

Charity Registration No. 1097768

Company Registration No. 04527878 (England and Wales)

ENFIELD RACIAL EQUALITY COUNCIL
(A COMPANY LIMITED BY GUARANTEE)
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021

**ENFIELD RACIAL EQUALITY COUNCIL
(A COMPANY LIMITED BY GUARANTEE)
LEGAL AND ADMINISTRATIVE INFORMATION**

Trustees	B B Betton (Chair) V Dungate (Vice - chair) R F Garland (Treasurer) B A De Souza S Khale R Sadegh-Zadeh B Yusuf Cllr Keazor
Secretary	C Bhatia (Chief Executive)
Charity number	1097768
Company number	04527878
Registered office	Community House 311 Fore Street Edmonton London N9 0PZ
Independent examiner	Georgiades Charalambou & Co LLP Chartered Certified Accountants 283 Green Lanes Palmers Green London N13 4XS

**ENFIELD RACIAL EQUALITY COUNCIL
(A COMPANY LIMITED BY GUARANTEE)
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The trustees present their report and financial statements for the year ended 31 March 2021.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's Memorandum and Articles of Association, the Companies Act 2006 and "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 2019)"

How our activities deliver public benefit

Our main activities and who we try to help are described below and within the charitable objects. All our charitable activities focus on eliminating racial discrimination and to promote racial equality within the London Borough of Enfield (LBE) to further our charitable purposes for the public benefit.

Objectives and activities

The principal object of the charity is to eliminate racial discrimination and to promote racial equality within the London Borough of Enfield (LBE), to promote equality of opportunity, and to encourage co-operation among all people in the Borough without regard to race, colour, ethnic origin or sex in a multi-racial society. The activities undertaken to achieve these are through delivering policy development, community support, assistance to individuals, public education and work programmes.

The trustees have also paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

ENFIELD RACIAL EQUALITY COUNCIL (A COMPANY LIMITED BY GUARANTEE) CONTENTS

Achievements and performance

The charity has continued to make good progress despite its very limited human and financial resources. EREC managed to maximize its effectiveness by using its networks and partnerships successfully.

Due to the pandemic and sudden lockdown, our office in Community House was closed and we had to adjust our ways of working. However, with funding from the City Bridge Trust, we were able to use digital technology to attend meetings with key stakeholders. We also assisted numerous statutory and voluntary organisations by sharing their vital information, messages, services and policies, including pandemic updates from the Government and LBE via our regular e-bulletins to our members, wider community, organisations and hard to reach groups.

During this difficult time, a substantial amount of our time has been spent dealing with health issues and representing the interests of the BAME communities with the CCG and Healthwatch Enfield. We have been undertaking work around Covid-19 and the disproportionate effects this has had on the BAME communities. We assisted Healthwatch to prepare and publicise their survey to ascertain more in-depth information about the impact the pandemic has had on them. The findings and recommendations were recently shared in their report 'One Size Does Not Fit All'. We plan to make further bids to continue important health related work.

A great deal has been achieved through our funded projects and work with other agencies - some of this is highlighted below:

London Borough of Enfield (LBE) Contract

EREC's contract with Enfield Council has now been extended for a further two years from 2021 to 2023. The project provides equalities support on matters of race and ethnicity through a £50,000 grant to ensure that Enfield residents can access universally available advice and guidance as summarised below:

- Knowledgeable support to the Council and its partners on a wide range of policy issues that are impacted by race equality including health, community safety and employment;
- Advice and support to local residents and community groups on issues relating to race equalities;
- Support and signposting to vulnerable members of the community who may be affected by issues arising from race inequality;
- Opportunities to engage in positive activities that promote race equality as a key issue in the borough;
- Support into volunteering activities in the borough;
- Informed input into strategic forums that deliver services to our residents.

City Bridge Trust Wave 2 Delivering Differently Grant

A grant of £7,110 was used to purchase necessary equipment to enable staff and volunteers to work from home to deliver our work and continue to offer support, advice and information services during the Covid-19 pandemic, as well as to develop our website and receive training for use of networking platforms.

The National Lottery Community Fund – 'Building a Resilient Community'

We achieved funding of £10,000 for a project targeted at BAME communities, particularly those affected by Covid-19. We provided information, support, advice and guidance on health matters in relation to the virus and advertised important public health campaigns; ie take up of flu vaccine and Covid Test and Trace through our e-bulletins. We also promoted the importance of accessing health services, tests and check-ups to diagnose symptoms and gain timely treatment to prevent health deterioration. A virtual meeting was held on 2nd February with 48 attendees, including representatives from local community organisations. Participants raised their concerns and feedback on their experience of the vaccine. Presentations were given by:

- Healthwatch on the findings of their survey into the Impact of Coronavirus on the BAME Communities in Enfield and their final report.
- ICP Inequalities Task and Finish Group on their role and work.
- Public Health on the Covid Vaccination Rollout.

The National Lottery Local Connections Fund: 'Enfield in Conversation'

This project was designed to end loneliness by connecting and re-connecting with others. We held two events via zoom in March 2021 that connected people of diverse communities and broad age ranges. A presentation was given by MIND about maintaining good mental health including tips and breathing techniques. There was also a facial yoga demonstration plus musical entertainment and poetry. The funding also enabled us to conduct outreach work to reconnect with our members and publicise our work and events, as well as to identify needs and give advice signposting information.

ENFIELD RACIAL EQUALITY COUNCIL (A COMPANY LIMITED BY GUARANTEE) CONTENTS

Financial review

During the year under review, the Charity generated total revenues of £53,861 (2020: £45,904). The accounts show a net surplus for the year of £4,035 (2020: £8,806 deficit) and closing reserves of £60,699 (2020: £56,664).

Policy

A major part of EREC's role is to provide advice, support and guidance to policymakers and service providers on equalities issues. We are represented on strategic fora, including the Voluntary and Community Sector Strategy Steering Group, the Clinical Commissioning Group's Voluntary Stakeholder Reference Group, Enfield Hate Crime Forum, Safer Neighbourhood Board and Enfield Strategic Partnership Board. More recently, the Chief Executive was also invited to sit on some new groups, including the Integrated Care Plan Inequalities Task and FinishGroup; ICP Enfield Flu and Immunisations (incl COVID 19 Vaccination) Task and Finish group; LBE Covid Resilience Board.

EREC has continued to act as a critical friend to the LBE and discuss strategic policy issues. However, the local authority decided to abolish our historical LBE/EREC meetings and replace them with an Equalities Board which encompasses all nine protective characteristics. Although we made representations to the Council Leader and the Chair of the new Equalities Board stating that we felt the necessity to continue with the LBE/EREC meetings so that race issues could be given appropriate attention, their decision remained final and EREC participated at quarterly meetings. Amongst the topics discussed were:

- Impact of Covid 19 on BAME Communities
- Fairer Enfield LBE Policy on Equality, Diversity and Inclusion
- Inclusive Transport
- Equality and Diversity in Meridian Water Development

Advice and Information

Our casework drop-ins and face to face meetings with clients had to be replaced because of covid-19 restrictions along with Government guidance. Individuals were encouraged to contact us via email/telephone surgeries. We hope to revive this service as soon as possible. During this period, initial advice, signposting and referral assistance was provided to individuals. Organisations and agencies were also assisted on equalities issues.

The auditor, Georgiades Charalambou & Co LLP, is deemed to be reappointed under section 487(2) of the Companies Act 2006.

Awareness Raising/Community Cohesion

EREC raised awareness on race and equalities issues through participating in consultations on policies and services of strategic bodies. Regular e-bulletins convey topical information and our work is publicised at our events as well as at those held by other organisations. Our members also give talks about our role to other bodies.

A celebration of Black History funded by the Council was held via zoom on 29th October attended by local residents and representatives of organisations. The programme included a presentation by a prominent Human Rights Lawyer on the 'Windrush' and the Citizens Advice Bureau provided information about the Windrush Compensation Scheme. Cultural entertainment was also enjoyed with very positive feedback.

ENFIELD RACIAL EQUALITY COUNCIL (A COMPANY LIMITED BY GUARANTEE) CONTENTS

Structure, governance and management

The organisation is a charitable company limited by guarantee, incorporated on 5 September 2002. 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 trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

B B Betton (Chair)
V Dungate (Vice - chair)
R F Garland (Treasurer)
B A De Souza
R N M Hallam (Resigned 21 November 2020)
S Khale
R Sadegh-Zadeh
B Yusuf
Cllr Keazor

The charity is managed by the Chief Executive Officer, C Bhatia.

Membership of EREC

Membership is free and open to individuals who live or work in Enfield and to organisations operating in Enfield, who are committed in furthering the work of the REC. Trustees are recruited from the EREC membership by election at the Annual General Meeting. Any vacancies which remain are filled through co-option by the Board.

The Board consists of not more than 18 members: 4 honorary officers; 10 trustees; 2 local authority representatives; 2 co-opted members. Elections for trustee vacancies take place annually at the Annual General Meeting by thirds and elected trustees each serve for a three-year period.

Honorary officers are also elected at each AGM by means of a ballot and hold office for a term of one year.

All elected members should serve for their specified term, subject to their annual renewal of membership. At the conclusion of their term of office, they are requested to resign and are eligible to be nominated for re-election to the Board of Trustees.

Eligibility

All voting members of EREC are eligible to stand for election to the Board of Trustees, to nominate and to vote, provided that:

- They are individual members: they will have been in membership continuously for a period of six months prior to the AGM.
- They are nominees of affiliated organisations: they have been a nominee for a period of six months of the organisation which has also been affiliated for a period of six months continuously prior to the AGM.

ENFIELD RACIAL EQUALITY COUNCIL (A COMPANY LIMITED BY GUARANTEE) CONTENTS

Induction and Training of Trustees

All individuals accepting nominations for election are asked to sign a Declaration of Acceptance which spells out the duties of trustees. Upon their appointment, trustees are given an Induction Pack providing information about Enfield Racial Equality Council, its policies and procedures. New trustees also receive training, along with their colleagues and take part in strategic reviews and planning days. They are also invited to events held by EREC, some of which provide information and raise awareness on latest issues concerning race and equalities.

Opportunities to attend courses, such as those provided by Enfield Voluntary Action are offered throughout the year. The topics include Governance and other issues concerning voluntary sector management, leadership, influencing policy makers, etc.

Plans for the future

EREC will continue to seek funding from suitable sources to meet its aims and objectives and develop projects which meet community needs, either individually or in partnership.

Governance and Internal control

The trustees have conducted a review of the major risks to which the charity is exposed and systems have been established to mitigate those risks. The trustees regularly review their internal control systems to ensure that all internal risks are minimised and ensure the consistent quality of delivery of all operational aspects of the charitable company.

Reserves Policy

The trustees of the charity have established a policy whereby the unrestricted funds held by the charity should be between 3 and 6 months of the cost of charitable activities. At this level, the trustees feel that they would be able to continue the current activities of the charity in the event of a significant drop in funding.

ENFIELD RACIAL EQUALITY COUNCIL (A COMPANY LIMITED BY GUARANTEE) CONTENTS

Statement of trustees' responsibilities

The trustees, who are also the directors of Enfield Racial Equality Council for the purpose of company law, are responsible for preparing the Trustees' 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 affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity 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 charity 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 charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustee's report was approved by the Board of Trustees and signed on their behalf by:

B B Betton (Chair)

Dated: 14 September 2021

**ENFIELD RACIAL EQUALITY COUNCIL
(A COMPANY LIMITED BY GUARANTEE)
INDEPENDENT EXAMINER'S REPORT
TO THE TRUSTEES OF ENFIELD RACIAL EQUALITY COUNCIL**

I report to the trustees on my examination of the financial statements of Enfield Racial Equality Council (the charity) for the year ended 31 March 2021.

Responsibilities and basis of report

As the trustees of the charity (and also its directors for the purposes of company law) 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 charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's financial statements carried out under section 145 of the Charities Act 2011 (the 2011 Act). 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.

Independent examiner's statement

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

- 1 accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
- 4 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.

M. Abdul-Karim FCCA
Independent examiner

Georgiades Charalambou & Co LLP
283 Green Lanes
Palmers Green
London
N13 4XS

Dated: 29 September 2021

ENFIELD RACIAL EQUALITY COUNCIL
(A COMPANY LIMITED BY GUARANTEE)
STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 MARCH 2021

		Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £	Unrestricted funds 2020 £	Restricted funds 2020 £	Total 2020 £
	Notes						
Income and endowments from:							
Charitable activities	3	30,205	17,110	47,315	28,350	15,000	43,350
Other income	4	6,546	-	6,546	2,554	-	2,554
Total income		36,751	17,110	53,861	30,904	15,000	45,904
Expenditure on:							
Charitable activities	5	35,700	14,126	49,826	39,711	15,000	54,710
Net incoming/(outgoing) resources before transfers		1,051	2,984	4,035	(8,807)	1	(8,806)
Gross transfers between funds		2,984	(2,984)	-	-	-	-
Net Income/(expenditure) for the year/ Net movement in funds		4,035	-	4,035	(8,807)	-	(8,806)
Fund balances at 1 April 2020		56,664	-	56,664	65,471	-	65,470
Fund balances at 31 March 2021		60,699	-	60,699	56,664	-	56,664

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

**ENFIELD RACIAL EQUALITY COUNCIL
(A COMPANY LIMITED BY GUARANTEE)
BALANCE SHEET**

AS AT 31 MARCH 2021

	Notes	2021 £	£	2020 £	£
Fixed assets					
Tangible assets	8		2,691		604
Current assets					
Cash at bank and in hand		58,967		58,770	
Creditors: amounts falling due within one year					
Other creditors		960		2,710	
Net current assets			58,007		56,060
Total assets less current liabilities			60,698		56,664
Income funds					
Unrestricted funds			60,698		56,664
			60,698		56,664

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2021.

The directors acknowledge their responsibilities for ensuring that the charity keeps accounting records which comply with section 386 of the Act and for preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its incoming resources and application of resources, including its income and expenditure, for the financial year in accordance with the requirements of sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the company.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the Trustees on 14 September 2021

B B Betton (Chair)
Trustee

Company Registration No. 04527878

**ENFIELD RACIAL EQUALITY COUNCIL
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS**

FOR THE YEAR ENDED 31 MARCH 2021

1 Accounting policies

Company information

Enfield Racial Equality Council is a private company limited by guarantee incorporated in England and Wales. The registered office is Community House, 311 Fore Street, Edmonton, London, N9 0PZ.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's [governing document], the Companies Act 2006 and "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 2019)". The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The accounts have been prepared on the historical cost convention.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the next 12 months. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the accounts.

1.4 Incoming resources

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

1.5 Resources expended

Expenditure is recognised on an accruals basis when there is a legal or constructive obligation to make a payment.

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include accountancy fees and costs linked to the strategic management of the charity.

ENFIELD RACIAL EQUALITY COUNCIL
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

1 Accounting policies

(Continued)

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Fixtures, fittings & equipment	25% Reducing balance basis
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The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in net income/(expenditure) for the year.

1.7 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

Recoverable amount is the higher of fair value less costs to sell and value in use. In assessing value in use, the estimated future cash flows are discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset for which the estimates of future cash flows have not been adjusted.

If the recoverable amount of an asset is estimated to be less than its carrying amount, the carrying amount of the asset is reduced to its recoverable amount. An impairment loss is recognised immediately in income/(expenditure) for the year, unless the relevant asset is carried at a revalued amount, in which case the impairment loss is treated as a revaluation decrease.

Recognised impairment losses are reversed if, and only if, the reasons for the impairment loss have ceased to apply. Where an impairment loss subsequently reverses, the carrying amount of the asset is increased to the revised estimate of its recoverable amount, but so that the increased carrying amount does not exceed the carrying amount that would have been determined had no impairment loss been recognised for the asset in prior years. A reversal of an impairment loss is recognised immediately, unless the relevant asset is carried at a revalued amount, in which case the reversal of the impairment loss is treated as a revaluation increase.

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

ENFIELD RACIAL EQUALITY COUNCIL
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

1 Accounting policies

(Continued)

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.9 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.10 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

ENFIELD RACIAL EQUALITY COUNCIL
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

3 Charitable activities

	LB Enfield	Other Grants	Local Community Response Fund	Big Lottery Fund	Total	Total
	2021	2021	2021	2021	2021	2020
	£	£	£	£	£	£
Performance related grants	25,000	5,205	7,110	10,000	47,315	43,350
	<u>25,000</u>	<u>5,205</u>	<u>7,110</u>	<u>10,000</u>	<u>47,315</u>	<u>43,350</u>
Analysis by fund						
Unrestricted funds	25,000	5,205	-	-	30,205	28,350
Restructed funds	-	-	7,110	10,000	17,110	15,000
	<u>25,000</u>	<u>5,205</u>	<u>7,110</u>	<u>10,000</u>	<u>47,315</u>	<u>43,350</u>

For the year ended 31 March 2020

	LB Enfield	Other Grants	Santander	Big Lottery Fund	Total
	£	£	£	£	2020 £
Performance related grants	25,000	3,350	5,000	10,000	43,350
	<u>25,000</u>	<u>3,350</u>	<u>5,000</u>	<u>10,000</u>	<u>43,350</u>
Analysis by fund					
Unrestricted funds	25,000	3,350	-	-	28,350
Restricted funds - general	-	-	5,000	10,000	15,000
	<u>25,000</u>	<u>3,350</u>	<u>5,000</u>	<u>10,000</u>	<u>43,350</u>

4 Other income

	Unrestricted funds	Unrestricted funds
	2021 £	2020 £
Other income	6,546	2,554
	<u>6,546</u>	<u>2,554</u>

ENFIELD RACIAL EQUALITY COUNCIL
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

5 Charitable activities	Racial equality and support	London Community Response Fund	Building a Resilient Community	Total 2021	Total 2020
	£	£	£	£	£
Staff costs	28,771	874	8,500	38,145	40,225
Depreciation and impairment	897	-	-	897	201
Rent & service charges	3,500	1,395	1,000	5,895	8,048
Insurance	330	-	-	330	1,539
Professional fees	-	-	-	-	48
Telephone	-	122	-	122	-
Printing, postage and stationery	13	316	400	729	558
Computer cost	318	1,419	100	1,837	1,016
Sponsorship	-	-	-	-	867
Meetings & conferences	473	-	-	473	1,201
General expenses	174	-	-	174	48
Subscriptions	-	-	-	-	15
Bank charges	-	-	-	-	15
Travelling expenditure	264	-	-	264	451
Staff training	-	-	-	-	45
BHM Events	-	-	-	-	770
	<u>34,740</u>	<u>4,126</u>	<u>10,000</u>	<u>48,866</u>	<u>53,317</u>
Share of governance costs (see note 6)	-	-	-	-	-
	<u>960</u>	<u>-</u>	<u>-</u>	<u>960</u>	<u>1,393</u>
	<u>35,700</u>	<u>4,126</u>	<u>10,000</u>	<u>49,826</u>	<u>54,710</u>
Analysis by fund					
Unrestricted funds	<u>35,700</u>	<u>-</u>	<u>-</u>	<u>35,699</u>	<u>-</u>

**ENFIELD RACIAL EQUALITY COUNCIL
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021**

5 Charitable activities					(Continued)
Restricted funds	-	4,126	10,000	14,127	
	<u>35,700</u>	<u>4,126</u>	<u>10,000</u>	<u>49,826</u>	
For the year ended 31 March 2020					
Unrestricted funds	39,710	-	-		39,710
Restricted funds	<u>11,825</u>	<u>3,175</u>	-		<u>15,000</u>
	<u>51,535</u>	<u>3,175</u>	<u>-</u>		<u>54,710</u>

ENFIELD RACIAL EQUALITY COUNCIL
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

6 Support costs

	2021 £	2020 £	Basis of allocation
Accountancy	960	960	Allocated on time
Cost of trustees' meetings	-	401	Allocated on time
	<u>960</u>	<u>1,361</u>	
Analysed between			
Charitable activities	<u>960</u>	<u>1,361</u>	

7 Employees

Number of employees

The average monthly number employees during the year was:

	2021 Number	2020 Number
	3	3

Employment costs

	2021 £	2020 £
Wages and salaries	31,969	30,245
Social security costs	-	272
Other pension costs	6,176	9,708
	<u>38,145</u>	<u>40,225</u>

No employees had employee benefits in excess of £60,000. Pension costs are allocated to activities in proportion to the related staffing costs incurred and are wholly charged to unrestricted funds.

The charity trustees were not paid or received any other benefits from employment with the charity in the year, neither were they reimbursed expenses during the year. No charity trustee received payment for professional or other services supplied to the charity.

The key management personnel of the charity include trustees and the Chief Executive Officer. The total employee remuneration (including benefits) of key management personnel of the charity were £19,377 (2020: £20,429)

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FOR THE YEAR ENDED 31 MARCH 2021

8 Tangible fixed assets

	Fixtures, fittings & equipment £
Cost	
At 1 April 2020	18,639
Additions	2,984
	<u>21,623</u>
At 31 March 2021	<u>21,623</u>
Depreciation and Impairment	
At 1 April 2020	18,035
Depreciation charged in the year	897
	<u>18,932</u>
At 31 March 2021	<u>18,932</u>
Carrying amount	
At 31 March 2021	<u>2,691</u>
At 31 March 2020	<u>604</u>

9 Creditors: amounts falling due within one year

	2021 £	2020 £
Accruals	960	2,710
	<u>960</u>	<u>2,710</u>

Deferred income relates to grants received in the previous period but relate to the current year.

10 Financial instruments

	2021 £	2020 £
Measured at amortised cost	960	2,710
	<u>960</u>	<u>2,710</u>

11 Retirement benefit schemes

Defined contribution schemes

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

The charge to profit and loss in respect of defined contribution schemes was £6,176 (2020: £7,397).

**ENFIELD RACIAL EQUALITY COUNCIL
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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**

FOR THE YEAR ENDED 31 MARCH 2021

12 Analysis of net assets between funds

	Unrestricted	Total	Unrestricted	Total
	2021	2021	2020	2020
	£	£	£	£
Fund balances at 31 March 2021 are represented by:				
Tangible assets	2,691	2,691	604	604
Current assets/(liabilities)	58,007	58,007	56,060	56,060
	<u>60,698</u>	<u>60,698</u>	<u>56,664</u>	<u>56,664</u>

ENFIELD RACIAL EQUALITY COUNCIL
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FOR THE YEAR ENDED 31 MARCH 2021

15 Unrestricted funds

Unrestricted funds are used on the discretion of the trustees to further the charity's objectives.

	Movement in funds					Movement in funds				
	Balance at 1 April 2019	Incoming resources	Resources expended	Transfers gains and losses	Revaluations, 1 April 2020	Balance at 1 April 2020	Incoming resources	Resources expended	Transfers gains and losses	Revaluations, 31 March 2021
	£	£	£	£	£	£	£	£	£	£
Unrestricted funds	65,470	30,904	(39,710)	-	-	56,664	36,751	(35,700)	2,984	-
	<u>65,470</u>	<u>30,904</u>	<u>(39,710)</u>	<u>-</u>	<u>-</u>	<u>56,664</u>	<u>36,751</u>	<u>(35,700)</u>	<u>2,984</u>	<u>-</u>
	<u><u>65,470</u></u>	<u><u>30,904</u></u>	<u><u>(39,710)</u></u>	<u><u>-</u></u>	<u><u>-</u></u>	<u><u>56,664</u></u>	<u><u>36,751</u></u>	<u><u>(35,700)</u></u>	<u><u>2,984</u></u>	<u><u>60,699</u></u>

ENFIELD RACIAL EQUALITY COUNCIL
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FOR THE YEAR ENDED 31 MARCH 2021

16 Restricted funds

	Movement in funds			Movement in funds			Balance at 31 March 2021
	Incoming resources £	Resources expended £	Balance at 1 April 2020 £	Incoming resources £	Resources expended £	Transfers £	
Santander	5,000	(5,000)	-	-	-	-	-
Big Lottery Fund	10,000	(10,000)	-	10,000	(10,000)	-	-
London Community Response Fund	-	-	-	7,110	(4,126)	(2,984)	-
	<u>-</u>	<u>-</u>	<u>-</u>	<u>17,110</u>	<u>(14,126)</u>	<u>(2,984)</u>	<u>-</u>

The purpose of the Big Lottery Fund grant is to assist the diverse communities in Enfield to integrate, achieve a greater awareness and understanding of each other's needs and cultures as well as work collaboratively. The project commenced in Autumn 2017.

Grants from the Santander Foundation is used to fund a series of personal money management workshops to equip participants with knowledge and understanding to manage their own finances and budgets, avoid debt and know how to access help and benefit advice. Two workshops will be held in the summer and a further two in the autumn of 2019.

The grant received from the London Community Response Fund is used to provide assistance towards employees during the start of the Coronavirus pandemic, by covering the costs of equipment needed in order to allow employees to work from home. The grant was received in July 2020.

15 Related party transactions

There were no disclosable related party transactions during the year.

This document was delivered using electronic communications and authenticated in accordance with the registrar's rules relating to electronic form, authentication and manner of delivery under section 1072 of the Companies Act 2006.