

Company registration number: 05018604

Charity registration number: 1104642

Dorset Race Equality Council

(A company limited by share capital)

Annual Report and Financial Statements

for the Year Ended 31 March 2025

TC Group
10 Bridge Street
Christchurch
Dorset
BH23 1EF

Dorset Race Equality Council

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Dorset Race Equality Council

Trustees' Report

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

Objectives and activities

Objects and aims

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

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

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

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

Public benefit

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

Dorset Race Equality Council

Trustees' Report (continued)

Achievements and performance

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

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

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

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

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

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

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

Dorset Race Equality Council

Trustees' Report (continued)

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

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

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

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

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

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

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

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

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

Dorset Race Equality Council

Trustees' Report (continued)

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

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

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

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

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

Dorset Race Equality Council

Trustees' Report (continued)

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

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

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

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

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

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

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

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

Dorset Race Equality Council

Trustees' Report (continued)

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

Financial review

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

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

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

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

Policy on reserves

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

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

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

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

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

Dorset Race Equality Council

Trustees' Report (continued)

Going Concern and Future Plans

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

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

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

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

Structure, governance and management

Nature of governing document

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

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

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

Recruitment and appointment of trustees

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

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

Dorset Race Equality Council

Trustees' Report (continued)

Induction and training of trustees

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

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

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

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

Reference and Administrative Details

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

Trustees and officers

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

Dorset Race Equality Council

Trustees' Report (continued)

Trustees:

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

I Gwinn

A B Bamgboye

J Burke

A Arowosaye (appointed 6 June 2024)

P Green

E Ohwofasa

A Arowosaye was previously known as A Balogun.

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

.....
J Burke
Trustee

Dorset Race Equality Council

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

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2025.

Responsibilities and basis of report

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

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

Independent examiner's statement

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

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

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

.....
I M Rodd BSc FCA FCCA

10 Bridge Street
Christchurch
Dorset
BH23 1EF

Date:.....

Dorset Race Equality Council

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

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

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

Dorset Race Equality Council

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

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

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

Directors' responsibilities:

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

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

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

Dorset Race Equality Council

(Registration number: 05018604)

Balance Sheet as at 31 March 2025 (continued)

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

.....

J Burke

Trustee

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

Dorset Race Equality Council

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

1 Accounting policies

Summary of significant accounting policies and key accounting estimates

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

Statement of compliance

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)) (issued in October 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Basis of preparation

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

Going concern

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

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

Exemption from preparing a cash flow statement

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

Income and endowments

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

Dorset Race Equality Council

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

1 Accounting policies (continued)

Expenditure

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

Tangible fixed assets

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

Computer equipment - Straight line over 3 years

Taxation

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

Fund structure

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

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

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

Trade debtors

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

Cash and cash equivalents

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

Trade creditors

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

Dorset Race Equality Council

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

2 Income from donations and legacies

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

3 Income from charitable activities

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

4 Expenditure on charitable activities

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

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

Dorset Race Equality Council

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

5 Analysis of governance and support costs

Support costs allocated to charitable activities

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

6 Trustees remuneration and expenses

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

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

7 Staff costs

The aggregate payroll costs were as follows:

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

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

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

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

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

Dorset Race Equality Council

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

8 Independent examiner's remuneration

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

9 Taxation

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

10 Comparatives for the statement of financial activities

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

Dorset Race Equality Council

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

11 Tangible fixed assets

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

12 Debtors

	2025 £	2024 £
Trade debtors	1,140	9,030
Prepayments	<u>349</u>	<u>341</u>
	<u><u>1,489</u></u>	<u><u>9,371</u></u>

13 Creditors: amounts falling due within one year

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

14 Pension and other schemes

Defined contribution pension scheme

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

Dorset Race Equality Council

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

15 Funds

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

Dorset Race Equality Council

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

15 Funds (continued)

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

Dorset Race Equality Council

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

15 Funds (continued)

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

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

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

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

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

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

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

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

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

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

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

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

Dorset Race Equality Council

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

16 Related party transactions

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