

# Race Equality Network

England & Wales · Charity number 1124251

## Details

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Other names	CONSORTIA OF ETHNIC MINORITY ORGANISATIONS LIMITED, Race Equality Network
Status	Registered
Legal form	Charitable company
Company number	<a href="#">05298722</a>
Registered	2008-05-29
Register	<a href="#">View on the Charity Commission register</a>

## Contact

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Address	Race Equality Network Grange Interlink Community Centre Summerville Riad Bradford West Yorkshire BD7 1PX
Phone	07899932798
Email	<a href="mailto:info@raceequalitynetwork.org.uk">info@raceequalitynetwork.org.uk</a>
Website	<a href="http://www.raceequalitynetwork.org.uk">www.raceequalitynetwork.org.uk</a>

## Activities

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**Objects:** A) To act as an umbrella body for member agencies to create, develop and maintain a network of groups and individuals who would act as a focal point for information, advice and support and which collaborates with each other to identify, challenge and address issues arising from race inequality, poor community relations, and xenophobia and promote race equality and the fostering of good relations between communities; B) To work with and promote and support any charitable purposes which benefit the black and ethnic minority community

**Activities:** Race Equality Network is an umbrella body representing the Global Majority voluntary sector. We address issues arising from race inequality, poor community relations, and xenophobia by working with the Public and Voluntary sector to deliver more inclusive and equitable services. We collaborate with our key stakeholders to work towards fostering good relations and cohesion between communities.

## Classification

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- **How:** Makes Grants To Organisations, Provides Services, Provides Advocacy/advice/information, Acts As An Umbrella Or Resource Body, Other Charitable Activities
- **What:** General Charitable Purposes, Education/training, The Advancement Of Health Or Saving Of Lives, Arts/culture/heritage/science, Economic/community Development/employment, Human Rights/religious Or Racial Harmony/equality Or Diversity, Other Charitable Purposes
- **Who:** People Of A Particular Ethnic Or Racial Origin, Other Charities Or Voluntary Bodies, Other Defined Groups, The General Public/mankind

## Geography

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- **Area of benefit:** BRADFORD
- Bradford City
- Calderdale
- City Of Wakefield
- Kirklees
- Leeds City

## Finances

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Period end	Income	Expenditure	Assets	Employees
2025-03-31	£200,359	£231,284	-	-
2024-03-31	£169,016	£134,835	-	-
2023-03-31	£98,864	£153,897	-	-
2022-03-31	£228,509	£424,670	-	-
2021-03-31	£605,596	£222,749	£391,510	4

## Trustees

Name	Role	Appointed
<b>Carol Peltier</b>	Chair	2024-07-26
ASHOK KUMAR NAIR		2010-10-01
Aisha Hussain		2024-06-27
DEEPAK SHARMA		2024-06-27
Evie Manning		2024-06-27
Kashif Nishat Ahmed		2024-06-27
Katarina Dome		2024-06-27
Lukman Miah		2025-06-24
MUSHTAQ HUSSAIN		2024-06-27
Mohammed Joynal Uddin		2024-06-27
Peter Tate		2024-06-27
YUSUF KAROLIA		

**Race Equality Network**

England & Wales - Charity number 1124251

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# Accounts

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Registered number at Companies House  
05298722

Registered number at Charities Commission  
1124251

Race Equality Network Limited  
(Company limited by guarantee)

Report and Accounts

for the year ended 31 March 2025

**Race Equality Network Limited**  
**Report and accounts**  
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Race Equality Network Limited (R E N)

Company Information

**Directors/ Trustees**

Mr Yusuf Karolia	(chair joined 1/10/2000)
Ashok Kumar Nair	(trustee joined 1/10/2020)
Evi Manning (Secretary)	(trustee joined 27/06/2024)
Shadim Hussain	(trustee joined 1/10/2020)
Deepak Sharma	(treasurer joined 27/06/2024)
Peter Tate	(trustee joined 27/06/2024)
Charles Dacres	(trustee joined 1/08/2020)
Mushtaq Hussain	(trustee joined 27/06/2024)
Satrio Nindyo Istiko Kashif	(trustee joined 27/06/2024)
Nishat Ahmed	(trustee joined 27/06/2024)
Katarina Dome	(trustee joined 27/06/2024)
Carol Peltier	(trustee joined 27/06/2024)
Mohammed Joynal Uddin	(trustee joined 27/06/2024)
Aisha Hussain	(trustee joined 27/06/2024)

**Secretary/ Trustee**

Dr Mohammed Salam (trustee joined 1/10/2000)

**Accountants (Independent Examiners)**

Adam & Co Accountancy Ltd  
First Floor  
1 Edmund Street  
Bradford  
West Yorkshire  
BD5 0BH

**Bankers**

Virgin Money (Yorkshire Bank)  
1 Westgate  
Shipley  
BD18 3SD

**Registered office**

Grange Interlink Community Centre  
Summerville Road  
Bradford  
BD7 1PX

**Registered number**

Registered number at Charities Commission is 1124251  
Registered number is 05298722 at Companies House

**Private company limited by guarantee without share capital**

Race Equality Network Limited  
Registered number: 05298722  
Directors' Report

### **The report of the directors and trustees**

The directors present their report and accounts for the year 31 March 2024

### **Principal activities**

The company's principal activity during the year continued to be of a charitable organisation.

### **Directors and trustees**

The following persons served as directors/trustees during the year:

Mr Yusuf Karolia	(company director and trustee)
Dr Mohammed Salam	(company secretary and trustee)
Ashok Kumar Nair	(trustee joined 1/10/2020)
Evi Manning (Secretary)	(trustee joined 27/06/2024)
Shadim Hussain	(trustee joined 1/10/2020)
Deepak Sharma	(treasurer joined 27/06/2024)
Peter Tate	(trustee joined 27/06/2024)
Charles Dacres	(trustee joined 1/08/2020)
Mushtaq Hussain Satrio	(trustee joined 27/06/2024)
Nindyo Istiko Kashif Nishat	(trustee joined 27/06/2024)
Ahmed Katarina Dome	(trustee joined 27/06/2024)
Carol Peltier	(trustee joined 27/06/2024)
Mohammed Joynal Uddin	(trustee joined 27/06/2024)
Aisha Hussain	(trustee joined 27/06/2024)

### **Significant changes, developments and plans for the future:**

At the Race Equality Network, we are dedicated to fostering an inclusive society where everyone can thrive regardless of their ethnicity, background, race or religious belief. As the strategic lead for the ethnic minority led voluntary sector in West Yorkshire, we are working tirelessly to amplify the voices of our membership by working collaboratively with key stakeholders across Bradford and beyond such as Bradford Metropolitan Council, West Yorkshire Combined Authority, the West Yorkshire ICB and the VCSE sector in order to build capacity of our ethnically diverse communities and to achieve equity, belonging and inclusion on a day-to-day basis.

Over the past year we have seen a rise in racism towards certain ethnic minority communities, especially last summer where we witnessed some of the largest racist far right and Islamophobic riots across the country which spread fear amongst Muslim, asylum seeker and migrant communities. This climate of fear has impacted the daily lives of these communities from employment opportunities to educational experiences which erodes the sense of belonging amongst racially minoritised communities. The consequences of racism are profound and multifaceted which manifest in hate crimes, discriminatory policies, and social exclusion. Therefore, to develop our work further, we need to continue working collaboratively with our members, partners, allies and stakeholders to challenge racism and inequality in all its forms so that we can work collectively to create a fairer society for all.

2024 was a significant year for us as not only did we recruit a Programme Development Manager and nine new dedicated trustees to our board at our AGM, we marked a major milestone on developing our national and international profile. In July 2024, REN successfully submitted a report to the UN Committee on the Elimination of Racial Discrimination. The timing of the racist and Islamophobic riots coincided with our visit to the UN Convention in Geneva at which we presented key findings from our report to the UN Committee. We are delighted that some of REN's recommendations around

## **Race Equality Network Limited**

**Registered number: 05298722**

### **Directors' Report**

immigration, health inequalities and the Prevent Strategy were highlighted in the UN' Committee's report as recommendations to the UK Government. One of the UN's strongest recommendations to the UK Government to date is to suspend the Prevent Duty policy which was one of the key recommendations made by REN and seven other civil society organisations working nationally, including Prevent Watch and Runnymede Trust. This is one of our greatest achievements and we will continue to work with our national partners to ensure the UK Government implements the UN's recommendations.

In 2025 we will be celebrating our 25th anniversary as a registered charity, which is a major milestone for our organisation. In October 2000, a group of passionate individuals set up the Consortia of Ethnic Minority Organisations (COEMO), now renamed as Race Equality Network (REN), following concerns by the ethnic minority led voluntary sector, that they were not properly supported by local Infrastructure organisations. At the time the Race Equality Council was also dissolved and the ethnic minority led sector felt even more marginalised, fragmented and unrepresented.

A short time after we were established, Bradford experienced riots on 7th July 2001, as a result of heightened race related tension escalated by confrontation between the Anti-Nazi league and far right groups such as the British National Party and the National Front. Similar riots had occurred earlier in Oldham and Burnley. REN was catapulted into developing a sector response to the riots which took place during its first year in operation. It engaged constructively with the Council, with Ted Cattle's review and later directly with Home Office officials to develop a longer-term response to prevent similar disturbances including helping to shape the Race Equality Act 2010.

Fast forward almost 25 years later, we are once again witnessing the rise of far-right groups and racism which is impacting the everyday lives of ethnic minority communities across the country. I am so proud of all that we have achieved as an organisation, but there is still so much to do for us to tackle racial inequality and also continue to strengthen infrastructure support to our members – the grassroots community organisations who work tirelessly with little resource to support their communities. I would like to thank our staff team and volunteers for all their hard work and to our funders without whom none of this would be possible. Thank you to the REN board (past and present) for their commitments and support, and to all our partners for collaborating with us to ensure race equality, equity and inclusion is at the heart of service delivery.

**Humma Nizami, CEO**

#### **The organisational structure and how decisions are made:**

The organisation is run by an elected board of Directors/ Trustees, who are elected from the membership of the organisation. The board members meet on a regular basis to discuss the affairs of the organisation and make the decisions from the board room

#### **Method of election of the members of the board of trustees:**

One-third of the Board Members are elected/re-elected at an AGM each year by a simple majority.

The position of Chair, Treasurer and Secretary are also elected each year following the AGM. A quorum is required (5 members minimum) and upto 16 members, maximum can be elected.

Membership is based on the organisations, who wish to support the activities of REN and represent their BME organisation. The meetings are held at least four times a year.

#### **Risk Management**

The directors and trustees have a duty to identify and review the risks to which the charity is exposed and to ensure that appropriate controls are in place to provide reasonable assurance against fraud and error

## **Race Equality Network Limited**

**Registered number: 05298722**

### **Directors' Report**

#### **Related Parties**

REN works with a wide range of organisations at a local, regional and national level. Locally these include voluntary and community groups, the Bradford Metropolitan Council, Bradford Infrastructure District Partnership, Bradford and Airedale Teaching Primary Care Trust, West Yorkshire Police, Bradford Community Empowerment Network, other the Government Bodies. Nationally these include National Association of Voluntary and infrastructure organisations, Corona Virus Government Support Units Community Action and Voice for Change in England.

#### **The Board would like to thank the following funding bodies for their assistance and support during the period:**

Bradford Council, Runnymede Trust, West Yorkshire Health & Care Partnership, and Public Health England, Esmee Fairbairn and Social Investment Business.

We would also like to thank all the other statutory and none statutory organisations who have supported REN's activities.

#### **Key Achievements, Performance and Impact**

In this financial year REN has led the delivery of various programmes and services including:

**VCS Infrastructure Support:** As the strategic lead for the Global Majority led VCSE sector, we amplify the voice of our membership of grass roots organisations who work tirelessly to support ethnically diverse, marginalised and seldom heard communities across Bradford district and Craven. We support our members through capacity building, training, networking, funding and partnership opportunities and through our bi-monthly members meetings. Our bi-monthly members meetings are well attended and continue to bring all our members together to develop partnership opportunities not only with other members, but key stakeholders such as the local authority and health and care sector. Through providing a safe space, we enable our members to discuss their issues, concerns and look at developing opportunities for collaboration and growth for their organisation. Partners who have attended our members meetings include Bradford City of Culture 2025, VCS Alliance and Bradford Council.

**Bradford Anti-Racist Charter:** We are in the process of developing the Bradford District and Craven Anti Racist Charter. We held a stakeholder consultation in October 2024 last year attended by over 35 stakeholders including the Bradford council, Bradford Teaching Hospitals Foundation, Bradford university, Bradford college and VCS sector. We have successfully carried out a series of consultations with our member organisations, VCS partners, stakeholders, our board of trustees, elected councillors and Bradford MP's. This strategy represents a groundbreaking, evidence-based approach to tackling racial inequality and particularly in terms of engaging think tanks such as the Centre for Social Justice and contributing insight and recommendations to the Race and Community APPG. Our next steps are to set up a task and finish group who will co-produce the strategy which we aim to launch during Race Equality Week 2026.

**Drug and Alcohol Needs Assessment for South Asian Communities:** REN worked partnership with Project 6, to deliver the Belong Project which focused on gathering local insights and understanding more about the experiences, barriers and issues faced by South Asian communities in accessing alcohol and drug treatment/support across Bradford district and Craven. This vital and important work by REN and Project 6 supported Bradford council to better understand the prevalence of alcohol and drug use among the South Asian community, identify barriers for them to access culturally sensitive support, identify the support required to meet their needs and provide insights to inform future service planning.

## Race Equality Network Limited

Registered number: 05298722

### Directors' Report

Planning

Through this project, REN funded 13 member organisations to recruit and train community champions from the South Asian community to engage with their own communities through community outreach, 1-1's and focus groups.

**Round Table Event hosted in partnership with Amnesty International UK and Runnymede Trust:** REN invited all our members to a roundtable discussion on race in the UK which was hosted in partnership with Amnesty International and Runnymede Trust for their joint civil society report to the UN Committee. The event was attended by 20 community leaders from within our membership who shared their perspective and lived experiences on areas such as housing, immigration, employment and education. The findings from these key discussion were highlighted in the joint report submitted to the UN Committee by Amnesty International and Runnymede Trust.

**Community Health Champions Project:** Working in partnership with the Reducing Inequalities Alliance, Fatima successfully recruited and trained 24 community health champions from four of our member organisations based in the Together 4 Health Wards including City, Manningham, Little Horton and Toller. These wards have the highest deprivation levels and our community health champions supported interventions to reduce health inequalities and improve the health and quality of lives of those living in these areas.

**Research Champions Project:** The Government want to shift from the model of just treating illnesses and moving more towards prevention, and the VCS sector is instrumental in supporting this move. REN worked in partnership with VCS Alliance and West Yorkshire Integrated Care Board's (ICB) Research & Development Team to recruit and support research champions to strengthen and develop research engagement with the Black, Pakistani and Bangladeshi communities. Piers coordinated the delivery of this project which has been extended and continues to work closely with the head of Research at West Yorkshire ICB to report and evaluate benefits of social prescribing in a way that aligns with the NHS's reporting structures. Our champions had the opportunity to present their findings at the WY ICB event in February 2025 where over 70 ICB and NHS leads were in attendance.

**Black Lives Matter UK:** We are working with Black Lives Matter (BLMUK) to deliver a community engagement project in the Harehills and Chapeltown area of Leeds. The purpose of the project is providing a voice to residents, identifying collectively community issues and then using a community organising model to support them to achieve the change they want to see in their community. We have worked collaboratively with BLMUK to deliver groupwork activities and build networks in Leeds to listen to the community and gain insights to their needs. We have identified community leaders who BLMUK will train and REN will support them with listening exercises in order to achieve impactful change in their community.

**Ella Baker School of Organising Conference:** We joined over 200 social justice community leaders and activists at the Ella Baker School of Organising Conference to explore strategies to build the power needed to effect changes required for racial and social justice within society. REN staff planned and delivered two workshops at the conference, Understanding Youth Organising which was delivered in partnership with our international partner organisations from Norway and Czech Republic, which focussed on issues impacting young people. The second workshop Solidarity In The Times of Crisis covered themes such as racism, health inequalities and debt poverty. Both sessions were really well attended and enabled us to build contacts and relationships with other racial and social justice organisations across the country.

**Reassurance Meetings following the Far Right Racist and Islamophobic Riots:** In August 2024, we saw significant challenges for ethnically diverse communities locally, regionally and nationally due to the race riots that especially impacted the Muslim, refugee and migrant communities. REN acted swiftly to convene a reassurance meeting for our

**Race Equality Network Limited**

**Registered number: 05298722**

**Directors' Report**

members and partners which was well received and attended by over 50 individuals online. In order to tackle misinformation and monitor any potential threats of the far right coming to Bradford, REN worked closely with the Council and Police to feed information from our members on the Police's online portal. REN staff also attended daily briefing meetings with the police twice a day and any relevant information was then circulated by the team to several WhatsApp groups to keep our members and partners updated for which the team have been commended for by our members in our recent members meeting. REN were featured on BBC Look North and were invited on to discuss the race riots on BBC Politics North.

**Days/Weeks/Months of Awareness:** As always, we highlight the important days/weeks of awareness impacting Global Majority communities through our social media platforms. We work collaboratively with members, partners and stakeholders across the district and beyond borders to organize events for Race Equality Week, Refugee Week, International Roma Day, Black History Month, Inclusion Week, Holocaust Memorial Day, South Asian Heritage Month and Islamophobia Awareness Month amongst other days/weeks of significance.

**REN Newsletter:** We have a monthly newsletter that has over 400 subscribers across the VCSE and Public sector professionals. The newsletter is a fantastic opportunity for our members, partners and stakeholders to keep up to date on all our areas of work including racial justice, partnership development, days/weeks of awareness, funding opportunities, events and REN recommends which features some of favourite Global Majority focussed books, TV shows and films.

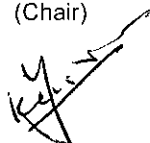
**The trustees guarantee to contribute an amount not exceeding £1 to REN's assets in the event of winding up. Total guarantees given is £12.**

**Small company provisions**

This report has been prepared in accordance with the provisions in Part 15 of the Companies Act 2006 applicable to companies subject to the small companies regime.

This report was approved by the board on 6 November 2025 and signed on its behalf.

Mr Yusuf Karolia (Chair)



**Race Equality Network Limited**  
(REN)  
**Independent Examiners Report**

**Report to the director/trustee on the preparation of the unaudited statutory accounts of Race Equality Network Limited 31 March 2025**

The trustees (who are also the administrators of the charity for the purposes of charity law) are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the Charities Act) and that an independent examination is needed.

It is my responsibility to:  
examine the accounts under section 145 of the Charities Act, to follow the procedures laid down in the general Directions given by the Charity Commission (under section 145(5)(b) of the Charities Act, and to state whether particular matters have come to my attention.

**Independent examiner's statement**

My examination was carried out in accordance with general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters.

The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair' view and the report is limited to those matters set out in the statement below.

In connection with my examination, no matter has come to my attention to indicate that:

- accounting records have not been kept in accordance with Charities Act 2011
- the accounts do not accord with such records:
- where accounts are prepared on an accruals basis, whether they fail to comply with relevant accounting requirements and, or are not consistent with the Charities SORP (FRS102)
- any matter which the examiner believes should be drawn to the attention of the reader to gain a proper understanding of the accounts.



Shahbaz Munir (FCCA)

Adam & Co Accountancy Ltd  
Chartered Certified Accountants  
First Floor  
1 Edmund Street  
Bradford  
BD5 0BH

*The report was approved by the Independent*

Examiner on:

06/11/2025

**Race Equality Network Limited**  
**Statement of Financial Activities (Income and expenditure account)**  
**for the year ended 31 March 2025**

	Unrestricted 2025 £	Restricted 2025 £	Total 2025 £	Total 2024 £
<b>Income</b>				
Grants & Donations	49,045	149,110	198,155	163,230
<b>Net Incoming Resources available for</b>	<b>A</b>			
	49,045	149,110	198,155	163,230
<b>Resources expended</b>				
Direct charitable expenditure	(2,644)	(38,878)	(41,522)	(14,698)
Management and administration of the charity	(19,380)	(170,382)	(189,762)	(120,137)
<b>Total resources expended</b>	<b>B</b>			
	(22,024)	(209,260)	(231,284)	(134,835)
<b>Net Incoming Resources before revaluations and investment asset disposals (A-B = C)</b>	<b>C</b>			
	27,021	(60,150)	(33,129)	28,395
Income from investments	-	-	-	-
Interest receivable	2,204	-	2,204	6,204
Interest payable	-	-	-	-
Adjustment to reserves	-	-	-	(418)
<b>Net Movement in funds</b>				
	29,225	(60,150)	(30,925)	34,181
Total funds brought forward	(114,947)	292,461	177,514	143,333
<b>Total funds carried forward</b>				
	(85,722)	232,311	146,589	177,514

The net movement in funds referred to above is the net incoming resources as defined in the Statement of Recommended Practice for Accounting and Reporting issued by the Charity Commissioners for England & Wales and is reconciled to the total funds as shown in the Balance Sheet Notes as required by the said Statement.

All activities derive from continuing operations

**The notes and schedule to the Statement of Financial Activities form an integral part of these accounts**

**Race Equality Network Limited**

Registered number: 05298722

**Balance Sheet**

as at 31 March 2025

	Notes	2024 <sup>5</sup> £	2023 <sup>4</sup> £
<b>Current assets</b>			
Debtors	4	46,500	-
assets		-	-
Cash at bank and in hand		106,145	187,945
		152,645	187,945
<b>Creditors: amounts falling due within one year</b>			
	5	(6,056)	(10,431)
<b>Net current assets</b>		<u>146,589</u>	<u>177,514</u>
<b>Net Assets</b>		<u>146,589</u>	<u>177,514</u>
<b>Capital and reserves</b>			
Income and expense account		146,589	177,514
<b>Capital and reserves</b>		<u>146,589</u>	<u>177,514</u>

The directors are satisfied that the company is entitled to exemption from the requirement to obtain an audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit in accordance with section 476 of the Act.

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

The accounts have been prepared and delivered in accordance with the special provisions applicable to companies subject to the small companies regime. The profit and loss account has not been delivered to the Registrar of Companies.

Mr Yusuf Karolia (Chair)

Approved by the board on 6 November 2025



**Race Equality Network Limited**  
**Notes to the Accounts**  
**for the year ended 31 March 2025**

**1 Accounting policies**

***Basis of preparation***

The accounts have been prepared under the historical cost convention and in accordance with FRS 102, The Financial Reporting Standard applicable in the UK and Republic of Ireland (as applied to small entities by section 1A of the standard).

***Turnover***

Turnover is measured at the fair value of the consideration received or receivable, net of discounts and value added taxes. Turnover includes revenue earned from the sale of goods and from the rendering of services. Turnover from the sale of goods is recognised when the significant risks and rewards of ownership of the goods have transferred to the buyer. Turnover from the rendering of services is recognised by reference to the stage of completion of the contract. The stage of completion of a contract is measured by comparing the costs incurred for work performed to date to the total estimated contract costs.

***Charitable expenditure***

Charitable expenditure includes all expenditure directly related to the objects of the charity and comprises the following :-

- a. Costs of raising and generating funds
- b. Grants and donations payable in furtherance of the charity's objectives
- c. Activities in furtherance of the charity's objectives
- d. Management and administration of the charity

***Winding up or dissolution of the charity***

If upon winding up or dissolution of the charity there remain any assets, after the satisfaction of all debts and liabilities, the assets represented by the accumulated fund shall be transferred to some other charitable body or bodies having similar objects to the charity.

***Analysis of incoming resources and analysis of management and administration costs***

The details required by the Statement of Recommended Practice for Accounting and Reporting issued by the Charity Commissioners for England & Wales are shown in the Statement of Financial Activities (income and expenditure account).

***Equipment, furniture and it policy***

These are written off through income and expenditure accounts.

***Debtors***

Short term debtors are measured at transaction price (which is usually the invoice price), less any impairment losses for bad and doubtful debts. Loans and other financial assets are initially recognised at transaction price including any transaction costs and subsequently measured at amortised cost determined using the effective interest method, less any impairment losses for bad and doubtful debts.

***Creditors***

Short term creditors are measured at transaction price (which is usually the invoice price). Loans and other financial liabilities are initially recognised at transaction price net of any transaction costs and subsequently measured at amortised cost determined using the effective interest method.

**Race Equality Network Limited**  
**Notes to the Accounts**  
**for the year ended 31 March 2025**

<b>2 (i) Donations and income generated as a charity</b>	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Donations and grants	198,155	163,230
Adjustment to reserves	-	418
Interest receivable	2,204	6,204
	<u>231,284</u>	<u>170,052</u>
<b>(ii) Costs of activities in furtherance of the charity's objectives</b>		
Direct costs and administration costs	<u>231,284</u>	<u>134,835</u>
<b>3 Employees</b>	<b>2025</b>	<b>2024</b>
	<b>Number</b>	<b>Number</b>
Average number of persons employed by the company	<u>4</u>	<u>4</u>
<i>There were no employees with emoluments in excess of £50,000 per annum</i>		
<b>4 Debtors</b>	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Trade debtors	<u>46,500</u>	<u>-</u>
<b>5 Creditors: amounts falling due within one year</b>	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Trade creditors and accruals	3,657	8,290
Attachments, student loans and pensions	271	273
Taxation and social security costs (PAYE/NI)	2,128	1,868
	<u>6,056</u>	<u>10,431</u>

**6 Analysis of assets and liabilities representing each of the charity's funds**

Representing capital reserves

<b>as at 31 March 2025</b>	<b>Unrestricted funds</b>	<b>Restricted funds</b>	<b>Designated funds</b>	<b>Total Funds</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Tangible fixed assets	-	-	-	-
Current Assets	16,791	135,854	-	152,645
Current Liabilities (creditors)	(606)	(5,450)	-	(6,056)
Long Term Liabilities (creditors)	-	-	-	-
	<u>16,185</u>	<u>130,404</u>	<u>-</u>	<u>146,589</u>
	11%	89%		100%

**Race Equality Network Limited**  
**Notes to the Accounts**  
**for the year ended 31 March 2025**

Representing capital reserves

<b>as at 31 March 2024</b>	<b>Unrestricted funds</b>	<b>Restricted funds</b>	<b>Designated funds</b>	<b>Total Funds</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Tangible fixed assets	-	-	-	-
Current Assets	20,674	167,271	-	187,945
Current Liabilities (creditors)	(501)	(9,930)	-	(10,431)
Long Term Liabilities (creditors)	-	-	-	-
	<u>20,173</u>	<u>157,341</u>	<u>-</u>	<u>177,514</u>
	11%	89%		100%

**7 Related party transactions**

There were no other related party transactions except that some trustees are involved with other non profit making organizations.

**8 Controlling party**

The directors (trustees) have control over the company.

**9 Other information**

Race Equality Network Limited is a private company limited by guarantee and incorporated in England. Its registered office is:  
 Grange Interlink Community Centre  
 Summerville Road  
 Bradford  
 BD7 1PX

**Race Equality Network Limited**  
**Note 10. Detailed statement of financial activities for the year ended 31 March 2025**

	Unrestricted 2025 £	Restricted 2025 £	Total 2025 £	Unrestricted 2024 £	Restricted 2024 £	Total 2024 £
<b>Incoming Resources</b>						
Community Action Bradford and District	6,404	-	6,404	-	-	-
Community Partnership Funding C4P Together for Health	-	40,000	40,000	-	-	-
Infrastructure Support	6,500	-	6,500	6,500	-	6,500
Training Learning and Consultancy	-	-	-	3,200	-	3,200
Enterprise Fund	-	-	-	12,000	-	12,000
NHS Vaccination Booster Uptake	-	-	-	-	19,500	19,500
LABD Meeting	-	-	-	-	2,500	2,500
ESMEE Fairbairn	-	73,500	73,500	-	70,000	70,000
VCSE Research Champions Programme	32,000	-	32,000	10,000	-	10,000
Voice4Change England Ltd V4CE	-	22,948	22,948	-	-	-
Enterprise Development Fund	-	-	-	10,500	-	10,500
Other misc. and other services income	4,141	-	4,141	29,030	-	29,030
Project-6 (Drug and Alcohol Needs Assessment)	-	12,662	12,662	-	-	-
<b>Grants &amp; Donations</b>	<b>49,045</b>	<b>149,110</b>	<b>198,155</b>	<b>71,230</b>	<b>92,000</b>	<b>163,230</b>
Adjustment to reserves	-	-	-	(418)	-	(418)
Add: Interest receivable	2,204	-	2,204	6,204	-	6,204
<b>Total incoming resources</b>	<b>51,249</b>	<b>149,110</b>	<b>200,359</b>	<b>77,016</b>	<b>92,000</b>	<b>169,016</b>
<b>Costs of activities in furtherance of the charity's objectives</b>						
<b>Direct costs</b>						
Purchases	-	-	-	202	-	202
COVID Prevention Programme "BAME COMMUNITIES"	-	2,550	2,550	-	530	530
Covid-Community Champion Project	-	18,940	18,940	-	-	-
COBTRANSPORT	-	50	50	-	-	-
Vaccination Booster Project	-	2,925	2,925	-	8,219	8,219
VCSE Research Champions Programme	-	4,564	4,564	5,747	-	5,747
REN-RACE UK ROUND TABLE	850	-	850	-	-	-
REN-UNITY, COMMUNITY CULTURAL HERITAGE	1,344	-	1,344	-	-	-
REN-WYCA Participating	450	-	450	-	-	-
Project-6+ Com Champ (Drug and Alcohol Needs Assessment)	-	3,774	3,774	-	-	-
Vaccine Champions	-	3,600	3,600	-	-	-
C4P TOGETHER for HEALTH	-	2,475	2,475	-	-	-
	2,644	38,878	41,522	5,949	8,749	14,698
<b>Administrative expenses</b>						
<b>Employee costs:</b>						
Wages and salaries	-	120,433	120,433	-	61,357	61,357
Pensions	-	2,341	2,341	-	1,367	1,367
Employer's NI	-	6,871	6,871	-	778	778
Staff training, dbs, travel and welfare	-	9,742	9,742	-	587	587
Recruitment expenses	-	-	-	-	849	849
Travelling, subsistence and accommodation	-	4,300	4,300	-	503	503
Other deductions and Volunteer costs	-	43	43	-	(486)	(486)
	-	143,730	143,730	-	64,955	64,955
<b>Premises costs:</b>						
Rent	8,000	2,000	10,000	8,000	-	8,000
Cleaning	9	94	103	8	-	8
	8,009	2,094	10,103	8,008	-	8,008
<b>General administrative expenses:</b>						
Telephone, communications and internet	89	597	686	6	328	334
Stationery, postage and printing	-	805	805	-	1,088	1,088
Subscriptions	769	-	769	-	840	840
Events Catering/refreshments	3,669	-	3,669	1,552	-	1,552
Insurance	1,634	-	1,634	1,417	-	1,417
Equipment/ resources hire	-	365	365	-	-	-
Computers, IT, software and website	-	8,112	8,112	-	3,393	3,393
Database licence	-	-	-	-	6,174	6,174
Conference, other training, seminars and trg work shc	-	1,798	1,798	-	8,615	8,615
Sundry and general expenses	710	-	710	-	36	36
	6,871	11,677	18,548	2,975	20,474	23,449
<b>Legal and professional costs:</b>						
Accountancy fees	500	220	720	500	-	500
Consultancy fees	4,000	-	4,000	-	15,510	15,510
Advertising, marketing and promotions	-	500	500	-	7,715	7,715
Other legal costs	-	12,161	12,161	-	-	-
	4,500	12,881	17,381	500	23,225	23,725
<b>Total administrative expenses</b>	<b>19,380</b>	<b>170,382</b>	<b>189,762</b>	<b>11,483</b>	<b>108,654</b>	<b>120,137</b>
<b>Net movement in funds</b>	<b>29,225</b>	<b>(60,150)</b>	<b>(30,925)</b>	<b>59,584</b>	<b>(25,403)</b>	<b>34,181</b>
Balance brought forward	(114,947)	292,461	177,514	(174,531)	317,864	143,333
Balance carried forward	(85,722)	232,311	146,589	(114,947)	292,461	177,514



**Race Equality Network**

England & Wales - Charity number 1124251

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# Accounts

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Registered number at Companies House  
05298722

Registered number at Charities Commission  
1124251

Race Equality Network Limited  
(Company limited by guarantee)

Report and Accounts

31-Mar-24

**Race Equality Network Limited**  
**Report and accounts**  
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**Race Equality Network Limited  
(R E N)**

**Company Information**

**Directors/ Trustees**

Mr Yusuf Karolia	(chair joined 1/10/2000)
Peter Tate	(vice chair joined 1/08/2020)
Shadim Hussain	(trustee joined 1/10/2020)
Humayun Islam BEM	(trustee joined 1/08/2020)
Abdul Ismail	(trustee joined 1/10/2000)
Sofia Mahmood MBE	(trustee joined 1/09/2020)
Anne Marie Smith	(trustee joined 1/09/2020)
Nadera Amini	(trustee joined 1/09/2020)
Manjit Kaur	(trustee joined 1/08/2020)
Charles Dacres	(trustee joined 1/08/2020)
Ashok Kumar Nair	(trustee joined 1/10/2020)

**Secretary/ Trustee**

Dr Mohammed Salam (trustee joined 1/10/2000)

**Accountants (Independent Examiners)**

Adam & Co Accountancy Ltd  
First Floor  
1 Edmund Street  
Bradford  
West Yorkshire  
BD5 0BH

**Bankers**

Virgin Money (Yorkshire Bank)  
1 Westgate  
Shipley  
BD18 3SD

**Registered office**

Grange Interlink Community Centre  
Summerville Road  
Bradford  
BD7 1PX

**Registered number**

Registered number at Charities Commission is 1124251

Registered number is 05298722 at Companies House

**Private company limited by guarantee without share capital**

## **Race Equality Network Limited**

**Registered number:** 05298722

### **Directors' Report**

#### **The report of the directors and trustees**

The directors present their report and accounts for the year 31 March 2024

#### **Principal activities**

The company's principal activity during the year continued to be of a charitable organisation.

#### **Directors and trustees**

The following persons served as directors/trustees during the year:

Mr Yusuf Karolia (company director and trustee)  
Dr Mohammed Salam (company secretary and trustee)  
Peter Tate (vice chair) joined 1/08/2020  
Shadim Hussain MBE (trustee) joined 1/10/2020)  
Humayun Islam BEM (trustee) joined 1/08/2020)  
Abdul Ismail (trustee) joined 1/10/2000)  
Sofia Mahmood MBE (trustee) joined 1/09/2020  
Anne Marie Smith (trustee) joined 1/09/2020)  
Nadera Amini (trustee) joined 1/09/2020)  
Manjit Kaur (trustee) joined 1/08/2020)  
Charles Dacres (trustee) joined 1/08/2020)  
Ashok Kumar Nair (trustee) joined 1/10/2020)

#### **Significant changes, developments and plans for the future:**

In the time of adversity and uncertainty for the voluntary and community sector, we face many challenges to grow, and the challenge to harness our energy and inspire people for a fairer society and racial justice, are what we consider to be the important factors of REN's existence. REN has a track record of successfully engaging in racial justice and racial inequality work by pushing ourselves to be at the forefront of addressing racism and its impact on our communities.

As the strategic lead for the Global Majority led VCSE sector with a membership of over 60 grass roots organisations who work tirelessly to support ethnically diverse, marginalised and seldom heard communities across Bradford district and Craven; we believe that Bradford district and Craven can take a strategic approach to eradicating racism and inequities faced by Global Majority communities at all levels, through decision-making, public service and facilitating a delivery programme that is inclusive of community engagement, collaboration and partnerships. It is a model that should be core to the district's growth and prosperity. Over the past year, REN has successfully implemented this model to amplify the voice of our membership by working collaboratively with key stakeholders such as Bradford Metropolitan Council, the West Yorkshire ICB other VCS infrastructure organisations in order to build capacity of our ethnically diverse communities and to achieve equity on a day-to-day basis.

With a strong Board of Directors and a skilled staff team at the helm, we have made enormous strides during the last year. Our success and growth has been tough but achievable through the strategic direction and brilliant leadership from our chair Yusuf Karolia and all the trustees and I thank them for their continued support. Our achievements over the past year would not have been possible without the funding we have received. We have secured three-year funding from Esmee Fairbairn which has enabled us to develop our capacity by recruiting two dedicated and passionate full time Programme Development Officers. Through this funding we will embark upon an ambitious programme to transform the organisation and to ensure we are able to fulfil REN objectives particularly in combatting racism and racial inequality. What is noteworthy is that the funding we have received from Esmee Fairbairn will allow REN to develop our national profile. That work is underway, and it marks an exciting time for REN to be able to work towards national recognition and to influence agencies at a regional and national level.

## **Race Equality Network Limited**

**Registered number: 05298722**

### **Directors' Report**

We are looking forward to building on our success in the year ahead which includes developing an Anti-Racist Strategy for Bradford district and Craven and also building on our relationships with our regional, national and international partners so that we can collectively continue to make a crucial difference to tackle racism, inequalities and inequity and improve the lives and wellbeing of our ethnically diverse communities.

#### **The organisational structure and how decisions are made:**

The organisation is run by an elected board of Directors/ Trustees, who are elected from the membership of the organisation. The board members meet on a regular basis to discuss the affairs of the organisation and make the decisions from the board room

#### **Method of election of the members of the board of trustees:**

One-third of the Board Members are elected/re-elected at an AGM each year by a simple majority.

The position of Chair, Treasurer and Secretary are also elected each year following the AGM. A quorum is required (5 members minimum) and upto 16 members, maximum can be elected.

Membership is based on the organisations, who wish to support the activities of REN and represent their BME organisation. The meetings are held at least four times a year.

#### **Risk Management**

The directors and trustees have a duty to identify and review the risks to which the charity is exposed and to ensure that appropriate controls are in place to provide reasonable assurance against fraud and error

#### **Related Parties**

REN works with a wide range of organisations at a local, regional and national level. Locally these include voluntary and community groups, the Bradford Metropolitan Council, Bradford Infrastructure District Partnership, Bradford and Airedale Teaching Primary Care Trust, West Yorkshire Police, Bradford Community Empowerment Network, other the Government Bodies. Nationally these include National Association of Voluntary and infrastructure organisations, Corona Virus Government Support Units Community Action and Voice for Change in England.

#### **The Board would like to thank the following funding bodies for their assistance and support during the period:**

Bradford Council, Runnymede Trust, West Yorkshire Health & Care Partnership, and Public Health England, Esmee Fairbairn and Social Investment Business.

We would also like to thank all the other statutory and none statutory organisations who have supported REN's activities.

#### **Key Achievements, Performance and Impact**

In this financial year REN has led the delivery of various programmes and services including:

**VCS Infrastructure Support:** As a result of the council's budget cuts to the VCSE Infrastructure Support Programme, REN has been working closely with other Infrastructure organisations including VCS Alliance, CNet, Participate, Hale and Community Action Bradford & District (CABAD), to review and develop the new service VCSE support specification which aims to support all communities across the district. The VCSE infrastructure organisations aim to work collaboratively to deliver the Health and Care Partnership's vision to keep people 'happy, healthy and at home'. Through taking a data-driven, continuous-learning and asset-based approach, these VCSE infrastructure organisations will deliver opportunities for people to take control of their own health and wellbeing, and to contribute to the partnership's insight and intelligence about the communities we serve. REN will play a key role in ensuring there is accountability across the main elements of the new Infrastructure Support Programme.

**Race Equality Network Limited**  
**Registered number: 05298722**  
**Directors' Report**

**Root Out Racism Movement:** Over the past year, we have been working with a number of organisations across all sectors to ensure delivery of inclusive programmes and projects that bring together people with different experiences and backgrounds. REN have been integral in mobilising phase two of the Root Out Racism (ROR) movement strives for inclusion by supporting the system to achieve fair race equality outcomes for everyone across the public sector in West Yorkshire. The ROR workstream is a key focus for REN going forward as we are leading on two workstreams within the programme: Tackling Racism in Maternity Services and Developing an Anti-Racism Strategy for Bradford district and Craven which will be co-designed with a range of partners and stake holders from the public and VCSEF sector.

**Community Health Champions:** Bradford West has the highest deprivation level of all the Community Partnerships within Bradford District & Craven. REN are working in partnership with Reducing Inequalities Alliance (RIA) to deliver the health champions project which aims to support interventions aimed at reducing health inequalities and improve health outcomes for ethnically diverse communities living in 4 ward priority areas including City, Manningham, Little Horton and Toller. REN have commissioned four member organisations to recruit champions including Bangladeshi Youth Organisation (BYO), Grange Interlink, Girlington Centre and European Drom CIC who are being trained on the impact of chronic diseases such as cancer, heart disease and hypertension in order for champions to engage with their own communities to improve health literacy.

**Research Champions -Harnessing The Power of Communities (HPOC):** We worked in partnership with VCS Alliance and WY Integrated Care Board (ICB) Research & Development team to recruit and support 3 paid research champions from the Black, Pakistani and Bangladeshi community. Research Champions were trained to strengthen and develop engagement within research programmes such as BaBi for expectant mums and Genetics and Health for those from ethnically diverse and underserved communities. Research champions also supported health and care professionals and systems understand patient experience of research and build mechanisms that support longer term dialogue around health research and lived experience.

**Local Access Programme:** Our Executive Director sits on the board of the Local Access Bradford District (LABD) which aims to support REN member organisations that have investable ideas for them to move along the pathway of social investment. Due to the lack of understanding and awareness about social investment opportunities for VCS organisations, REN are working closely with the delivery partners, Impact Hub Bradford and Airedale Enterprise Services, to build a pathway for them to support REN members explore and take up social investment opportunities. Since the programme started, three of our member organisations have been supported through the LABD programme and we hope that more of our members are supported going forward.

**REN Members Meetings:** In May 2023, we launched our bi-monthly members meetings to bring our members together and discuss issues their communities are facing around racism and inequality. Our members meetings are really well attended with over 35 members in attendance, as we provide a safe space for grass roots organisations to build their capacity, access information, network and develop partnerships to submit joint funding bids which will enable them to develop and strengthen their work streams in order to support their own communities. In order for our members to understand how public and private sector organisations are fulfilling their commitments and delivering inclusive services. we invite

## **Race Equality Network Limited**

**Registered number:** 05298722

### **Directors' Report**

key stakeholders to meet our members. This year we have been joined by VCS Alliance, Community Action Bradford And District (CABAD), Impact Hub Bradford, Reducing Inequalities Alliance and Bradford council.

**Windrush Conference:** In July 2023, to celebrate the 75<sup>th</sup> anniversary of Windrush, we hosted the first ever Windrush 7 C's Conference in partnership with Windrush Generations. The conference was the first of its kind and highlighting the 7 C's of Windrush including Contributions, Commemorations, Celebrations, Care, Challenges, Conflicts and Change. The conference was a huge success with over 100 people from across the country in attendance. We were joined by local and national keynote speakers at the conference including Bishop Dr Desmond Jadoo MBE, Cllr Susan Hinchliffe, Duncan Cooper (RIA) amongst others.

**VCSE Commissioning Strategy:** REN have been working in partnership with VCSE Infrastructure organisations to help shape Bradford Council's Adult Social Care's 5-year commissioning strategy for the VCSE Sector. The overall ambition of this piece of work is to support a sustainable and diverse local VCSE sector that works in partnership with the statutory sector to support Bradford residents to be happy, healthy and at home, to create a place where people have choices about their health and wellbeing, and to ensure there is equity throughout the council's commissioning processes. Our Executive Director meets with commissioners and other VCSE leads regularly to ensure commissioning processes and policies are fair, equitable and transparent to meet the needs of the ethnically diverse population of Bradford.

**West Yorkshire VCSE Voices Panel:** REN have continued to feed into the steering group for the West Yorkshire Health and Care Community Voices Panel in order to amplify the voices of grass roots communities at a regional level across West Yorkshire. £1.1m was allocated to the VCSE across West Yorkshire in April 2023, with a particular focus on tackling health inequalities, capacity building and sustainability. £110,000 of this funding was allocated to the VCSE Voices Panel who worked together to establish and co-design a delivery model of supporting grass roots organisations receive £3,000 to develop a business plan and funding bids. In addition, REN has successfully advocated for funding from the Bradford funding pot, to develop a part time, 12-month post for Black Health Forum to work with the health and care sector to reduce inequalities for Black Women accessing maternity services.

**Equality, Diversity & Inclusion Training:** Over the past year, REN have successfully trained over 800 staff from a range of sectors and backgrounds around Equality, Diversity and Inclusion. We have worked closely with EDI training specialists to develop three new training programmes including Power and Belonging, Black Identity within Britain and Decolonising the Curriculum. Due to the increase in demand for our EDI training programmes from the public and VCSE sector, we hope to develop and deliver more training programmes in the coming year which is dependent on funding which will help build our capacity and resources.

**Days/Weeks/Months of Awareness:** As always, we highlight the important days/weeks of awareness impacting Global Majority communities through our social media platforms. We work collaboratively with members, partners and stakeholders across the district and beyond borders to organize events for Race Equality Week, Refugee Week, International Roma Day, Black History Month, Inclusion Week, Holocaust Memorial Day, South Asian Heritage Month and Islamophobia Awareness Month amongst other days/weeks of

**Race Equality Network Limited**  
**Registered number: 05298722**  
**Directors' Report**

significance.

**REN Newsletter:** We have a monthly newsletter that has over 400 subscribers across the VCSE and Public sector professionals. The newsletter is a fantastic opportunity for our members, partners and stakeholders to keep up to date on all our areas of work including racial justice, partnership development, days/weeks of awareness, funding opportunities, events and REN recommends which features some of favourite Global Majority focussed books, TV shows and films.

**The trustees guarantee to contribute an amount not exceeding £1 to REN's assets in the event of winding up. Total guarantees given is £12.**

**Small company provisions**

This report has been prepared in accordance with the provisions in Part 15 of the Companies Act 2006 applicable to companies subject to the small companies regime.

This report was approved by the board on 20/11/24 and signed by its order.

Mr Yusuf Karolia (Chair)

Dr Mohammed Salam (Secretary)



**Race Equality Network Limited**  
(REN)  
**Independent Examiners Report**

**Report to the director/trustee on the preparation of the unaudited statutory accounts of Race Equality Network Limited 31 March 2024**

**Responsibilities and basis of report**

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31/03/2024.

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

**Independent examiner's statement**

The charity's gross income did not exceed £250,000 and I am qualified to undertake the examination by being a qualified member of ACCA.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination (other than that disclosed below \*) which gives me cause to believe that in, any material respect:

\*the accounting records were not kept in accordance with section 130 of the Charities Act;  
or

\*the accounts did not accord with the accounting records; or

\*the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

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

Shahbaz Munir (FCCA)  
Adam & Co Accountancy Ltd  
Chartered Certified Accountants  
First Floor  
1 Edmund Street  
Bradford  
BD5 0BH



*The report was approved by the Independent Examiner on:*

..... 05/11/2024

**Race Equality Network Limited**  
**Statement of Financial Activities (Income and expenditure account)**  
**for the year ended 31 March 2024**

		Unrestricted 2024 £	Restricted 2024 £	Total 2024 £	Total 2023 £
<b>Income</b>					
Grants & Donations		71,230	92,000	163,230	95,603
<b>Net Incoming Resources available for</b>	<b>A</b>	71,230	92,000	163,230	95,603
<b>Resources expended</b>					
Distribution costs		-	-	-	-
Direct charitable expenditure		(5,949)	(8,749)	(14,698)	(20,916)
Management and administration of the charity		(11,483)	(108,654)	(120,137)	(132,981)
Other operating income		-	-	-	-
<b>Total resources expended</b>	<b>B</b>	(17,432)	(117,403)	(134,835)	(153,897)
<b>Net Incoming Resources before revaluations and investment asset</b>	<b>C</b>	53,798	(25,403)	28,395	(58,294)
Income from investments		-	-	-	-
Interest receivable		6,204	-	6,204	3,177
Interest payable		-	-	-	-
Adjustment to reserves		418	-	(418)	84
<b>Net Movement in funds</b>		60,002	(25,403)	34,181	(55,033)
Total funds brought forward		(174,531)	372,897	143,333	198,366
<b>Total funds carried forward</b>		(114,529)	347,494	177,514	143,333

The net movement in funds referred to above is the net incoming resources as defined in the Statement of Recommended Practice for Accounting and Reporting issued by the Charity Commissioners for England & Wales and is reconciled to the total funds as shown in the Balance Sheet Notes as required by the said Statement.

All activities derive from continuing operations

The notes and schedule to the Statement of Financial Activities form an integral part of these accounts

**Race Equality Network Limited**

Registered number: 05298722

**Balance Sheet**

as at 31 March 2024

	Notes	2024 £	2023 £
<b>Current assets</b>			
Debtors	4	-	12,590
Investments held as current assets		-	-
Cash at bank and in hand		187,945	133,313
		187,945	145,903
<b>Creditors: amounts falling due within one year</b>	5	(10,431)	(2,570)
<b>Net current assets</b>		<u>177,514</u>	<u>143,333</u>
<b>Net Assets</b>		<u>177,514</u>	<u>143,333</u>
<b>Capital and reserves</b>	6		
Income and expense account		177,514	143,333
<b>Capital and reserves</b>		<u>177,514</u>	<u>143,333</u>

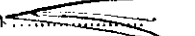
The directors are satisfied that the company is entitled to exemption from the requirement to obtain an audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit in accordance with section 476 of the Act.

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

The accounts have been prepared and delivered in accordance with the special provisions applicable to companies subject to the small companies regime. The profit and loss account has not been delivered to the Registrar of Companies.

Dr Mohammed Salam  
Secretary

Approved by the board on 

**Race Equality Network Limited**  
**Notes to the Accounts**  
**for the year ended 31 March 2024**

At 1 April 2023 (Previous year)	Unrestricted funds	Restricted funds	Designated funds	Total Funds
	£	£	£	£
Tangible fixed assets	-	-	-	-
Current Assets	16,049	129,854	-	145,903
Current Liabilities (creditors)	-	(2,570)	-	(2,570)
Long Term Liabilities (creditors)	-	-	-	-
	<u>16,049</u>	<u>127,284</u>	<u>-</u>	<u>143,333</u>
	11%	89%		100%

**6 Related party transactions**

There were no other related party transactions.

**7 Controlling party**

The directors (trustees) have control over the company.

**8 Other information**

Race Equality Network Limited is a private company limited by guarantee and incorporated in England. Its registered office is:  
 Grange Interlink Community Centre  
 Summerville Road  
 Bradford  
 BD7 1PX

**Race Equality Network Limited**

**Detailed statement of financial activities**

for the year ended 31 March 2024

*This schedule does not form part of the statutory accounts*

	Unrestricted	Restricted	Total	Total
	2024	2024	2024	2023
	£	£	£	£
<b>Incoming Resources</b>				
Community Action Bradford and District/ Bradford CABAI	-	-	-	5,000
COVID Community Champion Programme	-	-	-	-
Social SESF Grant	-	-	-	34,050
Leeds Teaching Hospital NHS Trust	-	-	-	22,200
Other misc. and services income	29,030	-	29,030	7,853
City BMDC Grant	-	-	-	500
CBMDC ARG-VCS Members	-	-	-	-
Infrastructure Support	6,500	-	6,500	11,000
Training Learning and Consultancy	3,200	-	3,200	-
Enterprise Fund	12,000	-	12,000	-
NHS Vaccination Booster Uptake	-	19,500	19,500	-
LABD Meeting	-	2,500	2,500	-
ESMEE Fairbairn	-	70,000	70,000	-
VCSE Research Champions Programme	10,000	-	10,000	-
Enterprise Development Fund	10,500	-	10,500	15,000
West Yorkshire Health & Care Partnership	-	-	-	-
<b>Grants &amp; Donations</b>	<b>71,230</b>	<b>92,000</b>	<b>163,230</b>	<b>95,603</b>
Adjustment to reserves	(418)	-	(418)	84
Add: Interest receivable	6,204	-	6,204	3,177
<b>Total incoming resources</b>	<b>77,016</b>	<b>92,000</b>	<b>169,016</b>	<b>98,864</b>

**Costs of activities in furtherance of the charity's objectives**

**Direct costs**

Purchases	202	-	202	-
Decrease in stocks	-	-	-	-
Covid-Community Champion Project	-	530	530	20,916
Vaccination Booster Project	-	8,219	8,219	-
VCSE Research Champions Programme	5,747	-	5,747	-
	<b>5,949</b>	<b>8,749</b>	<b>14,698</b>	<b>20,916</b>

**Distribution costs**

Distribution costs	-	-	-	-
	-	-	-	-

**Administrative expenses**

Employee costs:				
Wages and salaries	-	61,357	61,357	55,529
Pensions	-	1,367	1,367	1,291
Employer's NI	-	778	778	519
Staff training, dbs, travel and welfare	-	587	587	427
Recruitment expenses	-	849	849	228
Travelling and accomodation	-	503	503	389
Other deductions	-	(486)	(486)	12,990
	-	64,955	64,955	71,373
Premises costs:				
Rent	8,000	-	8,000	9,250
Cleaning	8	-	8	-
	8,008	-	8,008	9,250
General administrative expenses:				
Telephone and internet	6	328	334	643
Stationery and printing	-	1,088	1,088	3,461
Subscriptions	-	840	840	513
Events Catering/refreshments	1,552	-	1,552	7,330

**Race Equality Network Limited****Detailed statement of financial activities****for the year ended 31 March 2024***This schedule does not form part of the statutory accounts*

	Unrestricted	Restricted	Total	Total
	2024	2024	2024	2023
	£	£	£	£
<b>Incoming Resources</b>				
Insurance	1,417	-	1,417	1,292
Equipment/ resources hire	-	-	-	600
Computers, IT, software and website	-	3,393	3,393	1,800
Database licence	-	6,174	6,174	-
Conference, other training, seminars and trg work shc	-	8,615	8,615	-
Sundry and general expenses	-	36	36	200
	2,975	20,474	23,449	15,839
Legal and professional costs:				
Accountancy fees	500	-	500	500
Consultancy fees	-	15,510	15,510	30,289
Advertising, marketing and promotions	-	7,715	7,715	5,730
	500	23,225	23,725	36,519
<b>Total administrative expenses</b>	<b>11,483</b>	<b>108,654</b>	<b>120,137</b>	<b>132,981</b>
<b>Other operating income</b>				
Other operating income	-	-	-	-
	-	-	-	-
<b>Net Movement in funds</b>	<b>59,584</b>	<b>(25,403)</b>	<b>34,181</b>	<b>(55,033)</b>

**Race Equality Network**

England & Wales - Charity number 1124251

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# Accounts

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Registered number at Companies House  
05298722

Registered number at Charities Commission  
1124251

Race Equality Network Limited  
(Company limited by guarantee)

Report and Accounts

31 March 2023

**Race Equality Network Limited**  
**(R E N)**

**Company Information**

**Directors**

Mr Yusuf Karolia	(chair joined 1/10/2000)
Peter Tate	(vice chair joined 1/08/2020)
Shadim Hussain	(trustee joined 1/10/2020)
Humayun Islam BEM	(trustee joined 1/08/2020)
Abdul Ismail	(trustee joined 1/10/2000)
Sofia Mahmood MBE	(trustee joined 1/09/2020)
Anne Marie Smith	(trustee joined 1/09/2020)
Nadera Amini	(trustee joined 1/09/2020)
Manjit Kaur	(trustee joined 1/08/2020)
Charles Dacres	(trustee joined 1/08/2020)
Ashok Kumar Nair	(trustee joined 1/10/2020)

**Secretary**

Dr Mohammed Salam (trustee joined 1/10/2000)

**Accountants (Independent Examiners)**

Adam & Co Accountancy Ltd  
First Floor  
1 Edmund Street  
Bradford  
West Yorkshire  
BD5 0BH

**Bankers**

Virgin Money (Yorkshire Bank)  
1 Westgate  
Shipley  
BD18 3SD

**Registered office**

Grange Interlink Community Centre  
Summerville Road  
Bradford  
BD7 1PX

**Registered number**

Registered number at Charities Commission is 1124251  
Registered number is 05298722 at Companies House  
**Private company limited by guarantee without share capital**

## Race Equality Network Limited

Registered number: 05298722

### Directors' Report

#### Method of election of the members of the board of trustees:

One-third of the Board Members are elected/re-elected at an AGM each year by a simple majority.

The position of Chair, Treasurer and Secretary are also elected each year following the AGM. A quorum is required (5 members minimum) and upto 16 members, maximum can be elected.

Membership is based on the organisations, who wish to support the activities of REN and represent their BME organisation. The meetings are held at least four times a year.

#### Risk Management

The directors and trustees have a duty to identify and review the risks to which the charity is exposed and to ensure that appropriate controls are in place to provide reasonable assurance against fraud and error

#### Related Parties

REN works with a wide range of organisations at a local, regional and national level. Locally these include voluntary and community groups, the Bradford Metropolitan Council, Bradford Infrastructure District Partnership, Bradford and Airedale Teaching Primary Care Trust, West Yorkshire Police, Bradford Community Empowerment Network, other the Government Bodies. Nationally these include National Association of Voluntary and infrastructure organisations and Corona Virus Government Support Units Community Action and Voice for Change in England.

#### The Board would like to thank the following funding bodies for their assistance and support during the period:

Bradford Council, Runnymede Trust, West Yorkshire Health & Care Partnership, and Public Health England. We would also like to thank all the other statutory and none statutory organisations who have supported REN's activities

#### Key Achievements for this year

In this financial year REN has led the delivery of various projects and services including:

**Equality, Diversity & Inclusion Training:** we have developed a number of EDI training programmes in order to meet the training needs of frontline staff working primarily for public sector including Bradford Council, West Yorkshire Health & Care Partnership, Public Health, schools, and the National Institute for Health & Care Research. Through our training programmes around Race and Language, Making Organisations More Inclusive, Cultural Competency and Anti Racism, REN have successfully trained over 500 frontline staff across West Yorkshire.

**Community Champions Project:** REN worked in partnership with Equality Together and Community Action Bradford (CABAD) to deliver the Community Vaccine Project, funded by Bradford Council. Paid community champions were recruited to gather soft intelligence on why vaccine uptake was low amongst some ethnic minority communities. By utilising their experience and insight into the targeted areas, REN community champions co-designed appropriate methods of community engagement to gather intelligence on vaccine hesitancy which was fed in to the district wide Vaccine Steering Group. REN were instrumental in the development of Q&A sessions which provided an opportunity for the public to speak directly to clinicians and ask questions about the Covid-19 vaccines. These sessions were such a success that the format was rolled out nationally by the NHS and recognised as a successful method of communication for ethnically diverse communities.

**Unpaid Carers Programme:** REN were commissioned by West Yorkshire Health & Care

**Race Equality Network Limited**

**Registered number: 05298722**

**Directors' Report**

**Small company provisions**

This report has been prepared in accordance with the provisions in Part 15 of the Companies Act 2006 applicable to companies subject to the small companies regime.

This report was approved by the board on 23 August 2023 and signed by its order.

Mr Yusuf Karolia (Chair)



Dr Mohammed Salam (Secretary)



**Race Equality Network Limited**  
**Statement of Financial Activities (Income and expenditure account)**  
for the year ended 31 March 2023

		Unrestricted 2023 £	Restricted 2023 £	Total 2023 £	Total 2022 £
<b>Income</b>					
Grants & Donations		24,353	71,250	95,603	228,509
<b>Net Incoming Resources available for</b>	<b>A</b>	24,353	71,250	95,603	228,509
<b>Resources expended</b>					
Direct charitable expenditure		-	(20,916)	(20,916)	(272,319)
Management and administration of the charity		(18,372)	(114,609)	(132,981)	(152,351)
<b>Total resources expended</b>	<b>B</b>	(18,372)	(135,525)	(153,897)	(424,670)
<b>Net Incoming Resources before revaluations and investment asset</b>					
	<b>C</b>	5,981	(64,275)	(58,294)	(196,161)
Interest receivable		3,177	-	3,177	91
Adjustment to reserves		84	-	84	2,926
<b>Net Movement in funds</b>		9,158	(64,275)	(55,033)	(193,144)
Total funds brought forward		(174,531)	372,897	198,366	391,510
<b>Total funds carried forward</b>		(165,373)	308,622	143,333	198,366

The net movement in funds referred to above is the net incoming resources as defined in the Statement of Recommended Practice for Accounting and Reporting issued by the Charity Commissioners for England & Wales and is reconciled to the total funds as shown in the Balance Sheet Notes as required by the said Statement.

All activities derive from continuing operations

The notes and schedule to the Statement of Financial Activities form an integral part of these accounts

**Race Equality Network Limited**  
**Notes to the Accounts**  
**for the year ended 31 March 2023**

**1 Accounting policies**

***Basis of preparation***

The accounts have been prepared under the historical cost convention and in accordance with FRS 102, The Financial Reporting Standard applicable in the UK and Republic of Ireland (as applied to small entities by section 1A of the standard).

***Turnover***

Turnover is measured at the fair value of the consideration received or receivable, net of discounts and value added taxes. Turnover includes revenue earned from the sale of goods and from the rendering of services. Turnover from the sale of goods is recognised when the significant risks and rewards of ownership of the goods have transferred to the buyer. Turnover from the rendering of services is recognised by reference to the stage of completion of the contract. The stage of completion of a contract is measured by comparing the costs incurred for work performed to date to the total estimated contract costs.

***Charitable expenditure***

Charitable expenditure includes all expenditure directly related to the objects of the charity and comprises the following :-

- a. Costs of raising and generating funds
- b. Grants and donations payable in furtherance of the charity's objectives
- c. Activities in furtherance of the charity's objectives
- d. Management and administration of the charity

***Winding up or dissolution of the charity***

If upon winding up or dissolution of the charity there remain any assets, after the satisfaction of all debts and liabilities, the assets represented by the accumulated fund shall be transferred to some other charitable body or bodies having similar objects to the charity.

***Analysis of incoming resources and analysis of management and administration costs***

The details required by the Statement of Recommended Practice for Accounting and Reporting issued by the Charity Commissioners for England & Wales are shown in the Statement of Financial Activities (income and expenditure account).

***Equipment, furniture and it policy***

These are written off through income and expenditure accounts.

***Debtors***

Short term debtors are measured at transaction price (which is usually the invoice price), less any impairment losses for bad and doubtful debts. Loans and other financial assets are initially recognised at transaction price including any transaction costs and subsequently measured at amortised cost determined using the effective interest method, less any impairment losses for bad and doubtful debts.

***Creditors***

Short term creditors are measured at transaction price (which is usually the invoice price). Loans and other financial liabilities are initially recognised at transaction price net of any transaction costs and subsequently measured at amortised cost determined using the effective interest method.

**Race Equality Network Limited**  
**Notes to the Accounts**  
**for the year ended 31 March 2023**

At 1 April 2022 (Previous year)	Unrestricted funds	Restricted funds	Designated funds	Total Funds
	£	£	£	£
Tangible fixed assets	-	-	-	-
Current Assets	22,385	183,188	-	205,573
Current Liabilities (creditors)	-	(7,207)	-	(7,207)
Long Term Liabilities (creditors)	-	-	-	-
	<u>22,385</u>	<u>175,981</u>	<u>-</u>	<u>198,366</u>
	11%	89%		100%

**6 Related party transactions**

There were no other related party transactions.

**7 Controlling party**

The directors (trustees) have control over the company.

**8 Other information**

Race Equality Network Limited is a private company limited by guarantee and incorporated in England. Its registered office is:  
 Grange Interlink Community Centre  
 Summerville Road  
 Bradford  
 BD7 1PX

**Race Equality Network Limited**

**Detailed statement of financial activities**

**for the year ended 31 March 2023**

*This schedule does not form part of the statutory accounts*

	Unrestricted 2023 £	Restricted 2023 £	Total 2023 £	Total 2022 £
Incoming Resources				
Net Movement in funds	9,242	(64,275)	(55,033)	(193,144)

**Race Equality Network**

England & Wales - Charity number 1124251

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# Accounts

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Registered number at Companies House  
05298722

Registered number at Charities Commission  
1124251

Race Equality Network Limited  
(Company limited by guarantee)

Report and Accounts

31 March 2022

**Race Equality Network Limited**  
**Report and accounts**  
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**Race Equality Network Limited  
(R E N)**

**Company Information**

**Directors**

Mr Yusuf Karolia (chairman)  
Mr Mohammad Abbas (treasurer resigned 30/11/2021)  
Shadim Hussain (trustee joined 1/10/2020)  
Abdul Ismail (trustee joined 1/10/2000)  
Anne Marie Smith (trustee joined 1/09/2020)  
Nadera Amini (trustee joined 1/09/2020)  
Manjit Kaur (trustee joined 1/08/2020)  
Charles Dacres (trustee joined 1/08/2020)  
Ashok Kumar Nair (trustee joined 1/10/2020)

**Secretary**

Dr Mohammed Salam (trustee joined 1/10/2000)

**Accountants (Independent Examiners)**

Adam & Co Accountancy Ltd  
First Floor  
1 Edmund Street  
Bradford  
West Yorkshire  
BD5 0BH

**Bankers**

Virgin Money (Yorkshire Bank)  
1 Westgate  
Shipley  
BD18 3SD

**Registered office**

Grange Interlink Community Centre  
Summerville Road  
Bradford  
BD7 1PX

**Registered number**

Registered number at Charities Commission is 1124251

Registered number is 05298722 at Companies House

**Private company limited by guarantee without share capital**

**Race Equality Network Limited**  
**Registered number: 05298722**  
**Directors' Report**

**The report of the directors and trustees**

The directors present their report and accounts for the year ended 31 March 2022.

**Principal activities**

The company's principal activity during the year continued to be of a charitable organisation.

**Directors and trustees**

The following persons served as directors during the year:

Mr Yusuf Karolia (chairman)  
Dr Mohammed Salam (secretary)  
Mr Mohammad Abbas (treasurer resigned 30/11/2021)

**Significant changes, developments and plans for the future:**

REN continues to strengthen its governance and now has a range of individuals on the REN Board who have extensive expertise and skills and come from senior leadership positions within the community. will continue our campaign to increase membership and partner associates and to work with the mainstream infrastructure support organisations to deliver effective outcomes.

REN seeks to focus on financial sustainability in coming months and years and to sharpen its focus on what matters most to the communities and to partners. The Board has held an awayday workshop followed by another session to fine tune our future plans and have agreed to focus on five key elements:

- Help agencies including public sector bodies to reach out to BAME communities
- Undertake campaign work on race equality
- Hold public bodies and organisations to account for the work they do
- work with smaller voluntary organisations to support them and to build their capacity to survive
- Build regional and national networks

**The organisational structure and how decisions are made:**

The organisation is run by an elected board of Directors/ Trustees, who are elected from the membership of the organisation. The board members meet on a regular basis to discuss the affairs of the organisation and make the decisions from the board room.

Method of election of the members of the board of trustees:

One-third of the Board Members are elected/re-elected at an AGM each year by a simple majority.

The position of Chair, Treasurer and Secretary are also elected each year following the AGM. A quorum is required (5 members minimum) and upto 16 members, maximum can be elected.

Membership is based on the organisations, who wish to support the activities of REN and represent their BME organisation. The meetings are held at least four times a year.

**Risk Management**

The directors and trustees have a duty to identify and review the risks to which the charity is exposed and to ensure that appropriate controls are in place to provide reasonable assurance against fraud and error.

**Related Parties**

REN works with a wide range of organisations at a local, regional and national level. Locally these include voluntary and community groups, the Bradford Metropolitan Council, Bradford Infrastructure District Partnership, Bradford and Airedale Teaching Primary Care Trust, West Yorkshire Police, Bradford Community Empowerment Network, other the Government infrastructure organisations and Corona Virus Government Support Units.

Nationally these include National Association of Voluntary and Community Action and Voice

**Race Equality Network Limited**  
**Registered number: 05298722**  
**Directors' Report**

for Change in England

**The Board would like to thank the following funding bodies for their assistance and support during the period:**

Bradford Council, Runnymede Trust, West Yorkshire Health & Care Partnership, and Public Health England. We would also like to thank all the other statutory and none statutory organisations who have supported REN's activities

**Key Achievements for this year**

In the last year, COVID has been the singular dominant factor for us as an organisation over last 12 months, we have delivered the following projects:

- \* COVID-19 Prevention Project for BAME and Central Eastern European (CEE) Communities: To provide information and guidance around test and trace, infection control and outbreak management. REN launched a Covid-19 Helpline in 13 languages and were proud to be acknowledged in the UK Government's Covid-19 Vaccine Uptake Plan published on 13<sup>th</sup> February 2021 (case study 2).
- \* COVID-19 Community Champions Project: To increase Covid-19 vaccination uptake amongst BAME and CEE communities. This project is in planning stages.
- \* Equality and Inclusion Training for VCS staff: To raise awareness of inequalities faced by Black, Asian and Minority Ethnic communities especially those inequalities that were exacerbated by COVID-19.
- \* Infrastructure Review Workshops: 3 Engagement workshops were delivered to identify the barriers and support needs of BAME community groups in terms of Bradford Council's current infrastructure programme.
- \* Race Equality Mental Health Collaborative: Previously named the Bradford & Craven BAME Mental Health Collaborative, the collaborative will enable REN to ensure that better mental health support is developed for Black, Asian, Minority and ethnic communities and reduce inequalities across the district.
- \* Root Out Racism Movement: REN are working in partnership with West Yorkshire & Harrogate Health Care Partnership to develop this campaign in order to change the negative behaviours towards structural racism and tackle the existing health inequalities for BAME populations across the West Yorkshire region.
- \* The Runnymede Trust Round Table Discussion: REN worked in partnership with The Runnymede Trust to deliver a round table event providing a platform for our partners to discuss key issues pertinent to the UN Convention on the Elimination of All Forms of Racial Discrimination (CERD).
- \* Digital Communication: We have launched our own YouTube channel to share videos in multiple languages and publish a monthly newsletter which is shared with grass roots organisations, partners and members.
- \* One Year on from Covid: REN worked with a local production company, Reel Street Productions to commemorate the incredible work of the 26 delivery partners funded by REN to deliver the COVID-19 Prevention Project which was filmed across Bradford and Keighley.

REN will be developing a 3-year strategy in the coming months and as an organisation, we are still needed to support with COVID prevention work as well as ensuring that race equality still continues to be the main strand of our work.

**Race Equality Network Limited**  
**Registered number: 05298722**  
**Directors' Report**

**The trustees guarantee to contribute an amount not exceeding £1 to REN's assets in the event of winding up. Total guarantees given is £4.**

**Small company provisions**

This report has been prepared in accordance with the provisions in Part 15 of the Companies Act 2006 applicable to companies subject to the small companies regime.

This report was approved by the board on 28 October 2022 and signed by its order.

Mr Yusuf Karolia (chairman)

Dr Mohammed Salam (Secretary)

**Race Equality Network Limited  
(REN)  
Independent Examiners Report**

**Report to the director/trustees on the preparation of the unaudited statutory accounts of Race Equality Network Limited for the year ended 31 March 2022**

**Responsibilities and basis of report**

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31 / 03 / 2022.

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b)

**Independent examiner's statement**

The charity's gross income exceeded £200,000 and I am qualified to undertake the examination by being a qualified member of ACCA.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination (other than that disclosed below \*) which gives me cause to believe that in, any material respect:

\*the accounting records were not kept in accordance with section 130 of the Charities Act;

or

\*the accounts did not accord with the accounting records; or

\*the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

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

Shahbaz Munir (FCCA)  
Adam & Co Accountancy Ltd  
Chartered Certified Accountants  
First Floor  
1 Edmund Street  
Bradford  
BD5 0BH

*The report was approved by the Independent  
Examiner on:  
28/10/2022*

**Race Equality Network Limited**  
**Statement of Financial Activities (Income and expenditure account)**  
**for the year ended 31 March 2022**

	Unrestricted 2022 £	Restricted 2022 £	Total 2022 £	Total 2021 £
<b>Income</b>				
Grants & Donations	21,747	206,762	<b>228,509</b>	605,596
<b>Resources expended</b>				
Direct charitable expenditure	-	(272,319)	<b>(272,319)</b>	(174,105)
Management and administration of the charity	(18,066)	(134,285)	<b>(152,351)</b>	(48,644)
<b>Total resources expended</b>	<b>B</b> (18,066)	(406,604)	<b>(424,670)</b>	(222,749)
<b>Net Incoming Resources before revaluations and investment asset</b>	<b>C</b> 3,681	- 199,842	<b>(196,161)</b>	382,847
Interest receivable	91	-	<b>91</b>	34
Adjustment to reserves	-	2,926	<b>2,926</b>	-
<b>Net Movement in funds</b>	3,772	- 196,916	<b>(193,144)</b>	382,881
Total funds brought forward	18,613	372,897	<b>391,510</b>	8,629
<b>Total funds carried forward</b>	<b>22,385</b>	<b>175,981</b>	<b>198,366</b>	<b>391,510</b>

The net movement in funds referred to above is the net incoming resources as defined in the Statement of Recommended Practice for Accounting and Reporting issued by the Charity Commissioners for England & Wales and is reconciled to the total funds as shown in the Balance Sheet Notes as required by the said Statement.

All activities derive from continuing operations

**The notes and schedule to the Statement of Financial Activities form an integral part of these accounts**

**Race Equality Network Limited**  
**Registered number:** 05298722  
**Balance Sheet**  
**as at 31 March 2022**

	<b>Notes</b>	<b>2022</b>	<b>2021</b>
		<b>£</b>	<b>£</b>
<b>Current assets</b>			
Debtors	4	7,000	3,200
Cash at bank and in hand		198,573	392,896
		<u>205,573</u>	<u>396,096</u>
<b>Creditors: amounts falling due within one year</b>			
	5	(7,207)	(4,586)
<b>Net current assets</b>		<u>198,366</u>	<u>391,510</u>
<b>Net assets</b>		<u>198,366</u>	<u>391,510</u>
<b>Capital and reserves</b>			
Income and expense account	6	198,366	391,510
<b>Capital and reserves</b>		<u>198,366</u>	<u>391,510</u>

-

The directors are satisfied that the company is entitled to exemption from the requirement to obtain an audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit in accordance with section 476 of the Act.

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

The accounts have been prepared and delivered in accordance with the special provisions applicable to companies subject to the small companies regime. The profit and loss account has not been delivered to the Registrar of Companies.

Dr Mohammed Salam  
 Secretary  
 Approved by the board on 28 October 2022

**Race Equality Network Limited**  
**Notes to the Accounts**  
**for the year ended 31 March 2022**

**1 Accounting policies**

***Basis of preparation***

The accounts have been prepared under the historical cost convention and in accordance with FRS 102, The Financial Reporting Standard applicable in the UK and Republic of Ireland (as applied to small entities by section 1A of the standard).

***Turnover***

Turnover is measured at the fair value of the consideration received or receivable, net of discounts and value added taxes. Turnover includes revenue earned from the sale of goods and from the rendering of services. Turnover from the sale of goods is recognised when the significant risks and rewards of ownership of the goods have transferred to the buyer. Turnover from the rendering of services is recognised by reference to the stage of completion of the contract. The stage of completion of a contract is measured by comparing the costs incurred for work performed to date to the total estimated contract costs.

***Charitable expenditure***

Charitable expenditure includes all expenditure directly related to the objects of the charity and comprises the following :-

- a. Costs of raising and generating funds
- b. Grants and donations payable in furtherance of the charity's objectives
- c. Activities in furtherance of the charity's objectives
- d. Management and administration of the charity

***Winding up or dissolution of the charity***

If upon winding up or dissolution of the charity there remain any assets, after the satisfaction of all debts and liabilities, the assets represented by the accumulated fund shall be transferred to some other charitable body or bodies having similar objects to the charity.

***Analysis of incoming resources and analysis of management and administration costs***

The details required by the Statement of Recommended Practice for Accounting and Reporting issued by the Charity Commissioners for England & Wales are shown in the Statement of Financial Activities (income and expenditure account).

***Equipment, furniture and it policy***

These are written off through income and expenditure accounts.

***Debtors***

Short term debtors are measured at transaction price (which is usually the invoice price), less any impairment losses for bad and doubtful debts. Loans and other financial assets are initially recognised at transaction price including any transaction costs and subsequently measured at amortised cost determined using the effective interest method, less any impairment losses for bad and doubtful debts.

***Creditors***

Short term creditors are measured at transaction price (which is usually the invoice price). Loans and other financial liabilities are initially recognised at transaction price net of any transaction costs and subsequently measured at amortised cost determined using the effective interest method.

**Race Equality Network Limited**  
**Notes to the Accounts**  
**for the year ended 31 March 2022**

<b>2 (i) Donations and income generated as a charity</b>	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
Donations and grants	228,509	605,596
Adjustment to reserves	2,926	-
Interest receivable	91	34
	<hr/>	<hr/>
<b>(ii) Costs of activities in furtherance of the charity's objectives</b>		
Direct costs and administration costs	424,670	222,749
	<hr/>	<hr/>

<b>3 Employees</b>	<b>2022</b>	<b>2021</b>
	<b>Number</b>	<b>Number</b>
Average number of persons employed by the company	4	4
	<hr/>	<hr/>

*There were no employees with emoluments in excess of £50,000 per annum*

<b>4 Debtors</b>	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
Trade debtors	7,000	3,200
	<hr/>	<hr/>

<b>5 Creditors: amounts falling due within one year</b>	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
Trade creditors and accruals	5,785	3,700
Student loan	(4)	-
Pensions	597	-
Taxation and social security costs	829	886
	<hr/>	<hr/>
	7,207	4,586
	<hr/>	<hr/>

**6 Analysis of assets and liabilities representing each of the charity's funds**

Representing capital reserves

<b>At 31 March 2022</b>	<b>Unrestricted</b>	<b>Restricted</b>	<b>Designated</b>	<b>Total</b>
<b>(Current year)</b>	<b>funds</b>	<b>funds</b>	<b>funds</b>	<b>Funds</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Tangible fixed assets	-	-	-	-
Current Assets	22,385	183,188	-	205,573
Current Liabilities (creditors)	-	(7,207)	-	(7,207)
Long Term Liabilities (creditors)	-	-	-	-
	<hr/>	<hr/>	<hr/>	<hr/>
	22,385	175,981	-	198,366
	<hr/>	<hr/>	<hr/>	<hr/>

**Race Equality Network Limited**  
**Notes to the Accounts**  
**for the year ended 31 March 2022**

At 1 April 2021 (Previous year)	Unrestricted funds	Restricted funds	Designated funds	Total Funds
	£	£	£	£
Tangible fixed assets	-	-	-	-
Current Assets	18,613	377,483	-	396,096
Current Liabilities (creditors)	-	(4,586)	-	(4,586)
Long Term Liabilities (creditors)	-	-	-	-
	<u>18,613</u>	<u>372,897</u>	<u>-</u>	<u>391,510</u>

**7 Related party transactions**

There were no other related party transactions.

**8 Controlling party**

The directors (trustees) have control over the company.

**9 Other information**

Race Equality Network Limited is a private company limited by guarantee and incorporated in England. Its registered office is:  
 Grange Interlink Community Centre  
 Summerville Road  
 Bradford  
 BD7 1PX

**Race Equality Network Limited**  
**Detailed statement of financial activities for the year ended 31 March 2022**

*This schedule does not form part of the statutory accounts*

	Unrestricted 2022	Restricted 2022	Total 2022	Total 2021
	£	£	£	£
<b>Incoming Resources</b>				
Community Action Bradford and District/ Bradford CABAI	15,000	-	15,000	13,750
COVID Community Champion Programme	-	112,956	112,956	-
COVID Prevention Programme Grant	-	-	-	538,646
Public Health Commissioning	-	-	-	50,000
Other misc. income	747	13,801	14,548	3,200
City BMDC Grant	6,000	-	6,000	-
CBMDC ARG-VCS Members	-	29,992	29,992	-
NHS Bradford District & Craven Clinical Commissioning (	-	24,440	24,440	-
West Yorkshire Health & Care Partnership	-	25,573	25,573	-
<b>Grants &amp; Donations</b>	<b>21,747</b>	<b>206,762</b>	<b>228,509</b>	<b>605,596</b>
Adjustment to reserves	-	2,926	2,926	-
Add: Interest receivable	91	-	91	34
<b>Costs of activities in furtherance of the charity's objectives</b>				
<b>Direct costs</b>				
Purchases	-	5,000	5,000	5,090
Covid Prevention Programmes and COB Partners	-	267,319	267,319	169,015
	<b>-</b>	<b>272,319</b>	<b>272,319</b>	<b>174,105</b>
<b>Administrative expenses</b>				
Employee costs:				
Wages and salaries	-	86,045	86,045	26,341
Pensions	-	3,958	3,958	-
Employer's NI	-	2,673	2,673	388
Staff training, travel and welfare	-	1,440	1,440	2,000
Motor expenses	-	234	234	33
Entertaining	-	487	487	-
Other deductions	-	766	766	-
	-	95,603	95,603	28,762
Premises costs:				
Rent	10,000	-	10,000	5,000
Cleaning	40	-	40	-
	10,040	-	10,040	5,000
General administrative expenses:				
Telephone and internet	-	620	620	428
Postage	-	-	-	18
Stationery and printing	-	3,797	3,797	549
Subscriptions	-	243	243	144
Events Catering/refreshments	6,279	-	6,279	-
Insurance	1,247	-	1,247	653
Equipment expensed (equipment and furniture)	-	3,701	3,701	2,510
Equipment/ resources hire	-	102	102	-
Software and website	-	3,396	3,396	2,482
Sundry expenses	-	100	100	-
	7,526	11,959	19,485	6,784
Legal and professional costs:				
Accountancy fees	500	-	500	500
Consultancy fees	-	7,520	7,520	6,500
Advertising, marketing and promotions	-	19,203	19,203	1,098
	500	26,723	27,223	8,098
<b>Total administrative expenses</b>	<b>18,066</b>	<b>134,285</b>	<b>152,351</b>	<b>48,644</b>
<b>Net Movement in funds</b>	<b>3,772</b>	<b>(196,916)</b>	<b>(193,144)</b>	<b>382,881</b>

**Race Equality Network**

England & Wales - Charity number 1124251

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# Accounts

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Registered number at Companies House  
05298722

Registered number at Charities Commission  
1124251

Race Equality Network Limited  
(Company limited by guarantee)

Report and Accounts

31 March 2021

**Race Equality Network Limited**  
**Report and accounts**  
**Contents**

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**Race Equality Network Limited  
(R E N)**

**Company Information**

**Directors**

Mr Yusuf Karolia (chairman)  
Mr Mohammad Abbas (treasurer)  
Shadim Hussain (trustee)  
Abdul Ismail (trustee)

**Secretary**

Dr Mohammed Salam

**Accountants**

Adam & Co Accountancy Ltd  
First Floor  
1 Edmund Street  
Bradford  
West Yorkshire  
BD5 0BH

**Bankers**

Virgin Money (Yorkshire Bank)  
1 Westgate  
Shipley  
BD18 3SD

**Registered office**

Grange Interlink Community Centre  
Summerville Road  
Bradford  
BD7 1PX

**Registered number**

Registered number at Charities Commission is 1124251

Registered number is 05298722 at Companies House

**Private company limited by guarantee without share capital**

**Race Equality Network Limited**  
**Registered number: 05298722**  
**Directors' Report**

**The report of the directors and trustees**

The directors present their report and accounts for the year ended 31 March 2021.

**Principal activities**

The company's principal activity during the year continued to be of a charitable organisation.

**Directors and trustees**

The following persons served as directors during the year:

Mr Yusuf Karolia (chairman)  
Mr Mohammad Abbas (treasurer)

**Significant changes, developments and plans for the future:**

REN continues to strengthen its governance and now has a range of individuals on the REN Board who have extensive expertise and skills and come from senior leadership positions within the community. will continue our campaign to increase membership and partner associates and to work with the mainstream infrastructure support organisations to deliver effective outcomes.

REN seeks to focus on financial sustainability in coming months and years and to sharpen its focus on what matters most to the communities and to partners. The Board has held an awayday workshop followed by another session to fine tune our future plans and have agreed to focus on five key elements:

- Help agencies including public sector bodies to reach out to BAME communities
- Undertake campaign work on race equality
- Hold public bodies and organisations to account for the work they do
- work with smaller voluntary organisations to support them and to build their capacity to survive
- Build regional and national networks

**The organisational structure and how decisions are made:**

The organisation is run by an elected board of Directors/ Trustees, who are elected from the membership of the organisation. The board members meet on a regular basis to discuss the affairs of the organisation and make the decisions from the board room.

Method of election of the members of the board of trustees:

One-third of the Board Members are elected/re-elected at an AGM each year by a simple majority.

The position of Chair, Treasurer and Secretary are also elected each year following the AGM. A quorum is required (5 members minimum) and upto 16 members, maximum can be elected.

Membership is based on the organisations, who wish to support the activities of REN and represent their BME organisation. The meetings are held at least four times a year.

**Risk Management**

The directors and trustees have a duty to identify and review the risks to which the charity is exposed and to ensure that appropriate controls are in place to provide reasonable assurance against fraud and error.

**Related Parties**

REN works with a wide range of organisations at a local, regional and national level. Locally these include voluntary and community groups, the Bradford Metropolitan Council, Bradford Infrastructure District Partnership, Bradford and Airedale Teaching Primary Care Trust, West Yorkshire Police, Bradford Community Empowerment Network, other the Government infrastructure organisations and Corona Virus Government Support Units.

Nationally these include National Association of Voluntary and Community Action and Voice for Change in England

**Race Equality Network Limited**  
**Registered number: 05298722**  
**Directors' Report**

**The Board would like to thank the following funding bodies for their assistance and support during the period:**

Bradford Council and all the other statutory and non-statutory organisations who have supported REN's activities

**Key Achievements for this year**

In the last year, COVID has been the singular dominant factor for us as an organisation over last 12 months, we have delivered the following projects:

- \* COVID-19 Prevention Project for BAME and Central Eastern European (CEE) Communities: To provide information and guidance around test and trace, infection control and outbreak management. REN launched a Covid-19 Helpline in 13 languages and were proud to be acknowledged in the UK Government's Covid-19 Vaccine Uptake Plan published on 13<sup>th</sup> February 2021 (case study 2).
- \* COVID-19 Community Champions Project: To increase Covid-19 vaccination uptake amongst BAME and CEE communities. This project is in planning stages.
- \* Equality and Inclusion Training for VCS staff: To raise awareness of inequalities faced by Black, Asian and Minority Ethnic communities especially those inequalities that were exacerbated by COVID-19.
- \* Infrastructure Review Workshops: 3 Engagement workshops were delivered to identify the barriers and support needs of BAME community groups in terms of Bradford Council's current infrastructure programme.
- \* Race Equality Mental Health Collaborative: Previously named the Bradford & Craven BAME Mental Health Collaborative, the collaborative will enable REN to ensure that better mental health support is developed for Black, Asian, Minority and ethnic communities and reduce inequalities across the district.
- \* Root Out Racism Movement: REN are working in partnership with West Yorkshire & Harrogate Health Care Partnership to develop this campaign in order to change the negative behaviours towards structural racism and tackle the existing health inequalities for BAME populations across the West Yorkshire region.
- \* The Runnymede Trust Round Table Discussion: REN worked in partnership with The Runnymede Trust to deliver a round table event providing a platform for our partners to discuss key issues pertinent to the UN Convention on the Elimination of All Forms of Racial Discrimination (CERD).
- \* Digital Communication: We have launched our own YouTube channel to share videos in multiple languages and publish a monthly newsletter which is shared with grass roots organisations, partners and members.
- \* One Year on from Covid: REN worked with a local production company, Reel Street Productions to commemorate the incredible work of the 26 delivery partners funded by REN to deliver the COVID-19 Prevention Project which was filmed across Bradford and Keighley.

REN will be developing a 3-year strategy in the coming months and as an organisation, we are still needed to support with COVID prevention work as well as ensuring that race equality still continues to be the main strand of our work.

**Race Equality Network Limited**  
**Registered number: 05298722**  
**Directors' Report**

**The trustees guarantee to contribute an amount not exceeding £1 to REN's assets in the event of winding up. Total guarantees given is £4.**

**Small company provisions**

This report has been prepared in accordance with the provisions in Part 15 of the Companies Act 2006 applicable to companies subject to the small companies regime.

This report was approved by the board on 10 November 2021 and signed by its order.

Mr Yusuf Karolia (chairman)

Dr Mohammed Salam (Secretary)

**Race Equality Network Limited**  
(REN)

**Report to the director/trustees on the preparation of the unaudited statutory accounts of Race Equality Network Limited for the year ended 31 March 2021**

In order to assist you to fulfil your duties under the Companies Act 2006, we have prepared for your approval the accounts of Race Equality Network Limited for the year ended 31 March 2021 which comprise of the Profit and Loss Account, the Balance Sheet and the related notes from the company's accounting records and from information and explanations you have given us.

As a practising member firm of the Association of Chartered Certified Accountants, we are subject to its ethical and other professional requirements which are detailed at <http://rulebook.accaglobal.com/>

Our work has been undertaken in accordance with the requirements of the Association of Chartered Certified Accountants as detailed at <http://www.accaglobal.com/factsheet163>.

***Shahbaz Munir***

Adam & Co Accountancy Ltd  
Chartered Certified Accountants  
First Floor  
1 Edmund Street  
Bradford  
West Yorkshire  
BD5 0BH

10 November 2021

**Race Equality Network Limited**  
**Income and expenditure account**  
**for the year ended 31 March 2021**

	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>
<b>Income</b>	605,596	20
Direct costs	(174,105)	-
<b>Gross profit</b>	<u>431,491</u>	<u>20</u>
Administrative expenses	(48,644)	(4,721)
<b>Operating surplus/(loss)</b>	<u>382,847</u>	<u>(4,701)</u>
Interest receivable	-	34
<b>Surplus/(deficit) before taxation</b>	<u>382,847</u>	<u>(4,667)</u>
Tax on surplus/(loss)	-	-
<b>Surplus/(deficit)</b>	<u><u>382,847</u></u>	<u><u>(4,667)</u></u>

**Race Equality Network Limited**  
**Registered number:** 05298722  
**Balance Sheet**  
**as at 31 March 2021**

	Notes	2021 £	2020 £
<b>Current assets</b>			
Debtors	4	3,200	-
Cash at bank and in hand		392,896	8,863
		<u>396,096</u>	<u>8,863</u>
<b>Creditors: amounts falling due within one year</b>			
	5	(4,586)	(200)
<b>Net current assets</b>		<u>391,510</u>	<u>8,663</u>
<b>Net assets</b>		<u>391,510</u>	<u>8,663</u>
<b>Capital and reserves</b>			
Income and expense account		391,510	8,663
<b>Capital and reserves</b>		<u>391,510</u>	<u>8,663</u>

The directors are satisfied that the company is entitled to exemption from the requirement to obtain an audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit in accordance with section 476 of the Act.

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

The accounts have been prepared and delivered in accordance with the special provisions applicable to companies subject to the small companies regime. The profit and loss account has not been delivered to the Registrar of Companies.

Dr Mohammed Salam  
Secretary  
Approved by the board on 10 November 2021

**Race Equality Network Limited**  
**Notes to the Accounts**  
**for the year ended 31 March 2021**

**1 Accounting policies**

***Basis of preparation***

The accounts have been prepared under the historical cost convention and in accordance with FRS 102, The Financial Reporting Standard applicable in the UK and Republic of Ireland (as applied to small entities by section 1A of the standard).

***Turnover***

Turnover is measured at the fair value of the consideration received or receivable, net of discounts and value added taxes. Turnover includes revenue earned from the sale of goods and from the rendering of services. Turnover from the sale of goods is recognised when the significant risks and rewards of ownership of the goods have transferred to the buyer. Turnover from the rendering of services is recognised by reference to the stage of completion of the contract. The stage of completion of a contract is measured by comparing the costs incurred for work performed to date to the total estimated contract costs.

***Charitable expenditure***

Charitable expenditure includes all expenditure directly related to the objects of the charity and comprises the following :-

- a. Costs of raising and generating funds
- b. Grants and donations payable in furtherance of the charity's objectives
- c. Activities in furtherance of the charity's objectives
- d. Management and administration of the charity

***Winding up or dissolution of the charity***

If upon winding up or dissolution of the charity there remain any assets, after the satisfaction of all debts and liabilities, the assets represented by the accumulated fund shall be transferred to some other charitable body or bodies having similar objects to the charity.

***Analysis of incoming resources and analysis of management and administration costs***

The details required by the Statement of Recommended Practice for Accounting and Reporting issued by the Charity Commissioners for England & Wales are shown in the Statement of Financial Activities (income and expenditure account).

***Debtors***

Short term debtors are measured at transaction price (which is usually the invoice price), less any impairment losses for bad and doubtful debts. Loans and other financial assets are initially recognised at transaction price including any transaction costs and subsequently measured at amortised cost determined using the effective interest method, less any impairment losses for bad and doubtful debts.

***Creditors***

Short term creditors are measured at transaction price (which is usually the invoice price). Loans and other financial liabilities are initially recognised at transaction price net of any transaction costs and subsequently measured at amortised cost determined using the effective interest method.

<b>2 (i) Donations and income generated as a charity</b>	<b>2021</b>	<b>2020</b>
	£	£
Donations and grants	605,596	54

**Race Equality Network Limited**  
**Notes to the Accounts**  
**for the year ended 31 March 2021**

**(ii) Costs of activities in furtherance of the charity's objectives**

Direct costs and administration costs	<u>222,749</u>	<u>-</u>
---------------------------------------	----------------	----------

**3 Employees**

	<b>2021 Number</b>	<b>2020 Number</b>
Average number of persons employed by the company	<u>4</u>	<u>0</u>

*There were no employees with emoluments in excess of £50,000 per annum*

**4 Debtors**

	<b>2021 £</b>	<b>2020 £</b>
Trade debtors	<u>3,200</u>	<u>-</u>

**5 Creditors: amounts falling due within one year**

	<b>2021 £</b>	<b>2020 £</b>
Trade creditors	3,000	-
Taxation and social security costs	886	-
Other creditors (accruals)	<u>700</u>	<u>200</u>
	<u>4,586</u>	<u>200</u>

**6 Related party transactions**

There were no related party transactions.

**7 Controlling party**

The directors (trustees) have control over the company.

**8 Other information**

Race Equality Network Limited is a private company limited by guarantee and incorporated in England. Its registered office is:  
 Grange Interlink Community Centre  
 Summerville Road  
 Bradford  
 BD7 1PX

**Race Equality Network Limited**  
**Detailed income and expenditure account**  
**for the year ended 31 March 2021**

*This schedule does not form part of the statutory accounts*

	Unrestricted <b>2021</b> £	Unrestricted <b>2020</b> £
<b>Incoming Resources</b>		
Community Action Bradford and District/ Bradford CABAD	13,740	11,250
COVID Prevention Programme Grant	538,646	-
Public Health Commissioning	50,000	-
Interest receivable	-	34
Other misc. income	3,200	20
	<b>605,596</b>	<b>54</b>
<b>Donations and grants</b>		
<b>Costs of activities in furtherance of the charity's objectives</b>		
<b>Direct costs</b>		
Purchases	5,090	-
Covid Prevention Programmes and Partners	169,015	-
	<b>174,105</b>	<b>-</b>
<b>Administrative expenses</b>		
Employee costs:		
Wages and salaries	26,341	-
Employer's NI	388	-
Staff training and welfare	2,000	-
Motor expenses	33	-
	<b>28,762</b>	<b>-</b>
Premises costs:		
Rent	5,000	-
Rates	-	57
Light and heat	-	32
	<b>5,000</b>	<b>89</b>
General administrative expenses:		
Telephone and internet	428	165
Postage	18	-
Stationery and printing	549	-
Subscriptions	144	-
Insurance	653	-
Equipment expensed	2,510	-
Software	2,482	-
Sundry expenses	-	124
	<b>6,784</b>	<b>289</b>
Legal and professional costs:		
Accountancy fees	500	200
Consultancy fees	6,500	4,110
Advertising and PR	1,098	33
	<b>8,098</b>	<b>4,343</b>
	<b>48,644</b>	<b>4,721</b>
<b>Total administrative expenses</b>		
	<b>382,847</b>	<b>(4,667)</b>
<b>Surplus/(deficit) before taxation</b>		