

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 Esmée 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 Esmée 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.

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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, Esmée Fairbairn and Social Investment Business.

We would also like to thank all the other statutory and non 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.

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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, Gillingham 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

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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 75th anniversary of Windrush, we hosted the first every 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 Jaddoo 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

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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 £
Income					
Grants & Donations		71,230	92,000	163,230	95,603
Net Incoming Resources available for	A	71,230	92,000	163,230	95,603
Resources expended					
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		-	-	-	-
Total resources expended	B	(17,432)	(117,403)	(134,835)	(153,897)
Net Incoming Resources before revaluations and investment asset	C	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
Net Movement in funds		60,002	(25,403)	34,181	(55,033)
Total funds brought forward		(174,531)	372,897	143,333	198,366
Total funds carried forward		(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 £
Current assets			
Debtors	4	-	12,590
Investments held as current assets		-	-
Cash at bank and in hand		187,945	133,313
		187,945	145,903
Creditors: amounts falling due within one year	5	(10,431)	(2,570)
Net current assets		177,514	143,333
Net Assets		177,514	143,333
Capital and reserves	6		
Income and expense account		177,514	143,333
Capital and reserves		177,514	143,333

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
	£	£	£	£
Incoming Resources				
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	-	-	-	-
Grants & Donations	71,230	92,000	163,230	95,603
Adjustment to reserves	(418)	-	(418)	84
Add: Interest receivable	6,204	-	6,204	3,177
Total incoming resources	77,016	92,000	169,016	98,864
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	-
	5,949	8,749	14,698	20,916
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
	£	£	£	£
Incoming Resources				
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
Total administrative expenses	11,483	108,654	120,137	132,981
Other operating income				
Other operating income	-	-	-	-
	-	-	-	-
Net Movement in funds	59,584	(25,403)	34,181	(55,033)