

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 2025

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

Race Equality First Limited

Contents

Strategic Report	1
Trustees' Report	2 to 5
Independent Auditors' Report	6 to 8
Statement of Financial Activities	9 to 10
Balance Sheet	11
Statement of Cash Flows	12
Notes to the Financial Statements	13 to 28

Race Equality First Limited

Trustees' Report

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 Ethnic Minority People; Training; Policy Development; health advocacy; wellbeing activities & support; cultural awareness programmes; research programmes; Campaigning & Lobbying; Annual Schools against Racism Poster Competition and anti-discrimination workshops in local schools.

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 Birmingham Nine Brindley Place Birmingham B1 2HB

Race Equality First Limited

Trustees' Report

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
- 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 14 May 2025 and signed on its behalf by:


K K Manneh
Trustee

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), 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

Statement of Financial Activities for the Year Ended 31 March 2025 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Restricted funds £	Total 2025 £
Income and Endowments from:				
Donations and legacies	3	21,818	-	21,818
Charitable activities	4	-	820,423	820,423
Other trading activities	5	14,830	-	14,830
Investment income	6	2,367	-	2,367
Other income		4,662	-	4,662
Total income		43,677	820,423	864,100
Expenditure on:				
Charitable activities	7	19,622	(854,393)	(834,771)
Total expenditure		19,622	(854,393)	(834,771)
Net income/(expenditure)		63,299	(33,970)	29,329
Transfers between funds		14,937	(14,937)	-
Net movement in funds		78,236	(48,907)	29,329
Reconciliation of funds				
Total funds brought forward		431,317	198,015	629,332
Total funds carried forward	20	509,553	149,108	658,661


The notes on pages 13 to 28 form an integral part of these financial statements.

Race Equality First Limited

(Registration number: 07663315)
Balance Sheet as at 31 March 2025

	Note	2025 £	2024 £
Fixed assets			
Intangible assets	14	8,221	-
Tangible assets	15	9,114	3,654
		<u>17,335</u>	<u>3,654</u>
Current assets			
Debtors	16	125,632	114,247
Cash at bank and in hand	17	534,505	541,676
		660,137	655,923
Creditors: Amounts falling due within one year	18	(18,811)	(30,245)
Net current assets		<u>641,326</u>	<u>625,678</u>
Net assets		<u>658,661</u>	<u>629,332</u>
Funds of the charity:			
Restricted income funds			
Restricted funds		149,108	198,015
Unrestricted income funds			
Unrestricted funds		<u>509,553</u>	<u>431,317</u>
Total funds	20	<u>658,661</u>	<u>629,332</u>

The financial statements on pages 9 to 28 were approved by the trustees, and authorised for issue on 14 May 2025 and signed on their behalf by:


K K Manneh
Trustee

Race Equality First Limited

Notes to the Financial Statements for the Year Ended 31 March 2025

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

These financial statements were authorised for issue by the trustees on 14 May 2025.

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 2025

Intangible assets

Intangible assets are stated in the Balance Sheet at cost less accumulated amortisation and impairment. They are amortised on a straight line basis over their estimated useful lives.

Tangible fixed assets

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

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.

Race Equality First Limited

Notes to the Financial Statements for the Year Ended 31 March 2025

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

	Grants from institutions	
	2025	2024
	£	£
Analysis		
Welsh Government - MEE in Mind	207,100	180,825
CSF Amser	87,360	46,890
NLCF Discrimination & Hate Crime Project	-	41,150
Know your Rights, Live By Your Rights	166,397	41,568
Carers Support Fund	93,021	82,482
Santander	-	45,451
Healthy Minds	149,464	148,954
Independent Age	20,618	20,000
National Grid	-	10,000
Awards for All	20,000	-
Chance for Change	74,067	-
Macmillan	2,396	-
	<u>820,423</u>	<u>617,320</u>

5 Income from other trading activities

	Unrestricted	Total	Total
	General	2025	2024
	£	£	£
Activities income;			
Other activities income	14,830	14,830	13,270
	<u>14,830</u>	<u>14,830</u>	<u>13,270</u>

Race Equality First Limited

Notes to the Financial Statements for the Year Ended 31 March 2025

7 Expenditure on charitable activities

	Note	Unrestricted funds Designated £	General £	Restricted funds £	Total 2025 £	Total 2024 £
Prevention of racial discrimination		-	(4,285)	221,774	217,489	168,436
Grant funding of activities		-	-	158,191	158,191	102,615
Staff costs		8,134	(23,471)	470,768	455,431	456,106
Governance costs	8	-	-	3,660	3,660	3,509
		<u>8,134</u>	<u>(27,756)</u>	<u>854,393</u>	<u>834,771</u>	<u>730,666</u>

Race Equality First Limited

Notes to the Financial Statements for the Year Ended 31 March 2025

11 Staff costs

The aggregate payroll costs were as follows:

	2025 £	2024 £
Staff costs during the year were:		
Wages and salaries	402,986	405,794
Social security costs	42,923	41,725
Pension costs	9,522	8,587
	<u>455,431</u>	<u>456,106</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:

	2025 No	2024 No
Prevention of racial discrimination	<u>10</u>	<u>11</u>

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

	2025 No	2024 No
£70,001 - £80,000	-	1
£80,001 - £90,000	<u>1</u>	<u>-</u>

The total employee benefits of the key management personnel of the charity were £108,780 (2024 - £105,000).

12 Auditors' remuneration

	2025 £	2024 £
Audit of the financial statements	<u>3,660</u>	<u>3,509</u>

Race Equality First Limited

Notes to the Financial Statements for the Year Ended 31 March 2025

15 Tangible fixed assets

	Furniture and equipment £	Total £
Cost		
At 1 April 2024	11,095	11,095
Additions	9,110	9,110
Disposals	<u>(6,791)</u>	<u>(6,791)</u>
At 31 March 2025	<u>13,414</u>	<u>13,414</u>
Depreciation		
At 1 April 2024	7,441	7,441
Charge for the year	3,650	3,650
Eliminated on disposals	<u>(6,791)</u>	<u>(6,791)</u>
At 31 March 2025	<u>4,300</u>	<u>4,300</u>
Net book value		
At 31 March 2025	<u>9,114</u>	<u>9,114</u>
At 31 March 2024	<u>3,654</u>	<u>3,654</u>

16 Debtors

	2025 £	2024 £
Prepayments	8,178	12,803
Other debtors	<u>117,454</u>	<u>101,444</u>
	<u>125,632</u>	<u>114,247</u>

Race Equality First Limited

Notes to the Financial Statements for the Year Ended 31 March 2025

20 Funds

	Balance at 1 April 2024 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2025 £
Unrestricted					
<i>General</i>					
Core Funding	95,120	43,677	27,756	(22,210)	144,343
<i>Designated</i>					
Continuity & research Funds	186,735	-	-	51,866	238,601
Redundancy Funds	89,462	-	-	-	89,462
UN Fund	60,000	-	(8,134)	(51,866)	-
Cost of Living Support Fund	-	-	-	37,146	37,146
	<u>336,197</u>	<u>-</u>	<u>(8,134)</u>	<u>37,146</u>	<u>365,209</u>
Total Unrestricted	<u>431,317</u>	<u>43,677</u>	<u>19,622</u>	<u>14,936</u>	<u>509,552</u>
Restricted					
Healthy Minds	10,336	149,464	(162,635)	2,835	-
MEC Health Fair	6,505	-	(6,505)	-	-
Santander	89,571	-	(52,425)	(37,146)	-
WG MEE in Mind 2020	46,738	207,100	(199,270)	-	54,568
Community Events & Activities	35,115	-	-	-	35,115
Interfaith	9,750	-	-	-	9,750
Independent Age	-	20,618	(430)	-	20,188
Carers Support Fund	-	93,020	(104,736)	11,716	-
CSF Amser	-	87,360	(90,887)	3,527	-
Know Your Rights, Live by Your Rights	-	166,397	(156,416)	-	9,981
Awards for All	-	20,000	(2,790)	-	17,210
Chance For Change	-	74,067	(78,199)	4,132	-
Macmillan/Marie Curie	-	2,396	(100)	-	2,296
Total restricted	<u>198,015</u>	<u>820,422</u>	<u>(854,393)</u>	<u>(14,936)</u>	<u>149,108</u>
Total funds	<u>629,332</u>	<u>864,099</u>	<u>(834,771)</u>	<u>-</u>	<u>658,660</u>

Race Equality First Limited

Notes to the Financial Statements for the Year Ended 31 March 2025

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

Restricted funds:

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.

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.

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.

Know Your Rights, Live by Your Rights: Educating Black and Ethnic Minority people across Wales about their civil and legal rights, how to combat barriers to public services; and how to challenge discrimination.

Carers Trust Wales Short Breaks Fund: providing grants for short trips and activities to unpaid carers in South Wales.

Macmillan: A research project looking at the Palliative and End of Life Care experiences of Black and Minority Ethnic people in South Wales.

Chance for Change: A project promoting awareness about gambling harms and available support.

Designated Funds:

Continuity & Research Funds: continuity of our core services, research and additional staff roles from our strategic reserves.

Redundancy Funds: allocated by the Trustees's to ensure adequate reserves are held to meet the charities obligations should it ever be wound up.

UN Fund: a review and updated CERD Shadow Report for Wales and delegation to the United Nations in Geneva.

Cost of Living Support Fund: to provide cost of living and digital grants.

During the year £37,146 has been transferred from restricted funds to designated funds. This represents an underspend on the original project with the transfer to alternative causes permissible under the terms of the underlying grant.