

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

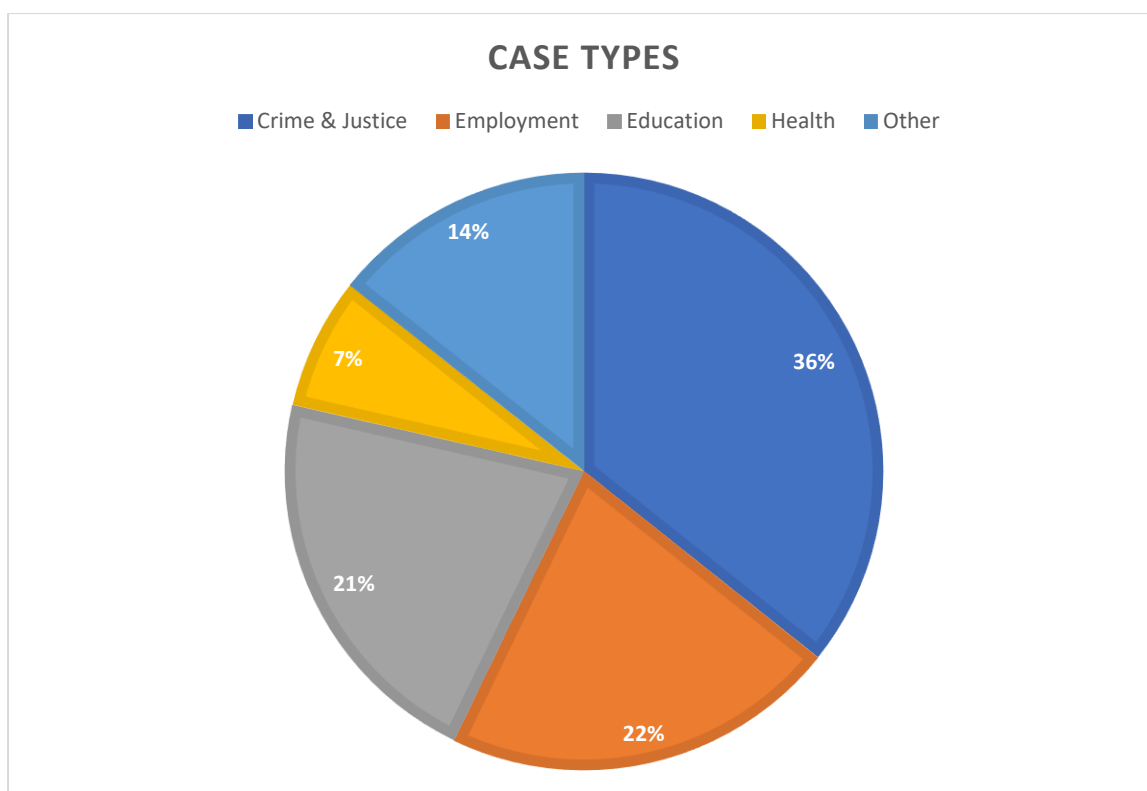
Dorset REC opened 14 new cases involving racial or religious discrimination in the subject areas shown in the pie chart.

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.

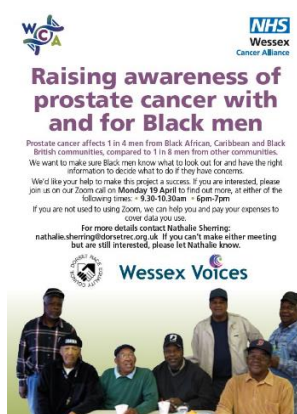
- **Weymouth Global Café**



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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**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

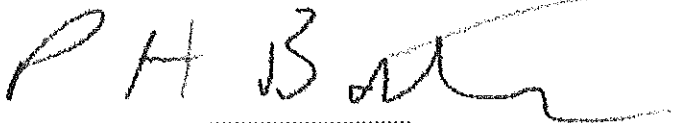
Bankers

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)
	<hr/>
At 31 March 2022	2,314
	<hr/>
DEPRECIATION	
At 1 April 2021	2,635
Charge for year	156
Eliminated on disposal	(748)
	<hr/>
At 31 March 2022	2,043
	<hr/>
NET BOOK VALUE	
At 31 March 2022	271
	<hr/>
At 31 March 2021	427
	<hr/>

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
	<hr/>	<hr/>
	3,261	3,920
	<hr/>	<hr/>

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.

**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

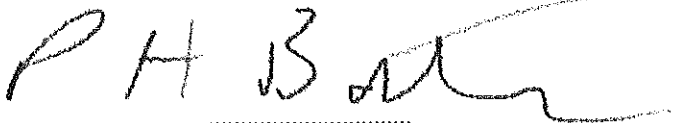
Bankers

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)
	<hr/>
At 31 March 2022	2,314
	<hr/>
DEPRECIATION	
At 1 April 2021	2,635
Charge for year	156
Eliminated on disposal	(748)
	<hr/>
At 31 March 2022	2,043
	<hr/>
NET BOOK VALUE	
At 31 March 2022	271
	<hr/>
At 31 March 2021	427
	<hr/>

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
	<hr/>	<hr/>
	3,261	3,920
	<hr/>	<hr/>

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).