

NORTHAMPTONSHIRE RIGHTS AND EQUALITY COUNCIL

DIRECTORS REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31ST MARCH 2025

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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 2025

NORTHAMPTONSHIRE RIGHTS AND EQUALITY COUNCIL

DIRECTORS REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31ST MARCH 2025

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Legal and Administrative information:

Company Registration Number: 04734851

Charity Registration Number: 1097767

Registered Office
G10 Moulton Park Business Centre
Redhouse Road, Moulton Park Industrial Estate
Northamptonshire NN3 6AQ

Directors/Trustees:

Kamal Paul – (Chair)
Christopher Nelson – (Co-Vice-Chair)
Amy Cortvriend - (Co-Vice Chair) Appointed 10.08.24
Kelvin Singh (Treasurer)
Alaine Holland
Caroline Cross
Jasmine Ellington – Resigned 04.08.24
Owusu-Asante Lovelace
Tre Ventour
William Reid – Resigned 13.07.23
Martin Sawyer – Resigned 11.11.24
Scott Brown
Magella Moreau
Syed Shah – Appointed 05.08.24
Winston Strachan – Appointed 05.08.24

Company Secretary: Anjona Roy – Appointed 11.11.24

Chief Executive Officer: Anjona Roy

Bankers:

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

Independent Examiner:

Martin Toms
Measures Barn
Grafton Underwood
NN14 3AA

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 2025. 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.

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

Throughout 2024–25, the organisation responded to 365 enquiries, with 284 requiring more than one-off advice and ongoing support.

- 174 enquiries related to immigration advice.
- 32 individuals sought support and guidance related to hate crime.
- 13 cases involved disability discrimination in employment.
- 2 cases concerned pregnancy and maternity discrimination.

In addition to advice and casework:

- 60 individuals benefited from targeted hate crime support.
- 43 people participated in hate crime reporting training.
- The organisation held 5 public events as part of Hate Crime Awareness Week 2024.

On 26th October, the Worker Protection (Amendment of Equality Act 2010) Act came into effect, placing new legal responsibilities on employers to prevent sexual harassment in the workplace. In response, the organisation delivered a specialised briefing to help employers understand their new duties and produced practical resources to support compliance.

The organisation underwent and passed a rigorous Advice Quality Standard Audit on 13th February 2025, focusing on racial discrimination and harassment casework, reinforcing our commitment to quality and accountability.

We also engaged in advocacy work, writing to the Office of the Fire Police and Crime Commissioner to call for the development of a misogyny action plan.

A cultural highlight of the year was a successful Black History Month event, co-hosted with the Wellingborough African Caribbean Association, titled *“Coleridge-Taylor of Freetown”*. This performance celebrated the life and legacy of composer Samuel Coleridge-Taylor.

As part of the 16 Days of Activism Against Gender-Based Violence, the organisation hosted two placard-making sessions at Keystone, Kettering, on 16th and 30th November, in preparation for the Reclaim the Night march held on 6th December. The Chief Executive delivered a speech at the event, showing solidarity and commitment to ending gender-based violence.

We proudly supported Windrush Day events in Northampton and Wellingborough, and in November 2024, secured a £19,985 grant from the National Lottery Community Fund (Awards for All). This funding will support Windrush-related activities in 2025 and 2026, in partnership with Wellingborough African Caribbean Association and Wellingborough Windrush Innovation.

During July and August 2024, significant civil unrest occurred across the country. As a specialist agency focused on hate crime and related incidents, our organisation had already planned two online and two in-person Hate Crime Awareness sessions for Asian women's groups. These sessions were delivered in partnership with the Wellingborough Muslim Community Group and the Dostiyo Asian Women and Girls Group in Northampton.

During this time, many Black and migrant communities experienced heightened fear and anxiety. We believe these awareness sessions played a meaningful role in strengthening the mental health resilience of the women and their families, who felt particularly vulnerable.

In August, we also piloted two free resilience sessions for individuals who had been, or were at risk of being, targeted by hate. These pilots laid the groundwork for a successful funding application to the National Lottery Community Fund. In January 2025, we were awarded £177,000 to deliver a three-year project building on this work.

In response to the announcement of civil disorder on 7th August, we participated in a briefing session with Northamptonshire police in Northampton and Wellingborough. We also delivered briefing sessions for volunteer stewards for the counter protest.

Finally, the organisation distributed £4,650 in direct aid vouchers to 96 individuals and provided 29 Vodafone SIM cards to people in urgent need of communication support.

Financial Review

The Statement of Financial Activities shows net surplus for the year of £36,661. The reserves at the end of the accounting period stand at £260,187 of which £107,092 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.

Plans for the future

In the last few months, we have recognised that to secure the future of the organisation, we need to anticipate future challenges. Our organisation will be looking to ensure a range of robust business continuity strategies are in place to ensure that the organisation is resilient to a range of challenges in the future.

Currently the organisation is in the fortunate position of having more than one multi year funding contracts. We are looking in the future to expand the range of groups that we work with on hate crime using our creative tool box resources. In addition we will seek to launce a range of video resources on challenging disability discrimination in December 2025. We are also looking forward to a range of training and awareness raising events relating to Hate Crime week in October.

We have also identified future risks to funding. The risk of changes to the local funding landscape means that we need to remain vigilant and seek new funding streams. By anticipating these challenges, we are confident that we can protect our organisation from future changes to either our people or our finances.

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.

This Report was approved on 17th July 2025 by the board of Directors (and Trustees) and signed on their behalf



Kamal Paul

Chair

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 9 to 15.

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)
Measures Barn
Grafton Underwood
NN14 3AA

NORTHAMPTONSHIRE RIGHTS AND EQUALITY COUNCIL (NREC)

(A Company Limited By Guarantee)

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STATEMENT OF FINANCIAL ACTIVITIES**FOR THE YEAR ENDED 31 MARCH 2025**

	Notes	Unrestricted £	Restricted £	Total 2025 £	Unrestricted £	Restricted £	Total 2024 £
Incoming Resources							
Donations & Legacies	1	12,956	-	12,956	3,589	-	3,589
Charitable Activities	2	64,567	168,483	233,050	47,992	175,560	223,552
Investments		-	-	-	-	-	-
Other		-	-	-	-	-	-
		77,523	168,483	246,006	51,581	175,560	227,141
Expenditure on							
Raising Funds							
Charitable activities							
- Employment costs	3	21,494	108,645	130,139	9,021	99,140	108,161
- Workshop Facilitator		17,010	1,350	18,360	-	-	-
- Volunteers expenses		441	100	541	55	-	55
- Stationery, printing, Postage		478	836	1,314	1,516	326	1,842
- Trustee's expenses		98	-	98	-	-	-
- Telephones		1,246	655	1,901	678	684	1,362
- Refreshments/cost of meetings		1,756	1,989	3,745	922	850	1,772
- IT/ Equipment including repairs & maintenance		2,349	1,118	3,467	527	4,000	4,527
- Rent and rates		4,872	583	5,455	(10,891)	344	(10,547)
- Subscriptions		1,981	128	2,109	662	153	815
- Insurance		(241)	888	647	(562)	1,061	499
- Other costs		4,890	-	4,890	195	-	195
- Marketing, communications		630	6,565	7,195	-	3,026	3,026
- Evaluation		-	-	-	-	3,676	3,676
- Events		15,070	6,870	21,940	3,270	9,728	12,998
- Food & Phone Vouchers		-	4,622	4,622	6,220	11,530	17,750
- Bank Charges		(215)	339	124	(286)	407	121
- Professional fees		302	2,496	2,798	1,967	1,250	3,217
- Independent Examination		(358)	358	-	(428)	428	-
Total Resources Expended		71,803	137,542	209,345	12,866	136,603	149,469
Net movement of funds		5,720	30,941	36,661	38,715	38,957	77,672
Reconciliation of Funds							
Total funds brought forward 1st April 2024		101,157	122,369	223,526	59,052	86,802	145,854
Transfer of funds		215	(215)	-	3,390	(3,390)	-
Balance at 31 March 2025		101,092	153,095	260,187	101,157	122,369	223,526

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.

BALANCE SHEET AS AT 31 MARCH 2025

Company Number: 04734851

	Notes	Unrestricted £	Restricted £	Total 2025 £	Unrestricted £	Restricted £	Total 2024 £
Fixed Assets	4	-	-	-	-	-	-
Current Assets							
Debtors	5	12,235	1,056	13,291	469	1,250	1,719
Cash at bank and in hand		104,660	152,039	256,699	101,788	121,319	223,107
		116,895	153,095	269,990	102,257	122,569	224,826
Creditors							
Amounts falling due within one year	6	(9,803)	-	(9,803)	(1,100)	(200)	(1,300)
		(9,803)	-	(9,803)	(1,100)	(200)	(1,300)
Net Current Assets		107,092	153,095	260,187	101,157	122,369	223,526
NET ASSETS		107,092	153,095	260,187	101,157	122,369	223,526

FUNDS

		Unrestricted	Restricted	Total 2025	Unrestricted	Restricted	Total 2024
Unrestricted funds	7	107,092	-	107,092	101,157	-	101,157
Restricted	8	-	153,095	153,095	-	122,369	122,369
		107,092	153,095	260,187	101,157	122,369	223,526

For the year ending 31st March 2025, 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 17th July 2025
and signed on their behalf by:


Kamal Paul Chair

NORTHAMPTONSHIRE RIGHTS AND EQUALITY COUNCIL (NREC)

(A Company Limited By Guarantee)

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PRINCIPAL ACCOUNTING POLICIES

FOR THE YEAR ENDED 31 MARCH 2025

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.

PRINCIPAL ACCOUNTING POLICIES

FOR THE YEAR ENDED 31 MARCH 2025

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..

NOTES TO THE ACCOUNTS

	Unrestricted £	Restricted £	2025 £	Unrestricted £	Restricted £	2024 £
1 Donations & Legacies						
Donations	10,652	-	10,652	3,589	-	3,589
HMRC - Gift aid	2,304	-	2,304	-	-	-
	12,956	-	12,956	3,589	-	3,589
2 Charitable Activities						
Grants:						
North Northants Council	25,000	-	25,000	21,800	-	21,800
West Northants Council	-	-	-	16,250	-	16,250
Lottery Community Fund - Reaching Communities	-	28,669	28,669	-	-	-
Groundworks - Tesco Community Grant	-	-	-	-	2,500	2,500
Lottery Community Fund - Windrush 77&78	-	19,985	19,985	-	-	-
Community Advice & Law Service (CALS)	1,933	-	1,933	-	1,933	1,933
NCF - Cecil Pettit Fund	-	3,813	3,813	-	-	-
Action for Racial Equality	-	-	-	7,500	-	7,500
Awards 4 All - Windrush 75	-	-	-	-	9,160	9,160
TNLCF - Access to Justice	-	71,247	71,247	-	71,247	71,247
HALs Access to Justice	-	-	-	-	17,272	17,272
Tudor Trust	-	30,000	30,000	-	30,000	30,000
Paul Hamlyn Foundation	-	-	-	-	34,100	34,100
Lottery Community Fund - Voices Heard	-	-	-	-	9,348	9,348
Community Law Service	-	14,769	14,769	-	-	-
Income from Training	-	-	-	1,445	-	1,445
Fundraising - Charities Aid Foundation	32,710	-	32,710	-	-	-
Other Income	4,924	-	4,924	997	-	997
	64,567	168,483	233,050	47,992	175,560	223,552
3 Trustees and Employment costs						
Gross salaries	10,686	107,364	118,050	301	98,793	99,094
Employer NI	6,147	-	6,147	3,654	-	3,654
Employer Pension	5,164	-	5,164	4,187	-	4,187
Training	(256)	256	0	(92)	306	214
Travel	(247)	1,025	778	971	41	1,012
	21,494	108,645	130,139	9,021	99,140	108,161

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 (2024: 4)

During the year the trustees received £98 in remuneration. (2024: £nil)

The total expenditure reimbursed to trustees amounted to £nil (2024: £nil)

NOTES TO THE ACCOUNTS

4 Fixed Assets

Cost

Cost at 1 April 2024
Additions in year
Disposals during the year
At 31 March 2025

			2025	2024
	Unrestricted	Restricted	Fixtures & Equipment	Fixtures Fittings
£	£	£	£	£
3,678		9,055	12,733	12,733
-		-	-	-
-		-	-	-
3,678		9,055	12,733	12,733

Depreciation

At 1 April 2024
Charge in year
Eliminated on disposal
At 31 March 2025

	Unrestricted	Restricted		
£	£	£	£	£
3,678		9,055	12,733	12,733
-		-	-	-
-		-	-	-
3,678		9,055	12,733	12,733

Net Book Value

At 31 March 2025

	Unrestricted	Restricted		
£	£	£	£	£
-		-	-	-

At 31 March 2024

-

5 Debtors

Other
Prepayments
Rent Deposit

	Unrestricted	Restricted	2025	2024
£	£	£	£	£
9,369		-	9,369	-
1,776		1,056	2,832	1,719
1,090		-	1,090	-
12,235		1,056	13,291	1,719

6 Creditors

Amounts falling due within one year
Deferred income
Trade
Accruals

	Unrestricted	Restricted		
£	£	£	£	£
(2,062)		-	(2,062)	-
(7,741)		-	(7,741)	(1,300)
(9,803)		-	(9,803)	(1,300)

NOTES TO THE ACCOUNTS

7 Unrestricted Reserves	Opening Balance 01.04.24	Movement In	Movement Out	Transfer	Closing Balance 31.03.25
Fixed Assets	-	-	-	-	-
Unrestricted	101,157	77,523	(71,803)	215	107,092
	101,157	77,523	(71,803)	215	107,092

8 Restricted Funds	Opening Balance 01.04.24	Movement In	Movement Out	Transfer	Closing Balance 31.03.25
Tudor Trust	8,768	30,000	(29,872)	-	8,896
NCF - Cecil Pettit Fund	-	3,813	(2,028)	-	1,785
Community Law Service	-	14,769	(11,748)	-	3,021
NUUT	11,000	-	-	-	11,000
Lottery Community Fund - Windrush 77&78	-	19,985	(936)	-	19,049
Lottery Community Fund - Reaching Communities	-	28,669	(9,521)	-	19,148
Paul Hamlyn Foundation	25,503	-	(25,267)	(236)	-
TNLCF - Access to Justice	71,247	71,247	(54,231)	-	88,263
Community Law & Advice Service (CALs)	1,933	-	-	-	1,933
Lottery Community Fund - Voices Heard	3,918	-	(3,939)	21	-
	122,369	168,483	(137,542)	(215)	153,095

Tudor Trust - Towards salaries for hate crime work and CEO

NCF - Cecil Pettit Fund - To develop 3 short films aimed at supporting local disabled people with difficulties at work

Community Law Service - To provide a free advice service on Immigration and nationality issues in West Northants

Lottery Community Fund - Windrush 77&78 - To run a series of workshops and events for Windrush Day 2025 & 2026

Lottery Community Fund - Reaching Communities - To work with people targeted by hate or likely to be targeted by hate to build their resilience through creative and therapeutic activity.

Paul Hamlyn Foundation - Towards immigration advice service

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.