

DORSET RACE EQUALITY COUNCIL

England & Wales · Charity number 1104642

Details

Status Registered

Legal form Charitable company

Company number [05018604](#)

Registered 2004-06-30

Register [View on the Charity Commission register](#)

Contact

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Dorset
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Activities

Objects: THE PROMOTION OF EQUALITY AND DIVERSITY FOR THE PUBLIC BENEFIT BY (A) THE ELIMINATION OF DISCRIMINATION ON THE GROUNDS OF RACE OR RELIGION. (B) PROMOTING ACTIVITIES TO FOSTER UNDERSTANDING BETWEEN PEOPLE FROM DIVERSE BACKGROUNDS; (C) CULTIVATING A SENTIMENT IN FAVOUR OF EQUALITY AND DIVERSITY.

Activities: To work towards the elimination of racial discrimination and promote equality of opportunity and good relations between persons of different racial groups throughout Dorset including the towns of Dorchester, Weymouth, Poole, and Bournemouth and the areas of north, west, south and east Dorset.

Classification

- **How:** Provides Advocacy/advice/information, Acts As An Umbrella Or Resource Body
- **What:** General Charitable Purposes, Education/training, Arts/culture/heritage/science, Economic/community Development/employment
- **Who:** Children/young People, Elderly/old People, People Of A Particular Ethnic Or Racial Origin, Other Charities Or Voluntary Bodies, Other Defined Groups, The General Public/mankind

Geography

- **Area of benefit:** IN THE BOROUGH/COUNTY OF BOURNEMOUTH, POOLE AND DORSET
- Bournemouth
- Dorset
- Poole

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£47,994	£59,118	-	-
2024-03-31	£73,918	£77,290	-	-
2023-03-31	£101,461	£113,291	-	-
2022-03-31	£118,383	£138,094	-	-
2021-03-31	£164,582	£163,133	-	-

Trustees

Name	Role	Appointed
Ade Babayemi Bamgboye		2021-04-06
Dr Omowonuola Wosilat Okunnu		2026-04-23
Efetobore Ohwofasa		2022-11-22
Mark Richard Sharman		2025-12-17
Peter Green		2022-02-28
Rev Jonathan Burke		2022-01-25

Accounts

Company registration number: 05018604

Charity registration number: 1104642

Dorset Race Equality Council

(A company limited by share capital)

Annual Report and Financial Statements

for the Year Ended 31 March 2025

TC Group
10 Bridge Street
Christchurch
Dorset
BH23 1EF

Dorset Race Equality Council

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Dorset Race Equality Council

Trustees' Report

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2025. the trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

Objectives and activities

Objects and aims

Dorset Race Equality Council (DORSET REC) is a community-based organisation that has been at the forefront of advocating for racial justice in Dorset since the 1990s. We cover the areas of Dorset Council, and Bournemouth, Christchurch and Poole (BCP) Council. We aim to challenge and end racial discrimination and prejudice and promote shared values of compassion, respect and kindness.

Our work involves supporting victims of racism by advising, supporting, and representing victims of racial harassment, religious offences, racial violence, and discrimination. Dorset Race Equality Council is unique in that it is the sole Dorset based body providing race and religion specific advice and advocacy.

We work in partnership with other voluntary organisations in support of ethnic minority communities aiding them to address their needs and aspirations. Dorset REC develops campaigns and strategies to influence public opinion, legislation, practices, and procedures in favour of racial equality.

We strive to improve the quality of life for all by building stronger, safer, and sustainable communities in a respectful way and developing a society where diversity is valued.

Public benefit

The trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

Dorset Race Equality Council

Trustees' Report (continued)

Achievements and performance

Aim 1: Ensure that ethnic minority individuals and communities feel empowered to challenge racism and discrimination and have access to support and information.

We have continued through our casework and advocacy to provide individual support and advocacy. We have maintained a successful partnership with Citizens Advice in Dorset, although funding as part of the Access to Justice Foundation project ended.

We employed one specialist case worker with a full caseload of cases supported during this period by our community development officer. This post, sadly and with great regret, was made redundant in March 2025 (effective from May 2025) after proper consultation and due process when it was no longer possible to fund the posts. Also, due to the limited funding and staff resources, trustees took the decision not to apply for re-accreditation of the Advice Quality Standard (AQS). This was due for renewal in April 2025 and which we held for several years marking the quality of our casework and advice.

The cases involved housing, police and education demonstrating the need for such support. All but two cases were successfully closed prior to the end of March 2025. Our case worker, continued to support and work to close these two cases as a volunteer when formal paid employment ceased. Her expertise and experience is a big loss although she has generously continued to be available for advice.

Our analysis of dealing with queries and complaints has highlighted common themes to which we draw attention. We again, as previously reported, note with regret issues as unwillingness to acknowledge racial or religious discrimination, apologise and rectify, increase in racial abuse of individuals. Shortcomings within public bodies persist such as not following complaints procedures, giving incorrect advice, lack of proper training, taking too long to respond or follow up, changes in staff resulting in lack of understanding and sometimes obfuscating.

Due to our financial position and with funding for posts ended, trustees reluctantly took the decision in January 2025 to declare as redundant the three posts of Case Worker, Community Development Officer, and Administration Assistant (effective from May 2025). Our case worker continued as a volunteer to follow through the cases, one of which demonstrated the length and complexity when going to appeal and beyond. Likewise, our administration assistant has continued to support also on a volunteer basis.

Our process of triaging enquiries resulted in one new case which was resolved with learning for the organisation. Several enquiries were dealt with through advice and guidance. The surge in violent protests against immigrants in the summer of 2024 led to an increase in contact from community members who reported feeling unsafe, insecure and in need of assurance. Although overtly about immigration, the underlying feeling is one of racial prejudice, fuelled by the public narrative by politicians, sections of the press and social media about criminal acts being committed by refugees or asylum seekers. Such anxieties and concerns have remained throughout the year and recently been exacerbated by ongoing protests at hotels and accommodation centres housing refugees and those seeking asylum. Having a presence and being able to alleviate anxieties, supporting the work of Dorset Police and the two local councils are practical ways we demonstrate our public benefit as a charity, although no longer in receipt of funding. Cases cover both Dorset and Bournemouth, Christchurch and Poole (BCP).

Dorset Race Equality Council

Trustees' Report (continued)

We were delighted that the Chief Constable of Dorset Police was the guest speaker at our Annual General Meeting in January. Her openness and reflections were well received by the audience, explaining what she had stated in her public letter about Dorset Police needing to review and change how they view and deal with people of colour, and particularly individuals from Ethnic Minority Backgrounds (EMB) when complaining to Dorset Police. She put on record her commitment and desire for change in culture seeking to bring this about through the Race Action Plan. We have continued to support the police in engaging with the Independent Advisory Groups (IAG), responding to referrals or enquiries and attending the Stop and Search Scrutiny Panels through the regular participation of a trustee.

Aim 2: Promote the celebration of ethnic, cultural, and religious diversity in Dorset and strengthen local ethnic minority organisations.

Our Community Development Officer and trustees continued to support and build partnerships with community groups and public sector bodies to raise our profile. We organised, supported and attended events although our capacity to fulfil all the invitations was limited by availability of trustees and staff. We give a flavour below of activities.

We maintained contact with health professionals and our work with NHS Dorset, attending the Health Inequalities Conference and two Health Ambassadors Forums with input from the Health Sciences University and the Vitiligo Society with updates from the NHS on Neurodiversity Hubs, Access Wellbeing Hubs, Covid Vaccinations, Whooping Cough and Integrated Care Boards.

Our work in partnership with Wessex Cancer Alliance continued, enabling us to raise cancer awareness amongst ethnic minority groups in Dorset. We worked with sixteen groups engaged and five of these were able to receive grants from Communities Against Cancer. Several groups were also involved in the Autumn Cancer Awareness campaign which was a great success with a reach of over 20,000 individuals through the various networks.

Supporting the work of Dorset Council in their help for the Ukrainian Community and with individuals from the Bibby Stockholm Barge showed the value of our community engagement work. We will miss the capacity and insights of our Community Development Officer whose work has proved valuable in setting up the Global Cafe in Weymouth and contributing to Refugee Week. An event that showed how appreciation of different food and customs can bring people together.

The various multicultural hubs across the county continued to engage with their local communities - including the Jurassic Multicultural Network, SHARES and the Global Cafe in Weymouth.

We were engaged in organising and supporting the annual commemoration of Holocaust Memorial Day (HMD) in January in Poole the theme of which was 'For a Better Future', marking the 30th anniversary of the Bosnian genocide and the 80th anniversary of the liberation of Auschwitz. Likewise, Kushti Bok's Holocaust Memorial Remembrance Service in August that we attended was an equally moving event giving a powerful reminder of the impact of hatred and 'othering' of differences and the power of love, togetherness and resilience.

Each year, we are invited to take part in celebrations for Black History Month in October. We supported the students in Bournemouth University among other events across the county. However, regrettably, invitations exceeded our capacity to participate fully.

Dorset Race Equality Council

Trustees' Report (continued)

Our project with the Parks Foundation was successful and ended on a positive note when we had linked them with a number of ethnically diverse communities from across the area. We were members of and contributed to The Dorset National Landscape Partnership Board and The Dorset Gypsy Roma and Traveller Advocacy Project Steering Group.

We continued our work with the Flavours Project, helping to organise events in local areas such as the Blue Pool, Durlston Country Park, Upton Country Park and Corfe Castle enjoyed by those attending. The project has been a partnership involving the Dorset National Landscape Team, Activate Performing Arts, with support from the BPC Indian Community and Grace the Space, Dorset Food and Drink and ourselves, Dorset Race Equality Council. One successful planned outcome has encouraged several ethnically diverse communities to interact with our rich and remarkable landscapes. We record our thanks to the National Lottery Heritage Fund for funding this project.

We are an active member of steering group of The Empowering Communities Project. This is overseen by Community Action Network (CAN) - on our behalf - Dorset Community Foundation (DCF) and BCP Council. The aim of the project now in its second year of three is to enable ethnically diverse communities (EDC) to increase the capacity of Black and racially minoritised community organisations to grow, become sustainable entities and access more funding to achieve their aims. The project is working well under its project officer and 2 capacity development officers.

We took part in consultations about the BCP Domestic Abuse Safe Accommodation Strategy 2025 - 2030 Delivery Plan which was launched in August (2025).

During the year the numbers of contacts and supporters increased; we sent our newsletters to more than 200 recipients and were pleased to receive positive feedback.

Dorset Race Equality Council

Trustees' Report (continued)

Aim 3: To work towards making public, private and voluntary sector agencies in Dorset genuinely representative of and responsive to the ethnic, cultural and religious diversity of the population, and providing equal opportunities and equal access to all.

The Dorset Equality and Diversity (EDI) Reference Group which we are a member of was an effective forum for some training events and making links with other community groups and those representing the protected characteristics. The sharing of information, good practice, and participation in consultations made it a positive two-way partnership. Although, the group ceased at the end of March due to funding restrictions by Dorset Council, a successor group, Dorset EDI Engagement Group took its place in June 2025 with a similar remit which we were invited to join.

Although no longer receiving funding from BCP Council, we participated in events organised by the council, for example, Black History Month. We took part in consultations about safeguarding and the BCP Domestic Abuse Safe Accommodation Strategy 2025 - 2030 Delivery Plan which was launched in August (2025).

A trustee is a member of the Voluntary and Community Sector Assembly (VCSA) Board supporting our commitment in working with NHS Dorset. The board created under the Integrated Care System (ICB) for statutory bodies aims to reach neighbourhoods through commissioning voluntary organisations working collaboratively.

We were pleased and grateful to Help and Care for their support which culminated in the signing of a memorandum of understanding (MOU) in May. Their staff have been very helpful in giving HR advice, offering support for our staff and improving our social media presence. Their leadership team worked with us to plan a refresh event in April with some partners to review and renew how we operate within a severer and more austere financial climate and how we can refine and streamline our business planning.

We received a grant from The Phoenix Way to update and upskill trustees and to fund a manager/coordinator. After two attempts to secure a suitable person, we appointed an operations coordinator in March on a part-time basis. Trustees participated in excellent regional training for south west race equality bodies delivered by the Phoenix Way. The training complemented the work being undertaken by the Black South West Network (BSWN) and the South West Race Equality Action Group (SWREAG) of which we are active members.

We maintained our presence and profile at various forums and meetings as the only body with a clear and distinct focus on race and ethnicity in Dorset, attending meetings and contributing positively according to availability of staff and trustees. Examples of our presence.

- Gypsy Roma and Traveller (GRT) Forum
- Patient Carer Race Equality Framework
- Black South West Network (BSWN)
- South West Race Equality Action Group (SWREAG)
- Bibby Stockholm Community Sub-Group
- Dorset Community Mental Health Alliance (DCMHA)
- Diabetes Prevention Group
- Prevent
- Dorset Together Ukraine Response

Dorset Race Equality Council

Trustees' Report (continued)

We would like to thank all our members, partners and funders who have continued to support the organisation and enabled it to achieve what it has achieved within our limited resources. We are grateful to our funders: the National Lottery Heritage Fund (Parks Foundation and Flavours Project), Awards for All, Wessex Cancer Alliance, the VCSA, Dorset Council for our EDI work. Thank you also to Help & Care for help in kind.

Financial review

In the year 2024/2025, we received £5,000 in grants and contracts and £40,434 through projects and activity funds.

Our total income was £47,994, which was a decrease of £18,731 on the previous year. For full detail of the income, please see notes 2 and 3 of the accounts.

Our total expenditure was £59,118, which was a decrease of £18,172 on the previous year. Most of the expenditure is made up of staff costs representing a value of £49,389 compared to £60,982 the previous year.

The net expenditure amount to £11,124 which decreased from the funds held as at 1st April 2024 to give net funds of £23,240 as at the 31st March 2025.

Policy on reserves

This is the policy of the charity to maintain unrestricted funds, which are free of reserves of the charity.

The trustee board have analysed the strategic, business and operational risks that the charity faces and confirm that systems have been established to enable regular reports to be produced so that necessary steps can be taken if any risks arise.

We aim to keep minimum reserves of at least 3 month costs of the charity. For 2025 this would be £14,780 (2024 - £19,323). As you can see from our reserves we are carrying more than adequate reserves to continue the day to day running of the charity.

Therefore, the net funds at the 31st March 2025 are considered available and adequate to meet the charity's needs for the forthcoming 12 months, in conjunction with anticipated core funding from local authorities and other providers in the year ahead.

The charitable company has free reserves of £19,943 as at 31 March 2025 (2024 - £16,566). The trustees consider this level of reserves to be sufficient to deliver charitable objectives for the next twelve months. Free reserves are calculated by deducting fixed assets from the unrestricted (and undesignated) reserves held at the year-end.

Dorset Race Equality Council

Trustees' Report (continued)

Going Concern and Future Plans

Dorset Race Equality Council has faced challenges through changes in funding patterns experienced by many organisations in the charitable sector. A significant factor has been the effect of reduced funding for statutory bodies, such as local authorities and health authorities. This has resulted in a serious reduction in grants and service level agreements awarded to charities such as Dorset Race Equality Council. At the same time, pressure has increased on other funding bodies and grant making Trusts as the sector attempts to address the shortfall.

Our response has been to refresh the role and purpose of the organisation, within our charitable objects. We have regrettably had to make staff redundant and are evolving into a more volunteer-led structure, enabling us to achieve our aims in a more flexible and cost effective way.

Some funding has been obtained to enable our core functions to be maintained for the current financial year and we are exploring new partnership approaches to widen our funding base.

Following review of post year end results and in particular current cash levels, the charity has continued to utilise its cash reserves and although able to pay creditors as they fall due it is reliant on the Trustee's actively managing the day to day cash flows.

Structure, governance and management

Nature of governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

The organisation is a charitable company limited by guarantee, incorporated on the 19th January 2004, and registered as a charity on the 30th June 2004. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of association. In the event of the company being wound up members are required to contribute an amount not exceeding £1.

The company is a successor of Dorset Race Equality Council registered as a charity on 24th October 2000 and took over its activities in 2004.

Recruitment and appointment of trustees

The directors of the company are also charity trustees for the purpose of the charity law. In addition, the directors have the power to co-opt other executive committee members to serve on the management committee.

The relevant community and social skills are well represented on the management committee. In an effort to maintain the broad skills mix, members of the management committee are requested to provide a list of their skills (and update their skills every year) and in the event of particular skills being lost due to retirements, individuals are approached to offer themselves for election to the management committee.

Dorset Race Equality Council

Trustees' Report (continued)

Induction and training of trustees

Any potential trustee is invited to a meeting with the chair/vicechair and other trustees to familiarise themselves with the charity and the context in which it operates. Following this meeting, they are invited to attend their first trustee meeting as an observer to assess whether there is a fit between their expectations and what will be required of them. If they decide to join, they become a trustee at the next trustee meeting and formally vote in at the AGM.

New trustees are invited and encouraged to attend a training session about being a Charity Trustee either delivered by Community Action Network or Dorset Community Action. They have an individual meeting with a trustee to discuss a potential specific role. They are also pointed to all the guides from the Charity Commission website which contains the following sections:

- The obligations of the management committee members.
- The main documents which set out the operational framework for the charity including the Memorandum and Articles.
- Resourcing the current financial position as set out in the latest accounts.
- Future plans and objectives

Each new trustee receives the Memorandum and Articles of Association plus a copy of the latest annual report and of the latest accounts.

Reference and Administrative Details

Charity Registration Number:	1104642
Company Registration Number:	05018604
Registered Office:	319A Holdenhurst Road Bournemouth Dorset BH8 8BT
Independent Examiner:	TC Group 10 Bridge Street Christchurch Dorset BH23 1EF

Trustees and officers

The trustees and officers serving during the year and since the year end were as follows:

Dorset Race Equality Council

Trustees' Report (continued)

Trustees:

T Baker (appointed 11 April 2024 and resigned 9 July 2025)

I Gwinn

A B Bamgboye

J Burke

A Arowosaye (appointed 6 June 2024)

P Green

E Ohwofasa

A Arowosaye was previously known as A Balogun.

The annual report was approved by the trustees of the charity on and signed on its behalf by:

.....
J Burke
Trustee

Dorset Race Equality Council

Independent Examiner's Report to the trustees of Dorset Race Equality Council ('the Company')

I report to the charity trustees on my examination of the accounts of the Company 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 accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company 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 confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

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

.....
I M Rodd BSc FCA FCCA

10 Bridge Street
Christchurch
Dorset
BH23 1EF

Date:.....

Dorset Race Equality Council

Statement of Financial Activities for the Year Ended 31 March 2025 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Restricted funds £	Total 2025 £	Total 2024 £
Income and Endowments from:					
Donations and legacies	2	2,560	-	2,560	205
Charitable activities	3	5,174	40,260	45,434	66,520
Total income		7,734	40,260	47,994	66,725
Expenditure on:					
Charitable activities	4	(4,357)	(54,761)	(59,118)	(77,290)
Total expenditure		(4,357)	(54,761)	(59,118)	(77,290)
Net income/(expenditure)		3,377	(14,501)	(11,124)	(10,565)
Net movement in funds		3,377	(14,501)	(11,124)	(10,565)
Reconciliation of funds					
Total funds brought forward		16,566	17,798	34,364	44,929
Total funds carried forward	15	19,943	3,297	23,240	34,364

The notes on pages 14 to 23 form an integral part of these financial statements.

Dorset Race Equality Council

(Registration number: 05018604)
Balance Sheet as at 31 March 2025

	Note	Unrestricted	Restricted	2025 £	2024 £
Current assets					
Debtors	12	1,489	-	1,489	9,371
Cash at bank and in hand		<u>20,732</u>	<u>3,297</u>	<u>24,029</u>	<u>50,364</u>
		22,221	3,297	25,518	59,735
Creditors: Amounts falling due within one year					
	13	<u>(2,278)</u>	<u>-</u>	<u>(2,278)</u>	<u>(25,371)</u>
Net current assets		<u>19,943</u>	<u>3,297</u>	<u>23,240</u>	<u>34,364</u>
Total assets less current liabilities					
		<u>19,943</u>	<u>3,297</u>	<u>23,240</u>	<u>34,364</u>
Net assets		<u>19,943</u>	<u>3,297</u>	<u>23,240</u>	<u>34,364</u>
Funds of the charity:					
Restricted income funds					
Restricted funds				3,297	17,798
Unrestricted income funds					
Unrestricted funds				<u>19,943</u>	<u>16,566</u>
Total funds	15			<u>23,240</u>	<u>34,364</u>

For the financial year ending 31 March 2025 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the charity to obtain an audit of its accounts for the year in question in accordance with section 476; and
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These financial statements have been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006.

The notes on pages 14 to 23 form an integral part of these financial statements.

Dorset Race Equality Council

(Registration number: 05018604)

Balance Sheet as at 31 March 2025 (continued)

The financial statements on pages 11 to 23 were approved by the trustees, and authorised for issue on and signed on their behalf by:

.....

J Burke

Trustee

The notes on pages 14 to 23 form an integral part of these financial statements.

Dorset Race Equality Council

Notes to the Financial Statements for the Year Ended 31 March 2025

1 Accounting policies

Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Statement of compliance

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)) (issued in October 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Basis of preparation

Dorset Race Equality Council meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Going concern

The financial statements have been prepared on a going concern basis.

The trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the charity to continue as a going concern. The trustees make this assessment in respect of a period of one year from the date of approval of the financial statements and the decision to prepare these financial statements on the going concern basis is in line with the going concern and future plans disclosure within the trustees report.

Exemption from preparing a cash flow statement

The charity opted to early adopt Bulletin 1 published on 2 February 2016 and have therefore not included a cash flow statement in these financial statements.

Income and endowments

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of the income receivable can be measured reliably.

Dorset Race Equality Council

Notes to the Financial Statements for the Year Ended 31 March 2025 (continued)

1 Accounting policies (continued)

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Tangible fixed assets

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

Computer equipment - Straight line over 3 years

Taxation

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

Fund structure

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Designated funds are unrestricted funds set aside for specific purposes at the discretion of the trustees.

Restricted income funds can only be used for particular restricted purpose within the objectives of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Trade 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 at bank and in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Trade creditors

Creditors 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.

Dorset Race Equality Council

Notes to the Financial Statements for the Year Ended 31 March 2025 (continued)

2 Income from donations and legacies

	Total 2025 £	Total 2024 £
Donations and legacies;		
Donations	2,560	205
	<u>2,560</u>	<u>205</u>

3 Income from charitable activities

	Total 2025 £	Total 2024 £
Grants - other agencies	5,000	25,540
Projects	40,434	40,980
	<u>45,434</u>	<u>66,520</u>

4 Expenditure on charitable activities

	Note	Total 2025 £	Total 2024 £
Direct costs		305	4,800
Staff costs		49,389	60,982
Allocated support costs	5	4,195	6,371
Governance costs	5	5,229	5,137
		<u>59,118</u>	<u>77,290</u>

In addition to the expenditure analysed above, there are also governance costs of £5,229 (2024 - £5,137) which relate directly to charitable activities. See note 5 for further details.

Dorset Race Equality Council

Notes to the Financial Statements for the Year Ended 31 March 2025 (continued)

5 Analysis of governance and support costs

Support costs allocated to charitable activities

	Governance costs £	Other support costs £	Total 2025 £
Charitable activity	5,229	4,195	9,424
	Governance costs £	Other support costs £	Total 2024 £
Charitable activity	5,137	6,371	11,508

6 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

There were no expenses or benefits paid to trustees in the period covered by these financial statements.

7 Staff costs

The aggregate payroll costs were as follows:

	2025 £	2024 £
Staff costs during the year were:		
Wages and salaries	48,831	60,110
Pension costs	558	872
	<u>49,389</u>	<u>60,982</u>

The monthly average number of persons (including senior management / leadership team) employed by the charity during the year expressed as full time equivalents was as follows:

	2025 No	2024 No
Head count	<u>4</u>	<u>4</u>

No employee received emoluments of more than £60,000 during the year.

The total employee benefits of the key management personnel of the charity were £Nil (2024 - £Nil).

Dorset Race Equality Council

Notes to the Financial Statements for the Year Ended 31 March 2025 (continued)

8 Independent examiner's remuneration

	2025 £	2024 £
Examination of the financial statements	<u>2,076</u>	<u>2,016</u>

9 Taxation

The charity is a registered charity and is therefore exempt from taxation.

10 Comparatives for the statement of financial activities

	Note	Unrestricted funds £	Restricted funds £	Total 2024 £
Income and Endowments from:				
Donations and legacies	2	205	-	205
Charitable activities	3	<u>25,952</u>	<u>40,568</u>	<u>66,520</u>
Total income		<u>26,157</u>	<u>40,568</u>	<u>66,725</u>
Expenditure on:				
Charitable activities	4	<u>(47,030)</u>	<u>(30,260)</u>	<u>(77,290)</u>
Total expenditure		<u>(47,030)</u>	<u>(30,260)</u>	<u>(77,290)</u>
Net (expenditure)/income		<u>(20,873)</u>	<u>10,308</u>	<u>(10,565)</u>
Net movement in funds		(20,873)	10,308	(10,565)
Reconciliation of funds				
Total funds brought forward		<u>37,439</u>	<u>7,490</u>	<u>44,929</u>
Total funds carried forward	15	<u>16,566</u>	<u>17,798</u>	<u>34,364</u>

Dorset Race Equality Council

Notes to the Financial Statements for the Year Ended 31 March 2025 (continued)

11 Tangible fixed assets

	Computer equipment £
Cost	
At 1 April 2024	2,314
At 31 March 2025	2,314
Depreciation	
At 1 April 2024	2,314
At 31 March 2025	2,314
Net book value	
At 31 March 2025	-
At 31 March 2024	-

12 Debtors

	2025 £	2024 £
Trade debtors	1,140	9,030
Prepayments	349	341
	1,489	9,371

13 Creditors: amounts falling due within one year

	2025 £	2024 £
Trade creditors	-	3,089
Other creditors	202	255
Accruals and deferred income	2,076	22,027
	2,278	25,371

14 Pension and other schemes

Defined contribution pension scheme

The charity operates a defined contribution pension scheme. The pension cost charge for the year represents contributions payable by the charity to the scheme and amounted to £558 (2024 - £872).

Dorset Race Equality Council

Notes to the Financial Statements for the Year Ended 31 March 2025 (continued)

15 Funds

	Balance at 1 April 2024 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2025 £
Unrestricted funds					
<i>General</i>					
General fund	15,300	7,734	(4,357)	(5,000)	13,677
<i>Designated</i>					
Redundancy Reserve	1,266	-	-	5,000	6,266
Total unrestricted funds	<u>16,566</u>	<u>7,734</u>	<u>(4,357)</u>	<u>-</u>	<u>19,943</u>
Restricted funds					
DC EDI	-	2,000	(2,000)	-	-
Phoenix Way Project	15,000	-	(15,000)	-	-
Parks Foundation	2,798	1,247	(4,045)	-	-
National Lottery Heritage Fund	-	11,773	(11,773)	-	-
National Lottery Awards For All	-	20,000	(16,703)	-	3,297
Wessex Cancer Alliance	-	5,240	(5,240)	-	-
	<u>17,798</u>	<u>40,260</u>	<u>(54,761)</u>	<u>-</u>	<u>3,297</u>
Total funds	<u><u>34,364</u></u>	<u><u>47,994</u></u>	<u><u>(59,118)</u></u>	<u><u>-</u></u>	<u><u>23,240</u></u>

Dorset Race Equality Council

Notes to the Financial Statements for the Year Ended 31 March 2025 (continued)

15 Funds (continued)

	Balance at 1 April 2023 £	Incoming resources £	Resources expended £	Balance at 31 March 2024 £
Unrestricted funds				
<i>General</i>				
General fund	36,173	26,157	(47,030)	15,300
<i>Designated</i>				
Redundancy Reserve	1,266	-	-	1,266
Total unrestricted funds	<u>37,439</u>	<u>26,157</u>	<u>(47,030)</u>	<u>16,566</u>
Restricted funds				
National Lottery Community Fund	-	1,334	(1,334)	-
Central CAB (LiPP/HALS)	-	3,589	(3,589)	-
Dorset Police	4,401	-	(4,401)	-
Multicultural Activities Programme	3,089	-	(3,089)	-
DC EDI	-	500	(500)	-
Phoenix Way Project	-	15,000	-	15,000
Parks Foundation	-	4,990	(2,192)	2,798
National Lottery Heritage Fund	-	15,155	(15,155)	-
	<u>7,490</u>	<u>40,568</u>	<u>(30,260)</u>	<u>17,798</u>
Total funds	<u><u>44,929</u></u>	<u><u>66,725</u></u>	<u><u>(77,290)</u></u>	<u><u>34,364</u></u>

Dorset Race Equality Council

Notes to the Financial Statements for the Year Ended 31 March 2025 (continued)

15 Funds (continued)

The specific purposes for which the funds are to be applied are as follows:

Redundancy Reserve - Unrestricted reserves which have been set aside to cover any redundancy costs of the charity.

National Lottery Community Fund - A partnership bid with the friendly foot club to deliver ethnic cook boxes to vulnerable families in 4 local communities.

Central CAB (LiPP/HALS) - Funding from the Ministry of Justice via Central Dorset CAB to work on the Legal Support for Litigant In Person and Helping Access Legal Support project. We provide the support for racial and religious discrimination cases in Dorset and worked alongside caseworkers dealing with other areas such as housing, employment, family issues.

Dorset Police - Grant from Dorset Police to undertake 4 consultation meetings with people from different ethnic backgrounds on policing issues.

Multicultural Activities Programme - Grant from Sport England to promote health and wellbeing to isolated ethnic communities through activities such as swimming, yoga, shadow boxing, table tennis and exercise and fitness classes. All activities, excluding swimming, will take place in community buildings for maximum convenience.

DC EDI - To attend meetings and assist in the delivery of Dorset Council's EDI plan/strategy.

Pheonix Way Project - Development funding to support, develop, sustain and increase capacity in it's aim to tackle racial injustice in the sub-region of the South West through the Black South West Network partnership.

Parks Foundation - Dorset REC's community development worker engaged with the Parks Foundation in the Bournemouth, Christchurch and Poole area to work with a range of communities from different ethnic backgrounds to involve them in making local open spaces more accessible and relevant to them: a number of events have been held as well as encouraging individuals and families to enjoy their local environment in new ways.

National Lottery Heritage Fund - With support from the Heritage Lottery Fund, the Flavours project offered new opportunities for ethnically diverse communities to get a taste of Dorset's outstanding landscape: Dorset REC employed a community development worker to make and nurture new connections with communities. The project, led by the Dorset National Landscape team brought together a range of partner organisations who could present the landscape in a variety of creative styles.

National Lottery Awards For All - We are grateful to the National Lottery Awards For All who have supported our Casework through the year and enabled us to help a number of individuals who have faced discrimination in their dealings with a number of agencies. Their funding was restricted for this purpose.

Wessex Cancer Alliance - Provided restricted funding which allowed us to assist them in increasing cancer awareness and early diagnosis of cancer in Dorset's racially minoritise communities.

Dorset Race Equality Council

Notes to the Financial Statements for the Year Ended 31 March 2025 (continued)

16 Related party transactions

The charity has received a donation of £2,000 (2024: £nil) in the year from Dorset VCSA CIC, which has a common trustee.

Accounts

REGISTERED COMPANY NUMBER: 05018604 (England and Wales)
REGISTERED CHARITY NUMBER: 1104642

Report of the Trustees and
Unaudited Financial Statements
for the Year Ended 31 March 2024
for
Dorset Race Equality Council

Ward Goodman Audit Services Ltd
4 Cedar Park
Ferndown Industrial Estate
Wimborne
Dorset
BH21 7SF

Dorset Race Equality Council

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Dorset Race Equality Council

Report of the Trustees for the Year Ended 31 March 2024

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2024. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

Objectives and aims

Dorset Race Equality Council (DORSET REC) is a community-based organisation that has been at the forefront of race equality in Dorset since the 1990s. We aim to eliminate racial discrimination and promote shared values of compassion, professionalism and respect.

Our work involves supporting victims of racism by advising, supporting, and representing victims of racial harassment, religious offences, racial violence, and discrimination. Dorset Race Equality Council is unique in that it is the sole Dorset based body providing race specific advice and advocacy.

We work in partnership with other voluntary organisations in support of ethnic minority communities aiding them to address their needs and aspirations. Dorset REC develops campaigns and strategies to influence public opinion, legislation, practices, and procedures in favour of racial equality.

We strive to improve the quality of life for all by building stronger, safer, and sustainable communities in a respectful way and developing a society where diversity is valued.

Public benefit

In planning our activities for the year, we kept in mind the charity commission guidance on public benefit.

Dorset Race Equality Council

Report of the Trustees for the Year Ended 31 March 2024

ACHIEVEMENT AND PERFORMANCE

Charitable activities

Aim 1: Ensure that ethnic minority individuals and communities feel empowered to challenge racism and discrimination and have access to support and information

We have continued through our casework and advocacy to provide individual support and advocacy. We maintained our successful partnership with Citizens Advice in Dorset as part of the Access to Justice Foundation project until the project ended when funding came to an end during the year.

We currently have one specialist case worker with a full caseload of complex cases - 6 are still open, supported during this period by our community development officer. Their cases involved housing, police, probation and education. All are at various stages ranging from seeking help of the Member of Parliament, waiting for responses from the relevant Ombudsman, appealing to the Chief Executive, awaiting legal advice and for outcomes of challenges to complaints and appeals processes. Two cases were resolved in our/the clients' favour with compensation and apology offered and one was a successful result at the Independent Office for Police Conduct (IOPC) in January 2024 who found in our favour. Our casework has a high success rate. We aim to avoid litigation wherever possible. One of the most problematic areas is unwillingness of those we pursue to acknowledge discrimination and apologise. Difficulties pointed out in last year's report remain: system failures within public bodies such as not following complaints procedures, giving wrong advice, insufficient or no training, time taken in responses, changes in staff and sometimes deliberate obfuscating.

One new enquiry was taken on as a formal case, although advice, guidance and letters of support were provided leading to satisfactory resolution with employers in two instances. However, clients in a few cases chose not to pursue their claims and were disappointed when faced with stubborn resistance. It is a common theme that clients choose to give up when facing the process of seeking a resolution or satisfaction that can be lengthy and stressful. Cases cover both Dorset and Bournemouth, Christchurch and Poole (BCP).

Two trustees met with the assistant chief constable and the lead of the legitimacy team of Dorset Police in response to the findings of the report they commissioned to highlight the issues faced by individuals from Ethnic Minority Backgrounds (EMB) when complaining to Dorset Police. They acknowledged the legitimacy of the findings with a review, staff changes and promise of staff training, although were not able to renew funding to Dorset REC.

Nevertheless, we have continued to support the police in:

- Engaging with the Independent Advisory Groups Workshops
- Contributing to the Dorset Police Domestic Abuse Strategy
- Continued support of Independent Office of the Police Commissioner by a trustee
- Support on the Hate Crime Portfolio
- Attending 4 Black Minority Ethnic Police Consultation Groups on various topics
- Attending and contributing to 3 sessions of the Stop and Search Scrutiny Panel on behalf of the Police and Crime Commissioner.
- Attending a Misconduct Hearing.
- Police Community Engagement event in Portland.
- Attending the Stop and Search Scrutiny Panels through the regular participation of a trustee.

Aim 2: Promote the celebration of ethnic, cultural, and religious diversity in Dorset and strengthen local ethnic minority organisations.

Our Community Development Officer and trustees have continued to support and build partnerships, raising our profile with community groups. We organised, supported and attended events subject to availability as below.

Events

- Holocaust Memorial Day (HMD)

Dorset Race Equality Council

Report of the Trustees for the Year Ended 31 March 2024

We were active in delivering the local event HMD at Poole Lighthouse on 28 January 2024, supporting the committee of HMD Bournemouth and Poole. In particular, our Community Development Officer helped the group to link with ethnic minority groups. The now well-established event was well received, including by the three mayors of BCP and the Deputy Lord Lieutenant of Dorset. The keynote Speaker Maralyn Turgel, a retired teacher and daughter of Gina Turgel a Holocaust Survivor spoke about her father's harrowing experiences during the Holocaust.

- Weymouth College Equality and Diversity Fair (May)
- Age Friendly Forum (June)
- Ukrainian Independence Event (August)
- Kushti Bok Holocaust Memorial Remembrance (August)
- Indian Soldiers Event (Oct)
- Bournemouth Library - Black History Month (October)
- University of Bournemouth - Black History Month
- Army Engagement Event (November)

More details on the above will be in the Annual Report.

- Multicultural Hubs

We have continued to build on setting up Global Cafés as multicultural hubs to support ethnic minority groups to foster cohesion and support them if they face discrimination or prejudice. The Global Café Weymouth successfully put on the following events in 2023-24:

- Health Watch Dorset (April)
- English Country Dance (May)
- Summer Picnic (August)
- Cultural Celebration of Botswana (October)
- Games session (October)
- English Country Dancing (November)
- Afghan Cultural Event (December)
- Christmas Party (December)

The group meets weekly to support people who want to share and learn from each other's experiences. Additionally, Global Café Weymouth has been working to support the residents of the Bibby Stockholm Barge and are also looking to support Afghan refugees housed at Chickerell Army Camp.

- Jurassic Multicultural Network members continue to help each other through their WhatsApp group.
- Global Café Shaftesbury is developing itself in engaging members locally in Shaftesbury.
- SHARES' an established group in Sherborne supporting refugees from Ukraine and Syria want to be part of our emerging network of multicultural hubs; they normally meet 1st Sunday of the month in Sherborne Methodist Church Hall.

Projects

Empowering Communities Project. We are a member of the steering group consisting of Community Action Network, Dorset Community Foundation and BCP Council overseeing the project. Its aim is to enable ethnically diverse groups (EDC) to increase the capacity of Black and racially minoritised community organisations to access more funding. The bid was successful in being granted £500k over three years. The project has recruited a project officer and 2 capacity development officers and is currently managed by Community Action Network on our behalf.

Hearts Parks. Following our successful bid with the Parks Foundation to the National Lottery Heritage Funding, the project recruited an officer at the Parks Foundation in March 2023 to deliver the project with support from our Community Development Officer. An initial consultation with a number of communities was successful and a report produced. This explained the barriers and solutions to engage ethnic minority communities in BCP to meet the aim of the project to increase access to parks amongst marginalised groups.

Dorset Race Equality Council

Report of the Trustees for the Year Ended 31 March 2024

Area of Outstanding Natural Beauty (AONB). Our community development officer recruited to this project in September 2023 worked successfully in partnership with the Dorset National Landscape team, Dorset Food & Drink and Activate Performing Arts through the FLAVOURS project. Its aim is about finding ways for people from ethnic minority and refugee backgrounds in Dorset to explore and discover a range of farms and open spaces within their local landscapes.

Life Changing Choices Project. We continued to support the project with its non-contact Boxing Gym in the Bourne Valley area of Poole. The work has now moved location, and our input was no longer required. The project has contributed to the reduction of anti-social behaviour in the area and enhanced the self-esteem and employment potential for a number of residents.

Domestic Abuse project. We took part in consultations to help the officer in preparing the project.

Aim 3: To work towards making public, private and voluntary sector agencies in Dorset genuinely representative of and responsive to the ethnic, cultural and religious diversity of the population, and providing equal opportunities and equal access to all.

As a member of Dorset Equality and Diversity (EDI) Reference Group, a trustee attended meetings to share good practice and experiences, take part in consultations and training events. The group has membership representing the protected characteristics and community groups.

A trustee is a member of and attends the Voluntary and Community Sector Assembly (VCSA) Board supporting our commitment in working with NHS Dorset. The board created under the Integrated Care System (ICB) for statutory bodies aims to reach neighbourhoods through commissioning voluntary organisations working collaboratively.

NHS Dorset renewed our funding in March 2023 to continue our partnership for the year 2023-2024. We worked closely with the Dorset Clinical Commissioning Group (CCG) through to the change to the Integrated Care System (ICS), attending Public Engagement Groups and ensuring key messages reached ethnic minority communities. Additionally, we organised Community Health Ambassadors events to inform communities about health issues and for health professionals to receive their feedback. The group heard from the following organisations:

- Dorset Food and Drink
- Parks Foundation
- Dorset STARS
- Water Lily Project
- Stroke Association
- Cancer Research
- Leg Ulcers
- Suicide Awareness
- Maternity
- Alcohol Education Trust - Health Inequalities
- Sharing your Information
- Bournemouth Jewish Support Services
- BPC Medical Panel
- Social Prescribing
- Local Maternity & Neonatal Systems (LMNS) Equity & Equality 5-Year
- Dorset Infant Feeding & Child Nutrition Strategy
- Gambling Recovery

We maintained our presence and profile at various forums and meetings as the only body with a clear and distinct focus on race and ethnicity, attending meetings and contributing positively according to availability of staff and trustees. Examples of our presence.

- Gypsy Roma and Traveller (GRT) Forum
- Patient Carer Race Equality Framework

Dorset Race Equality Council

Report of the Trustees for the Year Ended 31 March 2024

- Black South West Network (BSWN)
- Bibby Stockholm Community Sub-Group
- Dorset Community Mental Health Alliance (DCMHA)
- Diabetes Prevention Group
- Prevent
- Dorset Together Ukraine Response

We would like to thank all our members, partners and funders who have continued to support the organisation and enabled it to achieve what it has achieved within our limited resources. Our Annual Report will include a full list.

FINANCIAL REVIEW

Financial position

In the year 2023/2024, we received £25,540 in grants and contracts and £40,980 through projects and activity funds.

Our total income was £66,725, which was a decrease of £34,736 on the previous year. For full detail of the income, please see notes 2 and 3 of the accounts.

Our total expenditure was £77,290, which was a decrease of £36,001 on the previous year. Most of the expenditure is made of staff costs representing a value of £60,982 compared to £83,072 the previous year.

The net expenditure amounted to £10,565 which decreased from the funds held as at 1st April 2023 to give net funds of £34,364 as at the 31st March 2024.

Reserves policy

This is the policy of the charity to maintain unrestricted funds, which are free of reserves of the charity.

The trustee board have analysed the strategic, business and operational risks that the charity faces and confirm that systems have been established to enable regular reports to be produced so that necessary steps can be taken if any risks arise.

We aim to keep minimum reserves of at least 3 months costs of the charity. For 2024 this would be £19,323 (2023 - £28,323). As you can see from our reserves we are carrying more than adequate reserves to continue the day to day running of the charity.

Therefore, the net funds at the 31st March 2024 are considered available and adequate to meet the charity's needs for the forthcoming 12 months, in conjunction with anticipated core funding from local authorities and other providers in the year ahead.

The charitable company has free reserves of £16,566 as at 31 March 2024 (2023 - £37,324). The Trustees consider this level of reserves to be sufficient to deliver charitable objectives for the next twelve months. Free reserves are calculated by deducting fixed assets from the unrestricted (and undesignated) reserves held at the year-end.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

The organisation is a charitable company limited by guarantee, incorporated on the 19th January 2004, and registered as a charity on the 30th June 2004. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of association. In the event of the company being wound up members are required to contribute an amount not exceeding £1.

The company is a successor organisation of Dorset Race Equality Council registered as a charity on 24th October 2000 and took over its activities in 2004.

Dorset Race Equality Council

Report of the Trustees for the Year Ended 31 March 2024

STRUCTURE, GOVERNANCE AND MANAGEMENT

Recruitment and appointment of new trustees

The directors of the company are also charity trustees for the purpose of the charity law. In addition, the directors have the power to co-opt other executive committee members to serve on the management committee.

The relevant community and social skills are well represented on the management committee. In an effort to maintain the broad skills mix, members of the management committee are requested to provide a list of their skills (and update their skills every year) and in the event of particular skills being lost due to retirements, individuals are approached to offer themselves for election to the management committee.

Induction and training of new trustees

Any potential trustee is invited to a meeting with the chair/vicechair and other trustees to familiarise themselves with the charity and the context in which it operates. Following this meeting, they are invited to attend their first trustee meeting as an observer to assess whether there is a fit between their expectations and what will be required of them. If they decide to join, they become a trustee at the next trustee meeting and formally voted in at the AGM.

New trustees are invited and encouraged to attend a training session about being a Charity Trustee either delivered by Community Action Network or Dorset Community Action. They have an individual meeting with a trustee to discuss a potential specific role. They are also pointed to all the guides from the Charity Commission website which contains the following sections:

- The obligations of the management committee members.
- The main documents which set out the operational framework for the charity including the Memorandum and Articles.
- Resourcing the current financial position as set out in the latest accounts.
- Future plans and objectives

Each new trustee receives the Memorandum and Articles of Association plus a copy of the latest annual report and of the latest accounts.

Dorset Race Equality Council

Report of the Trustees for the Year Ended 31 March 2024

STRUCTURE, GOVERNANCE AND MANAGEMENT **Governance and Management Statement**

Throughout the period of this report, we have operated without a chief officer or manager. The board of trustees was five for most of the period. However, it has been 'business as usual' as far as possible with trustees sharing responsibilities and functions and supporting the staff but without the breadth of coverage that we would wish to cover. For example, due to technical difficulty the roll-out of our online Unconscious Bias Training was on hold for much of this period.

Trustees continued to be supported by Nathalie Sherring, in her role with Black South West Network (BSWN) as Regional Capacity Building Manager. Her support has been invaluable. As noted previously, our three staff, all part-time, are experienced, resilient and adaptable and have functioned most capably. We continued to be helped and supported by our finance support, Jackie Hurford, to whom we express our thanks for her pro bono work, which has been invaluable.

Following the strategy day with staff and trustees in March, discussions were held about support from Community Action Network (CAN), who undertook a management and governance review. Several actions from the review were carried out and several in abeyance due to lack of capacity and a chief officer. With CAN's help, following our AGM in February, we were able to initiate the process of becoming a Charitable Incorporated Organisation (CIO) and amend our charitable object to formally include support for religious discrimination. CAN also gave support by managing staff seconded to them on two successful Lottery Funded projects. Following discussions with another charity, Help and Care, a Memorandum of Understanding (MOU) was agreed to provide IT, HR and other support and was formally signed in April 2024.

During the year, we advertised on different occasions for an operations manager, but we were unsuccessful in making an appointment. We continue to seek the right person to lead the organisation. Recruiting a permanent chief officer is currently not possible due to lack of long-term funding. Trustees sought to recruit new trustees, including a treasurer, an urgent need to take over from Jackie. In March 2023, a potential new trustee was interviewed and subsequently agreed to become a trustee from May 2024.

To secure long-term funding and to make up for the loss of grant funding from two local authorities, both major funders, due to their financial constraints, we continued to make bids to grant-making bodies. We were successful in bids to The Talbot Village Trust, The Valentine Trust, The Phoenix Way and National Lottery, Awards for All, to whom we give thanks.

Trustees attended excellent training events by The Phoenix Way whose funding has helped and contributed to core costs; we maintained useful and helpful contact with Black South West Network, attending some of their innovative events such as the Unmuseum Project.

Membership arrangements were changed at the AGM making joining as a member simpler and for a three-year period replacing the requirement of one year. This was to overcome members forgetting/overlooking to renew annually which resulted in the unintentional reduction in members. At the end of March, there were 220 contacts and members, both corporate and individuals.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
05018604 (England and Wales)

Registered Charity number
1104642

Dorset Race Equality Council

**Report of the Trustees
for the Year Ended 31 March 2024**

Registered office

C/o Community Action Network
Beech House
28 - 30 Wimborne Road
Poole
Dorset
BH15 2BU

Trustees

B Kawai Director (resigned 22.2.24)
I Gwinn
Ms L Haig (resigned 10.5.23)
A Bangboye
Rev. J Burke
P Green
E Ohwofasa
Ms T Baker (appointed 1.4.24)
A Balogun (appointed 1.6.24)

Independent Examiner

Ward Goodman Audit Services Ltd
4 Cedar Park
Ferndown Industrial Estate
Wimborne
Dorset
BH21 7SF

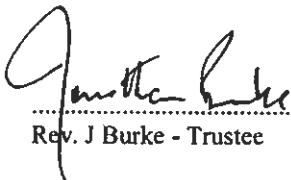
Solicitors

Lester Aldridge
Russell House
Oxford House
Bournemouth
BH8 8EX

Bankers

The Cooperative Bank
Po Box 250 Delf House
Skermerdale
WN8 6WT

Approved by order of the board of trustees on 28th November 2024 and signed on its behalf by:



.....
Rev. J Burke - Trustee

**Independent Examiner's Report to the Trustees of
Dorset Race Equality Council**

Independent examiner's report to the trustees of Dorset Race Equality Council ('the Company')

I report to the charity trustees on my examination of the accounts of the Company 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 accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company 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 confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

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



I M Rodd BSc FCA FCCA

Ward Goodman Audit Services Ltd
4 Cedar Park
Ferndown Industrial Estate
Wimborne
Dorset
BH21 7SF

Date: 3 December 2024

Dorset Race Equality Council
Statement of Financial Activities
(Incorporating an Income and Expenditure Account)
for the Year Ended 31 March 2024

	Notes	Unrestricted funds £	Restricted funds £	2024 Total funds £	2023 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	205	-	205	6,413
Charitable activities	3				
Charitable activity		25,952	40,568	66,520	94,848
Other income		-	-	-	200
Total		<u>26,157</u>	<u>40,568</u>	<u>66,725</u>	<u>101,461</u>
EXPENDITURE ON					
Charitable activities	4				
Charitable activity		<u>47,030</u>	<u>30,260</u>	<u>77,290</u>	<u>113,291</u>
NET INCOME/(EXPENDITURE)		(20,873)	10,308	(10,565)	(11,830)
RECONCILIATION OF FUNDS					
Total funds brought forward		37,439	7,490	44,929	56,759
TOTAL FUNDS CARRIED FORWARD		<u><u>16,566</u></u>	<u><u>17,798</u></u>	<u><u>34,364</u></u>	<u><u>44,929</u></u>

The notes form part of these financial statements

Dorset Race Equality Council

Balance Sheet 31 March 2024

	Notes	Unrestricted funds £	Restricted funds £	2024 Total funds £	2023 Total funds £
FIXED ASSETS					
Tangible assets	11	-	-	-	115
CURRENT ASSETS					
Debtors	12	9,371	-	9,371	720
Cash at bank		32,566	17,798	50,364	122,490
		<u>41,937</u>	<u>17,798</u>	<u>59,735</u>	<u>123,210</u>
CREDITORS					
Amounts falling due within one year	13	(25,371)	-	(25,371)	(78,396)
		<u>16,566</u>	<u>17,798</u>	<u>34,364</u>	<u>44,814</u>
NET CURRENT ASSETS					
		<u>16,566</u>	<u>17,798</u>	<u>34,364</u>	<u>44,814</u>
TOTAL ASSETS LESS CURRENT LIABILITIES					
		<u>16,566</u>	<u>17,798</u>	<u>34,364</u>	<u>44,929</u>
NET ASSETS					
		<u>16,566</u>	<u>17,798</u>	<u>34,364</u>	<u>44,929</u>
FUNDS	14				
Unrestricted funds				16,566	37,439
Restricted funds				<u>17,798</u>	<u>7,490</u>
TOTAL FUNDS				<u>34,364</u>	<u>44,929</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2024.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2024 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

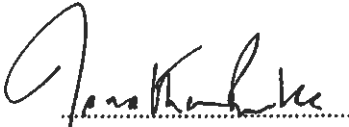
The notes form part of these financial statements

Dorset Race Equality Council

**Balance Sheet - continued
31 March 2024**

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

The financial statements were approved by the Board of Trustees and authorised for issue on 28th November 2024 and were signed on its behalf by:


J Burke - Trustee

The notes form part of these financial statements

Dorset Race Equality Council

Notes to the Financial Statements for the Year Ended 31 March 2024

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Government grants shall be recognised in profit or loss on a systematic basis over the periods in which the entity recognises as expenses the related costs for which the grants are intended to compensate.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

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

Computer equipment - Straight line over 3 years

Taxation

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

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

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 at Bank and in hand

Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Dorset Race Equality Council

Notes to the Financial Statements - continued for the Year Ended 31 March 2024

1. ACCOUNTING POLICIES - continued

Creditors

Creditors 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.

2. DONATIONS AND LEGACIES

	2024	2023
	£	£
Donations	205	6,413

3. INCOME FROM CHARITABLE ACTIVITIES

	Activity	2024	2023
		£	£
Grants	Charitable activity	25,540	10,000
Projects	Charitable activity	40,980	69,323
Training income	Charitable activity	-	15,525
		66,520	94,848

4. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 5)	Support costs (see note 6)	Totals
	£	£	£
Charitable activity	65,782	11,508	77,290

5. DIRECT COSTS OF CHARITABLE ACTIVITIES

	2024	2023
	£	£
Staff costs	60,982	83,072
Advertising	299	798
Training costs	90	65
Travel	1,084	2,597
Community activities	-	4,974
Grants and bids	-	2,280
Consultancy	3,327	4,914
	65,782	98,700

Dorset Race Equality Council

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2024**

6. SUPPORT COSTS

	Other £	Governance costs £	Totals £
Charitable activity	<u>6,371</u>	<u>5,137</u>	<u>11,508</u>

7. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2024 £	2023 £
Independent examiners fee	2,016	1,920
Depreciation - owned assets	<u>115</u>	<u>156</u>

8. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2024 nor for the year ended 31 March 2023.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2024 nor for the year ended 31 March 2023.

9. STAFF COSTS

	2024 £	2023 £
Wages and salaries	60,110	80,158
Social security costs	-	1,508
Other pension costs	872	1,406
	<u>60,982</u>	<u>83,072</u>

The average monthly number of employees during the year was as follows:

	2024	2023
Administration and support	<u>4</u>	<u>1</u>

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

Key Management Personnel received remuneration in the year totalling £nil (2023: £25,736).

Dorset Race Equality Council

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2024**

10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	6,413	-	6,413
Charitable activities			
Charitable activity	67,305	27,543	94,848
Other income	200	-	200
Total	<u>73,918</u>	<u>27,543</u>	<u>101,461</u>
EXPENDITURE ON			
Charitable activities			
Charitable activity	<u>80,914</u>	<u>32,377</u>	<u>113,291</u>
NET INCOME/(EXPENDITURE)	(6,996)	(4,834)	(11,830)
RECONCILIATION OF FUNDS			
Total funds brought forward	44,435	12,324	56,759
TOTAL FUNDS CARRIED FORWARD	<u><u>37,439</u></u>	<u><u>7,490</u></u>	<u><u>44,929</u></u>

11. TANGIBLE FIXED ASSETS

	Computer equipment £
COST	
At 1 April 2023 and 31 March 2024	<u>2,314</u>
DEPRECIATION	
At 1 April 2023	2,199
Charge for year	<u>115</u>
At 31 March 2024	<u>2,314</u>
NET BOOK VALUE	
At 31 March 2024	<u>-</u>
At 31 March 2023	<u><u>115</u></u>

Dorset Race Equality Council

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2024**

12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023
	£	£
Trade debtors	9,030	425
Prepayments and accrued income	341	295
	<u>9,371</u>	<u>720</u>

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023
	£	£
Trade creditors	3,089	2,704
Other creditors	255	72,797
Life Changing Choices	-	475
Accruals and deferred income	22,027	2,420
	<u>25,371</u>	<u>78,396</u>

14. MOVEMENT IN FUNDS

	At 1.4.23	Net movement in funds	At 31.3.24
	£	£	£
Unrestricted funds			
General fund	36,173	(20,873)	15,300
Redundancy Reserve	1,266	-	1,266
	<u>37,439</u>	<u>(20,873)</u>	<u>16,566</u>
Restricted funds			
Dorset Police	4,401	(4,401)	-
Multicultural Activities Programme	3,089	(3,089)	-
Phoenix Way Project	-	15,000	15,000
Parks Foundation	-	2,798	2,798
	<u>7,490</u>	<u>10,308</u>	<u>17,798</u>
TOTAL FUNDS	<u>44,929</u>	<u>(10,565)</u>	<u>34,364</u>

Dorset Race Equality Council

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2024**

14. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	26,157	(47,030)	(20,873)
Restricted funds			
National Lottery Community Fund	1,334	(1,334)	-
Central CAB (LiPP/HALS)	3,589	(3,589)	-
Dorset Police	-	(4,401)	(4,401)
Multicultural Activities Programme	-	(3,089)	(3,089)
DC EDI	500	(500)	-
Phoenix Way Project	15,000	-	15,000
Parks Foundation	4,990	(2,192)	2,798
National Lottery Heritage Fund	15,155	(15,155)	-
	<u>40,568</u>	<u>(30,260)</u>	<u>10,308</u>
TOTAL FUNDS	<u>66,725</u>	<u>(77,290)</u>	<u>(10,565)</u>

Comparatives for movement in funds

	At 1.4.22 £	Net movement in funds £	Transfers between funds £	At 31.3.23 £
Unrestricted funds				
General fund	44,435	(6,996)	(1,266)	36,173
Redundancy Reserve	-	-	1,266	1,266
	<u>44,435</u>	<u>(6,996)</u>	<u>-</u>	<u>37,439</u>
Restricted funds				
Communities against cancer	4,068	(4,068)	-	-
Dorset Council (FED)	961	(961)	-	-
Dorset Police	-	4,401	-	4,401
Multicultural Activities Programme	7,295	(4,206)	-	3,089
	<u>12,324</u>	<u>(4,834)</u>	<u>-</u>	<u>7,490</u>
TOTAL FUNDS	<u>56,759</u>	<u>(11,830)</u>	<u>-</u>	<u>44,929</u>

Dorset Race Equality Council

Notes to the Financial Statements - continued for the Year Ended 31 March 2024

14. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	73,918	(80,914)	(6,996)
Restricted funds			
Communities against cancer	-	(4,068)	(4,068)
Dorset Council (FED)	-	(961)	(961)
National Lottery Community Fund	5,687	(5,687)	-
Central CAB (LiPP/HALS)	14,356	(14,356)	-
Dorset Police	4,500	(99)	4,401
Multicultural Activities Programme	-	(4,206)	(4,206)
DC EDI	3,000	(3,000)	-
	<u>27,543</u>	<u>(32,377)</u>	<u>(4,834)</u>
TOTAL FUNDS	<u>101,461</u>	<u>(113,291)</u>	<u>(11,830)</u>

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.22 £	Net movement in funds £	Transfers between funds £	At 31.3.24 £
Unrestricted funds				
General fund	44,435	(27,869)	(1,266)	15,300
Redundancy Reserve	-	-	1,266	1,266
	<u>44,435</u>	<u>(27,869)</u>	<u>-</u>	<u>16,566</u>
Restricted funds				
Communities against cancer	4,068	(4,068)	-	-
Dorset Council (FED)	961	(961)	-	-
Multicultural Activities Programme	7,295	(7,295)	-	-
Phoenix Way Project	-	15,000	-	15,000
Parks Foundation	-	2,798	-	2,798
	<u>12,324</u>	<u>5,474</u>	<u>-</u>	<u>17,798</u>
TOTAL FUNDS	<u>56,759</u>	<u>(22,395)</u>	<u>-</u>	<u>34,364</u>

Dorset Race Equality Council

Notes to the Financial Statements - continued for the Year Ended 31 March 2024

14. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	100,075	(127,944)	(27,869)
Restricted funds			
Communities against cancer	-	(4,068)	(4,068)
Dorset Council (FED)	-	(961)	(961)
National Lottery Community Fund	7,021	(7,021)	-
Central CAB (LiPP/HALS)	17,945	(17,945)	-
Dorset Police	4,500	(4,500)	-
Multicultural Activities Programme	-	(7,295)	(7,295)
DC EDI	3,500	(3,500)	-
Phoenix Way Project	15,000	-	15,000
Parks Foundation	4,990	(2,192)	2,798
National Lottery Heritage Fund	15,155	(15,155)	-
	<u>68,111</u>	<u>(62,637)</u>	<u>5,474</u>
TOTAL FUNDS	<u>168,186</u>	<u>(190,581)</u>	<u>(22,395)</u>

Designated Reserves

Redundancy Reserve

Unrestricted reserves which have been set aside to cover any redundancy costs of the charity.

Restricted Reserves

Dorset Council (FED)

Funding to provide insight and advice on equality and diversity issues with dorset.

Communities against cancer

Grant funding to work with local multicultural networks in order to work raise awareness about cancer.

National Lottery Community Fund

A partnership bid with the friendly foot club to delivery ethnic cook boxes to vulnerable families in 4 local communities.

Central CAB (LiPP/HALS)

Funding from the Ministry of Justice via Central Dorset CAB to work on the Legal Support for Litigant In Person and Helping Access Legal Support project. We provide the support for racial and religious discrimination cases in Dorset and worked alongside caseworkers dealing with other areas such as housing, employment, family issues.

Dorset Police

Grant from Dorset Police to undertake 4 consultation meetings with people from different ethnic backgrounds on policing issues.

Dorset Race Equality Council

Notes to the Financial Statements - continued for the Year Ended 31 March 2024

14. MOVEMENT IN FUNDS - continued

Multicultural Activities Programme (MAP)

Grant from Sport England to promote health and wellbeing to isolated ethnic communities through activities such as swimming, yoga, shadow boxing, table tennis and exercise and fitness classes. All activities, excluding swimming, will take place in community buildings for maximum convenience.

DC EDI

To attend meetings and assist in the delivery of Dorset council's EDI plan/strategy.

Phoenix Way Project

Development funding to support, develop, sustain and increase capacity in it's aim to tackle racial injustice in the sub-region of the South West through the Black South West Network partnership.

Parks Foundation

Dorset REC's community development worker engaged with the Parks Foundation in the Bournemouth, Christchurch and Poole area to work with a range of communities from different ethnic backgrounds to involve them in making local open spaces more accessible and relevant to them: a number of events have been held as well as encouraging individuals and families to enjoy their local environment in new ways.

National Lottery Heritage Fund

With support from the Heritage Lottery Fund, the Flavours project offered new opportunities for ethnically diverse communities to get a taste of Dorset's outstanding landscape: Dorset REC employed a community development worker to make and nurture new connections with communities. The project, led by the Dorset National Landscape team brought together a range of partner organisations who could present the landscape in a variety of creative styles.

15. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2024 (2023: £nil).

Dorset Race Equality Council

Detailed Statement of Financial Activities for the Year Ended 31 March 2024

	2024 £	2023 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	205	6,413
Charitable activities		
Grants	25,540	10,000
Projects	40,980	69,323
Training income	-	15,525
	66,520	94,848
Other income		
Deposit account income	-	200
	66,725	101,461
Total incoming resources		
EXPENDITURE		
Charitable activities		
Wages	60,110	80,158
Social security	-	1,508
Pensions	872	1,406
Advertising	299	798
Training costs	90	65
Travel	1,084	2,597
Community activities	-	4,974
Grants and bids	-	2,280
Consultancy	3,327	4,914
	65,782	98,700
Support costs		
Other		
Rent	1,440	2,783
Insurance	806	458
Telephone	528	528
Postage and stationery	6	401
IT and equipment expenditure	3,201	2,147
Subscriptions	275	319
Refreshments	-	104
Computer equipment	115	156
	6,371	6,896

This page does not form part of the statutory financial statements

Dorset Race Equality Council

**Detailed Statement of Financial Activities
for the Year Ended 31 March 2024**

	2024 £	2023 £
Other		
Governance costs		
Independent examiners fee	2,016	1,920
Accountancy fees	336	1,400
Professional fees	2,785	4,375
	<u>5,137</u>	<u>7,695</u>
Total resources expended	<u>77,290</u>	<u>113,291</u>
Net expenditure	<u>(10,565)</u>	<u>(11,830)</u>

This page does not form part of the statutory financial statements

Accounts

REGISTERED COMPANY NUMBER: 05018604 (England and Wales)
REGISTERED CHARITY NUMBER: 1104642

Report of the Trustees and
Unaudited Financial Statements
for the Year Ended 31 March 2023
for
Dorset Race Equality Council

Ward Goodman
4 Cedar Park
Cobham Road
Ferndown Industrial Estate
Wimborne
Dorset
BH21 7SF

Dorset Race Equality Council

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for the Year Ended 31 March 2023**

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Dorset Race Equality Council (Registered number: 05018604)

**Report of the Trustees
for the Year Ended 31 March 2023**

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2023. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

Objectives and aims

Dorset Race Equality Council (DORSET REC) is a community-based organisation that has been at the forefront of race equality in Dorset since the 1990s. We aim to eliminate racial discrimination and promote shared values of compassion, professionalism and respect.

Our work involves supporting victims of racism by advising, supporting, and representing victims of racial harassment, religious offences, racial violence, and discrimination. Dorset Race Equality Council is unique in that it is the sole Dorset based body providing race specific advice and advocacy.

We work in partnership with other voluntary organisations in support of ethnic minority communities aiding them to address their needs and aspirations. Dorset REC develops campaigns and strategies to influence public opinion, legislation, practices, and procedures in favour of racial equality.

We strive to improve the quality of life for all by building stronger, safer, and sustainable communities in a respectful way and developing a society where diversity is valued.

Public benefit

In planning our activities for the year, we kept in mind the charity commission guidance on public benefit.

**Report of the Trustees
for the Year Ended 31 March 2023**

ACHIEVEMENT AND PERFORMANCE

Charitable activities

Aim 1: Ensure that ethnic minority individuals and communities feel empowered to challenge racism and discrimination and have access to support and information

We continued through our casework and advocacy to provide individual support and advocacy, maintaining our successful partnership with Citizens Advice in Dorset as part of the Access to Justice Foundation project. However, our casework capacity was significantly diminished due to the loss of two staff members who undertook casework. From July this left one dedicated Discrimination Caseworker, supported by our Community Development Officer to undertake case work.

Five new cases involving discrimination were accepted alongside the existing 6 cases still open. Considerable time was spent offering advice and advocacy including one organisation and specifically 13 individuals who sought assistance with issues involving racial discrimination within employment, education, and crime and justice. Some cases are extremely complex, time consuming and protracted evidenced by the fact that some are more than 2 years old. Factors causing difficulties are system failures within public bodies such as not following complaints procedures, giving wrong advice, insufficient or no training, time taken in responses, and in few cases deliberate obfuscating. Our Annual Report provides a few examples. We point out that we have a high success rate when we refer to The Ombudsman, although the process is very lengthy.

Some potential cases were not taken forward by the clients and one was passed to the Employment Specialist within the Help and Legal Support (HALS) Project. Of the five new cases, 3 were within the BCP council area, 1 from Dorset Council area and 1 was out of county but their case was accepted as it involved a complaint against a Dorset-wide organisation. Cases worked on during this period:

- Crime & Justice - 46%
- Housing - 27%
- Employment 9%
- Education - 9%
- Consumer - 9%

As part of our Service Level Agreement, Dorset Police commissioned a report to highlight the issues faced by individuals from Ethnic Minority Backgrounds (EMG) when complaining to Dorset Police. The findings were shared with the Police. We will give a summary in our Annual Report for the period 2022-2023. We continue to support the police in attending the Stop and Search Scrutiny Panels through the regular participation of a trustee.

Prejudice Free Dorset (PFD) is a partnership of local agencies aiming to challenge prejudice and enable communities to be more inclusive across Dorset so that all individuals can go about their daily lives safely, confidently and without fear. The partnership has no funding. Our Chief Officer supported the partnership but due to capacity issues of some partners, the project (sadly) is now on hold.

Aim 2: Promote the celebration of ethnic, cultural, and religious diversity in Dorset and strengthen local ethnic minority organisations

Events

Our Community Development Officer, our Chief Officer (while in post) and trustees have continued to support and build partnerships. We organised and attended events subject to our availability.

Holocaust Memorial Day (HMD). We delivered the local event at Poole Lighthouse on 29 January 2023, supporting the committee of HMD Bournemouth and Poole. The focus of the event was very well received, reported on by BBC South Today, featuring the powerful and gripping testimony of Lady Milena Grenfell-Baines MBE who spoke about her family history and the Kindertransport. We supported and raised our profile at several events in Dorset of our community groups. These included:

- Equality and Diversity Fair (Weymouth College May)
- Roma History (June)

**Report of the Trustees
for the Year Ended 31 March 2023**

- World of Love (July)
- Africa comes to Bournemouth (April)
- Filipino Barrio (July)
- Ukrainian Independence (August)
- Socially Connected Shaftesbury (August)
- It's All About Culture (IAAC) and Positive Action (October)
- Cossack Event Parkstone (October)
- Aging Conference (December)
- Health Inequalities Conference (February)

Multicultural Hubs

Through our contract with Dorset Council, we have engaged with ethnic minority groups to counter isolation and support them if they face discrimination or prejudice.

One successful way has been through setting up Global Cafés as multicultural hubs. The Global Café Weymouth was launched in April 2022 to support ethnic minority people in Weymouth. Supported by several agencies and groups who have organised cultural events, it is now highly regarded by community groups and Dorset Council who are supporting with further funding for 2023/24. A local team took on the leadership of the project in January 2023 and it continues to develop and engage with more people.

We are replicating the model in locations across Dorset such as the Jurassic Multicultural Meetups for families. The group has developed as an online WhatsApp group with in-person events as appropriate and demonstrated its influence in speaking with Bridport Council about how to counter racism.

'Shares' is an established group in Sherborne supporting refugees from Ukraine and Syria; they want to be part of our emerging network of multicultural hubs. We are exploring potential developments in Dorchester with the Ukrainian community and Sturminster Newton with the Ukrainian, Polish and Bulgarian communities. These hubs not only provide self-help but promote appreciation and understanding of the ethnically diverse communities in Dorset.

Projects

Prostate Cancer for Black Men. Our participation in this powerful project ended in May 2022 when participation was extended beyond Dorset and therefore outside our reach. The lessons learned from developing this engagement are being used in other areas such as Liverpool.

Dorset Community Foundation (DCF). We supported a member of the Muslim community to apply for and receive a grant of from DCF. The project successfully delivered culturally friendly food to vulnerable people from ethnic minority communities over the winter months ending in March 2023.

Empowering Communities Project. We are a member of the steering group of Community Action Network, Dorset Community Foundation and BCP Council overseeing a project to enable ethnically diverse groups (EDC) to access grants from the National Lottery. Stage 1 of the bid was successful, and stage 2 is now in preparation.

Hearts Parks. Our bid with the Parks Foundation to the National Lottery Heritage Funding was successful. The aim of the project is to increase access to parks amongst marginalised groups. The project recruited a worker at the Parks Foundation in March 2023 whose role is to deliver the project with support from our Community Development Officer.

Area of Outstanding Natural Beauty Partnership Board (AONB). Our support for the AONB project to encourage EDC groups to enjoy the countryside and the benefits of the natural environment resulted in a successful bid in April 2022.

Life Changing Choices Project. We continued to support the Life Changing Chances project based at The Church of the Good Shepherd in Poole. The project has contributed to the reduction of anti-social behaviour in the area and enhanced the self-esteem and employment potential for a number of local residents.

**Report of the Trustees
for the Year Ended 31 March 2023**

Aim 3: To work towards making public, private and voluntary organisations in Dorset fully representative of and responsive to the ethnic, cultural and religious diversity of the population

NHS Dorset renewed our funding in March to continue our partnership for the year 2023-2024. We worked closely with the Dorset Clinical Commissioning Group (CCG) through to the change to the Integrated Care System (ICS), attending Public Engagement Groups and ensuring key messages reached ethnic minority communities. Additionally, we organised Community Health Ambassadors events to inform communities about health issues and for health professionals to receive their feedback. The group heard from the following organisations:

- Motor Neurone Disease Association
- Bournemouth Heart Club
- Down to Earth (Funeral Funding)
- Autism Unlimited
- Carers Support
- NHS Cancer Screening
- Diabetes UK
- Funeral Director
- Prama (Dementia)
- Dorset Advocacy Service
- Dorset MIND
- Relate
- Anglo European College of Chiropractic (AEEC)
- Dorset Blind Association
- Livewell Dorset
- Dorset Open Door
- Prama Life (Ageing well)
- Dorset and Wiltshire Deaf Association

We maintained our presence and profile as the only body with a clear and distinct focus on race and ethnicity, attending meetings and contributing positively according to availability of staff and trustees. The following is an example of our presence.

- Gypsy Roma and Traveller (GRT) Forum
- Weymouth Together (which has now ceased to function)
- Ethnic Inequalities in Health and Care
- Health Inequalities
- BCP Vibrant Communities Partnership Board
- Black South West Network
- Connected Communities
- Dorset Community Mental Health Alliance (DCMHA)
- Diabetes Prevention Group
- Prevent

We would like to thank all our members, partners and funders who have continued to support the organisation and enabled it to achieve what it has achieved. Our Annual Report will include a full list.

**Report of the Trustees
for the Year Ended 31 March 2023**

FINANCIAL REVIEW

Financial position

In the year 2022/2023, we received £10,000 in grants and contracts and £84,848 through projects and activity funds.

Our total income was £101,461, which was a decrease of £16,922 on the previous year. For full detail of the income, please see notes 2 and 3 of the accounts.

Our total expenditure was £113,291, which was a decrease of £24,803 on the previous year. Most of the expenditure is made of staff costs representing a value of £83,072 compared to £116,061 the previous year.

The net expenditure amounted to £11,830 which decreased from the funds held as at 1st April 2022 to give net funds of £44,929 as at the 31st March 2023.

Reserves policy

This is the policy of the charity to maintain unrestricted funds, which are free of reserves of the charity.

The trustee board have analysed the strategic, business and operational risks that the charity faces and confirm that systems have been established to enable regular reports to be produced so that necessary steps can be taken if any risks arise.

We aim to keep minimum reserves of at least 3 months costs of the charity. For 2023 this would be £28,323 (2022 - £34,524). As you can see from our reserves we are carrying more than adequate reserves to continue the day to day running of the charity.

Therefore, the net funds at the 31st March 2023 are considered available and adequate to meet the charity's needs for the forthcoming 12 months, in conjunction with anticipated core funding from local authorities and other providers in the year ahead. Arrangements have been made with local authorities for service level agreement to 31st March 2024.

The charitable company has free reserves of £37,324 as at 31 March 2023 (2022 - £44,164). The Trustees consider this level of reserves to be sufficient to deliver charitable objectives for the next twelve months. Free reserves are calculated by deducting fixed assets from the unrestricted (and undesignated) reserves held at the year-end.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

The organisation is a charitable company limited by guarantee, incorporated on the 19th January 2004, and registered as a charity on the 30th June 2004. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of association. In the event of the company being wound up members are required to contribute an amount not exceeding £1.00.

The company is a successor organisation of Dorset Race Equality Council registered as a charity on 24th October 2000 and took over its activities in 2004.

Recruitment and appointment of new trustees

The directors of the company are also charity trustees for the purpose of the charity law. In addition, the directors have the power to co-opt other executive committee members to serve on the management committee.

The relevant community and social skills are well represented on the management committee. In an effort to maintain the broad skills mix, members of the management committee are requested to provide a list of their skills (and update their skills every year) and in the event of particular skills being lost due to retirements, individuals are approached to offer themselves for election to the management committee.

**Report of the Trustees
for the Year Ended 31 March 2023**

STRUCTURE, GOVERNANCE AND MANAGEMENT

Induction and training of new trustees

Any potential trustee is invited to have a meeting with the chair and the Chief Officer to familiarise themselves with the charity and the context in which it operates. Following this meeting, they are invited to attend their first trustee meeting as an observer to assess whether there is a fit between their expectations and what will be required of them. If they decide to join, they become a trustee at the next trustee meeting.

New trustees are invited and encouraged to attend a training session about being a Charity Trustee either delivered by Community Action Network or Dorset Community Action. They are also pointed to all the guides from the Charity Commission website which contains the following sections:

- The obligations of the management committee members.
- The main documents which set out the operational framework for the charity including the Memorandum and Articles.
- Resourcing the current financial position as set out in the latest accounts.
- Future plans and objectives

Each member of the management committee receives the Memorandum of Association, the Articles of Association, the latest annual report and the latest financial statements.

**Report of the Trustees
for the Year Ended 31 March 2023**

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governance and Management Statement

It has been 'business as usual' as far as possible despite significant changes involving the roles of Chair and Chief Officer (CO) during the period of this report. We record our great thanks to Pauline Batstone who stepped down as chair after several years. After a brief interregnum with a temporary chair, a permanent new chair, Efe Ohwofasa, was appointed, with Jonathan Burke as vice-chair.

In November, our Chief Officer, Nathalie Sherring, left to take up a new role with Black South West Network as Regional Capacity Building Manager. In that role, she continued to support trustees and staff to ensure effective transition arrangements. However, our recruitment campaign for a new Chief officer was unsuccessful and we operated without a Chief Officer. Responsibilities and functions were taken up by trustees and the staff without the breadth of coverage that Nathalie provided so effectively, conscientiously and efficiently. She is greatly missed. We record our immense thanks to Nathalie and continue to look for a successor.

The number of trustees reduced during this period from 10 in April 2022 to six in March 2023. Recruiting suitable trustees has therefore been a priority. In June 2022, trustees attended a strategy day to review our mission, direction and capabilities and update the Business Plan for 2022-2025. An Executive Summary will be included in our Annual Report.

We are fortunate that our three staff are experienced, resilient and adaptable to have functioned without the careful supervision and oversight of a Chief Officer/senior manager. They have been supported by trustees sharing the responsibilities.

To follow up the successful Unconscious Bias and Discrimination training delivered previously, we developed an online training version in modules. This was in response to requests from partners. The package is now available for individuals and organisations. In December 2022, our JustGiving Page went live online.

In February 2023, we gained re-accreditation for the Advice Quality Standard (AQS) quality mark. This recognises the thorough and high-quality case work.

One of our trustees applied for and was successful in gaining a seat on the board of The Dorset Voluntary Community Sector Assembly (VCSA), supporting our commitment in working with NHS, Dorset. This is the new mechanism (created under the Integrated Care System) for statutory bodies to reach neighbourhoods through commissioning voluntary organisations working collaboratively.

Securing long-term funding remains a priority to ensure our sustainability. We continued to make bids to grant-making bodies with successes and disappointments. We were hugely disappointed to receive notification in February that a major funder was withdrawing funding from March 2023.

Following the period beyond March 2023, several funding applications have been made; we are waiting for confirmation of some at the time of writing. Some applications pertain to a single period of a year, while others (Lottery: Empowering Communities) are for 3 to 5 years. The board continue to monitor available funds regularly. We consider that with the support of another local charity with whom trustees are reaching a Memorandum of Understanding, Dorset REC remains a going concern also based on the following considerations.

- Black South West Network (BSWN) will put in some external funding to support Dorset REC.
- Public Health Dorset to continue with £10,000 and Dorset County to continue with agreement to fund (£10,000) but not confirmed in writing.
- Preparation of a £20,000 bid to Awards for All to include case for case worker.
- Further funding from Phoenix.
- Funds to draw down for management from March 2024 for Empowering Communities award.
- Online training income projected to be £2000-3000 based on expressions of interest.
- Bid to Talbot Trust for support from May of £20,000.

Dorset Race Equality Council (Registered number: 05018604)

**Report of the Trustees
for the Year Ended 31 March 2023**

STRUCTURE, GOVERNANCE AND MANAGEMENT

- Reduction of costs such as cancellation of Contract (saving £2640 per annum) and release of desk/office occupancy (saving £2880 per annum).
- £1,000 from VCSA for trustee membership on VCSA board.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
05018604 (England and Wales)

Registered Charity number
1104642

Registered office
C/o Community Action Network
Beech House
28 - 30 Wimborne Road
Poole
Dorset
BH15 2BU

Trustees
Miss P H Batstone (resigned 31.10.22)
Ms M Elkotory (resigned 5.7.22)
B Kawai Director
I Gwinn
Ms L Haig (resigned 10.5.23)
K Heap (resigned 24.2.23)
A Bamgboye
Rev. J Burke
Ms J Galbenu (resigned 16.12.22)
P Green
Ms S Woolls (resigned 16.11.22)
E Ohwofasa (appointed 22.11.22)
Dr S Johnson (appointed 22.11.22) (resigned 17.2.23)

Independent Examiner
Ward Goodman
4 Cedar Park
Cobham Road
Ferndown Industrial Estate
Wimborne
Dorset
BH21 7SF

Dorset Race Equality Council

**Report of the Trustees
for the Year Ended 31 March 2023**

REFERENCE AND ADMINISTRATIVE DETAILS

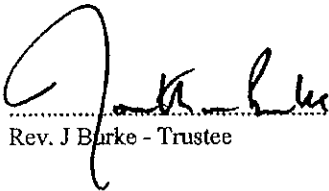
Solicitors

Lester Aldridge
Russell House
Oxford House
Bournemouth
BH8 8EX

Bankers

The Cooperative Bank
Po Box 250 Delf House
Skermerdale
WN8 6WT

Approved by order of the board of trustees on 13th December 2023 and signed on its behalf by:



.....
Rev. J Burke - Trustee

**Independent Examiner's Report to the Trustees of
Dorset Race Equality Council**

Independent examiner's report to the trustees of Dorset Race Equality Council ('the Company')

I report to the charity trustees on my examination of the accounts of the Company 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 accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

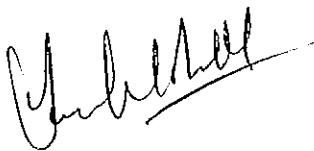
Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). 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 confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

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



I M Rodd BSc FCA FCCA

Ward Goodman
4 Cedar Park
Cobham Road
Ferndown Industrial Estate
Wimborne
Dorset
BH21 7SF

Date: 18 December 2023

Dorset Race Equality Council

**Statement of Financial Activities
for the Year Ended 31 March 2023**

	Notes	Unrestricted funds £	Restricted funds £	2023 Total funds £	2022 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	6,413	-	6,413	1,206
Charitable activities					
Charitable activity	3	67,305	27,543	94,848	117,168
Other income		200	-	200	9
Total		<u>73,918</u>	<u>27,543</u>	<u>101,461</u>	<u>118,383</u>
EXPENDITURE ON					
Charitable activities					
Charitable activity	4	<u>80,914</u>	<u>32,377</u>	<u>113,291</u>	<u>138,094</u>
NET INCOME/(EXPENDITURE)		(6,996)	(4,834)	(11,830)	(19,711)
RECONCILIATION OF FUNDS					
Total funds brought forward		44,435	12,324	56,759	76,470
TOTAL FUNDS CARRIED FORWARD		<u><u>37,439</u></u>	<u><u>7,490</u></u>	<u><u>44,929</u></u>	<u><u>56,759</u></u>

The notes form part of these financial statements

Dorset Race Equality Council (Registered number: 05018604)

**Balance Sheet
31 March 2023**

	Notes	Unrestricted funds £	Restricted funds £	2023 Total funds £	2022 Total funds £
FIXED ASSETS					
Tangible assets	11	115	-	115	271
CURRENT ASSETS					
Debtors	12	720	-	720	3,261
Cash at bank		115,000	7,490	122,490	58,359
		<u>115,720</u>	<u>7,490</u>	<u>123,210</u>	<u>61,620</u>
CREDITORS					
Amounts falling due within one year	13	(78,396)	-	(78,396)	(5,132)
NET CURRENT ASSETS		<u>37,324</u>	<u>7,490</u>	<u>44,814</u>	<u>56,488</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		37,439	7,490	44,929	56,759
NET ASSETS		<u>37,439</u>	<u>7,490</u>	<u>44,929</u>	<u>56,759</u>
FUNDS	14				
Unrestricted funds				37,439	44,435
Restricted funds				<u>7,490</u>	<u>12,324</u>
TOTAL FUNDS				<u>44,929</u>	<u>56,759</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2023.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2023 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

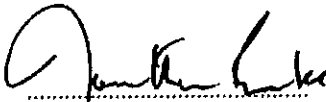
The notes form part of these financial statements

Dorset Race Equality Council

Balance Sheet - continued
31 March 2023

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

The financial statements were approved by the Board of Trustees and authorised for issue on 13th December 2023 and were signed on its behalf by:


J Burke - Trustee

The notes form part of these financial statements

Dorset Race Equality Council

Notes to the Financial Statements for the Year Ended 31 March 2023

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Government grants shall be recognised in profit or loss on a systematic basis over the periods in which the entity recognises as expenses the related costs for which the grants are intended to compensate.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

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

Computer equipment - Straight line over 3 years

Taxation

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

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

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 at Bank and in hand

Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Dorset Race Equality Council

Notes to the Financial Statements - continued for the Year Ended 31 March 2023

1. ACCOUNTING POLICIES - continued

Creditors

Creditors 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.

Acting as Agent

DREC is acting as agent for Life Changing Choices. The amounts held on behalf of Life Changing Choices are recorded in bank and creditors within these financial statements. The creditor balance as at 31 March 2023 totalled £475 (2022: £2,123). DREC does not have any exposure to the risks and rewards of the Life Changing Choices activities and is merely custodian of the cash funds for ease of administration. DREC does not receive an agents fee or commission for holding these funds on behalf of Life Changing Choices.

2. DONATIONS AND LEGACIES

	2023	2022
	£	£
Donations	<u>6,413</u>	<u>1,206</u>

3. INCOME FROM CHARITABLE ACTIVITIES

		2023	2022
	Activity	£	£
Grants	Charitable activity	10,000	15,298
Projects	Charitable activity	69,323	97,270
Training income	Charitable activity	<u>15,525</u>	<u>4,600</u>
		<u>94,848</u>	<u>117,168</u>

4. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 5)	Support costs (see note 6)	Totals
	£	£	£
Charitable activity	<u>98,700</u>	<u>14,591</u>	<u>113,291</u>

Dorset Race Equality Council

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2023**

5. DIRECT COSTS OF CHARITABLE ACTIVITIES

	2023	2022
	£	£
Staff costs	83,072	116,061
Advertising	798	756
Training costs	65	317
Travel	2,597	1,123
Community activities	4,974	491
Grants and bids	2,280	3,480
Consultancy	4,914	-
	<u>98,700</u>	<u>122,228</u>

6. SUPPORT COSTS

	Other	Governance costs	Totals
	£	£	£
Charitable activity	<u>6,896</u>	<u>7,695</u>	<u>14,591</u>

7. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2023	2022
	£	£
Independent examiners fee	1,920	2,130
Depreciation - owned assets	<u>156</u>	<u>156</u>

8. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2023 nor for the year ended 31 March 2022.

Trustees' expenses

Trustees were reimbursed for out of pocket expenses in the year of £nil (2022: £nil).

Dorset Race Equality Council

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2023**

9. STAFF COSTS

	2023 £	2022 £
Wages and salaries	80,158	109,376
Social security costs	1,508	4,178
Other pension costs	1,406	2,507
	<u>83,072</u>	<u>116,061</u>

The average monthly number of employees during the year was as follows:

	2023	2022
Chief officer	1	1
Administration and support	3	5
	<u>4</u>	<u>6</u>

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

Key Management Personnel received remuneration in the year totalling £25,736 (2022: £35,229).

10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	1,206	-	1,206
Charitable activities			
Charitable activity	65,003	52,165	117,168
Other income	9	-	9
Total	<u>66,218</u>	<u>52,165</u>	<u>118,383</u>
EXPENDITURE ON			
Charitable activities			
Charitable activity	<u>36,729</u>	<u>101,365</u>	<u>138,094</u>
NET INCOME/(EXPENDITURE)	29,489	(49,200)	(19,711)
RECONCILIATION OF FUNDS			
Total funds brought forward	14,946	61,524	76,470
TOTAL FUNDS CARRIED FORWARD	<u>44,435</u>	<u>12,324</u>	<u>56,759</u>

Dorset Race Equality Council

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2023**

11. TANGIBLE FIXED ASSETS

	Computer equipment £
COST	
At 1 April 2022 and 31 March 2023	2,314
DEPRECIATION	
At 1 April 2022	2,043
Charge for year	156
At 31 March 2023	2,199
NET BOOK VALUE	
At 31 March 2023	115
At 31 March 2022	271

12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022
	£	£
Trade debtors	425	1,050
Other debtors	-	1,925
Prepayments and accrued income	295	286
	<u>720</u>	<u>3,261</u>

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022
	£	£
Trade creditors	2,704	524
Other creditors	72,797	115
Life Changing Choices	475	2,123
Accruals and deferred income	2,420	2,370
	<u>78,396</u>	<u>5,132</u>

Dorset Race Equality Council

Notes to the Financial Statements - continued for the Year Ended 31 March 2023

14. MOVEMENT IN FUNDS

	At 1.4.22 £	Net movement in funds £	Transfers between funds £	At 31.3.23 £
Unrestricted funds				
General fund	44,435	(6,996)	(1,266)	36,173
Redundancy Reserve	-	-	1,266	1,266
	<u>44,435</u>	<u>(6,996)</u>	<u>-</u>	<u>37,439</u>
Restricted funds				
Communities against cancer	4,068	(4,068)	-	-
Dorset Council (FED)	961	(961)	-	-
Dorset Police	-	4,401	-	4,401
Multicultural Activities Programme	7,295	(4,206)	-	3,089
	<u>12,324</u>	<u>(4,834)</u>	<u>-</u>	<u>7,490</u>
TOTAL FUNDS	<u>56,759</u>	<u>(11,830)</u>	<u>-</u>	<u>44,929</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	73,918	(80,914)	(6,996)
Restricted funds			
Communities against cancer	-	(4,068)	(4,068)
Dorset Council (FED)	-	(961)	(961)
National Lottery Community Fund	5,687	(5,687)	-
Central CAB (LiPP/HALS)	14,356	(14,356)	-
Dorset Police	4,500	(99)	4,401
Multicultural Activities Programme	-	(4,206)	(4,206)
DC EDI	3,000	(3,000)	-
	<u>27,543</u>	<u>(32,377)</u>	<u>(4,834)</u>
TOTAL FUNDS	<u>101,461</u>	<u>(113,291)</u>	<u>(11,830)</u>

Dorset Race Equality Council

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2023**

14. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.21 £	Net movement in funds £	At 31.3.22 £
Unrestricted funds			
General fund	14,946	29,489	44,435
Restricted funds			
Advice & information	43,923	(43,923)	-
Communities against cancer	5,403	(1,335)	4,068
Dorset Council (FED)	1,291	(330)	961
Citizens Advice BCP	2,057	(2,057)	-
National Lottery Community Fund	1,555	(1,555)	-
Multicultural Activities Programme	7,295	-	7,295
	<u>61,524</u>	<u>(49,200)</u>	<u>12,324</u>
TOTAL FUNDS	<u>76,470</u>	<u>(19,711)</u>	<u>56,759</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	66,218	(36,729)	29,489
Restricted funds			
Advice & information	-	(43,923)	(43,923)
Communities against cancer	-	(1,335)	(1,335)
Dorset Council (FED)	1,922	(2,252)	(330)
Citizens Advice BCP	15,071	(17,128)	(2,057)
National Lottery Community Fund	-	(1,555)	(1,555)
Dorset NHS CCG (HEP)	12,298	(12,298)	-
Central CAB (LiPP/HALS)	14,856	(14,856)	-
Dorset Police	8,018	(8,018)	-
	<u>52,165</u>	<u>(101,365)</u>	<u>(49,200)</u>
TOTAL FUNDS	<u>118,383</u>	<u>(138,094)</u>	<u>(19,711)</u>

Dorset Race Equality Council

Notes to the Financial Statements - continued for the Year Ended 31 March 2023

14. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.21 £	Net movement in funds £	Transfers between funds £	At 31.3.23 £
Unrestricted funds				
General fund	14,946	22,493	(1,266)	36,173
Redundancy Reserve	-	-	1,266	1,266
	<u>14,946</u>	<u>22,493</u>	<u>-</u>	<u>37,439</u>
Restricted funds				
Advice & information	43,923	(43,923)	-	-
Communities against cancer	5,403	(5,403)	-	-
Dorset Council (FED)	1,291	(1,291)	-	-
Citizens Advice BCP	2,057	(2,057)	-	-
National Lottery Community Fund	1,555	(1,555)	-	-
Dorset Police	-	4,401	-	4,401
Multicultural Activities Programme	7,295	(4,206)	-	3,089
	<u>61,524</u>	<u>(54,034)</u>	<u>-</u>	<u>7,490</u>
TOTAL FUNDS	<u>76,470</u>	<u>(31,541)</u>	<u>-</u>	<u>44,929</u>

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	140,136	(117,643)	22,493
Restricted funds			
Advice & information	-	(43,923)	(43,923)
Communities against cancer	-	(5,403)	(5,403)
Dorset Council (FED)	1,922	(3,213)	(1,291)
Citizens Advice BCP	15,071	(17,128)	(2,057)
National Lottery Community Fund	5,687	(7,242)	(1,555)
Dorset NHS CCG (HEP)	12,298	(12,298)	-
Central CAB (LiPP/HALS)	29,212	(29,212)	-
Dorset Police	12,518	(8,117)	4,401
Multicultural Activities Programme	-	(4,206)	(4,206)
DC EDI	3,000	(3,000)	-
	<u>79,708</u>	<u>(133,742)</u>	<u>(54,034)</u>
TOTAL FUNDS	<u>219,844</u>	<u>(251,385)</u>	<u>(31,541)</u>

Dorset Race Equality Council

Notes to the Financial Statements - continued for the Year Ended 31 March 2023

14. MOVEMENT IN FUNDS - continued

Designated Reserves

Redundancy Reserve

Unrestricted reserves which have been set aside to cover any redundancy costs of the charity.

Restricted Reserves

FED

Funding to provide insight and advice on equality and diversity issues with Dorset.

Advice & Information

Grant income to continue to ensure that ethnic minority individuals and communities in Dorset feel empowered to challenge racism and discrimination.

Communities against cancer

Grant funding to work with local multicultural networks in order to work raise awareness about cancer.

Citizens Advice BCP

The European settlement scheme in partnership with BCP to identify and engage with the most vulnerable European communities to make sure they submit their application.

National Lottery Community Fund

A partnership bid with the friendly foot club to deliver ethnic cook boxes to vulnerable families in 4 local communities.

Dorset NHS CCG (HEP)

Funding from Dorset CCG and Public Health Dorset to undertake an Insight project looking at the barriers to access preventative NHS services by people from different ethnic backgrounds. The respondents were selected according to their Covid 19 vaccination refusal.

Central CAB (LiPP/HALS)

Funding from the Ministry of Justice via Central Dorset CAB to work on the Legal Support for Litigant In Person and Helping Access Legal Support project. We provide the support for racial and religious discrimination cases in Dorset and worked alongside caseworkers dealing with other areas such as housing, employment, family issues.

Dorset Police

Grant from Dorset Police to undertake 4 consultation meetings with people from different ethnic backgrounds on policing issues.

Multicultural Activities Programme (MAP)

Grant from Sport England to promote health and wellbeing to isolated ethnic communities through activities such as swimming, yoga, shadow boxing, table tennis and exercise and fitness classes. All activities, excluding swimming, will take place in community buildings for maximum convenience.

DC EDI

To attend meetings and assist in the delivery of Dorset council's EDI plan/strategy.

Transfers between funds

A transfer between the general fund and designated funds has been completed to create a redundancy reserve balance as at 31 March 2023.

Dorset Race Equality Council

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2023**

15. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2023 (2022: £nil).

Accounts

Dorset Race Equality Council Annual Report 2021-22



Dorset Race Equality Council is a charity that supports individuals, communities and institutions in challenging racism, celebrating diversity and promoting equality of opportunity for all in Bournemouth, Dorset and Poole

Address: The Link, 3-5 Palmerston Road, Bournemouth, Dorset, BH1 4HN

Telephone: 01202 392954

Email: enquiries@dorsetrec.org.uk

Website: www.dorsetrec.org.uk

Facebook: Dorset Race Equality Council

Twitter: @dorsetrec

Charity No: 1104642

Company No: 5018604



Dorset Race Equality Council Report to Funders

1st April 2021 to 31st March 2022

Boscombe Link
3-5 Palmerston Road
Bournemouth
BH 1 4HN

Dorset Race Equality Council is a Registered Charity No 1104642
and a Company Limited by Guarantee No 5018604

Dorset Race Equality Council website: www.dorsetrec.org.uk

Facebook page: dorsetrec

Twitter: DorsetREC

LinkedIn: Dorset Race Equality Council

Instagram: Dorset Race Equality Council

Who is Dorset Race Equality Council?

Dorset Race Equality Council (Dorset REC) is an independent body, funded by grants, donations and voluntary contributions whose focus is on race, ethnicity and religion¹. We have been operating since the 1990s, originally as a Race Equality Network and since 2004 as a charity and a company limited by guarantee. We rely on local support from community members and local partners including the Local Authorities, Dorset NHS and Dorset Police.

Our vision is one of strong, safe and sustainable communities in Dorset in which diversity and fairness are valued and people of all races, ethnicities and religions have equal opportunities and live free from discrimination and prejudice.

Our mission is to:

- Challenge and eliminate racism and discriminatory behaviour
- Celebrate the diversity and uniqueness of our communities
- Promote equality of opportunity for all in Dorset.
- Foster good and harmonious relationships in Dorset.

Our core values are:

- Compassion. Treating everyone fairly and with compassion, building trust with our clients and helping those experiencing wrongs because of who they are.
- Being professional. Behaving to the highest standards with integrity and being accountable for everything we do.
- Respect: Treating everybody with respect. Striving to achieve equality of opportunities in Dorset and a fairer and just society where everybody can contribute.

Who are its leaders?

Dorset Race Equality Council Management Board is made of the following individuals:

Councillor Pauline Batstone - Chair

Mr G R Boyd – died October 2021

Mr B Kawai

Mrs M Elkotory

Ms K Packman – resigned September 2021

Ms K Garcia – resigned September 2021

Ms A Khatwa – resigned April 2021

Mr P Ogbuji – resigned August 2021

Mr Ian Gwinn – joined April 2021

Mr Ken Heap – joined April 2021 – Vice-chair until December 2021

Mrs Lesley Haig – joined April 2021

Mrs Lucy Bramley – joined April 2021 – resigned August 2021

Mr Ade Bamgboye – joined April 2021

Mr Jonathan Burke – joined January 2022 – Vice Chair from February 2021

Ms Julia Galbenu – joined February 2022

Ms Sacha Wools – joined February 2022

Mr Peter Green – joined February 2022

Who are its staff?

Dorset Race Equality Council's activities are developed, managed, implemented and delivered by a dedicated team of individuals who work tirelessly to support people from different ethnic backgrounds and achieve the aims of the charity.

Those individuals are:

Nathalie Sherring – Chief Officer

Jane Jones – Community Development Officer

Eva Zabarylo – Admin & Finance and Community Development Officer – left in July 2021

Tina Thompson – Community Development Officer - retired in August 2021

Christine Brienne – EUSS Engagement Officer/Community Development Officer

Penelope Pearl – Discrimination Caseworker

Leah Pearce – Administrative Assistant – joined end of September 2021

Joe Farnand – Community Development Officer – joined October 2021

What were the key successes in 2021/2022?

- More training sessions regularly being delivered and booked in the future
- Partnership working
- Started a new project with Wessex Voices and Help and Care on raising awareness of prostate cancer for Black men
- New business plan, delivered most of the business plan priority workshops
- Entered in partnership with One Community Dorset & Hampshire
- Worked with Lush
- Recruitment: Preparation, interviews and successful appointment of new staff
- Finance officer in place as a contractor - a lot of work to improve the recording of our financial activities and preparation of accounts
- Developing a new bid for the Garfield Weston Foundation, start on a bid for project funding to the Dorset Community Foundation and discussions with the National Lottery about capacity building funding
- Attended a few events including a very powerful conference for schools called Free and Equal
- Preparation and implementation of AGM 2020/21
- Induction of new staff
- Developing contacts with Human Rights solicitors and barristers
- Recruitment of a volunteer law student
- Recruitment of a volunteer digital marketing student
- Developing our partnership working with potential trainer – advertising training to businesses
- Received £4,000 from the Souter Charitable Trust
- Interviewed 7 new potential trustees
- Signed up for an Employee Assistance Programme
- Developed the bid to the National Lottery in partnership with CAN for the needs assessment project
- Delivered a very successful webinar on Prostate Cancer in Black men – 50 people attended, very positive feedback
- Increased engagement on our social media during Race Equality Week – 13th to the 18th February 2022
- Partnership Bid to the National Lottery has been submitted
- Onboarding of new trustees
- Development of the Ambassador's role
- We became a referral agent for a service called Free Legal Answers to support our clients with legal matters
- Huge success with a case that potentially was going through Judicial Review. The local Authority Ombudsman confirmed we were right in being dissatisfied with the way one of our clients had been treated by Children's Services of BCP Council and forced the Council to reinvestigate our complaints
- We have been successful in getting funding from the National Lottery: £11,131 for the 6 month research project
- We have been granted a donation of £5,000 from the Valentines Trust
- We have been granted £3,500 from Dorset Council to do some work as part of the Equality Diversity Inclusion Reference Group
- Successful business planning workshop – Business Plan for external audiences is available

What were the key challenges in 2021/22?

- Anxiety and community tensions, cases
- Our financial situation – writing bids, developing partnerships
- The increased demand on our services
- Staff pandemic fatigue
- Staff retirement and resignation – seriously under capacity
- Staff under intense pressure: lack of capacity, too many deadlines, complex cases, difficult and demanding clients
- IT issues
- Difficulties with Health Inequalities Project: Jane has accrued over 100 hours of TOIL and will be off all December
- Grievance from staff member
- Subject Access Request received from a dissatisfied client
- Garfield Weston Foundation decided not to support us
- Unsuccessful with the Power to Change bid
- Tight deadline to submit the Organisational and Support Fund Application to Dorset Council created a lot of stress for the CO
- Issues with the bank caused unnecessary stress
- BCHA wanting the office back – looking for new accommodation

Summary of key activities and achievements in the year 2021/22

Aim 1: Ensure that ethnic minority individuals and communities feel empowered to challenge racism and discrimination and have access to support and information

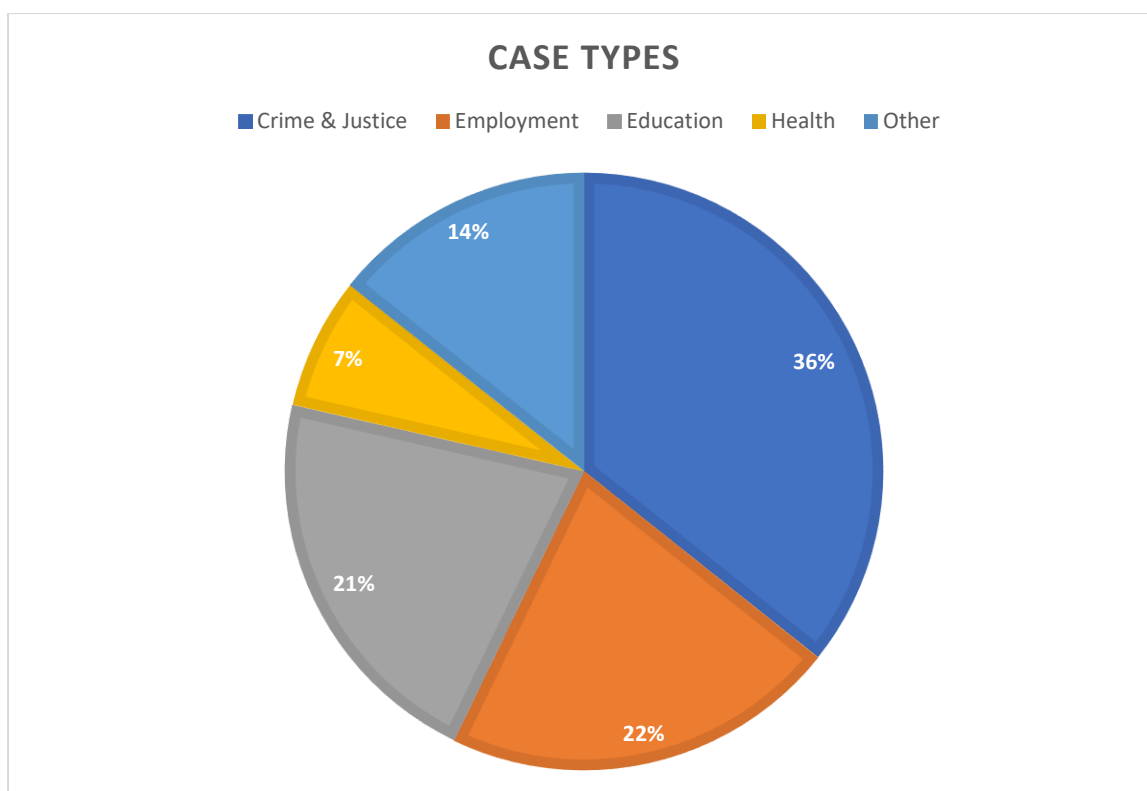
Dorset REC opened 14 new cases involving racial or religious discrimination in the subject areas shown in the pie chart.

Within the period of this report, 10 of these cases have been closed (a further 3 cases have been opened since April 2022).

12 were within the BCP council area and 2 from Dorset Council area.

Additionally, in this year we continued working on 13 open cases from previous years.

Of the year's 10 closed cases, the average time a case was active was approx. 5 months. However, the range is from 1 week to over 12 months. Some of the open cases have now been ongoing for over 2 years, due to their complexity. The actual time a caseworker spends in hours on a particular case is highly variable and is dependent on the intricacy of the case, so it becomes meaningless to attach an average of hours spent on a case.



These broad subject types do tend to hide the diverse issues that our clients are facing, and it has previously been noted that many cases are multi-faceted with several different issues overlapping. For example, this year Dorset REC has not opened any cases under "Housing" because of the three cases opened involving neighbour disputes, all have escalated to the degree that they have been classified under "Crime & Justice" due to the fact that there had already been some element of police involvement. The heading "Other" is used when there are several elements within a single case, with no single element being dominant to create the type.

In the last report, we commented that we are seeing more and more clients struggling with quite severe mental health issues as a result of sustained and prolonged racial abuse. This remains unchanged. We wished people would ask for support at an earlier stage. When they ask for our support, they have already attempted many times to find a solution, but to no avail, which re-enforces the trauma caused by racism/institutional racism. We are now seeing additional pressures placed on many of our client's wellbeing due to the impact of the pandemic and the looming cost-of-living crisis.

Dorset REC is still seeing more complex and convoluted cases, in part due to the dedicated caseworker who has the time to thoroughly investigate and then pursue all avenues for a client, without the distraction of another job role.

Case study 1

Client and her husband were members of a local gym. Client had altercation with the manager and he used racially offensive terminology. He cancelled the couple's membership saying that he did not want "her kind" in the gym and offered no refund of the membership fees already paid.

The police did interview client with caseworker present (to offer support). Her husband was also interviewed at a later date and the event was recorded as a racially aggravated incident. This in itself is not a crime so the police could take no further action. Caseworker then researched to find the actual owner of the gym since the manager would not respond to her enquiries. Eventually managed to make contact with the owner and successfully obtained a full refund of the fees for the client without the need for litigation.

Case study 2

This is an ongoing case (opened April 2020) and forms an update on last year's case study 2.

As of last report caseworker had reached impasse with the Local Government and Social Care Ombudsman (LGO) who concluded that they had no jurisdiction to investigate the complaint against BCP she had submitted on behalf of her client.

Caseworker (with assistance from volunteer) successfully drafted a Pre-Action Protocol letter and challenged the LGO to either re-investigate or go to Judicial Review. The LGO decided to reinvestigate and this time found in favour of client. BCP council was ordered to apologise to client, pay her compensation and to investigate caseworkers' original complaint at council's stage 2.

Caseworker has supported client through the initial phase of the stage 2 investigation and has submitted a vast amount of evidence to the investigator. At time of writing, the investigator has now identified all the people they need to interview at BCP council as part of their investigation and has begun that process. We are awaiting the outcome from the inquiry. Caseworker has submitted several remedies to the investigator, which she is seeking for her client, including significant compensation, apologies, explanations, and reassurances that no one else will be subjected to the same treatment.



We did not have many Third-party reporting, as we have been working mainly from home and lockdown restrictions were still in place. However, we did report to the police and local authority some leaflets against Gypsy, Roma, and Traveller encampments on occasions. We have continued being an active

member of Prejudice Free Dorset and have continued meeting regularly online. We lead on the PFD Communication sub-group and are member of 5 out of 7 sub-groups. We attended all the meetings of the main partnership and lead on the sub-group meetings. As part of the Communication sub-groups, we developed a series of online messages that featured on the PFD social media during Hate Crime week. We organised and led on the 1st Prejudice Free Dorset Conference post pandemic. It took place on the 23rd March 2022 and was all about Listening to Community Voices. A new action plan was designed at the conference.



We have continued working with the policies and procedures developed for the Quality Advice Standards Accreditation and have updated some of them. We have started planning for our re-accreditation in 2023.



Our discrimination caseworker successfully worked on the Legal Support for Litigant In Person project during this period. After a few months of difficulties due to the recording requirements of the funder (Ministry of Justice), the project embedded itself and the various caseworkers supported each

other well. Our discrimination caseworker was able to refer a few cases to the Employment and the Housing caseworker, which worked well for us and the clients. The caseworkers involved in the project had regular meetings, which proved to be beneficial to all and a great source of support.

Aim 2: Promote the celebration of ethnic, cultural, and religious diversity in Dorset and strengthen local ethnic minority organisations

2021/22 continued to be disrupted by the pandemic, as restrictions were still in place for most of 2021. Waves of increased infections took place and a lot of people from the communities we work with continued to be reluctant to mix and interact with each other.

We had to continue being flexible and responsive to circumstances and to our community members' needs. We were, however, able to get involved and contribute to the following projects/meetings:

- Together We Can

The meetings of the Together We Can "partnership" of local agencies in the Bournemouth, Christchurch and Poole area went from weekly to monthly in 2021. Partners felt that although most of the Covid 19 restrictions had been lifted, it was still important to catch up with each other on a regular basis. This proved particularly useful in February 2022 to discuss the support for Ukrainian refugees and the Home for Ukraine scheme and to mobilise the relevant partners. We helped BCP Council with the Welcome Pack and agreed to support the Ukrainian groups as much as possible.

- Dorset Community Response

The Dorset Community response meetings were also reduced in terms of frequency like in the BCP area but went to a fortnightly basis. They were also very useful to discuss current issues and for partners to support one another. Like in BCP, the meetings were really useful to be as pro-active as possible to put in place the home for Ukraine scheme and the support to Ukrainian support groups.

- Events

We were able to attend some events as and when restrictions eased.



We also attended the following events:

- **Roma Holocaust Memorial Day Commemoration** on the 2nd August 2021
- **Africa comes to Bournemouth** on the 7th August
- **World of Love Festival** on the 28th and 29th August
- **Black History month events** organised by the South-West Dorset Multi-Cultural Network and the one organised by It is All About Culture group in October 2021
- an event organised by **It is All About Culture and Dorset Police to launch a joint-partnership**
- a **business networking event** in Sturminster Newton
- an **Equality and Diversity Fair** at Weymouth College
- **An Inclusion in football event** at Aldershot football club
- a very interesting school conference called **Free and Equal** organised by Beyond This
- the **Chinese New Year celebrations** in February 2022 at Bournemouth Library



But we had to support some of our groups to organise their event online again. We facilitated through our Zoom account the **Bournemouth and Poole Holocaust Memorial Day** on the 23rd January 2022, as well as a **school event** for the Holocaust commemoration. We were able, however, to attend, in person, the **Holocaust Memorial Commemoration** in Bournemouth Gardens and read a poem.

- **Dorset Community Foundation Funding**



We supported an individual member of the Muslim community to access some funding through the Dorset Community Foundation to deliver culturally friendly food to the most vulnerable people within the ethnic minority communities.

- **National Lottery Reaching Community Fund**

In the Summer of 2021, we put an application for funding to the National Lottery Reaching Community Fund to replicate the project we had run when we received some funding from the UK Community Foundation to provide some pump priming funding to give to some of the ethnic minority community groups we work with to develop their capacity.

Following this application, we had several meetings with the National Lottery Reaching Communities adviser and other partners to discuss how we could develop a project to support the ethnic minority communities in the BCP area and make them sustainable in the future. We applied for some development funding with Community Action Network, the Dorset Community Foundation and BCP Council, to look at the barriers to engagement and to capacity and were successful in March 2022. The Empowering Communities project started in April 2022.

- **Gypsy, Roma and Traveller Forum for Dorset**

We attended all the meetings of the Gypsy, Roma and Traveller Forum for Dorset online and supported members as and when relevant and appropriate.

- **Weymouth Together**

We continued being an active member of the Weymouth Together partnership and attended all the meetings. We developed strong working relationships with the various members and encouraged them to look at how inclusive their offer were or were not. We provide the partnership support with becoming more inclusive.

- **Bridport Multicultural network**

Activities restarted in Bridport and the group restarted meeting on a monthly basis online in January 2022 and had its first face to face meeting in March 2022. New members joined but none of the members have been in a position to take the lead due to family commitments. We have tried to bring professionals and local agencies in the group to widen the local support.

- Know Sturminster Newton

We attended a few meetings in Sturminster Newton i.e. Business Breakfast networking event, meetings with local councillors and with Yassar. We had a few conversations with the Bulgarian community, but it transpired that, as they all work long days and shifts, they do not have the capacity to have a lot of social activities. As the local councillor is our chair, we decided that Pauline would alert us to any potential need in the community but would not necessarily organise regular meetings.

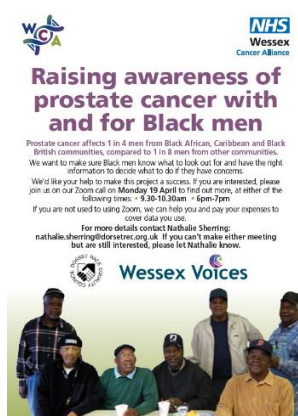
- Weymouth Global Café



Discussions with partners and local residents started early in 2022 to look at the development of a multicultural group for Weymouth. A lot of consultation took place with local partners and residents to find the best venue and time, and it was decided to launch the Weymouth Global Café at St Mary's Church in April 2022. The residents wanted the group to meet on a weekly basis.

- Prostate Cancer for Black Men

We were approached by Help and Care/Wessex Voices and the Wessex Cancer Alliance to look at how we could raise awareness of the high incidence of prostate cancer for Black men, as statistics showed that 1 in 4 Black men from the Afro Caribbean communities were more likely to develop prostate cancer compared to 1 in 8 men in other communities. We developed a series of monthly workshops where we invited Black men from the Wessex area to attend and share their views and feelings towards the subject and to co-produce solutions. A few of the men involved produced videos sharing their testimonials and their experience. A few of the community groups applied for funding from the Community Against Cancer pot and created their own project to raise awareness within their own community i.e. Nigerian, Afrodisiac ... A communication toolkit was developed for community members to use. We attended a few face-to-face events and raised awareness of the project, which culminated in producing a webinar involving all the men who had co-produced the resources and clinicians who backed up the scientific information. This was a very powerful project that made a lot of difference and will continue to do so in the future. We also shared our good practice with clinicians from Liverpool who wanted to replicate our project.



- **Insight project for the Health Inequalities Group led by Public Health Dorset**

We applied and received some funding from Dorset Clinical Commissioning Group via Public Health Dorset to get an insight into the access to preventative health services by people from different ethnic backgrounds. People were selected according to their Covid 19 vaccination status (non-vaccinated). We ran 87 interviews in total and one focus group of 12 people. We worked in partnership with Dorset Community Action and Community Action Network who got the insights of other cohorts such as people with Severe Mental Illness and people with learning disability. We produced a joint recommendation report, which has led to a second proposal to the funders to take some of the recommendations forward.

- **Hong Kong British National Oversea Visa**

In October 2021, we attended an event about the new Hong Kong British National Overseas visa and consulted with relevant communities to see if we had individuals who had this kind of visa. At the time, there were not any, but we kept ourselves informed and up to date about further developments just in case we had more newcomers to Dorset on that type of visa.

Aim 3: To work towards making public, private and voluntary organisations in Dorset fully representative of and responsive to the ethnic, cultural and religious diversity of the population

During the year, we delivered 13 sessions of Unconscious Bias and Discrimination training to a range of statutory and voluntary organisations. We trained in excess of 200 members of staff from those organisations.

We delivered a session about discrimination to the Chatterbox group from YMCA Bournemouth.

We organised and led the following events on behalf of our partners:

- 4 Black Minority Ethnic Police Consultation Groups on various topics
- 1 forum for Equality & Diversity in Dorset on behalf of Dorset Council

We continued working closely with Dorset Clinical Commissioning Group and our Community Health Ambassadors Network. We continued running weekly meetings until September 2021 when the frequency became monthly. Most of the work was around encouraging people to take up the vaccine and the booster. One of our health ambassadors took the initiative to organise a vaccination centre at the Mosque initially and she then negotiated with Kings Park hospital in Boscombe to have vaccination slots for people from different ethnic backgrounds. She co-ordinated all the contacts and made bookings for everybody. This enabled a lot of people to easily access the vaccine and the booster. We discussed services for long Covid support and were able to shape some of the new services, which was really positive. We started bringing different health related subjects bringing 2 different speakers each time on top of the usual update on the development of the Integrated Care System. Our Community Health Ambassadors have been at the forefront of the development of the Our Dorset (ICS) People and Community Strategy.

We have supported the development of the Integrated Care System (ICS) in many ways: we attended all the Public Engagement Groups and contributed to the various strategies and especially the People and Community Strategy. We took part in the recruitment panel for the new ICS Chief executive and the non-executive directors. We attended and contributed to all

the meetings looking at developing the Voluntary Sector Alliance to work as a partner with the ICS and have been encouraged to sit on the Governance board. We became a member of the Mental Health Integrated Community Care Health Inequalities sub-group and we attended and contributed to all the meetings of the Building Better Health Partnerships. We also supported some specific health conditions work for example, we have met regularly with the Diabetes partnership to promote their work and resources, we are supporting Steps to Well Being and Live Well Dorset in engaging with people from different ethnic backgrounds.

We continued supporting the Open Door project which is about supporting people who are bereaved by suicide or Covid (tragic death). We are currently exploring how to communicate more effectively the existence of the service to people from different ethnic backgrounds.

We continued to be part of the Better Life Strategic Stakeholder Group (review of Dorset Adult and Social Care Services) and we contributed to all meetings.

We contributed to meetings of the Black South-West Network (Race Equality Action Group) and became involved in running a sub-group and supported national lobbying campaigns.

We attended all the meetings of the EUSS (European Union Settlement Scheme) Civil Society Alliance and reported on issues faced by residents in Dorset at national level. We built strong links with the alliance and have developed a bank of legal resources to support not only Europeans but also Ukrainian refugees.

We attended all the meetings of the Prevent Partnership Board and reported potential community tensions.

We became a member of the Out of Courts Disposal scrutiny panel, as the Stop and Search was disbanded. We received training on Out of Courts Disposal measures and attended all the scrutiny panels.

We became members of the R3 Recovery group looking at co-ordinating the well-being offer in Bournemouth, Christchurch and Poole (BCP) post Covid 19. We met on a 2 monthly basis and developed workshops and various resources to support people in BCP.

We became members of the Boscombe Well Being Hub Steering group and have been developing the concept and engagement to develop a Well Being Hub in Boscombe in partnership with the ICS and other voluntary sector organisations.

We have attended and contributed to regular meetings of:

- the BCP Vibrant Communities Partnership Board
- the Safer Communities Strategic Group
- the BCP Anti-Social Behaviour Co-ordinating Group
- the BCP Homelessness Reduction Board Engagement Group
- the BCP No Recourse to Public Funding sub-group
- the BCP Council Race and Cultural Diversity Staff Network
- the Area of Outstanding Natural Beauty Partnership Board

We were invited to take part in the Peer Review of BCP Council led by the Local Government Association.

We were asked by BCP Council to organise and recruit Independent Observers for the recruitment of senior officers of the Council. 13 people from various backgrounds across the 9 protected characteristics applied and we selected 9 of them to become BCP Council's Independent Observers. The process was successful and generated quite a lot of interest. We received 13 applications and recruited 9 people. There will be further recruitment phases in the future.

We provided consultancy in Equality, Diversity and Inclusion and supported the following organisations/businesses:

- LUSH
- Wiltshire Race Equality Council
- The army
- Dorset and Wiltshire Fire and Rescue Service
- Bournemouth and Poole College Equality Advisory Board
- The Area of Outstanding Natural Beauty team at Dorset Council

Funding:

We were successful in receiving the following grants:

- Dorset Community Foundation Household Support Fund: £6,100 on behalf of sister Tama
- Empowering Communities – National Lottery Reaching Communities Fund: £8,095
- Application to the Valentine's Foundation Trust: £5,000
- Donation from the Souter Trust following letter for funding: £3,000

Future plans:

- Continue to support our ethnic minority community groups across the whole of Dorset
- Get the National Lottery Reaching Communities funding to develop the capacity and sustainability of our ethnic minority community groups in the BCP Council area.
- Develop our capacity and expertise in terms of being able to take some of our cases to court

We would like to thank all our members, partners and funders who have continued to support the organisation and enabled it to achieve what it has achieved.

Access Dorset	Dorset & Wiltshire Fire and Rescue
Active Dorset	Service
Bournemouth, Christchurch & Poole Council	Healthwatch Dorset
Bournemouth Christchurch and Poole Citizen Advice	Help & Care
Bournemouth and Poole College	Help and Kindness
Bournemouth University	Intercom Trust
Bournemouth University International College	Kingston Maurward College
Central Dorset Citizens Advice	LiveWell Dorset
Community Action Network	Office of the Police & Crime Commissioner
Dorset Advocacy	Prama Life
Dorset cancer partnership	Prejudice Free Dorset
	Shelter
	Space Youth Project

Dorset Clinical Commissioning Group (CCG)
 Dorset Community Action (DCA)
 Dorset Council
 Dorset Healthcare University Foundation Trust
 Dorset Police
 Dorset Volunteer Centre

SturQuest
 University Hospitals Dorset
 Wessex Voices
 Wessex Cancer Alliance
 Weymouth College

FINANCIAL REPORT 2021/22

INCOME	UNRESTRICTED FUNDS	RESTRICTED FUNDS	TOTAL FUNDS 2022	TOTAL FUNDS 2021
Total Incoming Resources	66,218	52,165	118,383	163,482
EXPENDITURE				
Total resources Expended	36,729	101,365	138,094	162,883
Net Incoming resources for the Year	29,489	(49,200)	(19,711)	349
	14,946	61,524	76,470	76,121

Funds at 1 April 2021				
Transfers	-	-	-	-
Funds at 31 March 2022	44,435	12,324	56,759	76,470
	2022		2021	
FIXED ASSETS	Unrestricted	Restricted	Unrestricted	Restricted
Tangible Assets	271	-	427	-
CURRENT ASSETS				
Debtors	3,261	-	3,920	-
Cash at Bank and in Hand	43,912	14,447	58,359	79,040
Net Current Assets	44,164	12,324	56,488	76,043
CREDITORS	(5,132)		(6,917)	

REGISTERED COMPANY NUMBER: 05018604 (England and Wales)
REGISTERED CHARITY NUMBER: 1104642

**Report of the Trustees and
Unaudited Financial Statements
for the Year Ended 31 March 2022
for
Dorset Race Equality Council**

Ward Goodman
4 Cedar Park
Cobham Road
Ferndown Industrial Estate
Wimborne
Dorset
BH21 7SF

Dorset Race Equality Council

**Contents of the Financial Statements
for the Year Ended 31 March 2022**

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Independent Examiner's Report	9
Statement of Financial Activities	10
Balance Sheet	11 to 12
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**Report of the Trustees
for the Year Ended 31 March 2022**

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2022. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

Objectives and aims

Dorset Race Equality Council (DORSET REC) is a community-based organisation that has been at the forefront of race equality in Dorset since the 1990s. We aim to eliminate racial discrimination and promote shared values of compassion, professionalism and respect.

Our work involves supporting victims of racism by advising, supporting, and representing victims of racial harassment, religious offences, racial violence, and discrimination. Dorset Race Equality Council is unique in that it is the sole Dorset based body providing race specific advice and advocacy.

We work in partnership with other voluntary organisations in support of ethnic minority communities aiding them to address their needs and aspirations. Dorset REC develops campaigns and strategies to influence public opinion, legislation, practices, and procedures in favour of racial equality.

We strive to improve the quality of life for all by building stronger, safer, and sustainable communities in a respectful way and developing a society where diversity is valued.

Public benefit

In planning our activities for the year, we kept in mind the charity commission guidance on public benefit.

**Report of the Trustees
for the Year Ended 31 March 2022**

ACHIEVEMENT AND PERFORMANCE

Charitable activities

Aim 1: Ensure that ethnic minority individuals and communities feel empowered to challenge racism and discrimination and have access to support and information

In the year, we continued to offer free information, advice, guidance, advocacy, and support in cases of race or religious based discrimination. DORSET REC opened 13 new cases involving racial or religious discrimination in employment, housing, education, crime and justice, health and social care, consumer rights. We also continued working on 6 cases from previous periods. Some of those cases are more than 2 years old and are still on-going.

8 cases were within BCP council area, 2 cases from Weymouth, 1 from Wimborne and 2 from Poole.

Of these cases, 11 are still open including 1 open case remaining from 2019

The average time a case was live ranges from 1 week to 11 months. Some of the open cases have now been ongoing for up to 17 months and the 2019 case has been open for over 2 years. Depending on complexity, the actual time a caseworker spends on an individual case is so varied that no meaningful average could be obtained.

We did not have many Third party reporting, as we have been working mainly from home and lockdown restrictions were still in place. However, we did report to the police and local authority some leaflets against Gypsy, Roma, and Traveller encampments on occasions.

We have continued being an active member of Prejudice Free Dorset and have continued meeting regularly online. We lead on the PFD Communication sub-group and are member of 5 out of 7 sub-groups. We attended all the meetings of the main partnership and lead on the sub-group meetings. As part of the Communication sub-groups, we developed a series of online messages that featured on the PFD social media during Hate Crime week. We organised and led on the 1st Prejudice Free Dorset Conference post pandemic. It took place on the 23rd March 2022 and was all about Listening to Community Voices. A new action plan was designed at the conference.

We have continued working with the policies and procedures developed for the Quality Advice Standards Accreditation and have updated some of them. We have started planning for our re-accreditation in 2023.

Our discrimination caseworker successfully worked on the Legal Support for Litigant In Person project during this period. After a few months of difficulties due to the recording requirements of the funder (Ministry of Justice), the project embedded itself and the various caseworkers supported each other well. Our discrimination caseworker was able to refer a few cases to the Employment and the Housing caseworker, which worked well for us and the clients. The caseworkers involved in the project had regular meetings, which proved to be beneficial to all and a great source of support.

Aim 2: Promote the celebration of ethnic, cultural, and religious diversity in Dorset and strengthen local ethnic minority organisations

2021/22 continued to be disrupted by the pandemic, as restrictions were still in place, wave of increased infections took place and a lot of people continued to be reluctant to mix and interact

We were able to attend some face to face events as and when Covid was less prevalent i.e. Roma Holocaust Memorial Day Commemoration on the 2nd August 2021, Africa comes to Bournemouth on the 7th August, the World of Love Festival on the 28th and 29th August, the Black History month event organised by the South West Dorset Multi-cultural Network and the one organised by It is All About Culture group in October 2021 and the Chinese new Year celebrations in February 2022 but we had to support some of our groups to organise their event online again. We facilitated through our Zoom account the Bournemouth and Poole Holocaust Memorial Day on the 23rd January 2022, as well as a school event for the Holocaust commemoration. We were able, however, to attend, in person, the Holocaust Memorial Commemoration in Bournemouth Gardens and read a poem.

We supported again an individual member of the Muslim community to access some funding through the Dorset Community Foundation to deliver culturally friendly food to the most vulnerable people within the ethnic minority communities.

**Report of the Trustees
for the Year Ended 31 March 2022**

We attended all the meetings of the Gypsy, Roma and Traveller Forum for Dorset and supported members of the community with issues they wanted to raise and explore.

We developed a very successful project in partnership with Wessex Voices and Wessex Cancer Partnership to look at raising awareness of the incidences of prostate cancer for Black men, as Black men are more likely to get prostate cancer and die of it. It was a very sensitive subject, however by involving Black men right from the start and letting them guide us on what they wanted to do, we ran monthly workshops, supported individuals to share their testimonials on videos, supported people from the Black communities to get their own funding to do activities around prostate cancer, encouraged Black men to get tested, developed a toolkit of communication tools and resources around prostate cancer and ran a very successful webinar on prostate cancer for Black men. We also shared our good practice with clinicians from Liverpool who wanted to replicate our project.

We applied and received some funding from Dorset Clinical Commissioning Group via Public Health Dorset to get an insight into the access to preventative health services by people from different ethnic backgrounds. People were selected according to their Covid 19 vaccination status (non vaccinated). We ran 87 interviews in total and one focus group. We worked in partnership with Dorset Community Action and Community Action Network who got the insights of cohorts. We produced a recommendation report, which has led to a second proposal to the funders to take some of the recommendations forward.

In October 2021, we attended an event about the new Hong Kong British National Oversea visa and consulted with relevant communities to see if we had individuals who had this kind of visa. At the time, there were not any, but we kept informed and up to date about further developments.

We had several meetings with the National Lottery Reaching Communities adviser and other partners to develop a project to support our ethnic minority communities and make them sustainable in the future. We applied for some development funding to look at the barriers to engagement and were successful in March 2022. The Empowering Communities project started in April 2022.

We continued attending the weekly/fortnightly Dorset Communities meetings to share issues coming from our communities and work in partnership to find solutions. Mid March 2022, this meeting became a weekly meeting again because of the Ukrainian crisis.

The Together We Can (Bournemouth Christchurch & Poole Council meeting) became a monthly meeting. However, we provided direct support to BCP Council when the Ukrainian crisis started. We supported them to write the Welcome Pack for refugees and provided useful contacts.

We also took part in a Human Chain event to show solidarity with Ukrainians.

We restarted the non contact kick boxing gyms delivered by Life Changing Choices in March 2022 and supported them to get more funding for new equipment from Active Dorset. We also reviewed all the policies of the club.

Aim 3: To work towards making public, private and voluntary organisations in Dorset fully representative of and responsive to the ethnic, cultural and religious diversity of the population

During the year, we delivered 13 sessions of Unconscious Bias and Discrimination training to a range of statutory and voluntary organisations. We trained in excess of 200 members of staff from those organisations.

We delivered a session about discrimination to the Chatterbox group from YMCA.

We organised and led the following events on behalf of our partners:

- 4 Black Minority Ethnic Police Consultation Groups on various topics
- 1 forum for Equality & Diversity in Dorset on behalf of Dorset Council

**Report of the Trustees
for the Year Ended 31 March 2022**

We continued working closely with Dorset Clinical Commissioning Group and our Community Health Ambassadors Network. We continued running weekly meetings until September 2021 when the frequency became monthly. Most of the work was around encouraging people to take up the vaccine and the booster. One of our health ambassadors took the initiative to organise a vaccination centre at the Mosque initially and she then negotiated with Kings Park hospital in Boscombe to have vaccination slots for people from different ethnic backgrounds. She co-ordinated all the contacts and made bookings for everybody. This enabled a lot of people to easily access the vaccine and the booster. We discussed services for long Covid support and were able to shape some of the new services, which was really positive. We started bringing different health related subjects bringing 2 different speakers each time on top of the usual update on the development of the Integrated Care System. Our Community Health Ambassadors have been at the forefront of the development of the Our Dorset (ICS) People and Community Strategy.

We have supported the development of the Integrated Care System (ICS) in many ways: we attended all the Public Engagement Groups and contributed to the various strategies and especially the People and Community Strategy. We took part in the recruitment panel for the new ICS Chief executive and the non-executive directors. We attended and contributed to all the meetings looking at developing the Voluntary Sector Alliance to work as a partner with the ICS and have been encouraged to sit on the Governance board. We became a member of the Mental Health Integrated Community Care Health Inequalities sub-group and we attended and contributed to all the meetings of the Building Better Health Partnerships. We also supported some specific health conditions work for example we have met regularly with the Diabetes partnership to promote their work and resources, we are supporting Steps to Well Being and Live Well Dorset in engaging with people from different ethnic backgrounds.

We continued supporting the Open Door project which is about supporting people who are bereaved by suicide or Covid (tragic death). We are currently exploring how to communicate more effectively the existence of the service to people from different ethnic backgrounds.

We continued to be part of the Better Life Strategic Stakeholder Group (review of Dorset Adult and Social Care Services) and we contributed to all meetings.

We contributed to meetings of the Black South-West Network (Race Equality Action Group) and became involved in running a sub-group and supported national lobbying campaigns.

We attended all the meetings of the EUSS (European Union Settlement Scheme) Civil Society Alliance and reported on issues faced by residents in Dorset at national level. We built strong links with the alliance and have developed a bank of legal resources to support not only Europeans but also Ukrainian refugees.

We attended all the meetings of the Prevent Partnership Board and reported potential community tensions.

We became a member of the Out of Courts Disposal scrutiny panel, as the Stop and Search was disbanded. We received training on Out of Courts Disposal measures and attended all the scrutiny panels.

We became members of the R3 Recovery group looking at co-ordinating the well-being offer in Bournemouth Christchurch and Poole (BCP) post Covid 19. We met on a 2 monthly basis and developed workshops and various resources to support people in BCP.

We became members of the Boscombe Well Being Hub Steering group and have been developing the concept and engagement to develop a Well Being Hub in Boscombe in partnership with the ICS and other voluntary sector organisations.

We have attended and contributed to regular meetings of:

- the BCP Vibrant Communities Partnership Board.
- the Safer Communities Strategic Group
- the BCP Anti Social Behaviour Co-ordinating Group
- the BCP Homelessness Reduction Board Engagement Group
- the BCP No Recourse To Public Funding sub-group
- the BCP Council Race and Cultural Diversity Staff Network
- the Area of Outstanding Natural Beauty Partnership Board

We were invited to take part in the Peer Review of BCP Council led by the Local Government Association.

Dorset Race Equality Council (Registered number: 05018604)

**Report of the Trustees
for the Year Ended 31 March 2022**

We were asked by BCP Council to organise and recruit Independent Observers for the recruitment of senior officers of the Council. 13 people from various backgrounds across the 9 protected characteristics applied and we selected 9 of them to become BCP Council's Independent Observers. The process was successful and generated quite a lot of interest. We received 13 applications and recruited 9 people. There will be further recruitment phases in the future.

We provided consultancy in Equality, Diversity and Inclusion and supported the following organisations/businesses:

- LUSH
- Wiltshire Race Equality Council
- The army
- Dorset and Wiltshire Fire and Rescue Service
- Bournemouth and Poole College Equality Advisory Board
- The Area of Outstanding Natural Beauty team at Dorset Council

FINANCIAL REVIEW

Financial position

In the year 2021/2022, we received £15,298 in grants and contracts and £101,870 through projects and activity funds.

Our total income was £118,383, which was a decrease of £45,099 on the previous year. For full detail of the income, please see notes 2 and 3 of the accounts.

Our total expenditure was £138,094, which was a decrease of £25,039 on the previous year. Most of the expenditure is made of staff costs representing a value of £116,061 compared to £109,773 the previous year.

The net expenditure amounted to £19,711 which decreased from the funds held as at 1st April 2021 to give net funds of £56,759 as at the 31st March 2022.

Funding:

We were successful in being receiving the following grants:

- Dorset Community Foundation Household Support Fund: £6,100 on behalf of sister Tama
- Empowering Communities - National Lottery Reaching Communities Fund: £8,095
- Application to the Valentine's Foundation Trust: £5,000
- Donation from the Souter Trust following letter for funding: £3,000

Reserves policy

This is the policy of the charity to maintain unrestricted funds, which are free of reserves of the charity.

The trustee board have analysed the strategic, business and operational risks that the charity faces and confirm that systems have been established to enable regular reports to be produced so that necessary steps can be taken if any risks arise.

We aim to keep minimum reserves of at least 3 months costs of the charity. For 2022 this would be £34,524 (2021 - £40,783). As you can see from our reserves we are carrying more than adequate reserves to continue the day to day running of the charity.

Therefore, the net funds at the 31st March 2022 are considered available and adequate to meet the charity's needs for the forthcoming 12 months, in conjunction with anticipated core funding from local authorities and other providers in the year ahead. Arrangements have made with local authorities for service level agreement to 31st March 2023.

The charitable company has free reserves of £44,164 as at 31 March 2022 (2021 - £14,519). The Trustees consider this level of reserves to be sufficient to deliver charitable objectives for the next twelve months. Free reserves are calculated by deducting fixed assets from the unrestricted (and undesignated) reserves held at the year-end.

**Report of the Trustees
for the Year Ended 31 March 2022**

FUTURE PLANS

- Continue to support our ethnic minority community groups across the whole of Dorset
- Get the National Lottery Reaching Communities to develop the capacity and sustainability of our ethnic minority community groups in the BCP Council area.
- Develop our capacity and expertise in terms of being able to take some of our cases to court
- Continue to develop strategic partnerships with various partners to write joint bids and deliver joint projects
- Continue to work closely with Dorset Police and other agencies to provide timely support to victims of hate incidents
- Develop and implement a training arm for the organisation to offer online training and develop income generation
- Continue to apply for funding and diversify our funding
- Develop the capacity of the organisation by recruiting new staff and new trustees

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

The organisation is a charitable company limited by guarantee, incorporated on the 19th January 2004, and registered as a charity on the 30th June 2004. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of association. In the event of the company being wound up members are required to contribute an amount not exceeding £1.00.

The company is a successor organisation of Dorset Race Equality Council registered as a charity on 24th October 2000 and took over its activities in 2004.

Recruitment and appointment of new trustees

The directors of the company are also charity trustees for the purpose of the charity law. In addition, the directors have the power to co-opt other executive committee members to serve on the management committee, as detailed on page 1.

The relevant community and social skills are well represented on the management committee. In an effort to maintain the broad skills mix, members of the management committee are requested to provide a list of their skills (and update their skills every year) and in the event of particular skills being lost due to retirements, individuals are approached to offer themselves for election to the management committee.

Induction and training of new trustees

Any potential trustee is invited to have a meeting with the chair and the Chief Officer to familiarise themselves with the charity and the context in which it operates. Following this meeting, they are invited to attend their first trustee meeting as an observer to assess whether there is a fit between their expectations and what will be required of them. If they decide to join, they become a trustee at the next trustee meeting.

New trustees are invited and encouraged to attend a training session about being a Charity Trustee either delivered by Community Action Network or Dorset Community Action. They are also pointed to all the guides from the Charity Commission website which contains the following sections:

- The obligations of the management committee members.
- The main documents which set out the operational framework for the charity including the Memorandum and Articles.
- Resourcing the current financial position as set out in the latest accounts.
- Future plans and objectives

Each member of the management committee receives the Memorandum of Association, the Articles of Association, the latest annual report and the latest financial statements.

**Report of the Trustees
for the Year Ended 31 March 2022**

STRUCTURE, GOVERNANCE AND MANAGEMENT

Staff changes:

In terms of staffing, we said goodbye to 2 members of staff:

- Ewa Zabarylo, who was our Admin and Finance Officer/Community Development Officer and had been working for Dorset REC since 2013. Ewa developed her career in Immigration.
- Tina Thompson, who was our Community Development Officer and had been with Dorset REC since 2017. Tina retired.

We welcomed 2 new members of staff:

- Joe Farnand, as a full time Community Development Officer. Joe started in October 2021.
- Leah Pearce, as a 15 hour a week Admin Assistant. Leah started at the end of September 2021

We also welcomed Jackie Taylor as our Finance Manager working on a self-employed basis

In terms of the trustees, we welcomed a few new members in April 2021:

- Ian Gwinn, Lecturer at Bournemouth University
- Lesley Haig, Vice Chancellor of AECC University College
- Ken Heap, Chair of Dorset Mind
- Lesley Bramley, EDI lead at Microsoft
- Ade Bamgboye, working at Barclays Head Office

In addition, we also welcomed a few new trustee members in January-February 2022:

- Jonathon Burke
- Julia Galbenu
- Peter Green
- Sacha Wools

We also said goodbyes to quite a few of our trustees for various reasons:

- Anjana Khatwa resigned in April 2021 because of work commitments but remained an Ambassador for Dorset REC
- Prince Ogbuji resigned in August 2021 because of his work commitments that prevented him from attending meetings
- Karen Packman resigned in September 2021 due to difficulty to attend the meetings
- Lucy Bramley resigned in August 2021 as she embarked on developing a business
- Kathy Garcia resigned in September 2021 due to conflicting commitments
- Geoff Boyd passed away in October 2021

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
05018604 (England and Wales)

Registered Charity number
1104642

Registered office
C/o Community Action Network
Beech House
28 - 30 Wimborne Road
Poole
Dorset
BH15 2BU

**Report of the Trustees
for the Year Ended 31 March 2022**

Trustees

Miss P H Batstone
G R Boyd (deceased 11.10.21)
Ms M Elkotory
B Kawai
Ms K Garcia (resigned 13.7.21)
Ms A Khatwa (resigned 6.4.21)
I Gwinn (appointed 6.4.21)
Ms L Haig (appointed 6.4.21)
K Heap (appointed 6.4.21)
A Bamgboye (appointed 6.4.21)
Rev. J Burke (appointed 25.1.22)
Ms J Balbenu (appointed 26.1.22)
P Green (appointed 28.2.22)
Ms S Woolls (appointed 3.2.22)
Mrs L Bramley (appointed 1.4.21) (resigned 31.8.21)
E Ohwofasa (appointed 22.11.22)
Dr S Johnson (appointed 22.11.22)

Independent Examiner

Ward Goodman
4 Cedar Park
Cobham Road
Ferndown Industrial Estate
Wimborne
Dorset
BH21 7SF

Solicitors

Lester Aldridge
Russell House
Oxford House
Bournemouth
BH8 8EX

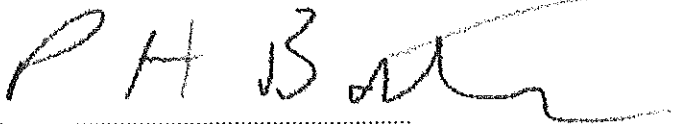
Bankers

The Cooperative Bank
Po Box 250 Delf House
Skermerdale
WN8 6WT

Chief Officer

Mrs N Sherring

Approved by order of the board of trustees on 20 9 22 and signed on its behalf by:



Miss P H Batstone - Trustee

**Independent Examiner's Report to the Trustees of
Dorset Race Equality Council**

Independent examiner's report to the trustees of Dorset Race Equality Council ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2022.

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

Having satisfied myself that the accounts of the Company 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 confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

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



Miss J Richardson FCA FCCA DChA
Ward Goodman
4 Cedar Park
Cobham Road
Ferndown Industrial Estate
Wimborne
Dorset
BH21 7SF

Date: 21st December 2022

Dorset Race Equality Council

**Statement of Financial Activities
for the Year Ended 31 March 2022**

		Unrestricted fund	Restricted funds	2022 Total funds	2021 Total funds as restated
	Notes	£	£	£	£
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	1,206	-	1,206	2,888
Charitable activities					
Charitable activity		65,003	52,165	117,168	160,565
Other income		9	-	9	29
Total		<u>66,218</u>	<u>52,165</u>	<u>118,383</u>	<u>163,482</u>
EXPENDITURE ON					
Raising funds		-	-	-	250
Charitable activities	4				
Charitable activity		<u>36,729</u>	<u>101,365</u>	<u>138,094</u>	<u>162,883</u>
Total		<u>36,729</u>	<u>101,365</u>	<u>138,094</u>	<u>163,133</u>
NET INCOME/(EXPENDITURE)		29,489	(49,200)	(19,711)	349
RECONCILIATION OF FUNDS					
Total funds brought forward		14,946	61,524	76,470	76,121
TOTAL FUNDS CARRIED FORWARD		<u><u>44,435</u></u>	<u><u>12,324</u></u>	<u><u>56,759</u></u>	<u><u>76,470</u></u>

The notes form part of these financial statements

Dorset Race Equality Council (Registered number: 05018604)

**Balance Sheet
31 March 2022**

	Notes	Unrestricted fund £	Restricted funds £	2022 Total funds £	2021 Total funds as restated £
FIXED ASSETS					
Tangible assets	12	271	-	271	427
CURRENT ASSETS					
Debtors	13	3,261	-	3,261	3,920
Cash at bank		43,912	14,447	58,359	79,040
		<u>47,173</u>	<u>14,447</u>	<u>61,620</u>	<u>82,960</u>
CREDITORS					
Amounts falling due within one year	14	(3,009)	(2,123)	(5,132)	(6,917)
NET CURRENT ASSETS		<u>44,164</u>	<u>12,324</u>	<u>56,488</u>	<u>76,043</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>44,435</u>	<u>12,324</u>	<u>56,759</u>	<u>76,470</u>
NET ASSETS		<u>44,435</u>	<u>12,324</u>	<u>56,759</u>	<u>76,470</u>
FUNDS	15				
Unrestricted funds				44,435	14,946
Restricted funds				12,324	61,524
TOTAL FUNDS				<u>56,759</u>	<u>76,470</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2022.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2022 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

Balance Sheet - continued
31 March 2022

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

The financial statements were approved by the Board of Trustees and authorised for issue on 20.9.22 and were signed on its behalf by:

20.9.22

P H B

P H Batstone - Trustee

Dorset Race Equality Council

Notes to the Financial Statements for the Year Ended 31 March 2022

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Government grants shall be recognised in profit or loss on a systematic basis over the periods in which the entity recognises as expenses the related costs for which the grants are intended to compensate.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

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

Computer equipment - Straight line over 3 years

Taxation

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

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

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 at Bank and in hand

Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Dorset Race Equality Council

Notes to the Financial Statements - continued for the Year Ended 31 March 2022

1. ACCOUNTING POLICIES - continued

Creditors

Creditors 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.

Acting as Agent

DREC is acting as agent for Life Changing Choices. The amounts held on behalf of Life Changing Choices are recorded in bank and creditors within these financial statements. The creditor balance as at 31 March 2022 totalled £2,123 (2021: £1,100). DREC does not have any exposure to the risks and rewards of the Life Changing Choices activities and is merely custodian of the cash funds for ease of administration. DREC does not receive an agents fee or commission for holding these funds on behalf of Life Changing Choices.

2. DONATIONS AND LEGACIES

	2022	2021 as restated
	£	£
Donations	<u>1,206</u>	<u>2,888</u>

3. INCOME FROM CHARITABLE ACTIVITIES

		2022	2021 as restated
	Activity	£	£
Grants	Charitable activity	15,298	38,735
Projects	Charitable activity	97,270	115,580
Training income	Charitable activity	<u>4,600</u>	<u>6,250</u>
		<u>117,168</u>	<u>160,565</u>

4. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 5)	Support costs (see note 6)	Totals
	£	£	£
Charitable activity	<u>122,228</u>	<u>15,866</u>	<u>138,094</u>

Dorset Race Equality Council

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2022**

5. DIRECT COSTS OF CHARITABLE ACTIVITIES

	2022	2021 as restated
	£	£
Staff costs	116,061	109,773
Advertising	756	120
Training costs	317	402
Travel	1,123	73
Hall hire & conference	-	200
Community activities	491	25,068
Grants and bids	3,480	9,620
Quality Assurance	-	1,500
	<u>122,228</u>	<u>146,756</u>

6. SUPPORT COSTS

	Other	Governance	Totals
	£	costs £	£
Charitable activity	<u>8,793</u>	<u>7,073</u>	<u>15,866</u>

7. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2022	2021 as restated
	£	£
Independent examiners remun	2,130	2,130
Depreciation - owned assets	<u>156</u>	<u>171</u>

8. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2022 nor for the year ended 31 March 2021.

Trustees' expenses

Trustees were reimbursed for out of pocket expenses in the year of £nil (2021: £nil).

9. STAFF COSTS

	2022	2021 as restated
	£	£
Wages and salaries	109,376	103,499
Social security costs	4,178	3,975
Other pension costs	2,507	2,299
	<u>116,061</u>	<u>109,773</u>

Dorset Race Equality Council

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2022**

9. STAFF COSTS - continued

The average monthly number of employees during the year was as follows:

	2022	2021 as restated
Chief officer	1	1
Administration and support	5	4
	<u>6</u>	<u>5</u>

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

Key Management Personnel received remuneration in the year totalling £35,229 (2021: £37,609).

10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund	Restricted funds	Total funds as restated
	£	£	£
INCOME AND ENDOWMENTS FROM			
Donations and legacies	2,888	-	2,888
Charitable activities			
Charitable activity	16,250	144,315	160,565
Other income	29	-	29
Total	<u>19,167</u>	<u>144,315</u>	<u>163,482</u>
EXPENDITURE ON			
Raising funds	250	-	250
Charitable activities			
Charitable activity	19,113	143,770	162,883
Total	<u>19,363</u>	<u>143,770</u>	<u>163,133</u>
NET INCOME/(EXPENDITURE)	(196)	545	349
Transfers between funds	1,152	(1,152)	-
Net movement in funds	956	(607)	349
RECONCILIATION OF FUNDS			
Total funds brought forward	13,989	62,132	76,121
TOTAL FUNDS CARRIED FORWARD	<u>14,945</u>	<u>61,525</u>	<u>76,470</u>

Dorset Race Equality Council

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2022**

11. PRIOR YEAR ADJUSTMENT

The prior year adjustment is in respect of a monies held on behalf of a third party incorrectly recorded within the Profit and Loss Account in the 31 March 2021 financial statements filed with the Charities Commission. The balance owed to Life Changing Choices should be recognised as a creditor on the balance sheet so the adjustment has been performed to correct this. The total effect on brought forward funds is a decrease of £1,100.

A prior year adjustment was performed to recognise a restricted income stream previously incorrectly recognised as unrestricted funds in the financial statements. The restricted funds were received from Sports England during the year ended 31 March 2020 and totalled £8,795. The prior year adjustment reallocated this balance from general reserves to the Multicultural Activities Programme (MAP) restricted fund. Related expenditure in the prior year of £1,500 on the restricted fund has also been reallocated from general expenditure. There was no impact on overall charity funds as a result of this adjustment.

12. TANGIBLE FIXED ASSETS

	Computer equipment £
COST	
At 1 April 2021	3,062
Disposals	(748)
	<u>2,314</u>
At 31 March 2022	
DEPRECIATION	
At 1 April 2021	2,635
Charge for year	156
Eliminated on disposal	(748)
	<u>2,043</u>
At 31 March 2022	
NET BOOK VALUE	
At 31 March 2022	<u>271</u>
At 31 March 2021	<u>427</u>

13. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022	2021 as restated
	£	£
Trade debtors	1,050	620
Other debtors	1,925	-
Prepayments and accrued income	286	3,300
	<u>3,261</u>	<u>3,920</u>

Dorset Race Equality Council

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2022**

14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022	2021 as restated
	£	£
Trade creditors	524	560
Social security and other taxes	-	2,085
Other creditors	115	696
Life Changing Choices	2,123	1,100
Accrued expenses	2,370	2,476
	<u>5,132</u>	<u>6,917</u>

15. MOVEMENT IN FUNDS

	At 1.4.21 £	Net movement in funds £	At 31.3.22 £
Unrestricted funds			
General fund	14,946	29,489	44,435
Restricted funds			
Advice & information	43,923	(43,923)	-
Communities against cancer	5,403	(1,335)	4,068
Dorset Council (FED)	1,291	(330)	961
Citizens Advice BCP	2,057	(2,057)	-
National Lottery Community Fund	1,555	(1,555)	-
Multicultural Activities Programme	7,295	-	7,295
	<u>61,524</u>	<u>(49,200)</u>	<u>12,324</u>
TOTAL FUNDS	<u>76,470</u>	<u>(19,711)</u>	<u>56,759</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	66,218	(36,729)	29,489
Restricted funds			
Advice & information	-	(43,923)	(43,923)
Communities against cancer	-	(1,335)	(1,335)
Dorset Council (FED)	1,922	(2,252)	(330)
Citizens Advice BCP	15,071	(17,128)	(2,057)
National Lottery Community Fund	-	(1,555)	(1,555)
Dorset NHS CCG (HEP)	12,298	(12,298)	-
Central CAB (LSLiP)	14,856	(14,856)	-
Dorset Police	8,018	(8,018)	-
	<u>52,165</u>	<u>(101,365)</u>	<u>(49,200)</u>
TOTAL FUNDS	<u>118,383</u>	<u>(138,094)</u>	<u>(19,711)</u>

Dorset Race Equality Council

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2022**

15. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.20 £	Net movement in funds £	Transfers between funds £	At 31.3.21 £
Unrestricted funds				
General fund	13,989	(195)	1,152	14,946
Restricted funds				
Advice & information	41,528	1,651	744	43,923
Healthwatch Dorset	1,788	-	(1,788)	-
Connecting Advice in Dorset	2,366	(164)	(2,202)	-
Communities against cancer	7,655	(2,252)	-	5,403
Dorset Council (FED)	-	1,291	-	1,291
Citizens Advice BCP	-	2,057	-	2,057
Dorset Community Foundation	-	(1,805)	1,805	-
National Lottery Community Fund	-	1,555	-	1,555
UK Community Foundation	-	(289)	289	-
Multicultural Activities Programme	8,795	(1,500)	-	7,295
	<u>62,132</u>	<u>544</u>	<u>(1,152)</u>	<u>61,524</u>
TOTAL FUNDS	<u>76,121</u>	<u>349</u>	<u>-</u>	<u>76,470</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	19,167	(19,362)	(195)
Restricted funds			
Advice & information	64,601	(62,950)	1,651
Connecting Advice in Dorset	-	(164)	(164)
Communities against cancer	-	(2,252)	(2,252)
Dorset Council (FED)	3,844	(2,553)	1,291
Access to Justice	21,957	(21,957)	-
Citizens Advice BCP	10,103	(8,046)	2,057
Dorset Community Foundation	5,000	(6,805)	(1,805)
National Lottery Community Fund	14,721	(13,166)	1,555
UK Community Foundation	20,000	(20,289)	(289)
Legal Support for Litigants in Person(LSLIP) Project	4,089	(4,089)	-
Multicultural Activities Programme	-	(1,500)	(1,500)
	<u>144,315</u>	<u>(143,771)</u>	<u>544</u>
TOTAL FUNDS	<u>163,482</u>	<u>(163,133)</u>	<u>349</u>

Dorset Race Equality Council

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2022**

15. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.20 £	Net movement in funds £	Transfers between funds £	At 31.3.22 £
Unrestricted funds				
General fund	13,989	29,294	1,152	44,435
Restricted funds				
Advice & information	41,528	(42,272)	744	-
Healthwatch Dorset	1,788	-	(1,788)	-
Connecting Advice in Dorset	2,366	(164)	(2,202)	-
Communities against cancer	7,655	(3,587)	-	4,068
Dorset Council (FED)	-	961	-	961
Dorset Community Foundation	-	(1,805)	1,805	-
UK Community Foundation	-	(289)	289	-
Multicultural Activities Programme	8,795	(1,500)	-	7,295
	<u>62,132</u>	<u>(48,656)</u>	<u>(1,152)</u>	<u>12,324</u>
TOTAL FUNDS	<u>76,121</u>	<u>(19,362)</u>	<u>-</u>	<u>56,759</u>

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	85,385	(56,091)	29,294
Restricted funds			
Advice & information	64,601	(106,873)	(42,272)
Connecting Advice in Dorset	-	(164)	(164)
Communities against cancer	-	(3,587)	(3,587)
Dorset Council (FED)	5,766	(4,805)	961
Access to Justice	21,957	(21,957)	-
Citizens Advice BCP	25,174	(25,174)	-
Dorset Community Foundation	5,000	(6,805)	(1,805)
National Lottery Community Fund	14,721	(14,721)	-
UK Community Foundation	20,000	(20,289)	(289)
Legal Support for Litigants in Person (LSLIP) Project	4,089	(4,089)	-
Dorset NHS CCG (HEP)	12,298	(12,298)	-
Central CAB (LSLiP)	14,856	(14,856)	-
Dorset Police	8,018	(8,018)	-
Multicultural Activities Programme	-	(1,500)	(1,500)
	<u>196,480</u>	<u>(245,136)</u>	<u>(48,656)</u>
TOTAL FUNDS	<u>281,865</u>	<u>(301,227)</u>	<u>(19,362)</u>

Dorset Race Equality Council

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2022**

15. MOVEMENT IN FUNDS - continued

General Fund

From year ended 31 March 2022, the general fund will hold all core funding received from BCP and Dorset Council, instead of this being allocated within the restricted fund of Advice & Information. This change has been made due to the restriction on the Advice & Information fund being in line with the charities main objectives and the restriction of this income and core expenditure is deemed unnecessary.

FED

Funding to provide insight and advice on equality and diversity issues with dorset.

Advice & Information

Grant income to continue to ensure that ethnic minority individuals and communities in Dorset feel empowered to challenge racism and discrimination.

Communities against cancer

Grant funding to work with local multicultural networks in order to work raise awareness about cancer.

Citizens Advice BCP

The european settlement scheme in partnership with BCP to identify and engage with the most vulnerable european communities to make sure they submit their application.

Life Changing Choices

Funding received on behalf of an individual who is a member of the travelling community who is running a non-contact kickboxing club for the local community. Money is held on his behalf.

National Lottery Community Fund

A partnership bid with the friendly foot club to delivery ethnic cook boxes to vulnerable families in 4 local communities.

Dorset NHS CCG (HEP)

Funding from Dorset CCG and Public Health Dorset to undertake an Insight project looking at the barriers to access preventative NHS services by people from different ethnic backgrounds. The respondents were selected according to their Covid 19 vaccination refusal.

Central CAB (LSLIP)

Funding from the Ministry of Justice via Central Dorset CAB to work on the Legal Support for Litigant In Person project. We provide the support for racial and religious discrimination cases in Dorset and worked alongside caseworkers dealing with other areas such as housing, employment, family issues.

Dorset Police

Grant from Dorset Police to undertake 4 consultation meetings with people from different ethnic backgrounds on policing issues.

Multicultural Activities Programme (MAP)

Grant from Sport England to promote health and wellbeing to isolated ethnic communities through activities such as swimming, yoga, shadow boxing, table tennis and exercise and fitness classes. All activities, excluding swimming, will take place in community buildings for maximum convenience.

Dorset Race Equality Council

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2022**

16. RELATED PARTY DISCLOSURES

Trustees were reimbursed for out of pocket expenses in the year of £nil (2021: £nil).

REGISTERED COMPANY NUMBER: 05018604 (England and Wales)
REGISTERED CHARITY NUMBER: 1104642

**Report of the Trustees and
Unaudited Financial Statements
for the Year Ended 31 March 2022
for
Dorset Race Equality Council**

Ward Goodman
4 Cedar Park
Cobham Road
Ferndown Industrial Estate
Wimborne
Dorset
BH21 7SF

Dorset Race Equality Council

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for the Year Ended 31 March 2022**

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**Report of the Trustees
for the Year Ended 31 March 2022**

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2022. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

Objectives and aims

Dorset Race Equality Council (DORSET REC) is a community-based organisation that has been at the forefront of race equality in Dorset since the 1990s. We aim to eliminate racial discrimination and promote shared values of compassion, professionalism and respect.

Our work involves supporting victims of racism by advising, supporting, and representing victims of racial harassment, religious offences, racial violence, and discrimination. Dorset Race Equality Council is unique in that it is the sole Dorset based body providing race specific advice and advocacy.

We work in partnership with other voluntary organisations in support of ethnic minority communities aiding them to address their needs and aspirations. Dorset REC develops campaigns and strategies to influence public opinion, legislation, practices, and procedures in favour of racial equality.

We strive to improve the quality of life for all by building stronger, safer, and sustainable communities in a respectful way and developing a society where diversity is valued.

Public benefit

In planning our activities for the year, we kept in mind the charity commission guidance on public benefit.

**Report of the Trustees
for the Year Ended 31 March 2022**

ACHIEVEMENT AND PERFORMANCE

Charitable activities

Aim 1: Ensure that ethnic minority individuals and communities feel empowered to challenge racism and discrimination and have access to support and information

In the year, we continued to offer free information, advice, guidance, advocacy, and support in cases of race or religious based discrimination. DORSET REC opened 13 new cases involving racial or religious discrimination in employment, housing, education, crime and justice, health and social care, consumer rights. We also continued working on 6 cases from previous periods. Some of those cases are more than 2 years old and are still on-going.

8 cases were within BCP council area, 2 cases from Weymouth, 1 from Wimborne and 2 from Poole.

Of these cases, 11 are still open including 1 open case remaining from 2019

The average time a case was live ranges from 1 week to 11 months. Some of the open cases have now been ongoing for up to 17 months and the 2019 case has been open for over 2 years. Depending on complexity, the actual time a caseworker spends on an individual case is so varied that no meaningful average could be obtained.

We did not have many Third party reporting, as we have been working mainly from home and lockdown restrictions were still in place. However, we did report to the police and local authority some leaflets against Gypsy, Roma, and Traveller encampments on occasions.

We have continued being an active member of Prejudice Free Dorset and have continued meeting regularly online. We lead on the PFD Communication sub-group and are member of 5 out of 7 sub-groups. We attended all the meetings of the main partnership and lead on the sub-group meetings. As part of the Communication sub-groups, we developed a series of online messages that featured on the PFD social media during Hate Crime week. We organised and led on the 1st Prejudice Free Dorset Conference post pandemic. It took place on the 23rd March 2022 and was all about Listening to Community Voices. A new action plan was designed at the conference.

We have continued working with the policies and procedures developed for the Quality Advice Standards Accreditation and have updated some of them. We have started planning for our re-accreditation in 2023.

Our discrimination caseworker successfully worked on the Legal Support for Litigant In Person project during this period. After a few months of difficulties due to the recording requirements of the funder (Ministry of Justice), the project embedded itself and the various caseworkers supported each other well. Our discrimination caseworker was able to refer a few cases to the Employment and the Housing caseworker, which worked well for us and the clients. The caseworkers involved in the project had regular meetings, which proved to be beneficial to all and a great source of support.

Aim 2: Promote the celebration of ethnic, cultural, and religious diversity in Dorset and strengthen local ethnic minority organisations

2021/22 continued to be disrupted by the pandemic, as restrictions were still in place, wave of increased infections took place and a lot of people continued to be reluctant to mix and interact

We were able to attend some face to face events as and when Covid was less prevalent i.e. Roma Holocaust Memorial Day Commemoration on the 2nd August 2021, Africa comes to Bournemouth on the 7th August, the World of Love Festival on the 28th and 29th August, the Black History month event organised by the South West Dorset Multi-cultural Network and the one organised by It is All About Culture group in October 2021 and the Chinese new Year celebrations in February 2022 but we had to support some of our groups to organise their event online again. We facilitated through our Zoom account the Bournemouth and Poole Holocaust Memorial Day on the 23rd January 2022, as well as a school event for the Holocaust commemoration. We were able, however, to attend, in person, the Holocaust Memorial Commemoration in Bournemouth Gardens and read a poem.

We supported again an individual member of the Muslim community to access some funding through the Dorset Community Foundation to deliver culturally friendly food to the most vulnerable people within the ethnic minority communities.

**Report of the Trustees
for the Year Ended 31 March 2022**

We attended all the meetings of the Gypsy, Roma and Traveller Forum for Dorset and supported members of the community with issues they wanted to raise and explore.

We developed a very successful project in partnership with Wessex Voices and Wessex Cancer Partnership to look at raising awareness of the incidences of prostate cancer for Black men, as Black men are more likely to get prostate cancer and die of it. It was a very sensitive subject, however by involving Black men right from the start and letting them guide us on what they wanted to do, we ran monthly workshops, supported individuals to share their testimonials on videos, supported people from the Black communities to get their own funding to do activities around prostate cancer, encouraged Black men to get tested, developed a toolkit of communication tools and resources around prostate cancer and ran a very successful webinar on prostate cancer for Black men. We also shared our good practice with clinicians from Liverpool who wanted to replicate our project.

We applied and received some funding from Dorset Clinical Commissioning Group via Public Health Dorset to get an insight into the access to preventative health services by people from different ethnic backgrounds. People were selected according to their Covid 19 vaccination status (non vaccinated). We ran 87 interviews in total and one focus group. We worked in partnership with Dorset Community Action and Community Action Network who got the insights of cohorts. We produced a recommendation report, which has led to a second proposal to the funders to take some of the recommendations forward.

In October 2021, we attended an event about the new Hong Kong British National Oversea visa and consulted with relevant communities to see if we had individuals who had this kind of visa. At the time, there were not any, but we kept informed and up to date about further developments.

We had several meetings with the National Lottery Reaching Communities adviser and other partners to develop a project to support our ethnic minority communities and make them sustainable in the future. We applied for some development funding to look at the barriers to engagement and were successful in March 2022. The Empowering Communities project started in April 2022.

We continued attending the weekly/fortnightly Dorset Communities meetings to share issues coming from our communities and work in partnership to find solutions. Mid March 2022, this meeting became a weekly meeting again because of the Ukrainian crisis.

The Together We Can (Bournemouth Christchurch & Poole Council meeting) became a monthly meeting. However, we provided direct support to BCP Council when the Ukrainian crisis started. We supported them to write the Welcome Pack for refugees and provided useful contacts.

We also took part in a Human Chain event to show solidarity with Ukrainians.

We restarted the non contact kick boxing gyms delivered by Life Changing Choices in March 2022 and supported them to get more funding for new equipment from Active Dorset. We also reviewed all the policies of the club.

Aim 3: To work towards making public, private and voluntary organisations in Dorset fully representative of and responsive to the ethnic, cultural and religious diversity of the population

During the year, we delivered 13 sessions of Unconscious Bias and Discrimination training to a range of statutory and voluntary organisations. We trained in excess of 200 members of staff from those organisations.

We delivered a session about discrimination to the Chatterbox group from YMCA.

We organised and led the following events on behalf of our partners:

- 4 Black Minority Ethnic Police Consultation Groups on various topics
- 1 forum for Equality & Diversity in Dorset on behalf of Dorset Council

**Report of the Trustees
for the Year Ended 31 March 2022**

We continued working closely with Dorset Clinical Commissioning Group and our Community Health Ambassadors Network. We continued running weekly meetings until September 2021 when the frequency became monthly. Most of the work was around encouraging people to take up the vaccine and the booster. One of our health ambassadors took the initiative to organise a vaccination centre at the Mosque initially and she then negotiated with Kings Park hospital in Boscombe to have vaccination slots for people from different ethnic backgrounds. She co-ordinated all the contacts and made bookings for everybody. This enabled a lot of people to easily access the vaccine and the booster. We discussed services for long Covid support and were able to shape some of the new services, which was really positive. We started bringing different health related subjects bringing 2 different speakers each time on top of the usual update on the development of the Integrated Care System. Our Community Health Ambassadors have been at the forefront of the development of the Our Dorset (ICS) People and Community Strategy.

We have supported the development of the Integrated Care System (ICS) in many ways: we attended all the Public Engagement Groups and contributed to the various strategies and especially the People and Community Strategy. We took part in the recruitment panel for the new ICS Chief executive and the non-executive directors. We attended and contributed to all the meetings looking at developing the Voluntary Sector Alliance to work as a partner with the ICS and have been encouraged to sit on the Governance board. We became a member of the Mental Health Integrated Community Care Health Inequalities sub-group and we attended and contributed to all the meetings of the Building Better Health Partnerships. We also supported some specific health conditions work for example we have met regularly with the Diabetes partnership to promote their work and resources, we are supporting Steps to Well Being and Live Well Dorset in engaging with people from different ethnic backgrounds.

We continued supporting the Open Door project which is about supporting people who are bereaved by suicide or Covid (tragic death). We are currently exploring how to communicate more effectively the existence of the service to people from different ethnic backgrounds.

We continued to be part of the Better Life Strategic Stakeholder Group (review of Dorset Adult and Social Care Services) and we contributed to all meetings.

We contributed to meetings of the Black South-West Network (Race Equality Action Group) and became involved in running a sub-group and supported national lobbying campaigns.

We attended all the meetings of the EUSS (European Union Settlement Scheme) Civil Society Alliance and reported on issues faced by residents in Dorset at national level. We built strong links with the alliance and have developed a bank of legal resources to support not only Europeans but also Ukrainian refugees.

We attended all the meetings of the Prevent Partnership Board and reported potential community tensions.

We became a member of the Out of Courts Disposal scrutiny panel, as the Stop and Search was disbanded. We received training on Out of Courts Disposal measures and attended all the scrutiny panels.

We became members of the R3 Recovery group looking at co-ordinating the well-being offer in Bournemouth Christchurch and Poole (BCP) post Covid 19. We met on a 2 monthly basis and developed workshops and various resources to support people in BCP.

We became members of the Boscombe Well Being Hub Steering group and have been developing the concept and engagement to develop a Well Being Hub in Boscombe in partnership with the ICS and other voluntary sector organisations.

We have attended and contributed to regular meetings of:

- the BCP Vibrant Communities Partnership Board.
- the Safer Communities Strategic Group
- the BCP Anti Social Behaviour Co-ordinating Group
- the BCP Homelessness Reduction Board Engagement Group
- the BCP No Recourse To Public Funding sub-group
- the BCP Council Race and Cultural Diversity Staff Network
- the Area of Outstanding Natural Beauty Partnership Board

We were invited to take part in the Peer Review of BCP Council led by the Local Government Association.

Dorset Race Equality Council (Registered number: 05018604)

**Report of the Trustees
for the Year Ended 31 March 2022**

We were asked by BCP Council to organise and recruit Independent Observers for the recruitment of senior officers of the Council. 13 people from various backgrounds across the 9 protected characteristics applied and we selected 9 of them to become BCP Council's Independent Observers. The process was successful and generated quite a lot of interest. We received 13 applications and recruited 9 people. There will be further recruitment phases in the future.

We provided consultancy in Equality, Diversity and Inclusion and supported the following organisations/businesses:

- LUSH
- Wiltshire Race Equality Council
- The army
- Dorset and Wiltshire Fire and Rescue Service
- Bournemouth and Poole College Equality Advisory Board
- The Area of Outstanding Natural Beauty team at Dorset Council

FINANCIAL REVIEW

Financial position

In the year 2021/2022, we received £15,298 in grants and contracts and £101,870 through projects and activity funds.

Our total income was £118,383, which was a decrease of £45,099 on the previous year. For full detail of the income, please see notes 2 and 3 of the accounts.

Our total expenditure was £138,094, which was a decrease of £25,039 on the previous year. Most of the expenditure is made of staff costs representing a value of £116,061 compared to £109,773 the previous year.

The net expenditure amounted to £19,711 which decreased from the funds held as at 1st April 2021 to give net funds of £56,759 as at the 31st March 2022.

Funding:

We were successful in being receiving the following grants:

- Dorset Community Foundation Household Support Fund: £6,100 on behalf of sister Tama
- Empowering Communities - National Lottery Reaching Communities Fund: £8,095
- Application to the Valentine's Foundation Trust: £5,000
- Donation from the Souter Trust following letter for funding: £3,000

Reserves policy

This is the policy of the charity to maintain unrestricted funds, which are free of reserves of the charity.

The trustee board have analysed the strategic, business and operational risks that the charity faces and confirm that systems have been established to enable regular reports to be produced so that necessary steps can be taken if any risks arise.

We aim to keep minimum reserves of at least 3 months costs of the charity. For 2022 this would be £34,524 (2021 - £40,783). As you can see from our reserves we are carrying more than adequate reserves to continue the day to day running of the charity.

Therefore, the net funds at the 31st March 2022 are considered available and adequate to meet the charity's needs for the forthcoming 12 months, in conjunction with anticipated core funding from local authorities and other providers in the year ahead. Arrangements have made with local authorities for service level agreement to 31st March 2023.

The charitable company has free reserves of £44,164 as at 31 March 2022 (2021 - £14,519). The Trustees consider this level of reserves to be sufficient to deliver charitable objectives for the next twelve months. Free reserves are calculated by deducting fixed assets from the unrestricted (and undesignated) reserves held at the year-end.

**Report of the Trustees
for the Year Ended 31 March 2022**

FUTURE PLANS

- Continue to support our ethnic minority community groups across the whole of Dorset
- Get the National Lottery Reaching Communities to develop the capacity and sustainability of our ethnic minority community groups in the BCP Council area.
- Develop our capacity and expertise in terms of being able to take some of our cases to court
- Continue to develop strategic partnerships with various partners to write joint bids and deliver joint projects
- Continue to work closely with Dorset Police and other agencies to provide timely support to victims of hate incidents
- Develop and implement a training arm for the organisation to offer online training and develop income generation
- Continue to apply for funding and diversify our funding
- Develop the capacity of the organisation by recruiting new staff and new trustees

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

The organisation is a charitable company limited by guarantee, incorporated on the 19th January 2004, and registered as a charity on the 30th June 2004. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of association. In the event of the company being wound up members are required to contribute an amount not exceeding £1.00.

The company is a successor organisation of Dorset Race Equality Council registered as a charity on 24th October 2000 and took over its activities in 2004.

Recruitment and appointment of new trustees

The directors of the company are also charity trustees for the purpose of the charity law. In addition, the directors have the power to co-opt other executive committee members to serve on the management committee, as detailed on page 1.

The relevant community and social skills are well represented on the management committee. In an effort to maintain the broad skills mix, members of the management committee are requested to provide a list of their skills (and update their skills every year) and in the event of particular skills being lost due to retirements, individuals are approached to offer themselves for election to the management committee.

Induction and training of new trustees

Any potential trustee is invited to have a meeting with the chair and the Chief Officer to familiarise themselves with the charity and the context in which it operates. Following this meeting, they are invited to attend their first trustee meeting as an observer to assess whether there is a fit between their expectations and what will be required of them. If they decide to join, they become a trustee at the next trustee meeting.

New trustees are invited and encouraged to attend a training session about being a Charity Trustee either delivered by Community Action Network or Dorset Community Action. They are also pointed to all the guides from the Charity Commission website which contains the following sections:

- The obligations of the management committee members.
- The main documents which set out the operational framework for the charity including the Memorandum and Articles.
- Resourcing the current financial position as set out in the latest accounts.
- Future plans and objectives

Each member of the management committee receives the Memorandum of Association, the Articles of Association, the latest annual report and the latest financial statements.

**Report of the Trustees
for the Year Ended 31 March 2022**

STRUCTURE, GOVERNANCE AND MANAGEMENT

Staff changes:

In terms of staffing, we said goodbye to 2 members of staff:

- Ewa Zabarylo, who was our Admin and Finance Officer/Community Development Officer and had been working for Dorset REC since 2013. Ewa developed her career in Immigration.
- Tina Thompson, who was our Community Development Officer and had been with Dorset REC since 2017. Tina retired.

We welcomed 2 new members of staff:

- Joe Farnand, as a full time Community Development Officer. Joe started in October 2021.
- Leah Pearce, as a 15 hour a week Admin Assistant. Leah started at the end of September 2021

We also welcomed Jackie Taylor as our Finance Manager working on a self-employed basis

In terms of the trustees, we welcomed a few new members in April 2021:

- Ian Gwinn, Lecturer at Bournemouth University
- Lesley Haig, Vice Chancellor of AECC University College
- Ken Heap, Chair of Dorset Mind
- Lesley Bramley, EDI lead at Microsoft
- Ade Bamgboye, working at Barclays Head Office

In addition, we also welcomed a few new trustee members in January-February 2022:

- Jonathon Burke
- Julia Galbenu
- Peter Green
- Sacha Wools

We also said goodbyes to quite a few of our trustees for various reasons:

- Anjana Khatwa resigned in April 2021 because of work commitments but remained an Ambassador for Dorset REC
- Prince Ogbuji resigned in August 2021 because of his work commitments that prevented him from attending meetings
- Karen Packman resigned in September 2021 due to difficulty to attend the meetings
- Lucy Bramley resigned in August 2021 as she embarked on developing a business
- Kathy Garcia resigned in September 2021 due to conflicting commitments
- Geoff Boyd passed away in October 2021

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
05018604 (England and Wales)

Registered Charity number
1104642

Registered office
C/o Community Action Network
Beech House
28 - 30 Wimborne Road
Poole
Dorset
BH15 2BU

**Report of the Trustees
for the Year Ended 31 March 2022**

Trustees

Miss P H Batstone
G R Boyd (deceased 11.10.21)
Ms M Elkotory
B Kawai
Ms K Garcia (resigned 13.7.21)
Ms A Khatwa (resigned 6.4.21)
I Gwinn (appointed 6.4.21)
Ms L Haig (appointed 6.4.21)
K Heap (appointed 6.4.21)
A Bamgboye (appointed 6.4.21)
Rev. J Burke (appointed 25.1.22)
Ms J Balbenu (appointed 26.1.22)
P Green (appointed 28.2.22)
Ms S Woolls (appointed 3.2.22)
Mrs L Bramley (appointed 1.4.21) (resigned 31.8.21)
E Ohwofasa (appointed 22.11.22)
Dr S Johnson (appointed 22.11.22)

Independent Examiner

Ward Goodman
4 Cedar Park
Cobham Road
Ferndown Industrial Estate
Wimborne
Dorset
BH21 7SF

Solicitors

Lester Aldridge
Russell House
Oxford House
Bournemouth
BH8 8EX

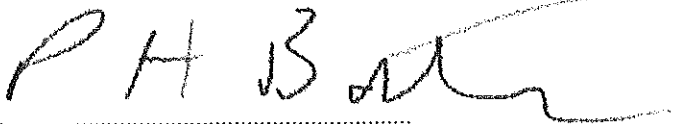
Bankers

The Cooperative Bank
Po Box 250 Delf House
Skermerdale
WN8 6WT

Chief Officer

Mrs N Sherring

Approved by order of the board of trustees on 20 9 22 and signed on its behalf by:



Miss P H Batstone - Trustee

**Independent Examiner's Report to the Trustees of
Dorset Race Equality Council**

Independent examiner's report to the trustees of Dorset Race Equality Council ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2022.

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

Having satisfied myself that the accounts of the Company 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 confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

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



Miss J Richardson FCA FCCA DChA
Ward Goodman
4 Cedar Park
Cobham Road
Ferndown Industrial Estate
Wimborne
Dorset
BH21 7SF

Date: 21st December 2022

Dorset Race Equality Council

**Statement of Financial Activities
for the Year Ended 31 March 2022**

		Unrestricted fund	Restricted funds	2022 Total funds	2021 Total funds as restated
	Notes	£	£	£	£
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	1,206	-	1,206	2,888
Charitable activities					
Charitable activity		65,003	52,165	117,168	160,565
Other income		9	-	9	29
Total		<u>66,218</u>	<u>52,165</u>	<u>118,383</u>	<u>163,482</u>
EXPENDITURE ON					
Raising funds		-	-	-	250
Charitable activities	4				
Charitable activity		<u>36,729</u>	<u>101,365</u>	<u>138,094</u>	<u>162,883</u>
Total		<u>36,729</u>	<u>101,365</u>	<u>138,094</u>	<u>163,133</u>
NET INCOME/(EXPENDITURE)		29,489	(49,200)	(19,711)	349
RECONCILIATION OF FUNDS					
Total funds brought forward		14,946	61,524	76,470	76,121
TOTAL FUNDS CARRIED FORWARD		<u>44,435</u>	<u>12,324</u>	<u>56,759</u>	<u>76,470</u>

The notes form part of these financial statements

Dorset Race Equality Council (Registered number: 05018604)

**Balance Sheet
31 March 2022**

	Notes	Unrestricted fund £	Restricted funds £	2022 Total funds £	2021 Total funds as restated £
FIXED ASSETS					
Tangible assets	12	271	-	271	427
CURRENT ASSETS					
Debtors	13	3,261	-	3,261	3,920
Cash at bank		43,912	14,447	58,359	79,040
		<u>47,173</u>	<u>14,447</u>	<u>61,620</u>	<u>82,960</u>
CREDITORS					
Amounts falling due within one year	14	(3,009)	(2,123)	(5,132)	(6,917)
NET CURRENT ASSETS		<u>44,164</u>	<u>12,324</u>	<u>56,488</u>	<u>76,043</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>44,435</u>	<u>12,324</u>	<u>56,759</u>	<u>76,470</u>
NET ASSETS		<u>44,435</u>	<u>12,324</u>	<u>56,759</u>	<u>76,470</u>
FUNDS	15				
Unrestricted funds				44,435	14,946
Restricted funds				12,324	61,524
TOTAL FUNDS				<u>56,759</u>	<u>76,470</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2022.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2022 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

Balance Sheet - continued
31 March 2022

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

The financial statements were approved by the Board of Trustees and authorised for issue on 20.9.22 and were signed on its behalf by:

20.9.22

P H B

P H Batstone - Trustee

Dorset Race Equality Council

Notes to the Financial Statements for the Year Ended 31 March 2022

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Government grants shall be recognised in profit or loss on a systematic basis over the periods in which the entity recognises as expenses the related costs for which the grants are intended to compensate.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

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

Computer equipment - Straight line over 3 years

Taxation

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

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

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 at Bank and in hand

Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Dorset Race Equality Council

Notes to the Financial Statements - continued for the Year Ended 31 March 2022

1. ACCOUNTING POLICIES - continued

Creditors

Creditors 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.

Acting as Agent

DREC is acting as agent for Life Changing Choices. The amounts held on behalf of Life Changing Choices are recorded in bank and creditors within these financial statements. The creditor balance as at 31 March 2022 totalled £2,123 (2021: £1,100). DREC does not have any exposure to the risks and rewards of the Life Changing Choices activities and is merely custodian of the cash funds for ease of administration. DREC does not receive an agents fee or commission for holding these funds on behalf of Life Changing Choices.

2. DONATIONS AND LEGACIES

	2022	2021 as restated
	£	£
Donations	<u>1,206</u>	<u>2,888</u>

3. INCOME FROM CHARITABLE ACTIVITIES

		2022	2021 as restated
	Activity	£	£
Grants	Charitable activity	15,298	38,735
Projects	Charitable activity	97,270	115,580
Training income	Charitable activity	<u>4,600</u>	<u>6,250</u>
		<u>117,168</u>	<u>160,565</u>

4. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 5)	Support costs (see note 6)	Totals
	£	£	£
Charitable activity	<u>122,228</u>	<u>15,866</u>	<u>138,094</u>

Dorset Race Equality Council

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2022**

5. DIRECT COSTS OF CHARITABLE ACTIVITIES

	2022	2021 as restated
	£	£
Staff costs	116,061	109,773
Advertising	756	120
Training costs	317	402
Travel	1,123	73
Hall hire & conference	-	200
Community activities	491	25,068
Grants and bids	3,480	9,620
Quality Assurance	-	1,500
	<u>122,228</u>	<u>146,756</u>

6. SUPPORT COSTS

	Other	Governance	Totals
	£	costs £	£
Charitable activity	<u>8,793</u>	<u>7,073</u>	<u>15,866</u>

7. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2022	2021 as restated
	£	£
Independent examiners remun	2,130	2,130
Depreciation - owned assets	<u>156</u>	<u>171</u>

8. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2022 nor for the year ended 31 March 2021.

Trustees' expenses

Trustees were reimbursed for out of pocket expenses in the year of £nil (2021: £nil).

9. STAFF COSTS

	2022	2021 as restated
	£	£
Wages and salaries	109,376	103,499
Social security costs	4,178	3,975
Other pension costs	2,507	2,299
	<u>116,061</u>	<u>109,773</u>

Dorset Race Equality Council

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2022**

9. STAFF COSTS - continued

The average monthly number of employees during the year was as follows:

	2022	2021 as restated
Chief officer	1	1
Administration and support	5	4
	<u>6</u>	<u>5</u>

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

Key Management Personnel received remuneration in the year totalling £35,229 (2021: £37,609).

10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund	Restricted funds	Total funds as restated
	£	£	£
INCOME AND ENDOWMENTS FROM			
Donations and legacies	2,888	-	2,888
Charitable activities			
Charitable activity	16,250	144,315	160,565
Other income	29	-	29
Total	<u>19,167</u>	<u>144,315</u>	<u>163,482</u>
EXPENDITURE ON			
Raising funds	250	-	250
Charitable activities			
Charitable activity	19,113	143,770	162,883
Total	<u>19,363</u>	<u>143,770</u>	<u>163,133</u>
NET INCOME/(EXPENDITURE)	(196)	545	349
Transfers between funds	1,152	(1,152)	-
Net movement in funds	956	(607)	349
RECONCILIATION OF FUNDS			
Total funds brought forward	13,989	62,132	76,121
TOTAL FUNDS CARRIED FORWARD	<u>14,945</u>	<u>61,525</u>	<u>76,470</u>

Dorset Race Equality Council

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2022**

11. PRIOR YEAR ADJUSTMENT

The prior year adjustment is in respect of a monies held on behalf of a third party incorrectly recorded within the Profit and Loss Account in the 31 March 2021 financial statements filed with the Charities Commission. The balance owed to Life Changing Choices should be recognised as a creditor on the balance sheet so the adjustment has been performed to correct this. The total effect on brought forward funds is a decrease of £1,100.

A prior year adjustment was performed to recognise a restricted income stream previously incorrectly recognised as unrestricted funds in the financial statements. The restricted funds were received from Sports England during the year ended 31 March 2020 and totalled £8,795. The prior year adjustment reallocated this balance from general reserves to the Multicultural Activities Programme (MAP) restricted fund. Related expenditure in the prior year of £1,500 on the restricted fund has also been reallocated from general expenditure. There was no impact on overall charity funds as a result of this adjustment.

12. TANGIBLE FIXED ASSETS

	Computer equipment £
COST	
At 1 April 2021	3,062
Disposals	(748)
At 31 March 2022	2,314
DEPRECIATION	
At 1 April 2021	2,635
Charge for year	156
Eliminated on disposal	(748)
At 31 March 2022	2,043
NET BOOK VALUE	
At 31 March 2022	271
At 31 March 2021	427

13. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022	2021 as restated
	£	£
Trade debtors	1,050	620
Other debtors	1,925	-
Prepayments and accrued income	286	3,300
	3,261	3,920

Dorset Race Equality Council

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2022**

14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022	2021 as restated
	£	£
Trade creditors	524	560
Social security and other taxes	-	2,085
Other creditors	115	696
Life Changing Choices	2,123	1,100
Accrued expenses	2,370	2,476
	<u>5,132</u>	<u>6,917</u>

15. MOVEMENT IN FUNDS

	At 1.4.21 £	Net movement in funds £	At 31.3.22 £
Unrestricted funds			
General fund	14,946	29,489	44,435
Restricted funds			
Advice & information	43,923	(43,923)	-
Communities against cancer	5,403	(1,335)	4,068
Dorset Council (FED)	1,291	(330)	961
Citizens Advice BCP	2,057	(2,057)	-
National Lottery Community Fund	1,555	(1,555)	-
Multicultural Activities Programme	7,295	-	7,295
	<u>61,524</u>	<u>(49,200)</u>	<u>12,324</u>
TOTAL FUNDS	<u>76,470</u>	<u>(19,711)</u>	<u>56,759</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	66,218	(36,729)	29,489
Restricted funds			
Advice & information	-	(43,923)	(43,923)
Communities against cancer	-	(1,335)	(1,335)
Dorset Council (FED)	1,922	(2,252)	(330)
Citizens Advice BCP	15,071	(17,128)	(2,057)
National Lottery Community Fund	-	(1,555)	(1,555)
Dorset NHS CCG (HEP)	12,298	(12,298)	-
Central CAB (LSLiP)	14,856	(14,856)	-
Dorset Police	8,018	(8,018)	-
	<u>52,165</u>	<u>(101,365)</u>	<u>(49,200)</u>
TOTAL FUNDS	<u>118,383</u>	<u>(138,094)</u>	<u>(19,711)</u>

Dorset Race Equality Council

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2022**

15. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.20 £	Net movement in funds £	Transfers between funds £	At 31.3.21 £
Unrestricted funds				
General fund	13,989	(195)	1,152	14,946
Restricted funds				
Advice & information	41,528	1,651	744	43,923
Healthwatch Dorset	1,788	-	(1,788)	-
Connecting Advice in Dorset	2,366	(164)	(2,202)	-
Communities against cancer	7,655	(2,252)	-	5,403
Dorset Council (FED)	-	1,291	-	1,291
Citizens Advice BCP	-	2,057	-	2,057
Dorset Community Foundation	-	(1,805)	1,805	-
National Lottery Community Fund	-	1,555	-	1,555
UK Community Foundation	-	(289)	289	-
Multicultural Activities Programme	8,795	(1,500)	-	7,295
	<u>62,132</u>	<u>544</u>	<u>(1,152)</u>	<u>61,524</u>
TOTAL FUNDS	<u>76,121</u>	<u>349</u>	<u>-</u>	<u>76,470</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	19,167	(19,362)	(195)
Restricted funds			
Advice & information	64,601	(62,950)	1,651
Connecting Advice in Dorset	-	(164)	(164)
Communities against cancer	-	(2,252)	(2,252)
Dorset Council (FED)	3,844	(2,553)	1,291
Access to Justice	21,957	(21,957)	-
Citizens Advice BCP	10,103	(8,046)	2,057
Dorset Community Foundation	5,000	(6,805)	(1,805)
National Lottery Community Fund	14,721	(13,166)	1,555
UK Community Foundation	20,000	(20,289)	(289)
Legal Support for Litigants in Person(LSLIP) Project	4,089	(4,089)	-
Multicultural Activities Programme	-	(1,500)	(1,500)
	<u>144,315</u>	<u>(143,771)</u>	<u>544</u>
TOTAL FUNDS	<u>163,482</u>	<u>(163,133)</u>	<u>349</u>

Dorset Race Equality Council

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2022**

15. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.20 £	Net movement in funds £	Transfers between funds £	At 31.3.22 £
Unrestricted funds				
General fund	13,989	29,294	1,152	44,435
Restricted funds				
Advice & information	41,528	(42,272)	744	-
Healthwatch Dorset	1,788	-	(1,788)	-
Connecting Advice in Dorset	2,366	(164)	(2,202)	-
Communities against cancer	7,655	(3,587)	-	4,068
Dorset Council (FED)	-	961	-	961
Dorset Community Foundation	-	(1,805)	1,805	-
UK Community Foundation	-	(289)	289	-
Multicultural Activities Programme	8,795	(1,500)	-	7,295
	<u>62,132</u>	<u>(48,656)</u>	<u>(1,152)</u>	<u>12,324</u>
TOTAL FUNDS	<u>76,121</u>	<u>(19,362)</u>	<u>-</u>	<u>56,759</u>

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	85,385	(56,091)	29,294
Restricted funds			
Advice & information	64,601	(106,873)	(42,272)
Connecting Advice in Dorset	-	(164)	(164)
Communities against cancer	-	(3,587)	(3,587)
Dorset Council (FED)	5,766	(4,805)	961
Access to Justice	21,957	(21,957)	-
Citizens Advice BCP	25,174	(25,174)	-
Dorset Community Foundation	5,000	(6,805)	(1,805)
National Lottery Community Fund	14,721	(14,721)	-
UK Community Foundation	20,000	(20,289)	(289)
Legal Support for Litigants in			
Person(LSLIP) Project	4,089	(4,089)	-
Dorset NHS CCG (HEP)	12,298	(12,298)	-
Central CAB (LSLiP)	14,856	(14,856)	-
Dorset Police	8,018	(8,018)	-
Multicultural Activities Programme	-	(1,500)	(1,500)
	<u>196,480</u>	<u>(245,136)</u>	<u>(48,656)</u>
TOTAL FUNDS	<u>281,865</u>	<u>(301,227)</u>	<u>(19,362)</u>

Dorset Race Equality Council

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2022**

15. MOVEMENT IN FUNDS - continued

General Fund

From year ended 31 March 2022, the general fund will hold all core funding received from BCP and Dorset Council, instead of this being allocated within the restricted fund of Advice & Information. This change has been made due to the restriction on the Advice & Information fund being in line with the charities main objectives and the restriction of this income and core expenditure is deemed unnecessary.

FED

Funding to provide insight and advice on equality and diversity issues with dorset.

Advice & Information

Grant income to continue to ensure that ethnic minority individuals and communities in Dorset feel empowered to challenge racism and discrimination.

Communities against cancer

Grant funding to work with local multicultural networks in order to work raise awareness about cancer.

Citizens Advice BCP

The european settlement scheme in partnership with BCP to identify and engage with the most vulnerable european communities to make sure they submit their application.

Life Changing Choices

Funding received on behalf of an individual who is a member of the travelling community who is running a non-contact kickboxing club for the local community. Money is held on his behalf.

National Lottery Community Fund

A partnership bid with the friendly foot club to delivery ethnic cook boxes to vulnerable families in 4 local communities.

Dorset NHS CCG (HEP)

Funding from Dorset CCG and Public Health Dorset to undertake an Insight project looking at the barriers to access preventative NHS services by people from different ethnic backgrounds. The respondents were selected according to their Covid 19 vaccination refusal.

Central CAB (LSLIP)

Funding from the Ministry of Justice via Central Dorset CAB to work on the Legal Support for Litigant In Person project. We provide the support for racial and religious discrimination cases in Dorset and worked alongside caseworkers dealing with other areas such as housing, employment, family issues.

Dorset Police

Grant from Dorset Police to undertake 4 consultation meetings with people from different ethnic backgrounds on policing issues.

Multicultural Activities Programme (MAP)

Grant from Sport England to promote health and wellbeing to isolated ethnic communities through activities such as swimming, yoga, shadow boxing, table tennis and exercise and fitness classes. All activities, excluding swimming, will take place in community buildings for maximum convenience.

Dorset Race Equality Council

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2022**

16. RELATED PARTY DISCLOSURES

Trustees were reimbursed for out of pocket expenses in the year of £nil (2021: £nil).

Accounts

REGISTERED COMPANY NUMBER: 05018604 (England and Wales)
REGISTERED CHARITY NUMBER: 1104642

**Report of the Trustees and
Unaudited Financial Statements
for the Year Ended 31 March 2021
for
Dorset Race Equality Council**

Ward Goodman
4 Cedar Park
Cobham Road
Ferndown Industrial Estate
Wimborne
Dorset
BH21 7SF

Dorset Race Equality Council

**Contents of the Financial Statements
for the Year Ended 31 March 2021**

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**Report of the Trustees
for the Year Ended 31 March 2021**

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2021. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

Objectives and aims

Dorset Race Equality Council (DREC) is a community-based organisation that has been at the forefront of race equality in Dorset since the 1990s. We aim to eliminate racial discrimination and promote shared values of peace, responsibility, and harmony.

Our work involves supporting victims of racism by advising, supporting, and representing victims of racial harassment, religious offences, racial violence, and discrimination. Dorset Race Equality Council is unique in that it is the sole Dorset based body providing race specific advice and advocacy.

We work in partnership with other voluntary organisations in support of ethnic minority communities aiding them to address their needs and aspirations. Dorset REC develops campaigns and strategies to influence public opinion, legislation, practices, and procedures in favour of racial equality.

We strive to improve the quality of life for all by building stronger, safer, and sustainable communities in a respectful way and developing a society where diversity is valued.

Significant activities

The global pandemic of Covid 19 continued to affect our activities all through to March 2021 but the charity was impacted by the death of George Floyd in America and by the development of the Black Lives Matter Movement. Financially, the charity benefited from those 2 events in terms of donations and in terms of the amount of training we delivered. More people became aware of the injustice faced by people from different ethnic backgrounds and wanted to contribute and support us with donations. Others wanted to be more educated and commissioned us to deliver some training for them. The charity also continued to apply for grants from various funders to develop projects around inequalities of access to services. Despite the fact that the charity had to change a lot of its services due to the inability to meet in person and the reluctance of our members to meet with others, it adapted well to the increased demand of training and of one to one support.

The trustees are confident that the charity is a going concern.

Public benefit

In planning our activities for the year, we kept in mind the charity commission guidance on public benefit.

**Report of the Trustees
for the Year Ended 31 March 2021**

ACHIEVEMENT AND PERFORMANCE

Charitable activities

Aim 1: Ensure that ethnic minority individuals and communities feel empowered to challenge racism and discrimination and have access to support and information

In the year, we continued to offer free information, advice, guidance, advocacy, and support in cases of race or religious based discrimination. DREC opened 26 new cases involving racial or religious discrimination in employment, housing, education, crime and justice, health and social care, consumer rights.

20 cases were within BCP council area, 5 from Dorset and 1 from out of area (incident involved Dorset Police).

Of these cases, 10 are still open with 1 open case remaining from 2019.

Of the 16 closed cases, the average time a case was live was approx. 6 months. However, the range is from 1 week to 11 months. Some of the open cases have now been ongoing for up to 17 months and the 2019 case has been open for over 2 years. Depending on complexity, the actual time a caseworker spends on an individual case is so varied that no meaningful average could be obtained.

We were unable to continue our role of being a third-party reporting centre as we were on lockdown for most of the year. However, we did report to the police and local authority some leaflets against Gypsy, Roma and Traveller encampments when the lockdown was eased later on in the Summer.

We have continued being an active member of Prejudice Free Dorset and have continued meeting regularly online. We lead on the PFD Communication sub-group and are member of 5 out of 7 sub-groups. We attended all the meetings of the main partnership and lead on the sub-group meetings. As part of the Communication sub-groups, we developed a series of online messages that featured on the PFD social media during Hate Crime week. We also supported and took part in the delivery of 2 out of 3 training sessions on third party reporting centres.

We have embedded the policies and procedures developed for the Quality Advice Standards Accreditation. We were re-assessed on the 17th February 2021 and re-accredited with the AQS standards.

Due to the success of the Access to Justice project with Citizen Advice Central Dorset, we were asked to apply for some more funding from Access to Justice Foundation through the Ministry of Justice to deliver the Legal Support for Litigant In Person project. We were successful and started working on this project at the end of November 2020. Our discrimination case worker transferred smoothly to this new project in January 2021.

Aim 2: Promote the celebration of ethnic, cultural, and religious diversity in Dorset and strengthen local ethnic minority organisations

This aim was hugely affected by the pandemic, as no events or face to face contact could happen when in lockdown.

When the lockdown started, we were very concerned that the ethnic minority communities we serve had easy access to all the relevant and useful information. We straight away created a dedicated page on our website about Covid 19 and shared on it all the information we received from our statutory partners.

We knew that access to food and medication would not be an issue for most of the ethnic minority communities, as we knew people would support each other. We decided to conduct a "needs assessment" to check on all the groups we had on our directory (36 of them) and asked them how they were getting on, did they understand the guidance, did they have access to food and medication and what their issues were. We conducted this assessment in April 2020 and produced a report with recommendations that was sent to all partners in May 2020.

We were straight away invited to be part of the Together We Can Emergency response at Bournemouth, Christchurch and Poole Council but it took us a few weeks and the publication of the report to be part of the Dorset Community response.

We organised online zoom meetings to reassure and support community members who were affected by George Floyd's killing over the Summer and supported individuals who wanted to take part in protests.

**Report of the Trustees
for the Year Ended 31 March 2021**

We were able to attend some events as and when the lockdown eased i.e. Roma Holocaust Memorial Day Commemoration on the 2nd August 2020 but we supported some of our groups to organise their event online. We facilitated through our Zoom account the Bournemouth and Poole Holocaust Memorial Day on the 24th January 2021 and had over 60 people attending, as well as 2 school events for the Holocaust commemoration.

In October 2020, we celebrated Black History Month by posting every single day on our social media facts about Black History. This culminated by a quiz that took place on the 27th Oct on Zoom. All the answers of the quiz were posted during the month. We offered some prizes to the winners of the quiz.

We took part in a project called Local Lockdown Life to encourage people to document their life during the lockdown. The entries were put on the Poole Museum gallery website.

We supported a newly formed group called the BME Youth Platform and introduced them to a few other partners including the Dorset Wildlife Trust that enabled them to do some activities for their young people on Brownsea Island.

We supported an individual member of the Muslim community to access some funding through the Dorset Community Foundation to deliver culturally friendly food to the most vulnerable people within the ethnic minority communities.

We were successful in getting £20,000 in funding from the UK Community Foundation to support the ethnic minority communities. £10,000 were dedicated for our fund raiser to work with 10 structured ethnic minority groups and apply for funding on their behalf. Our fund raiser managed to support 9 groups in total and 6 of them were successful in getting funding from Dorset Community Foundation. The other £10,000 was distributed in smaller grants of £1,000 to enable less structured groups to put some activities on: the Indian Association and the Chinese school were able to put their event online due to the grant allocated to them. The Rwandan and Filipino communities helped vulnerable people in their communities with the money.

We ran, in partnership with the Friendly Food Club, a project creating and delivering Ethnic Cook Boxes to up to 12 vulnerable families for 4 weeks within the following communities: Middle eastern, Black African, Eastern European and gypsy, Roma and Traveller communities.

We delivered 3 sessions of the Forum for Equality and Diversity for Dorset and attended 3 meetings of the Gypsy, Roma and Traveller Forum for Dorset online. Those meetings were successful and well attended.

Aim 3: To work towards making public, private and voluntary organisations in Dorset fully representative of and responsive to the ethnic, cultural and religious diversity of the population

During the year, we delivered 23 sessions of Unconscious Bias and Discrimination training to a range of statutory and voluntary organisations. We trained in excess of 500 members of staff from those organisations. We were also asked to deliver a session on Unconscious Bias and Discrimination at the Public Law project South West Conference that took place in January 2021.

We delivered 2 sessions to support staff in understanding the issues around Black Live Matters: Dorset Mind and the Chatterbox group from YMCA.

We facilitated the contribution of ethnic minority communities in the following consultation exercises:

- Dorset Council Equality Diversity and Inclusion Strategy
- Dorset Police Domestic Abuse Strategy
- Dorset Clinical Commissioning Group Mental Health and Integrated Community Care Review

We organised and led the following events on behalf of our partners:

- 4 BME Police Consultation Groups on various topics
- 3 Fora for Equality & Diversity in Dorset on behalf of Dorset Council

**Report of the Trustees
for the Year Ended 31 March 2021**

We did a lot of work with Dorset Clinical Commissioning Group and our Community Health Ambassadors Network. We were commissioned to organise 4 meetings a year but because of the pandemic, we decided to meet every single week with our Community Health Ambassadors to discuss the health messages and guidance around Covid and assess how those messages were received and complied with. We realised that certain community groups did not understand the national guidance, as their English skills were either basic or they were confused with the information they received from their respective countries of origins. We listened to all our Community Health Ambassadors and developed targeted campaigns to ensure the information was being understood. For example, we knew that a lot of members of the gypsy, Roma and Traveller Communities would not understand the national guidance due to the fact that many of them do not read or write. We asked our leaders to do some very short videos to spread the main messages. Those videos were produced and edited by Dorset CCG and they were posted on social media by community leaders to ensure most people would have access to them. These were extremely well received and successful in avoiding the spread of Covid on traveller sites.

The Community Health Ambassadors were also instrumental in the take up of the Covid vaccination by members of the various ethnic minority communities in Dorset. Meeting every week enabled the CCG to understand what the barriers for people from different ethnic backgrounds to have the vaccine were. There were a lot of fears and misconceptions about the new vaccine and a lot of people were reluctant to be vaccinated. However, because of all the communications and listening we did, Dorset managed to get 73% of people from different ethnic backgrounds have their first dose of the vaccine, which was recognised by NHS England as a best practice example of partnership between CCG and community members.

We worked in partnership with Dorset Healthcare, Dorset Mental Health Forum, Mosaic, Cruze, Dorset CCG, Dorset Mind, Dorset Carer Support to create a new service called Open Door to support people who are bereaved by suicide or Covid (tragic death).

We were asked to be part of the Better Life Strategic Stakeholder Group (review of Dorset Adult and Social Care Services) and we contributed to all meetings.

We contributed to meetings of the Black South-West Network (Race Equality Action Group).

We attended all the meetings of the EUSS Civil Society Alliance and reported on issues faced by residents in Dorset at national level.

We were approached by a Consultancy Firm "Ten Years Time" that had been commissioned by the Talbot Village Trust to review their priorities for the future. We were asked to deliver a session on Equality and Diversity and to raise awareness of local issues. This was well received.

We attended the meetings of the Prevent Partnership Board.

We attended and contributed to 3 sessions of the Stop and Search Scrutiny Panel on behalf of the Police and Crime Commissioner.

We were successful in being granted project funding grants:

- EUSS funding from the Home Office via Bournemouth, Christchurch & Poole Citizens Advice came to an end at the end of March 2020 but was re-instated in October 2020
- Garfield Weston Foundation £10,000
- National Lottery Corona virus community fund £14,750 to deliver the Ethnic cook Boxes project
- UK Community Foundation Fund: £20,000
- Dorset Community Foundation Corona Virus Emergency Fund: £ 5,000 on behalf of sister Tama

**Report of the Trustees
for the Year Ended 31 March 2021**

FINANCIAL REVIEW

Financial position

In the year 2020/2021, we received £38,735 in grants and contracts and £122,930 through projects and activity funds.

Our total income was £164,582, which was an increase of £53,132 on the previous year. For full detail of the income, please see notes 2 and 3 of the accounts.

Our total expenditure was £163,133, which was an increase of £37,000 on the previous year. Most of the expenditure is made of staff costs representing a value of £109,773 compared to £92,302 the previous year.

The net income amounted to £1,449 which increased from the funds held as at 1st April 2020 to give net funds of £77,570 as at the 31st March 2021.

Reserves policy

This is the policy of the charity to maintain unrestricted funds, which are free of reserves of the charity.

The trustee board have analysed the strategic, business and operational risks that the charity faces and confirm that systems have been established to enable regular reports to be produced so that necessary steps can be taken if any risks arise.

We aim to keep minimum reserves of at least 3 months costs of the charity. For 2021 this would be £40,783 (2020 - £28,759). As you can see from our reserves we are carrying more than adequate reserves to continue the day to day running of the charity.

Therefore, the net funds at the 31st March 2021 are considered available and adequate to meet the charity's needs for the forthcoming 12 months, in conjunction with anticipated core funding from local authorities and other providers in the year ahead. Arrangements have been made with local authorities for service level agreement to 31st March 2022.

The charitable company has free reserves of £22,914 as at 31 March 2021 (2020 - £22,651). The Trustees consider this level of reserves to be sufficient to deliver charitable objectives for the next twelve months. Free reserves are calculated by deducting fixed assets from the unrestricted (and undesignated) reserves held at the year-end.

FUTURE PLANS

Future plans:

- Continue to support our ethnic minority community groups and especially in the time of recovery from Covid
- Develop our capacity and expertise in terms of being able to take some of our cases to court
- Continue to develop strategic partnerships with various partners to write joint bids and deliver joint projects
- Continue to work closely with Dorset Police and other agencies to provide timely support to victims of hate incidents
- Increase our capacity to deliver more training sessions on Unconscious bias and inclusive organisation to develop our income generating
- Continue to apply for funding and diversify our funding
- Stabilise the leadership of the organisation with recruitment of more trustees

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

The organisation is a charitable company limited by guarantee, incorporated on the 19th January 2004, and registered as a charity on the 30th June 2004. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of association. In the event of the company being wound up members are required to contribute an amount not exceeding £1.00.

The company is a successor organisation of Dorset Race Equality Council registered as a charity on 24th October 2000 and took over its activities in 2004.

**Report of the Trustees
for the Year Ended 31 March 2021**

STRUCTURE, GOVERNANCE AND MANAGEMENT

Recruitment and appointment of new trustees

The directors of the company are also charity trustees for the purpose of the charity law. In addition, the directors have the power to co-opt other executive committee members to serve on the management committee, as detailed on page 1.

The relevant community and social skills are well represented on the management committee. In an effort to maintain the broad skills mix, members of the management committee are requested to provide a list of their skills (and update their skills every year) and in the event of particular skills being lost due to retirements, individuals are approached to offer themselves for election to the management committee.

Induction and training of new trustees

Most trustees are already familiar with the practical work of the charity.

Additionally, new trustees are invited and encouraged to attend a training session to familiarise themselves with the charity and the context in which it operates. This covers the Essential Guide for Trustees from the Charity Commission which contains the following sections:

- The obligations of the trustees.
- The main documents which set out the operational framework for the charity including the Memorandum and Articles.
- Resourcing the current financial position as set out in the latest accounts.
- Future plans and objectives

Each member of the board of trustees receives the Essential Guide for Trustees for their own reference as well as the Memorandum of Association, the Articles of Association, and the latest financial statements.

Staff changes:

In terms of staffing, we welcomed back to the team Jane Jones who had taken a year off in January 2021. We were supported by Paula Odopoza who was a student at Bournemouth University who did a work placement with us from September to December 2020.

We said goodbye to Gary Head in January 2021. Gary stood down from his role as a Chair of the Board of Trustees but also as his role as a trustee for work commitments reasons.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

05018604 (England and Wales)

Registered Charity number

1104642

Registered office

Boscombe Link
3 - 5 Palmerston Road
Boscombe
Bournemouth
Dorset
BH1 4HN

**Report of the Trustees
for the Year Ended 31 March 2021**

Trustees

Miss P H Batstone
G R Boyd
Ms M Elkotory
G N Head (resigned 6.1.21)
B Kawai
Ms K E Packman
Ms K Garcia
Ms A Khatwa (resigned 6.4.21)
I Gwinn (appointed 6.4.21)
Ms L Haig (appointed 6.4.21)
K Heap (appointed 6.4.21)
A Bangboye (appointed 6.4.21)

Independent Examiner

Ward Goodman
4 Cedar Park
Cobham Road
Ferndown Industrial Estate
Wimborne
Dorset
BH21 7SF

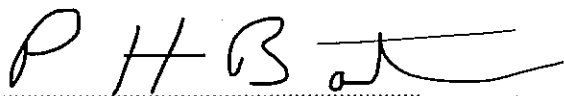
Solicitors

Lester Aldridge
Russell House
Oxford House
Bournemouth
BH8 8EX

Bankers

The Cooperative Bank
Po Box 250 Delf House
Skermerdale
WN8 6WT

Approved by order of the board of trustees on 10.12.21 and signed on its behalf by:



Miss P H Batstone - Trustee

**Independent Examiner's Report to the Trustees of
Dorset Race Equality Council**

Independent examiner's report to the trustees of Dorset Race Equality Council ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2021.

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

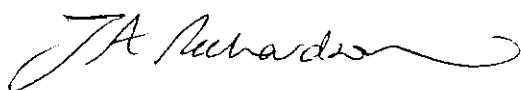
Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). 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 confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

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



Miss J Richardson ACA FCCA DChA
Ward Goodman
4 Cedar Park
Cobham Road
Ferndown Industrial Estate
Wimborne
Dorset
BH21 7SF

Date: 11th December 2021

Dorset Race Equality Council

**Statement of Financial Activities
for the Year Ended 31 March 2021**

	Notes	Unrestricted fund £	Restricted funds £	2021 Total funds £	2020 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	2,888	-	2,888	36
Charitable activities	3				
Charitable activity		16,250	145,415	161,665	111,329
Other income		29	-	29	85
Total		<u>19,167</u>	<u>145,415</u>	<u>164,582</u>	<u>111,450</u>
EXPENDITURE ON					
Raising funds		250	-	250	-
Charitable activities	4				
Charitable activity		18,360	144,523	162,883	126,133
Total		<u>18,610</u>	<u>144,523</u>	<u>163,133</u>	<u>126,133</u>
NET INCOME/(EXPENDITURE)		<u>557</u>	<u>892</u>	<u>1,449</u>	<u>(14,683)</u>
RECONCILIATION OF FUNDS					
Total funds brought forward		22,784	53,337	76,121	90,804
TOTAL FUNDS CARRIED FORWARD		<u><u>23,341</u></u>	<u><u>54,229</u></u>	<u><u>77,570</u></u>	<u><u>76,121</u></u>

The notes form part of these financial statements

Dorset Race Equality Council (Registered number: 05018604)

**Balance Sheet
31 March 2021**

	Notes	Unrestricted fund £	Restricted funds £	2021 Total funds £	2020 Total funds £
FIXED ASSETS					
Tangible assets	11	427	-	427	133
CURRENT ASSETS					
Debtors	12	3,920	-	3,920	3,974
Cash at bank		24,811	54,229	79,040	77,743
		<u>28,731</u>	<u>54,229</u>	<u>82,960</u>	<u>81,717</u>
CREDITORS					
Amounts falling due within one year	13	(5,817)	-	(5,817)	(5,729)
NET CURRENT ASSETS		<u>22,914</u>	<u>54,229</u>	<u>77,143</u>	<u>75,988</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>23,341</u>	<u>54,229</u>	<u>77,570</u>	<u>76,121</u>
NET ASSETS		<u>23,341</u>	<u>54,229</u>	<u>77,570</u>	<u>76,121</u>
FUNDS	14				
Unrestricted funds				23,341	22,784
Restricted funds				54,229	53,337
TOTAL FUNDS				<u>77,570</u>	<u>76,121</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2021.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2021 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

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

The financial statements were approved by the Board of Trustees and authorised for issue on 16/12/21..... and were signed on its behalf by:



P H Batstone - Trustee

The notes form part of these financial statements

Dorset Race Equality Council

Notes to the Financial Statements for the Year Ended 31 March 2021

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Government grants shall be recognised in profit or loss on a systematic basis over the periods in which the entity recognises as expenses the related costs for which the grants are intended to compensate.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

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

Fixtures and fittings	- Straight line over 5 years
Computer equipment	- Straight line over 3 years

Taxation

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

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

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 at Bank and in hand

Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Dorset Race Equality Council

Notes to the Financial Statements - continued for the Year Ended 31 March 2021

1. ACCOUNTING POLICIES - continued

Creditors

Creditors 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.

2. DONATIONS AND LEGACIES

	2021 £	2020 £
Donations	2,888	36

3. INCOME FROM CHARITABLE ACTIVITIES

	2021 £	2020 £
Grants	38,735	90,549
Projects	116,680	17,180
Training income	6,250	3,600
	<u>161,665</u>	<u>111,329</u>

4. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 5) £	Support costs (see note 6) £	Totals £
Charitable activity	146,756	16,127	162,883

5. DIRECT COSTS OF CHARITABLE ACTIVITIES

	2021 £	2020 £
Staff costs	109,773	92,302
Advertising	120	360
Training costs	402	408
Travel	73	3,837
Hall hire & conference	200	24
Community activities	25,068	3,461
Grants and bids	9,620	6,387
Volunteer/translator expenses	-	39
Quality Assurance	1,500	-
	<u>146,756</u>	<u>106,818</u>

Dorset Race Equality Council

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2021**

6. SUPPORT COSTS

	Other £	Governance costs £	Totals £
Charitable activity	9,832	6,295	16,127
	<u>9,832</u>	<u>6,295</u>	<u>16,127</u>

7. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2021 £	2020 £
Independent examiners remun	2,130	2,040
Depreciation - owned assets	171	615
	<u>2,130</u>	<u>2,040</u>
	<u>171</u>	<u>615</u>

8. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2021 nor for the year ended 31 March 2020.

Trustees' expenses

Trustees were reimbursed for out of pocket expenses in the year of £nil (2020: £141).

9. STAFF COSTS

	2021 £	2020 £
Wages and salaries	103,499	88,186
Social security costs	3,975	648
Other pension costs	2,299	3,468
	<u>109,773</u>	<u>92,302</u>

The average monthly number of employees during the year was as follows:

	2021	2020
Chief officer	1	1
Administration and support	4	4
	<u>5</u>	<u>5</u>

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

Key Management Personnel received remuneration in the year totalling £37,609 (2020: £30,038).

Dorset Race Equality Council

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2021**

10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	34	2	36
Charitable activities			
Charitable activity	6,455	104,874	111,329
Other income	85	-	85
Total	<u>6,574</u>	<u>104,876</u>	<u>111,450</u>
EXPENDITURE ON			
Charitable activities			
Charitable activity	18,359	107,774	126,133
NET INCOME/(EXPENDITURE)	<u>(11,785)</u>	<u>(2,898)</u>	<u>(14,683)</u>
RECONCILIATION OF FUNDS			
Total funds brought forward	34,569	56,235	90,804
TOTAL FUNDS CARRIED FORWARD	<u><u>22,784</u></u>	<u><u>53,337</u></u>	<u><u>76,121</u></u>

11. TANGIBLE FIXED ASSETS

	Fixtures and fittings £	Computer equipment £	Totals £
COST			
At 1 April 2020	4,676	6,073	10,749
Additions	-	465	465
Disposals	<u>(4,676)</u>	<u>(3,476)</u>	<u>(8,152)</u>
At 31 March 2021	<u>-</u>	<u>3,062</u>	<u>3,062</u>
DEPRECIATION			
At 1 April 2020	4,676	5,940	10,616
Charge for year	-	171	171
Eliminated on disposal	<u>(4,676)</u>	<u>(3,476)</u>	<u>(8,152)</u>
At 31 March 2021	<u>-</u>	<u>2,635</u>	<u>2,635</u>
NET BOOK VALUE			
At 31 March 2021	<u><u>-</u></u>	<u><u>427</u></u>	<u><u>427</u></u>
At 31 March 2020	<u><u>-</u></u>	<u><u>133</u></u>	<u><u>133</u></u>

Dorset Race Equality Council

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2021**

12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021	2020
	£	£
Trade debtors	620	-
Other debtors	-	347
Prepayments and accrued income	3,300	3,627
	<u>3,920</u>	<u>3,974</u>

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021	2020
	£	£
Trade creditors	560	1,445
Social security and other taxes	2,085	1,941
Other creditors	696	303
Accrued expenses	2,476	2,040
	<u>5,817</u>	<u>5,729</u>

14. MOVEMENT IN FUNDS

	At 1.4.20	Net movement in funds	Transfers between funds	At 31.3.21
	£	£	£	£
Unrestricted funds				
General fund	22,784	557	-	23,341
Restricted funds				
Advice & information	41,528	1,651	744	43,923
Healthwatch Dorset	1,788	-	(1,788)	-
Connecting Advice in Dorset	2,366	(164)	(2,202)	-
Communities against cancer	7,655	(2,252)	-	5,403
Dorset Council (FED)	-	1,291	-	1,291
Citizens Advice BCP	-	2,057	-	2,057
Dorset Community Foundation	-	(1,805)	1,805	-
Life Changing Choices	-	(1,152)	1,152	-
National Lottery Community Fund	-	1,555	-	1,555
UK Community Foundation	-	(289)	289	-
	<u>53,337</u>	<u>892</u>	<u>-</u>	<u>54,229</u>
TOTAL FUNDS	<u>76,121</u>	<u>1,449</u>	<u>-</u>	<u>77,570</u>

Dorset Race Equality Council

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2021**

14. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	19,167	(18,610)	557
Restricted funds			
Advice & information	64,601	(62,950)	1,651
Connecting Advice in Dorset	-	(164)	(164)
Communities against cancer	-	(2,252)	(2,252)
Dorset Council (FED)	3,844	(2,553)	1,291
Access to Justice	21,957	(21,957)	-
Citizens Advice BCP	10,103	(8,046)	2,057
Dorset Community Foundation	5,000	(6,805)	(1,805)
Life Changing Choices	1,100	(2,252)	(1,152)
National Lottery Community Fund	14,721	(13,166)	1,555
UK Community Foundation	20,000	(20,289)	(289)
Legal Support for Litigants in Person(LSLIP) Project	4,089	(4,089)	-
	<u>145,415</u>	<u>(144,523)</u>	<u>892</u>
TOTAL FUNDS	<u>164,582</u>	<u>(163,133)</u>	<u>1,449</u>

Comparatives for movement in funds

	At 1.4.19 £	Net movement in funds £	Transfers between funds £	At 31.3.20 £
Unrestricted funds				
General fund	34,569	(11,785)	-	22,784
Restricted funds				
Advice & information	52,402	28,620	(39,494)	41,528
Healthwatch Dorset	1,788	-	-	1,788
Connecting Advice in Dorset	1,773	593	-	2,366
Woman's Vote Centenary	309	(8,591)	8,282	-
Active Dorset	(476)	(2,690)	3,166	-
Dorset Community Innovation Fund	439	(12,259)	11,820	-
Many Faiths	-	(2,475)	2,475	-
EUSS	-	(6,527)	6,527	-
Communities against cancer	-	7,655	-	7,655
Dorset Council (FED)	-	(1,781)	1,781	-
Face Forward	-	(1,816)	1,816	-
Access to Justice	-	(3,627)	3,627	-
	<u>56,235</u>	<u>(2,898)</u>	<u>-</u>	<u>53,337</u>
TOTAL FUNDS	<u>90,804</u>	<u>(14,683)</u>	<u>-</u>	<u>76,121</u>

Dorset Race Equality Council

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2021**

14. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	6,574	(18,359)	(11,785)
Restricted funds			
Advice & information	61,015	(32,395)	28,620
Connecting Advice in Dorset	4,499	(3,906)	593
Woman's Vote Centenary	-	(8,591)	(8,591)
Active Dorset	7,160	(9,850)	(2,690)
Dorset Community Innovation Fund	6,457	(18,716)	(12,259)
Many Faiths	1,432	(3,907)	(2,475)
EUSS	10,035	(16,562)	(6,527)
Communities against cancer	10,000	(2,345)	7,655
Dorset Council (FED)	3,844	(5,625)	(1,781)
Face Forward	434	(2,250)	(1,816)
Access to Justice	-	(3,627)	(3,627)
	<u>104,876</u>	<u>(107,774)</u>	<u>(2,898)</u>
TOTAL FUNDS	<u>111,450</u>	<u>(126,133)</u>	<u>(14,683)</u>

Dorset Race Equality Council

Notes to the Financial Statements - continued for the Year Ended 31 March 2021

14. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.19 £	Net movement in funds £	Transfers between funds £	At 31.3.21 £
Unrestricted funds				
General fund	34,569	(11,228)	-	23,341
Restricted funds				
Advice & information	52,402	30,271	(38,750)	43,923
Healthwatch Dorset	1,788	-	(1,788)	-
Connecting Advice in Dorset	1,773	429	(2,202)	-
Woman's Vote Centenary	309	(8,591)	8,282	-
Active Dorset	(476)	(2,690)	3,166	-
Dorset Community Innovation Fund	439	(12,259)	11,820	-
Many Faiths	-	(2,475)	2,475	-
EUSS	-	(6,527)	6,527	-
Communities against cancer	-	5,403	-	5,403
Dorset Council (FED)	-	(490)	1,781	1,291
Face Forward	-	(1,816)	1,816	-
Access to Justice	-	(3,627)	3,627	-
Citizens Advice BCP	-	2,057	-	2,057
Dorset Community Foundation	-	(1,805)	1,805	-
Life Changing Choices	-	(1,152)	1,152	-
National Lottery Community Fund	-	1,555	-	1,555
UK Community Foundation	-	(289)	289	-
	<u>56,235</u>	<u>(2,006)</u>	<u>-</u>	<u>54,229</u>
TOTAL FUNDS	<u>90,804</u>	<u>(13,234)</u>	<u>-</u>	<u>77,570</u>

Dorset Race Equality Council

Notes to the Financial Statements - continued for the Year Ended 31 March 2021

14. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	25,741	(36,969)	(11,228)
Restricted funds			
Advice & information	125,616	(95,345)	30,271
Connecting Advice in Dorset	4,499	(4,070)	429
Woman's Vote Centenary	-	(8,591)	(8,591)
Active Dorset	7,160	(9,850)	(2,690)
Dorset Community Innovation Fund	6,457	(18,716)	(12,259)
Many Faiths	1,432	(3,907)	(2,475)
EUSS	10,035	(16,562)	(6,527)
Communities against cancer	10,000	(4,597)	5,403
Dorset Council (FED)	7,688	(8,178)	(490)
Face Forward	434	(2,250)	(1,816)
Access to Justice	21,957	(25,584)	(3,627)
Citizens Advice BCP	10,103	(8,046)	2,057
Dorset Community Foundation	5,000	(6,805)	(1,805)
Life Changing Choices	1,100	(2,252)	(1,152)
National Lottery Community Fund	14,721	(13,166)	1,555
UK Community Foundation	20,000	(20,289)	(289)
Legal Support for Litigants in Person (LSLIP) Project	4,089	(4,089)	-
	<u>250,291</u>	<u>(252,297)</u>	<u>(2,006)</u>
TOTAL FUNDS	<u>276,032</u>	<u>(289,266)</u>	<u>(13,234)</u>

FED

Funding to provide insight and advice on equality and diversity issues with Dorset.

Face Forward

Grant funding received to work on the Building Better Opportunities Programme.

Advice & Information

Grant income to continue to ensure that ethnic minority individuals and communities in Dorset feel empowered to challenge racism and discrimination.

EUSS

Grant funding to help with the European Union Settlement Scheme.

Connecting Advice in Dorset

Grant income to continue to ensure that ethnic minority individuals in Dorset feel empowered to challenge discrimination.

Communities against cancer

Grant funding to work with local multicultural networks in order to work raise awareness about cancer.

Dorset Community Innovation Fund

Grant income in order to organise MULTICULTURAL MEET-UPS across Dorset and bring people from different ethnic backgrounds together.

Dorset Race Equality Council

Notes to the Financial Statements - continued for the Year Ended 31 March 2021

14. MOVEMENT IN FUNDS - continued

Many Faiths

Grant funding in order to educate on ethnic, cultural and religious diversity.

Healthwatch Dorset

Grant funding to help raise awareness and improving health support in the community.

Women's Vote Centenary

Grant funding to help raise awareness in the community.

Active Dorset

Grant funding to work with partners to increase the numbers of people that are supported to become physically active.

Access to Justice

Grant funding to work with partners to ensure that everyone has access to the legal system. A partnership within the Central Dorset Citizens Advice was formed in the financial year of 31 March 2021.

Citizens Advice BCP

The european settlement scheme in partnership with BCP to identify and engage with the most vulnerable european communities to make sure they submit their application.

Dorset Community Foundation

Funding received on behalf of one of the community members to support the most vulnerable members in the community with food. Money is held on their behalf.

Life Changing Choices

Funding received on behalf of an individual who is a member of the travelling community who is running a non-contact kickboxing club for the local community. Money is held on his behalf.

National Lottery Community Fund

A partnership bid with the friendly foot club to delivery ethnic cook boxes to vulnerable families in 4 local communities.

UK Community Foundation

Funding received to support our community groups to apply for funding.

Legal Support for Litigants in Person (LSLIP) Project

The aim of this project is to improve access to general and specialist support for potential litigants in person, who are experiencing issues in Race Discrimination, Employment, Family Matters or Housing.

Transfers between funds

A transfer of funds between the restricted funds have been performed to cover the overspend on the restricted funds which have had extra wages costs allocated during the year.

Dorset Race Equality Council

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2021**

15. RELATED PARTY DISCLOSURES

Trustees were reimbursed for out of pocket expenses in the year of £nil (2020: £141).