

Company Registered Number: 04734851

Registered Charity Number: 1097767

NORTHAMPTONSHIRE RIGHTS AND EQUALITY COUNCIL
DIRECTORS & TRUSTEES REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED
31ST MARCH 2024

NORTHAMPTONSHIRE RIGHTS AND EQUALITY COUNCIL

DIRECTORS REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31ST MARCH 2024

INDEX

	Page
Company Information	1
Executive committed annual report	2 – 6
Independent Examiners report	7
Statement of Financial Activities	8
Balance Sheet	9
Notes to the Financial Statements	10 – 12

NORTHAMPTONSHIRE RIGHTS AND EQUALITY COUNCIL

DIRECTORS REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31ST MARCH 2024

Page 1

Legal and Administrative information:

Company Registration Number: 04734851

Charity Registration Number: 1097767

Registered Office C/o Northampton College
Oak Building, Booth Lane
Northampton
NN3 3RF

Directors/Trustees: Christopher Nelson (Chair)
Kamal Paul (Vice-Chair)
Kelvin Singh (Treasurer)
Alaine Holland
Caroline Cross
Jasmine Ellington
Owusu-Asante Lovelace
Tre Ventour
William Reid
Martin Sawyer
Scott Brown (Appointed 13.07.23)
Magella Moreau (Appointed 13.07.23)

Company Secretary: Martin Sawyer

Chief Executive Officer: Anjona Roy

Bankers: Unity Trust
Nine Brindley place
4 Oozells Square
Birmingham B1 2HB

Independent Examiner: Martin Toms
12 Churchill Way
Kettering NN15 5BZ

NORTHAMPTONSHIRE RIGHTS AND EQUALITY COUNCIL

DIRECTORS REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31ST MARCH 2024

Page 2

The trustees, who are also directors of the charity for the purposes of the Companies Act, present their report and their financial statements for the year ended 31 March 2024. The financial statements have been prepared in accordance with the accounting policies set out in the notes to the accounts and comply with the charity's governing document, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice for Charities preparing their accounts in accordance with the Financial Reporting Standard 102 applicable in the UK and the Republic of Ireland (second edition October 2019)

Objectives, Activities and Public Benefit

The charity's objects and its principal activities are to work towards the elimination of all forms of discrimination on the grounds of race, gender, disability, sexual orientation or religion and to provide awareness education and to promote activities which foster understanding between people of diverse back grounds in order to cultivate good community relations, which is considered by the trustees to be a defined public benefit under section 17 of the Charities Act 2011.

This is achieved by carrying out a work programme in the following areas:

To provide an effective service to individual complainants of discrimination using all equality enactments. To tackle direct and institutional Discrimination in the area of Immigration and Nationality Law.

To help provide an efficient service to victims of hate incidents, attacks and abuse working on a multi-agency basis in Northamptonshire.

To undertake public legal education.

The Northamptonshire Rights Equality Council could not operate without the help and time given by unpaid volunteers and the Board recognise the invaluable assistance this makes in furthering the aims of the charity

Structure, Governance and Management

Governing document

The charity is constituted as a company limited by guarantee, and is therefore governed by articles of association, latest version 16.07.2012.

Organisation

The charity is organised so that the trustees meet regularly to manage its affairs. There is a full time Chief Executive who manages the day to day administration of the charity, organises fund-raising initiatives and deals with the objects and principal activities of the charity in conjunction with other members of staff.

NORTHAMPTONSHIRE RIGHTS AND EQUALITY COUNCIL

DIRECTORS REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31ST MARCH 2024

Page 3

The board comprises 12 persons elected by ballot by the company at its Annual General Meeting and up to another 6 persons may be co-opted by the board itself, including representatives from any sub committees that are from time to time in existence. The elected members of the Board are chosen by means of a secret ballot at the Annual General Meeting or by postal ballot immediately prior to the Annual General Meeting of the company. One third of the elected members are chosen this way every year. They serve for three years and at the conclusion of the third Annual General Meeting after their election they are required to resign. They are however eligible to stand for re-election at that same Annual General Meeting.

For the purposes of enabling the Board to fulfil its functions more effectively the Board may during each year co-opt persons to serve as members of the Board until the next Annual General Meeting.

The nominees of one or more local authorities to the Board serve for one year from the time of their appointment and are eligible for re-appointment if the local authority so wishes. The local authorities may at any time replace one or more of their nominees.

Board decisions are made by the vote of the majority of the members of the boards present and voting at any given Board Meeting. The quorum for the meetings is three directors present and able to vote. Co-optees who are members of the company are voting members of the Boards. Co-optees who are not members of the company have the right to speak but not to vote at the meetings of the Board.

New trustees are given an induction training session by the chief executive which covers inter alia:

- NREC Policy and Procedure
- NREC Handbook given and discussed
- NREC Constitution given and discussed
- NREC Legal status and responsibilities
- Role of the NREC explained and discussed
- Management and Organisational arrangements discussed
- Future training and development needs discussed

The trustees endeavour to assess the risk of NREC projects so that the image and reputation of the NREC is maintained and it delivers a high standard of service.

Achievement and performance

The organisation supported 282 local people with advice and casework.

The assistance that local people needed support with included disability, pregnancy and maternity, sex, sexual orientation and racial discrimination.

There were 162 enquiries from West Northamptonshire and 81 from North Northants.

Representation work included 9 Case Management / Preliminary hearings and two full hearings over 7 days.

Support was also delivered to local people facing unfair dismissal and other employment issues.

The organisation also supported clients through direct support in the form of Vodafone sim cards.

An additional 237 local people were given Direct Aid in the form of supermarket vouchers totaling £22,500.

On May 1st, an event was delivered focusing on "Alternative History. Stories of the monarchy you didn't hear in school", with contributions from Tre Ventour and Laura Graham.

The organisation hosted two events in Wellingborough (17th June) and Northampton (24th June) to commemorate Windrush 75 and promoted the organisation's services in respect of support to regularise the immigration status of those affected by the Windrush scandal and support those seeking compensation. The events were attended by 370 people.

On June 21st the organisation hosted a Stop Search focus group in collaboration with the national charity Stopwatch.

The organisation on 27th October held an event in collaboration with Wellingborough African Caribbean Association hosting the journalist Gary Younge.

Over Hate crime week the organisation hosted an online Hate Crime and Incident Awareness Training on October 17th

An event was held on Tuesday, 28 November 2023 about Hate Crimes and Incidents Against Trans Women in Wellingborough as a contribution to the 16 days of activism local activity.

Traditionally the organisation promotes an event in collaboration with the Northampton Hebrew Congregation for Holocaust Memorial Day. On January 28th this was held with a guest speaker Pastor Volker Landig.

NORTHAMPTONSHIRE RIGHTS AND EQUALITY COUNCIL

DIRECTORS REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31ST MARCH 2024

Page 5

There was an event hosted in collaboration with the Windrush National Tour at the New Testament Church of God on 27th February. This featured speakers from the Windrush National Organisation and from the Home office.

The organisation arranged an online event, "Black Lives in the Stix: Caribbean Northants and Decentering 'Black London' in the Film and TV Industry, 1948-85" on March 6th 2024. This event featured original research from Tre Ventour.

Financial Review

The Statement of Financial Activities shows net income for the year of £77,672. The reserves at the end of the accounting period stand at £223,526 of which £101,157 relate to unrestricted funds.

Reserves Policy

It is the policy of the charity to maintain unrestricted funds at a level which equates to approximately 3 months expenditure, together with the sum needed to cover potential redundancy costs of employees should funding lines significantly reduce. This provides sufficient funds to cover management and administration and support costs. The charity aims to maintain funds at this level throughout the year.

Risk Policy

Where appropriate systems or procedures have been established to mitigate the risks the company faces.

Investment policy

The charity has no investments except its bank balance which earned no interest. The Unity Trust Bank was chosen by the Board as being the most appropriate bank since its ethical value and goals are congruent with the ethos of the Charity.

NORTHAMPTONSHIRE RIGHTS AND EQUALITY COUNCIL

DIRECTORS REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31ST MARCH 2024

Page 6

Company special provision

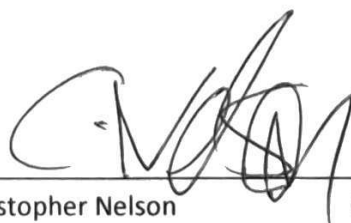
The report of the Directors has been prepared in accordance with the special provisions of the Companies Act 2006 relating to small companies.

Company law requires the members of the Board of Directors to prepare financial statements for each financial year, which give a true and fair view of the state of the affairs of the Company and of the income and expenditure of the Company for that period. In preparing these financial statements the members of the board are required to:

- Select suitable accounting policies and then apply them consistently
- Make adjustments and estimates that are reasonable and prudent
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Company will continue its activities

The members of the board are responsible for maintaining proper accounting records that disclose with reasonable accuracy at any time the financial position of the company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They have a general responsibility for taking such steps as are reasonably open to them to safeguard the assets of the Company and to prevent and detect fraud and other irregularities.

The Report was approved 10 July 2024, the board of Directors (and Trustees) and signed on their behalf



Christopher Nelson Chair

NORTHAMPTONSHIRE RIGHTS AND EQUALITY COUNCIL

Independent Examiner's Report to the Directors and Trustees of NORTHAMPTONSHIRE RIGHTS AND EQUALITY COUNCIL For the year ended 31 March 2024

I report to the trustees, who are also directors for the purpose of company law, on my examination of the financial statements of Northamptonshire Rights and Equality Council for the year ended 31 March 2024 which are set out on the pages 8 to 14.

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 the 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 independent 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 goes beyond the limited assurance that an independent examination can provide. Consequently I express no opinion as to whether the financial statements give 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

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 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.

Martin Toms FFA ATT (fellow)
12 Churchill Way
Kettering
Northants
NN15 5BZ



10th July 2024

STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31 MARCH 2024

	Notes	Unrestricted £	Restricted £	Total 2024 £	Unrestricted £	Restricted £	Total 2023 £
Incoming Resources							
Donations & Legacies	1	3,589	-	3,589	8,340	-	8,340
Charitable Activities	2	47,992	175,560	223,552	28,071	139,348	167,419
Investments		-	-	-	-	-	-
Other		-	-	-	-	-	-
		51,581	175,560	227,141	36,411	139,348	175,759
Expenditure on							
Raising Funds		-	-	-	-	-	-
Charitable activities		-	-	-	-	-	-
- Employment costs	3	9,021	99,140	108,161	16,427	82,448	98,875
- Workshop Facilitator		-	-	-	-	-	-
- Volunteers expenses		55	-	55	130	-	130
- Stationery, printing, Postage		1,516	326	1,842	45	1,889	1,934
- Trustee's expenses		-	-	-	-	-	-
- Telephones		678	684	1,362	1,103	952	2,055
- Refreshments/cost of meetings		922	850	1,772	456	255	711
- IT/ Equipment including repairs & maintenance		527	4,000	4,527	1,088	6,279	7,367
- Rent and rates	-	10,891	344	10,547	1,000	94	1,094
- Subscriptions		662	153	815	437	346	783
- Artists Costs		-	-	-	-	925	925
- Insurance	-	562	1,061	499	-	1,003	1,003
- Other costs		195	-	195	738	-	738
- Marketing, communications		-	3,026	3,026	176	3,162	3,338
- Evaluation		-	3,676	3,676	1,508	10,039	11,547
- Events		3,270	9,728	12,998	-	4,150	4,150
- Food & Phone Vouchers		6,220	11,530	17,750	-	9,243	9,243
- Bank Charges	-	286	407	121	-	137	137
- Professional fees		1,967	1,250	3,217	1,098	1,130	2,228
- Independent Examination	-	428	428	-	682	369	1,051
- Depreciation		-	-	-	-	-	-
Total Resources Expended		12,866	136,603	149,469	24,888	122,421	147,309
Net movement of funds		38,715	38,957	77,672	11,523	16,927	28,450
Reconciliation of Funds							
Total funds brought forward 1st April 2023		59,052	86,802	145,854	47,529	69,875	117,404
Transfer of funds		3,390	(3,390)	-	-	-	-
Balance at 31 March 2024		101,157	122,369	223,526	59,052	86,802	145,854

All of the activities of the charitable company are classed as continuing.

There are no recognised gains or losses other than those included in the Statement of Financial Activities shown above.

NORTHAMPTONSHIRE RIGHTS AND EQUALITY COUNCIL (NREC)

(A Company Limited By Guarantee)

Page 2

BALANCE SHEET AS AT 31 MARCH 2024

Company Number: 04734851

	Notes	Unrestricted £	Restricted £	Total 2024 £	Unrestricted £	Restricted £	Total 2023 £
Fixed Assets	4	-	-	-	-	-	-
Current Assets							
Debtors	5	469	1,250	1,719	214	7,676	7,890
Cash at bank and in hand		101,788	121,319	223,107	73,152	79,426	152,578
		102,257	122,569	224,826	73,366	87,102	160,468
Creditors							
Amounts falling due within one year	6	(1,100)	(200)	(1,300)	(14,314)	(300)	(14,614)
		(1,100)	(200)	(1,300)	(14,314)	(300)	(14,614)
Net Current Assets		101,157	122,369	223,526	59,052	86,802	145,854
NET ASSETS		101,157	122,369	223,526	59,052	86,802	145,854
FUNDS							
Unrestricted funds	7	101,157	-	101,157	59,052		59,052
Restricted	8	-	122,369	122,369		86,802	86,802
		101,157	122,369	223,526	59,052	86,802	145,854

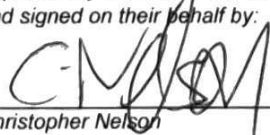
For the year ending 31st March 2024, the company was entitled to exemption from audit under section 477 of the Companies Act 2006.

The directors acknowledge their responsibilities for:

- (i) the members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476.
- (ii) the directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.
- (iii) these accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The accounts have been prepared in accordance with the special provisions relating to small companies within the Companies Act 2006.

Approved by the trustees at a committee meeting held on 10th July 2024 and signed on their behalf by:


 Christopher Nelson Chair

NORTHAMPTONSHIRE RIGHTS AND EQUALITY COUNCIL (NREC)

(A Company Limited By Guarantee)

Page 3

PRINCIPAL ACCOUNTING POLICIES

FOR THE YEAR ENDED 31 MARCH 2024

Accounting Policies

The financial statements have been prepared under the historical cost convention.

The financial statements have been prepared in accordance with the Statement of Recommended Practice Charities (SORP) (FRS 102) issued in January 2019, and applicable UK Accounting Standards and the Charities Act 2011.

Format

The company has taken advantage of the provisions of the Companies Act 2006 and presented an income and expenditure account in the form of a Statement of Financial Activities on the grounds that it enables the financial statements to show a true and fair view of the result for the year.

Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of each designated funds is set out in the notes to the financial statements. Restricted funds are funds which are to be used in accordance with specific restrictions imposed by the donors or which have been raised by the charity for particular purposes.

Incoming resources

All incoming resources are included in the SOFA when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy. Grants are brought into account on a receivable basis.

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which it has been received.

Resources expended

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is stated inclusive of value added tax.

Tangible fixed assets and depreciation

Depreciation is calculated to write down the cost of all tangible fixed assets by instalments over the expected useful lives. The period generally applicable are:

Fixed Assets	20% straight line method
IT Equipment	20% straight line method

Intangible income

Intangible income, in the form of donated facilities and voluntary help etc., is not included in the financial statements since it is not considered practicable to quantify such income. The company benefit from many hours of work from volunteers and by a large number of supporters.

NORTHAMPTONSHIRE RIGHTS AND EQUALITY COUNCIL (NREC)

(A Company Limited By Guarantee)

Page 4

PRINCIPAL ACCOUNTING POLICIES

FOR THE YEAR ENDED 31 MARCH 2024

Reserves

The current reserve policy is to maintain sufficient cash flow for known commitments, and the replacement of certain assets. Not all grants are received at the beginning of the financial others are received in arrears.

Risk

The directors/trustees do not believe the organisation is subject to any substantial risk beyond those disclosed in the Annual Report and Accounts.

The organisation has employer and public liability insurance to protect it in the case of a claim.

Pension Costs

Contribution made are made are charged to the Statement of Financial Activities as they become payable. All pension contributions are paid to independent pension providers where the pension fund assets are administered separately from the company.

Fundraising costs

Fundraising expenditure costs are shown in the accounts where applicable.

Governance costs

Governance costs relate to the legal governance costs incurred by the company and are included in the notes to the accounts..

NORTHAMPTONSHIRE RIGHTS AND EQUALITY COUNCIL (NREC)

(A Company Limited By Guarantee)

Page 5

NOTES TO THE ACCOUNTS

	Unrestricted £	Restricted £	2024 £	Unrestricted £	Restricted £	2023 £
1 Donations & Legacies						
Donations	3,589	-	3,589	8,340	-	8,340
	-	-	-	-	-	-
	3,589	-	3,589	8,340	-	8,340
2 Charitable Activities						
Grants:						
North Northants Council	21,800	-	21,800	21,800	-	21,800
West Northants Council	16,250	-	16,250	-	-	-
Access to Justice Fund	-	-	-	-	12,208	12,208
Groundworks - Tesco Community Grant	-	2,500	2,500	-	-	-
NCF - Northamptonshire Welcome Fund	-	-	-	-	3,000	3,000
Community Advice & Law Service (CALS)	-	1,933	1,933	-	-	-
Western Power Distribution	-	-	-	-	9,996	9,996
Action for Racial Equality	7,500	-	7,500	-	16,500	16,500
Awards 4 All - Windrush 75	-	9,160	9,160	-	-	-
TNLCF - Access to Justice	-	71,247	71,247	-	-	-
HALs Access to Justice	-	17,272	17,272	-	34,544	34,544
Tudor Trust	-	30,000	30,000	3,000	29,000	32,000
Paul Hamlyn Foundation	-	34,100	34,100	-	34,100	34,100
Lottery Community Fund - Voices Heard	-	9,348	9,348	-	-	-
Co-op Community Fund	-	-	-	2,121	-	2,121
Income from Training	1,445	-	1,445	1,150	-	1,150
Other Income	997	-	997	-	-	-
	47,992	175,560	223,552	28,071	139,348	167,419
3 Trustees and Employment costs						
Gross salaries	301	98,793	99,094	9,621	82,248	91,869
Employer NI	3,654	-	3,654	3,010	-	3,010
Employer Pension	4,187	-	4,187	3,796	-	3,796
SMP Recovered	-	-	-	-	-	-
DBS checks	-	-	-	-	-	-
Training	-	92	306	-	734	734
Travel	-	971	41	-	282	282
	9,021	99,140	108,161	16,427	83,264	99,691

There are no employee being paid in excess of £60,000 per annum.

The average number of employees during the year by head count was:4 (2023:4)

During the year the trustees received £nil in remuneration. (2023:£nil)

The total expenditure reimbursed to trustees amounted to £nil (2023:£nil)

NOTES TO THE ACCOUNTS

4 Fixed Assets

			2024	2023
	Unrestricted	Restricted	Fixtures & Equipment	Fixtures Fittings
Cost	£	£	£	£
Cost at 1 April 2023	3,678	9,055	12,733	12,733
Additions in year	-	-	-	-
Disposals during the year	-	-	-	-
At 31 March 2024	3,678	9,055	12,733	12,733
Depreciation				
At 1 April 2023	3,678	9,055	12,733	12,733
Charge in year	-	-	-	-
Eliminated on disposal	-	-	-	-
At 31 March 2024	3,678	9,055	12,733	12,733
Net Book Value				
At 31 March 2024	-	-	-	-
At 31 March 2023				-

5 Debtors

	Unrestricted	Restricted	2024	2023
	£	£	£	£
Other	-	-	-	-
Prepayments	469	1,250	1,719	7,890
HMRC	-	-	-	-
	469	1,250	1,719	7,890

6 Creditors

Amounts falling due within one year				
Deferred income	-	-	-	-
Trade	-	-	-	(461)
Accruals	(1,100)	(200)	(1,300)	(14,153)
	(1,100)	(200)	(1,300)	(14,614)

NOTES TO THE ACCOUNTS

7 Unrestricted Reserves	Opening Balance 01.04.23	Movement In	Movement Out	Transfer	Closing Balance 31.03.24
Fixed Assets	-	-	-	-	-
Unrestricted	59,052	51,581	(12,866)	3,390	101,157
	59,052	51,581	(12,866)	3,390	101,157

8 Restricted Funds	Opening Balance 01.04.23	Movement In	Movement Out	Transfer	Closing Balance 31.03.24
Tudor Trust	9,500	30,000	(30,367)	(365)	8,768
Horner Foundation	1,826	-	(1,826)	-	-
Groundwork - Tesco Community Grant	1,000	2,500	(3,500)	-	-
NUUT	11,000	-	-	-	11,000
NCF - Northamptonshire Welcome Foundation	1,101	-	(1,101)	-	-
Action for Racial Equality	16,500	-	(16,500)	-	-
Windrush Justice Fund	5,678	-	(5,632)	(46)	-
Western Power Distribution	606	-	(420)	(186)	-
Awards 4 All - Messages of Hope	1,475	-	(1,000)	(475)	-
Paul Hamlyn Foundation	25,536	34,100	(33,707)	(426)	25,503
Access to Justice Fund	12,208	-	(12,208)	-	-
HALs Access to Justice	372	17,272	(15,545)	(2,099)	-
Awards 4 All - Windrush 75	-	9,160	(9,367)	207	-
TNLCF - Access to Justice	-	71,247	-	-	71,247
Community Law & Advice Service (CALs)	-	1,933	-	-	1,933
Lottery Community Fund - Voices Heard	-	9,348	(5,430)	-	3,918
	86,802	175,560	(136,603)	(3,390)	122,369

Tudor Trust - Towards salaries for hate crime work and CEO

Horner Foundation - Support to challenge Pregnancy and Maternity discrimination experienced by younger women

Groundwork - Tesco Community Grant - Resources for direct aid/food packages

Northamptonshire Community Foundation (NCF) - Northamptonshire Welcome Foundation - To provide food/phone vouchers and other identified support needs to migrants

Action for Racial Equality - Support for people affected by the Windrush scandal

Windrush Justice Fund - Support for people affected by the Windrush scandal

Western Power Distribution - supporting individuals to access support with fuel payments and staff/volunteer fuel poverty training

Awards 4 All - Messages of Hope - Towards developing strategic messaging to challenge anti-trans hate.

Paul Hamlyn Foundation - Towards immigration advice service

Access to Justice Fund - Towards the delivery and promotion of our discrimination and immigration advice and support for people targeted by hate

HALs Access to Justice - Towards the delivery and promotion of our discrimination and immigration advice and support for people targeted by hate

Awards 4 All - Windrush 75 - Commemoration of the 75th anniversary of the arrival of the Empire Windrush and the contribution of the Caribbean communities to British life

TNLCF - Access to Justice - Support for the delivery and promotion of our discrimination and immigration advice and support for people targeted by hate

Community Law & Advice Service (CALs) - Towards the provision of training and support for an immigration advice worker to achieve level 2 OISC accreditation

Lottery Community Fund - Voices Heard - Towards events and activities promoting equality and diversity including resourcing additional support to build the resilience of people targeted by hate.

9 Ultimate Controlling Party

The charitable company is under the ultimate control of its trustees, who are also the directors, and whose names are shown at the front of the financial statements.