and of the incoming resources and application of resources, including income and expenditure of the charitable company for that period.

In preparing these financial statements, the trustees are required to:

a) select suitable accounting policies and apply them consistently;
b) observe the methods and principles in the Charities SORP;
c) make judgements and estimates that are reasonable and prudent;
d) state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
e) prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

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

The trustees are responsible for the maintenance 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 legislation in other jurisdictions.

Independent Examiner

A resolution to reappoint Augustus & Co, Chartered Certified Accountants, as the Independent Examiner of the company will be proposed at the Annual General Meeting.

This report, which has been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006, was approved by the board on 8 December 2023 and signed on its behalf by:

Ali Ahmed
Ali Ahmed (Dec 15, 2023 05:37 GMT)

Ali Ahmed (Chair and Trustee)

Independent Examiner's Report to the Directors of Race on the Agenda

I report to the trustees (who are also Directors for the purpose of company law) on my examination of the financial statements of Race On The Agenda ('the charitable company') for the year ended 31 March 2023 which comprise the Statement of Financial Activities, the Balance Sheet and related notes.

This report is made solely to the charity's trustees, as a body, in accordance with section 145 of the Charities Act 2011. My work has been undertaken so that I might state to the charity's trustees those matters I am required to state to them in this report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for my work, for this report, or for the opinions I have formed.

Responsibilities and basis of report

As the trustees of charitable company, you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

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

An independent examination does not involve gathering all the evidence that would be required in an audit and consequently does not cover all the matters that an auditor considers in giving their opinion on the financial statements. The planning and conduct of an audit go beyond the limited assurance that an independent examination can provide. Consequently, I express no opinion as to whether the financial statements present a 'true and fair' view and my report is limited to those specific matters set out in the independent examiner's statement.

Independent examiner's statement

If the charitable company's gross income exceeds £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ACCA, which is one of the listed bodies.

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

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

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

A A Boafo-Brewu (FCCA MBA)

Augustus & Co

Dated: 15/12/2023

374 Ley Street
Ilford
Essex IG1 4AE

Statement of Financial Activities (incorporating the Income and Expenditure Account) for the year ended 31 March 2023

	Notes	Year ended 31 March 2023 Restricted Funds £	Unrestricted Funds £	Total £	*Year ended 31 March 2022 Restricted Funds £*	*Unrestricted Funds £*	*Total £*
Income from:							
Donations and legacies	2	-	3,813	3,813	-	12,120	12,120
Income from charitable activities:							
Voluntary income	3	129,455	-	129,455	195,498	-	195,498
Income from other activities:							
Fees and sundry	4	-	25,980	25,980	-	27,950	27,950
Investment income		-	-	-	-	-	-
Total Income		£129,455	£29,793	£159,249	£195,498	£40,070	£235,568
Expenditure:							
Raising funds	8	7,914	-	7,914	15,524	-	15,524
Charitable activities	5	139,532	38,537	178,069	202,245	36,362	238,608
Total Expenditure		£147,446	£38,537	£185,983	£217,769	£36,362	£254,132
Net income /(expenditure) and net movement in funds for the year		(17,990)	(8,744)	(26,734)	(22,271)	3,708	(18,563)
Reconciliation of funds							
Total funds brought forward		17,990	162,241	180,232	40,262	158,533	198,795
Total funds carried forward		-	£153,498	£153,498	£17,990	£162,241	£180,232

The Statement of Financial Activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

The notes on pages 12 to 19 form part of these financial statements.

Balance Sheet as at 31 March 2023

	Note	2023		2022	
		£	£	£	£
Fixed assets					
Tangible assets	12		859		1,362
Total fixed assets			859		1,362
Current assets					
Debtors	13	11,022		27,008	
Cash at bank and in hand		145,623		263,138	
Total current assets		156,645		290,147	
Creditors: amounts falling due within one year	14	(4,006)		(111,277)	
Net current assets/(liabilities)			152,639		178,869
Total assets less current liabilities			153,498		180,232
Net assets			153,498		180,232
The funds of the charity:					
Restricted funds	16		-		17,990
Unrestricted funds:					
Designated funds	15	65,000		65,000	
General fund	16	88,498		97,241	
Total unrestricted funds			153,498		162,241
Total charity funds			153,498		180,232

The company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies. The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to small companies subject to the small companies' regime and in accordance with FRS102 SORP.

These financial statements were approved by the board on 8 December 2023 and signed on its behalf by:

Ali Ahmed

Director - Ali Ahmed (Chair and Trustee)

Director – Gifford Sutherland (Treasurer)

Registered Company number 3425664.

The notes on pages 12 to 19 form part of these financial statements.

Notes to the Financial Statements for the Year Ended 31 March 2023

1 **Accounting policies**

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the year and in the preceding year.

(i) Basis of accounting

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.

(ii) Fund accounting

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

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

(iii) Incoming resources

All incoming resources are included in the statement of financial activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

- Voluntary income is received by way of grants, donations and gifts and is included in full when receivable.
- Donated services and facilities are included at the value to the charity where this can be quantified. The value of services provided by volunteers has not been included in these accounts.
- Investment income is included when receivable.

(iv) Resources expended

Expenditure is accounted for on an accrual basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered and is reported as part of the expenditure to which it relates.

- Costs of generating funds comprise the costs associated with attracting voluntary income.
- Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.
- Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of

the charity.

- All costs are allocated between the expenditure categories of the statement of financial activities on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned on an appropriate basis.

(v) Depreciation of Fixed assets

Tangible fixed assets are stated at cost less accumulated depreciation. The cost of minor additions or those costing below £500 are not capitalised. Depreciation is provided at rates calculated to write off the cost of each asset over its expected useful life. The rates used are as follows:

Office and IT equipment	25% straight line

A full year's depreciation is charged in the first year of use of the asset.

(vi) Pension costs

The company provides a workplace pension through The People's Pension.
For employees who do not join the scheme, the company makes a contribution into their private pension schemes.

2 Donations

	Year to 31 March 2023			*Year to 31 March 2022*		
	Restricted Funds	Unrestricted Funds	Total	*Restricted Funds*	*Unrestricted Funds*	*Total*
	£	£	£	*£*	*£*	*£*
Donations	-	3,813	3,813	-	12,120	12,120
	-	3,813	3,813	-	12,120	12,120

3 Grants

	Year to 31 March 2023			*Year to 31 March 2022*		
	Restricted Funds	Unrestricted Funds	Total	*Restricted Funds*	*Unrestricted Funds*	*Total*
	£	£	£	*£*	*£*	*£*
City Bridge Trust, Cornerstone Fund	27,333	-	27,333	95,667	-	95,667
Runnymede Trust	5,786	-	5,786	17,358	-	17,358
Barrow Cadbury Trust	352	-	352	21,800	-	21,800
City Bridge Trust – Core	26,883	-	26,883	29,650	-	29,650
TNL Community Fund		-		20,124	-	20,124
National Voices		-		10,000	-	10,000
Oak Foundation	69,101	-	69,101	899	-	899
	£129,455	-	£129,455	£195,498	-	£195,498

4 Fees and other incoming resources from charitable activities

	Year to 31 March 2023			*Year to 31 March 2022*		
	Restricted Funds	Unrestricted Funds	Total	*Restricted Funds*	*Unrestricted Funds*	*Total*
	£	£	£	£	£	£
Fees and other services	-	25,980	25,980	-	27,950	27,950
	-	£25,980	£25,980	-	£27,950	£27,950

5 Analysis of expenditure

	Year to 31 March 2023			*Year to 31 March 2022*		
Basis of Allocation: Unless stated allocated on a usage basis	Restricted Funds	Unrestricted Funds	Total	*Restricted Funds*	*Unrestricted Funds*	*Total*
	£	£	£	£	£	£
Charitable Activities						
Direct Costs:						
Wages and Salaries	107,816	21,585	129,401	158,687	24,538	183,225
Employer's NI contributions	6,053	1,238	7,290	9,556	3,372	12,928
Pension Costs	4,808	1,611	6,418	6,933	1,936	8,869
Staff recruitment	60	194	254	350	200	550
Staff travel and subsistence	-	-	-	239	-	239
Staff training	174	-	174	254	-	254
Sessional Staff	600	183	783	2,870	-	2,870
Volunteer expenses	100	170	270	-	-	-
Training/Workshops	1,846	-	1,846	-	-	-
Equipment and materials	748	-	748	2,585	(1,426)	1,159
Publications/Promotion	6,570	28	6,598	7,476	-	7,476
Consultancy	653	972	1,625	-	4,500	4,500
Events	1,109	440	1,549	3,645	-	3,645
Partnership payments	2,500	-	2,500	5,000	-	5,000
Evaluation	6,504	-	6,504	3,252	-	3,252
Rent and service charges	3,522	6,744	10,266	7,860	2,310	10,170
IT support	700	-	700	1,950	-	1,950
Office costs	3,684	3,490	7,174	5,900	249	6,149
Depreciation charges	-	503	503	-	503	503
Governance costs (see note 7)	-	1,380	1,380	1,213	180	1,393
Total	£147,446	£38,537	£185,983	£217,769	£36,362	£254,132

6 Net Income (Expenditure)

	2023	2022
	£	£
Net incoming resources is stated after charging:		
Depreciation and other amounts written off tangible assets	503	503
Independent Examiner's fees	1,380	1,380
Total	£1,883	£1,883

7. Governance costs

	Year to 31 March 2023			*Year to 31 March 2022*		
	Restricted Funds	Unrestricted Funds	Total	*Restricted Funds*	*Unrestricted Funds*	*Total*
	£	£	£	£	£	£
Trustees' costs	-	-	-	-	-	-
Independence examiner's fees	1,200	180	1,380	1,200	180	1,380
AGM and Annual Report	13	-	13	13	-	13
	1,213	180	1,393	1,213	180	1,393

8. Cost of raising funds

	Year to 31 March 2023			*Year to 31 March 2022*		
	Restricted Funds	Unrestricted Funds	Total	*Restricted Funds*	*Unrestricted Funds*	*Total*
	£	£	£	£	£	£
Staff costs	7,914	-	7,914	11,024	-	11,024
Fundraiser	-	-	-	4,500	-	4,500
Total	7,914	-	7,914	15,524	-	15,524

9 Trustees and key management personnel remuneration and expenses

The trustees did not receive any remuneration. Reimbursed expenses during the year £0 (2022 - £0).
(The charity considers its key management personnel comprise the Board of Trustees and its CEO.
The total amount of employee benefits including employer's pension contributions received by key management personnel were £24,851 (2022: £55,118).

10. **Staff costs and employee benefits**	2023 £	2022 £
Staff costs were as follows:		
Gross salaries	129,401	183,225
Employer's national insurance	7,290	12,928
Pension costs	6,418	8,869
Total	143,109	205,022

The average number of full time equivalent employees during the year was 3.5 (2022: 5)

No employee received emoluments of more than £60,000 pa (2022: None)

11 Pension costs

The company operates a defined contribution pension scheme in respect of its employees and also make contribution into private pension plans of employees who have not joined the company's scheme. The scheme and its assets are held by independent managers. The pension scheme charge represents contributions due from the company and amounted to £5,993 (2022 - £8,869).

12 Tangible fixed assets

	Fixtures, Fittings and Equipment £	Computer Equipment £	Total £
Costs			
At 1 April 2022	4,512	30,408	34,920
Additions	-	-	-
At 31 March 2023	£4,512	£30,408	£34,920
Depreciation			
At 1 April 2022	*4,512*	*29,046*	*33,558*
Charge for the Year	-	503	503
At 31 March 2023	£4,512	£29,549	£34,061
Net book value			
At 31 March 2023	0	859	859
At 31 March 2022	£0	£1,362	£1,362

13 Debtors

	2023	2022
	£	£
Rent debtors	757	757
Other debtors	-	5,937
Prepayments	102	1,115
Accrued income	£10,163	19,200
	£11,022	£27,008

14 Creditors: amounts falling due to within one year

	2023	2022
	£	£
Other creditors	-	4,893
Accruals	1,380	3,700
Social security taxes & pensions	2,626	6,250
Deferred income	-	96,434
	£4,006	£111,277

15 Analysis of net assets between funds

	General funds	Designated funds	Restricted funds	Total funds
	£	£	£	£
Tangible fixed assets	859	-	-	859
Net Current assets	87,639	65,000	-	152,539
Net assets at 31 March 2023	£88,498	£65,000	-	£153,498

The trustees have designated £65,000 for the wind down of the charity in an orderly manner, should it become necessary.

16 Movements in funds

	At 1 Apr 2022	Incoming Resources	Outgoing Resources	Transfers	At 31 Mar 2023
	£	£	£		£
Restricted Funds:					
City Bridge Trust Cornerstone Fund	18,342	27,333	45,676	-	0
Runnymede Trust	-	5,786	5,786	-	-
Barrow Cadbury Trust	(352)	352	-	-	0
City Bridge Trust – Core	-	26,883	26,883	-	-
Oak Foundation	-	69,101	69,101	-	(0)
Total Restricted Funds	£17,990	£129,455	£147,446	-	0
Unrestricted Funds					
Designated Funds:					
Fixed asset Fund	1,362	-	503	-	859
Working Capital	65,000	-	-	-	65,000
General Funds	95,878	29,793	38,034	-	87,638
Total Unrestricted Funds	162,241	29,793	38,537	-	153,498
Total Funds	£180,232	£159,249	£185,983	(£0)	£153,498

17 Movements in Funds (continued)

Purposes of restricted funds:

City Bridge Trust, Cornerstone Fund: Crème Project, communications support to three of the largest charity organisations in the race equality sector – ROTA, The Runnymede Trust and the Action for Race Equality. In addition to this, the project delivered a package of communications and media support services to staff, board members and volunteers of approximately 200 London voluntary organisations over the 3 years of the project which began in July 2019 and came to an end in July 2022

City Bridge Trust is provided funding contribution towards the core costs of the organisation.

Runnymede Trust: Different constituencies working together to contribute to long term change. The project is being led by Runnymede Trust and it's a partnership between Runnymede and ROTA.

Barrow Cadbury Trust: ROTA provided Secretariat functions for CORE (Coalition for Race Equality) and delivered by ROTA in partnership with Voice for Change England (V4CE). ROTA's secretarial support came to an end in 2022.

The Oak Foundation provided funding to support our transition to operational sustainability. The funds aimed to facilitate the implementation of a solution-focused pilot project plan for ROTA's housing initiatives. Working in partnership with Heriot-Watt University, a statistical report "Homelessness Amongst Black and Minoritised Ethnic Communities in the UK" was produced.

The National Voices Collaboration Grant is for the Long Covid Project.

The fixed assets fund represents the reducing net book value of fixed assets purchased from restricted funds.

In the opinion of the Trustees, there are sufficient resources held to enable each fund to be applied in accordance with the restrictions imposed by the donor.

18 Related party disclosures

There are no related party transactions for the year ended 31 March 2023.

19 Legal status of the charity

The charity is a company limited by guarantee and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

20 Corporation Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable activities.

RACE ON THE AGENDA FINANCIAL STATEMENTS AND TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2023

rota

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RACE ON THE AGENDA

England & Wales - Charity number 1064975

Accounts

RACE ON THE AGENDA

Company No: 3425664
Charity No: 1064975

rota

Financial Statements and Trustees' Report

for the year ended 31 March 2022

Race on the Agenda

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Race on the Agenda

Status:	Company Limited by Guarantee No. 3425664 Charity registration No. 1064975 The Company's governing document is its Memorandum and Articles of Association dated 15 December 2008
Secretary and registered office:	Maurice Mcleod Resource for London 356 Holloway Road London N7 6PA Tel: 020 7697 4093 Website: www.rota.org.uk Email: rota@rota.org.uk Facebook: facebook.com/ROTA.org/ Twitter: twitter.com/raceontheagenda
Trustees:	Ali Ahmed (Chair) Gifford Sutherland Lorraine Dongo (Vice-Chair) Dr. Tele Amuludun Jasber Singh Karim Murji (Resigned 5 Jun 2021) Gurpreet Virdee (Treasurer, Resigned 6 Jul 2022) Keiko Okawa (Resigned 6 Jul 2022) Kadra Abdinasir (Appointed 10 July 2022) Oli Kapopo (Appointed 10 July and resigned 29 Nov. 2022)
Independent Examiner:	A.A Boafo-Brewu, FCCA, MBA Augustus & Co Chartered Certified Accountants 374 Ley Street Ilford, Essex IG1 4AE
Bankers:	Unity Trust Bank plc Nine Brindleyplace Birmingham B1 2HB

Race on the Agenda

Trustees' report
for the year ended
31st March 2022

The trustees are pleased to present their annual directors' report together with the financial statements of the charity for the year ended 31 March 2022 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and the 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).

Structure, governance and management

ROTA is a registered charity (No. 1064975) and a company limited by guarantee (No. 3425664), governed by a memorandum and articles of association. The company has an executive committee, known as the board of trustees, of not less than three people including:

- the honorary officers, Chair, Vice Chair and Treasurer;
- trustees elected by ROTA members;
- trustees co-opted by the board of trustees.

The business of the company is managed by the board of trustees. The board has also established three sub-committees which meet in addition to scheduled general board meetings (bi-monthly). These are:

- Human resources sub-committee (meets ad hoc);
- Finance sub-committee (meets bi-monthly);
- Communications sub-committee (meets at least twice a year).

Governing document

The organisation is a charitable company limited by guarantee, incorporated on 27 August 1997 and registered as a charity on 22 October 1997. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association. The Memorandum and Articles of Association were amended by Resolution dated 15 December 2008. In the event of the company being wound up members are required to contribute an amount not exceeding £10.

Recruitment and appointment of trustees

The directors of the company are also charity trustees for the purposes of charity law and under the company's Articles are known as directors. At each annual general meeting one-third of the

directors or, if their number is not three or a multiple of three, the number nearest to one third must retire from office and offer themselves for re-election.
The board has agreed a policy and procedure for the recruitment and selection of new members. Vacancies for elected and co-opted Board members are advertised although candidates may also be identified through networking or contacts.

Advertisements are based on the role description and any skills gaps identified through the most recent board skills audit. During the year 2021/22, one trustee resigned. The Board had an average of 7 members at the end of the year, March 31st 2022.

Trustee induction and training

Some board members are already familiar with the practical work of the charity having been on the board for a number of years and having had experience of working in or with the Third Sector. Further policies and procedures for the induction and training of new trustees have been developed, agreed and implemented by the Board. New members of the Board are able to attend a course "Roles and Responsibilities of Trustees" organised by the Directory of Social Change. Copies of ROTA publications are distributed to all new board members along with the Memorandum and Articles, the latest financial statements, The Charity Commission publication "Essential Trustee", the NCVO publication "Code of Good Governance", the ROTA business plan, the Charity Commission guide on conflict of interest, Charity Commission Declaration Form and the ROTA flier.

Risk management

The board of trustees and Chief Executive have reviewed ROTA's activities and identified the risks to which it is exposed, in particular those related to operations and finances. This process involved identifying the risks and prioritising them in terms of potential impact and likelihood of occurrence. Controls to prevent or minimize the risks have been identified, together with deadlines for their implementation. The risk register is reviewed by the board of trustees annually.

Objectives and activities

Summary of the objects of the charity
The object for which the company is established is:

"To work towards the elimination of racial discrimination and to promote equality of opportunity, human rights and good relations between persons of different groups" (ROTA memorandum of association).

ROTA is one of Britain's leading expert organisations on "race" equality, focusing on issues that affect Black and Global Majority communities. Originally set up in 1984 as GLARE (Greater London Association for Race Equality) ROTA renamed itself and adopted a new constitution in 1997.

ROTA aims to increase the capacity of the Black and Global Majority organisations and strengthen the voice of the communities through increased civic engagement and participation in society. We do this by carrying a number of strategic projects and through action research on various aspects of the many the Black and Global Majority communities throughout the UK.

The context for ROTA's work in the period

Following the huge rise in interest in race equality work the previous year, this year saw a predictable push back from the establishment when it came to progressive anti-racist work. The enhanced conversations about structural racism persisted though and this provided opportunities for ROTA and its work.

The nation continued to battle the global Covid-19 pandemic and this continued to have a major impact on the function of ROTA as an organisation as the office was forced to close and staff had to stay home under lockdown regulations for most large parts of this year.

The pandemic itself had already highlighted the huge gulf in resources that people from marginalised communities face. As the nation started to prepare to 'live with Covid', it became clear that many Black and Global Majority households were living in an incredibly precarious state and that these communities were likely to face huge challenges if the warned economic problems materialised.

The Government response to mass demonstrations around racial equity and climate justice was to bring forward a slew of new laws which would restrict the right to protest and reduce the ability of some communities to fight structural racism.

Police Stop & Search powers were to be increased and various worrying suggestions for ramping up the hostile environment for migrants by offloading those seeking asylum to third party 'safe' nations were floated.

The Government's delayed Commission on Race and Ethnic Disparities (CRED) report into race inequality in the UK was published. The Report seemed to dismiss the evidence for structural racism in the UK and went on to claim that Britain should be a model for other white majority nations when it came to equality.

This Report was met with a great deal of anger from both the anti-racist sector and large parts of the public. It undermined much of the progress we thought we had made over recent decades and meant that instead of working to find solutions, a great deal of political energy was spent arguing over previously agreed concepts.

To build opposition to the various Government legislation which was being threatened ROTA very actively formed coalitions with other anti-racism organisations. We helped to coordinate the response to the CRED report as other joint work in our role on the secretariat of CORE.

In October 2021, when the period of running the secretariat came to an end, we decided not to put ourselves forward for running the new secretariat.

Maurice Mcleod, the CEO built on the previous year's increased media activity to continue to present ROTA on the public stage. Along with countless media appearances, ROTA was involved in several joint conferences on issues including mental health, migration, housing, criminal justice and workplace discrimination.

We also gave evidence at a Parliamentary Select Committee looking into the introduction of Voter ID.

Work completed in 2021 - 2022

Summary of the main activities undertaken for the public benefit in relation to the charity's objectives

In planning our activities for the year, the trustees confirm we have had regard to the Charity Commission's guidance on public benefit. ROTA remains focused on its charitable mission. ROTA provides a unique combination of frontline and infrastructure services to all Black and Global Majority led organisations and Black and Global Majority people, paying particular attention to those who tend to be marginalised or excluded.

Some of ROTA's funding is restricted to London but we also operate more widely in England and our move to providing virtual services meant our reach was national.

ROTA's services in 2021 - 22 can be grouped under four categories:

a) Policy Development, Voice and Representation of issues affecting Britain's Black and Global Majority communities by developing responses to consultations and legislative changes, sitting on policy bodies and by supporting staff of other Black and Global Majority and equality organisations to sit at the decision-making table. Our partnership with Voice for Change England to provide the secretariat for the Coalition for Race Equality and our work with the CSV Directors network were prime examples of this.

b) Information, Research and Awareness Raising through innovative research and publications, website, articles and blogs, external papers, holding events, attending and speaking at external events, campaigning and by providing specialised support, consultancy and advice. ROTA produced guidance for Airbnb's 750 UK hosts on how to be more inclusive. We also worked with National Voices to produce research into the impact of Long Covid on black communities.

c) Media representation and thought leadership ROTA remained at a high level. Our CEO made over 120 media appearances, and we guested edited an edition of the influential Progressive Review from the IPPR looking at structural racism.

d) Projects for Capacity-building and Skills Development through training, advice and support programmes to those working within the Black and Global Majority and equalities sector or providing services to Black and Global Majority and other equality groups and individuals. In particular, our Crème project saw ROTA support communications training for the sector by producing a range of accessible content to help organisations tell their stories more effectively. As the CORE secretariat we orchestrated the support for the Runnymede Trust when they came

under attack, we also produced a monthly newsletter for CORE members sharing race equality news and building the network. In August, through CORE, we ran and event to raise awareness of the impact of Covid-19 on the mental health of young people from Black and Global Majority communities.

During the year, ROTA's work was supported by 12 volunteers who committed a total of over 500 hours.

Additional information on objectives and activities

2021- 22 was a year of consolidation for ROTA. Starting with a very small staff team there were capacity challenges which impacted on our ability to work on in as many areas as we would like.

Our continued political and media support meant we were able to contribute to both the public debate and political policy making.

The organisation faced a challenging year for funding but attracted development funding from the Oak Foundation which will be used to develop ROTA's research, project planning and fundraising capacity. Due to the commitment of our staff team, volunteers, members and funders, we met all our set targets as well as developing new projects.
We continued to collaborate with a large number of organisations including the Runnymede Trust, BTEG and Voice for Change England who we worked with on the Secretariat of the Coalition for Race Equality (CORE).

ROTA membership continued to grow, resulting in a 2.5% increase, composed of both individual and organisational membership. 2021/22 saw 64 new members join ROTA. We continue to develop our online presence with over 10,000 Twitter followers and over 849 Facebook page followers.

<u>Fundraising</u>
During the period we had a mixed record on fundraising with new funding from the Oak Foundation through its Small Grants Fund which enabled us to recruit a Research Coordinator and a Development Manager. We were unsuccessful with some funding applications and still need to improve our success rate in this area. ROTA continued to attract a raised level of direct donations though not as many as the previous year. Staff have been retained without the need to reduce hours or make savings but it has not been possible to add all of the staff resources needed to be active in all of the areas we would like. Due to the commitment of our staff team, volunteers, members and funders, we met all our set targets and were active and visible in a number of spaces.

Achievements and performance

POLICY DEVELOPMENT, VOICE AND REPRESENTATION:

In 2021 - 22, ROTA staff was involved in 11 different policy and decision-making bodies, covering a wide range of issues including but not limited to: BME community development (HEAR, Avocado, CORE), cross-equalities (e.g., Equally Ours, CSV Directors Group), health inequalities and developing black & Global Majority strategic policy (e.g., CORE), IntegratED (looking at school exclusions), National Voices (Long Covid research) and campaigns to highlight changes to legislation such as the Elections Bill, the Police, Crime, Sentencing and Courts Bill and other Government proposals. As part of CORE, we responded to the publication of the CRED report and worked with Mind and other mental health charities to input into the Government's planned changes to the mental health act.

We met virtually with over 90 policy makers and stakeholders regionally and nationally. We put pressure on government and public services to promote equality of opportunity for the Black and Global Majority groups and respect human rights. ROTA's policy development work was facilitated by a part time Policy Development Officer post funded by Esmee Fairbairn and Barrow Cadbury charitable trusts. This post had been shared with the Runnymede Trust but sharing the role was not working and so Runnymede passed on our share of the funding and we are able to recruit our own part time Policy Officer.

The CRÈME project (Communicating the Race Equality Message Effectively) which provided support and training to the Black and Global Majority groups on various communication skills as well as bringing together the communication strategies of Runnymede, BTEG and ROTA was in the final year of its three-year programme. The pandemic and increased demand for commentary on race equality meant the project underwent major changes in its delivery. These were communicated to the funder. CRÈME pivoted to producing online content that the whole sector can use while the project also supported the increased media output from the partner organisations. The final year saw CRÈME working on a number of legacy projects which would last beyond the life of the project. We project a range of podcasts with senior figures in race equality and provided a programme of online comms training which can be used by the entire sector.

INFORMATION, RESEARCH AND AWARENESS RAISING:

Our principal target groups continue to be The Black and Global Majority communities, anti-racist voluntary organisations, policy makers in government and public sector bodies, and funders. We believe in evidence-based policy. We disseminated information and increased awareness of issues affecting the Black and Global Majority communities and other equality groups through:

- **In-house publications:** Published 12 online blogs and 5 Policy E-Newsletters. All of these publications are available from our website at rota.org.uk;
- **ROTA events:** On March 9th, 2022, ROTA held a joint an on-line conference organised by Mind and Race on the Agenda and sponsored by Garden Court Chambers explored the urgent need for Mental Health Act reform and how to achieve racial equity within mental health services. More details of this event are available on our website at rota.org.uk;

- **Consultancy and advice:** As an expert agency on race equality and equality, ROTA provided advice and support to public, private and third sector organisations and individuals. We advised on the development of research projects for the Herriot Watt University Race and Homelessness programme, where we served on the advisory board. We also served on Airbnb's Trust and Safety Panel where we advised their 750,000 hosts on how to be more inclusive. We also provided expert and specialised support and advice including the collection of data, carrying out research and helping others to understand and interpret quantitative and qualitative findings within a policy context.
- **External events:** ROTA staff attended online 32 external events and spoke virtually at an additional 18 conferences, seminars and lectures;
- **Media representation** ROTA continued to punch above its weight in the media and our public profile continued to grow. ROTA was represented on over 120 media appearances and were quoted in more than 28 articles. ROTA's work is evidence based and supported by our research and networking activities and programmes. Examples of this include our research into changes in mental health, delivery of Long Covid support and the impact of housing discrimination on our communities.

SPECIFIC ROTA PROJECTS:

CRÈME Communications Project

The CRÈME project is a collaboration between ROTA, the Runnymede Trust and BTEG, which began in July 2019. It also offers support and training around communications for other smaller race equality organisations based in London in developing their communications skills and strategies as well as providing support for the three partner organisations in developing their communication needs as well as providing comms support to the CORE collective. The pandemic made it much harder to meet organisations in person and so for the final year of its programme, much of Crème's worked focussed on producing online tools for organisations to use and in helping to promote race equality messages via media platforms. The increase in media interest in race equality meant that CRÈME provided lots of support to the partner organisations in handling media enquiries and appearances. The Runnymede recruited specific media support and so had less need for direct partnership support. The Trust remained a strong supporter of the project though and helped promote events and disseminate information.

The project is funded by City Bridge Trust under their Cornerstone Project which brings the CRÈME project together with a number of other innovative projects designed to build the capacity of the voluntary and community sector in London.

Coalition for Race Equality (CORE)

In partnership with Voice for Change England, we delivered the secretariat and project development for the Coalition for Race Equality until October 2021. The Secretariat continued its work ensuring the smooth running of the CORE network. ROTA managed the CORE Development Officer, Karun Maudgil. The role of the Development Officer is to sharpen the administrative function of CORE, and ensure that meeting minutes are distributed in a timely manner, in order to prevent any potential for miscommunication between CORE members. The Development Officer also continued to improve engagement within CORE organisations and added to the WhatsApp group with a regular newsletter which shared info about members and race equality developments.

In October 2021, when the contract to run the secretariat ran out, we decided not to seek another term as we felt the network could benefit from a fresh start.

- 6 Steering Group meetings held;
- CORE Twitter: CORE increased its Twitter followers by 33% to almost 1200 during this period;
- CORE events: CORE hosted an event to enable young people from BME communities, the opportunity to discuss the impact of the pandemic on their mental wellbeing;
- The event was an opportunity for the community to hear from and ask questions of black and Asian mental health experts. The event was a huge success and attracted over 140 viewers;
- Statements and responses: wrote to Government in response to the CRED report expressing our joint dismay that the report appeared to underplay the relevance of structural racism;
- Continued our support for attacked CORE members like the Runnymede Trust.

Higher Education Project

A Pilot Study was conducted by Eleanor Stokes and Sasha Mckoy to explore the reasons why some students from GM and GRT communities chose to withdraw from university. Over the course of 2021-2022 interviews were conducted with the EDI Leads from ten London Universities and students from all London Universities were invited to participate in an online survey. The data has been collected and analysed with the help of ROTA research volunteers. Key findings will be published on our website with the full Report, later in the year.

Informal Exclusions from School

The research Report on Informal Exclusions from School was published in April 2022, by Eleanor Stokes and Sasha Mckoy, with the help of research volunteers. The report presents findings from desk research, Freedom of Information requests, interviews, focus groups and round table events. Among the participants were parents, teachers, youth leaders and young people who had experienced informal exclusions from school.

ROTA submitted a review of the Alternative Provision Benchmarking Tool to IntegratED and continued to work with the Centre for Social Justice during the period up to April 2022. We also contributed to and attended sessions with the All Party Parliamentary Group on Alternative Provision and Exclusions.

We continued to look for funding throughout 2021 and 2022 to support ROTA's education research and developed a generic funding application which can be submitted to a variety of organisations for consideration.

Herriot Watt BAME Homelessness Advisory Panel

ROTA worked with Herriot Watt University as a member of their advisory panel for their work on race and homelessness.

Black and Global Majority communities are at a hugely increased risk of facing homelessness We helped plan the research goals and methods, helped recruit researchers and gave constant

feedback on the development of the project. The main focus of the work will be providing evidence to support efforts to tackle systemic racism in our housing system.
The project will do both qualitative and quantitive work to uncover the stories behind the statistics.

Progressive Review – IPPR
ROTA was invited to edit an issue of the Progressive Review for the Institute for Public Policy Research.

The issue, published in June 2021, 'Producing Injustice' gave an alternative account of racial disparities in the UK to that presented in the CRED report. Taken as a whole, this issue constituted a wide-ranging review of how structural and institutional racism still affects and defines people lives across the UK. It anchored not only in the belief that racial justice is needed, but the belief that with transformative ideas and radical imagination, racial justice is possible.

We commissioned and edited articles including:

- **The culture war** / Maurice Mcleod
- **The rise of Black Lives Matter and Extinction Rebellion** / Joshua Virasami
- **Stop and search** / Katrina Ffrench
- **Institutional racism in the police** / Leroy Logan and Lee Pinkerton
- **Where to now?** / Zaahida Nabagereka and Alba Kapoor
- **From the public sector to the gig economy** / Lester Holloway
- **It takes a system** / Sanjiv Lingayah

Volunteer Coordinator We were able to extend the work of the Volunteer Coordinator which had previously been funded by the London Community Response Fund. ROTA's reputation for robust evidence-based research makes it a popular place for volunteers to gain some research and social policy experience. ROTA receives a large number of high-quality approaches from prospective volunteers but was not always able to make use of these approaches. We extended a part time role for a volunteer coordinator after the specific funding ran out. This meant we were able to utilise volunteers for content provision, research projects and for work on our Report into Informal Exclusions which we continued with despite having no specific funding for this continued work.

Policy Officer We lost Alba as our shared policy officer with the Runnymede Trust and there was a delay in replacing the role. Eventually we recruited internally and this will help ROTA create strong policy positions on relevant issues.

Education Work ROTA's main educational research focused on changing and challenging the illegal practice of informal exclusions from school. Informal exclusions, which disproportionately affect some Black and Global Majority young people, were investigated through desk research, Freedom of Information Requests to Local Authorities, focus groups with young Black and Global Majority people and interviews with teachers, youth organisations, supplementary schools and youth offending teams. The report was badly hampered by the staff issues and the onset of the pandemic and the funder Porticus decided that they were not happy with the report we were able to produce. Eleanor Stokes took on a huge amount of work to get the Report completed and when the funder rejected ROTA's work, Eleanor committed to working on it voluntarily. Working

with Alba and later volunteers ROTA decided the information was too important to disregard and so we have decided to produce the report from our own resources and Eleanor's dedication. Eleanor worked with Sasha the Volunteer Coordinator and a number of volunteers to progress this important piece of work.

We also began a pilot project looking at why Black and Global Majority students drop out of higher education at a higher rate. We will need to seek funding for this work but decided to launch a small pilot project to prove the need for more research.

SKILLS DEVELOPMENT: ROTA aims to increase the capacity of Black and Global Majority and equality organisations to get engaged in policy, develop partnerships and learn from best practice. We also aim to increase the skills and knowledge of Black and Global Majority individuals to fight discrimination and become champions in helping to promote equality of opportunity. Pandemic restrictions precluded in-person meetings and so we produced online resources and delivered seminars and workshops. These were largely delivered via our work with the CRÈME project and CORE.

Financial review The financial position of the charity, at the end of the financial year is as set out in the attached financial statements. We received funding from Cornerstone Trust, City Bridge Trust in this period as well as a noticeable increase in donations. Our part time Policy Officer post was funded by Barrow Cadbury Trust for CORE and the Runnymede Trust. The National Lottery Community fund funded the Volunteer Organiser post, and Oak Foundation provided funds for the transition into operational sustainability of the organisation and to deliver a solution focused pilot project for ROTA's housing arena of work.

Investment policy

The trustees are committed to using and maintaining reserves prudently. As a result of this and the current financial climate ROTA does not invest in medium- and long-term markets. Our reserves are placed in a 'risk free' savings account with Unity Trust Bank. The investment is monitored on a weekly basis.

Reserves policy

The board of trustees has examined the charity's requirements for reserves in light of the main risks to the organisation. It has established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets held by the charity should be between 3 and 6 months of the annual expenditure. The reserves are needed to meet the working capital requirements of the charity and the Board are confident that at this level they would be able to continue the current activities of the charity in the event of a significant drop in funding. At the year-end, unrestricted funds amounted to £162,241, of which £97,241 represented general funds. The trustees have designated the remaining £65,000 for the wind down of the charity in an orderly manner, should it become necessary.

Plans for future periods

Subject to satisfactory funding arrangements, ROTA will continue delivering its work to meet its charitable objectives. We will build on strong partnerships and our reputation to bring added

value to the projects we have already undertaken and to introduce new work reflecting the needs and wishes of the Black and Global Majority communities it was set up to serve.

We intend to:

- Continue to develop ROTA as an independent research and social policy charity which works with Black and Global Majority communities, and the organisations which support them to end structural racism in Britain
- Be a public voice against structural racism in the media
- Create a legacy from our CRÈME work which will benefit the entire sector
- Hold events whether in person or virtually on key policy issues
- Contribute to external publications, speak at external events and sit on various decision-making bodies
- Consult with the Black and Global Majority sector on health, education, housing, immigration, employment and criminal justice and from the consultation develop policy responses and projects
- Continue partnership working with Money4YOU project on the Avocado+ Accelerator Programme
- Work on a basis of collaboration rather than competition
- Facilitate and champion collaborative working in the Black and Global Majority voluntary sector
- Seek new funding for our education and housing work and to develop new projects
- Seek funding to develop our training and consultancy capacity and to open up new funding streams
- Diversify our funding base by exploring appropriate relationships with private sector organisations

Statement of trustees' responsibilities

The trustees (who are directors of the charitable company for the purpose of company law) are responsible for preparing the trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of the affairs of the charitable company and of the incoming resources and application of resources, including income and expenditure of the charitable company for that period.

In preparing these financial statements, the trustees are required to:

a) select suitable accounting policies and apply them consistently;
b) observe the methods and principles in the Charities SORP;
c) make judgements and estimates that are reasonable and prudent;
d) state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
e) prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

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

The trustees are responsible for the maintenance 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 legislation in other jurisdictions.

Independent Examiner

A resolution to reappoint Augustus & Co, Chartered Certified Accountants, as the Independent Examiner of the company will be proposed at the Annual General Meeting.

This report, which has been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006, was approved by the board 8 December 2022 and signed on its behalf by:

Ali Ahmed
Ali Ahmed (Dec 9, 2022 16:35 GMT)

Ali Ahmed (Chair and Trustee)

Independent Examiner's Report to the Directors of Race on the Agenda

I report to the trustees (who are also Directors for the purpose of company law) on my examination of the financial statements of Race On The Agenda ('the charitable company') for the year ended 31 March 2021 which comprise the Statement of Financial Activities, the Balance Sheet and related notes.

This report is made solely to the charity's trustees, as a body, in accordance with section 145 of the Charities Act 2011. My work has been undertaken so that I might state to the charity's trustees those matters I am required to state to them in this report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for my work, for this report, or for the opinions I have formed.

Responsibilities and basis of report

As the trustees of charitable company, you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

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

An independent examination does not involve gathering all the evidence that would be required in an audit and consequently does not cover all the matters that an auditor considers in giving their opinion on the financial statements. The planning and conduct of an audit go beyond the limited assurance that an independent examination can provide. Consequently, I express no opinion as to whether the financial statements present a 'true and fair' view and my report is limited to those specific matters set out in the independent examiner's statement.

Independent examiner's statement

If the charitable company's gross income exceeds £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ACCA, which is one of the listed bodies.

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

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

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

A A Boafo-Brewu (FCCA MBA)



Augustus & Co

Dated: 12/12/2022

374 Ley Street
Ilford
Essex IG1 4AE

Statement of Financial Activities (incorporating the Income and Expenditure Account) for the year ended 31 March 2022

	Notes	Year ended 31 March 2022			Year ended 31 March 2021		
		Restricted Funds	Unrestricted /Designated Funds	Total	Restricted Funds	Unrestricted Funds	Total
		£	£	£	£	£	£
Income from:							
Donations and legacies	2	-	12,120	12,120	-	90,915	90,915
Income from charitable activities:							
Voluntary income	3	195,498	-	195,498	240,642	-	240,642
Activities for generating funds							
Income from other activities:							
Fees and sundry	4	-	27,950	27,950	-	1,470	1,470
Investment income		-	-	-	-	-	-
Total Income		£195,498	£40,070	£235,568	£240,642	£92,385	£333,027
Expenditure on:							
Raising funds	8	15,524	-	15,524	9,031	-	9,031
Charitable activities	5	202,245	36,362	238,608	220,238	(439)	219,799
Other resources expended							
Total Expenditure		£217,769	36,362	£254,132	£229,269	(£439)	£228,831
Net income /(expenditure) and net movement of funds for the year		(22,271)	3,708	(18,563)	11,373	92,824	104,196
Reconciliation of funds							
Total funds brought forward		40,262	158,533	198,795	28,890	65,708	94,598
Total funds carried forward		£17,990	£162,241	£180,232	£40,262	£158,533	£198,795

The Statement of Financial Activities includes all gains and losses recognised in the year.
All incoming resources and resources expended derive from continuing activities.

The notes on pages 18 to 25 form part of these financial statements.

Balance Sheet as at 31 March 2022

	Note	2022		2021	
		£	£	£	£
Fixed assets					
Tangible assets	12		1,362		439
Total fixed assets			1,362		439
Current assets					
Debtors	13	27,008		4,909	
Cash at bank and in hand		263,138		290,197	
Total current assets		290,147		295,106	
Creditors: amounts falling due within one year	14	(111,277)		(96,751)	
Net current assets/(liabilities)			178,869		198,356
Total assets less current liabilities			180,232		198,795
Net assets			180,232		198,795
The funds of the charity:					
Restricted funds	16		17,990		40,262
Designated fund	15	65,000		75,000	
General fund	16	92,241		83,533	
Total unrestricted funds			162,241		158,533
Total charity funds			180,232		198,795

The company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies. The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The directors/trustees acknowledge their responsibilities for complying with the requirements of the Companies Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to small companies subject to the small companies' regime and in accordance with FRS102 SORP.

These financial statements were approved by the board on 8 December 2022 and signed on its behalf by:

Ali Ahmed
Ali Ahmed (Dec 9, 2022 16:35 GMT)

Director - Ali Ahmed (Chair and Trustee)

Gifford Sutherland
Gifford Sutherland (Dec 10, 2022 02:24 GMT)

Director – Gifford Sutherland (Treasurer)

Registered Company number 3425664.

The notes on pages 18 to 25 form part of these financial statements.

Notes to the Financial Statements for the Year Ended 31 March 2022

1 Accounting policies

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the year and in the preceding year.

(i) Basis of accounting

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.

(ii) Fund accounting

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

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

(iii) Incoming resources

All incoming resources are included in the statement of financial activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

- Voluntary income is received by way of grants, donations and gifts and is included in full when receivable.
- Donated services and facilities are included at the value to the charity where this can be quantified. The value of services provided by volunteers has not been included in these accounts.
- Investment income is included when receivable.

(iv) Resources expended

Expenditure is accounted for on an accrual basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates.

- Costs of generating funds comprise the costs associated with attracting voluntary income.
- Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.
- Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the charity.

- All costs are allocated between the expenditure categories of the statement of financial activities on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned on an appropriate basis.

(v) Depreciation of Fixed assets

Tangible fixed assets are stated at cost less accumulated depreciation. The cost of minor additions or those costing below £500 are not capitalised. Depreciation is provided at rates calculated to write off the cost of each asset over its expected useful life. The rates used are as follows:

Office and IT equipment	25% straight line

A full year's depreciation is charged in the first year of use of the asset.

(vi) Pension costs

The company provides a workplace pension through The People's Pension.
For employees who do not join the scheme, the company makes a contribution into their private pension schemes.

2 Donations

	Year to 31 March 2022			Year to 31 March 2021		
	Restricted Funds	Unrestricted Funds	Total	Restricted Funds	Unrestricted Funds	Total
	£	£	£	£	£	£
Donations	-	12,120	12,120	-	90,915	90,915
	-	£12,120	£12,120	-	£90,915	£90,915

3 Grants

	Year to 31 March 2022			Year to 31 March 2021		
	Restricted Funds	Unrestricted Funds	Total	Restricted Funds	Unrestricted Funds	Total
	£	£	£	£	£	£
City Bridge Trust, Cornerstone Fund	95,667	-	95,667	71,067	-	71,067
Trust for London	-	-	-	31,000	-	31,000
Runnymede Trust	17,358	-	17,358	13,500	-	13,500
The Tudor Trust	-	-	-	25,213	-	25,213
Barrow Cadbury Trust	21,800	-	21,800	43,000	-	43,000
Benevlentia	-	-	-	14,286	-	14,286
City Bridge Trust – Core	29,650	-	29,650	15,450	-	15,450
London Community Response Fund	-	-	-	12,915	-	12,915
TNL Community Fund	20,124	-	20,124	14,211	-	14,211
National Voices	10,000	-	10,000			
Oak Foundation	899	-	899			
	£195,498	-	£195,498	£240,642	-	£240,642

4 Fees and other incoming resources from charitable activities

	Year to 31 March 2022			Year to 31 March 2021		
	Restricted Funds	Unrestricted Funds	Total	Restricted Funds	Unrestricted Funds	Total
	£	£	£	£	£	£
Fees and other services	-	27,950	27,950	-	1,470	1,470
	-	£27,950	£27,950	-	£1,470	£1,470

5 Analysis of expenditure

Basis of Allocation: Unless stated allocated on a usage basis	Year to 31 March 2022 Restricted Funds	Unrestricted Funds	Total	Year to 31 March 2021 Restricted Funds	Unrestricted Funds	Total
	£	£	£	£	£	£
Charitable Activities						
Direct Costs:						
Wages and Salaries	158,687	24,538	183,225	146,273	-	146,273
Employer's NI contributions	9,556	3,372	12,928	8,536	-	8,536
Pension Costs	6,933	1,936	8,869	6,511	-	6,511
Staff recruitment	350	200	550	275	-	275
Staff travel and subsistence	239	-	239	975	-	975
Staff training	254	-	254	-	-	-
Sessional Staff	2,870	-	2,870	600	-	600
Volunteer expenses	-	-	-	-	-	-
Training/Workshops	-	-	-	5,250	-	5,250
Equipment and materials	2,585	(1,426)	1,159	3,156	(585)	2,571
Publications/Promotion	7,476	-	7,476	2,350	-	2,350
Consultancy	-	4,500	4,500	3,538	-	3,538
Events	3,645	-	3,645	475	-	475
Partnership payments	5,000	-	5,000	27,625	-	27,625
Evaluation	3,252	-	3,252	-	-	-
Rent and service charges	7,860	2,310	10,170	9,513	-	9,513
IT support	1,950	-	1,950	4,140	-	4,140
Office costs	5,900	249	6,149	8,840	-	8,840
Depreciation charges	-	503	503	-	146	146
Governance costs (see note 7)	1,213	180	1,393	1.213	-	1.213
Total	£217,769	£36,362	£254,132	£229,269	(£439)	£228,831

6 Net Income (Expenditure)

	2022	2021
	£	£
Net incoming resources is stated after charging:		
Depreciation and other amounts written off tangible assets	503	146
Independent Examiner's fees	1,380	1,200
Total	£1,883	£1,346

7. Governance costs

	Year to 31 March 2022			Year to 31 March 2021		
	Restricted Funds	Unrestricted Funds	Total	Restricted Funds	Unrestricted Funds	Total
	£	£	£	£	£	£
Trustees' costs	-	-	-	-	-	-
Independence examiner's fees	1,200	180	1,380	1,200	-	1,200
AGM and Annual Report	13	-	13	13	-	13
	1,213	180	1,393	1,213	-	1,213

8. Cost of raising funds

	Year to 31 March 2022			Year to 31 March 2021		
	Restricted Funds	Unrestricted Funds	Total	Restricted Funds	Unrestricted Funds	Total
	£	£	£	£	£	£
Staff costs	11,024	-	11,024	7,976	-	7,976
Fundraiser	4,500	-	4,500	1,055	-	1,055
Total	15,524	-	15,524	9,031	-	9,031

9 Trustees and key management personnel remuneration and expenses

The trustees did not receive any remuneration. Reimbursed expenses during the year £0 (2021 - £0).
(The charity considers its key management personnel comprise the Board of Trustees and its CEO.
The total amount of employee benefits including employer's pension contributions received by key management personnel were £55,118 (2021: £51,559).

10. Staff costs and employee benefits

	2022	2021
	£	£
Staff costs were as follows:		
Gross salaries	183,225	146,273
Employer's national insurance	12,928	8,536
Pension costs	8,869	6,511
Total	205,022	161,320

The average number of full time equivalent employees during the year was 5 (2021: 4)

No employee received emoluments of more than £60,000 pa (2021: None)

11 Pension costs

The company operates a defined contribution pension scheme in respect of its employees and also make contribution into private pension plans of employees who have not joined the company's scheme. The scheme and its assets are held by independent managers. The pension scheme charge represents contributions due from the company and amounted to £8,869 (2021 - £6,511).

12 Tangible fixed assets

	Fixtures, Fittings and Equipment	Computer Equipment	Total
	£	£	£
Costs			
At 1 April 2021	4,512	28,982	33,494
Additions		1,426	1,426
At 31 March 2022	£4,512	£30,408	£34,920
Depreciation			
At 1 April 2021	*4,512*	*28,543*	*33,055*
Charge for the Year	-	503	503
At 31 March 2022	£4,512	£29,046	£33,558
Net book value			
At 31 March 2022	0	1,362	1,362
At 31 March 2021	£0	£439	£439

13 Debtors

	2022	2021
	£	£
Rent debtors	757	757
Other debtors	5,937	3,801
Prepayments	1,115	352
Accrued income	19,200	5,659
	£27,008	£4,909

14 Creditors: amounts falling due to within one year

	2022	2021
	£	£
Other creditors	4,893	59
Accruals	3,700	1,239
Social security taxes & pensions	6,250	6,604
Deferred income	96,434	88,849
	£111,277	£96,751

15 Analysis of net assets between funds

	General funds	Designated funds	Restricted funds	Total funds
	£	£	£	£
Tangible fixed assets	1,362	-	-	1,362
Net Current assets	95,879	65,000	17,990	178,869
Net assets at 31 Match 2022	£97,241	65,000	£17,990	£180,232

The trustees have designated £65,000 for the wind down of the charity in an orderly manner, should it become necessary.

16 Movements in funds

	At 1 Apr 2021	Incoming Resources	Outgoing Resources	Transfers	At 31 Mar 2022
	£	£	£		£
Restricted Funds:					
City Bridge Trust Cornerstone Fund	33,000	95,667	*110,325*	-	18,342
Runnymede Trust	-	17,358	*17,358*	-	-
Barrow Cadbury Trust	(923)	21,800	21,229	-	(352)
City Bridge Trust – Core	8,184	29,650	*37,834*	-	-
TNL Community Fund	-	20,124	20,124	-	-
National Voices	-	10,000	10,000	-	-
Oak Foundation	-	899	899	-	-
Total Restricted Funds	£40,262	£195,498	£217,769	-	£17,990
Unrestricted Funds:					
Unrestricted Funds:					
Fixed asset	439	1,426	503	-	1,362
Designated Funds:					
Working Capital	75,000	-	-	(10,000)	65,000
General Funds	83,093	38,644	35,859	10,000	95,878
Total Unrestricted Funds	*158,533*	40,070	36,362	-	162,241
Total Funds	*£198,795*	£235,568	£254,131	£-	£180,232

17 Movements in Funds (continued)

Purposes of restricted funds:

City Bridge Trust, Cornerstone Fund, has provided funding to deliver a package of communications and media support services to staff, board members and volunteers of voluntary organisations. The project is a partnership between three organisations.

City Bridge Trust is providing funding as contribution towards the core costs of the organisation.

Runnymede have provided funded for: Different constituencies working together to contribute to long term change. The project is being led by Runnymede Trust and it's a partnership between Runnymede and ROTA.

Barrow Cadbury Trust has provided funding to carry out Secretariat functions for CORE (Coalition for Race

Equality) and is being delivered by ROTA in partnership with Voice for Change England (V4CE).

The National Lottery Community has funded Rota's Volunteer Organiser for 6 months to support our Coronavirus Community Support work.

The Oak Foundation have provided funds for the transition into operational sustainability of the organisation and to deliver a solution-focused pilot project plan for ROTA's housing arena of work.

The National Voices Collaboration Grant is for the Long Covid Project.

The fixed assets fund represents the reducing net book value of fixed assets purchased from restricted funds.

In the opinion of the Trustees, there are sufficient resources held to enable each fund to be applied in accordance with the restrictions imposed by the donor.

18 Related party disclosures

There are no related party transactions for the year ended 31 March 2022.

19 Legal status of the charity

The charity is a company limited by guarantee and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

20 Corporation Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable activities.

RACE ON THE AGENDA FINANCIAL STATEMENTS AND TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2022

rota
Resource for London
356 Holloway Road
London N7 6PA

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Facebook: facebook.com/ROTA.org
Twitter: twitter.com/raceontheagenda

RACE ON THE AGENDA

England & Wales - Charity number 1064975

Accounts

RACE ON THE AGENDA

Company No: 3425664
Charity No: 1064975

rota

Financial Statements and Trustees' Report

for the year ended 31 March 2021

Race on the Agenda

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Race on the Agenda

Status:	Company Limited by Guarantee No. 3425664 Charity registration No. 1064975 The Company's governing document is its Memorandum and Articles of Association dated 15 December 2008
Secretary and registered office:	Maurice Mcleod Resource for London 356 Holloway Road London N7 6PA Tel: 020 7697 4093 Website: www.rota.org.uk Email: rota@rota.org.uk Facebook: facebook.com/ROTA.org/ Twitter: twitter.com/raceontheagenda
Trustees:	Ali Ahmed (Chair) Gifford Sutherland Lorraine Dongo (Vice-Chair) Dr. Tele Amuludun Gurpreet Virdee (Treasurer) Maurice Mcleod (Resigned 9 July 2020) Karim Murji Keiko Okawa Jasber Singh
Independent Examiner:	A.A Boafo-Brewu, FCCA, MBA Augustus & Co Chartered Certified Accountants 374 Ley Street Ilford, Essex IG1 4AE
Bankers:	Unity Trust Bank plc Nine Brindleyplace Birmingham B1 2HB

Race on the Agenda

Trustees' report
for the year ended
31st March 2021

The trustees are pleased to present their annual directors' report together with the financial statements of the charity for the year ended 31 March 2021 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and the 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).

Structure, governance and management

ROTA is a registered charity (No. 1064975) and a company limited by guarantee (No. 3425664), governed by a memorandum and articles of association. The company has an executive committee, known as the board of trustees, of not less than three people including:

- the honorary officers, Chair, Vice Chair and Treasurer;
- trustees elected by ROTA members;
- trustees co-opted by the board of trustees.

The business of the company is managed by the board of trustees. The board has also established three sub-committees which meet in addition to scheduled general board meetings (bi-monthly). These are:

- Human resources sub-committee (meets ad hoc);
- Finance sub-committee (meets bi-monthly);
- Communications sub-committee (meets at least twice a year).

Governing document

The organisation is a charitable company limited by guarantee, incorporated on 27 August 1997 and registered as a charity on 22 October 1997. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association. The Memorandum and Articles of Association were amended by Resolution dated 15 December 2008. In the event of the company being wound up members are required to contribute an amount not exceeding £10.

Recruitment and appointment of trustees

The directors of the company are also charity trustees for the purposes of charity law and under the company's Articles are known as directors. At each annual general meeting one-third of the directors or, if their number is not three or a multiple of three, the number nearest to one third must retire from office and offer themselves for re-election.

The board has agreed a policy and procedure for the recruitment and selection of new members. Vacancies for elected and co-opted Board members are advertised although candidates may also be identified through networking or contacts.

Advertisements are based on the role description and any skills gaps identified through the most recent board skills audit. During the year 2020/21, one trustee resigned. The Board had an average of 7 members at the end of the year, March 31st 2021.

Trustee induction and training

Some board members are already familiar with the practical work of the charity having been on the board for a number of years and having had experience of working in or with the Third Sector. Further policies and procedures for the induction and training of new trustees have been developed, agreed and implemented by the Board. New members of the Board are able to attend a course "Roles and Responsibilities of Trustees" organised by the Directory of Social Change. Copies of ROTA publications are distributed to all new board members along with the Memorandum and Articles, the latest financial statements, The Charity Commission publication "Essential Trustee", the NCVO publication "Code of Good Governance", the ROTA business plan, the Charity Commission guide on conflict of interest, Charity Commission Declaration Form and the ROTA flier.

Risk management

The board of trustees and Chief Executive have reviewed ROTA's activities and identified the risks to which it is exposed, in particular those related to operations and finances. This process involved identifying the risks and prioritising them in terms of potential impact and likelihood of occurrence. Controls to prevent or minimize the risks have been identified, together with deadlines for their implementation. The risk register is reviewed by the board of trustees annually. Towards the end of the financial period this report covers the organisation went in lockdown as a result of COVID-19 and this will have a significant effect on ROTA's finances and operations in the next financial period.

Objectives and activities

Summary of the objects of the charity
The object for which the company is established is:

"To work towards the elimination of racial discrimination and to promote equality of opportunity, human rights and good relations between persons of different groups" (ROTA memorandum of association).

ROTA is one of Britain's leading expert organisations on "race" equality, focusing on issues that affect Black, Asian and minority ethnic (BAME) communities. Originally set up in 1984 as GLARE (Greater London Association for Race Equality) ROTA renamed itself and adopted a new constitution in 1997.

ROTA aims to increase the capacity of BAME organisations and strengthen the voice of BAMER communities through increased civic engagement and participation in society. We do this by carrying a number of strategic projects and through action research on various aspects of the many BAME communities throughout the UK.

The context for ROTA's work in the period

The context for race equality work in the UK over this period was transformative with a genuine public awakening to issues of inequality. This presented both opportunities and challenges for ROTA and its work.

The year started with the nation in lockdown as the world faced the start of the Covid-19 pandemic. This has a major impact on the function of ROTA as an organisation as staff as the office was forced to close and staff had to stay home under lockdown regulations.
Lockdown itself highlighted the huge gulf in resources that people from marginalised communities face, with issues around overcrowding and poor-quality housing combining with challenges around the unequal access to technology to stretch many households to breaking point.

The early lockdowns saw a massive increase in Stop & Search and the disproportionate way this police power is used when it comes to young people from BME communities was made even more stark.

In May, George Floyd was murdered by police officer Derek Chauvin, on the streets of Minneapolis in the USA and the world took notice. Demonstrations started in the USA but quickly spread around most of the world with millions taking to the streets, in the middle of global pandemic, to protest about structural racism.

The movements, which loosely gathered under the revived Black Lives Matter slogan, did not stop at calling for major reforms of the police and criminal justice systems but grew organically to call for the decolonisation of education, honest conversations about British history, decent treatment for refugees and migrants and many other issues of equality. The response to the public demands for change saw some increases in the funding made available for work on anti-racism projects. This was boosted by a spike in interest from corporates, universities, local authorities, employers and political bodies in issues of equality diversity and inclusion.

The Government, which had initially been sceptical about the calls for measures to tackle systemic racism in Britain, bowed to public pressure and set up the Commission on Race and Ethnic Disparities to examine race inequality in the UK.

ROTA argued that there had already been a number of reports into race in Britain and that many of the recommendations in these had not been acted upon and so the setting up of yet another Commission to produce another report was unlikely to be effective.

The publication of the Commission's findings was delayed until April 2021 but even before its publication there were concerns that the aim of the Report would be to 'change the narrative' on race rather than to actually tackle systemic racism.

The Government also plans to introduce a number of new Bills which we believe will have a negative impact on the communities we represent. These include the Police, Crime, Sentencing and Courts Bill (which looks to increase police powers on Stop and Search as well as criminalising the lifestyles of many in Gypsy, Roma and Traveller communities.

The increased interest in racial inequality meant that a number of the issues that ROTA has been working on, such as the Windrush scandal and the Grenfell disaster, gained increased prominence.

After more than seven years at the helm, Andy Gregg stood down as CEO in August 2020 and was replaced by Maurice Mcleod in September 2020. This presented challenges in terms of continuation and combined with the challenges introduced by the new working practices, this led to a period of transition.

Work completed in 2020 - 2021

Summary of the main activities undertaken for the public benefit in relation to the charity's objectives

In planning our activities for the year, the trustees confirm we have had regard to the Charity Commission's guidance on public benefit. ROTA remains focused on its charitable mission. ROTA provides a unique combination of frontline and infrastructure services to all BAMER organisations and BAMER people, paying particular attention to those who tend to be marginalised or excluded.

Some of ROTA's funding is restricted to London but we also operate more widely in England and our REACT Project brought us into a European partnership to develop solutions for online race hate.

ROTA's services in 2020 – 2021 can be grouped under four categories:

a) **Policy Development, Voice and Representation** of issues affecting Britain's BAMER communities by developing responses to consultations and legislative changes, sitting on policy bodies and by supporting staff of other BAMER and equality organisations to sit at the decision-making table. Our partnership with Voice for Change England to provide the secretariat for the Coalition for Race Equality and our work with Equally Ours (the social justice coalition) were prime examples of this
b) **Information, Research and Awareness Raising** through innovative research and publications, website, articles and blogs, external papers, holding events, attending and speaking at external events, campaigning and by providing specialised support, training, consultancy and advice. ROTA produced research into BME workers and zero hours contracts with the TUC and statements on a number of issues via CORE.
c) **Media representation and thought leadership** ROTA increased its media output vastly towards the end of 2020. Our CEO made over 50 media appearances including being the expert contributor to a Channel 5 special on race. ROTA also contributed to more than 20 press articles on race and greatly improved its public visibility immeasurable in this period.
d) **Projects for Capacity-building and Skills Development** through training, advice and support programmes to those working within the BAMER and equalities sector or providing services

to BAMER and other equality groups and individuals. In particular, our Crème project saw ROTA support communications training for the sector by producing a range of accessible content to help organisations tell their stories more effectively.

During the year, ROTA's work was supported by 12 volunteers who committed a total of over 500 hours.

Additional information on objectives and activities

2020-21 was a year of transformation for ROTA. With the three most senior members of staff either leaving or seeing their projects come to an end, there has been a change in how the organisation functions. The environmental changes (BLM, Covid etc) have meant that ROTA has had to re-evaluate its organisational strategy to take in the new opportunities and to mitigate for the new challenges.

The organisation gained new funding during the year which resulted in ROTA taking on new staff. Due to the commitment of our staff team, volunteers, members and funders, we met all our set targets as well as developing new projects.

ROTA reviewed and updated its Strategic Plan at a board and staff away day, facilitated by an external consultant. We were able to refresh and develop our strategic plan and analyse the complexities of the current environment for race equality and BAMER communities. We continued to collaborate with the Runnymede Trust, BTEG and Voice for Change England who we worked with on the Secretariat of the Coalition for Race Equality (CORE).

ROTA membership continued to grow, resulting in a 50% increase, composed of both individual and organisational membership. 2020/21 saw 915 new members join ROTA. We continue to develop our online presence with over 8500 twitter followers and over 700 Facebook page followers.

Fundraising

During the period we had a mixed record on fundraising with new funding from the National Lottery Community Fund through its Coronavirus Community Support Fund (CCSF) which enabled us to recruit two volunteer coordinators. We were less active at applying for funding than we have been in previous years as the organisational plan was developed and the new CEO bedded in.

ROTA attracted more direct donations than ever before though with both individual and organisational donations increasing in the months following George Floyd's killing. This has meant that existing staff have been retained without any need to reduce hours or make savings. Due to the commitment of our staff team, volunteers, members and funders, we met all our set targets as well as developing new projects and carrying out a full review of the ROTA Strategic Plan.

Achievements and performance

POLICY DEVELOPMENT, VOICE AND REPRESENTATION:

In 2020-21, ROTA staff was involved in 14 different policy and decision-making bodies, covering a wide range of issues including but not limited to: BME community development (HEAR, CORE), cross-equalities (e.g., Equally Ours), health inequalities and developing BME strategic policy (e.g., CORE), IntegratED (looking at school exclusions), campaigns to highlight changes to legislation such as the Elections Bill, the Police, Crime, Sentencing and Courts Bill and other Government proposals.

As part of CORE, we responded to the CRED and the Law Commission's consultation on Hate Crime and wrote to the PM asking him to consider racial disparity when planning the Government's Covid-19 response.

We met virtually with over 140 policy makers and stakeholders regionally and nationally. We put pressure on government and public services to promote equality of opportunity for BAME groups and respect human rights. ROTA's policy development work was facilitated by a part time Policy Development Officer post funded by Esmee Fairbairn and Barrow Cadbury charitable trusts. This post was shared with the Runnymede Trust. The increased demands on policy work which both organisations faced made sharing an officer challenging.

The CRÈME project (Communicating the Race Equality Message Effectively) which provided support and training to BAME groups on various communication skills as well as bringing together the communication strategies of Runnymede, BTEG and ROTA was in the second year of its three years programme. The pandemic and increased demand for commentary on race equality meant the project underwent major changes in its delivery. These were communicated to the funder. CRÈME pivoted to producing online content that the whole sector can use while the project also supported the increased media output from the partner organisations.

INFORMATION, RESEARCH AND AWARENESS RAISING:

Our principal target groups continue to be Black, Asian and minority ethnic communities, anti-racist voluntary organisations, policy makers in government and public sector bodies, and funders. We believe in evidence-based policy. We disseminated information and increased awareness of issues affecting BAME communities and other equality groups through:

- **In-house publications:** Published 5 online blogs, 6 Policy E-Newsletters and a joint report with the TUC looking at zero-hour contracts. All of these publications are available from our website at rota.org.uk;
- **ROTA events:** Held an AGM for year 19/20 in March 2021 which was followed by a special conference on "Funding for the anti-racist sector" which saw over 40 people attend virtually. More details of this event are available on our website at rota.org.uk;
- **Consultancy and advice**: As an expert agency on race equality and equality, ROTA provided advice and support to public, private and third sector organisations and individuals. We also provided expert and specialised support and advice including the collection of data, carrying out research and helping others to understand and interpret quantitative and qualitative findings within a policy context.

- **External events:** ROTA staff attended online 48 external events and spoke virtually at an additional 14 conferences, seminars and lectures;
- **Media representation and campaigning:** The change in CEO and huge increase in interest in race issues which followed George Floyd's death saw presented ROTA with the opportunity to drastically increase its media profile. ROTA was represented on over 50 media appearances and were quoted in more than 20 articles. ROTA's work is evidence based and supported by our research and networking activities and programmes. Examples of this include our research on zero-hours contracts and our statements on the exam fiasco and Covid response.

SPECIFIC ROTA PROJECTS:

CRÈME Communications Project

The CRÈME project is a collaboration between ROTA, the Runnymede Trust and BTEG, which began in July 2019. It also offers support and training around communications for other smaller race equality organisations based in London in developing their communications skills and strategies as well as providing support for the three partner organisations in developing their communication needs as well as providing comms support to the CORE collective. The pandemic made it much harder to meet organisations in person and so for the second year of its programme much of Crème's worked focussed on producing online tools for organisations to use and in helping to promote race equality messages via media platforms. The increase in media interest in race equality meant that CRÈME provided lots of support to the partner organisations in handling media enquiries and appearances. The project is funded by City Bridge Trust under their Cornerstone Project which brings the CRÈME project together with a number of other innovative projects designed to build the capacity of the voluntary and community sector in London

Coalition for Race Equality (CORE)

In partnership with Voice for Change England, we continue to deliver the secretariat and project development for the Coalition for Race Equality.

The Secretariat continued its work ensuring the smooth running of the CORE network. ROTA manages the CORE Development Officer, Karun Maudgil who started in January 2020. The role of the Development Officer is to sharpen the administrative function of CORE, and ensure that meeting minutes are distributed in a timely manner, in order to prevent any potential for miscommunication between CORE members.

The Development Officer has also sought to improve engagement within CORE organisations and so set up a WhatsApp group to aid more immediate communications.

- 6 Steering Group meetings held;
- CORE Twitter: CORE increased its Twitter followers by 50% to almost 900 during this period.
- CORE events: CORE hosted an event to enable people from BME communities, who may have been hesitant about the COVID-19 vaccine, the opportunity to hear from and ask

questions of black and Asian health experts. The event was a huge success and attracted over 250 viewers.

- Statements and responses: wrote to PM demanding that he consider race inequality in his response to COVID-19, wrote to the Health Secretary about his review into the disproportionate BME COVID-19 deaths, statement on the CRED, responded to the Law Commission's consultation on hate crimes, wrote to the EHRC about racial inequality in healthcare workplaces, supported the Runnymede Trust when it faced attack.

Halo Collective

The Halo Collective is a youth-led Collective of organisations and individuals working to create a future without hair discrimination. Race-based hair discrimination has been illegal in the UK since the Equalities Act became law in 2010. But for many Black people, battling racist hair policies - official or unofficial - is still part of everyday life. The law is clear, but it's not enough. The Halo Collective is campaigning to help schools and workplaces understand how to fulfil their legal and moral obligations, and to help pupils, parents, and employees understand how to safeguard their right not to be discriminated against. ROTA was involved from the inception and was one of the first organisations to sign up to the Halo pledge not to discriminate.

Class Levelling Up

The Government's 'levelling up' agenda looks like being a major driver of economic policy over the life time of the current administration. Class (The Centre for Labour and Social Studies) produced *What will it really take to level up?* The report argued that 'levelling up' does not exist in any meaningful sense and that the government approach of regional investment is doomed to failure because it ignores inter-regional imbalances; poverty; low pay and job insecurity; as well as, socio-economic, gender, age and ethnic disparities. ROTA provided the analysis on *Levelling up Black, Asian and minority ethnic communities* and wrote the chapter on this arguing that focusing on geographic inequality while ignoring the impact of structural racism will only serve to increase inequality.

It Takes a System

A new report by Dr Sanjiv Lingayah (Beyond Race) and ROTA shone a light on the systemic nature of racism and explored pathways to systems change. It takes a system provides a clear definition of this slippery concept and outlines an agenda for dismantling systemic racism. This includes creative efforts to bring to life how systems function as well as the development, by advocates and activists, of blueprints to show what a system that centres racial and other justice looks like.

Volunteer Coordinator

Funded by the London Community Response Fund, this award funded the hiring of a volunteer coordinator. ROTA's reputation for robust evidence-based research makes it a popular place for volunteers to gain some research and social policy experience. ROTA receives a large number of high-quality approaches from prospective volunteers but was not always able to make use of these approaches. The Volunteer Coordinator was employed on a job share and created on-rolling and engagement protocols for volunteers.

The Avocado+ project

In November 2020 and in collaboration with Money4YOUTH (now known as Money4YOU) and Black Fundraisers UK, the AVOCADO+ Accelerator programme held its graduation. The event was held virtually because of the impact of the pandemic. This is an innovative project to improve sustainability, fundraising confidence and leadership of BAMER charities and social enterprises, funded by the Tudor Trust. The project supported 12 organisations with their fundraising and governance through training days and one-to-one support. ROTA supported the project throughout with a staff member being seconded onto their team.

Policy Officer post

Kimberly McIntosh continued to provide high quality policy interventions for ROTA as part of a partnership with the Runnymede Trust. She also provided the secretariat for the All-Party Parliamentary Group on Race and Community chaired by David Lammy MP. Kimberley left in August 2020 and was replaced by Alba Kapoor who continued to deliver high quality political support for both organisations. It became clear that this was not a sustainable situation as the level of work both organisations were requiring had increased so substantially in the wake of the Black Lives Matter movement. The decision was made for Alba to work exclusively for Runnymede and for ROTA to hire its own policy support.

Education work

ROTA's main educational research focused on changing and challenging the illegal practice of informal exclusions from school. Informal exclusions, which disproportionately affect some BAME young people, were investigated through desk research, Freedom of Information Requests to Local Authorities, focus groups with young BAME people and interviews with teachers, youth organisations, supplementary schools and youth offending teams. The report was badly hampered by the staff issues and the onset of the pandemic and the funder Porticus decided that they were not happy with the report we were able to produce. Eleanor Stokes took on a huge amount of work to get the Report completed and when the funder rejected ROTA's work, Eleanor committed to working on it voluntarily. Working with Alba and later volunteers ROTA decided the information was too important to disregard and so we have decided to produce the report from our own resources and Eleanor's dedication.

SKILLS DEVELOPMENT:

ROTA aims to increase the capacity of BAMER and equality organisations to get engaged in policy, develop partnerships and learn from best practice. We also aim to increase the skills and knowledge of BAMER individuals to fight discrimination and become champions in helping to promote equality of opportunity.

Pandemic restrictions precluded in-person meetings and so we produced online resources and delivered seminars and workshops. These were largely delivered via our work with the CRÈME project and CORE.

Financial review

The financial position of the charity, at the end of the financial year is as set out in the attached financial statements. We received funding from Cornerstone, The London Community response Fund, City Bridge Trust in this period as well as a noticeable increase in donations. Our part time Policy Officer post was funded by Barrow Cadbury and Esmee Fairbairn Charitable Trusts through the Runnymede Trust.

Investment policy

The trustees are committed to using and maintaining reserves prudently. As a result of this and the current financial climate ROTA does not invest in medium- and long-term markets. Our reserves are placed in a 'risk free' savings account with Unity Trust Bank. The investment is monitored on a weekly basis.

Reserves policy

The board of trustees has examined the charity's requirements for reserves in light of the main risks to the organisation. It has established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets held by the charity should be between 3 and 6 months of the annual expenditure. The reserves are needed to meet the working capital requirements of the charity and the Board are confident that at this level they would be able to continue the current activities of the charity in the event of a significant drop in funding. At the year-end, unrestricted funds amounted to £158,533, of which £83,533 represented general funds. The trustees have designated the remaining £75,000 for the wind down of the charity in an orderly manner, should it become necessary.

Plans for future periods

Subject to satisfactory funding arrangements, ROTA will continue delivering its work to meet its charitable objects. We will build on our reputation and strong partnerships to bring added value to the projects we have already undertaken and introduce new work reflecting the needs and wishes of the BAME Third Sector and the communities it was set up to serve.

We intend to:

- Continue to develop ROTA as an independent research and social policy charity which focuses on the issues facing Black, Asian, ethnic minority and Refugee communities;
- Seek new funding for education work and to develop new projects;
- Seek funding so as to continue to develop training on the Equalities Act 2010 and on Holding Public Authorities to Account using the Public Sector Equalities Duty
- Develop an Equality Assessment Framework and related training;
- Develop a micro-site for an on-line tool kit of communications resources
- Continue producing publications;
- Hold events whether virtual or in-person on key policy issues;

- Contribute to producing external publications, speak at external events and sit on various decision-making bodies;
- Consult with the BAME sector on health, education, housing, employment, immigration and criminal justice and from the consultation develop policy responses and projects;
- Continue partnership working Money4YOU on the Avocado+ Accelerator Programme;
- Be a public voice against structural racism in the media
- Facilitate and champion collaborative working in the BAMER voluntary sector
- Diversify our funding base by exploring appropriate relationships with private sector organisations
- Work on a basis of collaboration rather than competition through projects like CORE and CRÈME with other BME-led organisations.

Statement of trustees' responsibilities

The trustees (who are directors of the charitable company for the purpose of company law) are responsible for preparing the trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of the affairs of the charitable company and of the incoming resources and application of resources, including income and expenditure of the charitable company for that period.

In preparing these financial statements, the trustees are required to:

a) select suitable accounting policies and apply them consistently;
b) observe the methods and principles in the Charities SORP;
c) make judgements and estimates that are reasonable and prudent;
d) state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
e) prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

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

The trustees are responsible for the maintenance 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 legislation in other jurisdictions.

Independent Examiner

A resolution to reappoint Augustus & Co, Chartered Certified Accountants, as the Independent Examiner of the company will be proposed at the Annual General Meeting.

This report, which has been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006, was approved by the board 25 October 2021 and signed on its behalf by:

Ali Ahmed (Nov 17 2021 09:43 GMT)

Ali Ahmed (Chair and Trustee)

Independent Examiner's Report to the Directors of Race on the Agenda

I report to the trustees (who are also Directors for the purpose of company law) on my examination of the financial statements of Race On The Agenda ('the charitable company') for the year ended 31 March 2021 which comprise the Statement of Financial Activities, the Balance Sheet and related notes.

This report is made solely to the charity's trustees, as a body, in accordance with section 145 of the Charities Act 2011. My work has been undertaken so that I might state to the charity's trustees those matters I am required to state to them in this report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for my work, for this report, or for the opinions I have formed.

Responsibilities and basis of report

As the trustees of charitable company, you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

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

An independent examination does not involve gathering all the evidence that would be required in an audit and consequently does not cover all the matters that an auditor considers in giving their opinion on the financial statements. The planning and conduct of an audit go beyond the limited assurance that an independent examination can provide. Consequently, I express no opinion as to whether the financial statements present a 'true and fair' view and my report is limited to those specific matters set out in the independent examiner's statement.

Independent examiner's statement

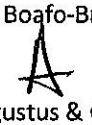
If the charitable company's gross income exceeds £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ACCA, which is one of the listed bodies.

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

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

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

A A Boafo-Brewu (FCCA MBA)



Augustus & Co
Dated: 19 November 2021

374 Ley Street
Ilford
Essex IG1 4AE

Statement of Financial Activities (incorporating the Income and Expenditure Account) for the year ended 31 March 2021

	Notes	Year ended 31 March 2021 Restricted Funds	Unrestricted /Desiganted Funds	Total	*Year ended 31 March 2020* *Restricted Funds*	*Unrestricted Funds*	*Total*
		£	£	£	£	£	£
Income from:							
Donations and legacies	2	-	90,915	90,915	-	1,764	1,764
Income from charitable activities:							
Voluntary income	3	240,642	0	240,646	186,656	-	186,656
Activities for generating funds				0			
Income from other activities:							
Fees and sundry	4	0	1,470	1,470	-	2,367	2,367
Investment income		-			-		
Total Income		£240,642	£92,385	£333,027	£186,656	£4,131	£190,786
Expenditure on:							
Raising funds	8	9,031	0	9,031	6,074	1,520	7,594
Charitable activities	5	220,238	(£439)	219,799	199,940	13,892	213,831
Other resources expended				0			
Total Expenditure		£229,269	(£439)	£228,831	£206,014	£15,412	£221,425
Net income /(expenditure) and net movement of funds for the year		11,373	92,824	104,196	(19,358)	(11,281)	(30,639)
Net income /(expenditure) before other recognised gains and losses		11,373	92,824	104,196			
Reconciliation of funds							
Total funds brought forward		28,890	65,708	94,598	48,248	76,989	125,237
Total funds carried forward		£40,262	£158,533	£198,795	£28,890	£65,708	£94,598

The Statement of Financial Activities includes all gains and losses recognised in the year.
All incoming resources and resources expended derive from continuing activities.

The notes on pages 18 to 25 form part of these financial statements.

Balance Sheet as at 31 March 2021

	Note	2021		2020	
		£	£	£	£
Fixed assets					
Tangible assets	12		439		0
Total fixed assets			439		0
Current assets					
Debtors	13	4,909		7,177	
Cash at bank and in hand		290,197		143,842	
Total current assets		295,106		151,020	
Creditors: amounts falling due within one year	14	(96,751)		(56,421)	
Net current assets/(liabilities)			198,356		94,598
Total assets less current liabilities			198,795		94,598
Net assets			198,795		94,598
The funds of the charity:					
Restricted funds	16		40,262		28,890
Designated fund	15	75,000			
General fund	16	83,533		65,708	
Total unrestricted funds			158,533		65,708
Total charity funds			198,795		94,598

The company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies. The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The directors/trustees acknowledge their responsibilities for complying with the requirements of the Companies Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to small companies subject to the small companies' regime and in accordance with FRS102 SORP.

These financial statements were approved by the board on 25 October 2021 and signed on its behalf by:

Ali Ahmed Nov 17, 2021 09:48 GMT)

Director - Ali Ahmed (Chair and Trustee)

Gurpreet Virdee

Director - Gurpreet Virdee (Treasurer)

Registered Company number 3425664.

The notes on pages 18 to 25 form part of these financial statements.

Notes to the Financial Statements for the Year Ended 31 March 2021

1 **Accounting policies**

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the year and in the preceding year.

(i) Basis of accounting

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.

(ii) Fund accounting

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

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

(iii) Incoming resources

All incoming resources are included in the statement of financial activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

- Voluntary income is received by way of grants, donations and gifts and is included in full when receivable.
- Donated services and facilities are included at the value to the charity where this can be quantified. The value of services provided by volunteers has not been included in these accounts.
- Investment income is included when receivable.

(iv) Resources expended

Expenditure is accounted for on an accrual basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates.

- Costs of generating funds comprise the costs associated with attracting voluntary income.
- Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.
- Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the charity.

- All costs are allocated between the expenditure categories of the statement of financial activities on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned on an appropriate basis.

(v) Depreciation of Fixed assets

Tangible fixed assets are stated at cost less accumulated depreciation. The cost of minor additions or those costing below £500 are not capitalised. Depreciation is provided at rates calculated to write off the cost of each asset over its expected useful life. The rates used are as follows:

Office and IT equipment	25% straight line

A full year's depreciation is charged in the first year of use of the asset.

(vi) Pension costs

The company provides a workplace pension through The People's Pension. For employees who do not join the scheme, the company makes a contribution into their private pension schemes.

2 Donations

	Year to 31 March 2021			Year to 31 March 2020		
	Restricted Funds £	Unrestricted Funds £	Total £	Restricted Funds £	Unrestricted Funds £	Total £
Donations	-	90,915	90,915	0	1,764	1,764
	0	£90,915	£90,915	0	£1,764	£1,764

3 Grants

	Year to 31 March 2021			Year to 31 March 2020		
	Restricted Funds £	Unrestricted Funds £	Total £	Restricted Funds £	Unrestricted Funds £	Total £
City Bridge Trust, Cornerstone Fund	71,067	-	71,067	63,033	-	63,033
Trust for London	31,000	-	31,000	37,250	-	37,250
Runnymede Trust	13,500	-	13,500	13,500	-	13,500
Rights, Equality and Citizenship Programme	-	-	-	5,659	-	5,659
The Tudor Trust	25,213	-	25,213	20,000	-	20,000
Burrow Cadbury Trust	43,000	-	43,000	21,500	-	21,500
Benevlentia	14,286	-	14,286	25,714	-	25,714
City Bridge Trust – Core	15,450	-	15,450	-	-	-
London Community Response Fund	12,915	-	12,915	-	-	-
TNL Community Fund	14,211	-	14,211	-	-	-
	£240,642	-	£240,642	£186,656	-	£186,656

4 Fees and other incoming resources from charitable activities

	Year to 31 March 2021			Year to 31 March 2020		
	Restricted Funds £	Unrestricted Funds £	Total £	Restricted Funds £	Unrestricted Funds £	Total £
Fees and other services	-	1,470	1,470	-	2,367	2,367
	-	£1,470	£1,470	-	£2,367	£2,367

5 Analysis of expenditure

Basis of Allocation: Unless stated allocated on a usage basis	Year to 31 March 2021 Restricted Funds £	Unrestricted Funds £	Total £	Year to 31 March 2020 Restricted Funds £	Unrestricted Funds £	Total £
Charitable Activities						
Direct Costs:						
Wages and Salaries	146,273	-	146,273	117,764	10,945	128,709
Employer's NI contributions	8,536	-	8,536	8,863	- 1,685	7,178
Pension Costs	6,511	-	6,511	5,256	941	6,197
Staff recruitment	275	-	275	699	-	699
Staff travel and subsistence	975	-	975	449	79	528
Staff training	-	-	-	329	-	329
Sessional Staff	600	-	600	1,520	-	1,520
Volunteer expenses	-	-	-	1,633	-	1,633
Training/Workshops	5,250	-	5,250	3,602	-	3,602
Equipment and materials	3,156	(585)	2,571	1,741	-	1,741
Travel and subsistence abroad	-	-	-	551	757	1,309
Publications/Promotion	2,350	-	2,350	120	-	120
Consultancy	3,538	-	3,538	6,302	-	6,302
Events	475	-	475	9,266	122	9,388
Partnership payments	27,625	-	27,625	19,987	-	19,987
Evaluation	-	-	-	2,800	-	2,800
Rent and service charges	9,513	-	9,513	8,211	1,583	9,794
IT support	4,140	-	4,140	2,922	-	2,922
Office costs	8,840	-	8,840	7,470	(201)	7,269
Depreciation charges	-	146	146	126	-	126
Governance costs (see note 7)	1.213	-	1.213	329	1,351	1,680
Total	£229,269	(£439)	£228,831	£199,940	£13,892	£213,832

6 Net Income (Expenditure)

	2021	2020
	£	£
Net incoming resources is stated after charging:		
Depreciation and other amounts written off tangible assets	146	126
Independent Examiner's fees	1,200	1,380
Total	-	-
	£1,346	£1,506

7. Governance costs

	Year to 31 March 2021			Year to 31 March 2020		
	Restricted Funds	Unrestricted Funds	Total	Restricted Funds	Unrestricted Funds	Total
	£	£	£	£	£	£
Trustees' costs	-	-	-	190	97	287
Independence examiner's fees	1,200	-	1,200	126	1,254	1,380
AGM and Annual Report	13	-	13	13	-	13
	--	--	-	-	--	1,680
	1,213	-	1,213	329	1,351	

8. Cost of raising funds

	Year to 31 March 2021			Year to 31 March 2020		
	Restricted Funds	Unrestricted Funds	Total	Restricted Funds	Unrestricted Funds	Total
	£	£	£	£	£	£
Staff costs	7,976	-	7,976	5,874	-	5,874
Fundraiser	1,055	-	1,055	200	1,520	1,720
Total	9,031	-	9,031	6,074	1,520	7,594

9 Trustees and key management personnel remuneration and expenses

The trustees did not receive any remuneration. Reimbursed expenses during the year £0 (2020 - £297.69).
(The charity considers its key management personnel comprise the Board of Trustees and its CEO.
The total amount of employee benefits including employer's pension contributions received by key management personnel were £51,559 (2020: £38,458).

10. Staff costs and employee benefits

	2021	2020
	£	£
Staff costs were as follows:		
Goss salaries	146,273	134,583
Employer's national insurance	8,536	7,178
Pension costs	6,511	6,197
Total	161,320	147,958

The average number of full time equivalent employees during the year was 4 (2020: 3.5)

No employee received emoluments of more than £60,000 pa (2020: None)

11 Pension costs

The company operates a defined contribution pension scheme in respect of its employees and also make contribution into private pension plans of employees who have not joined the company's scheme. The scheme and its assets are held by independent managers. The pension scheme charge represents contributions due from the company and amounted to £6,511 (2020 - £6,197).

12 Tangible fixed assets

	Fixtures, Fittings and Equipment	Computer Equipment	Total
	£	£	£
Costs			
At 1 April 2020	4,512	28,397	32,909
Additions		585	585
At 31 March 2021	£4,512	£28,982	£33,494
Depreciation			
At 1 April 2020	*4,512*	*28,397*	*32,909*
Charge for the Year	-	146	146
At 31 March 2021	£4,512	£28,543	£33,055
Net book value			
At 31 March 2021	0	439	439
At 31 March 2020	£0	£0	£0

13 Debtors

	2021	2020
	£	£
Rent debtors	757	757
Other debtors	3,801	250
Prepayments	352	512
Accrued income	5,659	5,659
	£4,909	£7,177

14 Creditors: amounts falling due to within one year

	2021	2020
	£	£
Other creditors	59	844
Accruals	1,239	3,985
Social security taxes & pensions	6,604	3,126
Deferred income	88,849	48,466
	£96,751	£56,421

15 Analysis of net assets between funds

	General funds	Designated funds	Restricted funds	Total funds
	£	£	£	£
Tangible fixed assets	439	-	-	439
Net Current assets	83,093	75,000	40,262	198,356
Net assets at 31 Match 2021	£83,533	75,000	£40,262	£198,795

The trustees have designated £75,000 for the wind down of the charity in an orderly manner, should it become necessary.

16 Movements in funds

	At 1 Apr 2020	Incoming Resources	Outgoing Resources	Transfers	At 31 Mar 2021
	£	£	£		£
Restricted Funds:					
City Bridge Trust, Cornerstone Fund	*24,388*	71,067	*21,551*	-	33,000
Trust for London	-	31,000	*38,645*	-	-
Runnymede Trust	-	13,500	*9,882*	-	-
The Tudor Trust	-	25,213	*14,141*	-	-
Burrow Cadbury Trust	-	43,000	*6,636*	-	(923)
Benevlentia	*4,501*	18,787	*20,000*	-	-
City Bridge Trust – Core	-	7,266	*10,000*	-	8,184
London Community Response Fund	-	12,915	*5,000*	-	-
TNL Community Fund	-	14,211	*21,500*	-	-
Total Restricted Funds	*£28,890*	£229,269	£206,014		£40,262
Unrestricted Funds:					
Fixed assets		585	146		439
Designated Funds:					
Working Capital	*65,708*	-	-	9,292	75,000
General Funds	-	92,385	-	(9,292)	83,093
Total Unrestricted Funds	65,708	92,385	-	0	158,533
Total Funds	*£94,598*	£333,027	£229,269	£0	£198,795

17 Movements in Funds (continued)

Purposes of restricted funds:

Trust for London funds the CEO's salary and ongoing costs so as to ensure strategic race equality work in London.

Runnymede (via funding from BCT and Unbound) have provided funding for: Different constituencies working together to contribute to long term change. The project is being led by Runnymede Trust and it's a partnership between Runnymede and ROTA.

Tudor Trust grant is for our Avocado and Accelerator programme. it is in partnership with Black Fundraisers UK and Money for Youth.

City Bridge Trust, Cornerstone Fund, has provided funding to deliver a package of communications and media support services to staff, board members and volunteers of vulentary organisations. The project is a parntership between three organisations.

Barrow Cadbury Trust has provided funding to carry out Secretariat functions for CORE (Coalision for Race Equality) and is being delivered by ROTA in partnership with Voice for Change England (V4CE).

Stitching Benevolentia has provided funds for the Porticus Project to support the Research into "Informal BAME exclusions".

City Bridge Trust is providing funding as contribution towards the core costs of the organisation.

London Community Resoponse Fund has provided funding for adapting Rota's services to the new Covid and post Covid environment.

The National Lottery Community Fund has funded Rota's Volunteer Organiser for 6 months to support our Coronavirus Community Support work.

The fixed assets fund represents the reducing net book value of fixed assets.

In the opinion of the Trustees, there are sufficient resources held to enable each fund to be applied in accordance with the restrictions imposed by the donor.

18 Related party disclosures

There are no related party transactions for the year ended 31 March 2021.

19 Legal status of the charity

The charity is a company limited by gurantee and has no share capital. In the event of the charity being wound up, the liability in respect of the gurantee is limited to £1 per member of the charity.

20 Corporation Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable activities.

RACE ON THE AGENDA FINANCIAL STATEMENTS AND TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2021

rota

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