

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

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

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

**Dorset Race Equality Council**

**Contents of the Financial Statements  
for the Year Ended 31 March 2023**

	<b>Page</b>
<b>Report of the Trustees</b>	1 to 9
<b>Independent Examiner's Report</b>	10
<b>Statement of Financial Activities</b>	11
<b>Balance Sheet</b>	12 to 13
<b>Notes to the Financial Statements</b>	14 to 23

**Dorset Race Equality Council (Registered number: 05018604)**

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

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

**OBJECTIVES AND ACTIVITIES**

**Objectives and aims**

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

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

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

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

**Public benefit**

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

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

**ACHIEVEMENT AND PERFORMANCE**

**Charitable activities**

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

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

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

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

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

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

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

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

**Events**

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

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

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

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

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

**Multicultural Hubs**

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

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

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

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

**Projects**

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

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

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

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

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

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

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

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

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

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

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

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

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

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

**FINANCIAL REVIEW**

**Financial position**

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

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

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

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

**Reserves policy**

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

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

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

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

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

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Governing document**

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

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

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

**Recruitment and appointment of new trustees**

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

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

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

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Induction and training of new trustees**

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

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

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

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



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

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Governance and Management Statement**

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

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

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

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

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

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

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

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

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

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

**Dorset Race Equality Council (Registered number: 05018604)**

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

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

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

**REFERENCE AND ADMINISTRATIVE DETAILS**

**Registered Company number**  
05018604 (England and Wales)

**Registered Charity number**  
1104642

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

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

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

**Dorset Race Equality Council**

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

**REFERENCE AND ADMINISTRATIVE DETAILS**

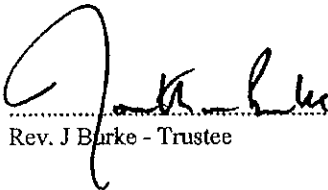
**Solicitors**

Lester Aldridge  
Russell House  
Oxford House  
Bournemouth  
BH8 8EX

**Bankers**

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

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



.....  
Rev. J Burke - Trustee

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

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

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2023.

**Responsibilities and basis of report**

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

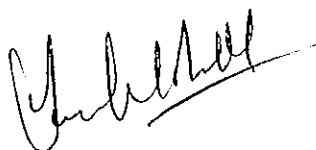
Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145(5) (b) of the 2011 Act.

**Independent examiner's statement**

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

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



I M Rodd BSc FCA FCCA

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

Date: 18 December 2023

**Dorset Race Equality Council**

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

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

The notes form part of these financial statements

**Dorset Race Equality Council (Registered number: 05018604)**

**Balance Sheet  
31 March 2023**

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

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

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

The trustees acknowledge their responsibilities for

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

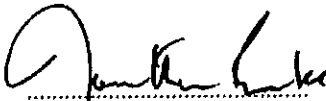
The notes form part of these financial statements

**Dorset Race Equality Council**

**Balance Sheet - continued**  
**31 March 2023**

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

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

  
J Burke - Trustee

The notes form part of these financial statements

## **Dorset Race Equality Council**

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

#### **1. ACCOUNTING POLICIES**

##### **Basis of preparing the financial statements**

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

##### **Income**

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

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

##### **Expenditure**

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

##### **Tangible fixed assets**

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

Computer equipment            -    Straight line over 3 years

##### **Taxation**

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

##### **Fund accounting**

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

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

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

##### **Pension costs and other post-retirement benefits**

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

##### **Debtors**

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

##### **Cash at Bank and in hand**

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



**Dorset Race Equality Council**

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

**1. ACCOUNTING POLICIES - continued**

**Creditors**

Creditors are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably.

**Acting as Agent**

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

**2. DONATIONS AND LEGACIES**

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

**3. INCOME FROM CHARITABLE ACTIVITIES**

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

**4. CHARITABLE ACTIVITIES COSTS**

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

**Dorset Race Equality Council**

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

**5. DIRECT COSTS OF CHARITABLE ACTIVITIES**

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

**6. SUPPORT COSTS**

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

**7. NET INCOME/(EXPENDITURE)**

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

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

**8. TRUSTEES' REMUNERATION AND BENEFITS**

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

**Trustees' expenses**

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

**Dorset Race Equality Council**

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

**9. STAFF COSTS**

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

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

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

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

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

**10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES**

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

**Dorset Race Equality Council**

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

**11. TANGIBLE FIXED ASSETS**

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

**12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

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

**13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

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

# Dorset Race Equality Council

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

### 14. MOVEMENT IN FUNDS

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

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

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

**Dorset Race Equality Council**

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

**14. MOVEMENT IN FUNDS - continued**

**Comparatives for movement in funds**

	At 1.4.21 £	Net movement in funds £	At 31.3.22 £
<b>Unrestricted funds</b>			
General fund	14,946	29,489	44,435
<b>Restricted funds</b>			
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>
<b>TOTAL FUNDS</b>	<u><u>76,470</u></u>	<u><u>(19,711)</u></u>	<u><u>56,759</u></u>

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

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

# Dorset Race Equality Council

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

### 14. MOVEMENT IN FUNDS - continued

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

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

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

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

## **Dorset Race Equality Council**

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

#### **14. MOVEMENT IN FUNDS - continued**

##### **Designated Reserves**

###### **Redundancy Reserve**

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

##### **Restricted Reserves**

###### **FED**

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

###### **Advice & Information**

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

###### **Communities against cancer**

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

###### **Citizens Advice BCP**

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

###### **National Lottery Community Fund**

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

###### **Dorset NHS CCG (HEP)**

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

###### **Central CAB (LiPP/HALS)**

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

###### **Dorset Police**

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

###### **Multicultural Activities Programme (MAP)**

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

###### **DC EDI**

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

##### **Transfers between funds**

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



**Dorset Race Equality Council**

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

**15. RELATED PARTY DISCLOSURES**

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