

Registered Company number: 06560853 (England and Wales)
Charity Registration Number: 1135522

Kingston Race and Equalities Council
(A Company limited by guarantee)

Report of the Trustees and Unaudited Financial Statements
for the year ended 31 March 2022

Kingston Race and Equalities Council

Company limited by guarantee

Company number: 06560853

Charity Registration Number: 1135522

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Kingston Race and Equalities Council
(A Company limited by guarantee)

**Reference and Administrative details
for the year ended 31 March 2022**

TRUSTEES

Javed Rafiq (Chair)
John Farmer (Vice-Chair)
David Skelton (Treasurer)
Prabha Shetty
Heather Buchanan
Dr Victor Olisa
Fleur Standring
Prof Evanthia Lyons
Robert Kim
Andrew Bessant
Kanagasabai Ilankovan
Macille To
Ben Rowe

REGISTERED OFFICE

Neville House
55 Eden Street
Kingston Upon Thames
KT1 1BW

REGISTERED COMPANY NUMBER

06560853 (England and Wales)

REGISTERED CHARITY NUMBER

1135522

INDEPENDENT EXAMINER

KAMP Accountants Ltd
Chartered Certified Accountant
Falcon House
257 Burlington Road
New Malden
Surrey
KT3 4NE

BANKERS

Metro Bank
64-66 Clarence Street
Kingston
London KT1 1NP

Virgin Money
15-17 Castle Street
Kingston upon Thames
Surrey
KT1 1ST

Kingston Race and Equalities Council
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Report of the Trustees Year Ended 31 March 2022

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2022. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

KREC Objectives and activities

To work towards the elimination of racial discrimination and associated inequalities

To promote equality of opportunity and good relations between persons of different racial groups.

To address the Human Rights and needs of all communities

In order to achieve these aims KREC carries out the following main areas of work in furtherance of its public benefit duties:

- Undertakes case work specific to race and associated inequalities;
- Supports local stakeholders in developing and monitoring equality policies;
- Raising public awareness through educational and cultural events;
- Helps to develop and support local ethnic community organisations.

During the year KREC has held one General Council meeting, an Annual General Meeting and a number of consultations and has publicised its activities as widely as possible through conference participation, on its own web site and in the media.

The Trustees consider that the activities undertaken, offered at no or minimal cost, provide benefit to the public and confirm that in exercising their powers and duties, they have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission and have complied with their duties under Section 17 of the Charities Act 2011.

Achievements and performance

In addition to providing a comprehensive casework service to our clients within the region, a number of events and projects have been undertaken. During the year KREC:

- has undertaken a total of 316 cases and enquiries which are at various stages of development;
- successfully continued to work in partnership with the Royal Borough of Kingston (RBK) and the Runnymede Trust and started a review of the Race Equality Scorecard Project;
- worked with Kingston Safer Neighbourhood Board, Met Police SW BCU/Kingston Police, South Thames College Group/Kingston College, Kingston University and several Secondary Schools including Tolworth Girls, Southborough High School, Coombe Girls and Coombe Boys Schools, Richard Challoner School, Holy Cross School and the Kingston Academy to raise awareness on Hate Crime, knife and violent crime among young people; a Member of the Tolworth Girls School and Southborough High School Governors Board
- seen by RBK and the Voluntary and Community Sector as the local Strategic Partner Lead for Black, Asian and Minoritised Communities and Refugees in Kingston and continued to work as a member of the Kingston Partnership Board, the Royal Borough of Kingston's Equalities Forum, the Kingston Hospital's Equalities Diversity and Inclusion Committee and the South West London NHS Inequalities Board;
- continues to be a Champion for Safeguarding Children's and Adult's issues within the Black, Asian and Minoritised Communities, Faith and Refugee communities; support the Kingston Inter Faith Forum
- collaborated with the Royal Borough of Kingston to promote the Black Lives Matter campaign; maintained the Black Asian Minoritised and Refugee (BAMER) Voice to give these communities a forum to campaign
- worked with RBK on Black History Month, Lesbian Gay Bisexual and Transgender History Month and International Day of Disabled People's and Holocaust Memorial Day events;
- on a renewed and extended funding contract to March 2023 as a strategic organisation to deliver agreed outcomes with the Royal Borough of Kingston; has provided performance monitoring and evaluation reports to our funders.
- preparation for and successful delivery of Kingston Carnival 2022 with an increase in audience participation after the return of the event after COVID-19;
- working with the Home Office and the Ministry of Housing Communities and Local Government for grant funding for a Race Hate Crime project and seeking funding for a National Race Equality Alliance project
- A fuller account of KREC's activities and opening hours can be found on the KREC website:
www.kingstonrec.org

Kingston Race and Equalities Council

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Report of the Trustees Year Ended 31 March 2021

IMPORTANT EVENTS DURING 2021/22

Successfully reviewed all Phases and produced a summary for this year's project report of the Kingston Race Equality Scorecard in Partnership with the Runnymede Trust and Royal Borough of Kingston. Seeking funding to help KREC to extend the Race Equality Scorecard into other London Boroughs. KREC has continued to collaborate closely with the London boroughs such as Croydon, Redbridge and Sutton. Encouraging other London Boroughs to participate in the Race Equality Scorecard. Further funding will be sought to extend the review of the wider impact of the Race Equality Scorecard Project in light of the Black Lives Matter campaigns and demonstrations.

The annual Kingston Carnival returned in 2022 after the COVID-19 lockdown and there was an increase crowds attending and audience participation in the Kingston Carnival festival.

The annual Bike Across Cultures 2022 organised in Partnership with MultiCultural at Richmond Park Kingston Gate returned after the COVID-19 lockdown and was positively supported by attendees and other Agencies.

KREC Chief Executive John Azah continues to be a member of the Home Office and the Ministry of Housing Communities and Local Government Hate Crime Independent Advisory Group which advises the Government, National Police Chiefs Council and Association of Police and Crime Commissioners on Hate Crime.

KREC Chief Executive John Azah continues to be an Adviser to the Home Office and the Metropolitan Police Service in discussions with the Home Secretary on the recruitment retention and progression of Black and Minoritised people into the Metropolitan Police Service.

KREC Chief Executive John Azah continues to be a member of the Metropolitan Police Service Race Independent Advisory Group and to advise Police on how to engage Black Asian and Minoritised communities and provide a community perspective on crimes.

KREC Chief Executive John Azah continues to be a member of the STRIDE Board of the Metropolitan Police Service.

KREC Chief Executive John Azah continues to be a member of the National Police Chiefs Council Race Religion and Belief Strategic Group.

KREC Chief Executive John Azah continues to be a member of the Kingston Safer Neighbourhood Board (KSNB). This Board holds local Police Officers to account and pursues local Policing priorities.

KREC Chief Executive John Azah re-appointed to a four year term as Governor of the South Thames College Group/Kingston College

KREC continues to collaborate with the Royal Borough of Kingston and holding Black Lives Matter events on Let's Talk About Race Equality. KREC works with RBK to promote BLM and fly the BLM Flag on the Guildhall.

KREC collaborated with the Crown Prosecution Service, Kingston Police and six Secondary Schools to hold a five-a-Side Football Tournament to raise aware on Hate Crimes as part of National Hate Crime Awareness Week 2022.

Black History Month 2022 activities and events held in selected Secondary Schools; Community Outreach talks given in the Kingston Academy School

Financial review

FINANCIAL RESULTS FOR THE YEAR

The results for the year are as shown in the Accounts. During the year grant funding was received from the Royal Borough of Kingston. It received some additional funding for other activities and was supported by donations. In these difficult times KREC needs, as far as possible, to keep its expenditure in line with its income. Overall KREC made a small deficit from its unrestricted activities of **£1,905** (2020/21: £11,855 surplus).

RESERVES POLICY

The aim of the Trustees is to ensure that KREC holds adequate reserves for working capital purposes and has sufficient funds should it be forced to create redundancies. Overall, this is estimated to be the equivalent of some £30,000. As at 31 March 2022, at **£48,477**, unrestricted reserves remain sufficient for these purposes and the Committee will make efforts to maintain them over the coming years. The designated Publication Fund also continues to be shown separately from the General Fund.

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Report of the Trustees Year Ended 31 March 2022

Structure, governance and management

CONSTITUTION

The Kingston Race and Equalities Council (KREC) was incorporated on 9 April 2008 as a company limited by guarantee with its governing document being its Memorandum and Articles.

INDUCTION AND TRAINING OF TRUSTEES

All Trustees of the Limited Company (KREC) are also Trustees of the Charity Kingston Race and Equalities Council. During 2020/21 the Council had in place a programme of training and induction for Trustees. A major feature of keeping Trustees up to date with the work of KREC is covered by regular updates against the work programme and the RBK Performance Monitoring Report.

ORGANISATION STRUCTURE OF KREC AND DECISION MAKING PROCESS

The operational responsibilities of KREC are delegated to the Chief Executive Officer who in turn delegates various duties to staff. As of 31st March 2022, KREC directly employed one member of staff based at its offices in Kingston, Surrey, with one vacancy unfilled at the time.

Chief Executive Officer: John Azah

Office Manager: Vacant

RISKS AND INTERNAL CONTROL

The Trustees have overall responsibility for ensuring that KREC has appropriate systems of control, both financial and operational. These systems are designed to provide reasonable, but not absolute, assurance against material misstatement or loss. During the year, the Trustees continued to review the major financial and operational risks facing KREC and continue to monitor on a regular basis the implementation of any changes necessary to ensure that, as far as is reasonable, controls are in place to protect KREC, its members, its staff, the general public and other stakeholders.

STRATEGIC DEVELOPMENT

In order to meet these objectives KREC operates within a business plan and a strategic framework, which was approved in 2013 and reviewed in 2017 by the Trustees. The five areas covered by the business plan are Policy Development and Implementation, Casework and Support for Victims of Hate Crime and discrimination, Community Development, Engagement and Cohesion, Public Education and Awareness raising and Capacity Building, Consultancy, Training, Research and Development. To achieve these aims KREC engages with a wide range of stakeholders, promotes good management and good governance and supports KREC members.

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Report of the Trustees Year Ended 31 March 2022

Statement as to disclosure of information to Independent Examiner

In so far as the Trustees are aware:

- there is no relevant audit information of which the company's Independent Examiner is unaware; and
- the Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the Independent Examiner is aware of that information.

Statement of Trustees' responsibilities

The Trustees are responsible for preparing the report and accounts in accordance with applicable law and regulations. Company law requires the Trustees to prepare accounts for each financial year. Under that law the Trustees have elected to prepare the accounts in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the Trustees must not approve the accounts unless they are satisfied that they give a true and fair view of the state of affairs of the company and of the surplus or deficit of the company for that period. In preparing these accounts, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the company will continue in business

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the accounts comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

On behalf of the board

J Rafiq
Trustee

D Skelton
Trustee

Kingston Race and Equalities Council

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REPORT OF THE INDEPENDENT EXAMINER TO THE TRUSTEES OF KINGSTON RACE AND EQUALITIES COUNCIL

I report on the accounts of the charity for the year ended 31st Marc 2022, which are set out on pages 9 - 14

Respective responsibilities of trustees and examiner

The trustees (who are also directors of Kingston Race and Equalities Council for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed. It is my responsibility to examine the accounts under section 145 of the 2011 Act and follow procedures laid down in the General Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act and to state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the general directions given by the Charity Commission. The examination includes a review of the account records kept by the charity and a comparison of the accounts presented with those records. It also included consideration of any unusual items or disclosures in the accounts and seeking explanations from you as trustees concerning such matters. The procedures undertaken do not provide all of 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 so limited to those matters set out in the statement below.

Independent examiner's statement

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

(i) which gives me reasonable cause to believe that in any material respect the requirements:

- to keep accounting records in accordance with section 386 of the Companies Act 2006 and
- to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities have not been met or

(ii) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached

KAMP Accountant Ltd
Chartered Certified Accountant
Falcon House
257 Burlington Road
New Malden
Surrey KT3 4NE

Date:

Kingston Race and Equalities Council

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Statement of financial activities for the year ended 31 March 2022

	Notes	2021/22 Total £ Restricted	2021/22 Total £ Unrestricted	2021/22 Total £	2020/21 Total £
Income from					
Donations		-	13,324	13,324	10,403
Charitable activities	2	-	43,130	43,130	52,776
Other activities	3	-	-	-	-
Bank interest receivable		-	25	25	92
Total incoming resources		<u>-</u>	<u>56,479</u>	<u>56,479</u>	<u>63,271</u>
Expenditure on:					
Charitable activities	4	-	58,384	58,384	52,654
Other Activities	5	-	-	-	(4,340)
Total resources expended		<u>-</u>	<u>58,384</u>	<u>58,384</u>	<u>48,314</u>
Gross incoming / (outgoing resources)		-	(1,905)	(1,905)	14,957
Total funds brought forward		15,338	50,382	65,720	50,763
Total funds carried forward		<u>15,338</u>	<u>48,477</u>	<u>63,815</u>	<u>65,720</u>

The notes on pages 11 to 14 form an integral part of these financial statements.

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Balance sheet as at 31 March 2022

	Notes	£	2022 £	£	2021 £
Current assets					
Cash at bank and in hand			<u>72,787</u>	<u>73,190</u>	
			72,787	73,190	
Creditors: amounts falling due within one year	10		<u>8,972</u>	<u>7,470</u>	
Net Current Assets			<u>63,815</u>	<u>65,720</u>	
Net Assets			<u>63,815</u>	<u>65,720</u>	
Funds					
Unrestricted funds					
General Fund	11		42,003	43,908	
Publication Fund	11		6,474	6,474	
Restricted funds	12		<u>15,338</u>	<u>15,338</u>	
			63,815	65,720	
Total funds			<u>63,815</u>	<u>65,720</u>	

For the year ended 31 March 2022 the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies. The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476 of the Companies Act 2006.

The trustees acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation of accounts.

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

The financial statements were approved by the Trustees on _____ and signed on its behalf by _____

J Rafiq
Trustee

D Skelton
Trustee

The notes on pages 11 to 14 form an integral part of these financial statements.

Kingston Race and Equalities Council

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Notes to financial statements for the year ended 31 March 2022

1. Accounting policies

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the year and the preceding year.

1.1. Basis of accounting

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Exemption has been taken from preparing a cash flow statement on the grounds that the charitable company qualifies as a small charitable company.

Kingston Race and Equalities Council meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

1.2. Incoming resources

All incoming resources are included in the statement of financial activities when the company is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

Voluntary income is received by way of grants, donations and gifts and is included in full in the statement of financial activities when receivable. Grants where entitlement is not conditional on the delivery of a specific performance by the company are recognised when the company becomes unconditionally entitled to the grant.

Donated services and facilities are included at the value to the company where this can be quantified. The value of services provided by volunteers has not been included. Gifts donated for resale are included as incoming resources within activities for generating funds when they are sold.

Grants, including grants for the purchase of fixed assets, are recognised in full in the statement of financial activities in the year in which they are receivable. Income from investments is included in the year in which it is receivable.

1.3. Resources expended

Expenditure is recognised on an accrual basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates.

Costs of generating funds comprise the costs associated with attracting voluntary income.

Charitable expenditure comprises those costs incurred by the company in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Equipment costs are considered to be minimal and therefore are charged to the year in which they are purchased.

1.4. Leasing

Rentals payable under operating leases are charged against income on a straight-line basis over the lease term.

1.5. Defined contribution pension scheme

Payments were made to the defined contribution pension scheme of **one** member of staff during the year (one in 2020/21).

1.6 Going Concern

After making enquiries, the Trustees have a reasonable expectation that the company has adequate resources to continue in operational existence for the foreseeable future. Accordingly, they continue to adopt the going concern basis in preparing the annual report and financial statements.

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Notes to financial statements for the year ended 31 March 2022

2. Income from Charitable Activities	2021/22 Total £ Restricted	2021/22 Total £ Unrestricted	2021/22 Total £	2020/21 Total £
Grant from R B Kingston	-	39,000	39,000	39,000
Other grants	-	2,000	2,000	13,776
Other charitable income	-	2,130	2,130	-
	<u>-</u>	<u>43,130</u>	<u>43,130</u>	<u>52,776</u>

3. Income from Other Activities	2021/22 Total £ Restricted	2021/22 Total £ Unrestricted	2021/22 Total £	2020/21 Total £
Income from publications (e.g. calendar)	-	-	-	-
Miscellaneous income	-	-	-	10,495
Carnival	-	-	-	-
	<u>-</u>	<u>-</u>	<u>-</u>	<u>10,495</u>

4. Expenditure on Charitable Activities	Notes	2021/22 Total £ Restricted	2021/22 Total £ Unrestricted	2021/22 Total £	2020/21 Total £
Staff Costs	6	-	42,238	42,238	36,940
Project workers		-	-	-	1,640
Accommodation Costs		-	7,500	7,500	7,500
Travelling and Subsistence expenses		-	1,500	1,500	1,183
Governance costs		-	750	750	750
Legal and professional fees		-	779	779	832
Communication and IT		-	3,184	3,184	3,207
Other office expenses		-	68	68	68
Miscellaneous		-	2,365	2,365	535
Bank charges		-	-	-	-
Total resources expended		<u>-</u>	<u>58,384</u>	<u>58,384</u>	<u>52,654</u>

Kingston Race and Equalities Council

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Notes to financial statements for the year ended 31 March 2021

5. Expenditure on Other Activities	2021/22 Total Restricted £	2021/22 Total Unrestricted £	2021/22 Total £	2020/21 Total £
Calendar – Production costs	-	-	-	-
Kingston Carnival	-	-	-	(4,340)
Bike Across Cultures	-	-	-	-
Total resources expended	-	-	-	(4,340)

6. Employees	Notes	2020/21 Total £	2020/21 Total £
Wages, salaries and NI		38,333	33,035
Pension costs	7	3,905	3,905
		42,238	36,940

7. Pension Scheme and Contingent Liability

Kingston Race and Equalities Council participates in The Pensions Trust's Growth Plan, a multi-employer scheme where the share of the assets and liabilities applicable to each employer is not identifiable in respect of defined benefit schemes. Kingston Race and Equalities Council's contributions made to the Plan in the year were **£3,905** (2020/21 £3,905) on a defined contribution basis only.

8. Trustees Expenses

Trustees: No Trustees received any payments for services or for expenses during the year (2020/21: nil).

9. Related Party Transactions

Related Party Transactions: No related party transactions were paid in 2021/22, (2020/21: £0).

10. Creditors

	2021/22 Total £	2020/21 Total £
Accruals	9,772	7,470
Debtors	(800)	-
	8,972	7,470

Kingston Race and Equalities Council

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Notes to financial statements for the year ended 31 March 2021

11. Unrestricted funds	At April 2021	Transfer 2021/22	Incoming resources	Outgoing resources	At March 2022
General Fund	43,908	-	56,479	(58,384)	42,003
Publications Fund	6,474	-			6,474
	<u>50,382</u>	<u>5,029</u>	<u>56,479</u>	<u>(58,384)</u>	<u>48,477</u>

Purposes of unrestricted funds

The General Fund is established to further the objectives of the Company and provide funding to cover the management and administration costs should income be insufficient.

The Publications fund is a designated reserve to support the funding of the printing and distribution of a multi-faith calendar of festivals and important dates.

12. Restricted funds	At April 2021	Transfer 2021/22	Incoming resources	Outgoing resources	At March 2022
MHCLG Grant	7,726	-	-	-	7,726
MOPAC Grant	7,612	-	-	-	7,612
	<u>15,338</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>15,338</u>

Purposes of restricted funds

The grant from the Ministry of Housing, Communities and Local Government was for a project being delivered during 2019/20 and 2020/21. The remaining amount of outstanding grant is shown as a restricted fund.

A grant from MOPAC was received in 2020/21 for the delivery of a violence reduction projects, funds unspent at the end of 2020/21 are shown as a restricted funding line.