

NORTH WALES REGIONAL EQUALITY NETWORK LTD

England & Wales · Charity number 1116970

Details

Other names NORTH WALES RACE EQUALITY NETWORK LTD, NWREN

Status Registered

Legal form Charitable company

Company number [05843319](#)

Registered 2006-11-23

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

Contact

Address Nwren
The Equality Centre
Bangor Road
Penmaenmawr
Conwy
LL34 6LF

Phone 01492622233

Email info@nwren.org.uk

Website www.nwren.org.uk

Activities

Objects: 3. The Charity's objects are:3.1 To work towards the elimination of discrimination in all its forms and3.2 To promote equality of opportunity and good relations between all persons including those that fall within the protected characteristics as defined in the Equality Act 2010 and to promote understanding of issues of discrimination and inequality. This through the delivery of bespoke education & training programmes to those who are educationally disadvantaged.3.3 To work toward upholding the rights of all citizens as set out in the European Convention on Human Rights and the Human Rights Act 2000.The area of benefit of the charity shall be mainly but not limited to: the 6 local authority administrative areas of North Wales, namely, Anglesey, Conwy, Denbighshire, Flintshire, Gwynedd and Wrexham as defined in the Local Government (Wales) Act 1994.

Activities: To work towards the elimination of discrimination in all its forms and upholding the rights of all citizens as set out in the Human Rights Act 1998.To promote equality of opportunity and good relations

between all persons including those that fall within the protected characteristics as defined in the Equality Act 2010 and to promote understanding of issues of discrimination and inequality

Classification

- **How:** Provides Human Resources, Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Acts As An Umbrella Or Resource Body
- **What:** Education/training, Disability, Economic/community Development/employment, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Children/young People, Elderly/old People, People With Disabilities, People Of A Particular Ethnic Or Racial Origin, Other Charities Or Voluntary Bodies, The General Public/mankind

Geography

- **Area of benefit:** THE AREA OF BENEFIT OF THE CHARITY SHALL BE THE 6 LOCAL AUTHORITY ADMINISTRATIVEAREAS OF NORTH WALES, NAMELY, ANGLESEY, CONWY, DENBIGHSHIRE, FLINTSHIRE,GWYNEDD AND WREXHAM AS DEFINED IN THE LOCAL GOVERNMENT (WALES) ACT1994.
- Conwy
- Denbighshire
- Flintshire
- Gwynedd
- Isle Of Anglesey
- Wrexham

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£43,910	£56,146	-	-
2024-03-31	£112,390	£79,079	-	-
2023-03-31	£120,090	£136,317	-	-
2022-03-31	£116,287	£62,652	-	-
2021-03-31	£118,781	£61,514	-	-

Trustees

Name	Role	Appointed
Marie-Pascale Onyeagoro-Okonkwor		2025-05-19
Mary Holmes		2017-03-15
PROFESSOR ROBERT MOORE		
Rebecca Sian Parry		2022-07-11

NORTH WALES REGIONAL EQUALITY NETWORK LTD

England & Wales - Charity number 1116970

Accounts

REGISTERED COMPANY NUMBER: 05843319 (England and Wales)
REGISTERED CHARITY NUMBER: 1116970

**Report of the Trustees and
Unaudited Financial Statements
for the Year Ended 31 March 2025
for
North Wales Regional Equality Network
Ltd**

Salisbury & Company
Chartered Accountants
Irish Square
Upper Denbigh Road
St Asaph
Denbighshire
LL17 0RN

**North Wales Regional Equality Network
Ltd**

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for the year ended 31 March 2025**

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**North Wales Regional Equality Network
Ltd**

**Report of the Trustees
for the year ended 31 March 2025**

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

Objectives and aims

North Wales Regional Equality Network (NWREN) is a registered charity, with 25 years' experience in delivering services to North Wales. We aim our services to the individuals who are marginalised and / or identified under the protected characteristics of The Equality Act 2010. Our services and activities are designed to address discrimination in day-to-day life.

Our primary business activities, funding and / or grants were generated through partnership work with the Welsh Government, Voluntary Services Councils, Race Council Cymru, Gwynt Y Mor, the Older People's Commissioner and North Wales Community Cohesion.

Aims and objectives

NWREN is committed to:

- Challenging all forms of direct and indirect racism
- Supporting partners initiatives to challenge discrimination against individuals and groups
- Increasing awareness of the impact of discrimination and prejudice on peoples' lives in North Wales
- Promoting equality education, training and action-planning with the public, voluntary and private sectors
- Increasing the awareness of the value of all groups at risk of social exclusion to make a positive contribution to social and economic life in a thriving North Wales.
- The reduction of hate crime, especially race hate crime
- Supporting communication between service users and providers in keeping with the Anti-Racist Wales Action Plan (ARWAP)
- Implementing policies to promote good practice
- Developing partnerships with sister organisations

Further to the above objectives but not otherwise, the Charity may undertake the following functions to highlight the issues and experiences of minority individuals and communities by:

- Challenging all aspects of discrimination
- Informing mainstream organisations about the marginalisation and diversity of need within their communities
- Promoting innovation and good practice within the consultative process
- Raising awareness and educating the community, volunteer organisations, statutory bodies, business and individuals about equality issues
- Conducting empirical research and gathering statistical data raising awareness of the impact of discrimination and generating an appreciation of the extent and long terms effects of rural discrimination within the Welsh context

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

ACHIEVEMENTS AND PERFORMANCE

Charitable activities

Despite the economic climate continuing to be uncertain, NWREN has found new ways of working and secured funding to increase its membership and revitalise its operational structures. With strong infrastructure and policies in place we can continue to grow and adapt to the ever changing face of the voluntary sector.

Our priorities are to combat racism and discrimination and to extend our educational work, whenever possible in partnership with voluntary sector organisations that share our equality objectives. Secondly, we will continue our collaboration with public-sector bodies, as 'critical friends' supporting the development and implementation of their equality policies and exchanging good practices. We intend also to represent the particular interests of north Wales and beyond in the development of equality policy at a national level. We will continue to seek funding for this work and for the core funding of NWREN

**North Wales Regional Equality Network
Ltd**

**Report of the Trustees
for the year ended 31 March 2025**

FINANCIAL REVIEW

Financial position

The turnover for the year under review was £43,911 (2024: £112,390) The company will continue its efforts to improve its income streams through innovative business practices and widening partnerships.

We have balanced the budget throughout the year with cost reduction strategies and good cash management with a continued emphasis on the need to secure long-term sustainable growth.

It is the policy of the charity that unrestricted funds, which have not been designated for a specific use, should be maintained at a level equivalent to six to nine-month's expenditure. The trustees considers that reserves at this level will ensure that, in the event of a significant drop in funding, contingency funds will be in place. This will enable the charity to continue current activities while consideration is given to ways in which additional funds may be raised. This level of reserves has been maintained throughout the year.

Principal risks and uncertainties

Risk Management

The trustees have assessed the major risks to which the charity is exposed and are satisfied that systems are in place to mitigate exposure to the major risks.

The trustees constantly monitor the potential risks through framework for risk identification, evaluation, mitigations and management every quarter.

Recruitment and appointment on new trustees

The trustees of NWREN, the charity, are the same as the Directors of NWREN the Company Limited by Guarantee. The directors may, at any time, co-opt any person to the board of directors whether or not they are a member of the charity, provided the maximum number prescribed in Articles 38 is not exceeded and that no more than three such co-options shall be made between one Annual General Meeting and the next.

All persons so co-opted shall retire at the Annual General Meeting following their co-option but shall be eligible to be reappointed thereafter.

None of the trustees has any beneficial interest in the company. All of the trustees are members of the company and guarantee to contribute £1 in the event of winding up.

Organisational structure

The organisational structure of NWREN members is explained in its governing documents with the addition of a range of subgroups. The organisational structure of NWREN is hierarchical with the Chief Executive taking management responsibility for the delivery of its aims, objectives and projects. All activities are accounted for via the officer's report at each Board Meeting.

Induction and training of new trustees

All trustees are issued with an induction pack containing all of the pertinent policies and procedures and a copy of the Memorandum and Articles of Association. All training and development offered to staff is if appropriate, also made available to Board members.

Wider Network

NWREN has a number of protocols in place to sustain its operational relationships. These are designed to ensure the efficient and confidential signposting of individuals from a minority ethnic background who have undergone racist abuse of any nature.

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.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

05843319 (England and Wales)

North Wales Regional Equality Network
Ltd

Report of the Trustees
for the year ended 31 March 2025

Registered Charity number
1116970

Registered office
The Equality Centre
Bangor Road
Penmaenmawr
Conwy
LL34 6LF

Trustees
Ms M E A Holmes Manager
Ms J S Mfikela Artist (resigned 16/6/25)
Ms R S Parry Social Worker
Professor R S Moore Retired
M Onyeagoro-Okonkwo (appointed 16/6/25)

Company Secretary
Mr R Moore

Independent Examiner
Salisbury & Company
Chartered Accountants
Irish Square
Upper Denbigh Road
St Asaph
Denbighshire
LL17 0RN

Approved by order of the board of trustees on 5/11/25 and signed on its behalf by:



.....
Professor R S Moore - Trustee

**Independent Examiner's Report to the Trustees of
North Wales Regional Equality Network
Ltd**

Independent examiner's report to the trustees of North Wales Regional Equality Network Ltd ('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').

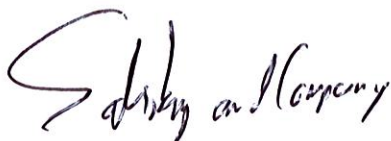
Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act').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



Aled Roberts FCA

Salisbury & Company
Chartered Accountants
Irish Square
Upper Denbigh Road
St Asaph
Denbighshire
LL17 0RN

Date: 7.11.25

**North Wales Regional Equality Network
Ltd**

**Statement of Financial Activities
for the year ended 31 March 2025**

	Notes	Unrestricted fund £	Restricted funds £	2025 Total funds £	2024 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	-	39,832	39,832	108,951
Other trading activities	3	2,000	-	2,000	2,001
Investment income	4	2,022	-	2,022	1,438
Other income		56	-	56	-
Total		<u>4,078</u>	<u>39,832</u>	<u>43,910</u>	<u>112,390</u>
EXPENDITURE ON					
Charitable activities					
Charitable expenditure	5				
		<u>15,654</u>	<u>40,492</u>	<u>56,146</u>	<u>79,079</u>
NET INCOME/(EXPENDITURE)		(11,576)	(660)	(12,236)	33,311
Transfers between funds	14	(1,638)	1,638	-	-
Net movement in funds		(13,214)	978	(12,236)	33,311
RECONCILIATION OF FUNDS					
Total funds brought forward		203,770	58,637	262,407	229,096
TOTAL FUNDS CARRIED FORWARD		<u><u>190,556</u></u>	<u><u>59,615</u></u>	<u><u>250,171</u></u>	<u><u>262,407</u></u>

The notes form part of these financial statements

**North Wales Regional Equality Network
Ltd**

**Balance Sheet
31 March 2025**

	Notes	Unrestricted fund £	Restricted funds £	2025 Total funds £	2024 Total funds £
FIXED ASSETS					
Tangible assets	11	150,056	3,645	153,701	156,351
CURRENT ASSETS					
Debtors	12	1,113	-	1,113	18,278
Cash at bank		41,518	56,040	97,558	89,345
		42,631	56,040	98,671	107,623
CREDITORS					
Amounts falling due within one year	13	(2,132)	(69)	(2,201)	(1,567)
NET CURRENT ASSETS		40,499	55,971	96,470	106,056
TOTAL ASSETS LESS CURRENT LIABILITIES		190,555	59,616	250,171	262,407
NET ASSETS		190,555	59,616	250,171	262,407
FUNDS	14				
Unrestricted funds				190,555	203,770
Restricted funds				59,616	58,637
TOTAL FUNDS				250,171	262,407

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2025.


The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2025 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

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

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

The financial statements were approved by the Board of Trustees and authorised for issue on 31/03/25 and were signed on its behalf by:



Professor R S Moore - Trustee

**North Wales Regional Equality Network
Ltd**

**Notes to the Financial Statements
for the year ended 31 March 2025**

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.

Accounting convention

The financial statements have been prepared in accordance with the charity's [governing document], the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "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). The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities not to prepare a Statement of Cash Flows.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, [modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value]. The principal accounting policies adopted are set out below.

Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset

Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, 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 classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

Taxation

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

Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and

**North Wales Regional Equality Network
Ltd**

**Notes to the Financial Statements - continued
for the year ended 31 March 2025**

1. ACCOUNTING POLICIES - continued

Charitable funds

uses of the restricted funds are set out in the notes to the financial statements.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the charity.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

Financial Instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Cash and Cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits

Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

**North Wales Regional Equality Network
Ltd**

**Notes to the Financial Statements - continued
for the year ended 31 March 2025**

2. DONATIONS AND LEGACIES

	2025	2024
	£	£
Donations	-	7,960
Grants	39,832	100,991
	<u>39,832</u>	<u>108,951</u>

Grants received, included in the above, are as follows:

	2025	2024
	£	£
Welsh Government ARWAP	15,000	94,741
Community Cohesion- Lived Experience	3,832	2,000
OPC	-	400
Winter Pressure	-	1,850
RCC Windrush project	-	2,000
The Warm Hub	1,000	-
TNL Community Fund	20,000	-
	<u>39,832</u>	<u>100,991</u>

3. OTHER TRADING ACTIVITIES

	2025	2024
	£	£
Membership subscriptions	<u>2,000</u>	<u>2,001</u>

4. INVESTMENT INCOME

	2025	2024
	£	£
Interest receivable - trading	<u>2,022</u>	<u>1,438</u>

5. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Support costs (see note 6) £	Totals £
Charitable expenditure	<u>52,388</u>	<u>3,758</u>	<u>56,146</u>

6. SUPPORT COSTS

	Finance £	Information technology £	Totals £
Charitable expenditure	<u>61</u>	<u>3,697</u>	<u>3,758</u>

**North Wales Regional Equality Network
Ltd**

**Notes to the Financial Statements - continued
for the year ended 31 March 2025**

7. NET INCOME/(EXPENDITURE)

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

	2025	2024
	£	£
Depreciation - owned assets	1,356	310
Surplus on disposal of fixed assets	(56)	-
	<u> </u>	<u> </u>

8. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2025 nor for the year ended 31 March 2024.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2025 nor for the year ended 31 March 2024.

9. STAFF COSTS

	2025	2024
	£	£
Wages and salaries	28,582	42,043
	<u>28,582</u>	<u>42,043</u>

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

	2025	2024
Employees	<u>2</u>	<u>3</u>

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

10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	7,960	100,991	108,951
Other trading activities	2,000	1	2,001
Investment income	1,438	-	1,438
Total	<u>11,398</u>	<u>100,992</u>	<u>112,390</u>
EXPENDITURE ON Charitable activities			
Charitable expenditure	<u>30</u>	<u>79,049</u>	<u>79,079</u>
NET INCOME	11,368	21,943	33,311
RECONCILIATION OF FUNDS			
Total funds brought forward	<u>192,402</u>	<u>36,694</u>	<u>229,096</u>
TOTAL FUNDS CARRIED FORWARD	<u>203,770</u>	<u>58,637</u>	<u>262,407</u>

**North Wales Regional Equality Network
Ltd**

**Notes to the Financial Statements - continued
for the year ended 31 March 2025**

11. TANGIBLE FIXED ASSETS

	Freehold property £	Fixtures and fittings £	Totals £
COST			
At 1 April 2024	150,000	21,661	171,661
Disposals	-	(1,350)	(1,350)
	<hr/>	<hr/>	<hr/>
At 31 March 2025	150,000	20,311	170,311
	<hr/>	<hr/>	<hr/>
DEPRECIATION			
At 1 April 2024	-	15,310	15,310
Charge for year	-	1,356	1,356
Eliminated on disposal	-	(56)	(56)
	<hr/>	<hr/>	<hr/>
At 31 March 2025	-	16,610	16,610
	<hr/>	<hr/>	<hr/>
NET BOOK VALUE			
At 31 March 2025	150,000	3,701	153,701
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>
At 31 March 2024	150,000	6,351	156,351
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025 £	2024 £
Trade debtors	-	17,118
Prepayments	1,113	1,160
	<hr/>	<hr/>
	1,113	18,278
	<hr/> <hr/>	<hr/> <hr/>

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025 £	2024 £
Other creditors	1,851	1,200
Accrued expenses	350	367
	<hr/>	<hr/>
	2,201	1,567
	<hr/> <hr/>	<hr/> <hr/>

**North Wales Regional Equality Network
Ltd**

**Notes to the Financial Statements - continued
for the year ended 31 March 2025**

14. MOVEMENT IN FUNDS

	At 1/4/24 £	Net movement in funds £	Transfers between funds £	At 31/3/25 £
Unrestricted funds				
General fund	203,770	(11,577)	(1,638)	190,555
Restricted funds				
Community Foundation Wales	400	-	-	400
Welsh Government Voter Registration	7,320	-	-	7,320
RCC - Windrush Project	456	-	-	456
Older Person Commissioner & Community Cohesion	2,933	-	-	2,933
Welsh Government - ARWAP	20,693	(18,564)	1,517	3,646
Gwynt Y Mor	8,182	-	-	8,182
BCUHB - Winter Pressure Conwy	1,850	(1,852)	2	-
Welsh Local Government Association	16,403	-	-	16,403
OPC Wales	400	-	-	400
The Warm Hub	-	(20)	20	-
Community Cohesion NW	-	(29)	29	-
TNL Community Fund	-	19,876	-	19,876
BAWSO Comic Relief	-	(70)	70	-
	<u>58,637</u>	<u>(659)</u>	<u>1,638</u>	<u>59,616</u>
TOTAL FUNDS	<u>262,407</u>	<u>(12,236)</u>	<u>-</u>	<u>250,171</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	4,078	(15,655)	(11,577)
Restricted funds			
Welsh Government - ARWAP	15,000	(33,564)	(18,564)
BCUHB - Winter Pressure Conwy	-	(1,852)	(1,852)
The Warm Hub	1,000	(1,020)	(20)
Community Cohesion NW	3,832	(3,861)	(29)
TNL Community Fund	20,000	(124)	19,876
BAWSO Comic Relief	-	(70)	(70)
	<u>39,832</u>	<u>(40,491)</u>	<u>(659)</u>
TOTAL FUNDS	<u>43,910</u>	<u>(56,146)</u>	<u>(12,236)</u>

**North Wales Regional Equality Network
Ltd**

**Notes to the Financial Statements - continued
for the year ended 31 March 2025**

14. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1/4/23 £	Net movement in funds £	At 31/3/24 £
Unrestricted funds			
General fund	192,402	11,368	203,770
Restricted funds			
Community Foundation Wales	1,400	(1,000)	400
Welsh Government Voter Registration	7,320	-	7,320
RCC - Windrush Project	456	-	456
Older Person Commissioner & Community Cohesion	2,933	-	2,933
Welsh Government - ARWAP	-	20,693	20,693
Gwynt Y Mor	8,182	-	8,182
BCUHB - Winter Pressure Conwy	-	1,850	1,850
Welsh Local Government Association	16,403	-	16,403
OPC Wales	-	400	400
	<u>36,694</u>	<u>21,943</u>	<u>58,637</u>
TOTAL FUNDS	<u>229,096</u>	<u>33,311</u>	<u>262,407</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	11,398	(30)	11,368
Restricted funds			
Community Foundation Wales	2,000	(3,000)	(1,000)
RCC - Windrush Project	2,000	(2,000)	-
Welsh Government - ARWAP	94,742	(74,049)	20,693
BCUHB - Winter Pressure Conwy	1,850	-	1,850
OPC Wales	400	-	400
	<u>100,992</u>	<u>(79,049)</u>	<u>21,943</u>
TOTAL FUNDS	<u>112,390</u>	<u>(79,079)</u>	<u>33,311</u>

**North Wales Regional Equality Network
Ltd**

**Notes to the Financial Statements - continued
for the year ended 31 March 2025**

14. MOVEMENT IN FUNDS - continued

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

	At 1/4/23 £	Net movement in funds £	Transfers between funds £	At 31/3/25 £
Unrestricted funds				
General fund	192,402	(209)	(1,638)	190,555
Restricted funds				
Community Foundation Wales	1,400	(1,000)	-	400
Welsh Government Voter Registration	7,320	-	-	7,320
RCC - Windrush Project	456	-	-	456
Older Person Commissioner & Community Cohesion	2,933	-	-	2,933
Welsh Government - ARWAP	-	2,129	1,517	3,646
Gwynt Y Mor	8,182	-	-	8,182
BCUHB - Winter Pressure Conwy	-	(2)	2	-
Welsh Local Government Association	16,403	-	-	16,403
OPC Wales	-	400	-	400
The Warm Hub	-	(20)	20	-
Community Cohesion NW	-	(29)	29	-
TNL Community Fund	-	19,876	-	19,876
BAWSO Comic Relief	-	(70)	70	-
	<u>36,694</u>	<u>21,284</u>	<u>1,638</u>	<u>59,616</u>
TOTAL FUNDS	<u>229,096</u>	<u>21,075</u>	<u>-</u>	<u>250,171</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	15,476	(15,685)	(209)
Restricted funds			
Community Foundation Wales	2,000	(3,000)	(1,000)
RCC - Windrush Project	2,000	(2,000)	-
Welsh Government - ARWAP	109,742	(107,613)	2,129
BCUHB - Winter Pressure Conwy	1,850	(1,852)	(2)
OPC Wales	400	-	400
The Warm Hub	1,000	(1,020)	(20)
Community Cohesion NW	3,832	(3,861)	(29)
TNL Community Fund	20,000	(124)	19,876
BAWSO Comic Relief	-	(70)	(70)
	<u>140,824</u>	<u>(119,540)</u>	<u>21,284</u>
TOTAL FUNDS	<u>156,300</u>	<u>(135,225)</u>	<u>21,075</u>

Details of the restricted funds are set out below:

- BCUHB Winter Pressures Conwy - workshops to combat/raise awareness of wellbeing issues and mental health;
- BCUHB Winter Pressures Denbighshire - workshops to combat/raise awareness of wellbeing issues and mental health;
- Community Foundation Wales - three yearly payments of £2,000 to help with the business manager's salary;
- Welsh Government Voter Registration - increase awareness of who is eligible to vote and encourage them to register;

**North Wales Regional Equality Network
Ltd**

**Notes to the Financial Statements - continued
for the year ended 31 March 2025**

14. MOVEMENT IN FUNDS - continued

- RCC Windrush - produce a film based on the life of Enrico Stenett (former local resident and NWREN member) for use in school to highlight the Windrush Generation;
- Older Person Commissioner - facilitate engagement to gather the lived experiences of older people (aged 60+) from Black, Asian and Minority ethnic communities in Wales;
- Community Cohesion - to design, film, edit, final proof, produce and mount on an accessible platform a film documentary to include people's lived experiences to challenge racism and hate crime in North Wales;
- Welsh Government ARWAP - to establish an online and physical resource documenting the cultural identity and heritage of Black, Asian and Minority ethnic elders in Wales who have contributed to the race equality gender
- Meeting with the Older People's Commissioner and Chinese Women's association to give feed back from the consultations carried out in the previous year.
- The Warm Hub - support Warm Hubs as safe and warm places within the local community that people can go to during the Winter.
- The National Lottery Community Fund - to challenge racist stereotyping and attitudes through the means of creative arts sessions and walking trips. This will bring the community together in safe and secure outdoor environments to learn from one another.

15. CAPITAL COMMITMENTS

There were no capital commitments for the year ended 31 March 2025 (2024 - none)

16. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2025.

**North Wales Regional Equality Network
Ltd**

**Detailed Statement of Financial Activities
for the year ended 31 March 2025**

	2025 £	2024 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	-	7,960
Grants	39,832	100,991
	39,832	108,951
Other trading activities		
Membership subscriptions	2,000	2,001
Investment income		
Interest receivable - trading	2,022	1,438
Other income		
Gain on sale of tangible fixed assets	56	-
Total incoming resources	43,910	112,390
EXPENDITURE		
Charitable activities		
Wages	28,582	42,043
Rates and water	456	302
Insurance	1,181	1,092
Light and heat	5,518	1,371
Telephone	612	499
Office Expenses	536	2,790
Accountancy	2,400	1,308
Project & activities	11,747	29,160
Fixtures and fittings	1,356	310
	52,388	78,875
Support costs		
Finance		
Bank charges	61	60
Information technology		
Repairs and renewals	3,697	144
Total resources expended	56,146	79,079
Net (expenditure)/income	(12,236)	33,311

NORTH WALES REGIONAL EQUALITY NETWORK LTD

England & Wales - Charity number 1116970

Accounts

REGISTERED COMPANY NUMBER: 05843319 (England and Wales)
REGISTERED CHARITY NUMBER: 116970

**Report of the Trustees and
Unaudited Financial Statements
for the Year Ended 31 March 2024
for
North Wales Regional Equality Network
Ltd**

Salisbury & Company
Chartered Accountants
Irish Square
Upper Denbigh Road
St Asaph
Denbighshire
LL17 0RN

North Wales Regional Equality Network
Ltd

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for the year ended 31 March 2024

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**North Wales Regional Equality Network
Ltd**

**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

North Wales Regional Equality Network (NWREN) is a registered charity, with 24 years' experience in delivering services to North Wales. We aim our services to the individuals who are marginalised and / or identified under the protected characteristics of The Equality Act 2010. Our services and activities are designed to address discrimination in day-to-day life.

Our primary business activities, funding and / or grants were generated through partnership work with the Welsh Government, Voluntary Services Councils, Race Council Cymru, Gwynt Y Mor, the Older People's Commissioner and North Wales Community Cohesion.

Aims and objectives

NWREN is committed to:

- Challenging all forms of direct and indirect racism
- Supporting partners initiatives to challenge discrimination against individuals and groups
- Increasing awareness of the impact of discrimination and prejudice on peoples' lives in North Wales
- Promoting equality education, training and action-planning with the public, voluntary and private sectors
- Increasing the awareness of the value of all groups at risk of social exclusion to make a positive contribution to social and economic life in a thriving North Wales.
- The reduction of hate crime, especially race hate crime
- Supporting communication between service users and providers in keeping with the Anti-Racist Wales Action Plan (ARWAP)
- Implementing policies to promote good practice
- Developing partnerships with sister organisations

Further to the above objectives but not otherwise, the Charity may undertake the following functions to highlight the issues and experiences of minority individuals and communities by:

- Challenging all aspects of discrimination
- Informing mainstream organisations about the marginalisation and diversity of need within their communities
- Promoting innovation and good practice within the consultative process
- Raising awareness and educating the community, volunteer organisations, statutory bodies, business and individuals about equality issues
- Conducting empirical research and gathering statistical data raising awareness of the impact of discrimination and generating an appreciation of the extent and long terms effects of rural discrimination within the Welsh context

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

ACHIEVEMENT AND PERFORMANCE

Charitable activities

Despite the economic climate continuing to be uncertain, the achievements in the last two years have been remarkable. With strong infrastructure and policies in place we continue to grow and move towards a more strategic and commercial approach to long term funding.

Our priorities are to combat racism and discrimination and to extend our educational work, whenever possible in partnership with voluntary sector organisations that share our equality objectives. Secondly, we will continue our collaboration with public-sector bodies, as 'critical friends' supporting the development and implementation of their equality policies and exchanging good practices. We intend also to represent the particular interests of north Wales and beyond in the development of equality policy at a national level. We will continue to seek funding for this work and for the core funding of NWREN

**North Wales Regional Equality Network
Ltd**

**Report of the Trustees
for the year ended 31 March 2024**

FINANCIAL REVIEW

Financial position

The turnover for the year under review was £112,390 (2023: £120,085.) The company will continue its efforts to improve its income streams through innovative business practices and widening partnerships.

We have balanced the budget throughout the year with cost reduction strategies and good cash management with a continued emphasis on the need to secure long-term sustainable growth.

It is the policy of the charity that unrestricted funds, which have not been designated for a specific use, should be maintained at a level equivalent to six to nine-month's expenditure. The trustees considers that reserves at this level will ensure that, in the event of a significant drop in funding, contingency funds will be in place. This will enable the charity to continue current activities while consideration is given to ways in which additional funds may be raised. This level of reserves has been maintained throughout the year.

Principal risks and uncertainties

Risk Management

The trustees have assessed the major risks to which the charity is exposed and are satisfied that systems are in place to mitigate exposure to the major risks.

The trustees constantly monitor the potential risks through framework for risk identification, evaluation, mitigations and management every quarter.

Recruitment and appointment on new trustees

The trustees of NWREN, the charity, are the same as the Directors of NWREN the Company Limited by Guarantee. The directors may, at any time, co-opt any person to the board of directors whether or not they are a member of the charity, provided the maximum number prescribed in Articles 38 is not exceeded and that no more than three such co-options shall be made between one Annual General Meeting and the next.

All persons so co-opted shall retire at the Annual General Meeting following their co-option but shall be eligible to be reappointed thereafter.

None of the trustees has any beneficial interest in the company. All of the trustees are members of the company and guarantee to contribute £1 in the event of winding up.

Organisational structure

The organisational structure of NWREN members is explained in its governing documents with the addition of a range of subgroups. The organisational structure of NWREN is hierarchical with the Chief Executive taking management responsibility for the delivery of its aims, objectives and projects. All activities are accounted for via the officer's report at each Board Meeting.

Induction and training of new trustees

All trustees are issued with an induction pack containing all of the pertinent policies and procedures and a copy of the Memorandum and Articles of Association. All training and development offered to staff is if appropriate, also made available to Board members.

Wider Network

NWREN has a number of protocols in place to sustain its operational relationships. These are designed to ensure the efficient and confidential signposting of individuals from a minority ethnic background who have undergone racist abuse of any nature.

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.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

05843319 (England and Wales)

North Wales Regional Equality Network
Ltd

Report of the Trustees
for the year ended 31 March 2024

Registered Charity number
116970

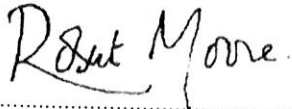
Registered office
The Equality Centre
Bangor Road
Penmaenmawr
Conwy
LL34 6LF

Trustees
Ms M E A Holmes Manager
Ms J S Mfikela Artist
Ms R S Parry Social Worker
Professor R S Moore Retired

Company Secretary
Mr R Moore

Independent Examiner
Salisbury & Company
Chartered Accountants
Irish Square
Upper Denbigh Road
St Asaph
Denbighshire
LL17 0RN

Approved by order of the board of trustees on 19th December 2024 and signed on its behalf by:



.....
Professor R S Moore - Trustee

**Independent Examiner's Report to the Trustees of
North Wales Regional Equality Network
Ltd**

Independent examiner's report to the trustees of North Wales Regional Equality Network Ltd ('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.



Aled Roberts FCA

Salisbury & Company
Chartered Accountants
Irish Square
Upper Denbigh Road
St Asaph
Denbighshire
LL17 0RN

Date: 19-12-24

**North Wales Regional Equality Network
Ltd**

**Statement of Financial Activities
for the year ended 31 March 2024**

	Notes	Unrestricted fund £	Restricted funds £	2024 Total funds £	2023 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	7,960	-	7,960	-
Charitable activities					
Charitable expenditure	5	-	100,991	100,991	118,089
Other trading activities	3	2,000	1	2,001	1,996
Investment income	4	1,438	-	1,438	-
Total		<u>11,398</u>	<u>100,992</u>	<u>112,390</u>	<u>120,085</u>
EXPENDITURE ON					
Charitable activities					
Charitable expenditure	6	30	79,049	79,079	136,314
NET INCOME/(EXPENDITURE)		11,368	21,943	33,311	(16,229)
RECONCILIATION OF FUNDS					
Total funds brought forward		192,402	36,694	229,096	245,325
TOTAL FUNDS CARRIED FORWARD		<u><u>203,770</u></u>	<u><u>58,637</u></u>	<u><u>262,407</u></u>	<u><u>229,096</u></u>

The notes form part of these financial statements

**North Wales Regional Equality Network
Ltd**

**Balance Sheet
31 March 2024**

	Notes	Unrestricted fund £	Restricted funds £	2024 Total funds £	2023 Total funds £
FIXED ASSETS					
Tangible assets	12	150,000	6,351	156,351	150,000
CURRENT ASSETS					
Debtors	13	18,278	-	18,278	49,011
Cash at bank and in hand		37,059	52,286	89,345	66,162
		55,337	52,286	107,623	115,173
CREDITORS					
Amounts falling due within one year	14	(1,567)	-	(1,567)	(36,077)
		53,770	52,286	106,056	79,096
NET CURRENT ASSETS					
		53,770	52,286	106,056	79,096
TOTAL ASSETS LESS CURRENT LIABILITIES					
		203,770	58,637	262,407	229,096
NET ASSETS					
		203,770	58,637	262,407	229,096
FUNDS					
	15				
Unrestricted funds				203,770	192,402
Restricted funds				58,637	36,694
TOTAL FUNDS					
				262,407	229,096

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

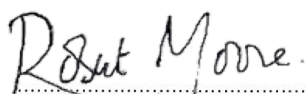
The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2024 in accordance with Section 476 of the Companies Act 2006.

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.

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 ~~19th December 2024~~ and were signed on its behalf by:


Trustee

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.

Accounting convention

The financial statements have been prepared in accordance with the charity's [governing document], the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "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). The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities not to prepare a Statement of Cash Flows.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, [modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value]. The principal accounting policies adopted are set out below.

Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset

Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, 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 classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

Taxation

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

Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and

**North Wales Regional Equality Network
Ltd**

**Notes to the Financial Statements - continued
for the year ended 31 March 2024**

1. ACCOUNTING POLICIES - continued

Charitable funds

uses of the restricted funds are set out in the notes to the financial statements.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the charity.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

Financial Instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Cash and Cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits

Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

**North Wales Regional Equality Network
Ltd**

**Notes to the Financial Statements - continued
for the year ended 31 March 2024**

2. DONATIONS AND LEGACIES		2024	2023
		£	£
Donations		7,960	-
		<u>7,960</u>	<u>-</u>
3. OTHER TRADING ACTIVITIES		2024	2023
		£	£
Membership subscriptions		2,001	1,996
		<u>2,001</u>	<u>1,996</u>
4. INVESTMENT INCOME		2024	2023
		£	£
Interest receivable - trading		1,438	-
		<u>1,438</u>	<u>-</u>
5. INCOME FROM CHARITABLE ACTIVITIES		2024	2023
	Activity	£	£
	Charitable expenditure		
Grants		100,991	118,089
		<u>100,991</u>	<u>118,089</u>
Grants received, included in the above, are as follows:			
		2024	2023
		£	£
Welsh Government ARWAP		94,741	97,283
Community Cohesion- Lived Experience		2,000	3,000
Other grants		-	2,000
OPC		400	2,999
Winter Pressure		1,850	-
RCC Windrush project		2,000	-
Welsh Government Voter Registration		-	10,807
		<u>100,991</u>	<u>116,089</u>
6. CHARITABLE ACTIVITIES COSTS			
	Direct	Support	Totals
	Costs	costs (see	£
	£	note 7)	
		£	
Charitable expenditure			
	<u>78,875</u>	<u>204</u>	<u>79,079</u>

**North Wales Regional Equality Network
Ltd**

**Notes to the Financial Statements - continued
for the year ended 31 March 2024**

7. SUPPORT COSTS

	Finance £	Information technology £	Totals £
Charitable expenditure	60	144	204
	<u>60</u>	<u>144</u>	<u>204</u>

8. NET INCOME/(EXPENDITURE)

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

	2024 £	2023 £
Depreciation - owned assets	310	-
	<u>310</u>	<u>-</u>

9. 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.

10. STAFF COSTS

	2024 £	2023 £
Wages and salaries	42,043	38,847
	<u>42,043</u>	<u>38,847</u>

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

	2024	2023
Employees	3	3
	<u>3</u>	<u>3</u>

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

11. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Charitable activities			
Charitable expenditure	-	118,089	118,089
Other trading activities	2,000	(4)	1,996
Total	<u>2,000</u>	<u>118,085</u>	<u>120,085</u>
EXPENDITURE ON			
Charitable activities			
Charitable expenditure	3,025	133,289	136,314
	<u>3,025</u>	<u>133,289</u>	<u>136,314</u>

**North Wales Regional Equality Network
Ltd**

**Notes to the Financial Statements - continued
for the year ended 31 March 2024**

11. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted fund £	Restricted funds £	Total funds £
NET INCOME/(EXPENDITURE)	(1,025)	(15,204)	(16,229)
Transfers between funds	(1,100)	1,100	-
Net movement in funds	(2,125)	(14,104)	(16,229)
RECONCILIATION OF FUNDS			
Total funds brought forward	194,527	50,798	245,325
TOTAL FUNDS CARRIED FORWARD	<u>192,402</u>	<u>36,694</u>	<u>229,096</u>

12. TANGIBLE FIXED ASSETS

	Freehold property £	Fixtures and fittings £	Totals £
COST			
At 1 April 2023	150,000	15,000	165,000
Additions	-	6,661	6,661
At 31 March 2024	<u>150,000</u>	<u>21,661</u>	<u>171,661</u>
DEPRECIATION			
At 1 April 2023	-	15,000	15,000
Charge for year	-	310	310
At 31 March 2024	<u>-</u>	<u>15,310</u>	<u>15,310</u>
NET BOOK VALUE			
At 31 March 2024	<u>150,000</u>	<u>6,351</u>	<u>156,351</u>
At 31 March 2023	<u>150,000</u>	<u>-</u>	<u>150,000</u>

13. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024 £	2023 £
Trade debtors	17,118	48,041
Prepayments	1,160	970
	<u>18,278</u>	<u>49,011</u>

**North Wales Regional Equality Network
Ltd**

**Notes to the Financial Statements - continued
for the year ended 31 March 2024**

14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023
	£	£
Other creditors	1,200	1,092
Accrued expenses	367	34,985
	1,567	36,077
	1,567	36,077

15. MOVEMENT IN FUNDS

	At 1/4/23	Net movement in funds	At 31/3/24
	£	£	£
Unrestricted funds			
General fund	192,402	11,368	203,770
Restricted funds			
Community Foundation Wales	1,400	(1,000)	400
Welsh Government Voter Registration	7,320	-	7,320
RCC - Windrush Project	456	-	456
Older Person Commissioner & Community Cohesion	2,933	-	2,933
Welsh Government - ARWAP	-	20,693	20,693
Gwynt Y Mor	8,182	-	8,182
BCUHB - Winter Pressure Conwy	-	1,850	1,850
Welsh Local Government Association	16,403	-	16,403
OPC Wales	-	400	400
	36,694	21,943	58,637
TOTAL FUNDS	229,096	33,311	262,407

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

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	11,398	(30)	11,368
Restricted funds			
Community Foundation Wales	2,000	(3,000)	(1,000)
RCC - Windrush Project	2,000	(2,000)	-
Welsh Government - ARWAP	94,742	(74,049)	20,693
BCUHB - Winter Pressure Conwy	1,850	-	1,850
OPC Wales	400	-	400
	100,992	(79,049)	21,943
TOTAL FUNDS	112,390	(79,079)	33,311

**North Wales Regional Equality Network
Ltd**

**Notes to the Financial Statements - continued
for the year ended 31 March 2024**

15. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1/4/22 £	Net movement in funds £	Transfers between funds £	At 31/3/23 £
Unrestricted funds				
General fund	194,527	(1,025)	(1,100)	192,402
Restricted funds				
Community Foundation Wales	400	1,000	-	1,400
Welsh Government Voter Registration	-	7,320	-	7,320
RCC - Windrush Project	-	456	-	456
Older Person Commissioner & Community Cohesion	-	2,933	-	2,933
Welsh Government - ARWAP	-	(448)	448	-
Gwynt Y Mor	33,209	(25,027)	-	8,182
BCUHB - Winter Pressure Conwy	-	(326)	326	-
BCUHB - Winter Pressure Denbigh	-	(326)	326	-
Welsh Local Government Association	17,189	(786)	-	16,403
	<u>50,798</u>	<u>(15,204)</u>	<u>1,100</u>	<u>36,694</u>
TOTAL FUNDS	<u>245,325</u>	<u>(16,229)</u>	<u>-</u>	<u>229,096</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	2,000	(3,025)	(1,025)
Restricted funds			
Community Foundation Wales	2,000	(1,000)	1,000
Welsh Government Voter Registration	10,806	(3,486)	7,320
RCC - Windrush Project	1,999	(1,543)	456
Older Person Commissioner & Community Cohesion	5,999	(3,066)	2,933
Welsh Government - ARWAP	97,282	(97,730)	(448)
Gwynt Y Mor	-	(25,027)	(25,027)
BCUHB - Winter Pressure Conwy	-	(326)	(326)
BCUHB - Winter Pressure Denbigh	-	(326)	(326)
Welsh Local Government Association	(1)	(785)	(786)
	<u>118,085</u>	<u>(133,289)</u>	<u>(15,204)</u>
TOTAL FUNDS	<u>120,085</u>	<u>(136,314)</u>	<u>(16,229)</u>

**North Wales Regional Equality Network
Ltd**

**Notes to the Financial Statements - continued
for the year ended 31 March 2024**

15. MOVEMENT IN FUNDS - continued

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	194,527	10,343	(1,100)	203,770
Restricted funds				
Community Foundation Wales	400	-	-	400
Welsh Government Voter Registration	-	7,320	-	7,320
RCC - Windrush Project	-	456	-	456
Older Person Commissioner & Community Cohesion	-	2,933	-	2,933
Welsh Government - ARWAP	-	20,245	448	20,693
Gwynt Y Mor	33,209	(25,027)	-	8,182
BCUHB - Winter Pressure Conwy	-	1,524	326	1,850
BCUHB - Winter Pressure Denbigh	-	(326)	326	-
Welsh Local Government Association	17,189	(786)	-	16,403
OPC Wales	-	400	-	400
	<u>50,798</u>	<u>6,739</u>	<u>1,100</u>	<u>58,637</u>
TOTAL FUNDS	<u>245,325</u>	<u>17,082</u>	<u>-</u>	<u>262,407</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	13,398	(3,055)	10,343
Restricted funds			
Community Foundation Wales	4,000	(4,000)	-
Welsh Government Voter Registration	10,806	(3,486)	7,320
RCC - Windrush Project	3,999	(3,543)	456
Older Person Commissioner & Community Cohesion	5,999	(3,066)	2,933
Welsh Government - ARWAP	192,024	(171,779)	20,245
Gwynt Y Mor	-	(25,027)	(25,027)
BCUHB - Winter Pressure Conwy	1,850	(326)	1,524
BCUHB - Winter Pressure Denbigh	-	(326)	(326)
Welsh Local Government Association	(1)	(785)	(786)
OPC Wales	400	-	400
	<u>219,077</u>	<u>(212,338)</u>	<u>6,739</u>
TOTAL FUNDS	<u>232,475</u>	<u>(215,393)</u>	<u>17,082</u>

Details of the restricted funds are set out below:

- Welsh Government Hate Crime Minority Communities - producing a training programme for senior leadership teams in secondary schools across North Wales.
- Welsh Government REAP - consultations on the draft Race Equality Action Plan for Wales;
- Ynys Mon Community Cohesion - 'I Am Here' filmed conversations on lived experiences of making your home in Wales and a TikTok project with students at Aberconwy school;
- Welsh Local Government Association - training for years 5 to 10 school pupils raising awareness of and tackling hate crime in schools;
- Comic Relief - BAWSO - funding for computer equipment to aid remote working;

**North Wales Regional Equality Network
Ltd**

**Notes to the Financial Statements - continued
for the year ended 31 March 2024**

15. MOVEMENT IN FUNDS - continued

- Wrexham CBC - BAWSO - start up grant to research Rhyl healthcare issues;
- Heritage Lottery Fund - produce a website on Flintshire and the slave trade - <https://www.flintshireandtheslavetrade.org/>;
- Gwynt y Mor - to increase wellbeing post Covid in the Rhyl area by creating groups and workshops;
- Mudiad Meithrin - create a bespoke Welsh animation on the theme of difference;
- Criminal Justice Wales - consultations on the draft Criminal Justice in Wales plan;
- BCUHB Rhyl Pilot Project - start up grant to research Rhyl healthcare issues;
- BCUHB Winter Pressures Conwy - workshops to combat/raise awareness of wellbeing issues and mental health;
- BCUHB Winter Pressures Denbighshire - workshops to combat/raise awareness of wellbeing issues and mental health;
- Community Foundation Wales - three yearly payments of £2,000 to help with the business manager's salary;
- Welsh Government Voter Registration - increase awareness of who is eligible to vote and encourage them to register;
- RCC Windrush - produce a film based on the life of Enrico Stenett (former local resident and NWREN member) for use in school to highlight the Windrush Generation;
- Older Person Commissioner - facilitate engagement to gather the lived experiences of older people (aged 60+) from Black, Asian and Minority ethnic communities in Wales;
- Community Cohesion - to design, film, edit, final proof, produce and mount on an accessible platform a film documentary to include people's lived experiences to challenge racism and hate crime in North Wales;
- Welsh Government ARWAP - to establish an online and physical resource documenting the cultural identity and heritage of Black, Asian and Minority ethnic elders in Wales who have contributed to the race equality gender
- Meeting with the Older People's Commissioner and Chinese Women's association to give feed back from the consultations carried out in the previous year.

16. CAPITAL COMMITMENTS

There were no capital commitments for the year ended 31 March 2024 (2023 - none)

17. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2024.

**North Wales Regional Equality Network
Ltd**

**Detailed Statement of Financial Activities
for the year ended 31 March 2024**

	2024 £	2023 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	7,960	-
Other trading activities		
Membership subscriptions	2,001	1,996
Investment income		
Interest receivable - trading	1,438	-
Charitable activities		
Grants	100,991	118,089
Total incoming resources	112,390	120,085
EXPENDITURE		
Charitable activities		
Wages	42,043	38,847
Rates and water	302	-
Insurance	1,092	67
Light and heat	1,371	2,711
Telephone	499	432
Office Expenses	2,790	2,050
Accountancy	1,308	1,092
No description	29,160	90,923
Fixtures and fittings	310	-
	78,875	136,122
Support costs		
Finance		
Bank charges	60	60
Information technology		
Repairs and renewals	144	132
Total resources expended	79,079	136,314
Net income/(expenditure)	33,311	(16,229)

This page does not form part of the statutory financial statements

NORTH WALES REGIONAL EQUALITY NETWORK LTD

England & Wales - Charity number 1116970

Accounts

Charity Registration No. 116970

Company Registration No. 05843319 (England and Wales)

NORTH WALES REGIONAL EQUALITY NETWORK LTD

NWREN

ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023



**NORTH WALES REGIONAL EQUALITY NETWORK LTD
NWREN
LEGAL AND ADMINISTRATIVE INFORMATION**

Trustees	Prof R S Moore Ms A Behi Ms M E Holmes Mr O Behi Ms R S Parry J S Mfikela	(Appointed 11 July 2022) (Appointed 11 July 2022)
Secretary	Prof R S Moore	
Charity number	116970	
Company number	05843319	
Registered office	The Equality Centre Bangor Road Penmaenmawr Conwy Wales LL34 6LF	
Independent examiner	Azets Audit Services Brynford House 21 Brynford Street Holywell Flintshire United Kingdom CH8 7RD	

NORTH WALES REGIONAL EQUALITY NETWORK LTD

NWREN

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NORTH WALES REGIONAL EQUALITY NETWORK LTD

NWREN

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2023

The trustees present their annual report and financial statements for the year ended 31 March 2023.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's Articles & Memorandum of Incorporation, the Companies Act 2006 and "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

North Wales Regional Equality Network (NWREN) is a registered charity, with 21 years' experience in delivering services to North Wales. We aim our services to the individuals who are marginalised and/or identified under the protected characteristics of The Equality Act 2010. Our services and activities are designed to address discrimination in day to day life.

Our primary business activities, funding and / or grants are generated through partnership work with Heritage Lottery, the Welsh Government's Hate Crime Minority Communities Project and Race Equality Action Plan, WLGA's Hate Crimes in Schools project, Comic Relief/Bawso, Gwynt y Mor and North Wales Community Cohesion.

Aims and objectives

NWREN is committed to:

- Encouraging the development of equality work and improving relations between equality organisations in North Wales
- Supporting initiatives to challenge discrimination against individuals and groups
- Increasing awareness of the impact of discrimination and prejudice on peoples' lives in North Wales
- Promoting equality education, training and action-planning with the public, voluntary and private sectors
- Increasing the awareness of the value of all groups at risk of social exclusion to make a positive contribution to social and economic life in a thriving North Wales.
- The reduction of crime, especially hate crime
- Supporting grass-roots developments
- Supporting communication between service users and providers
- Implementing policies to promote best practice
- Developing partnerships

Further to the above objectives but not otherwise, the Charity may undertake the following functions to highlight the issues and experiences of minority individuals and communities by:

- Challenging all aspects of discrimination
- Informing mainstream organisations about the marginalisation and diversity of need within their communities
- Promoting innovation and good practice within the consultative process
- Raising awareness and educating the community, volunteer organisations, statutory bodies, business and individuals about equality issues
- Conducting empirical research and gathering statistical data raising awareness of the impact of discrimination and generating an appreciation of the extent and long terms effects of rural discrimination within the Welsh context

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

NORTH WALES REGIONAL EQUALITY NETWORK LTD

NWREN

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

Achievements and performance

Despite the economic climate continuing to be uncertain, the achievements for 2022/2023 have been remarkable. With strong infrastructure and policies in place we are now moving towards a more strategic and commercial approach to long term funding.

Our priorities are to combat racism and discrimination and to extend our educational work, whenever possible in partnership with voluntary sector organisations that share our equality objectives. Secondly, we will continue our collaboration with public-sector bodies, as 'critical friends' supporting the development and implementation of their equality policies and exchanging best practices. We intend also to represent the particular interests of North Wales in the development of equality policy at the national level in Wales. We will continue to seek funding for this work and for the core funding of NWREN.

Financial review

The income for the year under review was £99,098 (2022: £118,781). The company will continue its efforts to improve its income streams through widening partnership work and engage on new areas of appropriate business activities.

We have been careful to balance the budget throughout the year with cost reduction strategies and good cash management with a continued emphasis on the need to secure long-term sustainable growth.

It is the policy of the charity that unrestricted funds which have not been designated for a specific use should be maintained at a level equivalent to between three and six month's expenditure. The trustees consider that reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the charity's current activities while consideration is given to ways in which additional funds may be raised. This level of reserves has been maintained throughout the year.

Risk Management

The trustees has assessed the major risks to which the charity is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.

The trustees constantly monitor the potential risks through framework for risk identification, evaluation, mitigations and management every quarter.

Structure, governance and management

The charity is a company limited by guarantee and is controlled by its governing document, "Memorandum and Articles of Association", a deed of trust.

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

Prof R S Moore

Ms A Behi

Ms M E Holmes

Mr O Behi

Ms R S Parry

(Appointed 11 July 2022)

J S Mfikela

(Appointed 11 July 2022)

Recruitment and appointment on new trustees

The trustees of NWREN, the charity, are the same as the Directors of NWREN the Company Limited by Guarantee. The directors may at any time co-opt any person to the board of directors whether or not they are a member of the charity, provided the maximum number prescribed in Articles 38 is not exceeded and that no more than three such co-options shall be made between one Annual General Meeting and the next. All persons so co-opted shall retire at the Annual General Meeting following their co-option but shall be eligible to be reappointed thereafter.

None of the trustees has any beneficial interest in the company. All of the trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

**NORTH WALES REGIONAL EQUALITY NETWORK LTD
NWREN
TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023**

Organisational structure

The organisational structure of NWREN members is explained in its governing documents with the addition of a range of subgroups. The organisational structure of NWREN is hierarchical with the Chief Executive taking management responsibility for the delivery of its aims, objectives and projects. All activities are accounted for via the officer's report at each Board Meeting.

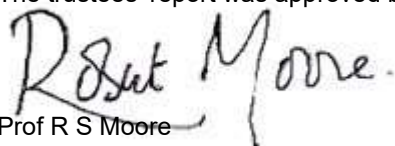
Induction and training of new trustees

All trustees are issued with an induction pack containing all of the pertinent policies and procedures and a copy of the Memorandum and Articles of Association. All training and development offered to staff is, if appropriate, also made available to Board members.

Wider Network

NWREN has a number of protocols in place across North Wales to sustain its operational relationships. These are designed to ensure the efficient and confidential signposting of individuals from a minority ethnic background who have undergone racist abuse of any nature.

The trustees' report was approved by the Board of Trustees.



Prof R S Moore
Trustee

18 December 2023

**NORTH WALES REGIONAL EQUALITY NETWORK LTD
NWREN
INDEPENDENT EXAMINER'S REPORT
TO THE TRUSTEES OF NORTH WALES REGIONAL EQUALITY NETWORK LTD**

I report to the trustees on my examination of the financial statements of North Wales Regional Equality Network Ltd (the charity) for the year ended 31 March 2023.

Responsibilities and basis of report

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

Having satisfied myself that the financial statements of the charity 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 the charity's financial statements carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination I have followed all the applicable 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 that in any material respect:

- 1 accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements 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 financial statements 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 financial statements to be reached.



Susanna Cassey FCA
Azets Audit Services

Brynford House
21 Brynford Street
Holywell
Flintshire
CH8 7RD
United Kingdom

Dated: 18 December 2023

NORTH WALES REGIONAL EQUALITY NETWORK LTD
NWREN
STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2023

	Notes	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
<u>Income and endowments from:</u>							
Donations and grants	3	-	118,090	118,090	-	110,287	110,287
Other trading activities	2	2,000	-	2,000	4,000	-	4,000
Other income	4	-	-	-	2,000	-	2,000
Total income		<u>2,000</u>	<u>118,090</u>	<u>120,090</u>	<u>6,000</u>	<u>110,287</u>	<u>116,287</u>
<u>Expenditure on:</u>							
Charitable activities	5	<u>3,025</u>	<u>133,292</u>	<u>136,317</u>	<u>3,975</u>	<u>58,677</u>	<u>62,652</u>
Net (outgoing)/incoming resources before transfers		(1,025)	(15,202)	(16,227)	2,025	51,610	53,635
Gross transfers between funds		<u>(1,100)</u>	<u>1,100</u>	<u>-</u>	<u>173,885</u>	<u>(173,885)</u>	<u>-</u>
Net (expenditure)/income for the year/							
Net movement in funds		(2,125)	(14,102)	(16,227)	175,910	(122,275)	53,635
Fund balances at 1 April 2022		<u>194,527</u>	<u>50,796</u>	<u>245,323</u>	<u>18,617</u>	<u>173,071</u>	<u>191,688</u>
Fund balances at 31 March 2023		<u><u>192,402</u></u>	<u><u>36,694</u></u>	<u><u>229,096</u></u>	<u><u>194,527</u></u>	<u><u>50,796</u></u>	<u><u>245,323</u></u>

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

NORTH WALES REGIONAL EQUALITY NETWORK LTD
NWREN
BALANCE SHEET
AS AT 31 MARCH 2023

	Notes	2023		2022	
		£	£	£	£
Fixed assets					
Tangible assets	10		150,000		150,000
Current assets					
Debtors	11	49,011		23,611	
Cash at bank and in hand		74,122		73,275	
		123,133		96,886	
Creditors: amounts falling due within one year	13	(44,037)		(1,563)	
Net current assets			79,096		95,323
Total assets less current liabilities			229,096		245,323
Income funds					
Restricted funds	14	36,694		50,796	
Unrestricted funds		192,402		194,527	
			229,096		245,323

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2023.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

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

The financial statements were approved by the Trustees on 18 December 2023

Mr O Behi
Trustee



Company registration number 05843319

NORTH WALES REGIONAL EQUALITY NETWORK LTD

NWREN

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting policies

Charity information

North Wales Regional Equality Network Ltd is a private company limited by guarantee incorporated in England and Wales. The registered office is The Equality Centre, Bangor Road, Penmaenmawr, Conwy, LL34 6LF, Wales.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's [governing document], the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "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). The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities not to prepare a Statement of Cash Flows.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, [modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value]. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the charity.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

NORTH WALES REGIONAL EQUALITY NETWORK LTD
NWREN
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting policies

(Continued)

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, 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 classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Freehold land and buildings	not depreciated
Fixtures and fittings	25% on cost

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.9 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

**NORTH WALES REGIONAL EQUALITY NETWORK LTD
NWREN
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023**

1 Accounting policies

(Continued)

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

2 Other trading activities

	Unrestricted funds	Unrestricted funds
	2023	2022
	£	£
Membership subscriptions	2,000	4,000

3 Donations and grants

	Restricted funds	Restricted funds
	2023	2022
	£	£
Grants receivable	118,090	110,287

**NORTH WALES REGIONAL EQUALITY NETWORK LTD
NWREN
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023**

3 Donations and grants	(Continued)	
Grants receivable for core activities		
Welsh Government HCMC	-	1,541
Welsh Government REAP	-	4,999
Ynys Mon Community Cohesion	-	5,095
Welsh Local Authority Association	-	21,480
Older Person Commissioner	2,999	-
Community Cohesion - Lived Experience	3,000	-
Welsh Government ARWAP	97,284	-
Other grants	4,000	31,999
Gwynt y Mor	-	40,980
Welsh Government Voter Registration	10,807	4,193
	<u>118,090</u>	<u>110,287</u>
	<u><u>118,090</u></u>	<u><u>110,287</u></u>
 4 Other income		
	Total Unrestricted funds	
	2023	2022
	£	£
Coronavirus support	-	2,000
	<u>-</u>	<u>2,000</u>
	<u><u>-</u></u>	<u><u>2,000</u></u>

NORTH WALES REGIONAL EQUALITY NETWORK LTD
NWREN
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

5 Charitable activities

	Charitable Expenditure 2023 £	Charitable Expenditure 2022 £
Staff costs	38,701	21,385
Premises overheads	3,323	5,099
Telephone	434	264
Office supplies and computer costs	2,005	1,271
Insurance and subscriptions	112	1,213
Projects and activities costs	90,590	31,691
Travel expenses	-	144
Staff and officer training	-	300
Bank charges	60	53
	<u>135,225</u>	<u>61,420</u>
Share of governance costs (see note 6)	1,092	1,232
	<u>136,317</u>	<u>62,652</u>
Analysis by fund		
Unrestricted funds	3,025	3,975
Restricted funds	133,292	58,677
	<u>136,317</u>	<u>62,652</u>

6 Support costs

	Support costs £	Governance costs £	2023 Support costs £	Governance costs £	2022 £
Accountancy	-	1,092	1,092	-	1,232
	<u>-</u>	<u>1,092</u>	<u>1,092</u>	<u>-</u>	<u>1,232</u>
Analysed between Charitable activities	-	1,092	1,092	-	1,232
	<u>-</u>	<u>1,092</u>	<u>1,092</u>	<u>-</u>	<u>1,232</u>

7 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

None of the trustees (or any persons connected with them) received any payment for expenses from the charity during the year.

NORTH WALES REGIONAL EQUALITY NETWORK LTD
NWREN
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

8 Employees

The average monthly number of employees during the year was:

	2023	2022
	Number	Number
	3	2
	<u> </u>	<u> </u>

Employment costs

	2023	2022
	£	£
Wages and salaries	38,701	21,385
	<u> </u>	<u> </u>

There were no employees whose annual remuneration was more than £60,000.

9 Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

10 Tangible fixed assets

	Freehold land and buildings	Fixtures and fittings	Total
	£	£	£
Cost			
At 1 April 2022	150,000	15,000	165,000
	<u> </u>	<u> </u>	<u> </u>
At 31 March 2023	150,000	15,000	165,000
	<u> </u>	<u> </u>	<u> </u>
Depreciation and impairment			
At 1 April 2022	-	15,000	15,000
	<u> </u>	<u> </u>	<u> </u>
At 31 March 2023	-	15,000	15,000
	<u> </u>	<u> </u>	<u> </u>
Carrying amount			
At 31 March 2023	150,000	-	150,000
	<u> </u>	<u> </u>	<u> </u>
At 31 March 2022	150,000	-	150,000
	<u> </u>	<u> </u>	<u> </u>

11 Debtors

	2023	2022
	£	£
Amounts falling due within one year:		
Trade debtors	48,041	23,372
Prepayments and accrued income	970	239
	<u> </u>	<u> </u>
	<u>49,011</u>	<u>23,611</u>

NORTH WALES REGIONAL EQUALITY NETWORK LTD
NWREN
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

12	Loans and overdrafts		2023	2022
			£	£
	Bank overdrafts		7,960	-
			<u>7,960</u>	<u>-</u>
	Payable within one year		7,960	-
			<u>7,960</u>	<u>-</u>
13	Creditors: amounts falling due within one year		2023	2022
		Notes	£	£
	Bank overdrafts	12	7,960	-
	Trade creditors		-	400
	Other creditors		1,092	1,163
	Accruals and deferred income		34,985	-
			<u>44,037</u>	<u>1,563</u>
			<u>44,037</u>	<u>1,563</u>

NORTH WALES REGIONAL EQUALITY NETWORK LTD
NWREN
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

14 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds				Movement in funds				Balance at 31 March 2023 £
	Balance at 1 April 2021 £	Incoming resources £	Resources expended £	Transfers £	Balance at 1 April 2022 £	Incoming resources £	Resources expended £	Transfers £	
People and Places	150,000	-	-	(150,000)	-	-	-	-	-
Welsh Government HCMC	-	1,541	(1,297)	(244)	-	-	-	-	-
Welsh Government REAP	-	4,999	(2,062)	(2,937)	-	-	-	-	-
Ynys Mon Community Cohesion	-	5,095	-	(5,095)	-	-	-	-	-
Welsh Local Government Association	9,770	21,480	(14,061)	-	17,189	-	(786)	-	16,403
Comic Relief - BAWSO	4,179	-	(4,207)	28	-	-	-	-	-
Wrexham CBC - BAWSO	-	-	(250)	250	-	-	-	-	-
Heritage Lottery Fund	9,122	-	(2,564)	(6,558)	-	-	-	-	-
Gwynt y Mor	-	40,980	(7,773)	-	33,207	-	(25,026)	1	8,182
Mudiad Meithrin	-	5,000	(2,282)	(2,718)	-	-	-	-	-
Criminal Justice Wales	-	10,000	(5,243)	(4,757)	-	-	-	-	-
BCUHB Rhyl Pilot Project	-	4,999	(6,167)	1,168	-	-	-	-	-
BCUHB Winter Pressures Conwy	-	5,000	(3,489)	(1,511)	-	-	(326)	326	-
BCUHB Winter Pressures Denbighshire	-	5,000	(3,489)	(1,511)	-	-	(326)	326	-
Community Foundation Wales	-	2,000	(1,600)	-	400	2,000	(1,000)	-	1,400
Welsh Government Voter Registration	-	4,193	(4,193)	-	-	10,807	(3,487)	-	7,320
RCC - Windrush Project	-	-	-	-	-	2,000	(1,544)	-	456
Older Person Commissioner & Community Cohesion	-	-	-	-	-	5,999	(3,066)	-	2,933
Welsh Government - ARWAP	-	-	-	-	-	97,284	(97,731)	447	-
	<u>173,071</u>	<u>110,287</u>	<u>(58,677)</u>	<u>(173,885)</u>	<u>50,796</u>	<u>118,090</u>	<u>(133,292)</u>	<u>1,100</u>	<u>36,694</u>

NORTH WALES REGIONAL EQUALITY NETWORK LTD
NWREN
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

14 Restricted funds

(Continued)

Details of the restricted funds are set out below:

- Welsh Government Hate Crime Minority Communities - producing a training programme for senior leadership teams in secondary schools across North Wales;
- Welsh Government REAP - consultations on the draft Race Equality Action Plan for Wales;
- Ynys Mon Community Cohesion - 'I Am Here' filmed conversations on lived experiences of making your home in Wales and a TikTok project with students at Aberconwy school;
- Welsh Local Government Association - training for years 5 to 10 school pupils raising awareness of and tackling hate crime in schools;
- Comic Relief - BAWSO - funding for computer equipment to aid remote working;
- Wrexham CBC - BAWSO - start up grant to research Rhyl healthcare issues;
- Heritage Lottery Fund - produce a website on Flintshire and the slave trade - <https://www.flintshireandtheslavetrade.org/>;
- Gwynt y Mor - to increase wellbeing post Covid in the Rhyl area by creating groups and workshops;
- Mudiad Meithrin - create a bespoke Welsh animation on the theme of difference;
- Criminal Justice Wales - consultations on the draft Criminal Justice in Wales plan;
- BCUHB Rhyl Pilot Project - start up grant to research Rhyl healthcare issues;
- BCUHB Winter Pressures Conwy - workshops to combat/raise awareness of wellbeing issues and mental health;
- BCUHB Winter Pressures Denbighshire - workshops to combat/raise awareness of wellbeing issues and mental health;
- Community Foundation Wales - three yearly payments of £2,000 to help with the business manager's salary;
- Welsh Government Voter Registration - increase awareness of who is eligible to vote and encourage them to register;
- RCC Windrush - produce a film based on the life of Enrico Stenett (former local resident and NWREN member) for use in school to highlight the Windrush Generation;
- Older Person Commissioner - facilitate engagement to gather the lived experiences of older people (aged 60+) from Black, Asian and Minority ethnic communities in Wales;
- Community Cohesion - to design, film, edit, final proof, produce and mount on an accessible platform a film documentary to include people's lived experiences to challenge racism and hate crime in North Wales;
- Welsh Government ARWAP - to establish an online and physical resource documenting the cultural identity and heritage of Black, Asian and Minority ethnic elders in Wales who have contributed to the race equality gender.

**NORTH WALES REGIONAL EQUALITY NETWORK LTD
NWREN**
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

15 Analysis of net assets between funds

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total Unrestricted funds 2023 £	Restricted funds 2022 £	Total 2022 £
Fund balances at 31 March 2023 are represented by:					
Tangible assets	150,000	-	150,000	150,000	150,000
Current assets/(liabilities)	42,402	36,694	79,096	61,716	33,607
	<u>192,402</u>	<u>36,694</u>	<u>229,096</u>	<u>211,716</u>	<u>33,607</u>
	<u><u>192,402</u></u>	<u><u>36,694</u></u>	<u><u>229,096</u></u>	<u><u>211,716</u></u>	<u><u>33,607</u></u>

16 Capital commitments

There were no capital commitments for the year ended 31 March 2023 (2022 - none)

17 Related party transactions

There were no disclosable related party transactions during the year (2022 - none).

NORTH WALES REGIONAL EQUALITY NETWORK LTD

England & Wales - Charity number 1116970

Accounts

Company Registration No. 05843319 (England and Wales)

Charity Registration No. 116970

NORTH WALES REGIONAL EQUALITY NETWORK LTD
NWREN
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022



**NORTH WALES REGIONAL EQUALITY NETWORK LTD
NWREN
LEGAL AND ADMINISTRATIVE INFORMATION**

Trustees	Prof R S Moore Ms A Behi Ms M E Holmes Mr O Behi
Secretary	Prof R S Moore
Charity number	116970
Company number	05843319
Registered office	The Equality Centre Bangor Road Penmaenmawr Conwy Wales LL34 6LF
Independent examiner	Azets Audit Services Brynford House 21 Brynford Street Holywell Flintshire United Kingdom CH8 7RD

NORTH WALES REGIONAL EQUALITY NETWORK LTD
NWREN
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Balance sheet	6
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NORTH WALES REGIONAL EQUALITY NETWORK LTD

NWREN

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2022

The trustees present their annual report and financial statements for the year ended 31 March 2022.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's Articles & Memorandum of Incorporation, the Companies Act 2006 and "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

North Wales Regional Equality Network (NWREN) is a registered charity, with 21 years' experience in delivering services to North Wales. We aim our services to the individuals who are marginalised and/or identified under the protected characteristics of The Equality Act 2010. Our services and activities are designed to address discrimination in day to day life.

Our primary business activities, funding and / or grants are generated through partnership work with Heritage Lottery, the Welsh Government's Hate Crime Minority Communities Project and Race Equality Action Plan, WLGA's Hate Crimes in Schools project, Comic Relief/Bawso, Gwynt y Mor and North Wales Community Cohesion.

Aims and objectives

NWREN is committed to:

- Encouraging the development of equality work and improving relations between equality organisations in North Wales
- Supporting initiatives to challenge discrimination against individuals and groups
- Increasing awareness of the impact of discrimination and prejudice on peoples' lives in North Wales
- Promoting equality education, training and action-planning with the public, voluntary and private sectors
- Increasing the awareness of the value of all groups at risk of social exclusion to make a positive contribution to social and economic life in a thriving North Wales.
- The reduction of crime, especially hate crime
- Supporting grass-roots developments
- Supporting communication between service users and providers
- Implementing policies to promote best practice
- Developing partnerships

Further to the above objectives but not otherwise, the Charity may undertake the following functions to highlight the issues and experiences of minority individuals and communities by:

- Challenging all aspects of discrimination
- Informing mainstream organisations about the marginalisation and diversity of need within their communities
- Promoting innovation and good practice within the consultative process
- Raising awareness and educating the community, volunteer organisations, statutory bodies, business and individuals about equality issues
- Conducting empirical research and gathering statistical data raising awareness of the impact of discrimination and generating an appreciation of the extent and long terms effects of rural discrimination within the Welsh context

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

**NORTH WALES REGIONAL EQUALITY NETWORK LTD
NWREN
TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022**

Achievements and performance

Despite the economic climate continuing to be uncertain, the achievements for 2021/2022 have been remarkable. With strong infrastructure and policies in place we are now moving towards a more strategic and commercial approach to long term funding.

Our priorities are to combat racism and discrimination and to extend our educational work, whenever possible in partnership with voluntary sector organisations that share our equality objectives. Secondly, we will continue our collaboration with public-sector bodies, as 'critical friends' supporting the development and implementation of their equality policies and exchanging best practices. We intend also to represent the particular interests of North Wales in the development of equality policy at the national level in Wales. We will continue to seek funding for this work and for the core funding of NWREN.

Financial review

The turnover for the year under review was £99,098 (2021: £118,781). The company will continue its efforts to improve its income streams through widening partnership work and engage on new areas of appropriate business activities.

We have been careful to balance the budget throughout the year with cost reduction strategies and good cash management with a continued emphasis on the need to secure long-term sustainable growth.

It is the policy of the charity that unrestricted funds which have not been designated for a specific use should be maintained at a level equivalent to between three and six month's expenditure. The trustees consider that reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the charity's current activities while consideration is given to ways in which additional funds may be raised. This level of reserves has been maintained throughout the year.

Risk Management

The trustees has assessed the major risks to which the charity is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.

The trustees constantly monitor the potential risks through framework for risk identification, evaluation, mitigations and management every quarter.

Structure, governance and management

The charity is a company limited by guarantee and is controlled by its governing document, "Memorandum and Articles of Association", a deed of trust.

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

Prof R S Moore

Ms A Behi

Ms M E Holmes

Mr O Behi

Ms A Ramkalowon

(Appointed 26 April 2021 and resigned 1 January 2022)

Ms V Ramkalowon

(Appointed 26 April 2021 and resigned 1 January 2022)

Ms Amy Grimward

(Appointed 26 April 2021 and resigned 28 September 2021)

NORTH WALES REGIONAL EQUALITY NETWORK LTD
NWREN
TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

Recruitment and appointment on new trustees

The trustees of NWREN, the charity, are the same as the Directors of NWREN the Company Limited by Guarantee. The directors may at any time co-opt any person to the board of directors whether or not they are a member of the charity, provided the maximum number prescribed in Articles 38 is not exceeded and that no more than three such co-options shall be made between one Annual General Meeting and the next. All persons so co-opted shall retire at the Annual General Meeting following their co-option but shall be eligible to be reappointed thereafter.

None of the trustees has any beneficial interest in the company. All of the trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

Organisational structure

The organisational structure of NWREN members is explained in its governing documents with the addition of a range of subgroups. The organisational structure of NWREN is hierarchical with the Chief Executive taking management responsibility for the delivery of its aims, objectives and projects. All activities are accounted for via the officer's report at each Board Meeting.

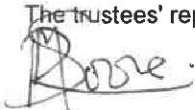
Induction and training of new trustees

All trustees are issued with an induction pack containing all of the pertinent policies and procedures and a copy of the Memorandum and Articles of Association. All training and development offered to staff is, if appropriate, also made available to Board members.

Wider Network

NWREN has a number of protocols in place across North Wales to sustain its operational relationships. These are designed to ensure the efficient and confidential signposting of individuals from a minority ethnic background who have undergone racist abuse of any nature.

The trustees' report was approved by the Board of Trustees.



Prof R S Moore
Trustee

12 September 2022

**NORTH WALES REGIONAL EQUALITY NETWORK LTD
NWREN
INDEPENDENT EXAMINER'S REPORT
TO THE TRUSTEES OF NORTH WALES REGIONAL EQUALITY NETWORK LTD**

I report to the trustees on my examination of the financial statements of North Wales Regional Equality Network Ltd (the charity) for the year ended 31 March 2022.

Responsibilities and basis of report

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

Having satisfied myself that the financial statements of the charity 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 the charity's financial statements carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination I have followed all the applicable 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 that in any material respect:

- 1 accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements 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 financial statements 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 financial statements to be reached.



Melange Langton Davies ACA, FCCA
Azets Audit Services

Brynford House
21 Brynford Street
Holywell
Flintshire
CH8 7RD
United Kingdom

Dated: 12 September 2022

NORTH WALES REGIONAL EQUALITY NETWORK LTD
NWREN
STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 MARCH 2022

		Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £
	Notes						
Income and endowments from:							
Donations and grants	3	-	110,287	110,287	17,603	86,228	103,831
Other trading activities	4	4,000	-	4,000	2,000	-	2,000
Other income	5	2,000	-	2,000	12,950	-	12,950
Total income		<u>6,000</u>	<u>110,287</u>	<u>116,287</u>	<u>32,553</u>	<u>86,228</u>	<u>118,781</u>
Expenditure on:							
Charitable activities	6	3,975	58,677	62,652	6,096	55,418	61,514
Net incoming resources before transfers		2,025	51,610	53,635	26,457	30,810	57,267
Gross transfers between funds		173,885	(173,885)	-	10,589	(10,589)	-
Net income/(expenditure) for the year/ Net movement in funds		<u>175,910</u>	<u>(122,275)</u>	<u>53,635</u>	<u>37,046</u>	<u>20,221</u>	<u>57,267</u>
Fund balances at 1 April 2021		<u>18,617</u>	<u>173,071</u>	<u>191,688</u>	<u>(18,429)</u>	<u>152,850</u>	<u>134,421</u>
Fund balances at 31 March 2022		<u><u>194,527</u></u>	<u><u>50,796</u></u>	<u><u>245,323</u></u>	<u><u>18,617</u></u>	<u><u>173,071</u></u>	<u><u>191,688</u></u>

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

NORTH WALES REGIONAL EQUALITY NETWORK LTD
NWREN
BALANCE SHEET
AS AT 31 MARCH 2022

	Notes	2022		2021	
		£	£	£	£
Fixed assets					
Tangible assets	10		150,000		150,000
Current assets					
Debtors	11	23,611		6,335	
Cash at bank and in hand		73,275		36,794	
		<u>96,886</u>		<u>43,129</u>	
Creditors: amounts falling due within one year	12	<u>(1,563)</u>		<u>(1,441)</u>	
Net current assets			95,323		41,688
Total assets less current liabilities			<u>245,323</u>		<u>191,688</u>
Income funds					
Restricted funds	13		50,796		173,071
Unrestricted funds			194,527		18,617
			<u>245,323</u>		<u>191,688</u>

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2022.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

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

The financial statements were approved by the Trustees on 12 September 2022



Mr O Behi
Trustee

Company registration number 05843319

NORTH WALES REGIONAL EQUALITY NETWORK LTD
NWREN
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

1 Accounting policies

Charity information

North Wales Regional Equality Network Ltd is a private company limited by guarantee incorporated in England and Wales. The registered office is The Equality Centre, Bangor Road, Penmaenmawr, Conwy, LL34 6LF, Wales.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's [governing document], the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "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). The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities not to prepare a Statement of Cash Flows.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, [modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value]. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the charity.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

NORTH WALES REGIONAL EQUALITY NETWORK LTD
NWREN
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

1 Accounting policies

(Continued)

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, 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 classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

1.5 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Freehold land and buildings	not depreciated
Fixtures and fittings	25% on cost

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.6 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.7 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.8 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

NORTH WALES REGIONAL EQUALITY NETWORK LTD
NWREN
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

1 Accounting policies

(Continued)

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.9 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Donations and grants

	Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	2022	2022	2022	2021	2021	2021
	£	£	£	£	£	£
Grants receivable	-	110,287	110,287	17,603	86,228	103,831

NORTH WALES REGIONAL EQUALITY NETWORK LTD
NWREN
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

3 Donations and grants

(Continued)

Grants receivable for core activities

Welsh Government HCMC	-	1,541	1,541	-	40,893	40,893
Welsh Government REAP	-	4,999	4,999	-	4,890	4,890
Ynys Mon Community Cohesion	-	5,095	5,095	-	6,335	6,335
Welsh Local Authority Association	-	21,480	21,480	-	16,110	16,110
Comic Relief - BAWSO	-	-	-	-	7,000	7,000
Wrexham CBC - BAWSO	-	-	-	-	1,000	1,000
Heritage Lottery Fund	-	-	-	-	10,000	10,000
Other grants	-	31,999	31,999	17,603	-	17,603
Gwyn't y Mor	-	40,980	40,980	-	-	-
Welsh Government Voter Registration	-	4,193	4,193	-	-	-
	-	<u>110,287</u>	<u>110,287</u>	<u>17,603</u>	<u>86,228</u>	<u>103,831</u>

4 Other trading activities

	Unrestricted funds	Unrestricted funds
	2022	2021
	£	£
Membership subscriptions	<u>4,000</u>	<u>2,000</u>

5 Other income

	Unrestricted funds	Unrestricted funds
	2022	2021
	£	£
Coronavirus support	2,000	12,000
Insurance proceeds	-	950
	<u>2,000</u>	<u>12,950</u>

NORTH WALES REGIONAL EQUALITY NETWORK LTD
NWREN
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

6 Charitable activities

	Charitable Expenditure 2022 £	Charitable Expenditure 2021 £
Staff costs	21,385	21,592
Premises overheads	5,099	1,805
Telephone	264	264
Office supplies and computer costs	1,271	2,596
Insurance and subscriptions	1,213	970
Projects and activities costs	31,691	31,570
Travel expenses	144	727
Staff and officer training	300	-
Bank charges	53	78
	<u>61,420</u>	<u>59,602</u>
Share of governance costs (see note 7)	1,232	1,912
	<u>62,652</u>	<u>61,514</u>
Analysis by fund		
Unrestricted funds	3,975	6,096
Restricted funds	58,677	55,418
	<u>62,652</u>	<u>61,514</u>

7 Support costs

	Support costs £	Governance costs £	2022 Support costs £	Governance costs £	2021 £
Accountancy	-	1,232	1,232	-	1,912
	<u>-</u>	<u>1,232</u>	<u>1,232</u>	<u>-</u>	<u>1,912</u>
Analysed between Charitable activities	<u>-</u>	<u>1,232</u>	<u>1,232</u>	<u>-</u>	<u>1,912</u>

8 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

None of the trustees (or any persons connected with them) received any payment for expenses from the charity during the year.

NORTH WALES REGIONAL EQUALITY NETWORK LTD
NWREN
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

9 Employees

The average monthly number of employees during the year was:

	2022	2021
	Number	Number
	2	2
	<u>2</u>	<u>2</u>

Employment costs

	2022	2021
	£	£
Wages and salaries	21,385	21,592
	<u>21,385</u>	<u>21,592</u>

There were no employees whose annual remuneration was more than £60,000.

10 Tangible fixed assets

	Freehold land	Fixtures and	Total
	and buildings	fittings	
	£	£	£
Cost			
At 1 April 2021	150,000	15,000	165,000
At 31 March 2022	<u>150,000</u>	<u>15,000</u>	<u>165,000</u>
Depreciation and impairment			
At 1 April 2021	-	15,000	15,000
At 31 March 2022	<u>-</u>	<u>15,000</u>	<u>15,000</u>
Carrying amount			
At 31 March 2022	<u>150,000</u>	<u>-</u>	<u>150,000</u>
At 31 March 2021	<u>150,000</u>	<u>-</u>	<u>150,000</u>

11 Debtors

	2022	2021
	£	£
Amounts falling due within one year:		
Trade debtors	23,372	6,335
Prepayments and accrued income	239	-
	<u>23,611</u>	<u>6,335</u>

NORTH WALES REGIONAL EQUALITY NETWORK LTD
NWREN
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

12 Creditors: amounts falling due within one year

	2022	2021
	£	£
Trade creditors	400	-
Other creditors	1,163	1,441
	<u>1,563</u>	<u>1,441</u>
	<u><u>1,563</u></u>	<u><u>1,441</u></u>

**NORTH WALES REGIONAL EQUALITY NETWORK LTD
NWREN**

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

13 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Balance at 1 April 2020		Movement in funds		Balance at 1 April 2021		Movement in funds		Balance at 31 March 2022	
	£	£	Incoming resources	Resources expended	Transfers	£	Incoming resources	Resources expended	Transfers	£
People and Places	150,000	-	-	-	-	150,000	-	-	(150,000)	-
Welsh Government HMC	-	40,893	40,893	(35,672)	(5,221)	-	1,541	(1,297)	(244)	-
Welsh Government REAP	-	4,890	4,890	(2,372)	(2,518)	-	4,999	(2,062)	(2,937)	-
Ynys Mon Community Cohesion	-	6,335	6,335	(6,335)	-	-	5,095	-	(5,095)	-
Welsh Local Government Association	-	16,110	16,110	(6,340)	-	9,770	21,480	(14,061)	-	17,189
Comic Relief - BAWSO	-	7,000	7,000	(2,821)	-	4,179	-	(4,207)	28	-
Wrexham CBC - BAWSO	-	1,000	1,000	(1,000)	-	-	-	(250)	250	-
Heritage Lottery Fund	-	10,000	10,000	(878)	-	9,122	-	(2,564)	(6,558)	-
General restricted funds	2,850	-	-	-	(2,850)	-	-	-	-	-
Gwynt y Mor	-	-	-	-	-	-	40,980	(7,773)	-	33,207
Mudiad Meithrin	-	-	-	-	-	-	5,000	(2,282)	(2,718)	-
Criminal Justice Wales	-	-	-	-	-	-	10,000	(5,243)	(4,757)	-
BCUHB Rhyf Pilot Project	-	-	-	-	-	-	4,999	(6,167)	1,168	-
BCUHB Winter Pressures Conwy	-	-	-	-	-	-	5,000	(3,489)	(1,511)	-
BCUHB Winter Pressures Denbighshire	-	-	-	-	-	-	5,000	(3,489)	(1,511)	-
Community Foundation Wales	-	-	-	-	-	-	2,000	(1,600)	-	400
Welsh Government Voter Registration	-	-	-	-	-	-	4,193	(4,193)	-	-
	<u>152,850</u>	<u>86,228</u>	<u>86,228</u>	<u>(55,418)</u>	<u>(10,589)</u>	<u>173,071</u>	<u>110,287</u>	<u>(58,677)</u>	<u>(173,885)</u>	<u>50,796</u>

**NORTH WALES REGIONAL EQUALITY NETWORK LTD
NWREN
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022**

13 Restricted funds

(Continued)

Details of the restricted fund are set out below:

Welsh Government Hate Crime Minority Communities – producing a training programme for senior leadership team’s in secondary schools across north Wales;

Welsh Government REAP – consultations on the draft Race Equality Action Plan for Wales;

Ynys Mon Community Cohesion – ‘I am here’ filmed conversations on lived experiences of making your home in Wales and a TikTok project with students at Aberconwy school;

Welsh Local Government Association – training for years 5 to 10 school pupils raising awareness of and tackling Hate Crime in Schools;

Comic Relief - BAWSO – funding for computer equipment to aid remote working;

Wrexham CBC - BAWSO – Start up grant to research Rhyl health care issues;

Heritage Lottery Fund – Produce a website on Flintshire and the Slave trade <https://www.flintshireandtheslavetrade.org/>;

Gwynt y Mor – to increase wellbeing post Covid in the Rhyl area by creating groups and workshops;

Mudiad Meithrin – create a bespoke welsh animation on the theme of difference;

Criminal Justice Wales – consultations on the draft Criminal Justice in Wales plan;

BCUHB Rhyl Pilot Project - Start up grant to research Rhyl health care issues;

BCUHB Winter Pressures Conwy – workshops to combat / raise awareness of wellbeing issues and mental health;

BCUHB Winter Pressures Denbighshire - workshops to combat / raise awareness of wellbeing issues and mental health;

Community Foundation Wales – three yearly payments of £2000 to help with the Business managers salary;

Welsh Government Voter Registration – increase awareness of who is eligible to vote and encourage them to register.

NORTH WALES REGIONAL EQUALITY NETWORK LTD
NWREN
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

14 Analysis of net assets between funds

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £
Fund balances at 31 March 2022 are represented by:						
Tangible assets	150,000	-	150,000	-	150,000	150,000
Current assets/(liabilities)	61,716	33,607	95,323	18,617	23,071	41,688
	<u>211,716</u>	<u>33,607</u>	<u>245,323</u>	<u>18,617</u>	<u>173,071</u>	<u>191,688</u>

15 Capital commitments

There were no capital commitments for the year ended 31 March 2022 (2021 - none)

16 Related party transactions

There were no disclosable related party transactions during the year (2021 - none).

NORTH WALES REGIONAL EQUALITY NETWORK LTD

England & Wales - Charity number 1116970

Accounts

Company Registration No. 05843319 (England and Wales)

Charity Registration No. 116970

NORTH WALES REGIONAL EQUALITY NETWORK LTD
NWREN
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021



**NORTH WALES REGIONAL EQUALITY NETWORK LTD
NWREN
LEGAL AND ADMINISTRATIVE INFORMATION**

Trustees	Prof R S Moore Ms A Behi Mrs M E Holmes Mr O Behi Ms A Ramkalowon Ms V Ramkalowon	(Appointed 26 April 2021) (Appointed 26 April 2021)
Secretary	Prof R S Moore	
Charity number	116970	
Company number	05843319	
Registered office	The Equality Centre Bangor Road Penmaenmawr Conwy Wales LL34 6LF	
Independent examiner	Azets Audit Services Brynford House 21 Brynford Street Holywell Clwyd United Kingdom CH8 7RD	

NORTH WALES REGIONAL EQUALITY NETWORK LTD
NWREN
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NORTH WALES REGIONAL EQUALITY NETWORK LTD

NWREN

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2021

The trustees present their report and financial statements for the year ended 31 March 2021.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's Articles & Memorandum of Incorporation, the Companies Act 2006 and "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

North Wales Regional Equality Network (NWREN) is a registered charity, with 20 years' experience in delivering services to North Wales. We aim our services to the individuals who are marginalised and/or identified under the protected characteristics of The Equality Act 2010. Our services and activities are designed to address discrimination in day to day life.

Our primary business activities, funding and / or grants are generated through partnership work with Heritage Lottery, the Welsh Government's Hate Crime Minority Communities Project and Race Equality Action Plan, Comic Relief/Bawso and North Wales Community Cohesion.

Aims and objectives

NWREN is committed to:

- Encouraging the development of equality work and improving relations between equality organisations in North Wales

- Supporting initiatives to challenge discrimination against individuals and groups

- Increasing awareness of the impact of discrimination and prejudice on peoples' lives in North Wales

- Promoting equality education, training and action-planning with the public, voluntary and private sectors

- Increasing the awareness of the value of all groups at risk of social exclusion to make a positive contribution to social and economic life in a thriving North Wales.

- The reduction of crime, especially hate crime

- Supporting grass-roots developments

- Supporting communication between service users and providers

- Implementing policies to promote best practice

- Developing partnerships

Further to the above objectives but not otherwise, the Charity may undertake the following functions to highlight the issues and experiences of minority individuals and communities by:

- Challenging all aspects of discrimination

- Informing mainstream organisations about the marginalisation and diversity of need within their communities

- Promoting innovation and good practice within the consultative process

- Raising awareness and educating the community, volunteer organisations, statutory bodies, business and individuals about equality issues

- Conducting empirical research and gathering statistical data raising awareness of the impact of discrimination and generating an appreciation of the extent and long terms effects of rural discrimination within the Welsh context

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

NORTH WALES REGIONAL EQUALITY NETWORK LTD
NWREN
TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

Achievements and performance

The political and economic climate continue to be uncertain, the prospects for for 2022 remain unclear. The lack of clarity over the future availability of Welsh Government grants, which we noted in our last overview, remains. Continued reduction in local authority budgets restricts opportunities for local funding. In the context of this uncertainty we need to plan strategically and develop clear priorities, while some of these priorities may be shaped by the availability of funding opportunities.

Nevertheless we will be planning to develop our work in a positive way to meet both the foreseen and unforeseen circumstances ahead.

Our priorities are to combat racism and discrimination and to extend our educational work, whenever possible in partnership with voluntary sector organisations that share our equality objectives. Secondly, we will continue our collaboration with public-sector bodies, as 'critical friends' supporting the development and implementation of their equality policies and exchanging best practices. We intend also to represent the particular interests of North Wales in the development of equality policy at the national level in Wales. We will continue to seek funding for this work and for the core funding of NWREN.

Financial review

The turnover for the year under review was £112,447 (2020: £31,778) . The company will continue its efforts to improve its income streams through widening partnership work and engage on new areas of appropriate business activities.

We have been careful to balance the budget throughout the year with cost reduction strategies and good cash management with a continued emphasis on the need to secure long-term sustainable growth. Funding from the Welsh Government from their Hate Crime Minority Communities project has enabled NWREN to recruit an administrator and Project Manager, and provided a positive start to year commencing April 2020.

It is the policy of the charity that unrestricted funds which have not been designated for a specific use should be maintained at a level equivalent to between three and six month's expenditure. The trustees considers that reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the charity's current activities while consideration is given to ways in which additional funds may be raised. This level of reserves has been maintained throughout the year.

Risk Management

The trustees has assessed the major risks to which the charity is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.

The trustees constantly monitor the potential risks through framework for risk identification, evaluation, mitigations and management every quarter.

Structure, governance and management

The charity is a company limited by guarantee and is controlled by its governing document, "Memorandum and Articles of Association", a deed of trust.

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

Prof R S Moore

Ms A Behi

Mrs M E Holmes

Mr O Behi

Ms A Ramkalowon

(Appointed 26 April 2021)

Ms V Ramkalowon

(Appointed 26 April 2021)

**NORTH WALES REGIONAL EQUALITY NETWORK LTD
NWREN
TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021**

Recruitment and appointment on new trustees

The trustees of NWREN, the charity, are the same as the Directors of NWREN the Company Limited by Guarantee. The directors may at any time co-opt any person to the board of directors whether or not they are a member of the charity, provided the maximum number prescribed in Articles 38 is not exceeded and that no more than three such co-options shall be made between one Annual General Meeting and the next. All persons so co-opted shall retire at the Annual General Meeting following their co-option but shall be eligible to be reappointed thereafter.

None of the trustees has any beneficial interest in the company. All of the trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

Organisational structure

The organisational structure of NWREN members is explained in its governing documents with the addition of a range of subgroups. The organisational structure of NWREN is hierarchical with the Chief Executive taking management responsibility for the delivery of its aims, objectives and projects. All activities are accounted for via the officer's report at each Board Meeting.

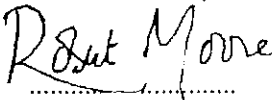
Induction and training of new trustees

All trustees are issued with an induction pack containing all of the pertinent policies and procedures and a copy of the Memorandum and Articles of Association. All training and development offered to staff is, if appropriate, also made available to Board members.

Wider Network

NWREN has a number of protocols in place across North Wales to sustain its operational relationships. These are designed to ensure the efficient and confidential signposting of individuals from a minority ethnic background who have undergone racist abuse of any nature.

The trustees' report was approved by the Board of Trustees.



.....
Prof R S Moore

Trustee

Dated:20.12.21.....

NORTH WALES REGIONAL EQUALITY NETWORK LTD
NWREN
INDEPENDENT EXAMINER'S REPORT
TO THE TRUSTEES OF NORTH WALES REGIONAL EQUALITY NETWORK LTD

I report to the trustees on my examination of the financial statements of North Wales Regional Equality Network Ltd (the charity) for the year ended 31 March 2021.

Responsibilities and basis of report

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

Having satisfied myself that the financial statements of the charity 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 the charity's financial statements carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination I have followed all the applicable 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 that in any material respect:

- 1 accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements 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 financial statements 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 financial statements to be reached.


Melanie Langton-Davies ACA, FCCA
Azets Audit Services

Brynford House
21 Brynford Street
Holywell
Clwyd
CH8 7RD
United Kingdom

Dated: 20 December 2021

NORTH WALES REGIONAL EQUALITY NETWORK LTD
NWREN
STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 MARCH 2021

		Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £	Unrestricted funds 2020 £	Restricted funds 2020 £	Total 2020 £
	Notes						
<u>Income and endowments from:</u>							
Donations and grants	3	17,603	86,228	103,831	6,050	24,879	30,929
Other trading activities	4	2,000	-	2,000	849	-	849
Other income	5	12,950	-	12,950	-	-	-
Total income		32,553	86,228	118,781	6,899	24,879	31,778
<u>Expenditure on:</u>							
Charitable activities	6	6,096	55,418	61,514	20,399	22,029	42,428
Net incoming/ (outgoing) resources before transfers		26,457	30,810	57,267	(13,500)	2,850	(10,650)
Gross transfers between funds		10,589	(10,589)	-	-	-	-
Net income/(expenditure) for the year/ Net movement in funds		37,046	20,221	57,267	(13,500)	2,850	(10,650)
Fund balances at 1 April 2020		(18,429)	152,850	134,421	(4,929)	150,000	145,071
Fund balances at 31 March 2021		18,617	173,071	191,688	(18,429)	152,850	134,421

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

NORTH WALES REGIONAL EQUALITY NETWORK LTD
NWREN
BALANCE SHEET
AS AT 31 MARCH 2021

	Notes	2021 £	£	2020 £	£
Fixed assets					
Tangible assets	10		150,000		150,000
Current assets					
Debtors	11	6,335		-	
Cash at bank and in hand		36,794		4,556	
		<u>43,129</u>		<u>4,556</u>	
Creditors: amounts falling due within one year	12	<u>(1,441)</u>		<u>(20,135)</u>	
Net current assets/(liabilities)			41,688		(15,579)
Total assets less current liabilities			<u>191,688</u>		<u>134,421</u>
Income funds					
Restricted funds	13		173,071		152,850
Unrestricted funds			18,617		(18,429)
			<u>191,688</u>		<u>134,421</u>

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2021.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

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

The financial statements were approved by the Trustees on 20/12/2021



Mr O Behi
Trustee

Company Registration No. 05843319

NORTH WALES REGIONAL EQUALITY NETWORK LTD
NWREN
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021

1 Accounting policies

Charity information

North Wales Regional Equality Network Ltd is a private company limited by guarantee incorporated in England and Wales. The registered office is The Equality Centre, Bangor Road, Penmaenmawr, Conwy, LL34 6LF, Wales.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's [governing document], the Companies Act 2006 and "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)". The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the charity.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

NORTH WALES REGIONAL EQUALITY NETWORK LTD
NWREN
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

1 Accounting policies

(Continued)

1.5 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Freehold land and buildings	not depreciated
Fixtures and fittings	25% on cost

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in net income/(expenditure) for the year.

1.6 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.7 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.8 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

NORTH WALES REGIONAL EQUALITY NETWORK LTD
NWREN
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

1 Accounting policies

(Continued)

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.9 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Donations and grants

	Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	2021	2021	2021	2020	2020	2020
	£	£	£	£	£	£
Grants receivable	17,603	86,228	103,831	6,050	24,879	30,929

NORTH WALES REGIONAL EQUALITY NETWORK LTD
NWREN
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

3 Donations and grants **(Continued)**

Grants receivable for core activities

Welsh Government HCMC	-	40,893	40,893	-	-	-
Welsh Government REAP	-	4,890	4,890	-	-	-
Community Cohesion	-	6,335	6,335	-	-	-
Welsh Local Authority Association	-	16,110	16,110	-	-	-
Comic Relief - BAWSO	-	7,000	7,000	-	-	-
Wrexham CBC - BAWSO	-	1,000	1,000	-	-	-
Heritage Lottery Fund	-	10,000	10,000	-	-	-
Other grants	17,603	-	17,603	6,050	24,879	30,929
	<u>17,603</u>	<u>86,228</u>	<u>103,831</u>	<u>6,050</u>	<u>24,879</u>	<u>30,929</u>

4 Other trading activities

	Unrestricted funds	Unrestricted funds
	2021	2020
	£	£
Membership subscriptions	<u>2,000</u>	<u>849</u>

5 Other income

	Unrestricted funds	Total
	2021	2020
	£	£
Coronavirus support	12,000	-
Insurance proceeds	950	-
	<u>12,950</u>	<u>-</u>

NORTH WALES REGIONAL EQUALITY NETWORK LTD
NWREN
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

6 Charitable activities

	Charitable Expenditure 2021	Charitable Expenditure 2020
	£	£
Staff costs	21,592	21,121
Premises overheads	1,805	3,529
Telephone	264	767
Office supplies and computer costs	2,596	995
Insurance and subscriptions	970	-
Projects and activities costs	31,570	5,599
Travel expenses	727	2,458
	<u>59,524</u>	<u>34,469</u>
Share of support costs (see note 7)	78	74
Share of governance costs (see note 7)	1,912	7,885
	<u>61,514</u>	<u>42,428</u>
Analysis by fund		
Unrestricted funds	6,096	20,399
Restricted funds	55,418	22,029
	<u>61,514</u>	<u>42,428</u>

7 Support costs

	Support costs	Governance costs	2021	Support costs	Governance costs	2020
	£	£	£	£	£	£
Bank charges	78	-	78	74	-	74
Accountancy	-	1,912	1,912	-	1,740	1,740
Legal and professional	-	-	-	-	6,145	6,145
	<u>78</u>	<u>1,912</u>	<u>1,990</u>	<u>74</u>	<u>7,885</u>	<u>7,959</u>
Analysed between						
Charitable activities	<u>78</u>	<u>1,912</u>	<u>1,990</u>	<u>74</u>	<u>7,885</u>	<u>7,959</u>

8 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

NORTH WALES REGIONAL EQUALITY NETWORK LTD
NWREN
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

9 Employees

The average monthly number of employees during the year was:

	2021	2020
	Number	Number
	2	1
	<u>2</u>	<u>1</u>
Employment costs	2021	2020
	£	£
Wages and salaries	21,592	21,121
	<u>21,592</u>	<u>21,121</u>

10 Tangible fixed assets

	Freehold land and buildings	Fixtures and fittings	Total
	£	£	£
Cost			
At 1 April 2020	150,000	15,000	165,000
	<u>150,000</u>	<u>15,000</u>	<u>165,000</u>
At 31 March 2021	150,000	15,000	165,000
	<u>150,000</u>	<u>15,000</u>	<u>165,000</u>
Depreciation and impairment			
At 1 April 2020	-	15,000	15,000
	<u>-</u>	<u>15,000</u>	<u>15,000</u>
At 31 March 2021	-	15,000	15,000
	<u>-</u>	<u>15,000</u>	<u>15,000</u>
Carrying amount			
At 31 March 2021	150,000	-	150,000
	<u>150,000</u>	<u>-</u>	<u>150,000</u>
At 31 March 2020	150,000	-	150,000
	<u>150,000</u>	<u>-</u>	<u>150,000</u>

11 Debtors

	2021	2020
	£	£
Amounts falling due within one year:		
Trade debtors	6,335	-
	<u>6,335</u>	<u>-</u>

NORTH WALES REGIONAL EQUALITY NETWORK LTD
NWREN
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

12 Creditors: amounts falling due within one year

	2021	2020
	£	£
Trade creditors	-	2,532
Other creditors	1,441	17,603
	<u>1,441</u>	<u>20,135</u>
	<u><u>1,441</u></u>	<u><u>20,135</u></u>

NORTH WALES REGIONAL EQUALITY NETWORK LTD
NWREN
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

13 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Balance at 1 April 2019		Movement in funds		Balance at 1 April 2020		Movement in funds		Balance at 31 March 2021	
	£	£	Incoming resources	Resources expended	£	£	Incoming resources	Resources expended	Transfers	£
People and Places	150,000	-	-	-	150,000	-	-	-	-	150,000
Welsh Government HCMC	-	-	-	-	-	40,893	(35,672)	(5,221)	-	-
Welsh Government REAP	-	-	-	-	-	4,890	(2,372)	(2,518)	-	-
Community Cohesion	-	-	-	-	-	6,335	(6,335)	-	-	-
Welsh Local Government Association	-	-	-	-	-	16,110	(6,340)	-	-	9,770
Comic Relief - BAWSO	-	-	-	-	-	7,000	(2,821)	-	-	4,179
Wrexham CBC - BAWSO	-	-	-	-	-	1,000	(1,000)	-	-	-
Heritage Lottery Fund	-	-	-	-	-	10,000	(878)	-	-	9,122
General restricted funds	-	-	24,879	(22,029)	2,850	-	-	-	(2,850)	-
	<u>150,000</u>	<u>-</u>	<u>24,879</u>	<u>(22,029)</u>	<u>152,850</u>	<u>86,228</u>	<u>(55,418)</u>	<u>(10,589)</u>	<u>-</u>	<u>173,071</u>

NORTH WALES REGIONAL EQUALITY NETWORK LTD
NWREN
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

14 Analysis of net assets between funds

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £	Unrestricted funds 2020 £	Restricted funds 2020 £	Total 2020 £
Fund balances at 31 March 2021 are represented by:						
Tangible assets	-	150,000	150,000	150,000	-	150,000
Current assets/ (liabilities)	18,617	23,071	41,688	(15,579)	-	(15,579)
	<u>18,617</u>	<u>173,071</u>	<u>191,688</u>	<u>134,421</u>	<u>-</u>	<u>134,421</u>

15 Related party transactions

There were no disclosable related party transactions during the year (2020 - none).