

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

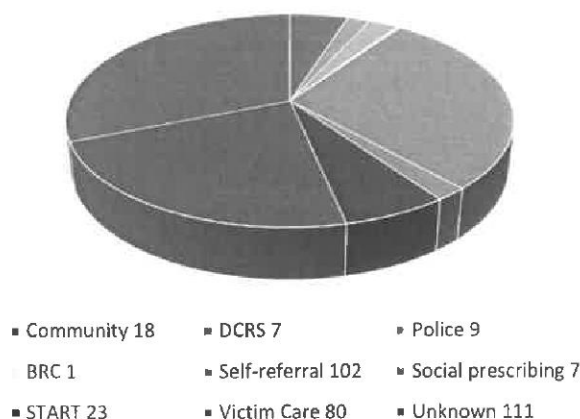
Casework

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.

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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.

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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	
		4,093	3,378	
Current assets				
Debtors	14	11,628	21,418	
Cash at bank and in hand		159,110	166,221	
		170,738	187,639	
Creditors: Amount falling due within one year	15	(9,577)	(52,241)	
Net current assets		161,161	135,398	
Total assets less current liabilities		165,254	138,776	
Net assets excluding pension asset or liability		165,254	138,776	
Total net assets		165,254	138,776	
The funds of the charity				
Restricted funds	16			
Restricted income funds		72,462	35,356	
		72,462	35,356	
Unrestricted funds	16			
General funds		21,584	27,054	
Designated funds		71,208	76,366	
		92,792	103,420	
Reserves	16			
Total funds		165,254	138,776	

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

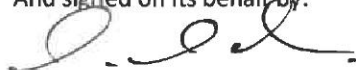
For the year ended 31 March 2023 the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.

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.

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 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>