

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 2024**

ENFIELD RACIAL EQUALITY COUNCIL
LEGAL AND ADMINISTRATIVE INFORMATION
YEAR ENDED 31 MARCH 2024

Trustees	B B Betton (Chair) V Dungate (Vice-Chair) R F Garland (Treasurer) B A De Souza S Khale R Sadegh-Zadeh B Yusuf H Wallace
Secretary	C Bhatia (Chief Executive)
Charity number	1097768
Company number	04527878
Registered office	Community House 311 Fore Street Edmonton London N9 0PZ
Independent examiner	Razzakul Haider Khan, MSc, FCCA Chartered Certified Accountant Brit Tax Accountants 132 High Street Enfield EN3 4ET

ENFIELD RACIAL EQUALITY COUNCIL

CONTENTS

YEAR ENDED 31 MARCH 2024

	Page
Trustees' report	1 - 5
Independent examiner's report	6
Statement of financial activities	7
Balance sheet	8
Notes to the financial statements	9 - 13

ENFIELD RACIAL EQUALITY COUNCIL

TRUSTEES' REPORT

YEAR ENDED 31 MARCH 2024

The trustees present their report and financial statements for the year ended 31st March 2024.

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 (FRS 102).

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.

ACHIEVEMENTS AND PERFORMANCE

The charity has made good progress despite extremely limited human and financial resources. We engaged with key stakeholders at strategic fora to ensure that needs and concerns of BAME communities were included in their policies and services. We kept our members and networks informed of our work and also conveyed key messages from statutory and voluntary bodies on their services and policies. We have successfully completed projects on community cohesion, taken part in consultations and arranged focus groups. Some of our work is highlighted below.

London Borough of Enfield (LBE) Contract

EREC's contract with Enfield Council has now been extended up to March 2025 with a view to extending to 2026. The project provides equalities support on matters of race and ethnicity 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.

Policy

A major part of EREC's role is to provide advice, support and guidance to policymakers and service providers on equalities issues as a critical friend. We are represented on strategic fora, including

- LBE Voluntary and Community Sector Strategy Steering Group.
- The North Central London ICP Group's Voluntary Stakeholder Reference Group.
- Enfield Hate Crime Forum.

ENFIELD RACIAL EQUALITY COUNCIL

TRUSTEES' REPORT (Continued)

YEAR ENDED 31 MARCH 2024

- NCL Integrated Care Partnership Board.
- Local Motion CORE group and Inequalities subgroup.
- LBE Equalities Board.
- The Cost of Living Crisis Network.
- Faith Forum.

Our Project Work

Strategic Race And Equalities Forum (SREF)

Our SREF was initially funded for development work by the Greater London Authority (GLA). The initiative received tremendous support and a demand for serious discussions and collaborative work to move race and equalities issues forward. We received further funding for four meetings from LocalMotion. Topical issues including Enfield's Joint Local Health and Wellbeing Strategy 2024-2030 was discussed with the Director of Public Health and community views were passed on for inclusion in the plan. Frustrations were voiced by community members regarding previous perceived inaction, although important issues, such as taking action to reduce the number of junk food outlets had not been carried out and the communities were still facing inequalities, particularly in Edmonton, as revealed by the pandemic.

Other issues such as housing, education, poverty and unemployment were highlighted in the subsequent forums. Although EREC has not been able to receive any further funding from LocalMotion or other sources currently, many of the issues highlighted have been taken up within LocalMotion hubs. Unemployment inequalities were discussed further at the Edmonton hub where the Chief Executive took part in breakout sessions. The Chair was part of the panel discussing race and inequalities in employment and the work carried out by EREC in the past and still needed to pursue further with policy makers and service providers. Housing issues are being followed up through dedicated forums and action plans being developed by LocalMotion. Nevertheless, there needs to be follow up and action plans developed to monitor progress, specifically with regard to race issues.

EREC will continue to engage with policy makers and service providers through regular participation in forums such as the LBE Equalities Board, Integrated Care Partnership Board and its subgroups. We will attempt to secure funding so that this can be done consistently and on an ongoing basis.

'Story of our Heritage'

We built upon our initial work in this area by compiling a small exhibition on the stories and contributions of our founder members and pioneers to race and equalities work and the creation of EREC. We held a community event at which we displayed the exhibition and awarded those who had shared their memories and experiences to the project. We were particularly honoured to welcome founder member and current President, Leslie Dubow. He shared his memories with the audience, some of whom remembered receiving assistance and support from him in the early days, including one individual who recollected how Leslie 'helped turn his life around' through the support and guidance he received as a young man. We aim to further expand this project by developing and preserving our archives in a form accessible to the wider community and younger generations to acknowledge, appreciate, be inspired by and learn from for years to come as well as to leave a lasting legacy about our organisation and of the struggles faced by BAME communities to achieve racial equality.

Climate Change

We continue to take an active part in the Enfield Climate Action Forum (EnCAF) as well as the collaborative forum which brings together representatives from a wide variety of organisations that work together to take forward the recommendations of the report from the joint project by EREC and EnCAF, funded by the North Middlesex University Hospital.

ENFIELD RACIAL EQUALITY COUNCIL

TRUSTEES' REPORT (Continued)

YEAR ENDED 31 MARCH 2024

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 conveyed topical information and our work was publicised at events as well as at those held by the CEO, Chair and trustees.

Advice and Information

We are continuing to provide assistance to individuals and organisations regarding race specific issues and will be extending this work through drop-ins in the coming year.

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
S Khale
R Sadegh-Zadeh
B Yusuf
H Wallace

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

TRUSTEES' REPORT (Continued)

YEAR ENDED 31 MARCH 2024

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.

Financial Review

During the year under review, the Charity generated total revenues of £33,550 (2023: £43,253). The accounts show a net deficit for the year of £18,056 (2023: £7,111 deficit) and closing reserves of £27,351 (2023: £45,407).

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; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

ENFIELD RACIAL EQUALITY COUNCIL

TRUSTEES' REPORT (Continued)

YEAR ENDED 31 MARCH 2024

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.


.....
Vicky S Durgate (Vice-Chair)

Dated: 18/07/2024

ENFIELD RACIAL EQUALITY COUNCIL
INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES
YEAR ENDED 31 MARCH 2024

Independent Examiner's Report to the Trustees of Enfield Racial Equality Council

I report on the accounts of Enfield Racial Equality Council (Charity number 1097768, Company number 04527878) for the year ended 31st March 2024, which are set out on pages 7 to 13.

Respective Responsibilities of Trustees and Examiner

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the Charities Act) and that an independent examination is needed. I am qualified to undertake the examination by being a qualified member of the Association of Chartered Certified Accountants.

It is my responsibility to:

- examine the accounts under section 145 of the Charities Act,
- follow the procedures laid down in the general Directions given by the Charity Commission (under section 145(5)(b) of the Charities Act, and
- state whether particular matters have come to my attention.

Basis of Independent Examiner's Statement

My examination was carried out in accordance with general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently, no opinion is given as to whether the accounts present a 'true and fair' view and the report is limited to those matters set out in the statement below.

Independent Examiner's Statement

In connection with my examination, no matter has come to my attention to indicate that:

- accounting records have not been kept in accordance with section 386 of the Companies Act 2006;
- the accounts do not accord with such records;
- where accounts are prepared on an accruals basis, whether they fail to comply with relevant accounting requirements under section 396 of the Companies Act 2006, or are not consistent with the Charities SORP (FRS102)
- any matter which the examiner believes should be drawn to the attention of the reader to gain a proper understanding of the accounts.



Razzakul Haider Khan, MSc, FCCA
Chartered Certified Accountant
Brit Tax Accountants
132 High Street, Enfield, EN3 4ET

Date: 18 July 2024

ENFIELD RACIAL EQUALITY COUNCIL

STATEMENT OF FINANCIAL ACTIVITIES (INCOME AND EXPENDITURE ACCOUNT)

YEAR ENDED 31 MARCH 2024

	Notes	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Incoming Resources					
Charitable activities	2	25,000	500	25,500	39,200
Other income	3	8,050	-	8,050	4,053
Total Incoming Resources		<u>33,050</u>	<u>500</u>	<u>33,550</u>	<u>43,253</u>
Outgoing Resources					
Charitable activities	4	48,020	3,586	51,606	50,364
Net Incoming/(Outgoings) and Net Movement in Funds for the Year		(14,970)	(3,086)	(18,056)	(7,111)
Total Funds Brought Forward		<u>42,321</u>	<u>3,086</u>	<u>45,407</u>	<u>52,518</u>
Total Funds at 31st March 2024		<u>27,351</u>	<u>-</u>	<u>27,351</u>	<u>45,407</u>

The statement of financial activities includes all gains and losses in the year. All incoming resources and resources expended 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

BALANCE SHEET

AS AT 31 MARCH 2024

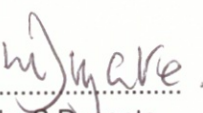
	Notes	2024 £	£	2023 £	£
Fixed Assets					
Tangible assets	9		1,009		1,345
Current Assets					
Cash at bank and in hand		28,151		45,559	
		<u>28,151</u>		<u>45,559</u>	
Current Liabilities					
Creditors: amounts falling due within one year					
Other creditors	10	1,809		1,497	
		<u>1,809</u>		<u>1,497</u>	
Net Current Assets			26,342		44,062
Total Net Assets			<u>27,351</u>		<u>45,407</u>
Funds					
Restricted Funds			-		3,086
Unrestricted Fund			27,351		42,321
Total Funds			<u>27,351</u>		<u>45,407</u>

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 2024.

The trustees 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.

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

The accounts were approved by the Trustees on 18 July 2024.



 Vicky S Dugate
 Vice-Chair/Trustee

ENFIELD RACIAL EQUALITY COUNCIL

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2024

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 (FRS 102). 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

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

All incoming resources are included in the Statement of Financial Activities (SOFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

All grants receivable are credited to the income and expenditure account to which they relate provided receipt is certain, measurable & the charity has entitlement.

Donations are credited to the income and expenditure account in the year of receipt of the donation.

1.5 Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes VAT as the Charity is exempt from registration for VAT and therefore is reported as part of the expenditure to which it relates.

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
NOTES TO THE FINANCIAL STATEMENTS (Continued)
YEAR ENDED 31 MARCH 2024

1.6 Tangible fixed assets and Depreciation

Tangible fixed assets are initially measured at cost.

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

Fixtures, fittings & equipment: 25% per annum on a reducing balance basis.

1.7 Employee benefits

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

1.8 Retirement benefits

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

2 Charitable activities

	Unrestricted Funds 2024 £	Restricted Funds 2024 £	Total Funds 2024 £	Total Funds 2023 £
London Borough Of Enfield	25,000	-	25,000	25,000
Heritage Fund	-	-	-	5,000
HMRC JRS Grant	-	-	-	-
Enfield Climate Action Forum (EnCaf)	-	-	-	4,700
Greater London Authority	-	500	500	4,500
LBE BHM Grant	-	-	-	-
	<u>25,000</u>	<u>500</u>	<u>25,500</u>	<u>39,200</u>

3 Other Income

	Unrestricted Funds 2024 £	Restricted Funds 2024 £	Total Funds 2024 £	Total Funds 2023 £
Local Motion (Payment of fees)	8,050	-	8,050	2,100
Festival Of Ideas	-	-	-	-
Other Income	-	-	-	1,953
	<u>8,050</u>	<u>-</u>	<u>8,050</u>	<u>4,053</u>

ENFIELD RACIAL EQUALITY COUNCIL
NOTES TO THE FINANCIAL STATEMENTS (Continued)
YEAR ENDED 31 MARCH 2024

4 Outgoing Resources: Charitable activities

	Unrestricted Funds 2024 £	Restricted Funds 2024 £	Total Funds 2024 £	Total Funds 2023 £
Staff costs	37,189	1,997	39,186	38,524
Depreciation and impairment	336	-	336	673
Rent & service charges	3,500	-	3,500	3,500
Insurance	408	-	408	379
Legal and professional fees	-	-	-	-
Accountancy fees	600	-	600	600
Telephone	-	-	-	115
Printing, postage and stationery	244	83	327	266
Computer cost	-	-	-	-
Event Costs	-	1,155	1,155	-
Meetings & conferences	632	241	873	223
General expenses	-	-	-	-
Subscriptions	317	80	397	149
Pension Reassure & St. James for CEO	4,719	-	4,719	4,601
Travel and subsistence	21	30	51	291
Website/ Equipment	54	-	54	569
Community Panels Contribution & Translations	-	-	-	474
	<u>48,020</u>	<u>3,586</u>	<u>51,606</u>	<u>50,364</u>

5 Support and Governance Costs

	General £	Governance £	Total £
Rent & service charges	3,500	-	3,500
Insurance	-	408	408
Printing, postage and stationery	327	-	327
Legal and Professional fees	-	600	600
	<u>3,827</u>	<u>1,008</u>	<u>4,835</u>

ENFIELD RACIAL EQUALITY COUNCIL
NOTES TO THE FINANCIAL STATEMENTS (Continued)
YEAR ENDED 31 MARCH 2024

6 Employees

	2024	2023
The average monthly number of employees during the year was:	<u>3</u>	<u>3</u>

7 Employment costs

	2024	2023
	£	£
Net Salary	28,390	28,802
Social security costs	7,429	6,164
Other pension costs	3,367	3,558
	<u>39,186</u>	<u>38,524</u>

No employees had employee benefits in excess of £60,000. 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 gross remuneration of key management personnel (Chief Executive Officer) of the charity were £21,449 (2023: £20,923).

8 Retirement benefit schemes

Defined contribution schemes

The charity operates a defined contribution pension scheme for 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 £8,086 (2023: £8,159).

9 Tangible fixed assets

	Fixtures, fittings & equipment £
Cost	
B/fwd	21,623
Additions	-
	<u>21,623</u>
At 31 March 2024	<u>21,623</u>
Depreciation	
B/fwd	20,278
Depreciation charged in the year	<u>336</u>
	<u>20,614</u>
At 31 March 2024	<u>20,614</u>
Carrying value	
At 31 March 2024	<u>1,009</u>
At 31 March 2023	<u>1,345</u>

ENFIELD RACIAL EQUALITY COUNCIL
NOTES TO THE FINANCIAL STATEMENTS (Continued)
YEAR ENDED 31 MARCH 2024

10 Creditors: amounts falling due within one year

	2024	2023
	£	£
Accountancy fees	600	600
Other taxes and social security costs	935	622
Other pension costs	274	275
	<u>1,809</u>	<u>1,497</u>

11 Analysis of net assets between funds

	Unrestricted Funds	Unrestricted Funds	Total Funds
	£	£	£
Tangible assets	1,009	-	1,009
Current assets/(liabilities)	<u>26,342</u>	-	<u>26,342</u>
	<u>27,351</u>	=	<u>27,351</u>

12 Movements in funds

	Total Funds Brought Forward	Total Incoming Resources	Total Resources Expended	Total Funds Carried Forward
	£	£	£	£
Restricted funds	3,086	500	3,586	-
Unrestricted funds	<u>42,321</u>	<u>33,050</u>	<u>48,020</u>	<u>27,351</u>
	<u>45,407</u>	<u>33,550</u>	<u>51,606</u>	<u>27,351</u>

13 Related party transactions

There were no disclosable related party transactions during the year.