

Company registration number: 07663315

Charity registration number: 1143830

Race Equality First Limited

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 March 2023

HSJ Audit Limited
Registered Auditor
Severn House
Hazell Drive
Newport
South Wales
NP10 8FY

Race Equality First Limited

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Race Equality First Limited

Strategic Report for the Year Ended 31 March 2023

The trustees, who are directors for the purposes of company law, present their strategic report for the year ended 31 March 2023, in compliance with s414C of the Companies Act 2006.

Financial review

Policy on reserves

Our organisational reserves serve two purposes:

Firstly, they mitigate risk, allowing us to navigate through periods of unexpected drops in income or sudden short-term increases in expenditure;

Secondly our reserves provide a pool of resources which can be utilised when we need to cover gaps in funding, for example, if we need to hire staff ahead of project commencement.

With the Covid pandemic and subsequent cost of living crisis, the needs of our beneficiaries have changed, which has required Race Equality First to adapt and find alternative solutions and resources to invest in new ways of working to manage this change.

The surplus reserves fund will allow Race Equality First to manage this change and to create a more robust organisational structure. To achieve this, over the next financial year, 2023-2024, the following activities and strategic developments are planned for the Organisation:

- Increasing the redundancy fund to £89,462 to reflect current headcount
- Continuity of our core services, research and additional staff roles at a cost of £216,215
- A delegation to the United Nations in Geneva to deliver the CERD Shadow Report for Wales at a cost of £60,000

Funds have been designated by the Trustees to reflect the needs noted above as required.

Funds in deficit

There were no funds in deficit as at 31 March 2023 or 2022 with any overspends being met from unrestricted reserves.

Principal funding sources

Our principal funding sources in the year are detailed in note 4 to the financial statements.

Investment policy and objectives

The investment policy the Trustees have adopted is designed to generate returns at low risk and is regularly reviewed by the Finance committee. Any income not used during the year is re-invested into the activities of the charity.

Race Equality First Limited

Strategic Report for the Year Ended 31 March 2023

Principal risks and uncertainties

General Risk Management

The trustees have identified and reviewed the major risks to which the Charity is exposed.

Both manual and automated checks are regularly evoked, particularly those relating to the operations and finance of the Charity. The trustees are satisfied that these systems and procedures mitigate any perceived risks. As part of that risk management the trustees have created a reserve to meet redundancy costs and to cover overhead costs for six months in unlikely circumstances where it no longer received funding.

The strategic report was approved by the trustees of the charity on 14/05/23 and signed on its behalf by:

 ESQ. JF.

Kebba Kwiney Manneh
Trustee

Race Equality First Limited

Trustees' Report

The trustees, who are directors for the purposes of company law, present the annual report together with the financial statements and auditors' report of the charitable company for the year ended 31 March 2023.

Objectives and activities

Objectives, strategies and activities

We are pleased to report a healthy balance for our current and planned projects once again. We secured three smaller pots of funding this year for short-term, targeted projects to address issues around the cost-of-living crisis. We made some great achievements this year with delivering a consultation analysis report on the Anti-racist Wales Action Plan and consulting with public sector organisations on its implementation within their own services. All our projects and services now cover the whole of Wales, with some extending across the UK. Funding from Santander Foundation has enabled our Financial and Digital Inclusion project to provide advice, advocacy and training for Black and Ethnic Minority people around financial and digital knowledge and skills, and extend support to those facing food and fuel poverty through a series of outreach events in communities across Wales. Independent Age funded us to support Black and Ethnic Minority elders who are struggling with the increasing costs for food and heating. The Carers Support Fund provided crucial resources to assist unpaid carers to purchase necessary household items, food, clothing and equipment for study; and the National Grid funded a short-term project to assist beneficiaries to reduce their energy costs.

This year we bade a sad farewell to four staff with Sy Joshua, Nicola Shone, Halima Hashi and Chris Dobbs leaving REF for pastures new. We welcomed four new members of staff to the team, Jamad Jibreel as Activity Officer, Shehzad Malik and Halima Jama as Advice Service Manager and Farah Hassan as Counsellor.

Despite the long recovery from the Covid-19 pandemic and increased expenditure due to the cost-of-living crisis, this has been another year of growth and achievements with a bigger staff team, and each project continuing to deliver outcomes well above target, thanks to our hardworking staff team. The MEE in Mind Project has engaged 771 people and 589 people have attended our social groups, the Discrimination and Hate Crime Casework service assisted 239 victims and we have educated 784 individuals in racism awareness, hate crime and diversity and cultural awareness across the UK through our training and workshop sessions. This year, we have also supported 183 unpaid carers through a small grants fund.

Once again, Race Equality First consolidated its position as the lead organisation in Wales for fighting for justice for victims of discrimination and hate and we closed the year in a financially strong position.

For Race Equality First, strategic planning will continue to take centre stage with particular focus on ensuring that the public sector implement and adhere to their responsibilities under existing legislation and the Anti-racist Wales Action Plan. The year ahead will focus on the needs of our beneficiaries in dealing with the cost-of-living crisis and expanding our organisational structure. On behalf of the Race Equality First staff team and the Board of Directors, we thank our members, partner organisations and funders for their support and commitment to Race Equality First.

Public benefit

The Charity is a voluntary and charitable organisation which aims to work towards the elimination of racial discrimination, promote equality of opportunity across all protected characteristics within the Equality Act 2010 and promote good relations between persons of different racial groups.

The Organisation's aims are currently achieved through the delivery of 12 services/projects at Race Equality First: Discrimination Casework Service; Advocacy for Victims of Hate Crime; Advocacy for Elderly Ethnic Minority People; Training; Policy Development; health advocacy; wellbeing activities & support; cultural awareness programmes; research programmes; Campaigning & Lobbying; Annual Schools against Racism Calendar and Poster Competition and anti-discrimination workshops in local schools.

Race Equality First Limited

Trustees' Report

The trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

Reference and Administrative Details

Charity Registration Number:	1143830
Company Registration Number:	07663315
	The charity is incorporated in Wales.
Registered Office:	First Floor West 113-116 Bute Street Cardiff CF10 5EQ
Auditor:	HSJ Audit Limited Registered Auditor Severn House Hazell Drive Newport South Wales NP10 8FY
Bankers:	Unity Trust Nine Brindley Place Birmingham B1 2HB

Trustees and officers

The trustees and officers serving during the year and since the year end were as follows:

Trustees:	Khalid Osman Catherine Burton Kebba Kwiney Manneh Meena Upadhyaya Mohammad Taha Idris Elaine Clayton Mutaher Jehan Khatib Samina Khan Hugh Dela Cruz
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Senior Management / Leadership Team:	A Mohammed - CEO
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Race Equality First Limited

Trustees' Report

Structure, governance and management

Nature of governing document

The Charity is constituted as a company limited by guarantee and as such, its governing documents are its Memorandum and Articles of Association. Its Charity Number is 1143830 and Company Registration 7663315.

Recruitment and appointment of trustees

Trustees are elected by members.

Trustees are appointed in accordance with the procedure set out in the articles of association. A copy of the articles of association are available from the Company Secretary at the registered office address.

Induction and training of trustees

New Trustees have access to sessions to brief them on their legal obligations under charity and company law, the content of the Memorandum and Articles of Association, the committee and decision-making processes, the business plan and recent financial performance of the Charity. Trustees have regular opportunity to meet key employees and other Trustees. Trustees are able to attend appropriate external training events where these will facilitate the undertaking of the role. A Director/Trustee Handbook has been compiled to provide key information and is available to all current Trustees.

Arrangements for setting key management personnel remuneration

None of the trustees have any beneficial interest in the Company.

Organisational structure

The Company is run day to day by the Chief Executive Officer.

The day to day running of the Charity and delivery of projects is under the control of the CEO and her staff. The CEO reports directly to the Board of Trustees.

Statement of Trustees' Responsibilities

The trustees (who are also the directors of Race Equality First Limited for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and

Race Equality First Limited

Trustees' Report

- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

Disclosure of information to auditor

Each trustee has taken steps that they ought to have taken as a trustee in order to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information. The trustees confirm that there is no relevant information that they know of and of which they know the auditor is unaware.

The annual report was approved by the trustees of the charity on 19/05/23 and signed on its behalf by:

 ESQ. JP

Kebba Kwiney Manneh
Trustee

Race Equality First Limited

Independent Auditor's Report to the Members of Race Equality First Limited

Opinion

We have audited the financial statements of Race Equality First Limited (the 'charity') for the year ended 31 March 2023, which comprise the Statement of Financial Activities, Balance Sheet, Statement of Cash Flows, and Notes to the Financial Statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is United Kingdom Accounting Standards, comprising Charities SORP - FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and applicable law (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2023 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and the provisions available for small entities, in the circumstances set out in note to the financial statements, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the original financial statements were authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

Race Equality First Limited

Independent Auditor's Report to the Members of Race Equality First Limited

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Strategic Report and Trustees' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Strategic Report and Trustees' Report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Strategic Report and the Trustees' Report.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities (set out on page 5 and 6), the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Auditor responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We corroborated our enquiries of management by review of correspondence with HMRC and The Charity Commission and other regulatory bodies.

We considered the risk of fraud through management override and, in response, we incorporated testing of manual journal entries into our audit approach.

Based on the results of our risk assessment we designed our audit procedures to identify and address material misstatements in relation to fraud.

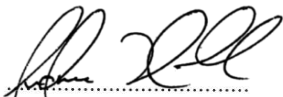
Race Equality First Limited

Independent Auditor's Report to the Members of Race Equality First Limited

A further description of our responsibilities is available on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's trustees, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its trustees as a body, for our audit work, for this report, or for the opinions we have formed.



Mr Andrew Hill FCCA ACA DChA BFP (Senior Statutory Auditor)
For and on behalf of HSJ Audit Limited, Statutory Auditor

Severn House
Hazell Drive
Newport
South Wales
NP10 8FY

20/06/2023

Date:.....

Race Equality First Limited

Statement of Financial Activities for the Year Ended 31 March 2023 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Restricted funds £	Total 2023 £
Income and Endowments from:				
Donations and legacies	3	268	-	268
Charitable activities	4	93,994	567,061	661,055
Other trading activities	5	24,250	4,915	29,165
Investment income	6	1,140	-	1,140
Other income		8,818	-	8,818
Total income		<u>128,470</u>	<u>571,976</u>	<u>700,446</u>
Expenditure on:				
Charitable activities	7	<u>(31,755)</u>	<u>(548,877)</u>	<u>(580,632)</u>
Total expenditure		<u>(31,755)</u>	<u>(548,877)</u>	<u>(580,632)</u>
Net income		96,715	23,099	119,814
Transfers between funds		<u>71,325</u>	<u>(71,325)</u>	<u>-</u>
Net movement in funds		168,040	(48,226)	119,814
Reconciliation of funds				
Total funds brought forward		<u>277,093</u>	<u>313,662</u>	<u>590,755</u>
Total funds carried forward	18	<u><u>445,133</u></u>	<u><u>265,436</u></u>	<u><u>710,569</u></u>

The notes on pages 14 to 26 form an integral part of these financial statements.

Race Equality First Limited

Statement of Financial Activities for the Year Ended 31 March 2023 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Restricted funds £	Total 2022 £
Income and Endowments from:				
Donations and legacies	3	13,874	-	13,874
Charitable activities	4	30,430	373,986	404,416
Other trading activities	5	10,800	-	10,800
Investment income	6	67	-	67
Other income		16,203	-	16,203
Total income		<u>71,374</u>	<u>373,986</u>	<u>445,360</u>
Expenditure on:				
Charitable activities	7	<u>(28)</u>	<u>(418,996)</u>	<u>(419,024)</u>
Total expenditure		<u>(28)</u>	<u>(418,996)</u>	<u>(419,024)</u>
Net income/(expenditure)		<u>71,346</u>	<u>(45,010)</u>	<u>26,336</u>
Net movement in funds		71,346	(45,010)	26,336
Reconciliation of funds				
Total funds brought forward		<u>205,747</u>	<u>358,672</u>	<u>564,419</u>
Total funds carried forward	18	<u>277,093</u>	<u>313,662</u>	<u>590,755</u>


All of the charity's activities derive from continuing operations during the above two periods.
The funds breakdown for 2022 is shown in note 18.

The notes on pages 14 to 26 form an integral part of these financial statements.

Race Equality First Limited
(Registration number: 07663315)
Balance Sheet as at 31 March 2023

	Note	2023 £	2022 £
Fixed assets			
Tangible assets	14	6,428	10,654
Current assets			
Debtors	15	73,778	65,519
Cash at bank and in hand	16	<u>677,372</u>	<u>629,124</u>
		751,150	694,643
Creditors: Amounts falling due within one year	17	<u>(47,009)</u>	<u>(114,542)</u>
Net current assets		<u>704,141</u>	<u>580,101</u>
Net assets		<u><u>710,569</u></u>	<u><u>590,755</u></u>
Funds of the charity:			
Restricted income funds			
Restricted funds		265,436	313,662
Unrestricted income funds			
Unrestricted funds		<u>445,133</u>	<u>277,093</u>
Total funds	18	<u><u>710,569</u></u>	<u><u>590,755</u></u>

The financial statements on pages 10 to 26 were approved by the trustees, and authorised for issue on 19/05/23 and signed on their behalf by:



 Kebba Kwiney Manneh
 Trustee

The notes on pages 14 to 26 form an integral part of these financial statements.

Race Equality First Limited

Statement of Cash Flows for the Year Ended 31 March 2023

	Note	2023 £	2022 £
Cash flows from operating activities			
Net cash income		119,814	26,336
Adjustments to cash flows from non-cash items			
Depreciation		4,127	3,448
Investment income	6	<u>(1,140)</u>	<u>(67)</u>
		122,801	29,717
Working capital adjustments			
Increase in debtors	15	(8,259)	(26,929)
Increase/(decrease) in creditors	17	2,311	(38,734)
(Decrease)/increase in deferred income		<u>(69,745)</u>	<u>110,896</u>
Net cash flows from operating activities		<u>47,108</u>	<u>74,950</u>
Cash flows from investing activities			
Interest receivable and similar income	6	1,140	67
Purchase of tangible fixed assets	14	<u>-</u>	<u>(11,095)</u>
Net cash flows from investing activities		<u>1,140</u>	<u>(11,028)</u>
Net increase in cash and cash equivalents		48,248	63,922
Cash and cash equivalents at 1 April		<u>629,124</u>	<u>565,202</u>
Cash and cash equivalents at 31 March		<u><u>677,372</u></u>	<u><u>629,124</u></u>

All of the cash flows are derived from continuing operations during the above two periods.

The notes on pages 14 to 26 form an integral part of these financial statements.

Race Equality First Limited

Notes to the Financial Statements for the Year Ended 31 March 2023

1 Charity status

The charity is limited by guarantee, incorporated in Wales, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

The address of its registered office is:

First Floor West
113-116 Bute Street
Cardiff
CF10 5EQ

[Authorised for issue date](#)

2 Accounting policies

Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Statement of compliance

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)) (issued in October 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Basis of preparation

Race Equality First Limited 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 notes.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

Income and endowments

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of the income receivable can be measured reliably.

Donations and legacies

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

Race Equality First Limited

Notes to the Financial Statements for the Year Ended 31 March 2023

Grants receivable

Grants are accounted for in the financial year to which they relate. Grants received to finance the cost of fixed assets are recognised as restricted funds and used to finance the annual depreciation charge.

Deferred income

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

Investment income

Dividends are recognised once the dividend has been declared and notification has been received of the dividend due.

Charitable activities

Income from charitable activities includes income recognised as earned (as the related services are provided) under contract.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity 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.

Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees' meetings and reimbursed expenses.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets

Individual fixed assets costing £1,000.00 or more are initially recorded at cost.

Race Equality First Limited

Notes to the Financial Statements for the Year Ended 31 March 2023

Amortisation

Amortisation is provided on intangible fixed assets so as to write off the cost, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Amortisation method and rate
Website development	25% straight line

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Fixtures & fittings	25% straight line

Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Trade creditors

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees' discretion in furtherance of the objectives of the charity.

Designated funds are unrestricted funds set aside for specific purposes at the discretion of the trustees.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Race Equality First Limited

Notes to the Financial Statements for the Year Ended 31 March 2023

Pensions and other post retirement obligations

The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

3 Income from donations and legacies

	Unrestricted General £	Total 2023 £	Total 2022 £
Donations and legacies;			
Donations from individuals and organisations	268	268	13,874
	<u>268</u>	<u>268</u>	<u>13,874</u>

4 Income from charitable activities

	Unrestricted funds General £	Restricted funds £	Total 2023 £	Total 2022 £
Prevention of racial discrimination	93,994	567,061	661,055	404,416
	<u>93,994</u>	<u>567,061</u>	<u>661,055</u>	<u>404,416</u>

Race Equality First Limited

Notes to the Financial Statements for the Year Ended 31 March 2023

Analysis of grants included in incoming resources from charitable activities above:

	Grants from institutions	
	2023	2022
	£	£
Analysis		
Welsh Government - MEE in Mind	207,564	151,001
EHRC	-	6,385
NLCF Discrimination & Hate Crime Project	164,348	122,687
WLGA Training	-	30,430
Postcode Health Trust - Newport	2,672	15,692
GVS ICF Capital	-	5,770
GVS ICF Revenue	-	7,451
Independent Age	20,000	15,000
Santander	110,000	30,000
Welsh Government - REAP Analysis	-	20,000
Healthy Minds	82,477	-
National Grid	14,890	-
Carers Support Fund	36,994	-
Business Wales	25,000	-
Race Council Cymru	2,000	-
	<u>665,945</u>	<u>404,416</u>

5 Income from other trading activities

	Unrestricted		Total	Total
	General	Restricted	2023	2022
	£	£	£	£
Activities income;				
Other activities income	<u>24,250</u>	<u>4,915</u>	<u>29,165</u>	<u>10,800</u>
	<u>24,250</u>	<u>4,915</u>	<u>29,165</u>	<u>10,800</u>

Race Equality First Limited

Notes to the Financial Statements for the Year Ended 31 March 2023

6 Investment income

	Unrestricted funds General £	Total 2023 £	Total 2022 £
Interest receivable and similar income;			
Interest receivable on bank deposits	1,140	1,140	67

7 Expenditure on charitable activities

	Note	Unrestricted funds General £	Restricted funds £	Total 2023 £	Total 2022 £
Prevention of racial discrimination		-	157,990	157,990	107,470
Staff costs		31,755	387,377	419,132	308,554
Governance costs	8	-	3,510	3,510	3,000
		<u>31,755</u>	<u>548,877</u>	<u>580,632</u>	<u>419,024</u>

Race Equality First Limited

Notes to the Financial Statements for the Year Ended 31 March 2023

8 Analysis of governance and support costs

Support costs allocated to charitable activities

	Basis of allocation	Staff costs £	Administration costs £	Total funds £
Prevention of racial discrimination	A & B	38,562	52,115	90,677
Total for 2022		<u>35,000</u>	<u>32,241</u>	<u>67,241</u>

Basis of allocation

Reference	Method of allocation
A	30% of associated overhead expenditure
B	100% of support related salary expenditure

Governance costs

	Restricted funds £	Total 2023 £	Total 2022 £
Audit fees			
Audit of the financial statements	3,510	3,510	3,000
	<u>3,510</u>	<u>3,510</u>	<u>3,000</u>

9 Net incoming/outgoing resources

Net incoming resources for the year include:

	2023 £	2022 £
Operating leases - other assets	28,000	28,000
Audit fees	3,510	3,000
Depreciation of fixed assets	<u>4,127</u>	<u>3,448</u>

10 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

Race Equality First Limited

Notes to the Financial Statements for the Year Ended 31 March 2023

11 Staff costs

The aggregate payroll costs were as follows:

	2023 £	2022 £
Staff costs during the year were:		
Wages and salaries	372,484	275,669
Social security costs	37,309	26,390
Pension costs	9,339	6,495
	<u>419,132</u>	<u>308,554</u>

The monthly average number of persons (including senior management / leadership team) employed by the charity during the year expressed as full time equivalents was as follows:

	2023 No	2022 No
Prevention of racial discrimination	<u>12</u>	<u>9</u>

The number of employees whose emoluments fell within the following bands was:

	2023 No	2022 No
£70,001 - £80,000	<u>1</u>	<u>1</u>

The total employee benefits of the key management personnel of the charity were £75,316 (2022 - £74,951).

12 Auditors' remuneration

	2023 £	2022 £
Audit of the financial statements	<u>3,510</u>	<u>3,000</u>

Race Equality First Limited

Notes to the Financial Statements for the Year Ended 31 March 2023

13 Taxation

The charity is a registered charity and is therefore exempt from taxation.

14 Tangible fixed assets

	Furniture and equipment £	Total £
Cost		
At 1 April 2022	51,644	51,644
At 31 March 2023	51,644	51,644
Depreciation		
At 1 April 2022	41,089	41,089
Charge for the year	4,127	4,127
At 31 March 2023	45,216	45,216
Net book value		
At 31 March 2023	6,428	6,428
At 31 March 2022	10,555	10,555

15 Debtors

	2023 £	2022 £
Trade debtors	-	33,119
Prepayments	5,217	4,900
Other debtors	68,561	27,500
	73,778	65,519

16 Cash and cash equivalents

	2023 £	2022 £
Cash on hand	74	65
Cash at bank	677,298	629,059
	677,372	629,124

Race Equality First Limited

Notes to the Financial Statements for the Year Ended 31 March 2023

17 Creditors: amounts falling due within one year

	2023 £	2022 £
Trade creditors	1,614	364
Other creditors	735	244
Accruals	3,509	3,038
Deferred income	41,151	110,896
	<u>47,009</u>	<u>114,542</u>
	2023 £	2022 £
Deferred income at 1 April 2022	(110,896)	-
Resources deferred in the period	(41,151)	(110,896)
Amounts released from previous periods	110,896	-
Deferred income at year end	<u>(41,151)</u>	<u>(110,896)</u>

Race Equality First Limited

Notes to the Financial Statements for the Year Ended 31 March 2023

18 Funds

	Balance at 1 April 2022 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2023 £
Unrestricted					
<i>General</i>					
Core Funding	45,131	98,470	(31,755)	(32,390)	79,456
<i>Designated</i>					
Continuity & research Funds	110,000	30,000	-	76,215	216,215
Redundancy Funds	61,962	-	-	27,500	89,462
UN Fund	60,000	-	-	-	60,000
	<u>231,962</u>	<u>30,000</u>	<u>-</u>	<u>103,715</u>	<u>365,677</u>
Total Unrestricted	<u>277,093</u>	<u>128,470</u>	<u>(31,755)</u>	<u>71,325</u>	<u>445,133</u>
Restricted					
Santander	24,293	110,000	(39,896)	-	94,397
WG MEE in Mind 2020	62,308	187,564	(192,721)	-	57,151
NLCF Discrimination & Hate Crime Project 2020	74,806	154,348	(182,767)	-	46,387
Community Events & Activities	21,652	2,672	(885)	8,000	31,439
Healthy Minds	-	82,477	(68,765)	-	13,712
Independent Age	-	20,000	(11,268)	-	8,732
Interfaith	9,900	-	-	-	9,900
MEC Health Fair	-	4,915	(1,197)	-	3,718
National Grid	-	10,000	(14,890)	4,890	-
Welsh Government - REAP Analysis	20,000	-	(20,000)	-	-
National Lottery Community Fund (NLCF) – MEE in Mind	81,236	-	(5,021)	(76,215)	-
Hodge Foundation	11,467	-	(11,467)	-	-
A4A Covid 19	4,000	-	-	(4,000)	-
Awards for All	4,000	-	-	(4,000)	-
	<u>313,662</u>	<u>571,976</u>	<u>(548,877)</u>	<u>(71,325)</u>	<u>265,436</u>
Total restricted	<u>313,662</u>	<u>571,976</u>	<u>(548,877)</u>	<u>(71,325)</u>	<u>265,436</u>
Total funds	<u>590,755</u>	<u>700,446</u>	<u>(580,632)</u>	<u>-</u>	<u>710,569</u>

Race Equality First Limited

Notes to the Financial Statements for the Year Ended 31 March 2023

	Balance at 1 April 2021 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2022 £
Unrestricted funds					
<i>General</i>					
Core Funding	20,778	71,374	(28)	(46,993)	45,131
<i>Designated</i>					
Continuity & research Funds	110,000	-	-	-	110,000
Redundancy Funds	49,969	-	-	11,993	61,962
UN Fund	25,000	-	-	35,000	60,000
	<u>184,969</u>	<u>-</u>	<u>-</u>	<u>46,993</u>	<u>231,962</u>
Total unrestricted funds	<u>205,747</u>	<u>71,374</u>	<u>(28)</u>	<u>-</u>	<u>277,093</u>
Restricted					
Santander	-	30,000	(5,707)	-	24,293
WG MEE in Mind 2020	50,137	151,001	(138,830)	-	62,308
NLCF Discrimination & Hate Crime Project 2020	97,034	122,687	(138,239)	(6,676)	74,806
Community Events & Activities	-	-	-	21,652	21,652
Independent Age	-	15,000	-	(15,000)	-
Interfaith	9,900	-	-	-	9,900
Welsh Government - REAP Analysis	-	20,000	-	-	20,000
National Lottery Community Fund (NLCF) – MEE in Mind	139,047	-	(56,777)	(1,034)	81,236
Hodge Foundation	11,917	-	(450)	-	11,467
People's Health Trust	7,813	15,692	(23,505)	-	-
A4A Covid 19	10,000	-	(6,000)	-	4,000
Awards for All	10,000	-	(6,000)	-	4,000
EHRC	6,172	6,385	(18,276)	5,719	-
BME Swimming Group	5,153	-	-	(5,153)	-
Midnight Ramadan Football	1,499	-	-	(1,499)	-
Betsi Cadwaladr	10,000	-	(10,000)	-	-
GVS ICF Capital	-	5,770	(6,804)	1,034	-
GVS ICF Revenue	<u>-</u>	<u>7,451</u>	<u>(8,408)</u>	<u>957</u>	<u>-</u>
Total restricted funds	<u>358,672</u>	<u>373,986</u>	<u>(418,996)</u>	<u>-</u>	<u>313,662</u>
Total funds	<u>564,419</u>	<u>445,360</u>	<u>(419,024)</u>	<u>-</u>	<u>590,755</u>

Race Equality First Limited

Notes to the Financial Statements for the Year Ended 31 March 2023

The specific purposes for which the funds are to be applied are as follows:

WG MEE in Mind: A project supporting members of diverse communities to receive appropriate care when engaging with health and social care providers and supporting health service providers to better understand the cultural and religious needs of Black and Minority Ethnic people when planning healthcare provision.

NLCF Discrimination & Hate Crime Project: Delivering advice, support, advocacy and mediation for victims of discrimination and/or hate crime.

Santander Foundation: A Finance and Digital Inclusion project to improve beneficiaries' circumstances and prospects which have been adversely impacted by the Covid 19 pandemic.

Interfaith: A multi-cultural group for community faith leaders to share information and work collaboratively.

Hodge Foundation: Annual Anti-Racism Schools Poster Competition.

Independent Age: To support Black and Minority Ethnic Elders facing hardship as a result of the cost-of-living crisis.

NLCF Healthy Minds: Providing education, support, wellbeing services, activities and counselling to Black and Minority Ethnic people experiencing mental health issues.

Carers Support Fund: Providing advocacy and small grants to unpaid carers in South Wales.

National Grid: Raising awareness of energy schemes and supporting beneficiaries to access suitable tariffs.

Welsh Government: Consultation analysis of the Race Equality Action Plan.

Race Council Cymru: Social activity for Windrush elders

19 Analysis of net assets between funds

	Unrestricted funds		Restricted funds	Total funds at 31 March 2023
	General £	Designated £	£	£
Tangible fixed assets	6,428	-	-	6,428
Current assets	78,886	365,677	306,587	751,150
Current liabilities	(5,858)	-	(41,151)	(47,009)
Total net assets	<u>79,456</u>	<u>365,677</u>	<u>265,436</u>	<u>710,569</u>

	Unrestricted funds		Restricted funds	Total funds at 31 March 2022
	General £	Designated £	£	£
Tangible fixed assets	10,654	-	-	10,654
Current assets	34,477	231,962	428,204	694,643
Current liabilities	-	-	(114,542)	(114,542)
Total net assets	<u>45,131</u>	<u>231,962</u>	<u>313,662</u>	<u>590,755</u>