

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)

The image shows two handwritten signatures in black ink. The first signature, for Mr Yusuf Karolia, is written above the second signature, for Dr Mohammed Salam. Both signatures are fluid and cursive.

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