

RACE ON THE AGENDA

Company No: 3425664

Charity No: 1064975

rota

Financial Statements and Trustees' Report

for the year ended 31 March 2024

Race on the Agenda

Index

<u>Page</u>	<u>Contents</u>
1	Index
2	Legal and Administrative Details
3 – 8	Trustees Report
9	Independent Examiner's Report
10	Statement of Financial Activities
11	Balance Sheet
12 – 19	Notes to Accounts

Race on the Agenda

Status: Company Limited by Guarantee No. 3425664
Charity registration No. 1064975

The Company's governing document is its Memorandum and
Articles of Association dated 15 December 2008

Secretary and
registered office: Michael Buraimoh (left May 2024)
Resource for London
356 Holloway Road
London N7 6PA

Tel: 020 7697 4093
Website: www.rota.org.uk
Email: rota@rota.org.uk

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

Trustees: Ali Ahmed (Chair)
Gifford Sutherland (Treasurer)
Lorraine Dongo (Vice-Chair)
Dr. Tele Amuludun
Jasber Singh (Resigned 5 Sept 2024)
Kadra Abdinasir
Dr Ariel Breaux (Joined 5 Sept 2024)
Bakari Ukuu (Joined 5 Sept 2024)
Fevzi Hussein (Joined 5 Sept 2024)
Michelle Daley (Joined 5 Sept 2024)

Independent
Examiner: A.A Boafo-Brewu, FCCA, MBA
Augustus & Co
Chartered Certified Accountants
374 Ley Street
Ilford, Essex
IG1 4AE

Bankers: Unity Trust Bank plc
Nine Brindleyplace
Birmingham
B1 2HB

Race on the Agenda

Trustees' report
for the year ended
31 March 2024

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

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

Structure, governance and management

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

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

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

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

Governing document

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

Recruitment and appointment of trustees

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

directors or, if their number is not three or a multiple of three, the number nearest to one third must retire from office and offer themselves for re-election.

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

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

Trustee induction and training

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

Risk management

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

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

Objectives and activities

Summary of the objects of the charity

The object for which the company is established is:

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

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

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

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

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

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

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

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

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

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

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

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

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

Additional information on objectives and activities

Volunteers

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

ROTA Membership

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

Fundraising

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

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

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

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

We continue to explore further long-term core funding.

INFORMATION, RESEARCH AND AWARENESS RAISING:

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

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

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

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

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

Investment policy

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

Reserves policy

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

Statement of trustees' responsibilities

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

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

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

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

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

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

Independent Examiner

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

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


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

Ali Ahmed (Chair and Trustee)

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

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

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

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

Responsibilities and basis of report

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

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

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

Independent examiner's statement

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

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

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

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

A A Boafu-Brewu (FCCA MBA)



Augustus & Co

Dated: 14/11/2024

374 Ley Street
Ilford
Essex IG1 4AE

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

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

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

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

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

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

Balance Sheet as at 31 March 2024

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

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

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

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

Director - Ali Ahmed (Chair and Trustee)



Director – Gifford Sutherland (Treasurer)

Registered Company number 3425664.

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

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

1 Accounting policies

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

(i) Basis of accounting

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

(ii) Fund accounting

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

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

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

(iii) Incoming resources

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

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

(iv) Resources expended

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

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

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

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:

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

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

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

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

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

4 Fees and other incoming resources from charitable activities

	<u>Year to 31 March 2024</u>			<u>Year to 31 March 2023</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	-	-	-	-	25,980	25,980
	-	-	-	-	£25,980	£25,980

5 Analysis of expenditure

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

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

6 Net Income (Expenditure)

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

	<u>Year to 31 March 2024</u>			<u>Year to 31 March 2023</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	-	131	131	-	-	-
Independent examiner's fees	-	1,200	1,200	-	1,200	1,200
AGM and Annual Report	-	635	635	-	13	13
	-----	-----	-----	-----	-----	-----
	-	£1,966	£1,966	-	£1,213	£1,213
	=====	=====	=====	=====	=====	=====

	<u>Year to 31 March 2024</u>			<u>Year to 31 March 2023</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	2,688	2,756	5,444	7,914	-	7,914
Fundraiser	-	-	-	-	-	-
	-----	-----	-----	-----	-----	-----
	£2,688	£2,756	£5,444	£7,914	-	£7,914
	=====	=====	=====	=====	=====	=====

9 Trustees and key management personnel remuneration and expenses

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

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

	<u>2024</u>	<u>2023</u>
	£	£
10. Staff costs and employee benefits		
Staff costs were as follows:		
Gross salaries	99,483	129,401
Employer's national insurance	5,486	7,290
Pension costs	3,916	6,418
	-----	-----
	£108,885	£143,109
	=====	=====

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

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

11 Pension costs

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

12 Tangible fixed assets

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

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

13 Debtors

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

14 Creditors: amounts falling due to within one year

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

15 Analysis of net assets between funds

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

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

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

16 Movements in funds

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

17 Movements in Funds (continued)

Purposes of restricted funds:

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

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

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

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

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

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

18 Related party disclosures

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

19 Legal status of the charity

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

20 Corporation Taxation

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

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



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