

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
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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
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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 an 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.

Fundraising

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 Esmée 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 quantitative 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's 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 Boaf-Brewu (FCCA MBA)



Augustus & Co

Dated: 12/12/2022

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

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		
		<u>Restricted</u>	<u>Unrestricted</u>	<u>Total</u>	<u>Restricted</u>	<u>Unrestricted</u>	<u>Total</u>
		<u>Funds</u>	<u>/Designated</u>		<u>Funds</u>	<u>Funds</u>	
		£	£	£	£	£	£
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		<u>£195,498</u>	<u>£40,070</u>	<u>£235,568</u>	<u>£240,642</u>	<u>£92,385</u>	<u>£333,027</u>
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		<u>£217,769</u>	<u>36,362</u>	<u>£254,132</u>	<u>£229,269</u>	<u>(£439)</u>	<u>£228,831</u>
Net income /(expenditure) and net movement of funds for the year		<u>(22,271)</u>	<u>3,708</u>	<u>(18,563)</u>	<u>11,373</u>	<u>92,824</u>	<u>104,196</u>
Reconciliation of funds							
Total funds brought forward		40,262	158,533	198,795	28,890	65,708	94,598
Total funds carried forward		<u>£17,990</u>	<u>£162,241</u>	<u>£180,232</u>	<u>£40,262</u>	<u>£158,533</u>	<u>£198,795</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 2022

Balance Sheet as at 31 March 2022

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

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.

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

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

3 Grants

	<u>Year to 31 March 2022</u>			<u>Year to 31 March 2021</u>		
	<u>Restricted</u> <u>Funds</u> £	<u>Unrestricted</u> <u>Funds</u> £	<u>Total</u> £	<u>Restricted</u> <u>Funds</u> £	<u>Unrestricted</u> <u>Funds</u> £	<u>Total</u> £
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
Benevolentia	-	-	-	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

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

4 Fees and other incoming resources from charitable activities

	<u>Year to 31 March 2022</u>			<u>Year to 31 March 2021</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	-	27,950	27,950	-	1,470	1,470
	-----	-----	-----	-----	-----	-----
	-	£27,950	£27,950	-	£1,470	£1,470
	=====	=====	=====	=====	=====	=====

5 Analysis of expenditure

<u>Basis of Allocation:</u>	<u>Year to 31 March 2022</u>			<u>Year to 31 March 2021</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>	
Unless stated allocated on a usage basis	£	£	£	£	£	£
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
	=====	=====	=====	=====	=====	=====

RACE ON THE AGENDA FINANCIAL STATEMENTS AND TRUSTEES' REPORT FOR THE YEAR ENDED
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6 Net Income (Expenditure)

	<u>2022</u> £	<u>2021</u> £
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	<u>£1,883</u>	<u>£1,346</u>

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

	<u>Year to 31 March 2022</u>			<u>Year to 31 March 2021</u>		
	<u>Restricted</u> <u>Funds</u> £	<u>Unrestricted</u> <u>Funds</u> £	<u>Total</u> £	<u>Restricted</u> <u>Funds</u> £	<u>Unrestricted</u> <u>Funds</u> £	<u>Total</u> £
8. Cost of raising funds						
Staff costs	11,024	-	11,024	7,976	-	7,976
Fundraiser	4,500	-	4,500	1,055	-	1,055
Total	<u>15,524</u>	<u>-</u>	<u>15,524</u>	<u>9,031</u>	<u>-</u>	<u>9,031</u>

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).

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

	<u>2022</u>	<u>2021</u>
	£	£
10. Staff costs and employee benefits		
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	<u>205,022</u>	<u>161,320</u>
	=====	=====

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

	<u>Fixtures, Fittings and Equipment</u>	<u>Computer Equipment</u>	<u>Total</u>
	£	£	£
Costs			
At 1 April 2021	4,512	28,982	33,494
Additions		1,426	1,426
	<u>4,512</u>	<u>30,408</u>	<u>34,920</u>
	=====	=====	=====
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
	<u>-</u>	<u>503</u>	<u>503</u>
	=====	=====	=====
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
	=====	=====	=====

RACE ON THE AGENDA FINANCIAL STATEMENTS AND TRUSTEES' REPORT FOR THE YEAR ENDED
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13 Debtors

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

14 Creditors: amounts falling due to within one year

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

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	1,362	-	-	1,362
Net Current assets	95,879	65,000	17,990	178,869
	<u>£97,241</u>	<u>65,000</u>	<u>£17,990</u>	<u>£180,232</u>
Net assets at 31 Match 2022	=====	=====	=====	=====

The trustees have designated £65,000 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 2022

16 Movements in funds

	<u>At 1 Apr</u> <u>2021</u>	<u>Incoming</u> <u>Resources</u>	<u>Outgoing</u> <u>Resources</u>	<u>Transfers</u>	<u>At 31 Mar</u> <u>2022</u>
	£	£	£		£
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).

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



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