

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**

---

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

---

# **NORTH WALES REGIONAL EQUALITY NETWORK LTD**

## **NWREN**

### **CONTENTS**

---

|                                   | <b>Page</b> |
|-----------------------------------|-------------|
| Trustees' report                  | 1 - 3       |
| Independent examiner's report     | 4           |
| Statement of financial activities | 5           |
| Balance sheet                     | 6           |
| Notes to the financial statements | 7 - 16      |

---

# **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.

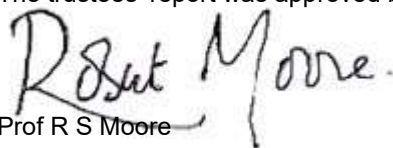
**Induction and training of new trustees**

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.

A handwritten signature in black ink that reads "R S Moore". The signature is written in a cursive style with a large, stylized 'M'.

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**

|   |   | Unrestricted<br>funds<br>2023<br>£ | Restricted<br>funds<br>2023<br>£ | Total<br>2023<br>£    | Unrestricted<br>funds<br>2022<br>£ | Restricted<br>funds<br>2022<br>£ | Total<br>2022<br>£    |
|---|---|------------------------------------|----------------------------------|-----------------------|------------------------------------|----------------------------------|-----------------------|
| Notes   |   |                                    |                                  |                       |                                    |                                  |                       |
| <b><u>Income and endowments from:</u></b>                 |   |                                    |                                  |                       |                                    |                                  |                       |
| 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                 |
| <b>Total income</b>                                       |   | <u>2,000</u>                       | <u>118,090</u>                   | <u>120,090</u>        | <u>6,000</u>                       | <u>110,287</u>                   | <u>116,287</u>        |
| <b><u>Expenditure on:</u></b>                             |   |                                    |                                  |                       |                                    |                                  |                       |
| 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>         |
| <b>Net (outgoing)/incoming resources before transfers</b> |   | (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>              |
| <b>Net (expenditure)/income for the year/</b>             |   |                                    |                                  |                       |                                    |                                  |                       |
| <b>Net movement in funds</b>                              |   | (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>        |
| <b>Fund balances at 31 March 2023</b>                     |   | <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<br>£       | £              | 2022<br>£      | £              |
|---|-------|-----------------|----------------|----------------|----------------|
| <b>Fixed assets</b>                                   |       |                 |                |                |                |
| Tangible assets                                       | 10    |                 | 150,000        |                | 150,000        |
| <b>Current assets</b>                                 |       |                 |                |                |                |
| Debtors   | 11    | 49,011          |                | 23,611         |                |
| Cash at bank and in hand                              |       | 74,122          |                | 73,275         |                |
|   |       | <u>123,133</u>  |                | <u>96,886</u>  |                |
| <b>Creditors: amounts falling due within one year</b> | 13    | <u>(44,037)</u> |                | <u>(1,563)</u> |                |
| Net current assets                                    |       |                 | 79,096         |                | 95,323         |
| <b>Total assets less current liabilities</b>          |       |                 | <u>229,096</u> |                | <u>245,323</u> |
| <b>Income funds</b>                                   |       |                 |                |                |                |
| Restricted funds                                      | 14    | 36,694          |                | 50,796         |                |
| Unrestricted funds                                    |       | 192,402         |                | 194,527        |                |
|   |       | <u>229,096</u>  |                | <u>245,323</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 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> |

**4 Other income**

**Total Unrestricted funds**

|                     | <b>2023</b> | <b>2022</b>  |
|---------------------|-------------|--------------|
|                     | <b>£</b>    | <b>£</b>     |
| Coronavirus support | -           | 2,000        |
|                     | <u>-</u>    | <u>2,000</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<br>Expenditure<br>2023<br>£ | Charitable<br>Expenditure<br>2022<br>£ |
|--|--|--|
| 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>                          |
| <b>Analysis by fund</b>                |  |  |
| Unrestricted funds                     | 3,025                                  | 3,975                                  |
| Restricted funds                       | 133,292                                | 58,677                                 |
|  | <u>136,317</u>                         | <u>62,652</u>                          |

**6 Support costs**

|   | Support<br>costs<br>£ | Governance<br>costs<br>£ | 2023 Support costs<br>£ | Governance<br>costs<br>£ | 2022<br>£    |
|---|-----------------------|--------------------------|-------------------------|--------------------------|--------------|
| 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<br>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:

|  | <b>2023</b>       | <b>2022</b>       |
|--|-------------------|-------------------|
|  | <b>Number</b>     | <b>Number</b>     |
|  | 3                 | 2                 |
|  | <u>          </u> | <u>          </u> |

**Employment costs**

|                    | <b>2023</b>       | <b>2022</b>       |
|--------------------|-------------------|-------------------|
|                    | <b>£</b>          | <b>£</b>          |
| 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**

|                                    | <b>Freehold land<br/>and buildings</b> | <b>Fixtures and<br/>fittings</b> | <b>Total</b>      |
|------------------------------------|--|----------------------------------|-------------------|
|                                    | <b>£</b>                               | <b>£</b>                         | <b>£</b>          |
| <b>Cost</b>                        |  |                                  |                   |
| 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> |
| <b>Depreciation and impairment</b> |  |                                  |                   |
| 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> |
| <b>Carrying amount</b>             |  |                                  |                   |
| 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**

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

|                         | <b>2023</b>  | <b>2022</b> |
|-------------------------|--------------|-------------|
|                         | <b>£</b>     | <b>£</b>    |
| 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**

|                              | <b>Notes</b> | <b>2023</b>   | <b>2022</b>  |
|------------------------------|--------------|---------------|--------------|
|                              |              | <b>£</b>      | <b>£</b>     |
| Bank overdrafts              | <b>12</b>    | 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> |



**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<br>1 April 2021 | Incoming<br>resources | Resources<br>expended | Transfers        | Balance at<br>1 April 2022 | Incoming<br>resources | Resources<br>expended | Transfers    | Balance at<br>31 March 2023 |   |
|  | £                          | £                     | £                     | £                | £                          | £                     | £                     | £            | £                           |   |
| 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<br>funds<br>2023<br>£ | Restricted<br>funds<br>2023<br>£ | Total Unrestricted<br>funds<br>2023<br>£ | Restricted<br>funds<br>2022<br>£ | Total<br>2022<br>£ |
|--|------------------------------------|----------------------------------|--|----------------------------------|--------------------|
| Fund balances at 31<br>March 2023 are<br>represented by: |                                    |                                  |  |                                  |                    |
| Tangible assets  | 150,000                            | -                                | 150,000                                  | -                                | 150,000            |
| Current assets/(liabilities)                             | 42,402                             | 36,694                           | 79,096                                   | 33,607                           | 95,323             |
|  | <u>192,402</u>                     | <u>36,694</u>                    | <u>229,096</u>                           | <u>33,607</u>                    | <u>245,323</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).