

PLYMOUTH & DEVON RACIAL EQUALITY COUNCIL

England & Wales · Charity number 1102012

Details

Other names	PLYMOUTH & DISTRICT RACIAL EQUALITY COUNCIL
Status	Registered
Legal form	Charitable company
Company number	03827654
Registered	2004-02-10
Register	View on the Charity Commission register

Contact

Address	24 HQ Building 237 Union Street Plymouth Plymouth Devon
Phone	01752 224555
Email	enquiries@plymouthrec.org
Website	www.plymouthanddevonrec.org.uk

Activities

Objects: 1) TO WORK TOWARDS THE ELIMINATION OF RACIAL DISCRIMINATION; AND 2) TO PROMOTE EQUALITY OF OPPORTUNITY, AND GOOD RELATIONS, BETWEEN PERSONS OF DIFFERENT RACIAL GROUPS; ESPECIALLY IN THE REGION KNOWN AS THE PLYMOUTH TRAVEL TO WORK AREA (HEREINAFTER KNOWN AS THE REC'S "AREA OF BENEFIT")

Activities: To work towards the elimination of racial discrimination; and to promote equality of opportunity, and good relations, between persons of different racial groups especially in the region known as Devon, including Plymouth, Exeter and Torbay.

Classification

- **How:** Provides Human Resources, Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information, Other Charitable Activities
- **What:** General Charitable Purposes, Education/training, The Prevention Or Relief Of Poverty, Arts/culture/heritage/science, Economic/community Development/employment, Human Rights/religious Or Racial Harmony/equality Or Diversity, Other Charitable Purposes
- **Who:** Children/young People, Elderly/old People, People With Disabilities, People Of A Particular Ethnic Or Racial Origin, Other Charities Or Voluntary Bodies, Other Defined Groups, The General Public/mankind

Geography

- **Area of benefit:** PLYMOUTH
- Devon
- Plymouth City

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£203,022	£252,438	-	-
2024-03-31	£242,069	£228,708	-	-
2023-03-31	£242,429	£215,951	-	-
2022-03-31	£159,194	£143,376	-	-
2021-03-31	£142,208	£117,245	-	-

Trustees

Name	Role	Appointed
Dr Suparna Bagchi		2026-05-18
Elle Placide		2023-05-22
Isatta Sarah Kallon		2023-07-25
Jenny Birchall		2023-03-13
Kadus Simeon Smith		2023-05-22
Marie Elizabeth Dallas		2023-05-22
Nicholas St John Middleton White		2017-08-21
Ronald Muhizi		2026-05-18
Sharon Soper		2026-05-18
TIM TOD		2016-08-10
Thandiwe Hara-Msulira		2017-08-21
Waleed Abdallah		2023-05-22

Accounts

Plymouth & Devon Racial Equality Council
Independent Examiners Report

Independent Examiner's Report to the trustees of Plymouth & Devon Racial Equality Council

I report to the charity trustees on my examination of the financial statements of Plymouth & Devon Racial Equality Council for the year ended 31 March 2025.

Responsibilities and basis of report

As the charity's trustees of the company (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 your charity's financial statements as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the 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 can confirm that no material matters have come to my attention in connection with the examination giving me cause to believe:

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

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



Lee James Hardacre FCCA ACCA
Precise Accountants Ltd
Unit 4 Seaton Park
36 William Prance Road
Derriford
Plymouth
PL6 5WR
08 December 2025

Accounts

Companies House
Crown Way
CARDIFF
CF14 3UZ

19 December 2024

Dear Sir/Madam

PLYMOUTH & DEVON RACIAL EQUALITY COUNCIL. – REG NO 03827654

Please find attached for submission the full Accounts for the year ended 31 March 2024 for the above-named charity.

Should there be any queries then please do contact us.

Yours faithfully

A handwritten signature in black ink, appearing to be 'LH', with a long, sweeping horizontal line extending to the right.

**LEE HARDACRE (FCCA/FMAAT)
DIRECTOR**

Encs: 2024 Accounts

Plymouth & Devon Racial Equality Council

Charity No. 1102012

Company No. 03827654

Trustees' Report and Unaudited Accounts

31 March 2024

Plymouth & Devon Racial Equality Council
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Plymouth & Devon Racial Equality Council
Trustees Annual Report

The trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the unaudited financial statements of the charity for the year ended 31 March 2024.

REFERENCE AND ADMINISTRATIVE DETAILS

Company No. 03827654

Charity No. 1102012

Principal and Registered Office

Unit 24 Hq Building
237 Union Street
Plymouth
Devon
PL1 3HQ

Directors and Trustees

The Directors of the charitable company are its Trustees for the purposes of charity law.
The following Directors and Trustees served during the year:

W. Abdallah	
H.A. Abeywardena	
S. Barrowes-Bayewunmi	(Resigned 1 May 2024)
J. Birchall	
S. Chanda-Gool	(Resigned 8 April 2024)
M.E. Dallas	
K. Emmanuel	
T. Hara-Msulira	
I.S. Kallon	
C. Mikubu	
E. Placide	
K.S. Smith	
S.G. Snellgrove	(Resigned 6 November 2023)
T. Tod	
N.S.J.M. White	

Key Management Personnel

Chairperson	N.S.J.M. White
Strategic manager	Mrs J Paget

Accountants

Precise Accountants Ltd
Unit 4 Seaton Park
36 William Prance Road
Derriford
Plymouth
PL6 5WR

Managers Overview

2023 was a huge milestone for Plymouth and Devon Racial Equality Council as it celebrated 30 years of dedicated racial equality work in Plymouth. From its initial roots as the Southwest anti-racist taskforce, then Plymouth and District Racial Equality Council, to today's PDREC, supporting people from the Global Majority and Minoritised Communities living in Plymouth, Devon, and Torbay.

A celebratory event of music, dance and pictures that catalogued the fabulous work undertaken by PDREC staff, old and current, was held at the Market Hall in Devonport. It was a lovely evening, celebrating 3 decades with the wonderful friends we made along the way. Thank you to everyone who attended and made it a tremendous evening.

Our mission statement is, *'that to build a fair and just society everyone must have an equal chance to live, work and learn free from prejudice, discrimination and racism. PDREC values diversity and works in partnership with individuals and organisations that are also committed to race equality'*.

This is even more important since the race riots in the summer of 2024 that were fuelled by misinformation and hate. Plymouth was one of the areas targeted by the Far Right, with people bused into the city to incite violence and racial hatred. It was encouraging to see the huge number of people in the city who came out in support of asylum seekers and people from the global majority, leaving no doubt that most people in the city are welcoming, but it was a sad day for Plymouth.

The aftermath of the riots is still being felt both nationally and locally. This has left people feeling isolated and scared, particularly when they recognised work colleagues, fellow students, and neighbours supporting the Far-Right narrative.

It will take a significant amount of time to rebuild trust and improve community cohesion at a time where there is a global Far Right narrative that is reiterated in the language of politicians and social media.

Over the past 12 months, the Board of Trustees and staff team have worked together to identify a strategic plan that will be the focus of the direction of work for the next 3 years. 3 specific strands, Racial Justice, Education, and Health, were identified as most aligned to PDREC's aims, mission statement, and values.

PDREC was fortunate to have successfully secured a grant for The Phoenix Way, through the Black South West Network, enabling us to explore the current and future organisational needs using a theory of change. This transformative process will form the basis of a strategic business plan for the next 3 years.

One of the biggest challenges facing PDREC in delivering the strategic plan is identifying funding that aligns with the 3 strands in a climate that is becoming increasingly more difficult and financially competitive. Despite these difficulties, we look forward to the challenge to ensure the organisation remains fit for purpose going forward.

PDREC has robust financial policies and procedures to ensure that all grants, commissioning, and donations are managed appropriately, and meet the funder's agreed outcomes and outputs.

Governance

PDREC was managed by a board of 15 Trustees during the 2023/2024 financial year.

However, we have said goodbye to 3 members of our Board of Trustees over the past 12 months:

Sheila Snellgrove, who has been a Trustee and valued member of the Board for 16 years, resigned in November 2023. PDREC is very fortunate that Sheila is still supporting the organisation through our Theory of Change. Thank you Sheila for all your help and support.

We would also like to say a huge thank you to Sofia Chanda-Gool who resigned in August 2024, Chair of PDREC for all her hard work and support in helping to steer the organisation in its current direction.

We are a Black Led organisation, with over 75% of our Trustees from the Global Majority or Minoritised Communities and have a Chair with lived experience. This level of experience and expertise has helped to develop and reshape the direction of the organisation over the past few years.

The work undertaken by PDREC is very varied and includes, casework and advocacy, training, work in schools and young people, volunteering, community cohesion, work at a strategic level, and a women's group to tackle isolation and loneliness. We have included a snapshot during 23/24, which gives a small insight into the valuable work carried out by PDREC's staff team on a day-to-day basis.

Case work

Casework remains a key part of PDREC's work. We provide a person centred, advocacy and support for people experiencing racism and discrimination, around a wide range of issues. This work is extremely complex and may take several weeks or months depending on the issue(s).

The following charts below give an overview of casework data. We have introduced a new case management system, Upshot, which has been further developed by Regis Ntavuka, a member of PDREC's staff team. This has helped us to streamline how we collect and use data.

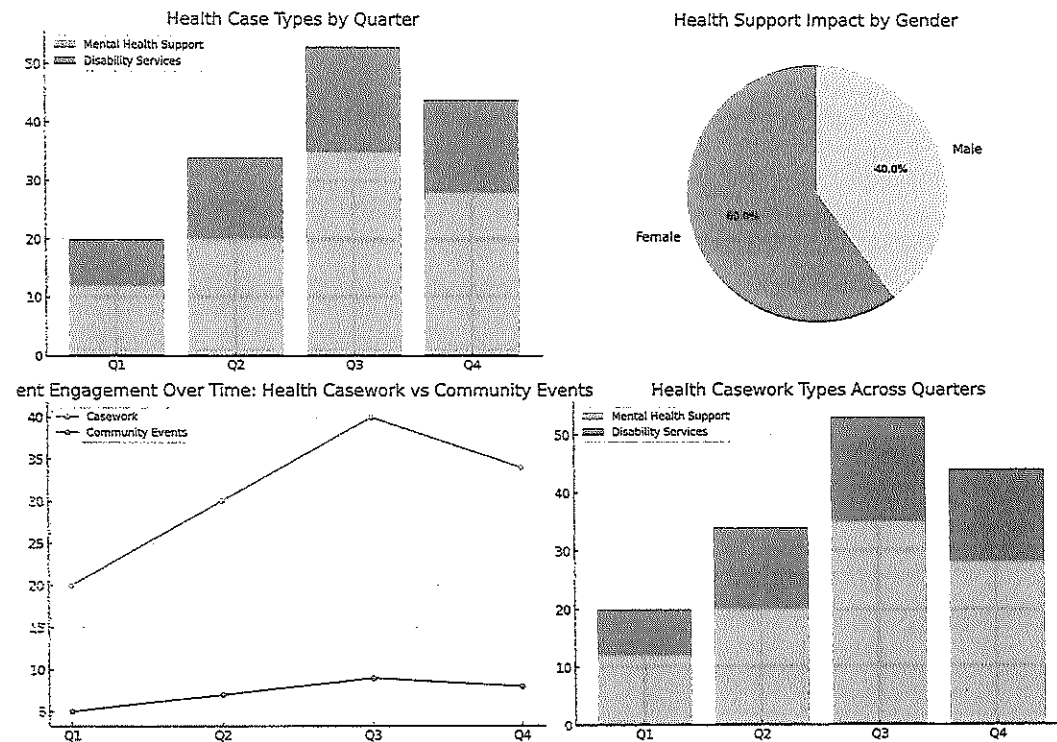
One significant benefit of the CRM is its ability to help us better understand and address hate crimes. By recording incidents based on location, we can create heat maps that highlight areas where incidents are happening.

This insight allows us to provide more detailed reports to the police, which can lead to better interventions and support for affected communities.

The CRM also enables us to monitor service users' mental health, giving us a clearer picture of how their well-being changes based on the support they receive. This has been essential for ensuring we're delivering effective help and demonstrating our work's impact to funders.

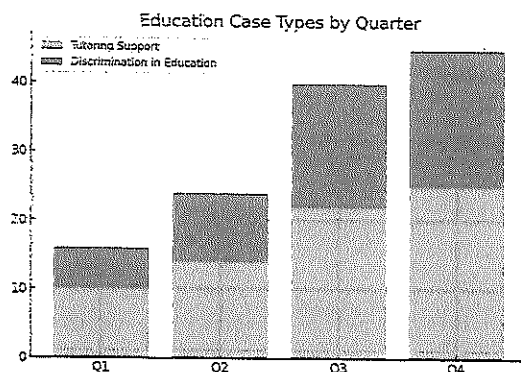
Health Section:

The Health section reflects PDREC's commitment to addressing **racial health disparities** through both direct service provision and advocacy for systemic change in healthcare settings. Much of PDREC's work has focused on providing **Mental Health Support** and **Disability Services**, where racial minorities face additional barriers to access. As the year progressed, casework related to mental health spiked in **Q3**, showing a significant demand for services, particularly among marginalised groups.

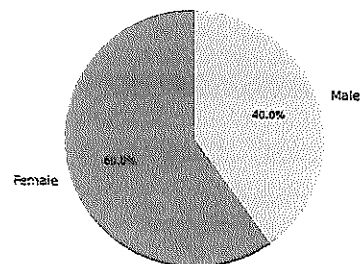


Education Section:

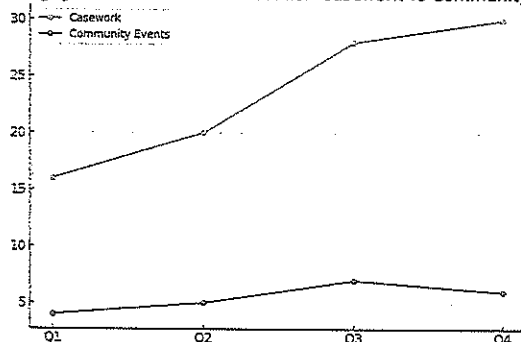
The Education section focuses heavily on tackling **racial disparities in education** through **EDI training** and addressing **racism in schools**, as outlined in PDREC's **Theory of Change**. PDREC's interventions have been pivotal in providing **Tutoring Support** and addressing **Discrimination in Education**. The increase in casework during **Q3 and Q4** coincides with the start of the academic year, a time when students and parents report heightened challenges, including discriminatory policies and practices.



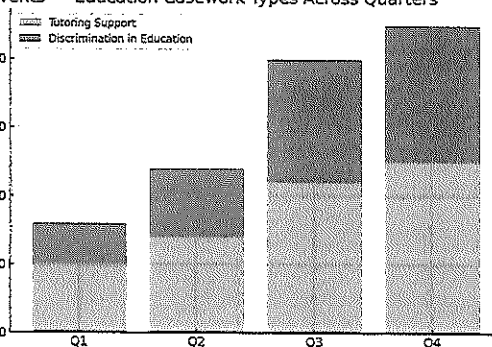
Education Support Impact by Gender



Engagement Over Time: Education Casework vs Community Events

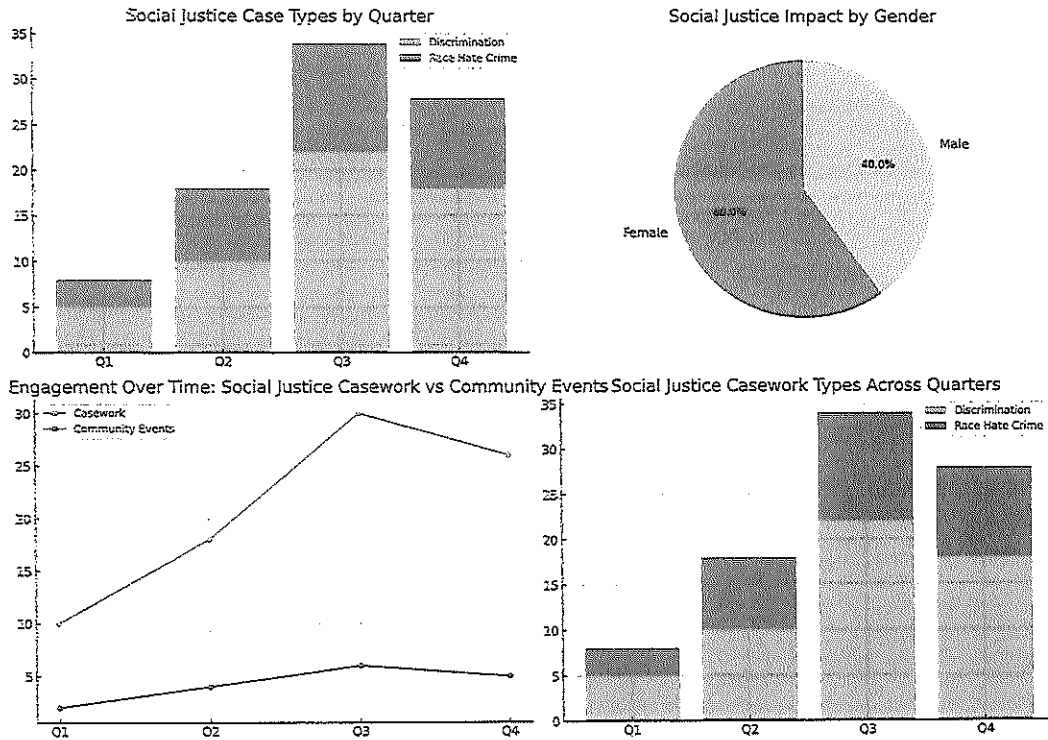


Education Casework Types Across Quarters



Social Justice Section:

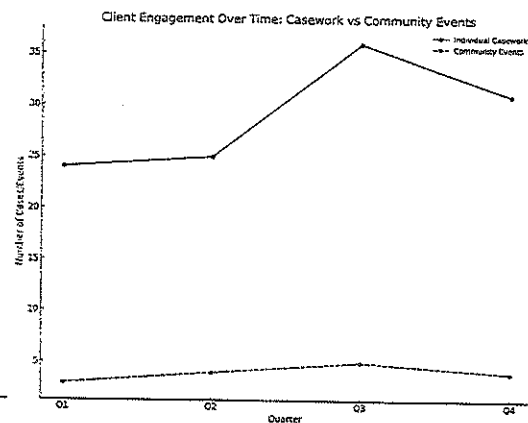
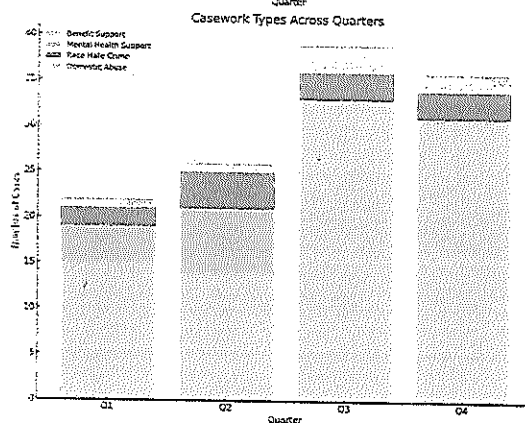
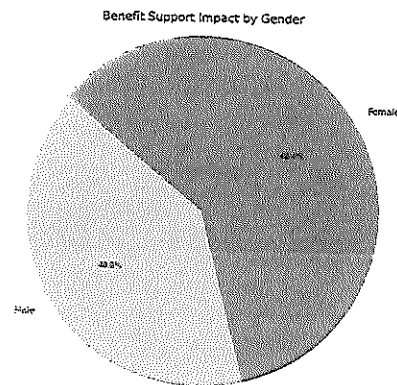
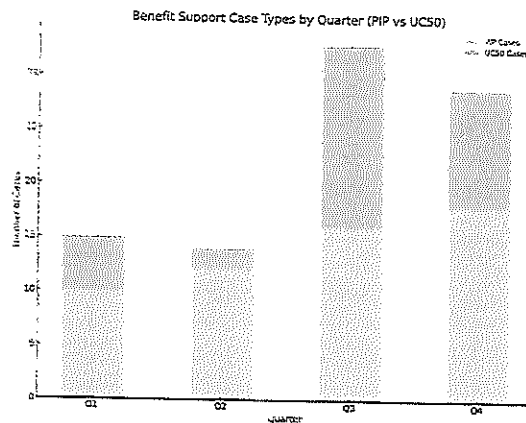
The Social Justice section demonstrates PDREC's mission to combat **racial inequality** and **hate crimes**, both through direct casework and systemic advocacy. The spike in casework around **Discrimination** and **Race Hate Crime** in **Q3** reflects the increasing visibility of racial injustice and PDREC's ability to respond rapidly to these challenges.



Plymouth & Devon Racial Equality Council Trustees Annual Report

Benefits Section

The Benefits report tracks the number of cases related to PIP (Personal Independence Payment) and UC50 (Universal Credit) support throughout the year. There was a marked increase in cases during Q3, with UC50 support cases being more frequent. This suggests an ongoing demand for support around Universal Credit claims, reflecting the financial pressures faced by many in our community. The gender distribution remained consistent, with 60% of benefit support cases being female and 40% male.



Case studies

We have included 2 case studies below from Lavinia Porfir, one of our caseworkers, highlighting the diversity and complexity of our advocacy and support service.

Mrs X contact PDREC for support around racist incidents her family were receiving from their neighbours. They are a Nepalese family, who were targeted by their next-door neighbours from the moment they moved in the area. There were multiple spurious incidents reported to the Police, alleging that the family were running a food takeaway business from their home address. The family received a warning letter from the housing association threatening action as it breached the tenancy agreement.

However, the allegations were untrue and had not been properly investigated by the housing association. The family had been celebrating Diwali and other traditional festivals with friends and family which annoyed their neighbours.

Ms X had contacted the housing association on several occasions to refute the allegations, however, her version of events, and the high levels of racist abuse they were experiencing, were not acknowledge by the housing association,

The actions of the social housing association in not thoroughly investigating the allegations highlighted their lack of cultural understanding and the level of ingrained institutional racism.

PDREC acted as an advocate on behalf of Ms X and her family to challenge the housing association. This resulted in the housing association apologising to Ms X and notifying the neighbours that actions were racist and highlighting the consequences of any further spurious, racist complaints.

Ms A is a Black British woman. The police stopped Ms A because she was not wearing a crash helmet and had no insurance or driving licence. Ms A explained that she did not require these because the bike was classified as Ebike. The police did not believe Ms A and confiscated her bike, and she was told to present her documents at the police station the next day.

Ms A attended the police station the next day with the evidence to prove that the bike was legally classified as an Ebike and did not require the documentation. A copy of the documents was taken, and she was told that the officer in charge would be in touch. She attended the police station a further 2 times over the next 2 weeks, but did not receive any contact from the police.

Ms A contacted PDREC for support as she believed that the actions of the police were racist and that she had been targeted because she was black.

PDREC contacted the police on behalf of Ms A to request the return of her Ebike immediately and to ask for the justification for stopping her and confiscating the bike. The police responded to say that the Ebike had been disposed of without the relevant checks on the bike being carried out.

PDREC supported Ms A to complain to the Police, obtain compensation for the Ebike and travel costs, and receive an apology from the police.

PDREC also raised questions at a strategic level regarding the policies for seizing and disposing of Ebikes, which has resulted in training for police officers around Ebikes, there categories and more education for communities.

PDREC have also supported Ms A to make a complaint to the IOPC regarding Devon and Cornwall Police's handling of the response to the complaint.

Benefits work

From Hilary Warren, PDREC benefit and debt advisor:

I have been giving benefit advice to this organisation for 13 years and one thing I know for sure is that getting extra money can change people's lives for the better. Whatever some people think, living on benefits is not living a life of luxury, it's a struggle every day, every month and for some long term sick or disabled it's year on year.

The strain of living with a disability and trying to pay bills or put food on the table has a detrimental effect on their mental health and exacerbates their physical health. At the same time, many people are having to fight the DWP decisions, and many give up. Unless they come to us.

I constantly ask for mandatory reconsiderations (a review of the decision by the DWP decision maker of the original DWP decision). They always fail and then I have to appeal. At the moment, appeals are taking at least a year and many people are too worried about going to a tribunal and will choose not to proceed.

This year has been very successful in getting benefits for my clients, I have brought in nearly £150,000 for people during 23/24 and that is just the one's I know about. This money will be spent mostly in the local community and means that my clients can live a more dignified life.

As a sophisticated, wealthy, caring country we should always look after our most vulnerable citizens and not vilify them. Many of my clients have been through the most appalling experiences and are suffering physically and mentally, I gain a lot of satisfaction in being able to help my clients when they are unable to help themselves. The benefit system is complicated and can be very daunting for anyone to cope with, people need our help when they are at their lowest ebb. Our holistic approach at PDREC allows us to deal with a range of problems, for me that is not just benefits, it could be almost anything because once people know you are on their side they feel able to share other concerns.

We can change people's lives which is a wonderful thing to be able to do.

Work with young people and schools

PDREC continues to support schools, parents/carers and young people around resolving hate incidents/hate crime within the school setting. This advice and support is delivered through projects, CPD to teaching staff and building on the trusted relationships we already have with schools to develop further opportunities. Through supporting schools with advice and information we have built good professional and trusting relationships that **have enabled the** continuation of our good reputation in educational settings.

We have also supported a school around an art mural project and have supported a young person with mixed heritage to explore the impact of the language used in school. The identity workshops in Mount Tamar School was followed by an Art mural project where young people worked with an artist on their designs that were incorporated into the final design which all young aged 4-16 contributed to the painting. PDREC have also supported parents by attending meetings regarding their son/daughter and in appealing to school governors regarding the response from the school to hate incidents that happened in school.

PDREC and Argyle Community Trust continue to work together in schools and are currently delivering work around diversity in Devonport High School for Boys. The aim of this year long work is to support the school in being able to establish a strong ethos around Equality and Diversity. We launch the lunchtime youth group in January which will see young people contribute to ideas that enable a louder sustainable voice for celebrating diversity in the school.

We have supported young people from Heles School to apply for a Community Recovery Fund grant for £3500 to establish an art mural around celebrating diversity and identity in school. This was one of the recommendations from the 12 weeks of sessions around diversity and racism that we facilitated with a group of young people from a global majority in school.

We were part of the post Plymouth riots meetings since 5th August and subsequently have been successful in our application with Plymouth Community Youth Service and Argyle Community Trust to the Community Recovery Fund. The £47,000 bid will see the 3 organisations facilitate diversity work with young people in 8 schools across 4 localities in Plymouth. Through supporting the voices of young people we aim to educate, support and celebrate diversity through music, art, dance and food.

PDREC are in their 3rd year of Authoring Our Own Stories peer research project which is National Lottery Community Funded project about identity and civic spaces. Authoring Our Own Stories will enable young people to take increased roles in defining future provision. Services will develop more effective partnerships to the changing needs of **young people, in line with the impact of COVID19**. Additionally, the youth sector will have the skills to be able to respond more effectively to the developing needs of young people. This will help mitigate against future systemic inequalities, highlighted through the lived experiences of respondents in our pilot project, and 'build back better' as part of the recovery mission, out of the pandemic.

We are working with 8 young people from a global majority to explore identity and to find out what other young people think about feeling safe and accessing civic spaces in Plymouth. The group have visited archives and exhibitions and put together an online survey to find out young people's views. After analysing their first survey they have also designed a workshop that has visited young people at Greek School, Nigerian Youth group and the Romanian youth group. All views and opinions from young people will be included in the creating of a resource that will be launched in mid February.

Work with young people and schools (cont'd)

The young leaders have worked alongside other young people from Manchester, Yorkshire and London to present their findings and recommendations so far at a National Roundtable online event with over 50 influential decision makers across the UK. So far recommendations from the research shows that young people in Plymouth experience discrimination based on race, disability and sexuality and that more should be done to educate, celebrate diversity and makes spaces more inclusive for all.

Women's group

PDREC has been providing a group for women from the global majority and minoritised communities for over 25 years. The sessions take place on a Wednesday morning during term time and provide a space for women to come together in a safe environment to tackle isolation, loneliness and poor mental health. The sessions are very diverse, from arts and crafts to working with the local museum, and they even gained a spot on national TV during a Kirsty Allsop Christmas show.

The group is peer led, and the activities are decided by women in the group, helping to build confidence and self-esteem. Women from the group have on to gain full time employment and university due to the skills and self-esteem gain in the group.

Training

PDREC delivers refugee and asylum seeker training to organisations and individuals in Plymouth. This is free training, in Plymouth, that is provided through the Refugee Integration Service to improve service provision and attitudes towards refugees and asylum seekers. The training provides a clear understand of the difference between refugees and asylum seekers as well as demystifying the reasons people come to the UK to seek asylum, what they are/are not entitled to, and the actual numbers coming to the UK.

PDREC also delivers bespoke anti-racist and equality and diversity training to organisation. Depending on the needs of the organisation, this can be between one and three sessions, which seeks to not only provide education around these issues, but also looks how this can be embedded in the culture of the organisation and individual's work. PDREC is currently in the process of gaining a recognised CPD accreditation to ensure that the training provided is of a very high standard.

Community Cohesion

Helping to develop a cohesive society, where everyone has an equal chance to live, work and learn free from prejudice, discrimination and racism is an intrinsic part of PDRECs mission statement. We deliver this through a wide range of events and activities that unite people through music, dance, food and culture, as well as celebrating difference and diversity.

PDREC have been organising Respect Festivals in the Plymouth since 1998 to bring people from the city's diverse communities and the wider white British community. The event usually takes place in the Guildhall in the city centre, which attracts people who would not ordinarily attend multicultural events. However, the Guildhall was closed for refurbishment in 2023. Instead of cancelling the event, PDREC held a cultural Kite festival on 01.07.23 that was intergenerational as well as multicultural. We delivered kite making workshops to schools and communities before the event as a mechanism to explore cultural similarity and diversity. A free kite making workshop was also facilitated on the day to make sure that everyone was able to have a kite to fly. around 500 people, from very diverse communities attended the event and had a fantastic time. People talked about the different types of kites and kite festivals in their country.

Other events include, International Women's Day, Plymouth Hope Festival, Unity Festival, Ukraine Independence Day and Ethiopian Independence day.

Strategic work

PDREC continues to work at a strategic level to bring around change from a top level to tackle racism and discrimination, as well as offering support to people who have been a victim. This includes working as a 'critical friend' to institutions and organisations, such as police, health and education to challenge process and procedures that adversely affect people from the global majority and minoritised communities to ensure equitable service provision.

We also attend various meetings and networks, such as Domestic Abuse, carers strategy, VCSE assembly, anti-racist task force and the allyship network to provide specialist advice.

Plymouth & Devon Racial Equality Council
Trustees Annual Report

INDEPENDENT EXAMINER

Mr Lee Hardacre (FCCA)
Precise Accountants Ltd

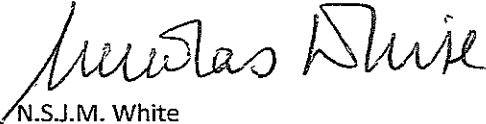
has been re-appointed as independent examiner for the ensuing year.

Registered office:
Unit 24 HQ Building
237 Union Street
Plymouth
Devon
PL1 3HQ

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

The above report has been prepared in accordance with the provisions applicable to companies subject to the small companies regime as set out in Part 15 of the Companies Act 2006 and in accordance with the Charities SORP (FRS 102).

Signed on behalf of the board



N.S.J.M. White
Chairperson
18 December 2024

Independent Examiner's Report to the trustees of Plymouth & Devon Racial Equality Council

I report to the charity trustees on my examination of the financial statements of Plymouth & Devon Racial Equality Council for the year ended 31 March 2024.

Responsibilities and basis of report

As the charity's trustees of the company (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 your charity's financial statements as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the 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 can confirm that no material matters have come to my attention in connection with the examination giving me cause to believe:

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

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



Mr Lee James Hardacre FMAAT
Precise Accountants Ltd
Unit 4 Seaton Park
36 William Prance Road
Derriford
Plymouth
PL6 5WR
18 December 2024

Plymouth & Devon Racial Equality Council
Statement of Financial Activities
for the year ended 31 March 2024

		Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
	Notes				
Income and endowments					
from:					
Donations and legacies	4	975	2,370	3,345	918
Charitable activities	5	135,991	99,792	235,783	226,772
Other trading activities	6	-	-	-	2,235
Investments	7	206	-	206	101
Other	8	2,405	330	2,735	12,403
Total		139,577	102,492	242,069	242,429
Expenditure on:					
Charitable activities	9	4,118	34,477	38,595	74,188
Other	10	129,500	60,613	190,113	141,763
Total		133,617	95,091	228,708	215,951
Net gains on investments		-	-	-	-
Net income	11	5,959	7,402	13,361	26,478
Transfers between funds		36,755	(36,755)	-	-
Net income before other gains/(losses)		42,714	(29,353)	13,361	26,478
Other gains and losses					
Net movement in funds		42,714	(29,353)	13,361	26,478
Reconciliation of funds:					
Total funds brought forward		92,792	72,462	165,254	138,776
Total funds carried forward		135,506	43,109	178,615	165,254

Plymouth & Devon Racial Equality Council
Summary Income and Expenditure Account
for the year ended 31 March 2024

	2024	2023
	£	£
Income	241,863	242,328
Interest and investment income	206	101
Gross income for the year	<u>242,069</u>	<u>242,429</u>
Expenditure	227,857	215,149
Depreciation and charges for impairment of fixed assets	851	802
Total expenditure for the year	<u>228,708</u>	<u>215,951</u>
Net income before tax for the year	13,361	26,478
Net income for the year	<u>13,361</u>	<u>26,478</u>

Plymouth & Devon Racial Equality Council**Balance Sheet**

at 31 March 2024

Company No. 03827654	Notes	2024 £	2023 £
Fixed assets			
Tangible assets	13	4,715	4,093
		<u>4,715</u>	<u>4,093</u>
Current assets			
Debtors	14	3,710	11,628
Cash at bank and in hand		178,967	159,110
		<u>182,677</u>	<u>170,738</u>
Creditors: Amount falling due within one year	15	(8,777)	(9,577)
Net current assets		<u>173,900</u>	<u>161,161</u>
Total assets less current liabilities		<u>178,615</u>	<u>165,254</u>
Net assets excluding pension asset or liability		<u>178,615</u>	<u>165,254</u>
Total net assets		<u>178,615</u>	<u>165,254</u>
The funds of the charity			
Restricted funds	16		
Restricted income funds		43,109	72,462
		<u>43,109</u>	<u>72,462</u>
Unrestricted funds	16		
General funds		55,997	21,584
Designated funds		79,509	71,208
		<u>135,506</u>	<u>92,792</u>
Reserves	16		
Total funds		<u>178,615</u>	<u>165,254</u>

These accounts have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

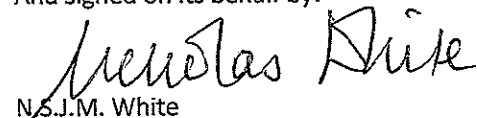
For the year ended 31 March 2024 the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

Approved by the board on 18 December 2024

And signed on its behalf by:



N.S.J.M. White

Trustee

18 December 2024

3 Accounting policies

Basis of preparation

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

Change in basis of accounting or to previous accounts

There has been no change to the accounting policies (valuation rules and method of accounting) since last year and no changes have been made to accounts for previous years.

Fund accounting

Unrestricted funds	These are available for use at the discretion of the trustees in furtherance of the general objects of the charity.
Designated funds	These are unrestricted funds earmarked by the trustees for particular purposes.
Revaluation funds	These are unrestricted funds which include a revaluation reserve representing the restatement of investment assets at their market values.
Restricted funds	These are available for use subject to restrictions imposed by the donor or through terms of an appeal.

Income

Recognition of income	Income is included in the Statement of Financial Activities (SoFA) when the charity becomes entitled to, and virtually certain to receive, the income and the amount of the income can be measured with sufficient reliability.
Income with related expenditure	Where income has related expenditure the income and related expenditure is reported gross in the SoFA.
Donations and legacies	Voluntary income received by way of grants, donations and gifts is included in the the SoFA when receivable and only when the Charity has unconditional entitlement to the income.
Tax reclaims on donations and gifts	Income from tax reclaims is included in the SoFA at the same time as the gift/donation to which it relates.
Donated services and facilities	These are only included in income (with an equivalent amount in expenditure) where the benefit to the Charity is reasonably quantifiable, measurable and material.
Volunteer help	The value of any volunteer help received is not included in the accounts.
Investment income	This is included in the accounts when receivable.
Gains/(losses) on revaluation of fixed assets	This includes any gain or loss resulting from revaluing investments to market value at the end of the year.
Gains/(losses) on investment assets	This includes any gain or loss on the sale of investments.

Notes to the Accounts

Expenditure

Recognition of expenditure	Expenditure is recognised on an accruals basis. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates.
Expenditure on raising funds	These comprise the costs associated with attracting voluntary income, fundraising trading costs and investment management costs.
Expenditure on charitable activities	These comprise the costs incurred by the Charity in the delivery of its activities and services in the furtherance of its objects, including the making of grants and governance costs.
Grants payable	All grant expenditure is accounted for on an actual paid basis plus an accrual for grants that have been approved by the trustees at the end of the year but not yet paid.
Governance costs	These include those costs associated with meeting the constitutional and statutory requirements of the Charity, including any audit/independent examination fees, costs linked to the strategic management of the Charity, together with a share of other administration costs.
Other expenditure	These are support costs not allocated to a particular activity.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Tangible fixed assets and depreciation

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life:

Fixtures, fittings and equipment	20% Reducing balance
----------------------------------	----------------------

Freehold investment property

Investment properties are measured initially at cost and subsequently at fair value at each balance sheet date and are not depreciated. All gains or losses are taken to the Statement of Financial Activities as they arise.

Stocks

Stock is included at the lower of cost or net realisable value. Donated items of stock are recognised at fair value which is the amount the charity would have been willing to pay for the items on the open market.

Trade and other debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash and cash equivalents

Cash and cash equivalents comprise cash at bank and on hand, demand deposits with banks and other short-term highly liquid investments with original maturities of three months or less and bank overdrafts. In the statement of financial position, bank overdrafts are shown within borrowings or current liabilities. In the Statement of Cash Flows, cash and cash equivalents are shown net of bank overdrafts that are repayable on demand and form an integral part of the company's cash management.

Notes to the Accounts

Trade and other creditors

Short term creditors are measured at the transaction price. Other creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Research and development

Expenditure on research and development is written off in the year in which it is incurred.

Foreign currencies

Monetary assets and liabilities denominated in currencies other than the functional currency of the charity are translated at the rates of exchange prevailing at the end of the reporting period.

Transactions in currencies other than the functional currency of the charity are recorded at the rate of exchange on the date that the transaction occurred.

All exchange differences are taken into account in arriving at net income/expenditure.

Leased assets

Where the charity enters into a lease which entails taking substantially all the risks and rewards of ownership of an asset, the lease is treated as a finance lease.

Leases which do not transfer substantially all the risks and rewards of ownership to charity are classified as operating leases.

Assets held under finance leases are initially recognised as assets of the charity at their fair value at the inception of the lease or, if lower, at the present value of the minimum lease payments. The corresponding liability to the lessor is included in the balance sheet date as a finance lease obligation.

Lease payments are apportioned between finance expenses and reduction of the lease obligation so as to achieve a constant rate of interest on the remaining balance of the liability. Finance expenses are recognised immediately, unless they are directly attributable to qualifying assets, in which case they are capitalised in accordance with the charity's policy on borrowing costs.

Assets held under finance leases are depreciated in the same way as owned assets.

Operating lease payments are recognised as an expense on a straight-line basis over the lease term.

In the event that lease incentives are received to enter into operating leases, such incentives are recognised as a liability. The aggregate benefit of incentives is recognised as a reduction of rental expense on a straight-line basis.

Pension costs

The charity operates a defined contribution plan for its employees. A defined contribution plan is a pension plan under which the company pays fixed contributions into a separate entity. Once the contributions have been paid the company has no further payments obligations. The contributions are recognised as expenses when they fall due. Amounts not paid are shown in accruals in the balance sheet. The assets of the plan are held separately from the company in independently administered funds.

Receipt of donated goods, facilities and services

All donated goods, facilities and services received are recognised within incoming resources and expenditure at an estimate of the value to the charity.

2 Company status

The company is a private company limited by guarantee and consequently does not have share capital.

3 Statement of Financial Activities - prior year

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £
Income and endowments from:			
Donations and legacies	792	126	918
Charitable activities	82,083	144,689	226,772
Other trading activities	2,235	-	2,235
Investments	101	-	101
Other	343	12,060	12,403
Total	85,554	156,875	242,429
Expenditure on:			
Charitable activities	2,048	72,140	74,188
Other	90,621	51,142	141,763
Total	92,669	123,282	215,951
Net income	(7,115)	33,593	26,478
Transfers between funds	(3,513)	3,513	-
Net income before other gains/(losses)	(10,628)	37,106	26,478
Other gains and losses:			
Net movement in funds	(10,628)	37,106	26,478
Reconciliation of funds:			
Total funds brought forward	103,420	35,356	138,776
Total funds carried forward	92,792	72,462	165,254

4 Income from donations and legacies

	Unrestricted £	Restricted £	Total 2024 £	Total 2023 £
Donations	975	2,370	3,345	918
	<u>975</u>	<u>2,370</u>	<u>3,345</u>	<u>918</u>

5 Income from charitable activities

	Unrestricted	Restricted	Total 2024	Total 2023
	£	£	£	£
Project grants	135,991	99,792	235,783	176,898
Respect festival	-	-	-	49,874
	<u>135,991</u>	<u>99,792</u>	<u>235,783</u>	<u>226,772</u>

6 Income from other trading activities

	Total 2024	Total 2023
	£	£
Training & consultancy	-	2,235
	<u>-</u>	<u>2,235</u>

7 Income from investments

	Unrestricted	Total 2024	Total 2023
	£	£	£
Bank interest received	206	206	101
	<u>206</u>	<u>206</u>	<u>101</u>

8 Other income

	Unrestricted	Restricted	Total 2024	Total 2023
	£	£	£	£
Reimbursements	-	-	-	350
Other income	2,405	330	2,735	12,053
	<u>2,405</u>	<u>330</u>	<u>2,735</u>	<u>12,403</u>

9 Expenditure on charitable activities

	Unrestricted	Restricted	Total 2024	Total 2023
	£	£	£	£
<i>Expenditure on charitable activities</i>				
Workshops, activities and catering costs	3,518	22,727	26,245	16,804
Project grants	600	-	600	-
Respect festival	-	-	-	47,384
Misc charitable activities	-	11,750	11,750	10,000
<i>Governance costs</i>				
	<u>4,118</u>	<u>34,477</u>	<u>38,595</u>	<u>74,188</u>

Notes to the Accounts

10 Other expenditure

	Unrestricted	Restricted	Total 2024	Total 2023
	£	£	£	£
30th birthday party costs	8,686	686	9,372	-
Employee costs	87,574	51,172	138,746	117,852
Motor and travel costs	3,061	1,250	4,311	1,165
Premises costs	9,765	4,267	14,032	6,505
Amortisation, depreciation, impairment, profit/loss on disposal of fixed assets	851	-	851	802
General administrative costs	14,004	3,238	17,242	12,032
Legal and professional costs	5,558	1	5,559	3,407
	<u>129,500</u>	<u>60,613</u>	<u>190,113</u>	<u>141,763</u>

11 Net income before transfers

	2024	2023
	£	£
This is stated after charging:		
Depreciation of owned fixed assets	851	802

12 Staff costs

	2024	2023
Salaries and wages	136,878	117,268
Pension costs	489	520
	<u>137,367</u>	<u>117,788</u>

No employee received emoluments in excess of £60,000.

13 Tangible fixed assets

	Fixtures, fittings and equipment £	Total £
Cost or revaluation		
At 1 April 2023	65,843	65,843
Additions	1,473	1,473
At 31 March 2024	<u>67,316</u>	<u>67,316</u>
Depreciation and impairment		
At 1 April 2023	61,750	61,750
Depreciation charge for the year	851	851
At 31 March 2024	<u>62,601</u>	<u>62,601</u>
Net book values		
At 31 March 2024	<u>4,715</u>	<u>4,715</u>
At 31 March 2023	<u>4,093</u>	<u>4,093</u>

Notes to the Accounts

14 Debtors

	2024	2023
	£	£
Trade debtors	350	2,250
Other debtors	1,888	1,888
Prepayments and accrued income	1,472	7,490
	<u>3,710</u>	<u>11,628</u>

15 Creditors:

amounts falling due within one year

	2024	2023
	£	£
Trade creditors	591	4,214
Other taxes and social security	2,161	-
Other creditors	4,169	3,507
Accruals	856	856
Deferred income	1,000	1,000
	<u>8,777</u>	<u>9,577</u>

16 Movement in funds

	At 1 April 2023	incoming resources (including other gains/losses)	Resources expended	Gross transfers	At 31 March 2024
		£	£	£	£
Restricted funds:					
Restricted income funds:					
Small General Restricted Funds					
Funds	11,776	21,907	(14,018)	(9,941)	9,725
Ukraine	1,728	19,000	(19,447)	-	1,281
Destitution	10	80	15	-	105
Victim Support	31,224	20,000	(19,340)	-	31,884
Community Integration Fund	-	12,000	(11,540)	(345)	115
Contain Outbreak management fund	7,211	-	(787)	(6,424)	-
Lloyds bank foundation	259	-	-	(259)	-
Rank 22/23 - 23/24	20,254	29,505	(29,973)	(19,786)	-
Total	72,462	102,492	(95,091)	(36,755)	43,109
Unrestricted funds:					
General funds	21,584	68,524	(70,866)	36,755	55,997
Designated funds:					
Devon Advocacy Service	-	5,677	-	-	5,677
Equality and Diversity	-	4,500	(1,997)	-	2,503
RISS	71,208	60,876	(60,755)	-	71,329
Total	71,208	71,053	(62,752)	-	79,509
Total funds	165,254	242,069	(228,708)	-	178,615

Purposes and restrictions in relation to the funds:

Restricted funds:

Small General Restricted Funds	These funds are restricted and must be used in accordance with the grant/money received.
Ukraine	These funds are restricted and must be used for the purpose of the Respect Festival.
Destitution	These funds are restricted and must be used in accordance with the grant/money received.
Victim Support	These funds are restricted and must be used in accordance with the grant/money received.
Community Integration Fund	These funds are restricted and must be used in accordance with the grant/money received.

Notes to the Accounts

Contain Outbreak management fund	These funds are restricted and must be used in accordance with the grant/money received.
Lloyds bank foundation	These funds are restricted and must be used in accordance with the grant/money received.
Rank 22/23 - 23/24	These funds are restricted and must be used in accordance with the grant/money received.
Designated funds:	
Devon Advocacy Service	
Equality and Diversity	
RISS	

17 Analysis of net assets between funds

	Unrestricted funds	Restricted funds	Total
	£	£	£
Fixed assets	4,715	-	4,715
Net current assets	165,739	8,161	173,900
	<u>170,454</u>	<u>8,161</u>	<u>178,615</u>

18 Reconciliation of net debt

	At 1 April 2023	Cash flows	At 31 March 2024
	£	£	£
Cash and cash equivalents	159,110	19,857	178,967
	<u>159,110</u>	<u>19,857</u>	<u>178,967</u>
Net debt	<u>159,110</u>	<u>19,857</u>	<u>178,967</u>

19 Commitments

Operating lease commitments

Annual commitments under non-cancellable operating leases are as follows:

	2024	2024	2023	2023
	Land and buildings	Other	Land and buildings	Other
	£	£	£	£

Operating leases with expiry date:

Pension commitments

	2024	2023
	£	£
The pension cost charge to the company amounted to:	<u>489</u>	<u>520</u>

20 Related party disclosures

Controlling party

The company is limited by guarantee and has no share capital; thus no single party controls the company.

Plymouth & Devon Racial Equality Council
Detailed Statement of Financial Activities
for the year ended 31 March 2024

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Income and endowments from:				
Donations and legacies				
Donations	975	2,370	3,345	918
	<u>975</u>	<u>2,370</u>	<u>3,345</u>	<u>918</u>
Charitable activities				
Project grants	135,991	99,792	235,783	176,898
Respect festival	-	-	-	49,874
	<u>135,991</u>	<u>99,792</u>	<u>235,783</u>	<u>226,772</u>
Other trading activities				
Training & consultancy	-	-	-	2,235
	<u>-</u>	<u>-</u>	<u>-</u>	<u>2,235</u>
Investments				
Bank interest received	206	-	206	101
	<u>206</u>	<u>-</u>	<u>206</u>	<u>101</u>
Other				
Reimbursements	-	-	-	350
Other income	2,405	330	2,735	12,053
	<u>2,405</u>	<u>330</u>	<u>2,735</u>	<u>12,403</u>
Total income and endowments	139,577	102,492	242,069	242,429
Expenditure on:				
Charitable activities				
Workshops, activities and catering costs	3,518	22,727	26,245	16,804
Project grants	600	-	600	-
Respect festival	-	-	-	47,384
Misc charitable activities	-	11,750	11,750	10,000
	<u>4,118</u>	<u>34,477</u>	<u>38,595</u>	<u>74,188</u>
Total of expenditure on charitable activities	4,118	34,477	38,595	74,188
Other expenditure				
30th birthday party costs	8,686	686	9,372	-
	<u>8,686</u>	<u>686</u>	<u>9,372</u>	<u>-</u>
Employee costs				
Salaries/wages	85,706	51,172	136,878	117,268
Pension costs	489	-	489	520
Staff training	1,379	-	1,379	-
Temporary staff	-	-	-	64
	<u>87,574</u>	<u>51,172</u>	<u>138,746</u>	<u>117,852</u>
Motor and travel costs				

Plymouth & Devon Racial Equality Council
Detailed Statement of Financial Activities

Travel and subsistence	3,061	1,250	4,311	1,165
	<u>3,061</u>	<u>1,250</u>	<u>4,311</u>	<u>1,165</u>
Premises costs				
Rent	9,765	4,267	14,032	6,156
Rates	-	-	-	349
	<u>9,765</u>	<u>4,267</u>	<u>14,032</u>	<u>6,505</u>
General administrative costs, including depreciation and amortisation				
Depreciation of Fixtures, fittings and equipment	851	-	851	802
Bad debts	-	-	-	200
Bank charges	172	4	176	156
Equipment leasing and hire charges	629	-	629	1,615
Equipment repairs and maintenance	3,457	315	3,772	366
General insurances	2,621	-	2,621	2,258
Postage and couriers	28	-	28	19
Software, IT support and related costs	2,502	488	2,990	2,283
Stationery and printing	639	-	639	619
Sundry expenses	40	2,431	2,471	-
Telephone, fax and broadband	3,916	-	3,916	4,516
	<u>14,855</u>	<u>3,238</u>	<u>18,093</u>	<u>12,834</u>
Legal and professional costs				
Accountancy and bookkeeping	1,725	-	1,725	1,620
Consultancy fees	3,700	-	3,700	1,490
Solicitor's fees	133	1	134	35
Other legal and professional costs	-	-	-	262
	<u>5,558</u>	<u>1</u>	<u>5,559</u>	<u>3,407</u>
Total of expenditure of other costs	<u>129,500</u>	<u>60,613</u>	<u>190,113</u>	<u>141,763</u>
Total expenditure	<u>133,617</u>	<u>95,091</u>	<u>228,708</u>	<u>215,951</u>
Net gains on investments	-	-	-	-
	<u>5,959</u>	<u>7,402</u>	<u>13,361</u>	<u>26,478</u>
Net income	<u>5,959</u>	<u>7,402</u>	<u>13,361</u>	<u>26,478</u>
Transfers between funds	36,755	(36,755)	-	-
Net income before other gains/(losses)	<u>42,714</u>	<u>(29,353)</u>	<u>13,361</u>	<u>26,478</u>
Other Gains	-	-	-	-
	<u>42,714</u>	<u>(29,353)</u>	<u>13,361</u>	<u>26,478</u>
Net movement in funds	<u>42,714</u>	<u>(29,353)</u>	<u>13,361</u>	<u>26,478</u>
Reconciliation of funds:				

Plymouth & Devon Racial Equality Council
Detailed Statement of Financial Activities

Total funds brought forward	92,792	72,462	165,254	138,776
Total funds carried forward	<u>135,506</u>	<u>43,109</u>	<u>178,615</u>	<u>165,254</u>

Accounts

Plymouth & Devon Racial Equality Council

Charity No. 1102012

Company No. 03827654

Trustees' Report and Unaudited Accounts

31 March 2023

Plymouth & Devon Racial Equality Council
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Plymouth & Devon Racial Equality Council
Trustees Annual Report

The trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the unaudited financial statements of the charity for the year ended 31 March 2023.

REFERENCE AND ADMINISTRATIVE DETAILS

Company No. 03827654

Charity No. 1102012

Principal Office

Unit 24 HQ Building
237 Union Street
Plymouth
PL1 3HQ

Registered Office

Unit 24 Hq Building
237 Union Street
Plymouth
Devon
PL1 3HQ

Directors and Trustees

The Directors of the charitable company are its Trustees for the purposes of charity law. The following Directors and Trustees served during the year:

J. Birchall	
S. Chanda-Gool	
B.J. Davy	(Resigned 15 July 2022)
T. Hara-Msulira	
T. Parkinson	(Resigned 19 January 2023)
S.G. Snellgrove	(Resigned 6 November 2023)
T. Tod	
N.S.J.M. White	
C.G. Whittaker	(Resigned 1 August 2022)

Key Management Personnel

Chairperson	Dr Sofia Chanda-Gool
Strategic manager	Julie Paget

Accountants

Precise Accountants Ltd
Unit 6, Brooklands
Budshead Road
Plymouth
Devon
PL6 5XR

Plymouth & Devon Racial Equality Council Trustees Annual Report

Managers Overview

Plymouth & Devon Racial Equality Council (PDREC) was fortunate to have secured funding for the 2022 -23 financial year and we went into 2023 – 2024 fully funded and sufficient reserves, which puts us on a good standing going forward.

This has been a very exciting year for PDREC. 2023 marks the 30th anniversary of the organisation and we are extremely proud to still be challenging racism at its systemic roots, as well as supporting people who victims of racial abuse and violence.

This would not be possible without the hard work and commitment of all the staff and trustees over the past 30 years who have worked tirelessly to ensure that anti-racist work remains a priority in the Plymouth and Devon. Thank you to everyone who is part of the PDREC family, old and new, and those sadly no longer with us.

PDREC has continued to develop and grow over the past few years, and we are fortunate to welcome Hannah Jordan, Regis Ntavuka, Adriana Munoz-Cordova and Mostafa Asadi to our team. We have also welcomed new members onto our board of trustees, which brings new knowledge and skills to the organisation, particularly around lived experience and diversity.

In July 2023 PDREC the trustees and staff had an away day to look at the strengths of the organisation and to develop our strategy going forward. Three major strands were identified, Education, Health, and Racial justice, which will be informing our strategic work going forward.

We continue to see a rise in nationalist rhetoric both nationally and internationally, which is fuelled by the current violence and hatred taking place in the world, and the government's anti-immigration policies. This is reflected in the increase in the number of referrals we have received from people experiencing racism in their homes, in the street and in schools. Along with providing advocacy, and support to people who are in this horrendous situation, PDREC recognizes the importance of challenging systemic racism at a strategic level, and we continue to attend meeting and forums with organisations such as, Police, Health, Local Authorities etc. to act as a 'critical friend'; working with them to identify areas that need addressing as well as pockets of good practice. It also enables PDREC to bring organisations to account when things go wrong.

We have said goodbye to our Finance Officer, Rachael Morris, and huge thank you to her for keeping us all on track and our finances secure.

We have also said goodbye to a treasured member of our Board of Trustees, Sheila Snellgrove, who has supported PDREC and championed racial justice throughout this time, through her work with PDREC, as CEO of the Barbican Theatre and in her personal life.

Plymouth & Devon Racial Equality Council Trustees Annual Report

Overview of PDRECs work

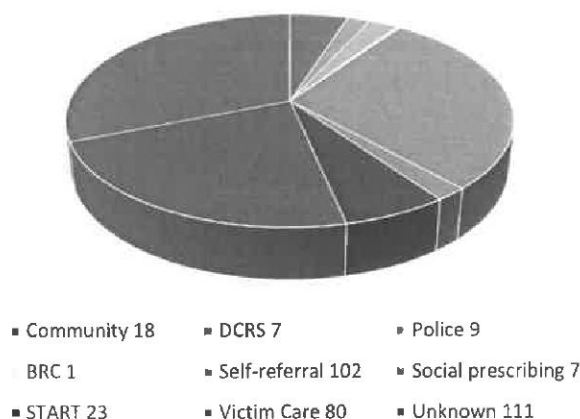
Casework

During the 2022 – 2023 financial year we provided advocacy, advice, and support to 358 people, which is an 11.5 % increase on last year's figures.

53% of the people we support were women, 39% men and 8% unknown.

We received referrals from individuals and a wide range of organisations, which can be seen in the table below. All referrals are triaged and referred to a member of the team, however people with complex issues and needs may be supported by more than one person.

Where our referrals come from



Employees

Vanessa Crosse

I run a weekly women's art and crafts group. We have a wide range of different nationalities that participate in the group.

We work on an absolute shoestring and do remarkably well considering. We sometimes get the opportunity to work with other organisations like the Box and The Film Project, which enables us to engage in bigger projects. These projects are really important as they give people have a really worthwhile experience and is much more rewarding, rather than doing small arts and crafts activities. The group has had a lot of successes and have been in the paper a few times. We've had our own little exhibition of the women's work.

I work 8 hours and I do casework when I'm not doing the women's group. The REC is just a part of my life. It's been a part of my life for a long time. It's a really lovely organisation to work for. The staff are fantastic, and they go the extra mile for clients and, I think is probably the best thing because we do not leave people in the lurch. They do get a lot of care, we are a very caring organisation, and we do our utmost to try and find something or somebody, even if it is just giving a little bit of money out of destitution fund. I think that is the for me the strength of our organisation is the staff.

**Plymouth & Devon Racial Equality Council
Trustees Annual Report**

Lavinia

I have been working at the Racial Equality Council in since 2017 and I am from Romania. My background is in public administration. I was a civil servant in Romania in the City Council. I have mentioned this because I came from a quite a rigid system, being a civil servant. So, what I like working at PDREC is the fact that I can be flexible and as well I can express my feelings, my emotion as well as putting my skills to work, and I can offer these skills to our clients.

We are a third-party reporting centre for hate crimes and incidents, enabling people to report them to the police. Many people avoid reporting incidents to the police because they may have had an unpleasant experience in the past with the police and they think if they report it, nothing is going to change, or maybe they don't know what happened to them is a criminal offence.

We offer a holistic service to our service users and don't use a time frame to work with our service users. We don't say, OK, from now on we have a one month to sort out the issues for you. Very often our clients return for different types of support to us. We all have clients that we have supported for many years as they come to us because they need support again.

We receive referrals from individuals as well as a wide range of organisations including victim care, police, social services, volunteer orgs and community groups, for a variety of different crimes and issues.

I have also worked quite a lot with a solicitor from International Organisation for Migration to make sure that people who are from European Union can have their status granted in the UK. Due to Brexit all EU citizens living and working in the UK have to apply for something called USS European Union Settlement scheme. We have been able to work with the solicitor to make sure that their immigration status is grant.

We also delivered workshops with the solicitor to other organizations in the city to raise awareness about EUSS, but also about barriers that EU citizens face now. This included a presentation of relevant case studies.

I am also a trained Care Act Advocate and received referrals received from Living Options for people who have eligible needs under the Care Act 2014. These cases can be very sensitive and emotional due to their nature, but also they come with a huge responsibility as you are involved in some very important decisions regarding someone's life and future.

This included a very complex case around allegations regarding Forced Marriage. It was an incredible journey that I went through with this lady. She came into the UK from a place of war to find safety and then faced further traumatic barriers which put her life on hold for longer. The day that she received the expected outcome, that did have capacity to choose to marry, it gave her the freedom to really live her life. This was one of the most significant days for me since I work at PDREC. I had tears of joy in my eyes, but I also felt again how important the contribution of PDREC is in people's lives and how this lady's voice has been heard.

We need to collect data as it is really important for funding purposes, but I want to remind everyone that behind all these numbers are people with feelings, desires, hopes; like every one of us, so and this is why we are unique, maybe in the city, maybe in the UK. We work with people's desires and hopes, which is a huge responsibility. As I said before, these numbers are people with families, and I hope we have been a positive contribution in their life.

Plymouth & Devon Racial Equality Council Trustees Annual Report

I have also been involved in a research project with University of Plymouth to assess the impact of racism on the communities in Plymouth. We talked with our service users who have been victims of hate incidents, but also with other agencies in Plymouth. We are awaiting the outcome of the research.

Hannah

My work is primarily about casework, but I also work with schools, young people, as well as deliver training.

The referrals to the casework service can come from anyone or for anywhere. People come to see us with hate crimes or hate incidents, but actually when you get talking to them, they often have a plethora of needs. The first, most valuable thing that you ever do is to introduce yourself and to listen to people's experiences. That's the most important point I think, then people will talk about what happened. The validation that they are actually being listened to and believed, which I think is so underrated but is really important.

We link in with different organisations to make sure that that their incident is being processed and that and they are being communicated with. This is the kind of empowerment, especially if people haven't been able to trust or they haven't reported something before to the police or to housing as well. People can come in with one kind of issue but there could be education in there or linking them into mental health, counselling, or housing.

I occasionally facilitate workshops at the women's group. The women's group is so powerful, it's so amazing to get people in the room and they do not all speak the same language, but people learn, it's that space which is brilliant.

We offer bespoke anti-racist training that is evaluated and developed all the time so that we have a good package to offer out, which is our USP. We are also responding to schools who are wanting training as well, for example, there was an incident in a Torpoint school; not only were we able to support the victim and the family, but it has also ended up with the school wanting PDREC to go in and deliver training with the staff, so we've built a good relationship with them. This took quite a while because I remember being at the first meeting and hearing all the worst things, all the cliché things you could possibly hear from a school being really defensive.

A Plymouth school came to us and said that they had a real concern around the year seven cohort and the use of the N word. They felt that they needed support in some identity work, so we have written a pilot project, working with a group of young people from a lived experience, parents, and carers. and supporting school assemblies and the school councils. It has a five-pronged kind of support really and we're doing a bit of training for teachers, but also tying in the trauma Informed Network with the training for teachers to get to get people to realise that racism and trauma are linked. It is hard to get people to see that connection.

In addition to attending community events activities to promote our work we also attended Early Help events in schools with a range of other organisations.

PDREC has also participated in the South West Hope Hack facilitating workshops with young people on racism and division alongside The Hope Collective, NCS Trust, Argyle Community Trust, Youth services, 12 schools and colleges and over 100 young people.

**Plymouth & Devon Racial Equality Council
Trustees Annual Report**

Hannah (cont.)

I am also working on another project, 'authoring our own stories', working with young people as peer researchers, looking at identity and civic living by the sea in in in Plymouth.

Hilary Warren

I passed my law degree at the age of 40 and I did the legal practise course. I intended to train as a solicitor, but unfortunately, I couldn't get articles. A local solicitor suggested that starting training at Citizens Advice Bureau. 14 years later, I left the CAB after gaining huge amounts of knowledge about a wide range of topics, including, benefits, debt, housing, employment, legal relationship breakdown. The holistic advice service provided by the CAB made me realise that being a solicitor wasn't for me and that I really liked working with people to support them to change their lives around.

When I moved to Plymouth, about 12 years ago, I began volunteering for PDREC, helping with the women's group and supporting people with advice around benefits and I am now employed by PDREC for 1 day per week. I don't just do benefits; people's lives aren't that simple, they have benefit issues, they may have debts, housing issues, or employment issues. For example, I had someone yesterday who has who's just gone to live in Travelodge with her son because of the violence from her husband. She wanted to divorce him, so I assisted her to contact a divorce lawyer. She is self-employed, and because she earns more than £1000 a year she had to register as self-employed, so I helped her to register as self-employed. Then she talked about her mental health and how she had a panic attack in Tesco car park and just sat there and cried. She said that she had received a parking fine from Tesco and wanted help to pay it online. However, when I looked at it with her the parking fine was for a different park of the country, somewhere that she has never been and related to her husband and not the client.

I keep a record as far as I can of what money I bring in. For instance, I look at how much someone gets a week from the benefit they have been awarded and x it by 52 to get the yearly rate, and any backdated amount. This includes appeals and tribunals I have supported people with. In the last 12 months I have brought in over £100,000 for clients. I think in the time that I've been with REC, I have been successful in getting approximately £1,000,000 in benefits. That is money that's going into the community. There is a formula which shows that every pound you bring in is doubled because people spend it locally.

**Plymouth & Devon Racial Equality Council
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Regis Ntavuka

I am community engagement and volunteering worker. I am currently working on a database of volunteers that other organisations will be able to use the database to find volunteers. We have recently spoken with Devon and Somerset Fire Service, and they are interested using it. This could possibly be a monthly subscription for our organisations. The aim of database is to allow refugees to go on to the database and upload their skill set and knowledge that they have when they come into the country. The volunteer work will help them to put together a CV.

I am also supporting the round table around education, which brings people and organisations together as well as young people together to tell their stories.

In addition to this I am in the process of developing a new database for the organisation that will collate the data requirements for multiple funding sources as well as track the progress of client's journeys through our service.

This year marked my inaugural experience at PDREC, and I was both glad and honoured to be part of such an extraordinary journey. Among the memorable moments were my first Ukrainian Independence Day, where the festivities, despite the ongoing war, brought joy to everyone. The Kite Festival, my first ever, drew an impressive attendance of over 600 people, showcasing the community's unity in celebrating cultural diversity. Witnessing refugees, who often stay in hotels, enjoy a carefree day of fun was particularly heartening.

Furthermore, the 30th-anniversary celebration was a truly magical experience, reflecting on PDREC's remarkable achievements over three decades and the positive impact it has had on people's lives. As we move forward, I am extremely excited for the opportunities and challenges that the coming year will bring.

**Plymouth & Devon Racial Equality Council
Trustees Annual Report**

Foreword from the Chair

I am delighted to record PDREC's impressive achievements in its 30th year of existence. We have developed an important three-pronged strategy covering education, health, and racial justice. This advances PDREC's capacity to reach a wider audience and beneficiaries. Meanwhile our employees we have sustained and developed our integrity and high standards in case work and training. And it is with unequivocal admiration and applause that I refer to the way our team works. An ethos of equality, good humour and trust continues to permeate through our team.

We have increased our Trustee membership considerably. We now have 14 Trustees of which eleven are of "lived experience." This increases our capacity to represent our beneficiaries and to be aware of the issues that arise for people of colour and those facing prejudice and discrimination in Plymouth and Devon.

Our team of employees have also worked tirelessly to deliver our key objectives and renew vital funding revenues. Renewing and developing funding sources is a persistent challenge as we face cutbacks and limited opportunities in the present national economic climate. However, as our highly accomplished manager reports, we are continuing to develop our capacity.

Over this year we are very pleased to have two new employees on board. Sadly, our very efficient and capable finance officer had to leave for personal reasons, but we are very pleased to have replace her with an experienced and very capable new officer. We also have an additional member to our team who is particularly accomplished at developing infrastructures for our organisation generally and specifically for our volunteers, advancing our administrative, IT capacity, and coordinating effectively with other pertinent organizations in Plymouth and Devon.

Our ethos and beliefs continue to underlie our work. We believe in diversity and work with working class, middle class, Black, Asian, Refugee, European migrants, refugees and Traveller communities, all races, people of colour and from white as well as non- white communities. As noted above, our employees, volunteers and trustees are increasingly representative of this diversity. We continue to be proud of our differences – fomenting and augmenting this array of cultures and beliefs, working collaboratively together, to foster and facilitate a shared world of communities caring about each other.

In my privileged capacity as Chair of Trustees of PDREC, I recommend all PDREC has achieved over the last three decades, we will continue our vital work despite increasingly challenging environments both in the UK and internationally where, war, hostilities, oppression as well as a climate crisis increases insecurities. Our capacity as a race equality council offers us a vital position to record and draw attention to the insecurities and inequalities that communities face, to influence change and address these pressing needs. As we continue to develop as an organisation, we look forward to enhancing the wellbeing of Plymouth and Devon over 2024.

S. Chanda-Gool
Chairperson

**Plymouth & Devon Racial Equality Council
Trustees Annual Report**

INDEPENDENT EXAMINER

Mr Lee Hardacre (FCCA)
Precise Accountants Ltd

has been re-appointed as independent examiner for the ensuing year.

Registered office:
Unit 24 HQ Building
237 Union Street
Plymouth
Devon
PL1 3HQ

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

The above report has been prepared in accordance with the provisions applicable to companies subject to the small companies regime as set out in Part 15 of the Companies Act 2006 and in accordance with the Charities SORP (FRS 102).

Signed on behalf of the board



T. Tod
Trustee
20 December 2023

Plymouth & Devon Racial Equality Council

Independent Examiners Report

Independent Examiner's Report to the trustees of Plymouth & Devon Racial Equality Council

I report to the charity trustees on my examination of the financial statements of Plymouth & Devon Racial Equality Council for the year ended 31 March 2023.

Responsibilities and basis of report

As the charity's trustees of the company (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 your charity's financial statements as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the 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 can confirm that no material matters have come to my attention in connection with the examination giving me cause to believe:

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

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



Mr Lee James Hardacre ACCA
Precise Accountants Ltd
Unit 6, Brooklands
Budshead Road
Plymouth
Devon
PL6 5XR
20 December 2023

Plymouth & Devon Racial Equality Council
Statement of Financial Activities
for the year ended 31 March 2023

		Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
	Notes				
Income and endowments					
from:					
Donations and legacies	4	792	126	918	2,392
Charitable activities	5	82,083	144,689	226,772	151,635
Other trading activities	6	2,235	-	2,235	2,580
Investments	7	101	-	101	6
Other	8	343	12,060	12,403	2,581
Total		85,554	156,875	242,429	159,194
Expenditure on:					
Charitable activities	9	2,048	72,140	74,188	34,022
Other	10	90,621	51,142	141,763	109,354
Total		92,669	123,282	215,951	143,376
Net gains on investments		-	-	-	-
Net income	11	(7,115)	33,593	26,478	15,818
Transfers between funds		(3,513)	3,513	-	-
Net income before other gains/(losses)		(10,628)	37,106	26,478	15,818
Other gains and losses					
Net movement in funds		(10,628)	37,106	26,478	15,818
Reconciliation of funds:					
Total funds brought forward		103,420	35,356	138,776	122,958
Total funds carried forward		92,792	72,462	165,254	138,776

Plymouth & Devon Racial Equality Council
Summary Income and Expenditure Account
for the year ended 31 March 2023

	2023	2022
	£	£
Income	242,328	159,188
Interest and investment income	101	6
Gross income for the year	<u>242,429</u>	<u>159,194</u>
Expenditure	215,149	142,676
Depreciation and charges for impairment of fixed assets	802	700
Total expenditure for the year	<u>215,951</u>	<u>143,376</u>
Net income before tax for the year	26,478	15,818
Net income for the year	<u>26,478</u>	<u>15,818</u>

Plymouth & Devon Racial Equality Council**Balance Sheet**at **31 March 2023**

Company No.	03827654	Notes	2023	2022
			£	£
Fixed assets				
Tangible assets	13	4,093	3,378	
		<u>4,093</u>	<u>3,378</u>	
Current assets				
Debtors	14	11,628	21,418	
Cash at bank and in hand		159,110	166,221	
		<u>170,738</u>	<u>187,639</u>	
Creditors: Amount falling due within one year	15	(9,577)	(52,241)	
Net current assets		<u>161,161</u>	<u>135,398</u>	
Total assets less current liabilities		<u>165,254</u>	<u>138,776</u>	
Net assets excluding pension asset or liability		<u>165,254</u>	<u>138,776</u>	
Total net assets		<u>165,254</u>	<u>138,776</u>	
The funds of the charity				
Restricted funds	16			
Restricted income funds		72,462	35,356	
		<u>72,462</u>	<u>35,356</u>	
Unrestricted funds	16			
General funds		21,584	27,054	
Designated funds		71,208	76,366	
		<u>92,792</u>	<u>103,420</u>	
Reserves	16			
Total funds		<u>165,254</u>	<u>138,776</u>	

These accounts have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

For the year ended 31 March 2023 the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

Approved by the board on 20 December 2023

And signed on its behalf by:



T. Tod

Trustee

20 December 2023

Plymouth & Devon Racial Equality Council
Statement of Cash flows
for the year ended 31 March 2023

	2023	2022
	£	£
Cash flows from operating activities		
Net income per Statement of Financial Activities	26,478	15,818
Adjustments for:		
Depreciation of property, plant and equipment	802	700
Dividends, interest and rents from investments	(12,504)	(2,587)
Other gains/losses	-	-
Decrease/(Increase) in trade and other receivables	9,790	(5,849)
(Decrease)/Increase in trade and other payables	(42,661)	28,194
Net cash (used in)/provided by operating activities	<u>(18,095)</u>	<u>36,276</u>
Cash flows from investing activities		
Payments for property, plant and equipment	(1,517)	(864)
Dividends, interest and rents from investments	12,504	2,587
Net cash from investing activities	<u>10,987</u>	<u>1,723</u>
Net cash from financing activities	<u>-</u>	<u>-</u>
Net (decrease)/increase in cash and cash equivalents	(7,108)	37,999
Cash and cash equivalents at the beginning of the year	166,221	128,222
Cash and cash equivalents at the end of the year	<u>159,113</u>	<u>166,221</u>
Components of cash and cash equivalents		
Cash and bank balances	159,110	166,221
	<u>159,110</u>	<u>166,221</u>

1 Accounting policies

Basis of preparation

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

Change in basis of accounting or to previous accounts

There has been no change to the accounting policies (valuation rules and method of accounting) since last year and no changes have been made to accounts for previous years.

Fund accounting

Unrestricted funds	These are available for use at the discretion of the trustees in furtherance of the general objects of the charity.
Designated funds	These are unrestricted funds earmarked by the trustees for particular purposes.
Revaluation funds	These are unrestricted funds which include a revaluation reserve representing the restatement of investment assets at their market values.
Restricted funds	These are available for use subject to restrictions imposed by the donor or through terms of an appeal.

Income

Recognition of income	Income is included in the Statement of Financial Activities (SoFA) when the charity becomes entitled to, and virtually certain to receive, the income and the amount of the income can be measured with sufficient reliability.
Income with related expenditure	Where income has related expenditure the income and related expenditure is reported gross in the SoFA.
Donations and legacies	Voluntary income received by way of grants, donations and gifts is included in the the SoFA when receivable and only when the Charity has unconditional entitlement to the income.
Tax reclaims on donations and gifts	Income from tax reclaims is included in the SoFA at the same time as the gift/donation to which it relates.
Donated services and facilities	These are only included in income (with an equivalent amount in expenditure) where the benefit to the Charity is reasonably quantifiable, measurable and material.
Volunteer help	The value of any volunteer help received is not included in the accounts.
Investment income	This is included in the accounts when receivable.
Gains/(losses) on revaluation of fixed assets	This includes any gain or loss resulting from revaluing investments to market value at the end of the year.
Gains/(losses) on investment assets	This includes any gain or loss on the sale of investments.

Plymouth & Devon Racial Equality Council

Notes to the Accounts

Expenditure

Recognition of expenditure	Expenditure is recognised on an accruals basis. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates.
Expenditure on raising funds	These comprise the costs associated with attracting voluntary income, fundraising trading costs and investment management costs.
Expenditure on charitable activities	These comprise the costs incurred by the Charity in the delivery of its activities and services in the furtherance of its objects, including the making of grants and governance costs.
Grants payable	All grant expenditure is accounted for on an actual paid basis plus an accrual for grants that have been approved by the trustees at the end of the year but not yet paid.
Governance costs	These include those costs associated with meeting the constitutional and statutory requirements of the Charity, including any audit/independent examination fees, costs linked to the strategic management of the Charity, together with a share of other administration costs.
Other expenditure	These are support costs not allocated to a particular activity.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Tangible fixed assets and depreciation

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life:

Fixtures, fittings and equipment	20% Reducing balance
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Freehold investment property

Investment properties are measured initially at cost and subsequently at fair value at each balance sheet date and are not depreciated. All gains or losses are taken to the Statement of Financial Activities as they arise.

Stocks

Stock is included at the lower of cost or net realisable value. Donated items of stock are recognised at fair value which is the amount the charity would have been willing to pay for the items on the open market.

Trade and other debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash and cash equivalents

Cash and cash equivalents comprise cash at bank and on hand, demand deposits with banks and other short-term highly liquid investments with original maturities of three months or less and bank overdrafts. In the statement of financial position, bank overdrafts are shown within borrowings or current liabilities. In the Statement of Cash Flows, cash and cash equivalents are shown net of bank overdrafts that are repayable on demand and form an integral part of the company's cash management.

Trade and other creditors

Short term creditors are measured at the transaction price. Other creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Research and development

Expenditure on research and development is written off in the year in which it is incurred.

Foreign currencies

Monetary assets and liabilities denominated in currencies other than the functional currency of the charity are translated at the rates of exchange prevailing at the end of the reporting period. Transactions in currencies other than the functional currency of the charity are recorded at the rate of exchange on the date that the transaction occurred. All exchange differences are taken into account in arriving at net income/expenditure.

Leased assets

Where the charity enters into a lease which entails taking substantially all the risks and rewards of ownership of an asset, the lease is treated as a finance lease. Leases which do not transfer substantially all the risks and rewards of ownership to charity are classified as operating leases.

Assets held under finance leases are initially recognised as assets of the charity at their fair value at the inception of the lease or, if lower, at the present value of the minimum lease payments. The corresponding liability to the lessor is included in the balance sheet date as a finance lease obligation. Lease payments are apportioned between finance expenses and reduction of the lease obligation so as to achieve a constant rate of interest on the remaining balance of the liability. Finance expenses are recognised immediately, unless they are directly attributable to qualifying assets, in which case they are capitalised in accordance with the charity's policy on borrowing costs.

Assets held under finance leases are depreciated in the same way as owned assets.

Operating lease payments are recognised as an expense on a straight-line basis over the lease term. In the event that lease incentives are received to enter into operating leases, such incentives are recognised as a liability. The aggregate benefit of incentives is recognised as a reduction of rental expense on a straight-line basis.

Pension costs

The charity operates a defined contribution plan for its employees. A defined contribution plan is a pension plan under which the company pays fixed contributions into a separate entity. Once the contributions have been paid the company has no further payments obligations. The contributions are recognised as expenses when they fall due. Amounts not paid are shown in accruals in the balance sheet. The assets of the plan are held separately from the company in independently administered funds.

Receipt of donated goods, facilities and services

All donated goods, facilities and services received are recognised within incoming resources and expenditure at an estimate of the value to the charity.

2 Company status

The company is a private company limited by guarantee and consequently does not have share capital.

3 Statement of Financial Activities - prior year

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £
Income and endowments from:			
Donations and legacies	2,263	129	2,392
Charitable activities	80,589	71,046	151,635
Other trading activities	2,580	-	2,580
Investments	6	-	6
Other	1,081	1,500	2,581
Total	86,519	72,675	159,194
Expenditure on:			
Charitable activities	193	33,829	34,022
Other	75,101	34,253	109,354
Total	75,294	68,082	143,376
Net income	11,225	4,593	15,818
Net income before other gains/(losses)	11,225	4,593	15,818
Other gains and losses:			
Net movement in funds	11,225	4,593	15,818
Reconciliation of funds:			
Total funds brought forward	92,195	30,763	122,958
Total funds carried forward	103,420	35,356	138,776

4 Income from donations and legacies

	Unrestricted £	Restricted £	Total 2023 £	Total 2022 £
Donations	792	126	918	2,392
	792	126	918	2,392

Plymouth & Devon Racial Equality Council
Notes to the Accounts

5 Income from charitable activities

	Unrestricted	Restricted	Total 2023	Total 2022
	£	£	£	£
Project grants	82,083	94,815	176,898	131,438
Respect festival	-	49,874	49,874	20,197
	<u>82,083</u>	<u>144,689</u>	<u>226,772</u>	<u>151,635</u>

6 Income from other trading activities

	Unrestricted	Total 2023	Total 2022
	£	£	£
Training & consultancy	2,235	2,235	2,580
	<u>2,235</u>	<u>2,235</u>	<u>2,580</u>

7 Income from investments

	Unrestricted	Total 2023	Total 2022
	£	£	£
Bank interest received	101	101	6
	<u>101</u>	<u>101</u>	<u>6</u>

8 Other income

	Unrestricted	Restricted	Total 2023	Total 2022
	£	£	£	£
Reimbursements	290	60	350	-
Other income	53	12,000	12,053	2,581
	<u>343</u>	<u>12,060</u>	<u>12,403</u>	<u>2,581</u>

9 Expenditure on charitable activities

	Unrestricted	Restricted	Total 2023	Total 2022
	£	£	£	£
<i>Expenditure on charitable activities</i>				
Small grant funders	2,048	14,756	16,804	6,723
Respect festival	0	47,384	47,384	27,299
Misc charitable activities	-	10,000	10,000	-
<i>Governance costs</i>				
	<u>2,048</u>	<u>72,140</u>	<u>74,188</u>	<u>34,022</u>

Plymouth & Devon Racial Equality Council
Notes to the Accounts

10 Other expenditure

	Unrestricted	Restricted	Total 2023	Total 2022
	£	£	£	£
Employee costs	68,141	49,711	117,852	85,599
Motor and travel costs	825	340	1,165	144
Premises costs	6,505	-	6,505	6,655
Amortisation, depreciation, impairment, profit/loss on disposal of fixed assets	802	-	802	700
General administrative costs	11,441	591	12,032	9,730
Legal and professional costs	2,907	500	3,407	6,526
	<u>90,621</u>	<u>51,142</u>	<u>141,763</u>	<u>109,354</u>

11 Net income before transfers

	2023	2022
	£	£
This is stated after charging:		
Depreciation of owned fixed assets	802	700

12 Staff costs

	2023	2022
Salaries and wages	117,268	85,197
Pension costs	520	367
	<u>117,788</u>	<u>85,564</u>

No employee received emoluments in excess of £60,000.

13 Tangible fixed assets

	Fixtures, fittings and equipment £	Total £
Cost or revaluation		
At 1 April 2022	64,326	64,326
Additions	1,517	1,517
At 31 March 2023	<u>65,843</u>	<u>65,843</u>
Depreciation and impairment		
At 1 April 2022	60,948	60,948
Depreciation charge for the year	802	802
At 31 March 2023	<u>61,750</u>	<u>61,750</u>
Net book values		
At 31 March 2023	<u>4,093</u>	<u>4,093</u>
At 31 March 2022	<u>3,378</u>	<u>3,378</u>

Plymouth & Devon Racial Equality Council
Notes to the Accounts

14 Debtors

	2023	2022
	£	£
Trade debtors	2,250	19,788
Other debtors	1,888	412
Prepayments and accrued income	7,490	1,218
	<u>11,628</u>	<u>21,418</u>

15 Creditors:

amounts falling due within one year

	2023	2022
	£	£
Trade creditors	4,214	4,604
Other taxes and social security	-	1,293
Other creditors	3,507	3,351
Accruals	856	859
Deferred income	1,000	42,134
	<u>9,577</u>	<u>52,241</u>

Plymouth & Devon Racial Equality Council

Notes to the Accounts

16 Movement in funds

	At 1 April 2022	Incoming resources (including other gains/losses) £	Resources expended £	Gross transfers £	At 31 March 2023 £
Restricted funds:					
Restricted income funds:					
Small General Restricted Funds	3,317	35,380	(26,060)	404	13,041
Respect Festival	524	44,814	(48,223)	2,885	0
Destitution	519	126	(172)	-	473
Victim Support	23,326	30,000	(22,102)	-	31,224
International Women's Day	527	-	(751)	224	-
Contain Outbreak management fund	6,884	17,379	(17,052)	-	7,211
Plymouth Drake Foundation					
Community Grant	259	-	-	-	259
Rank 22/23 - 23/24	-	29,176	(8,922)	-	20,254
Total	35,356	156,875	(123,282)	3,513	72,462
Unrestricted funds:					
General funds	27,054	4,271	(33,007)	23,266	21,584
Designated funds:					
Devon Advocacy Service	20,241	11,314	(11,303)	(20,252)	-
Equality and Diversity	3,497	4,500	(3,332)	(4,665)	-
RISS	52,628	63,469	(44,889)	-	71,208
The Box Culture Club	-	2,000	(138)	(1,862)	-
Total	76,366	81,283	(59,662)	(26,779)	71,208
Total funds	138,776	242,429	(215,951)	-	165,254

Purposes and restrictions in relation to the funds:

Restricted funds:

Small General Restricted Funds	These funds are restricted and must be used in accordance with the grant/money received.
Respect Festival	These funds are restricted and must be used for the purpose of the Respect Festival.
Destitution	These funds are restricted and must be used in accordance with the grant/money received.
Victim Support	These funds are restricted and must be used in accordance with the grant/money received.
International Women's Day	These funds are restricted and must be used in accordance with the grant/money received.

Plymouth & Devon Racial Equality Council

Notes to the Accounts

Contain Outbreak management fund	These funds are restricted and must be used in accordance with the grant/money received.
Plymouth Drake Foundation Community Grant	These funds are restricted and must be used in accordance with the grant/money received.
Rank 22/23 - 23/24	These funds are restricted and must be used in accordance with the grant/money received.

Designated funds:
Devon Advocacy Service
Equality and Diversity
RISS
The Box Culture Club

17 Analysis of net assets between funds

	Unrestricted funds	Restricted funds	Total
	£	£	£
Fixed assets	4,093	-	4,093
Net current assets	155,020	6,141	161,161
	<u>159,113</u>	<u>6,141</u>	<u>165,254</u>

18 Reconciliation of net debt

	At 1 April 2022	Cash flows	At 31 March 2023
	£	£	£
Cash and cash equivalents	166,221	(7,111)	159,110
	<u>166,221</u>	<u>(7,111)</u>	<u>159,110</u>
Net debt	<u>166,221</u>	<u>(7,111)</u>	<u>159,110</u>

19 Commitments

Operating lease commitments

Annual commitments under non-cancellable operating leases are as follows:

	2023	2023	2022	2022
	Land and buildings	Other	Land and buildings	Other
	£	£	£	£

Operating leases with expiry date:

Pension commitments

	2023	2022
	£	£
The pension cost charge to the company amounted to:	<u>520</u>	<u>367</u>

Plymouth & Devon Racial Equality Council

Notes to the Accounts

20 Related party disclosures

Controlling party

The company is limited by guarantee and has no share capital; thus no single party controls the company.

Plymouth & Devon Racial Equality Council
Detailed Statement of Financial Activities
for the year ended 31 March 2023

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Income and endowments from:				
Donations and legacies				
Donations	792	126	918	2,392
	792	126	918	2,392
Charitable activities				
Project grants	82,083	94,815	176,898	131,438
Respect festival	-	49,874	49,874	20,197
	82,083	144,689	226,772	151,635
Other trading activities				
Training & consultancy	2,235	-	2,235	2,580
	2,235	-	2,235	2,580
Investments				
Bank interest received	101	-	101	6
	101	-	101	6
Other				
Reimbursements	290	60	350	-
Other income	53	12,000	12,053	2,581
	343	12,060	12,403	2,581
Total income and endowments	85,554	156,875	242,429	159,194
Expenditure on:				
Charitable activities				
Small grant funders	2,048	14,756	16,804	6,723
Respect festival	0	47,384	47,384	27,299
Misc charitable activities	-	10,000	10,000	-
	2,048	72,140	74,188	34,022
Total of expenditure on charitable activities	2,048	72,140	74,188	34,022
Employee costs				
Salaries/wages	67,557	49,711	117,268	85,197
Pension costs	520	-	520	367
Staff welfare	-	-	-	35
Temporary staff	64	-	64	-
	68,141	49,711	117,852	85,599
Motor and travel costs				
Travel and subsistence	825	340	1,165	144
	825	340	1,165	144
Premises costs				
Rent	6,156	-	6,156	6,261
Rates	349	-	349	349

Plymouth & Devon Racial Equality Council
Detailed Statement of Financial Activities

Premises cleaning	-	-	-	45
	<u>6,505</u>	<u>-</u>	<u>6,505</u>	<u>6,655</u>
General administrative costs, including depreciation and amortisation				
Depreciation of Fixtures, fittings and equipment	802	-	802	700
Bad debts	200	-	200	22
Bank charges	156	-	156	120
Equipment leasing and hire charges	1,615	-	1,615	2,258
Equipment repairs and maintenance	240	126	366	179
General insurances	2,258	-	2,258	2,187
Postage and couriers	19	-	19	19
Software, IT support and related costs	2,283	-	2,283	1,850
Stationery and printing	559	60	619	276
Telephone, fax and broadband	4,111	405	4,516	2,819
	<u>12,243</u>	<u>591</u>	<u>12,834</u>	<u>10,430</u>
Legal and professional costs				
Accountancy and bookkeeping	1,620	-	1,620	1,620
Consultancy fees	990	500	1,490	4,770
Solicitor's fees	35	-	35	35
Other legal and professional costs	262	-	262	101
	<u>2,907</u>	<u>500</u>	<u>3,407</u>	<u>6,526</u>
Total of expenditure of other costs	<u>90,621</u>	<u>51,142</u>	<u>141,763</u>	<u>109,354</u>
Total expenditure	<u>92,669</u>	<u>123,282</u>	<u>215,951</u>	<u>143,376</u>
Net gains on investments	-	-	-	-
	<u>(7,115)</u>	<u>33,593</u>	<u>26,478</u>	<u>15,818</u>
Net income				
Transfers between funds	(3,513)	3,513	-	-
Net income before other gains/(losses)	<u>(10,628)</u>	<u>37,106</u>	<u>26,478</u>	<u>15,818</u>
Other Gains	-	-	-	-
Net movement in funds	<u>(10,628)</u>	<u>37,106</u>	<u>26,478</u>	<u>15,818</u>
Reconciliation of funds:				
Total funds brought forward	103,420	35,356	138,776	122,958
Total funds carried forward	<u>92,792</u>	<u>72,462</u>	<u>165,254</u>	<u>138,776</u>

Accounts

Plymouth & Devon Racial Equality Council

Charity No. 1102012

Company No. 03827654

Trustees' Report and Unaudited Accounts

31 March 2022

Plymouth & Devon Racial Equality Council
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Plymouth & Devon Racial Equality Council Trustees Annual Report

managers Overview

The 2021/22 financial year has been an exciting year for Plymouth & Devon Racial Equality Council (PDREC). We have moved back to face-to-face work after a long absence due to Covid-19 and have been successful in obtaining a grant from Rank Foundation to increase our capacity to engage with communities, support volunteers and grow our Roundtable network.

PDREC is also very proud of the 2022 Respect Festival, which was finally held live again after a 2-year absence. Please see some of the fantastic photos later in the report.

However, this year has not been without its challenges. We are continuing to see an increase in the number of people accessing our services and expect this to continue to grow as the levels of poverty and austerity increase. History has shown us that during times of recession and hardship the blame is often placed on people who are seen as being 'different', increasing levels of racism, prejudice, and xenophobia.

The message of hostility and hatred, both nationally and internationally, has seen an increase in the far-right and far-right rhetoric locally. The results of this can already be seen locally with an increase in racism at a neighbourhood level and in the referrals that we are receiving from young people experiencing racist abuse at school.

PDREC is continuing to work both a grassroots and strategic level to tackle these issues. We have a successful Roundtable network that enables people to have their voices heard about the reality for them is, as well as working with statutory organisations, such as Health, Police, Local Authority and Education to tackle the issues at strategic level.

The beneficiaries who access our services often have very complex needs and face multiple disadvantages due to their ethnicity, gender, and lack of economic opportunities. Over the past year we provided 1105 sessions of casework and advocacy for 321 individuals. This is a holistic, person-centered service that is not time limited, but determined by individual's needs.

We provide a weekly arts and craft group for women to combat isolation, improve social networks and increase resilience

Facilitate a Devon-wide, online, monthly group for minoritized women to provide peer support and identify ways of tackling racism and discrimination.

Provide 1-2-1 support to marginalised people throughout Plymouth, Devon and Torbay who have been a victim of any crime.

Provide free Refugee Awareness training to mainstream organisations, such as Health, Police, Voluntary orgs, Local Authority and Educational establishments to develop and improve service provision for refugees and asylum seekers.

This additional work has placed a huge pressure on PDREC resources and stress on staff, who are already stretched to the limit, which raises concerns going forward.

I am pleased to confirm that PDREC ended the 2021/22 in a good financial position to take us into 2022/23. However, we cannot afford to rest on our laurels as the RIS funding ends in March 2023. It is therefore vital that we identify future funds to secure the organisation and increase staffing levels to cope with growing demand.

Plymouth & Devon Racial Equality Council Trustees Annual Report

We have said goodbye to Cyril Whittaker and Ben Davy, two valued members of our Board of Trustees and would like to say thanks you to both of them for their hard work and commitment.

We would like to say a special thank you to Cyril for the years of commitment to PDREC both as a Board member and as the Chair for several years. The knowledge and skills that Cyril brought to the organisation are sadly missed, and we wish him a happy retirement from PDREC.

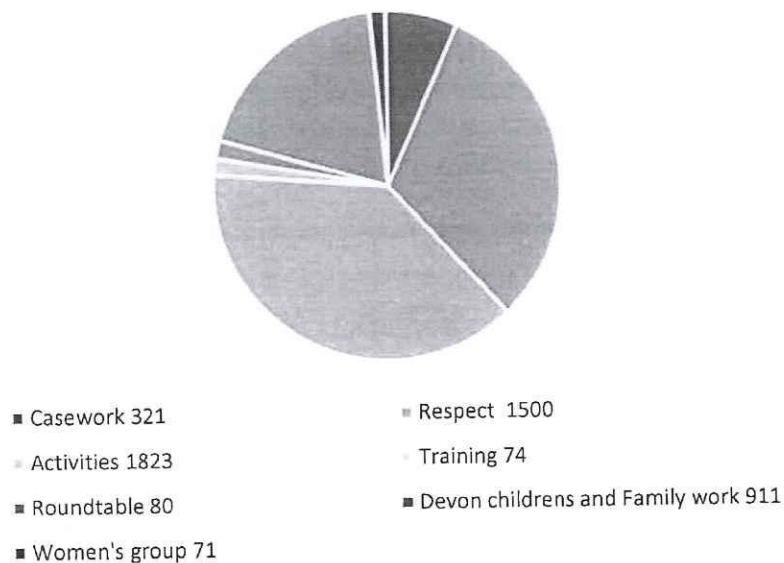
This does mean that PDREC has vacancies on our Board of Trustee and are looking for new members who have the commitment and drive to help PDREC continue to thrive and meet the needs of our communities.

I would like to say a huge thank you to the PDREC staff team for all their hard work, support and initiative that has seen us through these difficult times and also to the Board of Trustees for their additional support and wisdom.

PDREC has compiled a report of some of the work we have been involved in over the past year. This does not include all the work of PDREC, but a snapshot of the work we have delivered and the number of people we have supported.

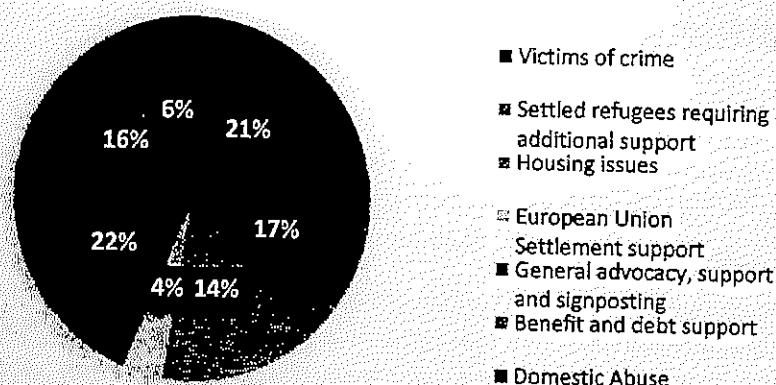
The number of people accessing PDRECs services between 01/04/2021 and 31/03/2022 amounts to **2681**, despite covid and delivering events and activities online.

Number of people supported directly by PDREC



Although the largest number of people are supported through training the Respect Festival and various community activities, the most intensive and time-consuming work is undertaken through our casework service. **During this financial year the PDREC provided 2080 hours of casework to 321 people, which equates to an average of around 40 hours per week!**

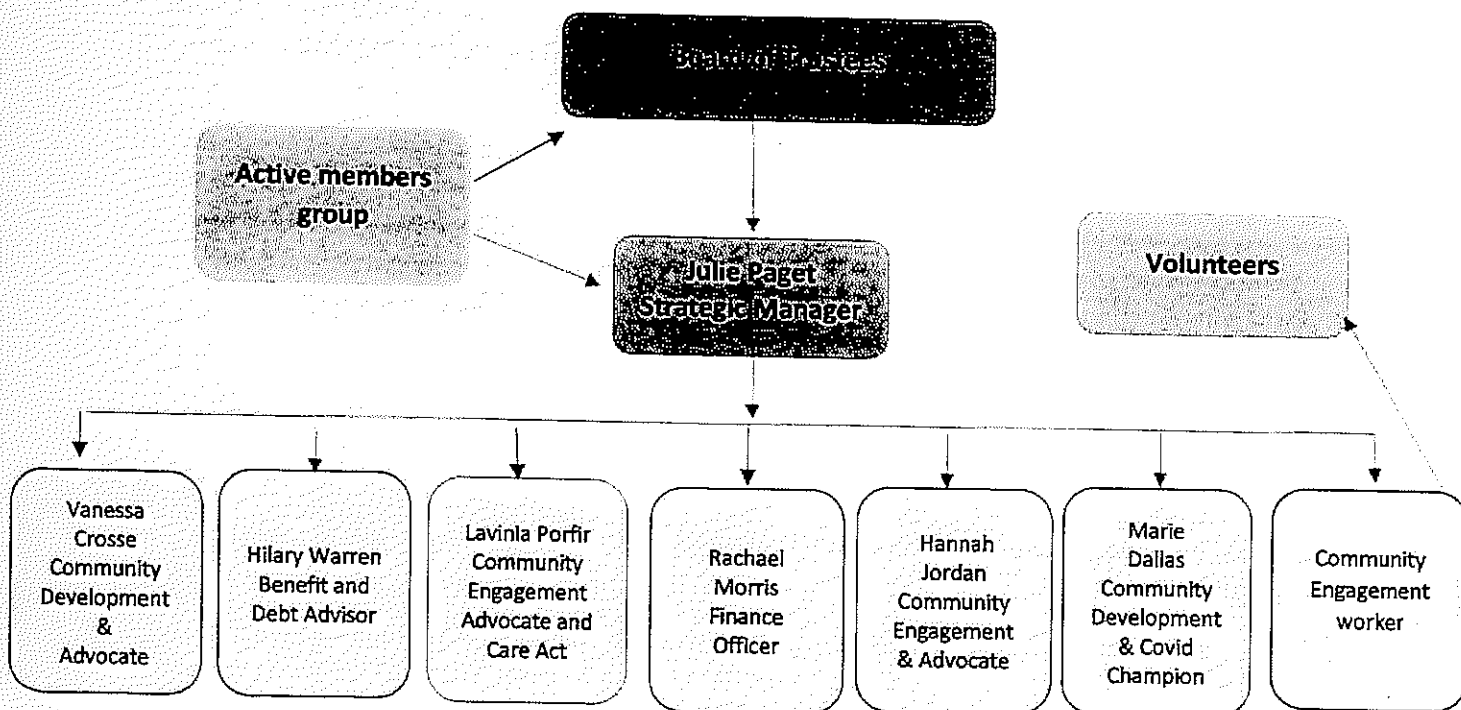
Support provided by presenting issues



The presenting issues for the case work remain very varied as can be seen in the Pie chart above. We are continuing to strengthen our data capture and will be able to give more accurate numbers around age and ethnicity in future reports.

As you can see from the chart below, PDREC has a small team of 8 people, including the manager. The total number of staffing hours amounts to 4.4 fulltime posts. However, as you can see from the work delivered above, the team work extremely hard to support the beneficiaries of our service.

PDREC staffing structure



This is the current staffing structure for PDREC. We are currently in the process of recruiting a community engagement worker and look forward to a new Community Engagement Worker joining our team.

Below is a small snapshot of PDREC Projects and services provided during 2021 - 2022

Case work

This continues to be the core work of our organisation, and we provide advice and advocacy to people from minoritised ethnic backgrounds around a wide range of issues, including racism, housing, benefit support, European Union Settlement Scheme, support for families and domestic abuse.

As stated earlier, PDREC supported 321 people through individual case work support between 01/04/2021 and 31/03/2022. This ranges from one off support to help someone complete a form to ongoing, lengthy, support for someone experiencing racism or domestic abuse.

Most of the case work we deal with is complex as many people come with numerous issues. PDREC is fortunate to have a case work team that has a wide range of skills, and over twenty years' experience, which enables us to provide a 'wrap-around' service, to prevent people having to re-tell their stories to a wide range of different organisations and people.

Please see the two case studies below, which gives a flavour of the type of support provided by PDREC. The case studies have been anonymised to ensure data protection and privacy.

Case study 1:

Mr X came to the UK as part of the Vulnerable Person Scheme, with his wife and 4 children. They were placed in private accommodation in a social housing block of flats after they left temporary accommodation.

The family were referred to PDREC by START because of the level of racist abuse and anti-social behaviour they had been experiencing. The perpetrator in this case was a 14-year-old youth that was terrorising the family, particularly the children. The initial crimes had not been recognised as hate crimes and had been recorded as anti-social behaviour.

PDREC worked with the police diversity team to get the crimes recorded as a hate crime and arranged to visit the family with a Hate Crime Detective. This gave Mr X and his wife the opportunity to explain exactly what had been happening and the huge impact that this was having on his family. He talked about how terrified his children were and that they were unable to go out because the youths beaten them up on virtually a daily basis. He explained that his children were having nightmares because they were so afraid.

Mrs X talked about the verbal and sexual abuse she was receiving and how she was too afraid to take her hijab off in her own home because the youths looked through the letter box and the windows.

In addition to this eggs and water bombs were thrown through the letter box and dirt through an open window.

Further incidents occurred the weekend after the visit with the police. Mr X was unable to report the incidents to the police because of the language barrier, so a 3rd Party Report to the police was made by PDREC.

Plymouth & Devon Racial Equality Council Trustees Annual Report

A strategic meeting was arranged by the police to discuss the incidents in the area and to look at a way forward. This meeting highlighted the level of issues in the area and looked at ways that the young people were dealt with going forward but offered no other option for the family other than a move due to the time it would take to evict the perpetrators family from the area, if this was something the social landlord was willing to do.

Support letters were written by the police and PDREC in respect of an emergency move and were uploaded to their Devon Home Choice application form.

A further incident took place the following weekend and the police were concerned for the safety of the family and worked with PDREC to secure an emergency move for the family.

PCC homeless team agreed that the level of racist abuse and violence towards the family did warrant any emergency move and the family were accommodated in a hotel over the weekend.

PDREC will continue to support the family and the police regarding the racist incidents and START regarding accommodation for the family.

Case study 2:

Ms A is a single parent with 3 children under 5. She came to the UK through family reunion.

Ms A initially contacted PDREC over 2 years ago due to domestic abuse. She was assisted by PDREC to leave her husband and claim benefits in her own right. However, over the Christmas period she returned to her husband, and they had baby number 3.

In October 2021, Ms A left her husband again because of his abusive behaviour. PDREC has continued to provide ongoing support to Ms A and her family since she October 2, through a wide range of issues, including housing, benefits support around the children.

In May 22 Ms A contacted PDREC again because her husband was letting himself into the flat and she wanted support to contact her social landlord to get the locks changed and his name removed from the tenancy. The housing officer agreed to change the locks when the husbands name was removed from the tenancy as he has a legal right to reside at the property.

A couple of days later Ms A rang, her husband has let himself in to the accommodation on 2 occasions and had physically attacked her. The police we called, and her husband was taken into custody overnight and issued with a Domestic Violence Prohibited Order (DVPO) for 28 days.

Ms A was very afraid that her husband would return to the property and asked for support from PDREC to get the locks changed. Support to move out of the area was offered by PDREC, but Ms A did not wish to leave because her support networks are all in Plymouth.

Action: PDREC contacted the social landlord and they agreed to change the locks.

Ms A also told PDREC that the police officer who interviewed her about the assault from her husband did not use an interpreter and that she was unable to explain exactly what had happened.

Action: PDREC contacted the police to find out what was happening regarding the case and to find out why no interpreter was used. Case was no further action, however after contact from PDREC the police will be reinterviewing Ms A.

Plymouth & Devon Racial Equality Council Trustees Annual Report

Respect Festival 2022

This was our first live festival since 2019. We had to cancel the festival due in 2020 due to Covid-19 and took the difficult decision to move the 2021 Respect Festival online as Covid-19 restrictions were still in place.

The respect was a great success and reached over 1,500 people and a different audience. Building on this, a decision was made to organise a 'Hybrid' festival, comprising of a live event on the 9th July 2022, and an online event broadcast on a YouTube channel. This enabled the event to reach people who were unable, or not confident about attending live events to participate, as well as bringing people back together to improve community cohesion.

Post pandemic, we expected 2000+ people from the city's diverse communities to benefit, however, on the day, 6,000+ people attended the live event, with 1,726 people engaging with the Livestream broadcast & the films on YouTube (as of 09/09/2022).

The event attracted more performers from diverse communities for the live event & the livestream films than originally planned.

The parade workshops engaged members of the local communities, alongside the delivery artists & more people were engaged in the school and community workshops than originally anticipated.

The RESPECT Festival is recognised as being an important event & opportunity for key strategic organisations in the city to connect with/engage individuals/families from diverse communities, as well as increasing RESPECT within the city (the primary objective of the festival).

Below is feedback from one of the artists, attenders & stallholders:

"The unique thing about Respect is that it lives up to its name in the literal sense of the term. This was my fourth time performing for Respect Festival. I enjoyed performing each time and hope to continue doing so in the future." Suparna Bagchi, performer

Attenders - What have you enjoyed about this year's RF?:

"The music, dance and the people." "Singing and dancing really made me happy" "The mixed and interesting groups attending" "People getting involved" "The opportunity to talk to passionate people who I would not necessarily meet" "Cultural and children's entertainment" "Parade, music, variety of stands, awesome organisation, decorations" "The diversity, the like-minded people wanting to make the world a better place!" "Meeting new people, music, dancing" "Chance to engage with wide range of communities" "Organisation, great acts, very friendly" "Diversity, inclusion and a general hope for the future of Plymouth"

Stallholders - What have you enjoyed about this year's RF?:

"The wide variety of activities and groups present"

"It was really well thought out and laid out. It was fun, I danced all day behind my stall. I got to speak to lots of relevant people to my work which created a network. I was also able to help a number of vulnerable people with their healthcare and diagnosis"

**Plymouth & Devon Racial Equality Council
Trustees Annual Report**

"I was helping to staff a stall in the Guildhall on behalf of the Library service. I enjoyed hearing some of the music and dancing, but the best thing was seeing people come together for the event."

"Everything really, particularly the music performances both in the main Guildhall but the RSVP band were awesome in the parade and the marquee."

"Speaking with all of the different organisations that do so much great work in Plymouth and interacting with the general public. The cultural performances in town and at the Guildhall were also fantastic."

Finally, the city partners - community leaders, cultural organisations & civic representatives - fully engaged/benefited from being involved in the delivery of the event.

(June Gamble, Respect Coordinator)



Women's group.

PDREC has delivered 41 weekly sessions to 16 women during the past 12 months.

The groups are once again taking place face-to-face, much to the delight of the women who participate. It has been a hard time for many of them as they have been isolated and lonely.

Online activities were provided during COVID, and the women's WhatsApp group continued to link women together during this time but did not replace the companionship and support they get through meeting in person. However, the WhatsApp group has grown from strength to strength and women continue to keep in touch with each other outside of the group sessions. It also enables women who are no longer able to attend the sessions, to keep in with each other.

The groups are delivered in a COVID safe way to comply with the rules around social distances and the number of people who can meet indoors. As the rules have around COVID have changed, the group has evolved with these changes.

The aims of the group, which are to, provide a safe environment for women to meet together, make new friends, build social networks, learn new skills and most of all have fun, remains the same, and is more important than ever. We are pleased to say that the number of women attending the groups is beginning to increase as people are more confident to meet socially.

Plymouth & Devon Racial Equality Council Trustees Annual Report



All though the group is primarily for women from Black, Asian and Minoritised backgrounds all women are welcome to promote social cohesion. The group also links in with other activities that are happening in the City such as the Jar Squad, making jams and chutneys and Clankind.



Refugee Awareness Training

Lavinia has continued to provide the excellent Refugee Awareness Training to a wide variety of organisations and individuals in Plymouth and Devon.

The training is free for people living in Plymouth is free as it funded through the Refugee Integration Service.

Some of the organisations that have attended the training are:

AHIMSA

Theatre Royal

Plymouth University students

Adult Social Services

Plymouth and Devon Cornwall Constabulary Diversity Team

START students

Devon and Torbay Probation

Victim Care

ODILS

Hamoaze House

The training has been well received by everyone attending, and 100% of participants during this year have stated that 'they feel better equipped to support asylum seekers and refugees'.

Plymouth & Devon Racial Equality Council Trustees Annual Report

Feedback Includes

Thank you for the opportunity to participate in such an informative event. I have already used the information gained twice when in conversation with people who had strong and incorrect views e.g. about the privileges afforded to asylum-seekers and the UK practice regarding safe routes. I believe most people are humane and sympathetic but are fed misinformation by media/politicians

Yes – but more importantly in the context of my experiences/activities, it enables me to engage people in an informed way when they are expressing negative/incorrect views about refugees/asylum seekers.

Lavinia will be continuing to provide the very valuable training to organisations and practitioners over the next 12 months.

Community Cohesion

PDREC has continued to provide activities and supports to other events in the city including:

Plymouth Hope Refugee Week

International women's day

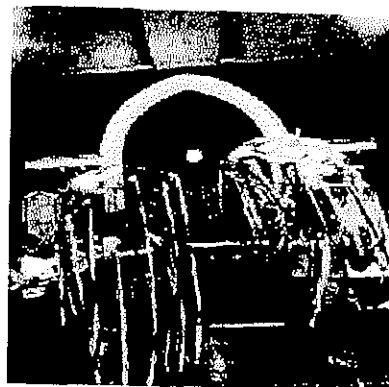
Unity Trust Festival

Lord Majors Day

Union Street Party

Westend Carnival

Ukrainian Independence Day celebration



Foreword from the Chair

When I first came to Plymouth only six years ago, I was astonished and highly impressed to learn that Plymouth had somehow managed to keep its Plymouth and Devon Race Equality Council afloat. That PDRECs essential ethos of anti-racism and celebration of diversity was alive, represented in the RESPECT festival and a variety of activities and workshops throughout the year, while at the same time delivering vital services to communities.

Since central government stopped funding the organisation over a decade ago, when the Labour government lost the general election, almost everywhere else in the UK no longer has a race equality council. Despite, other localities in the UK having much greater Black, diverse, non-white communities. It is this phenomenal stamina, determination and commitment that our employees, manager, trustees and volunteers must continue to foster in an increasingly bleak climate. We are facing a huge cost of living crisis and Plymouth as well as outlying areas in Devon still houses some of the most deprived communities in the UK. Poverty and financial insecurity can provoke antagonism and racism within society.

As Julie has articulated we are increasingly stretched both financially, as funding opportunities decrease, and as our workload and the need for our services increases.

Despite this pressure we continue to be aspirational and strategic, enthusiastically building partnerships and networks across Plymouth and gradually forging links with educational and health organisations to extend our remit into Devon. As Julie notes we have enjoyed developing our partnerships through the round table meetings, with schools, head teachers, parents and pupils, with higher education – for example we are undertaking a study into racism in PL1 areas of Plymouth with Plymouth University, working closely and collaboratively with University Hospital Plymouth, which itself is becoming a beacon for anti-racism, as well as Arts organisations such as our impressive Theatre Royal and the inimitable Wonderzoo to mention a few.

What is even more remarkable, is the integrity and high standards that our employees have sustained. And it is with unequivocal admiration and applause that I refer to the way our team works. An ethos of equality, good humour and trust permeates through our team.

We believe in diversity, our representation is for all: working class, middle class, Black, Asian, Refugee, European migrants, refugees and Traveller communities, all races, people of colour and from white as well as non-white communities. And so, our employees, volunteers and trustees emanate this representation. We are proud of our differences – fomenting and augmenting this array of cultures and beliefs, working collaboratively together, to foster and facilitate a shared world of communities caring about each other.

In my privileged capacity as Chair of Trustees of PDREC, I recommend all PDREC has achieved over the decades, and remind all of us, across Plymouth and Devon that we must remain vigilant, enterprising, collaborative and determined to continue our vital work despite increasingly challenging environments both in the UK and internationally where, war, hostilities, oppression as well as a climate crisis increases insecurities. In this context it is even more important that we foster all our good will, experience, skill, hope and knowledge so that communities thrive, and our celebration of diversity prevails.

Plymouth & Devon Racial Equality Council
Trustees Annual Report

INDEPENDENT EXAMINER

Mr Lee Hardacre (FCCA)
Precise Accountants Ltd

has been re-appointed as independent examiner for the ensuing year.

Registered office:
Harwell Centre
28-42 Harwell Court
Western Approach
Plymouth
Devon
PL1 1PY

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

The above report has been prepared in accordance with the provisions applicable to companies subject to the small companies regime as set out in Part 15 of the Companies Act 2006 and in accordance with the Charities SORP (FRS 102).

Signed on behalf of the board



S. Chanda-Gool
Chairperson
14 October 2022

Plymouth & Devon Racial Equality Council
Independent Examiners Report

Independent Examiner's Report to the trustees of Plymouth & Devon Racial Equality Council

I report to the charity trustees on my examination of the financial statements of Plymouth & Devon Racial Equality Council for the year ended 31 March 2022 which comprise the Statement of Financial Activities, the Summary Income and Expenditure Account, the Balance Sheet, the Statement of Cash Flows and the related notes.

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 your charity's financial statements as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the 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 can confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that:

- accounting records were not kept in accordance with 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 under 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 Charities SORP (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.



Lee James Hardacre
ACCA
Precise Accountants Ltd
Unit 6, Brooklands
Budshead Road
Plymouth
Devon
PL6 5XR
14 October 2022

Plymouth & Devon Racial Equality Council
Statement of Financial Activities

for the year ended 31 March 2022

	Notes	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Income and endowments from:					
Donations and legacies	4	2,263	129	2,392	1,277
Charitable activities	5	80,589	71,046	151,635	139,613
Other trading activities	6	2,580	-	2,580	-
Investments	7	6	-	6	7
Other	8	1,081	1,500	2,581	1,311
Total		86,519	72,675	159,194	142,208
Expenditure on:					
Charitable activities	9	193	33,829	34,022	5,152
Other	10	75,101	34,253	109,354	112,093
Total		75,294	68,082	143,376	117,245
Net gains on investments		-	-	-	-
Net income	11	11,225	4,593	15,818	24,963
Transfers between funds		-	-	-	-
Net income before other gains/(losses)		11,225	4,593	15,818	24,963
Other gains and losses					
Net movement in funds		11,225	4,593	15,818	24,963
Reconciliation of funds:					
Total funds brought forward		92,195	30,763	122,958	97,995
Total funds carried forward		103,420	35,356	138,776	122,958

Plymouth & Devon Racial Equality Council
Summary Income and Expenditure Account
for the year ended 31 March 2022

	2022	2021
	£	£
Income	159,188	142,201
Interest and investment income	6	7
Gross income for the year	<u>159,194</u>	<u>142,208</u>
Expenditure	142,676	116,733
Depreciation and charges for impairment of fixed assets	700	512
Total expenditure for the year	<u>143,376</u>	<u>117,245</u>
Net income before tax for the year	15,818	24,963
Net income for the year	<u>15,818</u>	<u>24,963</u>

Plymouth & Devon Racial Equality Council
Balance Sheet

at 31 March 2022

Company No. 03827654	Notes	2022 £	2021 £
Fixed assets			
Tangible assets	13	3,378	3,214
		<u>3,378</u>	<u>3,214</u>
Current assets			
Debtors	14	21,418	15,569
Cash at bank and in hand		166,221	128,222
		<u>187,639</u>	<u>143,791</u>
Creditors: Amount falling due within one year	15	(52,241)	(24,047)
Net current assets		<u>135,398</u>	<u>119,744</u>
Total assets less current liabilities		<u>138,776</u>	<u>122,958</u>
Net assets excluding pension asset or liability		<u>138,776</u>	<u>122,958</u>
Total net assets		<u>138,776</u>	<u>122,958</u>
The funds of the charity			
Restricted funds	16		
Restricted income funds		35,356	30,763
		<u>35,356</u>	<u>30,763</u>
Unrestricted funds	16		
General funds		27,054	43,020
Designated funds		76,366	49,175
		<u>103,420</u>	<u>92,195</u>
Reserves	16		
Total funds		<u>138,776</u>	<u>122,958</u>

These accounts have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

For the year ended 31 March 2022 the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

Approved by the board on 14 October 2022

And signed on its behalf by:



S. Chanda-Gool
Trustee
14 October 2022

Plymouth & Devon Racial Equality Council
Statement of Cash flows
for the year ended 31 March 2022

	2022 £	2021 £
Cash flows from operating activities		
Net income per Statement of Financial Activities	15,818	24,963
Adjustments for:		
Depreciation of property, plant and equipment	700	512
Dividends, interest and rents from investments	(2,587)	(1,318)
Other gains/losses	-	-
Increase in trade and other receivables	(5,849)	(13,072)
Increase in trade and other payables	28,194	12,881
Net cash provided by operating activities	<u>36,276</u>	<u>23,966</u>
Cash flows from investing activities		
Payments for property, plant and equipment	(864)	(1,998)
Dividends, interest and rents from investments	2,587	1,318
Net cash from/(used in) investing activities	<u>1,723</u>	<u>(680)</u>
Net cash from financing activities	<u>-</u>	<u>-</u>
Net increase in cash and cash equivalents	37,999	23,286
Cash and cash equivalents at the beginning of the year	128,222	104,936
Cash and cash equivalents at the end of the year	<u>166,221</u>	<u>128,222</u>
Components of cash and cash equivalents		
Cash and bank balances	166,221	128,222
	<u>166,221</u>	<u>128,222</u>

Plymouth & Devon Racial Equality Council
Notes to the Accounts

for the year ended 31 March 2022

1 Accounting policies

Basis of preparation

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

Change in basis of accounting or to previous accounts

There has been no change to the accounting policies (valuation rules and method of accounting) since last year and no changes have been made to accounts for previous years.

Fund accounting

Unrestricted funds	These are available for use at the discretion of the trustees in furtherance of the general objects of the charity.
Designated funds	These are unrestricted funds earmarked by the trustees for particular purposes.
Revaluation funds	These are unrestricted funds which include a revaluation reserve representing the restatement of investment assets at their market values.
Restricted funds	These are available for use subject to restrictions imposed by the donor or through terms of an appeal.

Income

Recognition of income	Income is included in the Statement of Financial Activities (SoFA) when the charity becomes entitled to, and virtually certain to receive, the income and the amount of the income can be measured with sufficient reliability.
Income with related expenditure	Where income has related expenditure the income and related expenditure is reported gross in the SoFA.
Donations and legacies	Voluntary income received by way of grants, donations and gifts is included in the the SoFA when receivable and only when the Charity has unconditional entitlement to the income.
Tax reclaims on donations and gifts	Income from tax reclaims is included in the SoFA at the same time as the gift/donation to which it relates.
Donated services and facilities	These are only included in income (with an equivalent amount in expenditure) where the benefit to the Charity is reasonably quantifiable, measurable and material.
Volunteer help	The value of any volunteer help received is not included in the accounts.
Investment income	This is included in the accounts when receivable.
Gains/(losses) on revaluation of fixed assets	This includes any gain or loss resulting from revaluing investments to market value at the end of the year.
Gains/(losses) on investment assets	This includes any gain or loss on the sale of investments.

Plymouth & Devon Racial Equality Council

Notes to the Accounts

Expenditure

Recognition of expenditure	Expenditure is recognised on an accruals basis. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates.
Expenditure on raising funds	These comprise the costs associated with attracting voluntary income, fundraising trading costs and investment management costs.
Expenditure on charitable activities	These comprise the costs incurred by the Charity in the delivery of its activities and services in the furtherance of its objects, including the making of grants and governance costs.
Grants payable	All grant expenditure is accounted for on an actual paid basis plus an accrual for grants that have been approved by the trustees at the end of the year but not yet paid.
Governance costs	These include those costs associated with meeting the constitutional and statutory requirements of the Charity, including any audit/independent examination fees, costs linked to the strategic management of the Charity, together with a share of other administration costs.
Other expenditure	These are support costs not allocated to a particular activity.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Tangible fixed assets and depreciation

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life:

Fixtures, fittings and equipment	20% Reducing balance
----------------------------------	----------------------

Freehold investment property

Investment properties are measured initially at cost and subsequently at fair value at each balance sheet date and are not depreciated. All gains or losses are taken to the Statement of Financial Activities as they arise.

Stocks

Stock is included at the lower of cost or net realisable value. Donated items of stock are recognised at fair value which is the amount the charity would have been willing to pay for the items on the open market.

Trade and other debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash and cash equivalents

Cash and cash equivalents comprise cash at bank and on hand, demand deposits with banks and other short-term highly liquid investments with original maturities of three months or less and bank overdrafts. In the statement of financial position, bank overdrafts are shown within borrowings or current liabilities. In the Statement of Cash Flows, cash and cash equivalents are shown net of bank overdrafts that are repayable on demand and form an integral part of the company's cash management.

Trade and other creditors

Short term creditors are measured at the transaction price. Other creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Research and development

Expenditure on research and development is written off in the year in which it is incurred.

Foreign currencies

Monetary assets and liabilities denominated in currencies other than the functional currency of the charity are translated at the rates of exchange prevailing at the end of the reporting period. Transactions in currencies other than the functional currency of the charity are recorded at the rate of exchange on the date that the transaction occurred. All exchange differences are taken into account in arriving at net income/expenditure.

Leased assets

Where the charity enters into a lease which entails taking substantially all the risks and rewards of ownership of an asset, the lease is treated as a finance lease.

Leases which do not transfer substantially all the risks and rewards of ownership to charity are classified as operating leases.

Assets held under finance leases are initially recognised as assets of the charity at their fair value at the inception of the lease or, if lower, at the present value of the minimum lease payments. The corresponding liability to the lessor is included in the balance sheet date as a finance lease obligation. Lease payments are apportioned between finance expenses and reduction of the lease obligation so as to achieve a constant rate of interest on the remaining balance of the liability. Finance expenses are recognised immediately, unless they are directly attributable to qualifying assets, in which case they are capitalised in accordance with the charity's policy on borrowing costs.

Assets held under finance leases are depreciated in the same way as owned assets.

Operating lease payments are recognised as an expense on a straight-line basis over the lease term. In the event that lease incentives are received to enter into operating leases, such incentives are recognised as a liability. The aggregate benefit of incentives is recognised as a reduction of rental expense on a straight-line basis.

Pension costs

The charity operates a defined contribution plan for its employees. A defined contribution plan is a pension plan under which the company pays fixed contributions into a separate entity. Once the contributions have been paid the company has no further payments obligations. The contributions are recognised as expenses when they fall due. Amounts not paid are shown in accruals in the balance sheet. The assets of the plan are held separately from the company in independently administered funds.

Receipt of donated goods, facilities and services

All donated goods, facilities and services received are recognised within incoming resources and expenditure at an estimate of the value to the charity.

Plymouth & Devon Racial Equality Council
Notes to the Accounts

2 Company status

The company is a private company limited by guarantee and consequently does not have share capital.

3 Statement of Financial Activities - prior year

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £
Income and endowments from:			
Donations and legacies	644	633	1,277
Charitable activities	80,380	59,233	139,613
Investments	7	-	7
Other	961	350	1,311
Total	81,992	60,216	142,208
Expenditure on:			
Charitable activities	1,241	3,911	5,152
Other	69,412	42,681	112,093
Total	70,654	46,591	117,245
Net income	11,338	13,625	24,963
Net income before other gains/(losses)	11,338	13,625	24,963
Other gains and losses:			
Net movement in funds	11,338	13,625	24,963
Reconciliation of funds:			
Total funds brought forward	79,033	18,962	97,995
Total funds carried forward	90,371	32,587	122,958

4 Income from donations and legacies

	Unrestricted £	Restricted £	Total 2022 £	Total 2021 £
Donations	2,263	129	2,392	1,277
	<u>2,263</u>	<u>129</u>	<u>2,392</u>	<u>1,277</u>

Plymouth & Devon Racial Equality Council
Notes to the Accounts

5 Income from charitable activities

	Unrestricted	Restricted	Total 2022	Total 2021
	£	£	£	£
Small grant funders	-	-	-	2,130
Project grants	80,589	50,849	131,438	135,683
Respect festival	-	20,197	20,197	1,800
	<u>80,589</u>	<u>71,046</u>	<u>151,635</u>	<u>139,613</u>

6 Income from other trading activities

	Unrestricted	Total 2022	Total 2021
	£	£	£
Training & consultancy	2,580	2,580	-
	<u>2,580</u>	<u>2,580</u>	<u>-</u>

7 Income from investments

	Unrestricted	Total 2022	Total 2021
	£	£	£
Bank interest received	6	6	7
	<u>6</u>	<u>6</u>	<u>7</u>

8 Other income

	Unrestricted	Restricted	Total 2022	Total 2021
	£	£	£	£
Other income	1,081	1,500	2,581	1,311
	<u>1,081</u>	<u>1,500</u>	<u>2,581</u>	<u>1,311</u>

9 Expenditure on charitable activities

	Unrestricted	Restricted	Total 2022	Total 2021
	£	£	£	£
<i>Expenditure on charitable activities</i>				
Small grant funders	193	6,530	6,723	4,452
Respect festival	-	27,299	27,299	700
Governance costs				
	<u>193</u>	<u>33,829</u>	<u>34,022</u>	<u>5,152</u>

Plymouth & Devon Racial Equality Council

Notes to the Accounts

10 Other expenditure

	Unrestricted	Restricted	Total 2022	Total 2021
	£	£	£	£
Employee costs	56,821	28,778	85,599	82,231
Motor and travel costs	3	141	144	266
Premises costs	5,315	1,340	6,655	6,283
Amortisation, depreciation, impairment, profit/loss on disposal of fixed assets	700	-	700	512
General administrative costs	7,500	2,230	9,730	9,899
Legal and professional costs	4,762	1,764	6,526	12,902
	<u>75,101</u>	<u>34,253</u>	<u>109,354</u>	<u>112,093</u>

11 Net income before transfers

	2022	2021
	£	£
This is stated after charging:		
Depreciation of owned fixed assets	700	512

12 Staff costs

	2022	2021
Salaries and wages	85,197	81,906
Pension costs	367	253
	<u>85,564</u>	<u>82,159</u>

No employee received emoluments in excess of £60,000.

13 Tangible fixed assets

	Fixtures, fittings and equipment £	Total £
Cost or revaluation		
At 1 April 2021	63,462	63,462
Additions	864	864
At 31 March 2022	<u>64,326</u>	<u>64,326</u>
Depreciation and impairment		
At 1 April 2021	60,248	60,248
Depreciation charge for the year	700	700
At 31 March 2022	<u>60,948</u>	<u>60,948</u>
Net book values		
At 31 March 2022	<u>3,378</u>	<u>3,378</u>
At 31 March 2021	<u>3,214</u>	<u>3,214</u>

Phymouth & Devon Racial Equality Council
Notes to the Accounts

14 Debtors

	2022	2021
	£	£
Trade debtors		
Other debtors	19,788	14,062
Prepayments and accrued income	412	412
	1,218	1,095
	<u>21,418</u>	<u>15,569</u>

15 Creditors:
amounts falling due within one year

	2022	2021
	£	£
Trade creditors		
Other taxes and social security	4,604	11,558
Other creditors	1,293	1,587
Accruals	3,351	5,043
Deferred income	859	859
	42,134	5,000
	<u>52,241</u>	<u>24,047</u>

Plymouth & Devon Racial Equality Council
Notes to the Accounts

16 Movement in funds

	At 1 April 2021	Incoming resources (including other gains/losses) £	Resources expended £	At 31 March 2022 £
Restricted funds:				
Restricted income funds:				
Small General Restricted Funds	5,218	5,640	(7,161)	3,697
Respect Festival	7,503	20,326	(27,305)	524
Destitution	563	-	(44)	519
Victim Support	15,871	32,100	(24,645)	23,326
International Women's Day	527	-	-	527
Mayflower 400	82	-	(462)	(380)
Contain, outbreak management fund	-	14,609	(7,725)	6,884
Plymouth Drake Foundation Community Grant	999	-	(740)	259
Total	30,763	72,675	(68,082)	35,356
Unrestricted funds:				
General funds	43,020	5,930	(21,896)	27,054
Designated funds:				
Devon Advocacy Service	18,246	11,354	(9,359)	20,241
Equality and Diversity	2,272	4,500	(3,275)	3,497
RISS	28,657	64,735	(40,764)	52,628
Total	49,175	80,589	(53,398)	76,366
Total funds	122,958	159,194	(143,376)	138,776

Purposes and restrictions in relation to the funds:

Restricted funds:

Small General Restricted Funds	These funds are restricted and must be used in accordance with the grant/money received.
Respect Festival	These funds are restricted and must be used for the purpose of the Respect Festival.
Destitution	These funds are restricted and must be used in accordance with the grant/money received.
Victim Support	These funds are restricted and must be used in accordance with the grant/money received.
International Women's Day	These funds are restricted and must be used in accordance with the grant/money received.

Plymouth & Devon Racial Equality Council
Notes to the Accounts

Mayflower 400

These funds are restricted and must be used in accordance with the grant/money received.

Contain, outbreak management fund

These funds are restricted and must be used in accordance with the grant/money received.

Plymouth Drake Foundation Community Grant

These funds are restricted and must be used in accordance with the grant/money received.

Designated funds:

Devon Advocacy Service

Equality and Diversity

RISS

17 Analysis of net assets between funds

	Unrestricted funds	Restricted funds	Total
	£	£	£
Fixed assets	3,378	-	3,378
Net current assets	129,982	5,416	135,398
	<u>133,360</u>	<u>5,416</u>	<u>138,776</u>

18 Reconciliation of net debt

	At 1 April 2021	Cash flows	At 31 March 2022
	£	£	£
Cash and cash equivalents	128,222	37,999	166,221
	<u>128,222</u>	<u>37,999</u>	<u>166,221</u>
Net debt	<u>128,222</u>	<u>37,999</u>	<u>166,221</u>

19 Commitments

Pension commitments

	2022	2021
	£	£
The pension cost charge to the company amounted to:	<u>367</u>	<u>253</u>

20 Related party disclosures

Controlling party

The company is limited by guarantee and has no share capital; thus no single party controls the company.

Plymouth & Devon Racial Equality Council
Detailed Statement of Financial Activities
for the year ended 31 March 2022

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Income and endowments from:				
Donations and legacies				
Donations	2,263	129	2,392	1,277
	<u>2,263</u>	<u>129</u>	<u>2,392</u>	<u>1,277</u>
Charitable activities				
Small grant funders	-	-	-	2,130
Project grants	80,589	50,849	131,438	135,683
Respect festival	-	20,197	20,197	1,800
	<u>80,589</u>	<u>71,046</u>	<u>151,635</u>	<u>139,613</u>
Other trading activities				
Training & consultancy	2,580	-	2,580	-
	<u>2,580</u>	<u>-</u>	<u>2,580</u>	<u>-</u>
Investments				
Bank interest received	6	-	6	7
	<u>6</u>	<u>-</u>	<u>6</u>	<u>7</u>
Other				
Other income	1,081	1,500	2,581	1,311
	<u>1,081</u>	<u>1,500</u>	<u>2,581</u>	<u>1,311</u>
Total income and endowments	86,519	72,675	159,194	142,208
Expenditure on:				
Charitable activities				
Small grant funders	193	6,530	6,723	4,452
Respect festival	-	27,299	27,299	700
	<u>193</u>	<u>33,829</u>	<u>34,022</u>	<u>5,152</u>
Total of expenditure on charitable activities	193	33,829	34,022	5,152
Employee costs				
Salaries/wages	56,507	28,690	85,197	81,906
Pension costs	308	59	367	253
Staff training	-	-	-	72
Staff welfare	6	29	35	-
	<u>56,821</u>	<u>28,778</u>	<u>85,599</u>	<u>82,231</u>
Motor and travel costs				
Travel and subsistence	3	141	144	266
	<u>3</u>	<u>141</u>	<u>144</u>	<u>266</u>
Premises costs				
Rent	5,029	1,232	6,261	5,934
Rates	279	70	349	349
Premises cleaning	7	38	45	-

Plymouth & Devon Racial Equality Council
Detailed Statement of Financial Activities

	5,315	1,340	6,655	6,283
<i>General administrative costs,</i> including depreciation and amortisation				
Depreciation of Fixtures, fittings and equipment	700	-	700	512
Bad debts	22	-	22	-
Bank charges	96	24	120	111
Equipment leasing and hire charges	1,806	452	2,258	2,040
Equipment repairs and maintenance	30	149	179	514
General insurances	1,750	437	2,187	2,200
Postage and couriers	19	-	19	212
Software, IT support and related costs	1,489	361	1,850	1,409
Stationery and printing	233	43	276	410
Telephone, fax and broadband	2,055	764	2,819	3,003
	8,200	2,230	10,430	10,411
Legal and professional costs				
Accountancy and bookkeeping	1,296	324	1,620	1,620
Consultancy fees	3,330	1,440	4,770	11,220
Solicitor's fees	35	-	35	35
Other legal and professional costs	101	-	101	27
	4,762	1,764	6,526	12,902
Total of expenditure of other costs	75,101	34,253	109,354	112,093
Total expenditure	75,294	68,082	143,376	117,245
Net gains on investments	-	-	-	-
Net income	11,225	4,593	15,818	24,963
Net income before other gains/(losses)	11,225	4,593	15,818	24,963
Other Gains	-	-	-	-
Net movement in funds	11,225	4,593	15,818	24,963
Reconciliation of funds:				
Total funds brought forward	92,195	30,763	122,958	97,995
Total funds carried forward	103,420	35,356	138,776	122,958

Accounts

Plymouth & Devon Racial Equality Council

Charity No. 1102012

Company No. 03827654

Trustees' Report and Unaudited Accounts

31 March 2021

Plymouth & Devon Racial Equality Council
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Plymouth & Devon Racial Equality Council
Trustees Annual Report

The Trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the unaudited financial statements of the charity for the year ended 31 March 2021.

REFERENCE AND ADMINISTRATIVE DETAILS

Company No. 03827654

Charity No. 1102012

Principal Office

Harwell Centre
28-42 Harwell Court
Western Approach
Plymouth
PL1 1PY

Registered Office

Harwell Centre
28 - 42 Harwell Court
Western Approach
Plymouth
PL1 1PY

Directors and Trustees

The Directors of the charitable company are its Trustees for the purposes of charity law.
The following Directors and Trustees served during the year:

S. Chanda-Gool
B.J. Davy
T. Hara-Msulira
T. Parkinson
S.G. Snellgrove
T. Tod
N.S.J.M. White
C.G. Whittaker

Key Management Personnel

Chairperson	Dr Sofia Chanda-Gool
Strategic manager	Julie Paget

Accountants

Precise Accountants Ltd
Unit 6, Brooklands
Budshead Road
Plymouth
Devon
PL6 5XR

Plymouth & Devon Racial Equality Council
Trustees Annual Report

Managers Overview

2020/21 has been a challenging year for everyone, including PDREC. We have had to change and adapt the way that we work to support minoritized people in Plymouth and continue to provide our range of services.

This has been a huge learning curve for the staff and trustees as we have embraced new ways of working and new technologies. Zoom and Team meetings have become the new 'norm' and the new adage, 'you're on mute'!

Despite the technological difficulties and the additional barriers working from home has place on our staff team and our beneficiaries we have made it through the pandemic so far and we are looking forward to being able to provide more face-2-face services in a COVID safe way. However, even with the challenging conditions we have still provided direct support and training to 1012 people and a further 1500 + indirectly through activities.

Sadly, PDREC had to take the very difficult decisions to cancel the Respect Festival that was due to take place in June 2020 and move Respect 2021 to an online platform. We are currently planning Respect 2022 and, fingers crossed, next year the festival will once again bring world music, dance and food back to Plymouth.

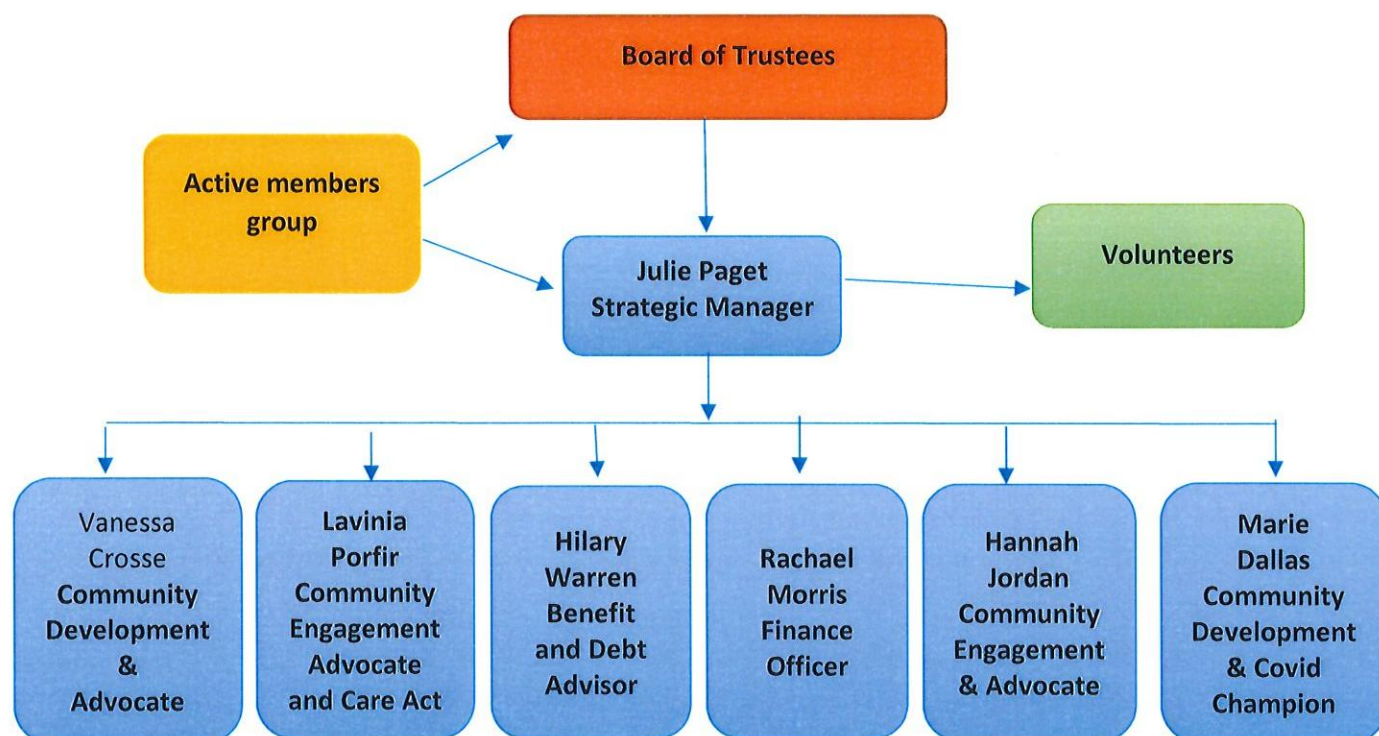
PDREC has been fortunate to be able access small grant funds during COVID that has enable the organisation to raise the income to fund the technology required to deliver our services. This also means that PDREC is a good place financially as we go into 2021/22.

We have also been exceptionally fortunate that Steve from New Leaf Web Design has agreed to build a new website for PDREC, which was launched in December 21. The web address is <https://www.plymouthanddevonrec.org.uk>

I would like to say a huge thank you to the PDREC staff team for all their hard work, support and initiative that has seen us through these difficult times and also to the Board of Trustees for their additional support and wisdom.

PDREC has complied a report of some of the work we have been involved in over the past year. This does not include all the work of PDREC, but a snapshot of the work we have delivered and the number of people we have supported.

PDREC staffing structure



PDREC Projects and services

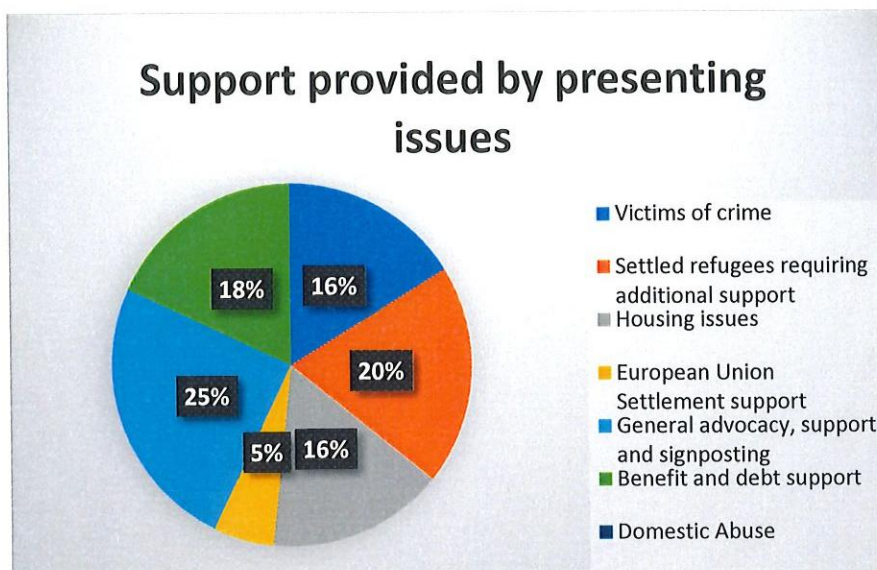
Case work

This continues to be the core work of PDREC and the most challenging, particularly during the COVID lockdown when all staff had to work from home, which increased the barriers to accessing our services due to the language barrier, office closure, a lack of IT and access to the internet.

PDREC worked innovatively to overcome these difficulties, including using 2 phones to access interpreters, when conference calling wasn't possible, visiting people outside their houses in full PPE, emails and phone calls.

Despite these difficulties staff still managed to provide advocacy and support for 298 people over 2075 sessions during this period. These sessions varied from 15 minutes for an email to over 5 hours sessions around domestic abuse and safeguarding.

The table below shows the number of referrals broken down into the different types of support. This figure, 326, is higher than the number of people supported as some people will present with a variety of different needs and issues.



As you can see from the above chart, the work is extremely varied and we are fortunate to have a small team of experienced staff to support our clients around these issues and enable us to provide a holistic, wrap around service for our beneficiaries.

Our staff are Domestic Abuse, Stalking and Honour Violence (Dash) trained to assess the level of risk to a person experiencing domestic abuse as PDREC is often the first point of contact for support. We work alongside Plymouth Domestic Abuse Services and provide long term support to enable people to rebuild their lives.

The following, anonymized case studies offer an insight into the diversity and the complex nature of the advocacy and support provided by PDREC.

Case study 1:

Mr A lives in a privately rented flat with his wife and 4 children. The children have been victims of racist violence and abuse from older children in the area. The rest of the block of flats are owned by a housing association.

The family are also receiving harassment from people knocking on their windows at night. They do not feel safe in their house and are frightened to go outside.

PDREC are supporting the family around the incident, contacting the police and ensuring that the case is being dealt with correctly and that the family are kept informed of the progress of the case by the police and with an interpreter. The police had originally used a family friend to explain the next steps to the family, but this had not been translated currently.

The perpetrators will be interviewed by the police and the client kept informed of any future action.

PDREC will also be liaising with the housing association to ensure they take appropriate action regarding their tenants who perpetrating the racist abuse.

Case Study 2:

Ms B is a refugee who needs to renew her leave to remain the UK. PDREC was contacted by DCRS for support to assist in putting together an income and expenditure statement for a fee waiver for the leave to remain application as she was unable to pay to cost of the application.

Ms B was contacted and asked to collate all the evidence required around her income and expenditure and bring it to PDREC. She was met outside the office, and a copy of the documents taken. An Income and Expenditure proforma was completed and sent to DCRS to be submitted to the Home Office.

We received an email from DCRS a week later to say that the fee waiver had been successful.

Women's group.

The lockdown was a difficult time for everyone, but particularly for minoritized women who were already isolated and lonely. PDREC continued to provide weekly sessions online during the lockdown, providing packs of materials and activities to help improve women's mental health and wellbeing. However, many women found it difficult to participate regularly because of a lack of IT, poor/no internet and home-schooling responsibilities.

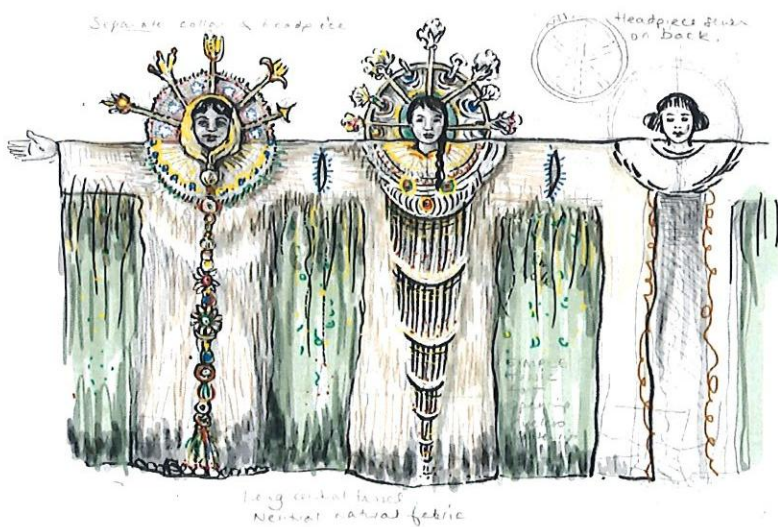
The women were able to keep on touch with each other throughout the lockdown via a WhatsApp group, which provided peer support in a safe environment. Participants in the group have talked about how this group was a 'life-line' for them during this difficult time. The WhatsApp group is still going strong, even though the weekly groups have restarted, providing on-going peer-support and creating friendship networks.

One of the main activities of the women's group has been a Mayflower 400 project, which explored the effects of colonialism and the impact this had on the women, who are from a wide diversity of backgrounds, and their families. The women participating in the project also learned new skills, crafts and abilities from an artist, Helen Snell, and Vanessa Crosse, PDREC Community Engagement Worker. Over 16 women participated in the project, making individual elements of a group costume entitled *No Woman is An Island*. This has now taken on an added resonance in the current situation. The costume will be assembled by the group at some stage after lockdown and worn collectively in a series of staged photoshoots in and around Plymouth.



"Welcome" CLOAK DESIGN

Simple front opening tunic
Separate boned headpiece
Self supporting cloak.



Large AREAS



TASSELS + Beads



small Details
& beads

Plymouth & Devon Racial Equality Council Trustees Annual Report

Refugee Awareness Training

Lavinia has been provided training to organisation's in Plymouth as part of the Refugee Integration to improve awareness about refugees and asylum seekers in the city and the additional needs and barriers they have to accessing mainstream services.

During the 20/21 financial year Lavinia provided 7 training sessions to 101 people from 29 organisations. The majority of training was delivered online but still retained a mixture of activities and interaction.

The feedback and evaluation of the training was extremely positive, with 100% of the participants stating that they felt better able to support asylum seekers and refugees in their work.

Comments from participants include:

"Thank you – really interesting subject and gained a lot of new and useful understanding of this subject today".

"Lavinia was an excellent presenter, very engaging and genuinely considered the needs and welfare of her audience – well done!"

"Many thanks for the Training it was invaluable and very interesting.....keep spreading the message!!! 😊"

"On reflection, would have been useful to have some more information on Unaccompanied Child Asylum Seekers".

PDREC will be revising the training over the next few months to include information about the Afghan interpreters evacuated to the UK and to an element of anti-racism in the training.

If you are interested in this, or any other training, please contact the strategic manager, Julie Paget on 01752 224555 or j.paget@plymouthrec.org.

Plymouth Respect Festival

Respect 2020 was cancelled due to the COVID and PDREC felt that bringing the spirit of RESPECT to the city was more important than ever and took the bold move to organise an online event that could be accessed free through the Plymouth Respect YouTube channel.

The planning group, that includes a wide range of organisations, including PDREC, Office of Police and Crime Commission, Police, Barbican Theatre, June Gamble (Clever Cow), Plymouth University Fotonow, WonderZoo, Human Library and the Conscious sisters, made the decision at the end of April to cancel the Guildhall and set up a YouTube channel.

At the time PDREC had no idea about how this would work and if our minoritized communities, who provide the wonderful music, dance and food, would embrace the idea and participate in the festival. I am so please to say that everyone rose to the occasion to make the magic happen. We had a great selection of videos sent to us and Fotonow went out and filmed individuals and groups which create a superb Festival that was watched by over 1500 people.

produce an online 'parade' to kick off the festival and provide a vibrant and colourful festival start to the day.

**Plymouth & Devon Racial Equality Council
Trustees Annual Report**

We also introduced a new element to this year's festival; the 'Human Library', which gave people the opportunity to be a 'talking book' and tell people about their lives. It also gave the 'readers' the opportunity to ask questions and find out more about the 'books' were people with poor mental health, disabilities, from minoritized backgrounds, anyone who had a story they wanted to recount to help breakdown stigma and discrimination.

The Human Library was a very exciting project and was accessed by people as far away as the USA.

The Human Library project will be part of next year's festival and will hopefully be a live event.

PDREC are very proud to say that the video of Respect 21 has been shortlisted for the Charity Films awards and we will find out soon if we are winners. The video can be viewed on the Respect Festival YouTube channel.

We are in the process of planning for Respect 2022, which be a mixture of live activities in the Guildhall and City Centre and online video, to reach a wider audience.

A huge thank you goes out to everyone who helped to plan the event, fund the event, performed at the festival and volunteered. Without you the festival would not be able to go ahead.

If you would like to get involved in Respect 2022 to perform, volunteer or fund the event, please contact l.porfir@plymouthrec.org.





Activities

These have been predominantly delivered online to keep people safe; with the exception of a family event that took place in the October half term holiday.

The hiatus in live activities has given PDREC time to look at what activities we deliver going forwards, particularly in relation to the proactive work to tackle racism and discrimination at a systemic level.

We have developed a Roundtable group to bring minoritized individuals and communities together to provide peer support, collaborate and have a stronger voice at a strategic level.

We have also run a series of online discussion groups around tackling racism and the importance of allyship in challenging racism.

We will continue to run more regular sessions as we go forward.

Our 'Active Members' group has been an exciting development. There are a group of 8 dedicated people who are helping the organisation to focus our work to ensure it maintains our aims and objectives and continues to meet the needs of our beneficiaries.

International Women's Day

PDREC consulted with some of the women who attend our groups and women who had attended previous IWD events, and it was clear that they felt it was important to mark the day with some sort of event.

PDREC contacted the organisations that had been involved with previous IWD events to see if would be interested in working together to organise an online International Women's Day. The idea was met with great enthusiasm even though we only had 3 weeks to organise an event.

The event took place over Zoom and was also streamed live on Facebook. 53 women joined in the Zoom event, but unfortunately, we do not know how many watched the event on Facebook due to a technical hitch.

**Plymouth & Devon Racial Equality Council
Trustees Annual Report**

The event started off with a Dionne Draper talking about her life and the challenges she had faced as a black woman in the Southwest.

There were also performances from Red Cross's Inspirational Choir, Playback Theatre, International Cookery videos, speech from Young People's 'Black Lives Matter' movement.

Hayley Kemp also gave a presentation called 'Rebel Footsteps Virtual Walk' that highlighted the hidden histories of women connected to Plymouth.

The feedback from women participating in the group was very positive and included:

"I'm loving this"

"So fantastic"

"Brilliant and inspirational"

"Happy worlds woman's day everyone, congratulations to those who has become a woman and celebrate it today with us"

"Fantastic effort from the Inspirational Women's Group. Made my day! Thank you".

"Thank you so much it was wonderful. I have to go now but I will be with you all in spirit for the rest of the day and always".

"This was brilliant, thank you so much for putting it together, it was really emotional".

"Thank you so much everyone. Been such an honour to be here today and to hear your stories". "I've got to go and look after my three-year-old now. Hope the rest of the day is as empowering and wonderful".

"Thank you so very much lovely Ladies! This is the best Women's day ever!!! I am so glad to be part of this. A big thank you to all the organisers. I love you all!!!!!!!!!!!!!!!!!!!!!!"

As previously stated, the event was very well supported by organisations in the City, including:

British Red Cross

Devon and Cornwall Refugee Support

Diversity Business Incubator

Open Doors

Playback Theatre

Plymouth Community Homes

Plymouth and Devon Racial Equality Council

Plymouth Hope

Co-producing an event such as IWD highlights how well organisations can work together for the benefit of our communities in the City.

Foreword from the Chair

Our Public Health crisis, manifest in an ongoing global pandemic, further exacerbated by BREXIT has increased communities' and individuals' experience of loneliness and isolation. Our responsibilities have increased and so this year has proved as challenging as the last. And yet PDREC has had an enterprising, creative and strategic year, reaching out to communities and developing its infrastructure.

The strategic manager's report registers the vital and complex work PDREC continues to deliver with skill and expertise. Many thanks to our manager and employees!

We now have a new interactive website that is more accessible and contemporary. We have a thoughtful, dynamic Active Members group, a Black Devon group is beginning to form and we have a more strategic position disseminated through new employees. We are delivering training to larger organisations such as University Hospital Plymouth as well as smaller vital initiatives such as Exeter University Students BLM group. We are increasing our remit in Devon and also with the younger generation who are a source of inspiration and knowledge.

Much of our work has been a mix of virtual and face to face as circumstances and safety considerations permit. The virtual meetings have proved valuable in reaching across Devon. Through this means we have been able to facilitate Round Table monthly meetings to encourage collaboration and engagement across small minoritised community representatives and professionals. Tackling overarching concerns such as hate crime and housing inequality are discussed and progressed through this means. We continue to develop relations with educational institutions to influence policy and procedures.

We live in times of considerable upheaval. This requires greater global awareness to address new forms of colonialism and racism such as climate crisis in the global south. Although we are not in a position to influence change at this level, our membership meetings allow us a platform to consider and locate our immediate concerns within a global context. Our responsibility to address racism, extend our actions and communications across Devon and deliver qualitative case work locally remains at the forefront of our ambitions.

On behalf of the Trustees I would like to express gratitude and admiration to our employees, volunteers and the many communities that continue to enhance our work and help us deliver such a valuable service.

**Plymouth & Devon Racial Equality Council
Trustees Annual Report**

INDEPENDENT EXAMINER

Mr Lee Hardacre (FCCA)
Precise Accountants Ltd

has been re-appointed as independent examiner for the ensuing year.

Registered office:
Harwell Centre
28-42 Harwell Court
Western Approach
Plymouth
Devon
PL1 1PY

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

The above report has been prepared in accordance with the provisions applicable to companies subject to the small companies regime as set out in Part 15 of the Companies Act 2006 and in accordance with the Charities SORP (FRS 102).

Signed on behalf of the board



S. Chanda-Gool
Chairperson
15 December 2021

**Plymouth & Devon Racial Equality Council
Independent Examiners Report**

Independent Examiner's Report to the trustees of Plymouth & Devon Racial Equality Council

I report to the charity trustees on my examination of the accounts of Plymouth & Devon Racial Equality Council for the year ended 31 March 2021 which comprise the Statement of Financial Activities, the Summary Income and Expenditure Account, the Balance Sheet, the Statement of Cash Flows and the related notes.

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 accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act).

Having satisfied myself that the accounts 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 your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the 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 can confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that:

- accounting records were not kept in accordance with section 386 of the 2006 Act ; or
- the accounts do not accord with those records; or
- the accounts do not comply with the accounting requirements under 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
- the accounts have not been prepared in accordance with the Charities SORP (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 accounts to be reached.



Lee James Hardacre (FCCA/FMAAT)

ACCA

Precise Accountants Ltd

Unit 6, Brooklands

Budshead Road

Plymouth

Devon

PL6 5XR

15 December 2021

Plymouth & Devon Racial Equality Council
Statement of Financial Activities
for the year ended 31 March 2021

		Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
	Notes				
Income and endowments from:					
Donations and legacies	4	644	633	1,277	1,669
Charitable activities	5	80,380	59,233	139,613	148,987
Investments	6	7	-	7	27
Other	7	961	350	1,311	363
Total		81,992	60,216	142,208	151,046
Expenditure on:					
Charitable activities	8	1,241	3,911	5,152	46,168
Other	9	69,412	42,681	112,093	113,935
Total		70,654	46,591	117,245	160,103
Net gains on investments		-	-	-	-
Net income/(expenditure)	10	11,338	13,625	24,963	(9,057)
Transfers between funds		1,823	(1,823)	-	-
Net income/(expenditure) before other gains/(losses)		13,161	11,802	24,963	(9,057)
Other gains and losses					
Net movement in funds		13,161	11,802	24,963	(9,057)
Reconciliation of funds:					
Total funds brought forward		79,033	18,962	97,995	107,052
Total funds carried forward		92,194	30,764	122,958	97,995

Plymouth & Devon Racial Equality Council
Summary Income and Expenditure Account
for the year ended 31 March 2021

	2021	2020
	£	£
Income	142,201	151,019
Interest and investment income	7	27
Gross income for the year	<u>142,208</u>	<u>151,046</u>
Expenditure	116,733	159,671
Depreciation and charges for impairment of fixed assets	512	432
Total expenditure for the year	<u>117,245</u>	<u>160,103</u>
Net income/(expenditure) before tax for the year	24,963	(9,057)
Net income /(expenditure)for the year	<u>24,963</u>	<u>(9,057)</u>

Plymouth & Devon Racial Equality Council

Balance Sheet

at 31 March 2021

Company No. 03827654	Notes	2021 £	2020 £
Fixed assets			
Tangible assets	12	3,214	1,728
		<u>3,214</u>	<u>1,728</u>
Current assets			
Debtors	13	15,569	2,497
Cash at bank and in hand		128,222	104,936
		<u>143,791</u>	<u>107,433</u>
Creditors: Amount falling due within one year	14	(24,047)	(11,166)
Net current assets		<u>119,744</u>	<u>96,267</u>
Total assets less current liabilities		<u>122,958</u>	<u>97,995</u>
Net assets excluding pension asset or liability		<u>122,958</u>	<u>97,995</u>
Total net assets		<u>122,958</u>	<u>97,995</u>
The funds of the charity			
Restricted funds	15		
Restricted income funds		30,763	18,962
		<u>30,763</u>	<u>18,962</u>
Unrestricted funds	15		
General funds		43,020	21,675
Designated funds		49,175	57,358
		<u>92,195</u>	<u>79,033</u>
Reserves	15		
Total funds		<u>122,958</u>	<u>97,995</u>

These accounts have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

For the year ended 31 March 2021 the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

Approved by the board on 15 December 2021

And signed on its behalf by:



S. Chanda-Gool

Trustee

15 December 2021

Plymouth & Devon Racial Equality Council**Statement of Cash flows****for the year ended 31 March 2021**

	2021	2020
	£	£
Cash flows from operating activities		
Net income/(expenditure) per Statement of Financial Activities	24,963	(9,057)
Adjustments for:		
Depreciation of property, plant and equipment	512	432
Dividends, interest and rents from investments	(1,318)	(390)
Other gains/losses	-	-
(Increase)/Decrease in trade and other receivables	(13,072)	14,190
Increase/(Decrease) in trade and other payables	12,881	(29,185)
Net cash provided by/(used in) operating activities	23,966	(24,010)
Cash flows from investing activities		
Payments for property, plant and equipment	(1,998)	-
Dividends, interest and rents from Investments	1,318	390
Net cash (used in)/from Investing activities	(680)	390
Net cash from financing activities	-	-
Net increase/(decrease) in cash and cash equivalents	23,286	(23,620)
Cash and cash equivalents at the beginning of the year	104,936	128,556
Cash and cash equivalents at the end of the year	128,222	104,936
Components of cash and cash equivalents		
Cash and bank balances	128,222	104,936
	128,222	104,936

1 Accounting policies

Basis of preparation

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

Change in basis of accounting or to previous accounts

There has been no change to the accounting policies (valuation rules and method of accounting) since last year and no changes have been made to accounts for previous years.

Fund accounting

Unrestricted funds	These are available for use at the discretion of the trustees in furtherance of the general objects of the charity.
Designated funds	These are unrestricted funds earmarked by the trustees for particular purposes.
Revaluation funds	These are unrestricted funds which include a revaluation reserve representing the restatement of investment assets at their market values.
Restricted funds	These are available for use subject to restrictions imposed by the donor or through terms of an appeal.

Income

Recognition of income	Income is included in the Statement of Financial Activities (SoFA) when the charity becomes entitled to, and virtually certain to receive, the income and the amount of the income can be measured with sufficient reliability.
Income with related expenditure	Where income has related expenditure the income and related expenditure is reported gross in the SoFA.
Donations and legacies	Voluntary income received by way of grants, donations and gifts is included in the the SoFA when receivable and only when the Charity has unconditional entitlement to the income.
Tax reclaims on donations and gifts	Income from tax reclaims is included in the SoFA at the same time as the gift/donation to which it relates.
Donated services and facilities	These are only included in Income (with an equivalent amount in expenditure) where the benefit to the Charity is reasonably quantifiable, measurable and material.
Volunteer help	The value of any volunteer help received is not included in the accounts.
Investment income	This is included in the accounts when receivable.
Gains/(losses) on revaluation of fixed assets	This includes any gain or loss resulting from revaluing investments to market value at the end of the year.
Gains/(losses) on investment assets	This includes any gain or loss on the sale of investments.

Plymouth & Devon Racial Equality Council

Notes to the Accounts

Expenditure

Recognition of expenditure	Expenditure is recognised on an accruals basis. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates.
Expenditure on raising funds	These comprise the costs associated with attracting voluntary income, fundraising trading costs and investment management costs.
Expenditure on charitable activities	These comprise the costs incurred by the Charity in the delivery of its activities and services in the furtherance of its objects, including the making of grants and governance costs.
Grants payable	All grant expenditure is accounted for on an actual paid basis plus an accrual for grants that have been approved by the trustees at the end of the year but not yet paid.
Governance costs	These include those costs associated with meeting the constitutional and statutory requirements of the Charity, including any audit/independent examination fees, costs linked to the strategic management of the Charity, together with a share of other administration costs.
Other expenditure	These are support costs not allocated to a particular activity.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Tangible fixed assets and depreciation

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life:

Fixtures, fittings and equipment	20% Reducing balance
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Freehold investment property

Investment properties are measured initially at cost and subsequently at fair value at each balance sheet date and are not depreciated. All gains or losses are taken to the Statement of Financial Activities as they arise.

Stocks

Stock is included at the lower of cost or net realisable value. Donated items of stock are recognised at fair value which is the amount the charity would have been willing to pay for the items on the open market.

Trade and other debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash and cash equivalents

Cash and cash equivalents comprise cash at bank and on hand, demand deposits with banks and other short-term highly liquid investments with original maturities of three months or less and bank overdrafts. In the statement of financial position, bank overdrafts are shown within borrowings or current liabilities. In the Statement of Cash Flows, cash and cash equivalents are shown net of bank overdrafts that are repayable on demand and form an integral part of the company's cash management.

Trade and other creditors

Short term creditors are measured at the transaction price. Other creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Research and development

Expenditure on research and development is written off in the year in which it is incurred.

Foreign currencies

Monetary assets and liabilities denominated in currencies other than the functional currency of the charity are translated at the rates of exchange prevailing at the end of the reporting period.

Transactions in currencies other than the functional currency of the charity are recorded at the rate of exchange on the date that the transaction occurred.

All exchange differences are taken into account in arriving at net income/expenditure.

Leased assets

Where the charity enters into a lease which entails taking substantially all the risks and rewards of ownership of an asset, the lease is treated as a finance lease.

Leases which do not transfer substantially all the risks and rewards of ownership to charity are classified as operating leases.

Assets held under finance leases are initially recognised as assets of the charity at their fair value at the inception of the lease or, if lower, at the present value of the minimum lease payments. The corresponding liability to the lessor is included in the balance sheet date as a finance lease obligation.

Lease payments are apportioned between finance expenses and reduction of the lease obligation so as to achieve a constant rate of interest on the remaining balance of the liability. Finance expenses are recognised immediately, unless they are directly attributable to qualifying assets, in which case they are capitalised in accordance with the charity's policy on borrowing costs.

Assets held under finance leases are depreciated in the same way as owned assets.

Operating lease payments are recognised as an expense on a straight-line basis over the lease term.

In the event that lease incentives are received to enter into operating leases, such incentives are recognised as a liability. The aggregate benefit of incentives is recognised as a reduction of rental expense on a straight-line basis.

Pension costs

The charity operates a defined contribution plan for its employees. A defined contribution plan is a pension plan under which the company pays fixed contributions into a separate entity. Once the contributions have been paid the company has no further payments obligations. The contributions are

recognised as expenses when they fall due. Amounts not paid are shown in accruals in the balance sheet. The assets of the plan are held separately from the company in independently administered funds.

Receipt of donated goods, facilities and services

All donated goods, facilities and services received are recognised within incoming resources and expenditure at an estimate of the value to the charity.

Plymouth & Devon Racial Equality Council
Notes to the Accounts

2 Company status

The company is a private company limited by guarantee and consequently does not have share capital.

3 Statement of Financial Activities - prior year

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £
Income and endowments from:			
Donations and legacies	1,075	594	1,669
Charitable activities	85,916	63,071	148,987
Investments	27	-	27
Other	363	-	363
Total	87,382	63,664	151,046
Expenditure on:			
Charitable activities	783	45,385	46,168
Other	101,083	12,852	113,935
Total	101,866	58,237	160,103
Net income	(14,484)	5,427	(9,057)
Transfers between funds	45,399	(45,399)	-
Net income before other gains/(losses)	30,915	(39,972)	(9,057)
Other gains and losses:			
Net movement in funds	30,915	(39,972)	(9,057)
Reconciliation of funds:			
Total funds brought forward	48,118	58,934	107,052
Total funds carried forward	79,033	18,962	97,995

4 Income from donations and legacies

	Unrestricted £	Restricted £	Total 2021 £	Total 2020 £
Donations	644	633	1,277	1,669
	644	633	1,277	1,669

Plymouth & Devon Racial Equality Council
Notes to the Accounts

5 Income from charitable activities

	Unrestricted	Restricted	Total 2021	Total 2020
	£	£	£	£
Small grant funders	-	2,130	2,130	4,528
Project grants	80,380	55,303	135,683	105,344
Respect festival	-	1,800	1,800	38,945
Misc charitable activities	-	-	-	170
	<u>80,380</u>	<u>59,233</u>	<u>139,613</u>	<u>148,987</u>

6 Income from investments

	Unrestricted	Total 2021	Total 2020
	£	£	£
Bank interest received	7	7	27
	<u>7</u>	<u>7</u>	<u>27</u>

7 Other income

	Unrestricted	Restricted	Total 2021	Total 2020
	£	£	£	£
Other income	961	350	1,311	363
	<u>961</u>	<u>350</u>	<u>1,311</u>	<u>363</u>

8 Expenditure on charitable activities

	Unrestricted	Restricted	Total 2021	Total 2020
	£	£	£	£
<i>Expenditure on charitable activities</i>				
Small grant funders	1,241	3,211	4,452	9,743
Respect festival	-	700	700	36,425
<i>Governance costs</i>				
	<u>1,241</u>	<u>3,911</u>	<u>5,152</u>	<u>46,168</u>

Plymouth & Devon Racial Equality Council
Notes to the Accounts

9 Other expenditure

	Unrestricted	Restricted	Total 2021	Total 2020
	£	£	£	£
Employee costs	55,583	26,648	82,231	91,595
Motor and travel costs	101	165	266	2,098
Premises costs	4,883	1,400	6,283	6,418
Amortisation, depreciation, impairment, profit/loss on disposal of fixed assets	512	-	512	432
General administrative costs	6,651	3,248	9,899	10,419
Legal and professional costs	1,682	11,220	12,902	2,973
	<u>69,412</u>	<u>42,681</u>	<u>112,093</u>	<u>113,935</u>

10 Net income/(expenditure) before transfers

	2021	2020
	£	£
This is stated after charging:		
Depreciation of owned fixed assets	512	432

11 Staff costs

Salaries and wages	81,906	90,064
Pension costs	253	310
	<u>82,159</u>	<u>90,374</u>

No employee received emoluments in excess of £60,000.

12 Tangible fixed assets

	Fixtures, fittings and equipment £	Total £
Cost or revaluation		
At 1 April 2020	61,464	61,464
Additions	1,998	1,998
At 31 March 2021	<u>63,462</u>	<u>63,462</u>
Depreciation and impairment		
At 1 April 2020	59,736	59,736
Depreciation charge for the year	512	512
At 31 March 2021	<u>60,248</u>	<u>60,248</u>
Net book values		
At 31 March 2021	<u>3,214</u>	<u>3,214</u>
At 31 March 2020	<u>1,728</u>	<u>1,728</u>

Plymouth & Devon Racial Equality Council
Notes to the Accounts

13 Debtors

	2021	2020
	£	£
Trade debtors	14,062	1,062
Other debtors	412	412
Prepayments and accrued income	1,095	1,023
	<u>15,569</u>	<u>2,497</u>

14 Creditors:

amounts falling due within one year

	2021	2020
	£	£
Trade creditors	11,558	479
Other taxes and social security	1,587	1,452
Other creditors	5,043	4,978
Accruals and deferred income	5,859	4,257
	<u>24,047</u>	<u>11,166</u>

Plymouth & Devon Racial Equality Council

Notes to the Accounts

15 Movement in funds

	At 1 April 2020	Incoming resources (including other gains/losses) £	Resources expended £	Gross transfers £	At 31 March 2021 £
Restricted funds:					
Restricted income funds:					
Small General Restricted					
Funds	1,833	37,433	(33,916)	(1,823)	3,527
Respect Festival	6,626	1,950	(1,073)	-	7,503
Destitution	291	633	-	-	924
Victim Support	3,892	20,000	(8,021)	-	15,871
International Women's Day	662	200	(335)	-	527
Mayflower 400	2,136	-	(2,054)	-	82
Mind	2,017	-	(687)	-	1,330
Plymouth Drake Foundation					
Community Grant	1,505	-	(506)	-	999
Total	18,962	60,216	(46,592)	(1,823)	30,763
Unrestricted funds:					
General funds	21,675	1,612	(22,032)	41,765	43,020
Designated funds:					
Comic Relief	720	-	-	(720)	-
Devon Advocacy Service	16,144	11,395	(9,292)	-	18,247
Equality and Diversity	1,272	4,250	(3,250)	-	2,272
RISS	34,724	64,735	(36,078)	(34,724)	28,657
Royal London Foudation	4,498	-	-	(4,498)	-
Total	57,358	80,380	(48,620)	(39,942)	49,176
Revaluation Reserves:					
Total funds	97,995	142,208	(117,245)	-	122,958

Purposes and restrictions in relation to the funds:

Restricted funds:

Small General Restricted Funds	These funds are restricted and must be used in accordance with the grant/money received.
Respect Festival	These funds are restricted and must be used for the purpose of the Respect Festival.
Destitution	These funds are restricted and must be used in accordance with the grant/money received.
Victim Support	These funds are restricted and must be used in accordance with the grant/money received.

Plymouth & Devon Racial Equality Council

Notes to the Accounts

International Women's Day	These funds are restricted and must be used in accordance with the grant/money received.
Mayflower 400	These funds are restricted and must be used in accordance with the grant/money received.
Mind	These funds are restricted and must be used in accordance with the grant/money received.
Plymouth Drake Foundation Community Grant	These funds are restricted and must be used in accordance with the grant/money received.
Designated funds:	
Comic Relief	
Devon Advocacy Service	
Equality and Diversity	
RISS	
Royal London Foundation	

16 Analysis of net assets between funds

	Unrestricted funds	Restricted funds	Total
	£	£	£
Fixed assets	3,214	-	3,214
Net current assets	116,457	3,287	119,744
	<u>119,671</u>	<u>3,287</u>	<u>122,958</u>

17 Reconciliation of net debt

	At 1 April 2020	Cash flows	At 31 March 2021
	£	£	£
Cash and cash equivalents	104,936	23,286	128,222
	<u>104,936</u>	<u>23,286</u>	<u>128,222</u>
Net debt	<u>104,936</u>	<u>23,286</u>	<u>128,222</u>

18 Commitments

Operating lease commitments

Annual commitments under non-cancellable operating leases are as follows:

	2021 Land and buildings	2021 Other	2020 Land and buildings	2020 Other
	£	£	£	£

Operating leases with expiry date:

Pension commitments

	2021 £	2020 £
The pension cost charge to the company amounted to:	<u>253</u>	<u>310</u>

19 Related party disclosures

Controlling party

The company is limited by guarantee and has no share capital; thus no single party controls the company.

Plymouth & Devon Racial Equality Council
Detailed Statement of Financial Activities
for the year ended 31 March 2021

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Income and endowments from:				
Donations and legacies				
Donations	644	633	1,277	1,669
	<u>644</u>	<u>633</u>	<u>1,277</u>	<u>1,669</u>
Charitable activities				
Small grant funders	-	2,130	2,130	4,528
Project grants	80,380	55,303	135,683	105,344
Respect festival	-	1,800	1,800	38,945
Misc charitable activities	-	-	-	170
	<u>80,380</u>	<u>59,233</u>	<u>139,613</u>	<u>148,987</u>
Investments				
Bank interest received	7	-	7	27
	<u>7</u>	<u>-</u>	<u>7</u>	<u>27</u>
Other				
Other income	961	350	1,311	363
	<u>961</u>	<u>350</u>	<u>1,311</u>	<u>363</u>
Total income and endowments	81,992	60,216	142,208	151,046
Expenditure on:				
Charitable activities				
Small grant funders	1,241	3,211	4,452	9,743
Respect festival	-	700	700	36,425
	<u>1,241</u>	<u>3,911</u>	<u>5,152</u>	<u>46,168</u>
Total of expenditure on charitable activities	1,241	3,911	5,152	46,168
Employee costs				
Salaries/wages	55,330	26,576	81,906	90,064
Pension costs	253	-	253	310
Staff training	-	72	72	1,221
	<u>55,583</u>	<u>26,648</u>	<u>82,231</u>	<u>91,595</u>
Motor and travel costs				
Travel and subsistence	101	165	266	2,098
	<u>101</u>	<u>165</u>	<u>266</u>	<u>2,098</u>
Premises costs				
Rent	4,534	1,400	5,934	6,050
Rates	349	-	349	349
Premises cleaning	-	-	-	7
Premises repairs and maintenance	-	-	-	12
	<u>4,883</u>	<u>1,400</u>	<u>6,283</u>	<u>6,418</u>

Plymouth & Devon Racial Equality Council
Detailed Statement of Financial Activities

General administrative costs,
including depreciation and
amortisation

Depreciation of Fixtures, fittings and equipment	512	-	512	432
Bank charges	111	-	111	153
Equipment leasing and hire charges	1,045	995	2,040	2,256
Equipment repairs and maintenance	-	514	514	372
General insurances	2,200	-	2,200	3,550
Postage and couriers	194	18	212	48
Software, IT support and related costs	1,369	40	1,409	1,444
Stationery and printing	143	267	410	566
Sundry expenses	-	-	-	1
Telephone, fax and broadband	1,589	1,414	3,003	2,029
	<u>7,163</u>	<u>3,248</u>	<u>10,411</u>	<u>10,851</u>
Legal and professional costs				
Accountancy and bookkeeping	1,620	-	1,620	2,520
Consultancy fees	-	11,220	11,220	120
Solicitor's fees	35	-	35	48
Other legal and professional costs	27	-	27	285
	<u>1,682</u>	<u>11,220</u>	<u>12,902</u>	<u>2,973</u>
Total of expenditure of other costs	<u>69,412</u>	<u>42,681</u>	<u>112,093</u>	<u>113,935</u>
Total expenditure	<u>70,654</u>	<u>46,591</u>	<u>117,245</u>	<u>160,103</u>
Net gains on investments	-	-	-	-
	<u>11,338</u>	<u>13,625</u>	<u>24,963</u>	<u>(9,057)</u>
Net income/(expenditure)				
Transfers between funds	1,823	(1,823)	-	-
Net income/(expenditure) before other gains/(losses)	<u>13,161</u>	<u>11,802</u>	<u>24,963</u>	<u>(9,057)</u>
Other Gains	-	-	-	-
Net movement in funds	<u>13,161</u>	<u>11,802</u>	<u>24,963</u>	<u>(9,057)</u>
Reconciliation of funds:				
Total funds brought forward	79,033	18,962	97,995	107,052
Total funds carried forward	<u>92,194</u>	<u>30,764</u>	<u>122,958</u>	<u>97,995</u>