

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
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London N7 6PA

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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 Bofo-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 BAME 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 Esmée 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 work 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 Esmée 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.

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

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 (Row 17: 2021.09.43 GMT)

Ali Ahmed (Chair and Trustee)

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

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 Bofo-Brewu (FCCA MBA)


Augustus & Co

Dated: 19 November 2021

374 Ley Street
Ilford
Essex IG1 4AE

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

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

Notes		Year ended 31 March 2021			Year ended 31 March 2020		
		<u>Restricted Funds</u>	<u>Unrestricted / Designated Funds</u>	<u>Total</u>	<u>Restricted Funds</u>	<u>Unrestricted Funds</u>	<u>Total</u>
		£	£	£	£	£	£
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		<u>£240,642</u>	<u>£92,385</u>	<u>£333,027</u>	<u>£186,656</u>	<u>£4,131</u>	<u>£190,786</u>
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		<u>£229,269</u>	<u>(£439)</u>	<u>£228,831</u>	<u>£206,014</u>	<u>£15,412</u>	<u>£221,425</u>
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		<u>£40,262</u>	<u>£158,533</u>	<u>£198,795</u>	<u>£28,890</u>	<u>£65,708</u>	<u>£94,598</u>

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.

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

Balance Sheet as at 31 March 2021

	<u>Note</u>	<u>2021</u>	<u>2020</u>
		£	£
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 09:40 GMT
Director - Ali Ahmed (Chair and Trustee)


Gurpreet Virdee Nov 18, 2021 10:44 GMT
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.

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

- 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

	<u>Year to 31 March 2021</u>			<u>Year to 31 March 2020</u>		
	<u>Restricted</u>	<u>Unrestricted</u>	<u>Total</u>	<u>Restricted</u>	<u>Unrestricted</u>	<u>Total</u>
	<u>Funds</u>	<u>Funds</u>		<u>Funds</u>	<u>Funds</u>	
	£	£	£	£	£	£
Donations	-	90,915	90,915	0	1,764	1,764
	-----	-----	-----	-----	-----	-----
	0	£90,915	£90,915	0	£1,764	£1,764
	=====	=====	=====	=====	=====	=====

3 Grants

	<u>Year to 31 March 2021</u>			<u>Year to 31 March 2020</u>		
	<u>Restricted</u>	<u>Unrestricted</u>	<u>Total</u>	<u>Restricted</u>	<u>Unrestricted</u>	<u>Total</u>
	<u>Funds</u>	<u>Funds</u>		<u>Funds</u>	<u>Funds</u>	
	£	£	£	£	£	£
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
Benevolentia	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
	=====	=====	=====	=====	=====	=====

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

4 Fees and other incoming resources from charitable activities

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

5 Analysis of expenditure

<u>Basis of Allocation:</u> Unless stated allocated on a usage basis	<u>Year to 31 March 2021</u>			<u>Year to 31 March 2020</u>		
	<u>Restricted</u>	<u>Unrestricted</u>	<u>Total</u>	<u>Restricted</u>	<u>Unrestricted</u>	<u>Total</u>
	<u>Funds</u>	<u>Funds</u>		<u>Funds</u>	<u>Funds</u>	
	£	£	£	£	£	£
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
	=====	=====	=====	=====	=====	=====

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

6 Net Income (Expenditure)

	<u>2021</u>	<u>2020</u>
	£	£
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
	=====	=====

	<u>Year to 31 March 2021</u>			<u>Year to 31 March 2020</u>		
	<u>Restricted</u>	<u>Unrestricted</u>	<u>Total</u>	<u>Restricted</u>	<u>Unrestricted</u>	<u>Total</u>
	<u>Funds</u>	<u>Funds</u>		<u>Funds</u>	<u>Funds</u>	
	£	£	£	£	£	£
7. Governance costs						
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	=====
	=====	=====	=====	=====	=====	
	=	=		=	=	

	<u>Year to 31 March 2021</u>			<u>Year to 31 March 2020</u>		
	<u>Restricted</u>	<u>Unrestricted</u>	<u>Total</u>	<u>Restricted</u>	<u>Unrestricted</u>	<u>Total</u>
	<u>Funds</u>	<u>Funds</u>		<u>Funds</u>	<u>Funds</u>	
	£	£	£	£	£	£
8. Cost of raising funds						
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).

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

	<u>2021</u>	<u>2020</u>
	£	£
10. Staff costs and employee benefits		
Staff costs were as follows:		
Gross 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

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

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

13 Debtors

	<u>2021</u> £	<u>2020</u> £
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

	<u>2021</u> £	<u>2020</u> £
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

	<u>General funds</u> £	<u>Designated funds</u> £	<u>Restricted funds</u> £	<u>Total funds</u> £
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.

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

16 Movements in funds

	<u>At 1 Apr</u> <u>2020</u>	<u>Incoming</u> <u>Resources</u>	<u>Outgoing</u> <u>Resources</u>	<u>Transfers</u>	<u>At 31 Mar</u> <u>2021</u>
	£	£	£		£
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)
Benevolentia	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 voluntary organisations. The project is a partnership between three organisations.

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

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).

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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