

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

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

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

Dorset Race Equality Council

Contents of the Financial Statements for the Year Ended 31 March 2024

	Page
Report of the Trustees	1 to 8
Independent Examiner's Report	9
Statement of Financial Activities	10
Balance Sheet	11 to 12
Notes to the Financial Statements	13 to 21
Detailed Statement of Financial Activities	22 to 23

Dorset Race Equality Council

Report of the Trustees for the Year Ended 31 March 2024

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

OBJECTIVES AND ACTIVITIES

Objectives and aims

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

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

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

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

Public benefit

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

Dorset Race Equality Council

Report of the Trustees for the Year Ended 31 March 2024

ACHIEVEMENT AND PERFORMANCE

Charitable activities

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

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

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

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

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

Nevertheless, we have continued to support the police in:

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

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

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

Events

- Holocaust Memorial Day (HMD)

Dorset Race Equality Council

Report of the Trustees for the Year Ended 31 March 2024

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

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

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

- Multicultural Hubs

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

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

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

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

Projects

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

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

Dorset Race Equality Council

Report of the Trustees for the Year Ended 31 March 2024

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

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

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

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

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

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

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

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

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

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

Dorset Race Equality Council

Report of the Trustees for the Year Ended 31 March 2024

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

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

FINANCIAL REVIEW

Financial position

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

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

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

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

Reserves policy

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

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

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

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

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

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

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

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

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

Dorset Race Equality Council

Report of the Trustees for the Year Ended 31 March 2024

STRUCTURE, GOVERNANCE AND MANAGEMENT

Recruitment and appointment of new trustees

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

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

Induction and training of new trustees

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

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

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

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

Dorset Race Equality Council

Report of the Trustees for the Year Ended 31 March 2024

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

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

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

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

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

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

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

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

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
05018604 (England and Wales)

Registered Charity number
1104642

Dorset Race Equality Council

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

Registered office

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

Trustees

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

Independent Examiner

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

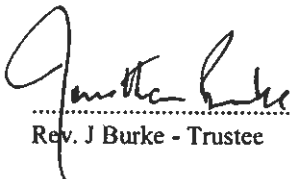
Solicitors

Lester Aldridge
Russell House
Oxford House
Bournemouth
BH8 8EX

Bankers

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

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



.....
Rev. J Burke - Trustee

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

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

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2024.

Responsibilities and basis of report

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

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

Independent examiner's statement

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

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

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



I M Rodd BSc FCA FCCA

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

Date: 3 December 2024

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

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

The notes form part of these financial statements

Dorset Race Equality Council

Balance Sheet 31 March 2024

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

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

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

The trustees acknowledge their responsibilities for

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

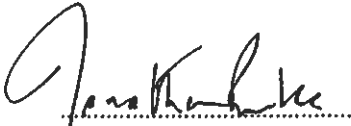
The notes form part of these financial statements

Dorset Race Equality Council

**Balance Sheet - continued
31 March 2024**

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

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


J Burke - Trustee

The notes form part of these financial statements

Dorset Race Equality Council

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

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

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

Income

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

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

Expenditure

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

Tangible fixed assets

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

Computer equipment - Straight line over 3 years

Taxation

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

Fund accounting

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

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

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

Pension costs and other post-retirement benefits

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

Debtors

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

Cash at Bank and in hand

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

Dorset Race Equality Council

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

1. ACCOUNTING POLICIES - continued

Creditors

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

2. DONATIONS AND LEGACIES

	2024	2023
	£	£
Donations	205	6,413

3. INCOME FROM CHARITABLE ACTIVITIES

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

4. CHARITABLE ACTIVITIES COSTS

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

5. DIRECT COSTS OF CHARITABLE ACTIVITIES

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

Dorset Race Equality Council

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

6. SUPPORT COSTS

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

7. NET INCOME/(EXPENDITURE)

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

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

8. TRUSTEES' REMUNERATION AND BENEFITS

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

Trustees' expenses

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

9. STAFF COSTS

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

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

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

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

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

Dorset Race Equality Council

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

10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

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

11. TANGIBLE FIXED ASSETS

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

Dorset Race Equality Council

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

12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

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

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

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

14. MOVEMENT IN FUNDS

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

Dorset Race Equality Council

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

14. MOVEMENT IN FUNDS - continued

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

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

Comparatives for movement in funds

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

Dorset Race Equality Council

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

14. MOVEMENT IN FUNDS - continued

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

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

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

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

Dorset Race Equality Council

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

14. MOVEMENT IN FUNDS - continued

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

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

Designated Reserves

Redundancy Reserve

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

Restricted Reserves

Dorset Council (FED)

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

Communities against cancer

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

National Lottery Community Fund

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

Central CAB (LiPP/HALS)

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

Dorset Police

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

Dorset Race Equality Council

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

14. MOVEMENT IN FUNDS - continued

Multicultural Activities Programme (MAP)

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

DC EDI

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

Phoenix Way Project

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

Parks Foundation

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

National Lottery Heritage Fund

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

15. RELATED PARTY DISCLOSURES

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

Dorset Race Equality Council

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

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

This page does not form part of the statutory financial statements

Dorset Race Equality Council

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

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

This page does not form part of the statutory financial statements